

RESOLUTION NO. 16029

A RESOLUTION OF THE CITY COUNCIL OF REDWOOD CITY 1) APPROPRIATING AND TRANSFERRING CERTAIN FUNDS FOR SPECIFIED PURPOSES TO CONFORM THE BUDGETED AMOUNTS TO ACTUAL REVENUES OR EXPENDITURES FOR TRANSACTIONS THAT HAVE OCCURRED OR ARE ANTICIPATED TO OCCUR DURING FY 2021-22, 2) AMENDING THE CITY'S CLASSIFICATION AND WAGE AND SALARY PLAN TO ESTABLISH THE CLASSIFICATIONS OF THE ASSISTANT DIRECTOR OF ADMINISTRATIVE SERVICES AND EQUITY AND INCLUSION OFFICER, AND REESTABLISH THE CLASSIFICATION OF HUMAN RESOURCES MANAGER, AND 3) AMENDING THE CITY'S AUTHORIZED FULL-TIME EQUIVALENT EMPLOYEE TABLE IN FY 2021-22 ADOPTED BUDGET

WHEREAS, during the course of a fiscal year, the City Council may take actions that change or modify the City's existing and approved budgets; and

WHEREAS, grants and revenue are received during the course of the fiscal year which were not anticipated when the City's budgets were first approved; and

WHEREAS, appropriations need to be established in order for staff to utilize grants and revenues received; and

WHEREAS, generally, twice a year Finance staff will present appropriation changes to the City Council for approval; and

WHEREAS, staff has presented written documentation, which is attached hereto as Exhibits "A" and "B" which sets forth in particularity the changes in revenues and the changes in expenditures; and

WHEREAS, the establishment of the Assistant Director of Administrative services, Equity and Inclusion Officer, and Human Resources Manager classifications is requested to meet the current and future operational needs of the City; and

WHEREAS, the classification specifications as described in Exhibit "C" were prepared by Human Resources staff in consultation with department management, to ensure the foreseeable needs of the organization were met; and

WHEREAS, Human Resources staff reached agreement with department management on the recommended salary ranges as listed in Exhibits “D” and “E”; and

WHEREAS, the changes to the Authorized Full-Time Equivalent Employee Table in the FY 2021-22 Adopted Budget, as listed in Exhibit “F”, include:

- Adding 3.0 FTEs for Permits Technician (CDT)
- Adding 2.0 FTEs for Human Resources Analyst I/II (HR)
- Adding 1.0 FTE for Human Resources Manager (HR)
- Adding 1.0 FTE for Management Analyst I/II (CMO - Housing)
- Adding 1.0 FTE for Plan Check Engineer/Supervisor (CDT)
- Adding 1.0 FTE for Plan Checker (CDT)
- Adding 1.0 FTE for Senior Human Resources Analyst (HR)
- Adding 0.5 FTE for Administrative Clerk III (HR)

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

1. The recitals set forth above are true and correct and are hereby incorporated by this reference as if fully set forth in their entirety.

2. The following stated amounts, as set forth in full in Exhibits “A” and “B” which are attached hereto and made a part hereof, are hereby appropriated and transferred for specific purposes to conform the budgeted amounts to actual revenues or expenditures approved for transactions, which have occurred during fiscal year 2021-2022:

Summary of Recommended Budget Changes by Fund Type			
	<u>Revenues</u>	<u>Expenditures</u>	<u>Net Change in Fund Balance</u>
	\$	\$	\$
General Fund	4,174,484	2,305,395	1,869,089
Special Revenue Funds	100,000	882,586	(782,586)
Capital Projects Funds	2,630,000	61,890,289	(59,260,289)
Enterprise Funds	-	638,635	(638,635)
Internal Services Funds	150,000	150,000	-
Total Revisions	7,054,484	65,866,905	(58,812,421)

This Council does hereby establish as the appropriation revisions for Fiscal Year 2021-2022.

3. The City's Classification, Wage, and Salary Plan is hereby amended to establish the classifications of Assistant Director of Administrative Services and Equity and Inclusion Officer, and reestablish the Human Resources Manager, and place them in the Executive Management employee group, as listed in Exhibits "C" and "D", and as listed in the full salary plan attached as Exhibit "E".

4. The Authorized Full-Time Equivalent Employee Table in the FY 2021-22 Adopted Budget is hereby amended to include the changes reflected in Exhibit "F", which sets forth the following changes:

- Adding 3.0 FTEs for Permits Technician (CDT)
- Adding 2.0 FTEs for Human Resources Analyst I/II (HR)
- Adding 1.0 FTE for Human Resources Manager (HR)
- Adding 1.0 FTE for Management Analyst I/II (CMO - Housing)
- Adding 1.0 FTE for Plan Check Engineer/Supervisor (CDT)
- Adding 1.0 FTE for Plan Checker (CDT)
- Adding 1.0 FTE for Senior Human Resources Analyst (HR)
- Adding 0.5 FTE for Administrative Clerk III (HR).

5. The resolution shall be effective upon the date of its adoption.

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Passed and adopted by the Council of the City of Redwood City at a
Joint City Council/Successor Agency Board/Public Financing Authority Meeting
thereof held on the 28th day of February 2022 by the following votes:

AYES: Aguirre, Espinoza-Garnica, Gee, Howard, Reddy, Smith
and Mayor Hale
NOES: None
ABSENT: None
ABSTAINED: None
RECUSED: None



Giselle Hale
Mayor of the City of Redwood City

Attest:



Pamela Aguilar, CMC
City Clerk of Redwood City

I hereby approve the foregoing resolution this
1st day of March 2022.



Giselle Hale
Mayor of the City of Redwood City

Exhibit A

CITY OF REDWOOD CITY FY 2021-22

Changes in Revenues

February 28, 2022

General Fund

A-1	Administrative Services	Increase property transfer tax revenue budget to reflect updated projections based on year-to-date actuals.	350,000
A-2	Administrative Services	Increase Educational Revenue Augmentation Fund (ERAF) revenue budget to reflect updated projections based on year-to-date actuals.	5,838,073
A-3	Administrative Services	Increase Business License fee revenue budget to reflect updated projections based on year-to-date actuals.	85,919
A-4	Administrative Services	Increase District Sales Tax revenue budget to reflect updated projections from HdL Consultants.	954,581
A-5	Administrative Services	Reduce Franchise fee revenue budget to reflect updated projections based on year-to-date actuals.	(5,000)
A-6	Administrative Services	Reduce Transient Occupancy Tax revenue budget relating to reduced occupancy as a result of COVID-19.	(250,000)
A-7	Administrative Services	Reduce Cannabis related revenue budgets to reflect updated projections based on year-to-date actuals.	(237,581)
A-8	Administrative Services	Transfer cash from General Fund to Fund where actual expenditure will occur.	(3,630,000)
A-9	Community Development & Transportation	Increase revenue budgets for grant received from the Regional Early Action Program to support of the City's work on the Housing Element.	52,613
A-10	Library	Increase revenue budget for reimbursement received from the Peninsula Library System. Funds are offset by costs associated with the 2020-2021 Summer Learning Program.	11,276
A-11	Library	Increase revenue budget for grant funds received for Project READ.	428,258
A-12	Library	Reduce revenue for Library Service Fees due to facility closure (COVID 19) and cancelled meeting room reservations.	(22,000)
A-13	Parks, Recreation & Community Services	Increase revenue budgets for various grants received relating to COVID-19 response efforts and general support of the Information and Referral Program at Fair Oaks Community Center.	598,345
Total General Fund			\$ 4,174,484

Special Revenue Funds

A-14	City Manager	Transfer cash from General Fund to Fund where actual expenditure will occur.	100,000
Total Special Revenue Funds			\$ 100,000

Capital Project Funds

A-15	Community Development & Transportation	Transfer cash from General Fund to Fund where actual expenditure will occur.	415,000
A-16	Public Works Services	Transfer cash from General Fund to Fund where actual expenditure will occur.	2,215,000
Total Capital Projects Funds			\$ 2,630,000

Enterprise Funds

A-17	Administrative Services	Transfer cash from General Fund to Fund where actual expenditure will occur.	750,000
A-18	Administrative Services	Reduce revenue budget for utility bill forgiveness program.	(750,000)
Total Enterprise Funds			\$ -

Internal Services Funds

A-19	Public Works Services	Transfer cash from General Fund to Fund where actual expenditure will occur.	150,000
Total Internal Services Funds			\$ 150,000

Total Revenue Changes	\$ 7,054,484
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Exhibit B

CITY OF REDWOOD CITY FY 2021-22

Changes in Expenditures

February 28, 2022

General Fund

B-1	Administrative Services	Transfer expenditure budget to allocate one-time funds to department budgets.	(6,650,000)
B-2	Administrative Services	Increase expenditure budget for new Management Fellow/contract position for two years.	150,000
B-3	City Attorney	Increase Outside Legal Services expenditure budget for services relating to the Housing Element review and other legal matters.	100,000
B-4	City Attorney	Increase expenditure budget for two-year contract attorney assistance on special projects.	150,000
B-5	City Clerk	Increase expenditure budget to support implementation of hybrid Council meetings.	100,000
B-6	City Manager	Transfer employee cost expenditure budgets to the correct program for Diversity, Equity, and Inclusion program.	-
B-7	City Manager	Increase employee cost expenditure budget to reclassify the Diversity, Equity & Inclusion officer position from contract to regular.	27,265
B-8	City Manager	Increase professional and legal services expenditure budgets for costs associated with a property exchange with the County for site at 1580 Maple St.	183,508
B-9	City Manager	Increase expenditure budget for additional Housing/Homeless support.	1,000,000
B-10	City Manager	Increase expenditure budget for new position that will help with title issues and multiple real estate transactions involving City property.	250,000
B-11	City Manager	Increase expenditure budget for extension of Housing Management Fellow position.	150,000
B-12	City Manager	Increase expenditure budget for new Diversity, Equity & Inclusion Management Fellow	150,000
B-13	Community Development & Transportation	Transfer expenditure budget to allocate one time funding for expenses related to the hiring of two Permit Technicians from March-June 2021.	-
B-14	Community Development & Transportation	Increase employee cost expenditure budget for time spent on the Maintenance Agreement Portal. Costs will be offset by Geographic Information Systems/Technology fee fund balance.	50,000
B-15	Community Development & Transportation	Increase professional services expenditure budget for the Housing Element project. Costs will be offset by grant revenue received from the Regional Early Action Program.	52,613
B-16	Fire	Increase professional services expenditure budget for Joint Powers Agreement payment to the Department of Emergency Management.	32,287
B-17	Fire	Increase professional services expenditure budget for Resiliency First course designed to combat PTSD in first responders.	25,000
B-18	Fire	Increase employee cost expenditure budget for overtime costs resulting from disability, long term leave/FMLA, COVID leaves, and vacancies.	1,945,000
B-19	Fire	Increase professional services expenditure budget for the new Versaterm Computer Aid Dispatch software pilot program.	9,000
B-20	Fire	Increase expenditure budget to cover the cost of two sets of PPE turnouts for fifteen new hires.	100,000
B-21	Fire	Increase professional services expenditure budget for staff training on new Zoll software.	10,000
B-22	Fire	Increase professional services expenditure budget for County Net 6 fire dispatch services and maintenance.	9,000
B-23	Fire	Increase expenditure budget for Strategic Plan and Standards of Cover studies.	150,000
B-24	Fire	Increase expenditure budget for Vegetation Management.	150,000
B-25	Human Resources	Increase employee cost expenditure budget for new positions: Human Resources Manager, Senior Human Resources Analyst, Two Human Resources Analysts and Administrative Clerk.	173,883
B-26	Human Resources	Increase professional services expenditure budget for costs associated with labor negotiations, performance evaluations, investigations, and classification and compensation studies.	449,670
B-27	Human Resources	Increase expenditure budget for new Human Resources Management Fellow	150,000
B-28	Library	Increase employee cost expenditure budget for casual staff costs associated with the 2020-2021 Summer Learning Program. Costs are offset by reimbursement from the Peninsula Library System.	11,276
B-29	Library	Increase expenditure budgets for literary services. Costs are offset by grants received from Project READ.	428,258
B-30	Library	Increase expenditure budget for two-year Project Read position.	150,000
B-31	Parks, Recreation & Community Services	Increase employee costs expenditure budget for new PRCS Manager position.	68,719
B-32	Parks, Recreation & Community Services	Increase expenditure budgets for COVID-19 response efforts and general support of the Information and Referral Program at Fair Oaks Community Center. Costs are offset by various grants received.	816,604

B-33	Parks, Recreation & Community Services	Increase water utility expenditure budget based on updated projections based on actuals.	135,000
B-34	Parks, Recreation & Community Services	Increase expenditure budget for senior lunch program.	55,000
B-35	Parks, Recreation & Community Services	Increase expenditure budget for Downtown Holiday Tree Lighting expenses.	20,000
B-36	Parks, Recreation & Community Services	Increase expenditure budget for part-time Program Assistant position for the Youth and Teens Division to support the Safe Route to Schools Program.	18,312
B-37	Parks, Recreation & Community Services	Transfer expenditure budget for Recreation Coordinator position from Elementary Activities to Preschool Programs.	-
B-38	Parks, Recreation & Community Services	Increase expenditure budget for homelessness initiatives.	1,150,000
B-39	Parks, Recreation & Community Services	Increase expenditure budget for Human Services Manager position upgrade.	50,000
B-40	Parks, Recreation & Community Services	Increase expenditure budget for Safe Routes to School programming.	20,000
B-41	Parks, Recreation & Community Services	Increase expenditure budget for child care advocacy.	150,000
B-42	Public Works Services	Increase expenditure budget for tree cleanup costs resulting from October 2021 storm.	65,000
B-43	Public Works Services	Increase expenditure budget for consultant services to update the City's tree inventory.	150,000
B-44	Public Works Services	Increase expenditure budget for sustainability and climate change efforts.	100,000
Total General Fund			\$ 2,305,395

Special Revenue Funds

B-45	City Manager	Adjust Housing related expenditure budgets to align with updated projections based on year-to-date actuals.	715,060
B-46	City Manager	Increase expenditure budget for implementation of Displacement Prevention strategies.	100,000
B-47	City Manager	Increase budget for new Management Analyst position as part of overall staffing plan for the Housing Division.	67,526
Total Special Revenue Funds			\$ 882,586

Capital Projects Funds

B-48	Administrative Services	Increase costs of issuance expenditure budget for the Veterans Memorial Senior Center Building Lease Revenue Bond issuance.	28,990
B-49	Community Development & Transportation	Increase expenditure budget for support relating to lobbying, grant writing, & communications functions.	165,000
B-50	Community Development & Transportation	Increase expenditure budget for two-year project manager for support with major capital projects.	250,000
B-51	Parks, Recreation & Community Services	Increase expenditure budget for the Veterans Memorial Senior Center Project bond proceeds issued in FY 2020-21, to be spent over the next 2 years.	58,931,299
B-52	Public Works Services	Increase expenditure budget for emergency HVAC system replacements.	50,000
B-53	Public Works Services	Increase expenditure budget for security-related projects in various City facilities.	250,000
B-54	Public Works Services	Increase expenditure budget for streetlight replacement.	715,000
B-55	Public Works Services	Increase expenditure budget for HVAC replacement- energy efficient building upgrades.	500,000
B-56	Public Works Services	Increase expenditure budget for sidewalk repair.	500,000
B-57	Public Works Services	Increase expenditure budget for ADA Transition efforts.	500,000
Total Capital Projects Funds			\$ 61,890,289

Enterprise Funds

B-58	Administrative Services	Increase energy cost expenditure budget to reflect updated projections based on year-to-date actuals.	4,150
B-59	Public Works Services	Increase expenditure budget for increased insurance premium costs.	50,600
B-60	Public Works Services	Transfer expenditure budget for reclassification of vacant Public Works Maintenance Worker II to Utilities Specialist.	8,885
B-61	Public Works Services	Increase expenditure budget for emergency sewer main repair at 1513 Veterans Boulevard.	575,000
Total Enterprise Funds			\$ 638,635

Internal Services Funds

B-62	Public Works Services	Increase expenditure budget for custodial services.	150,000
Total Internal Services Funds			\$ 150,000

Total Expenditure Changes	\$ 65,866,905
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EXHIBIT “C”

CITY OF REDWOOD CITY PROPOSED JOB DESCRIPTIONS

CITY OF REDWOOD CITY ASSISTANT DIRECTOR OF ADMINISTRATIVE SERVICES

DEFINITION

Plans, directs, organizes, evaluates, and coordinates the work of the Finance Division and Revenue Services Division within the Administrative Services Department. Provides highly responsible and complex administrative support to the Director in support of the vision, goals, and values of the organization and the policy direction as set by the City Council, assisting with the overall department administration (including the IT Division and risk management program), formulation and implementation of the Department's overall goals, budget, training, policies, and evaluation programs, and serving as Acting Director in Director's absence. Implements the mission of the department with a commitment to customer focus, service excellence, problem solving, community interests and continuous improvement.

SUPERVISION RECEIVED AND EXERCISED

Receives administrative supervision from the Administrative Services Director.

Responsibilities include direct and indirect supervision of management, professional, administrative support staff, as well as temporary, contract or seasonal employees.

EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES

1. Plans, directs, coordinates, and/or reviews the work plan for both Finance and Revenue Services Division management, supervisory, professional, and support staff.
2. Assists the Director in managing the preparation of the annual City operating budget, annual one- and five-year Capital Improvement Programs, and mid-year budget report and associated amendments.
3. Oversees the preparation of the annual comprehensive financial report, coordination of internal audits as needed, and a variety of technical analyses regarding City expenditures and revenue projections.
4. Assists in managing the development and implementation of investment policies and procedures.
5. Coordinates technical assistance in labor negotiations.
6. Assists the Director in managing the Department annual budget; directs the

monitoring of and approves expenditures with a focus on the Finance and Revenue Services Divisions; directs and implements necessary adjustments.

7. Continuously monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; assesses and monitors workload, administrative, technology and support systems, and internal reporting relationships; identifies opportunities for improvement, and makes recommendations to the Director; and directs the implementation of improvements.
8. Motivates and evaluates assigned personnel; provides or coordinates staff training; works with employees on performance issues; responds to staff questions and concerns; makes disciplinary recommendations to the Director.
9. Joins the Director in representing the Department to other City departments, elected and appointed officials, and outside agencies.
10. Assists in managing, and participates in the development and administration of, requests for proposals to support the work of the Department; participates in the evaluation of proposals; provides direction during contract negotiations; and approves contracts and/or contract amendments within approval authority.
11. Coordinates and manages interdepartmental problem-solving teams to address issue and recommend solutions to resolve issues.
12. Prepares, reviews, edits, and presents staff reports, various management and information updates, and reports on special projects to the City Council, Finance and Audit Sub-Committee, and other bodies as assigned by the Director.
13. Attends and participates in professional group meetings; stays abreast of new trends and innovations in the fields of finance and government administration.
14. Monitors changes in laws, regulations, and technology that may affect Department operations or areas of responsibility; implements policy and procedural changes as required.
15. Responds to general and also sensitive public inquiries with requested information and/or holds meetings to discuss concerns and issues.
16. Serves as Acting Director in the Director's absence.
17. Performs related duties and responsibilities as assigned.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Principles, practices, methods, and techniques used in budgeting and governmental accounting, including Generally Accepted Accounting Principles (GAAP).

Laws, statues, ordinances, regulations, and requirements of municipal finance and investment of public funds.

Statistical analyses as it applies to assigned work.

Technical report preparation and presentation methods and techniques.

Computer-based systems for accounting and budgeting, including electronic spreadsheets and word-processing programs.

Principles and practices of leadership, motivation, team building and conflict resolution.

Organizational and management practices as applied to the analysis and evaluation of programs, policies, and operations; principles and practices of municipal government administration including budgeting, contract administration and negotiation methods.

English usage, grammar, spelling, vocabulary, and punctuation.

Techniques for providing a high level of customer service to the public, vendors, contractors, and City staff.

Ability to:

Prepare, administer and monitor a budget involving numerous funds, revenue sources, expenditure categories.

Manage a variety of technical functions relating to the investment of public funds.

Plan and oversee preparation of the Annual Comprehensive Financial Report.

Exercise sound and independent judgment, conduct independent analyses and make recommendations on highly complex, difficult and sensitive issues.

Interpret and explain complex regulations to internal and external stakeholders.

Prepare a variety of written reports and public presentations to the City Council, Finance and Audit Sub-Committee, and other bodies.

Supervise the work of others, including planning, directing, monitoring and evaluating staff.

Encourage leadership, teamwork, career advancement, and problem solving.

Select, train and evaluate professional, administrative, and technical staff.

Communicate clearly and concisely, both orally and in writing.

Build and maintain constructive relationships by promoting effective partnerships with the IT Manager, HR Director, HR Manager, department colleagues, bargaining units, employees, residents, and others contacted in the course of work.

Operate a motor vehicle safely.

Experience and Training Guidelines:

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience:

Five years of increasingly responsible experience in one or more aspects of financial administration and supervision, preferably in local government.

Training:

Equivalent to a Bachelor's degree in business administration or related field. A master's degree in business or related field or C.P.A. is desirable.

License or Certificate:

Possession of a valid California Driver's License.

Work Environment:

Essential duties require the following physical abilities and work environment:

Ability to work in a standard office setting and use standard office equipment, including a computer; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, and over the telephone. This is primarily a sedentary office classification although standing for prolonged periods and walking between work sites may be required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push, and pull drawers open and closed to retrieve and file information. Employees must possess the ability to lift, carry, push, and pull materials and objects up to 25 pounds.

Ability to travel to different locations, including but not limited to City facilities or meeting locations, and attend evening and/or weekend meetings and events.

Effective Date: February 28, 2022

Bargaining Group: Unrepresented Executive Management

Status: FLSA Exempt / At-Will

CITY OF REDWOOD CITY EQUITY AND INCLUSION OFFICER

DEFINITION

Primarily responsible for the formulation and implementation of the IDEAL RWC (Inclusion, Diversity, Equity, Accessibility and Leadership in Redwood City) Program's overall goals, budget, training, policies, outreach, program deliverables and outcomes. Provides highly responsible and complex support of the vision, goals, and values of the organization and the policy direction as set by the City Council. Implements the mission of the Program with a commitment to collaboration, problem solving, community interests and continuous improvement.

SUPERVISION RECEIVED AND EXERCISED

Receives general and administrative direction from the Assistant City Manager. Responsibilities may include supervision over clerical, technical and/or professional staff, as well as temporary, contract or seasonal employees or fellows.

EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES

1. Develop and support the implementation of operational changes or initiatives that reinforce the City's commitment to diversity, equity, and inclusion within the Redwood City organization and in the City's service to the Redwood City community.
2. Identify and support implementation of best practices to bring an equity lens to Redwood City's strategic plan and all departmental operations, including making City services more accessible and relevant to diverse constituents.
3. Partner with consultants, the Director of Human Resources and their staff, and external partners as appropriate on implementation of internal and external Redwood City diversity, equity, and inclusion initiatives.
4. Identify new programming, activities and initiatives to foster diversity, equity, and inclusion in Redwood City, including the coordination of training sessions and workshops for Redwood City employees and community members, such as volunteer leaders on boards and commissions.
5. Support organizational development initiatives to promote culture change throughout the Redwood City organization and within specific departments.
6. Facilitate the collection/creation, monitoring and reporting of statistics/metrics related to diversity, equity and inclusion such as employment data about recruitment, hiring, promotions and training; public safety data regarding interactions and use of force; and the delivery of city services to the community.
7. Enable communication about Diversity, Equity and Inclusion efforts and issues

- internally to the workforce and externally to the community.
8. Provide staff support to a new City Council Sub-Committee on Equity and Social Justice and a new Police Advisory Committee.
 9. Develop and implement an Equity Work Plan to map out the City's underway and proposed efforts related to diversity, equity and inclusion; and monitor and report on progress toward the goals of the Work Plan.
 10. Partner with the Human Resources Department to ensure that employees have an inclusive workplace, and community members receive inclusive and appropriate city services, regardless of their race, gender, age, ethnicity, socioeconomic status, sexual orientation, or disability.
 11. Support executive leadership's success in understanding the unique needs and perspectives of our workforce and our local communities.
 12. Stay informed regarding research and best practices in diversity, equity, and inclusion.
 13. Develop and maintain relationships with peers in governmental, educational and private organizations to foster information-sharing and collaboration.
 14. Coordinate related projects involving complex community and cross-departmental issues as assigned.
 15. Perform related duties as assigned.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Advanced principles, techniques and practices of equity, inclusion and empowerment.

Principles and techniques of professional writing, English grammar, spelling, and punctuation.

Effective outreach strategies and techniques for engaging community and neighborhood organizations and other such organizations.

Principles of learning, work teams, organizational development, and process improvements.

Modern office technology, equipment, and procedures, including Word, Excel, PowerPoint, and a variety of web-based applications

Ability to:

Demonstrate leadership and cultivate trust in managing a comprehensive, organization-wide change management program.

Think innovatively, with a track record for translating strategic thinking into action plans and output.

Utilize excellent collaboration, facilitation and communication skills.

Engage professionally and effectively and represent the City with a wide range of diverse constituents.

Establish and sustain positive working relationships with internal and external stakeholders, including elected officials and senior management.

Organize and prioritize multiple responsibilities and tasks, meet tight deadlines and be flexible to changes in priority assignments.

Plan, lead and implement major projects on schedule and with measurable results.

Exercise good judgment and creative problem-solving skills and make sound decisions in a manner consistent with essential job functions and City values.

Collect, manage, and employ relevant data to support decision-making within the program and the organization.

Work independently and proactively with minimal supervision

Experience and Training Guidelines:

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience:

Five (5) years of increasingly responsible, professional level experience in community building or advocacy, public health or welfare, economic mobility, organizational development, facilitation, training, coaching, or similar sociological or anthropological field.

Training:

Equivalent to a Bachelor's degree from an accredited college or university.

License or Certificates:

Possession of, or ability to obtain, a valid California Class C Driver's License.

Special Requirements:

Essential duties require the following physical abilities and work environment:

Ability to work in a standard office environment with ability to drive to various City and regional locations. Bilingual ability is desirable.

Effective Date: February 28, 2022

Bargaining Group: Unrepresented Executive Management

Status: FLSA Exempt / At-Will

CITY OF REDWOOD CITY HUMAN RESOURCES MANAGER

DEFINITION

Under the general direction of the Human Resources Director, plans, organizes, and directs one or more sections of the Human Resources Department which include the functions of classification and compensation; recruitment and selection; employee benefits, health and wellness; employee training and organizational development; worker's compensation and safety; employee and labor relations; and workforce planning/succession planning. The Human Resources Manager serves as a member of the department's management team.

DISTINGUISHING CHARACTERISTICS

This is an executive management classification in the Human Resources Department responsible for managing the operations of one or more sections of the Human Resources Department. Responsibilities include coordinating the activities of the Human Resources Department with other City departments and divisions, and managing the complex and varied functions of the Department. The incumbent may be accountable for accomplishing program planning and operational goals and objectives for the Department, and furthering City goals and objectives within general policy guidelines. This classification is distinguished from the department Director in that the latter is responsible for planning, organizing, and directing all Human Resources services for the City.

SUPERVISION RECEIVED AND EXERCISED

Receives general and administrative direction from the Human Resources Director. Responsibilities include direct and indirect supervision of management, professional, administrative support staff, as well as temporary, contract, or seasonal employees and may act as the department Director in their absence.

EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES - Duties may include, but are not limited to, the following:

1. Plans, directs, and administers one or more Human Resources programs and functions including advising executive and management staff regarding sound Human Resources practices and techniques to effectively plan for and manage the City's workforce.
2. Develops and implements the Human Resources Department goals, objectives, policies and programs in accordance with City policies, goals and objectives.
3. Develops and makes recommendations to the City Manager, Assistant City Manager, Human Resources Department and operating departments regarding the creation, revision, or abolishment of Human Resources rules policies and procedures.

4. Supervises staff performing Human Resources functions, schedules activities and sets work priorities, provides staff development and evaluates work performance.
5. Directs and administers employee relations activities including contract interpretation, grievance process administration, progressive discipline, facilitates negotiation of new and revised policies and procedures, and maintains ongoing communication with employee unions and associations.
6. Consults with the Human Resources Director, Assistant City Manager, department and division heads, employee representatives and others on matters related to policy interpretation, discipline, grievances and other personnel practices and matters.
7. Interacts with and counsels employees on job-related problems, appeals, and grievance rights, and other issues of general concern.
8. Develops, directs, and administers the City's classification and compensation systems including recommending the adoption or elimination of classifications, recommending salaries, conduction compensation and benefit surveys, and participating in the development of related strategies for labor negotiations.
9. Directs and administers a comprehensive recruitment, selection, orientation and onboarding program in accordance with applicable local, state and federal rules and regulations; develops and promotes the City's "employment brand."
10. Oversees the City's Workers' Compensation and safety programs, maintains the City's Injury and Illness Prevention Program (IIPP), ensures compliance and performs all related functions.
11. Oversees the Enterprise Resource Planning (ERP) HR Modules.
12. Directs and administers a comprehensive employee benefits program, administers contracts and plan documents, and monitors the work of third party administrators.
13. Develops and administer a City-wide development and training programs, and employee wellness programs.
14. Performs required duties under the City's disaster response plan.
15. Administers and directs the City's EEO programs and oversees and/or conducts investigations of alleged harassment or discriminatory conduct, represents the City to regulatory agencies to address formal complaints and prepares appropriate documentation.

16. Coordinates workforce planning and succession planning initiatives with City departments.
17. Prepares, administers, and maintains the Human Resources Department budgets including forecasting future needs as well as monitoring and controlling expenditures.
18. Researches, compiles, analyzes and evaluates general and statistical information regarding selection procedures, recruitment methods, benefits administration, compensation, and related human resources practices.
19. Prepares and directs the preparation of a variety of written correspondence, reports, procedures, analyses, and other written materials.
20. Keeps the Human Resources Director properly informed of activities and issues of the department. Prepares for and makes presentations to City team and the City Council, as necessary.
21. Attends human resources conferences and seminars to remain current of professional and legal issues and continually monitor's the City's compliance with federal, state and local laws and regulations.
22. Performs related duties and responsibilities as assigned.

MINIMUM QUALIFICATIONS

Knowledge of:

Principles and practices of human resources management in a public agency, including methods and techniques for recruitment, selection, equal employment opportunity, classification, compensation, benefit analysis and administration, employee and labor relations, employee and organizational development, workers' compensation and safety.

Applicable federal, state, and local laws, regulations, ordinances and codes related to human resources.

Organizational and management practices for analyzing and evaluating programs, policies, and operational needs related to human resources.

Practices and techniques for evaluating and managing outcomes, including the maintenance and analysis of human resources metrics.

Principles of public administration and municipal government practices.

Principles and practices of effective supervision, including employee development and performance management.

Standard business computer applications, software and equipment.

Principles of business writing including English usage, grammar, vocabulary and punctuation.

Budget processes, administration, and resource allocation.

Techniques for effectively representing the City in contacts with governmental agencies, community groups, employee representatives, and other professional organizations.

Ability to:

Plan, organize, administer, coordinate, review and evaluate all areas of a comprehensive human resources program including formulating and administering best practices and sound human resources policies, procedures, and programs for all levels of City management and employees.

Develop and implement goals, objectives, policies, procedures work standards and controls for the Department.

Prepare clear and concise reports, correspondence, procedures, instructions and other written materials.

Provide staff support in complex, sensitive, or difficult human resources issues requiring a high level of independent judgment, strong analytical skills, strong interpersonal skills, and creativity.

Prepare and administer multiple budgets;. Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner, and set priorities to meet critical timelines.

Build and maintain constructive relationships by promoting effective partnerships with the department colleagues, bargaining groups, employees and others contracted in the course of work.

Operate modern office equipment including computers and specialized software applications.

Experience and Education:

Any combination of experience and education that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience:

Five years of progressively responsible experience in one or more Human Resources functional areas, including classification and compensation; recruitment and selection; employee benefits; employee and labor relations; health and wellness; employee training and organizational development; workers' compensation and safety; and workforce planning/succession planning. At least one year of supervisor experience is desirable.

Education:

Bachelor's degree or equivalent from an accredited college or university with major study in human resources management, business administration, or a related field. A Master's degree is desirable.

License or Certificates:

Possession of or ability to obtain a valid California Class C Driver's License.

Work Environment and Conditions:

Essential duties require the following physical abilities and work environment:

Ability to work in a standard office setting and use standard office equipment, including a computer; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, and over the telephone. This is primarily a sedentary office classification although standing for prolonged periods and walking between work sites may be required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operated standard office equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push, and pull drawers open and closed to retrieve and file information. Employees must possess the ability to lift, carry, push, and pull materials and objects up to 25 lbs.

Ability to travel to different locations, including but not limited to City facilities or meeting locations, and attend evening and/or weekend meetings and events.

Effective Date: October 21, 2013

Deactivated: May 6, 2019

Reinstated: February 28, 2022

Bargaining Group: Unrepresented Executive Management

Status: Exempt / At-Will

EXHIBIT "D"

SUMMARY OF SALARY PLAN CHANGES

EXECUTIVE MANAGEMENT - ESTABLISHMENT OF ASSISTANT DIRECTOR OF ADMINISTRATIVE SERVICES AND EQUITY AND INCLUSION OFFICER, AND REESTABLISHMENT OF HUMAN RESOURCES MANAGER

Effective February 28, 2022

Classification	Minimum Monthly Salary	Maximum Monthly Salary
Assistant Director of Administrative Services	\$13,924	\$18,799
Equity and Inclusion Officer	\$10,958	\$14,793
Human Resources Manager	\$11,560	\$15,605

EXHIBIT E
CITY OF REDWOOD CITY
CLASSIFICATION AND WAGE AND SALARY PLAN - Mid Year Budget Report
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					STEP 2	STEP 3	STEP 4	STEP 6			
ACCOUNT CLERK I	E730	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,017.00 2,315.54 28.94	5,267.00 2,430.92 30.39	5,531.00 2,552.77 31.91	5,808.00 2,680.62 33.51	6,097.00 2,814.00 35.18	8810	
ACCOUNT CLERK II	E700	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,514.00 2,544.92 31.81	5,791.00 2,672.77 33.41	6,081.00 2,806.62 35.08	6,384.00 2,946.46 36.83	6,706.00 3,095.08 38.69	8810	
ACCOUNTANT	C440	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	8,434.00 3,892.62 48.66				10,123.00 4,672.15 58.40	9410	
ACCOUNTING TECHNICIAN I	E620	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,763.00 2,659.85 33.25	6,045.00 2,790.00 34.88	6,352.00 2,931.69 36.65	6,672.00 3,079.38 38.49	7,006.00 3,233.54 40.42	8810	
ACCOUNTING TECHNICIAN II	E735	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,340.00 2,926.15 36.58	6,655.00 3,071.54 38.39	6,990.00 3,226.15 40.33	7,336.00 3,385.85 42.32	7,707.00 3,557.08 44.46	8810	
ADMINISTRATIVE ASSISTANT	C715	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	7,723.00 3,564.46 44.56				9,275.00 4,280.77 53.51	8810	
ADMINISTRATIVE CLERK I	E795	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	4,591.00 2,118.92 26.49	4,820.00 2,224.62 27.81	5,059.00 2,334.92 29.19	5,315.00 2,453.08 30.66	5,581.00 2,575.85 32.20	8810	
ADMINISTRATIVE CLERK II	E770	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,053.00 2,332.15 29.15	5,306.00 2,448.92 30.61	5,569.00 2,570.31 32.13	5,850.00 2,700.00 33.75	6,139.00 2,833.38 35.42	8810	
ADMINISTRATIVE CLERK III	E710	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,553.00 2,562.92 32.04	5,832.00 2,691.69 33.65	6,123.00 2,826.00 35.33	6,430.00 2,967.69 37.10	6,750.00 3,115.38 38.94	8810	
ADMINISTRATIVE SECRETARY	C710	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	7,386.00 3,408.92 42.61				8,861.00 4,089.69 51.12	8810	
ASSISTANT CITY ATTORNEY	C415	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	13,019.00 6,008.77 75.11				17,577.00 8,112.46 101.41	9410	
ASSISTANT CITY CLERK	C675	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	9,274.00 4,280.31 53.50				11,125.00 5,134.62 64.18	8810	
ASSISTANT CITY MANAGER	C110	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	16,661.00 7,689.69 96.12				22,493.00 10,381.38 129.77	9410	
ASSISTANT COMMUNITY DEVELOPMENT & TRANSPORTATION DIRECTOR	C140	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	12,626.00 5,827.38 72.84				17,045.00 7,866.92 98.34	9410	
ASSISTANT DIRECTOR OF ADMINISTRATIVE SERVICES	TBD	EXEC. SERV.	2/28/2022	MONTHLY BIWEEKLY HRLY RATE	13,924.00 6,426.46 80.33				18,799.00 8,676.46 108.46	9410	
ASSISTANT ENGINEER I	G700	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,098.00 3,737.54 46.72	8,506.00 3,925.85 49.07	8,932.00 4,122.46 51.53	9,378.00 4,328.31 54.10	9,845.00 4,543.85 56.80	9410	
ASSISTANT ENGINEER II	G600	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,907.00 4,110.92 51.39	9,355.00 4,317.69 53.97	9,823.00 4,533.69 56.67	10,318.00 4,762.15 59.53	10,829.00 4,998.00 62.48	9410	

EXHIBIT E
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					STEP 2	STEP 3	STEP 4	STEP 6	STEP 6		
ASSISTANT PARKS, RECREATION & COMMUNITY SERVICES DIRECTOR	C135	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	12,626.00 5,827.38 72.84					17,045.00 7,866.92 98.34	9410
ASSISTANT PLANNER	H750	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,005.00 3,694.62 46.18	8,409.00 3,881.08 48.51	8,826.00 4,073.54 50.92	9,269.00 4,278.00 53.48	9,732.00 4,491.69 56.15		9410
ASSISTANT PUBLIC WORKS DIRECTOR	C204	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	12,626.00 5,827.38 72.84					17,045.00 7,866.92 98.34	9410
ASSOCIATE ENGINEER	G500	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	9,804.00 4,524.92 56.56	10,292.00 4,750.15 59.38	10,809.00 4,988.77 62.36	11,347.00 5,237.08 65.46	11,916.00 5,499.69 68.75		9410
ASSOCIATE PLANNER	H700	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,808.00 4,065.23 50.82	9,248.00 4,268.31 53.35	9,708.00 4,480.62 56.01	10,199.00 4,707.23 58.84	10,707.00 4,941.69 61.77		9410
BATTALION CHIEF	C300	COA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	14,674.00 6,772.62 60.47					17,837.00 8,232.46 73.50	7706
BATTALION CHIEF - 40 HR	C301	COA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	15,921.00 7,348.15 91.85					19,351.00 8,931.23 111.64	7706
BODY WORN CAMERA PROGRAM MANAGER	C528	RCMEA	6/28/2021	MONTHLY BIWEEKLY HRLY RATE	9,274.00 4,280.31 53.50					11,125.00 5,134.62 64.18	9410
BUILDING ATTENDANT III	N810	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	3,254.00 1,501.85 18.77	3,414.00 1,575.69 19.70	3,584.00 1,654.15 20.68	3,762.00 1,736.31 21.70	3,952.00 1,824.00 22.80		8810
BUILDING INSPECTOR	K710	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,239.00 3,802.62 47.53	8,649.00 3,991.85 49.90	9,084.00 4,192.62 52.41	9,536.00 4,401.23 55.02	10,014.00 4,621.85 57.77		9410
BUILDING MAINTENANCE WORKER	N670	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,669.00 3,078.00 38.48	7,003.00 3,232.15 40.40	7,355.00 3,394.62 42.43	7,720.00 3,563.08 44.54	8,105.00 3,740.77 46.76		9420
CAPITAL IMPROVEMENT PROGRAM MANAGER	C435	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	12,177.00 5,620.15 70.25					14,607.00 6,741.69 84.27	9410
CDBG/HOME ADMINISTRATOR	C323	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,766.00 4,968.92 62.11					12,920.00 5,963.08 74.54	9410
CHILD CARE SPECIALIST	E925	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,098.00 3,276.00 40.95	7,455.00 3,440.77 43.01	7,829.00 3,613.38 45.17	8,220.00 3,793.85 47.42	8,628.00 3,982.15 49.78		9410
CITY ATTORNEY	A170	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	23,756.00 10,964.31 137.05					23,756.00 10,964.31 137.05	9410
CITY CLERK	A180	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	10,958.00 5,057.54 63.22					14,793.00 6,827.54 85.34	9410
CITY COUNCIL MEMBER	A000	NOT REPRESENTED	1/22/2001	MONTHLY BIWEEKLY HRLY RATE	750.00 346.15 4.33					750.00 346.15 4.33	9410

**EXHIBIT E
CITY OF REDWOOD CITY
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CITY MANAGER	A100	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	27,854.00 12,855.69 160.70				27,854.00 12,855.69 160.70		9410
CODE ENFORCEMENT OFFICER I	K750	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,490.00 3,456.92 43.21	7,864.00 3,629.54 45.37	8,260.00 3,812.31 47.65	8,670.00 4,001.54 50.02	9,103.00 4,201.38 52.52		9410
CODE ENFORCEMENT OFFICER II	K755	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,239.00 3,802.62 47.53	8,649.00 3,991.85 49.90	9,084.00 4,192.62 52.41	9,536.00 4,401.23 55.02	10,014.00 4,621.85 57.77		9410
COMMUNITY DEVELOPMENT MANAGER - BUILDING	C406	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	11,560.00 5,335.38 66.69				15,605.00 7,202.31 90.03		9410
COMMUNITY DEVELOPMENT MANAGER - ENGINEERING	C408	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	13,924.00 6,426.46 80.33				18,799.00 8,676.46 108.46		9410
COMMUNITY DEVELOPMENT MANAGER - PLANNING	C407	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	12,179.00 5,621.08 70.26				16,441.00 7,588.15 94.85		9410
COMMUNICATIONS DISPATCHER	E670	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,971.00 3,678.92 45.99	8,366.00 3,861.23 48.27	8,790.00 4,056.92 50.71	9,229.00 4,259.54 53.24	9,692.00 4,473.23 55.92		8810
COMMUNICATIONS MANAGER	C412	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	10,958.00 5,057.54 63.22				14,793.00 6,827.54 85.34		9410
COMMUNICATIONS MULTIMEDIA ANALYST	C542	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	8,974.00 4,141.85 51.77				10,772.00 4,971.69 62.15		8810
COMMUNICATIONS SUPERVISOR	C800	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,765.00 4,968.46 62.11				12,919.00 5,962.62 74.53		9410
COMMUNITY DEVELOPMENT AND TRANSPORTATION DIRECTOR	B130	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	14,956.00 6,902.77 86.28				20,189.00 9,318.00 116.48		9410
COMMUNITY SERVICE OFFICER	E705	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,229.00 2,874.92 35.94	6,542.00 3,019.38 37.74	6,868.00 3,169.85 39.62	7,215.00 3,330.00 41.63	7,577.00 3,497.08 43.71		9410
CONSUMER SERVICE TECHNICIAN	M750	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,282.00 2,899.38 36.24	6,597.00 3,044.77 38.06	6,921.00 3,194.31 39.93	7,269.00 3,354.92 41.94	7,633.00 3,522.92 44.04		9410
CUSTODIAL SERVICES SUPERVISOR	C825	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	8,023.00 3,702.92 46.29				9,629.00 4,444.15 55.55		9410
DEPUTY CITY ATTORNEY	C107	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	10,093.00 4,658.31 58.23				13,626.00 6,288.92 78.61		9410
DEPUTY CITY MANAGER	C855	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	14,210.00 6,558.46 81.98				19,182.00 8,853.23 110.67		9410
DEPUTY FIRE CHIEF	C319	COA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	18,197.00 8,398.62 104.98				21,286.00 9,824.31 122.80		7706

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					STEP 2	STEP 3	STEP 4	STEP 5	STEP 6		
DEPUTY FIRE MARSHAL	F800	FIRE	1/4/2021	MONTHLY BIWEEKLY HRLY RATE	11,587.00 5,347.85 66.85	12,165.00 5,614.62 70.18	12,774.00 5,895.69 73.70	13,412.00 6,190.15 77.38	14,083.00 6,499.85 81.25	7706	
DEPUTY POLICE CHIEF	C230	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	17,120.00 7,901.54 98.77				23,111.00 10,666.62 133.33	7720	
ECONOMIC DEVELOPMENT MANAGER	C403	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	12,656.00 5,841.23 73.02				17,085.00 7,885.38 98.57	9410	
EMERGENCY PREPAREDNESS & OUTREACH COORDINATOR	C518	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	9,274.00 4,280.31 53.50				11,125.00 5,134.62 64.18	9410	
ENDPOINT & INFRASTRUCTURE INFORMATION TECHNOLOGY ANALYST I	C682	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	8,974.00 4,141.85 51.77				10,772.00 4,971.69 62.15	8810	
ENDPOINT & INFRASTRUCTURE INFORMATION TECHNOLOGY ANALYST II	C692	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	9,877.00 4,558.62 56.98				11,853.00 5,470.62 68.38	8810	
ENGINEERING TECHNICIAN I	G730	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,015.00 2,776.15 34.70	6,318.00 2,916.00 36.45	6,633.00 3,061.38 38.27	6,967.00 3,215.54 40.19	7,314.00 3,375.69 42.20	9410	
ENGINEERING TECHNICIAN II	G710	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,611.00 3,051.23 38.14	6,943.00 3,204.46 40.06	7,292.00 3,365.54 42.07	7,657.00 3,534.00 44.18	8,040.00 3,710.77 46.38	9410	
ENVIRONMENTAL INITIATIVES COORDINATOR	C541	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	9,274.00 4,280.31 53.50				11,125.00 5,134.62 64.18	9410	
EQUIPMENT MECHANIC I	N710	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,417.00 2,961.69 37.02	6,741.00 3,111.23 38.89	7,074.00 3,264.92 40.81	7,428.00 3,428.31 42.85	7,802.00 3,600.92 45.01	9420	
EQUIPMENT MECHANIC II	N600	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,056.00 3,256.62 40.71	7,407.00 3,418.62 42.73	7,776.00 3,588.92 44.86	8,167.00 3,769.38 47.12	8,574.00 3,957.23 49.47	9420	
EQUIPMENT SERVICE WORKER	N750	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,579.00 2,574.92 32.19	5,853.00 2,701.38 33.77	6,144.00 2,835.69 35.45	6,454.00 2,978.77 37.23	6,781.00 3,129.69 39.12	9420	
EQUITY AND INCLUSION OFFICER	TBD	EXEC. SERV.	2/28/2022	MONTHLY BIWEEKLY HRLY RATE	10,958.00 5,057.54 63.22				14,793.00 6,827.54 85.34	9410	
FACILITIES MAINTENANCE SUPERVISOR	C385	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,240.00 4,726.15 59.08				12,286.00 5,670.46 70.88	9410	
FACILITY AIDE	N790	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	4,595.00 2,120.77 26.51	4,824.00 2,226.46 27.83	5,064.00 2,337.23 29.22	5,319.00 2,454.92 30.69	5,584.00 2,577.23 32.22	9420	
FACILITY LEADER	N745	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,305.00 2,448.46 30.61	5,569.00 2,570.31 32.13	5,848.00 2,699.08 33.74	6,138.00 2,832.92 35.41	6,447.00 2,975.54 37.19	9420	
FINANCE DIRECTOR	B135	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	14,956.00 6,902.77 86.28				20,189.00 9,318.00 116.48	9410	

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					STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7		
FINANCIAL SERVICES MANAGER	C360	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	12,656.00 5,841.23 73.02				17,085.00 7,885.38 98.57			9410
FIRE CAPTAIN	F630	FIRE	1/4/2021	MONTHLY BIWEEKLY HRLY RATE	10,929.00 5,044.15 45.04	11,472.00 5,294.77 47.27	12,048.00 5,560.62 49.65	12,647.00 5,837.08 52.12	13,279.00 6,128.77 54.72			7706
FIRE CHIEF	B150	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	19,106.00 8,818.15 110.23				23,883.00 11,022.92 137.79			7706
FIRE FIGHTER/ENGINEER	F700	FIRE	1/4/2021	MONTHLY BIWEEKLY HRLY RATE	8,392.00 3,873.23 34.58	8,813.00 4,067.54 36.32	9,254.00 4,271.08 38.13	9,720.00 4,486.15 40.06	10,205.00 4,710.00 42.05	10,712.00 4,944.00 44.14		7706
FIRE FIGHTER/ENGINEER - 40 HR	F702	FIRE	1/4/2021	MONTHLY BIWEEKLY HRLY RATE	8,392.00 3,873.23 48.42	8,813.00 4,067.54 50.84	9,254.00 4,271.08 53.39	9,720.00 4,486.15 56.08	10,205.00 4,710.00 58.88	10,712.00 4,944.00 61.80		7706
FIRE MARSHAL	C306	COA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	15,921.00 7,348.15 91.85				19,351.00 8,931.23 111.64			7706
FIRE PLAN CHECKER	K760	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	9,338.00 4,309.85 53.87	9,806.00 4,525.85 56.57	10,294.00 4,751.08 59.39	10,809.00 4,988.77 62.36	11,349.00 5,238.00 65.48			9410
FIRE PREVENTION OFFICER	K715	FIRE	1/4/2021	MONTHLY BIWEEKLY HRLY RATE	9,853.00 4,547.54 56.84	10,351.00 4,777.38 59.72	10,863.00 5,013.69 62.67	11,409.00 5,265.69 65.82	11,980.00 5,529.23 69.12			9410
FLEET SUPERVISOR	C835	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	9,320.00 4,301.54 53.77				11,323.00 5,226.00 65.33			9410
GIS MANAGER	C335	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	11,408.00 5,265.23 65.82				13,688.00 6,317.54 78.97			9410
GIS TECHNICIAN	G750	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,239.00 3,802.62 47.53	8,649.00 3,991.85 49.90	9,084.00 4,192.62 52.41	9,536.00 4,401.23 55.02	10,014.00 4,621.85 57.77			9410
GRAPHIC DESIGN SPECIALIST	L748	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,876.00 2,712.00 35.68	6,172.00 2,848.62 37.48	6,476.00 2,988.92 39.33	6,799.00 3,138.00 41.29	7,142.00 3,296.31 43.37			8810
HOUSING & ECONOMIC DEVELOPMENT SPECIALIST I	K740	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,490.00 3,456.92 43.21	7,861.00 3,628.15 45.35	8,260.00 3,812.31 47.65	8,670.00 4,001.54 50.02	9,100.00 4,200.00 52.50			9410
HOUSING & ECONOMIC DEVELOPMENT SPECIALIST II	K745	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,239.00 3,802.62 47.53	8,649.00 3,991.85 49.90	9,084.00 4,192.62 52.41	9,536.00 4,401.23 55.02	10,014.00 4,621.85 57.77			9410
HOUSING LEADERSHIP MANAGER	C409	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	12,298.00 5,676.00 70.95				16,602.00 7,662.46 95.78			9410
HUMAN RESOURCES ANALYST I	C741	CONFIDENTIAL	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	8,270.00 3,816.92 47.71				9,924.00 4,580.31 57.25			8810
HUMAN RESOURCES ANALYST II	C742	CONFIDENTIAL	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	9,553.00 4,409.08 55.11				10,879.00 5,021.08 62.76			8810

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HUMAN RESOURCES DIRECTOR	B190	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	14,673.00 6,772.15 84.65				19,809.00 9,142.62 114.28		9410
HUMAN RESOURCES MANAGER	TBD	EXEC. SERV.	2/28/2022	MONTHLY BIWEEKLY HRLY RATE	11,560.00 5,335.38 66.69				15,605.00 7,202.31 90.03		9410
HUMAN RESOURCES TECHNICIAN	C740	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	7,723.00 3,564.46 44.56				9,275.00 4,280.77 53.51		8810
HUMAN SERVICES SPECIALIST I	E210	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	4,591.00 2,118.92 26.49	4,821.00 2,225.08 27.81	5,057.00 2,334.00 29.18	5,312.00 2,451.69 30.65	5,581.00 2,575.85 32.20		8810
HUMAN SERVICES SPECIALIST II	E220	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,050.00 2,330.77 29.13	5,305.00 2,448.46 30.61	5,563.00 2,567.54 32.09	5,845.00 2,697.69 33.72	6,139.00 2,833.38 35.42		8810
HUMAN SERVICES SPECIALIST III	R230	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,553.00 2,562.92 32.04	5,832.00 2,691.69 33.65	6,123.00 2,826.00 35.33	6,430.00 2,967.69 37.10	6,750.00 3,115.38 38.94		8810
INFORMATION TECHNOLOGY MANAGER	C295	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	12,656.00 5,841.23 73.02				17,085.00 7,885.38 98.57		9410
JUVENILE AND FAMILY SERVICES SPECIALIST	C850	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	8,813.00 4,067.54 50.84				10,578.00 4,882.15 61.03		9410
LANDSCAPE ARCHITECT	C332	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	11,478.00 5,297.54 66.22				13,774.00 6,357.23 79.47		9410
LANDSCAPE EQUIPMENT OPERATOR	R705	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,600.00 3,046.15 38.08	6,927.00 3,197.08 39.96	7,275.00 3,357.69 41.97	7,637.00 3,524.77 44.06	8,020.00 3,701.54 46.27		9420
LANDSCAPE GARDENER	R720	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,067.00 2,800.15 35.00	6,365.00 2,937.69 36.72	6,684.00 3,084.92 38.56	7,020.00 3,240.00 40.50	7,367.00 3,400.15 42.50		9420
LANDSCAPE SUPERVISOR	C870	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	8,023.00 3,702.92 46.29				9,629.00 4,444.15 55.55		9410
LEAD EQUIPMENT MECHANIC	N500	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,766.00 3,584.31 44.80	8,150.00 3,761.54 47.02	8,559.00 3,950.31 49.38	8,985.00 4,146.92 51.84	9,437.00 4,355.54 54.44		9420
LEAD LANDSCAPE GARDENER	R680	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,669.00 3,078.00 38.48	7,003.00 3,232.15 40.40	7,355.00 3,394.62 42.43	7,720.00 3,563.08 44.54	8,105.00 3,740.77 46.76		9420
LEAD MAINTENANCE CUSTODIAN	N780	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,554.00 2,563.38 32.04	5,834.00 2,692.62 33.66	6,128.00 2,828.31 35.35	6,431.00 2,968.15 37.10	6,753.00 3,116.77 38.96		9420
LEAD POLICE CLERK	E685	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,264.00 2,891.08 36.14	6,576.00 3,035.08 37.94	6,906.00 3,187.38 39.84	7,250.00 3,346.15 41.83	7,613.00 3,513.69 43.92		8810
LEAD PUBLIC SAFETY DISPATCHER	E675	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,770.00 4,047.69 50.60	9,208.00 4,249.85 53.12	9,666.00 4,461.23 55.77	10,148.00 4,683.69 58.55	10,661.00 4,920.46 61.51		8810

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LEAD PUBLIC WORKS MAINTENANCE WORKER	M620	SEIU	2/1/2021	MONTHLY	6,931.00	7,275.00	7,638.00	8,021.00	8,419.00	9420	
				BIWEEKLY	3,198.92	3,357.69	3,525.23	3,702.00	3,885.69		
				HRLY RATE	39.99	41.97	44.07	46.28	48.57		
LEAD PUBLIC WORKS MAINTENANCE WORKER - WASTEWATER	M621	SEIU	2/1/2021	MONTHLY	7,069.00	7,420.00	7,789.00	8,178.00	8,586.00	9420	
				BIWEEKLY	3,262.62	3,424.62	3,594.92	3,774.46	3,962.77		
				HRLY RATE	40.78	42.81	44.94	47.18	49.53		
LEAD WATER RESOURCES TECHNICIAN	M825	SEIU	2/1/2021	MONTHLY	7,271.00	7,635.00	8,016.00	8,416.00	8,840.00	9420	
				BIWEEKLY	3,355.85	3,523.85	3,699.69	3,884.31	4,080.00		
				HRLY RATE	41.95	44.05	46.25	48.55	51.00		
LIBRARIAN I	L720	SEIU	8/2/2021	MONTHLY	6,549.00	6,881.00	7,223.00	7,578.00	7,961.00	8810	
				BIWEEKLY	3,022.62	3,175.85	3,333.69	3,497.54	3,674.31		
				HRLY RATE	39.77	41.79	43.86	46.02	48.35		
LIBRARIAN II	L700	SEIU	8/2/2021	MONTHLY	7,200.00	7,563.00	7,943.00	8,338.00	8,756.00	8810	
				BIWEEKLY	3,323.08	3,490.62	3,666.00	3,848.31	4,041.23		
				HRLY RATE	43.72	45.93	48.24	50.64	53.17		
LIBRARY ASSISTANT I	L780	SEIU	2/1/2021	MONTHLY	4,857.00	5,100.00	5,353.00	5,619.00	5,901.00	8810	
				BIWEEKLY	2,241.69	2,353.85	2,470.62	2,593.38	2,723.54		
				HRLY RATE	29.50	30.97	32.51	34.12	35.84		
LIBRARY ASSISTANT II	L760	SEIU	2/1/2021	MONTHLY	5,347.00	5,613.00	5,891.00	6,182.00	6,495.00	8810	
				BIWEEKLY	2,467.85	2,590.62	2,718.92	2,853.23	2,997.69		
				HRLY RATE	32.47	34.09	35.78	37.54	39.44		
LIBRARY DIRECTOR	B160	EXEC. SERV.	7/5/2021	MONTHLY	14,642.00				19,768.00	9410	
				BIWEEKLY	6,757.85				9,123.69		
				HRLY RATE	84.47				114.05		
LIBRARY DIVISION MANAGER	C531	RCMEA	10/12/2020	MONTHLY	11,187.00				13,422.00	8810	
				BIWEEKLY	5,163.23				6,194.77		
				HRLY RATE	64.54				77.43		
LIBRARY INFORMATION TECHNOLOGY TECHNICIAN	L805	SEIU	2/1/2021	MONTHLY	6,956.00	7,304.00	7,670.00	8,051.00	8,455.00	8810	
				BIWEEKLY	3,210.46	3,371.08	3,540.00	3,715.85	3,902.31		
				HRLY RATE	42.24	44.36	46.58	48.89	51.35		
LIBRARY PROGRAM SPECIALIST	L800	SEIU	2/1/2021	MONTHLY	7,094.00	7,451.00	7,826.00	8,215.00	8,627.00	8810	
				BIWEEKLY	3,274.15	3,438.92	3,612.00	3,791.54	3,981.69		
				HRLY RATE	43.08	45.25	47.53	49.89	52.39		
LIBRARY SERVICES SUPERVISOR	C661	RCMEA	10/12/2020	MONTHLY	9,734.00				11,680.00	8810	
				BIWEEKLY	4,492.62				5,390.77		
				HRLY RATE	56.16				67.38		
LITERACY TUTOR - STUDENT COORDINATOR	L690	SEIU	2/1/2021	MONTHLY	7,094.00	7,451.00	7,826.00	8,215.00	8,627.00	8810	
				BIWEEKLY	3,274.15	3,438.92	3,612.00	3,791.54	3,981.69		
				HRLY RATE	43.08	45.25	47.53	49.89	52.39		
MAINTENANCE CUSTODIAN	N770	SEIU	2/1/2021	MONTHLY	5,056.00	5,306.00	5,573.00	5,851.00	6,140.00	9420	
				BIWEEKLY	2,333.54	2,448.92	2,572.15	2,700.46	2,833.85		
				HRLY RATE	29.17	30.61	32.15	33.76	35.42		
MANAGEMENT ANALYST I	C513	RCMEA	10/12/2020	MONTHLY	9,274.00				11,125.00	9410	
				BIWEEKLY	4,280.31				5,134.62		
				HRLY RATE	53.50				64.18		
MANAGEMENT ANALYST II	C516	RCMEA/CONFIDENTIAL	10/12/2020	MONTHLY	10,201.00				12,237.00	9410	
				BIWEEKLY	4,708.15				5,647.85		
				HRLY RATE	58.85				70.60		
MANAGERIAL ACCOUNTANT	C991	NOT REPRESENTED		MONTHLY	5,200.00				8,667.00	9410	
				BIWEEKLY	2,400.00				4,000.00		
				HRLY RATE	30.00				50.00		

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PARALEGAL	C100	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	7,995.00 3,690.00 46.13				9,600.00 4,430.77 55.38		8810
PARKING ENFORCEMENT OFFICER I	E807	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	4,202.00 1,939.38 24.24	4,411.00 2,035.85 25.45	4,631.00 2,137.38 26.72	4,862.00 2,244.00 28.05	5,108.00 2,357.54 29.47		9410
PARKING ENFORCEMENT OFFICER II	E810	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	4,769.00 2,201.08 27.51	5,007.00 2,310.92 28.89	5,255.00 2,425.38 30.32	5,520.00 2,547.69 31.85	5,796.00 2,675.08 33.44		9410
PARKING METER COLLECTOR	E750	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	4,769.00 2,201.08 27.51	5,007.00 2,310.92 28.89	5,255.00 2,425.38 30.32	5,520.00 2,547.69 31.85	5,796.00 2,675.08 33.44		9410
PARKING/TDM MANAGER	C543	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,404.00 4,801.85 60.02				12,484.00 5,761.85 72.02		8810
PARKS & RECREATION PROGRAM ASSISTANT I	E935	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,183.00 2,392.15 29.90	5,442.00 2,511.69 31.40	5,715.00 2,637.69 32.97	6,001.00 2,769.69 34.62	6,300.00 2,907.69 36.35		9410
PARKS & RECREATION PROGRAM ASSISTANT II	E940	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,760.00 2,658.46 33.23	6,048.00 2,791.38 34.89	6,350.00 2,930.77 36.63	6,667.00 3,077.08 38.46	7,001.00 3,231.23 40.39		9410
PARKS, RECREATION & COMMUNITY SERVICES MANAGER	C400	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	11,158.00 5,149.85 64.37				13,387.00 6,178.62 77.23		9410
PARKS, RECREATION & COMMUNITY SERVICES DIRECTOR	B140	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	15,305.00 7,063.85 88.30				20,662.00 9,536.31 119.20		9410
PERMITS TECHNICIAN	E540	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,860.00 3,166.15 39.58	7,209.00 3,327.23 41.59	7,564.00 3,491.08 43.64	7,944.00 3,666.46 45.83	8,340.00 3,849.23 48.12		8810
PLAN CHECK ENGINEER	C330	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	11,976.00 5,527.38 69.09				14,372.00 6,633.23 82.92		9410
PLAN CHECKER	H780	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	9,065.00 4,183.85 52.30	9,520.00 4,393.85 54.92	9,994.00 4,612.62 57.66	10,494.00 4,843.38 60.54	11,019.00 5,085.69 63.57		9410
POLICE CAPTAIN	C241	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	16,295.00 7,520.77 94.01				22,009.00 10,158.00 126.98		7720
POLICE CHIEF	B120	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	17,981.00 8,298.92 103.74				24,274.00 11,203.38 140.04		7720
POLICE CLERK	E690	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,699.00 2,630.31 32.88	5,981.00 2,760.46 34.51	6,278.00 2,897.54 36.22	6,595.00 3,043.85 38.05	6,921.00 3,194.31 39.93		8810
POLICE EVIDENCE & PROPERTY CLERK	E605	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,699.00 2,630.31 32.88	5,981.00 2,760.46 34.51	6,278.00 2,897.54 36.22	6,595.00 3,043.85 38.05	6,921.00 3,194.31 39.93		8810
POLICE EVIDENCE & PROPERTY ROOM COORDINATOR	E610	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,017.00 3,700.15 46.25	8,418.00 3,885.23 48.57	8,838.00 4,079.08 50.99	9,280.00 4,283.08 53.54	9,743.00 4,496.77 56.21		8810

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POLICE LIEUTENANT	C315	PSA	9/14/2020	MONTHLY BIWEEKLY HRLY RATE	15,028.00 6,936.00 86.70	15,780.00 7,283.08 91.04	16,568.00 7,646.77 95.58	17,397.00 8,029.38 100.37	18,267.00 8,430.92 105.39	7720	
POLICE LIEUTENANT - ADVANCED	C314	PSA	9/14/2020	MONTHLY BIWEEKLY HRLY RATE	15,403.00 7,109.08 88.86	16,174.00 7,464.92 93.31	16,982.00 7,837.85 97.97	17,832.00 8,230.15 102.88	18,723.00 8,641.38 108.02	7720	
POLICE OFFICER	P700	POLICE	9/14/2020	MONTHLY BIWEEKLY HRLY RATE	10,309.00 4,758.00 59.48	10,821.00 4,994.31 62.43	11,362.00 5,244.00 65.55	11,931.00 5,506.62 68.83	12,531.00 5,783.54 72.29	7720	
POLICE OFFICER - ADVANCED	P710	POLICE	9/14/2020	MONTHLY BIWEEKLY HRLY RATE	10,566.00 4,876.62 60.96	11,091.00 5,118.92 63.99	11,646.00 5,375.08 67.19	12,230.00 5,644.62 70.56	12,844.00 5,928.00 74.10	7720	
POLICE OFFICER TRAINEE	P750	POLICE	9/14/2020	MONTHLY BIWEEKLY HRLY RATE	10,309.00 4,758.00 59.48	10,821.00 4,994.31 62.43	11,362.00 5,244.00 65.55			7720	
POLICE SERGEANT	P601	PSA	9/14/2020	MONTHLY BIWEEKLY HRLY RATE	12,522.00 5,779.38 72.24	13,150.00 6,069.23 75.87	13,807.00 6,372.46 79.66	14,497.00 6,690.92 83.64	15,222.00 7,025.54 87.82	7720	
POLICE SERGEANT - ADVANCED	P602	PSA	9/14/2020	MONTHLY BIWEEKLY HRLY RATE	12,836.00 5,924.31 74.05	13,478.00 6,220.62 77.76	14,152.00 6,531.69 81.65	14,859.00 6,858.00 85.73	15,603.00 7,201.38 90.02	7720	
PRINCIPAL ANALYST - FINANCE	C363	CONFIDENTIAL	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	11,220.00 5,178.46 64.73				13,462.00 6,213.23 77.67	9410	
PRINCIPAL ANALYST - WORKERS COMPENSATION	C535	CONFIDENTIAL	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	11,220.00 5,178.46 64.73				13,462.00 6,213.23 77.67	8810	
PRINCIPAL PLANNER	C325	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	11,975.00 5,526.92 69.09				14,371.00 6,632.77 82.91	8810	
PROJECT READ ASSISTANT	E915	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,556.00 2,564.31 32.05	5,836.00 2,693.54 33.67	6,128.00 2,828.31 35.35	6,437.00 2,970.92 37.14	6,755.00 3,117.69 38.97	8810	
PUBLIC WORKS FIELD SUPERVISOR	C837	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	9,320.00 4,301.54 53.77				11,323.00 5,226.00 65.33	9410	
PUBLIC WORKS MAINTENANCE WORKER I	M775	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,708.00 2,634.46 32.93	5,993.00 2,766.00 34.58	6,294.00 2,904.92 36.31	6,608.00 3,049.85 38.12	6,940.00 3,203.08 40.04	9420	
PUBLIC WORKS MAINTENANCE WORKER I - WASTEWATER	M776	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,822.00 2,687.08 33.59	6,111.00 2,820.46 35.26	6,417.00 2,961.69 37.02	6,741.00 3,111.23 38.89	7,076.00 3,265.85 40.82	9420	
PUBLIC WORKS MAINTENANCE WORKER II	M735	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,282.00 2,899.38 36.24	6,597.00 3,044.77 38.06	6,921.00 3,194.31 39.93	7,269.00 3,354.92 41.94	7,633.00 3,522.92 44.04	9420	
PUBLIC WORKS MAINTENANCE WORKER II - WASTEWATER	M736	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,407.00 2,957.08 36.96	6,725.00 3,103.85 38.80	7,059.00 3,258.00 40.73	7,415.00 3,422.31 42.78	7,783.00 3,592.15 44.90	9420	
PUBLIC WORKS MAINTENANCE WORKER III / EQUIPMENT OPERATOR	M700	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,600.00 3,046.15 38.08	6,927.00 3,197.08 39.96	7,275.00 3,357.69 41.97	7,637.00 3,524.77 44.06	8,020.00 3,701.54 46.27	9420	

EXHIBIT E
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					STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7		
PUBLIC WORKS SERVICES DIRECTOR	B200	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	15,305.00 7,063.85 88.30				20,662.00 9,536.31 119.20			9410
PUBLIC WORKS SUPERINTENDENT	C525	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	12,457.00 5,749.38 71.87				14,953.00 6,901.38 86.27			9420
PUBLIC WORKS MAINTENANCE WORKER III / EQUIPMENT OPERATOR - WASTEWATER	M701	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,732.00 3,107.08 38.84	7,065.00 3,260.77 40.76	7,420.00 3,424.62 42.81	7,788.00 3,594.46 44.93	8,177.00 3,774.00 47.18			9420
REAL PROPERTY MANAGER	C544	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	9,506.00 4,387.38 54.84				11,408.00 5,265.23 65.82			9410
RECORDS SUPERVISOR	C570	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	8,918.00 4,116.00 51.45				10,827.00 4,997.08 62.46			8810
RECREATION & COMMUNITY SERVICES PROGRAM COORDINATOR	E930	SEIU - TERM	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,777.00 3,127.85 39.10	7,115.00 3,283.85 41.05	7,471.00 3,448.15 43.10	7,844.00 3,620.31 45.25	8,237.00 3,801.69 47.52			9410
RECREATION PROGRAM COORDINATOR/SPECIAL EVENTS	E920	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,098.00 3,276.00 40.95	7,455.00 3,440.77 43.01	7,829.00 3,613.38 45.17	8,220.00 3,793.85 47.42	8,628.00 3,982.15 49.78			9410
RECREATION SPECIALIST I	R765	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	2,910.00 1,343.08 16.79	3,056.00 1,410.46 17.63	3,210.00 1,481.54 18.52	3,370.00 1,555.38 19.44				9410
RECREATION SPECIALIST II	R766	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	3,474.00 1,603.38 20.04	3,648.00 1,683.69 21.05	3,831.00 1,768.15 22.10					9410
RECREATION SPECIALIST III	R767	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	3,942.00 1,819.38 22.74	4,138.00 1,909.85 23.87	4,345.00 2,005.38 25.07					9410
RECREATION SUPERVISOR	C500	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	9,003.00 4,155.23 51.94				10,801.00 4,985.08 62.31			9410
REVENUE SERVICES MANAGER	C480	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	12,177.00 5,620.15 70.25				14,607.00 6,741.69 84.27			9410
SECRETARY	E600	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,137.00 2,832.46 35.41	6,446.00 2,975.08 37.19	6,761.00 3,120.46 39.01	7,099.00 3,276.46 40.96	7,458.00 3,442.15 43.03			8810
SENIOR ACCOUNTANT	C445	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,172.00 4,694.77 58.68				12,203.00 5,632.15 70.40			9410
SENIOR ASSISTANT CITY ATTORNEY	C414	EXEC. SERV.	7/5/2021	MONTHLY BIWEEKLY HRLY RATE	14,322.00 6,610.15 82.63				19,334.00 8,923.38 111.54			9410
SENIOR BUILDING INSPECTOR	K700	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,195.00 4,705.38 58.82				12,396.00 5,721.23 71.52			9410
SENIOR BUILDING MAINTENANCE WORKER	N630	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,331.00 3,383.54 42.29	7,704.00 3,555.69 44.45	8,089.00 3,733.38 46.67	8,492.00 3,919.38 48.99	8,914.00 4,114.15 51.43			9420

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					STEP 2	STEP 3	STEP 4	STEP 6			
SENIOR CIVIL ENGINEER	C310	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	12,693.00 5,858.31 73.23					15,231.00 7,029.69 87.87	9410
SENIOR CONSTRUCTION TECHNICIAN	N815	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	9,229.00 4,259.54 53.24	9,692.00 4,473.23 55.92	10,176.00 4,696.62 58.71	10,684.00 4,931.08 61.64	11,220.00 5,178.46 64.73		8810
SENIOR CRAFTS SPECIALIST	R675	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	6,669.00 3,078.00 38.48	7,003.00 3,232.15 40.40	7,355.00 3,394.62 42.43	7,720.00 3,563.08 44.54	8,105.00 3,740.77 46.76		9420
SENIOR ENDPOINT & INFRASTRUCTURE INFORMATION TECHNOLOGY ANALYST	C642	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,865.00 5,014.62 62.68					13,037.00 6,017.08 75.21	8810
SENIOR ENGINEERING TECHNICIAN	G680	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	8,239.00 3,802.62 47.53	8,649.00 3,991.85 49.90	9,084.00 4,192.62 52.41	9,536.00 4,401.23 55.02	10,014.00 4,621.85 57.77		9410
SENIOR HUMAN RESOURCES ANALYST	C512	CONFIDENTIAL	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,201.00 4,708.15 58.85					12,237.00 5,647.85 70.60	9410
SENIOR LIBRARY ASSISTANT	L745	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	5,876.00 2,712.00 35.68	6,172.00 2,848.62 37.48	6,476.00 2,988.92 39.33	6,799.00 3,138.00 41.29	7,142.00 3,296.31 43.37		8810
SENIOR LIBRARY PAGE	E910	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	2,842.00 1,311.69 16.40	2,978.00 1,374.46 17.18	3,133.00 1,446.00 18.08	3,290.00 1,518.46 18.98	3,455.00 1,594.62 19.93		8810
SENIOR PLANNER	C320	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,887.00 5,024.77 62.81					13,066.00 6,030.46 75.38	9410
SENIOR SOFTWARE DEVELOPMENT & APPLICATION SUPPORT ANALYST	C641	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	10,865.00 5,014.62 62.68					13,037.00 6,017.08 75.21	8810
SENIOR TRANSPORTATION COORDINATOR	C333	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	12,693.00 5,858.31 73.23					15,231.00 7,029.69 87.87	9410
SENIOR TRANSPORTATION PLANNER	H650	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	10,271.00 4,740.46 59.26	10,786.00 4,978.15 62.23	11,324.00 5,226.46 65.33	11,891.00 5,488.15 68.60	12,484.00 5,761.85 72.02		9410
SOFTWARE DEVELOPMENT & APPLICATION SUPPORT ANALYST I	C681	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	8,974.00 4,141.85 51.77					10,772.00 4,971.69 62.15	8810
SOFTWARE DEVELOPMENT & APPLICATION SUPPORT ANALYST II	C691	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	9,877.00 4,558.62 56.98					11,853.00 5,470.62 68.38	8810
SPECIALIST LIBRARIAN	L590	SEIU	2/1/2021	MONTHLY BIWEEKLY HRLY RATE	7,451.00 3,438.92 45.25	7,819.00 3,608.77 47.48	8,215.00 3,791.54 49.89	8,627.00 3,981.69 52.39	9,056.00 4,179.69 55.00		8810
SUPERVISING INFORMATION TECHNOLOGY ANALYST	C645	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	12,690.00 5,856.92 73.21					15,226.00 7,027.38 87.84	9410
SUPERVISING CIVIL ENGINEER	C220	RCMEA	10/12/2020	MONTHLY BIWEEKLY HRLY RATE	13,965.00 6,445.38 80.57					16,754.00 7,732.62 96.66	9410

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					STEP 2	STEP 3	STEP 4	STEP 6	STEP 6		
TREE MAINTENANCE WORKER I	R710	SEIU	2/1/2021	MONTHLY	5,771.00	6,061.00	6,356.00	6,678.00	7,013.00	9420	
				BIWEEKLY	2,663.54	2,797.38	2,933.54	3,082.15	3,236.77		
				HRLY RATE	33.29	34.97	36.67	38.53	40.46		
TREE MAINTENANCE WORKER II	R730	SEIU	2/1/2021	MONTHLY	6,350.00	6,669.00	6,998.00	7,354.00	7,720.00	9420	
				BIWEEKLY	2,930.77	3,078.00	3,229.85	3,394.15	3,563.08		
				HRLY RATE	36.63	38.48	40.37	42.43	44.54		
TREE MAINTENANCE LEADER	R690	SEIU	2/1/2021	MONTHLY	6,980.00	7,329.00	7,699.00	8,080.00	8,486.00	9420	
				BIWEEKLY	3,221.54	3,382.62	3,553.38	3,729.23	3,916.62		
				HRLY RATE	40.27	42.28	44.42	46.62	48.96		
UTILITIES FIELD SUPERVISOR	C520	RCMEA	10/12/2020	MONTHLY	10,375.00				12,448.00	9410	
				BIWEEKLY	4,788.46				5,745.23		
				HRLY RATE	59.86				71.82		
UTILITIES SPECIALIST	M690	SEIU	2/1/2021	MONTHLY	7,998.00	8,401.00	8,819.00	9,264.00	9,725.00	9420	
				BIWEEKLY	3,691.38	3,877.38	4,070.31	4,275.69	4,488.46		
				HRLY RATE	46.14	48.47	50.88	53.45	56.11		
UTILITIES SPECIALIST - WASTEWATER	M691	SEIU	2/1/2021	MONTHLY	8,159.00	8,568.00	8,994.00	9,446.00	9,914.00	9420	
				BIWEEKLY	3,765.69	3,954.46	4,151.08	4,359.69	4,575.69		
				HRLY RATE	47.07	49.43	51.89	54.50	57.20		
UTILITIES WORKER	M680	SEIU	2/1/2021	MONTHLY	7,271.00	7,635.00	8,016.00	8,416.00	8,840.00	9420	
				BIWEEKLY	3,355.85	3,523.85	3,699.69	3,884.31	4,080.00		
				HRLY RATE	41.95	44.05	46.25	48.55	51.00		
UTILITIES WORKER - WASTEWATER	M681	SEIU	2/1/2021	MONTHLY	7,417.00	7,784.00	8,174.00	8,582.00	9,016.00	9420	
				BIWEEKLY	3,423.23	3,592.62	3,772.62	3,960.92	4,161.23		
				HRLY RATE	42.79	44.91	47.16	49.51	52.02		
UTILITY LOCATOR	M650	SEIU	2/1/2021	MONTHLY	6,931.00	7,275.00	7,638.00	8,021.00	8,419.00	9420	
				BIWEEKLY	3,198.92	3,357.69	3,525.23	3,702.00	3,885.69		
				HRLY RATE	39.99	41.97	44.07	46.28	48.57		
WATER QUALITY SPECIALIST	M810	SEIU	2/1/2021	MONTHLY	7,998.00	8,401.00	8,819.00	9,264.00	9,725.00	9420	
				BIWEEKLY	3,691.38	3,877.38	4,070.31	4,275.69	4,488.46		
				HRLY RATE	46.14	48.47	50.88	53.45	56.11		
WATER RESOURCES SPECIALIST	M820	SEIU	2/1/2021	MONTHLY	7,998.00	8,401.00	8,819.00	9,264.00	9,725.00	9420	
				BIWEEKLY	3,691.38	3,877.38	4,070.31	4,275.69	4,488.46		
				HRLY RATE	46.14	48.47	50.88	53.45	56.11		
WATER RESOURCES TECHNICIAN	M830	SEIU	2/1/2021	MONTHLY	6,407.00	6,730.00	7,059.00	7,415.00	7,786.00	9420	
				BIWEEKLY	2,957.08	3,106.15	3,258.00	3,422.31	3,593.54		
				HRLY RATE	36.96	38.83	40.73	42.78	44.92		
WEEKLY HOURLY RATE= 38 HOURS FOR LIBRARY PERSONNEL 56 HOURS FOR FIRE SHIFT PERSONNEL 40 HOURS FOR ALL OTHER PERSONNEL											
MANAGERIAL / PROFESSIONAL LEVEL I	X111	NOT REPRESENTED	7/1/2017	MONTHLY	4,333.00				6,933.00	9410	
				BIWEEKLY	1,999.85				3,199.85		
				HRLY RATE	25.00				40.00		
MANAGERIAL / PROFESSIONAL LEVEL II	X110	NOT REPRESENTED	7/1/2017	MONTHLY	6,067.00				9,533.00	9410	
				BIWEEKLY	2,800.15				4,399.85		

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					BOTTOM OF RANGE				BOTTOM OF RANGE		
				HRLY RATE	35.00				55.00		
OFFICE CLERICAL	X150	NOT REPRESENTED	1/1/2022	MONTHLY	2,808.00				5,027.00		8810
				BIWEEKLY	1,296.00				2,320.15		
				HRLY RATE	16.20				29.00		
OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL I	X105	NOT REPRESENTED	7/1/2017	MONTHLY	6,933.00				10,400.00		9410
				BIWEEKLY	3,199.85				4,800.00		
				HRLY RATE	40.00				60.00		
OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL II	X104	NOT REPRESENTED	7/1/2017	MONTHLY	9,533.00				13,867.00		9410
				BIWEEKLY	4,400.00				6,400.15		
				HRLY RATE	55.00				80.00		
OFFICIAL / EXECUTIVE / PROFESSIONAL LEVEL III	X103	NOT REPRESENTED	7/1/2017	MONTHLY	13,867.00				29,466.00		9410
				BIWEEKLY	6,400.15				13,599.69		
				HRLY RATE	80.00				170.00		
PARAPROFESSIONAL	X140	NOT REPRESENTED	1/1/2022	MONTHLY	2,808.00				6,413.00		9410
				BIWEEKLY	1,296.00				2,959.85		
				HRLY RATE	16.20				37.00		
PROTECTIVE SERVICE	X130	NOT REPRESENTED	7/1/2017	MONTHLY	3,120.00				11,267.00		7706
				BIWEEKLY	1,440.00				5,200.15		
				HRLY RATE	18.00				65.00		
SERVICE MAINTENANCE	X170	NOT REPRESENTED	1/1/2022	MONTHLY	2,808.00				5,027.00		9420
				BIWEEKLY	1,296.00				2,320.15		
				HRLY RATE	16.20				29.00		
SKILLED CRAFT	X160	NOT REPRESENTED	7/1/2017	MONTHLY	3,467.00				6,933.00		9420
				BIWEEKLY	1,600.15				3,199.85		
				HRLY RATE	20.00				40.00		
TECHNICAL LEVEL I	X121	NOT REPRESENTED	7/1/2017	MONTHLY	3,467.00				6,067.00		9410
				BIWEEKLY	1,600.15				2,800.15		
				HRLY RATE	20.00				35.00		
TECHNICAL LEVEL II	X120	NOT REPRESENTED	7/1/2017	MONTHLY	6,067.00				9,533.00		9410
				BIWEEKLY	2,800.15				4,399.85		
				HRLY RATE	35.00				55.00		

EXHIBIT "F"
PROPOSED AMENDMENTS TO AUTHORIZED FULL-TIME EQUIVALENT EMPLOYEE
TABLE IN FY 2021-22 ADOPTED BUDGET

DEPARTMENT / TITLE	ADOPTED BUDGET 2021-22	REVISED AS OF FEBRUARY 28, 2022
City Council		
Mayor	1.000	1.000
Vice Mayor	1.000	1.000
City Council Member	5.000	5.000
Total	7.000	7.000
City Manager		
Account Clerk II	0.100	0.100
Administrative Clerk III	1.000	1.000
Administrative Secty	1.000	1.000
Assistant ASD Director	0.010	0.010
Assistant City Manager	1.005	1.005
City Attorney	0.020	0.020
City Manager	0.850	0.850
Communications Manager	1.000	1.000
Community Dev & Transp Director	0.055	0.055
Economic Development Manager	1.000	1.000
Equity Manager	1.000	1.000
Housing Leadership Manager	1.000	1.000
Housing & Econ Dev Spec II	1.000	1.000
Management Analyst I	2.000	3.000
Principal Analyst - Finance	0.020	0.020
Secretary	1.000	1.000
Senior Accountant	0.100	0.100
Total	12.160	13.160
City Attorney		
Administrative Clerk III	1.000	1.000
Administrative Secty	1.000	1.000
City Attorney	0.800	0.800
Deputy City Attorney	2.000	2.000
Senior Assistant City Attorney	1.220	1.220
Total	6.020	6.020
City Clerk		
Administrative Secty	1.000	1.000
Assistant City Clerk	0.900	0.900
City Clerk	0.900	0.900
Management Analyst I	1.000	1.000
Total	3.800	3.800

DEPARTMENT / TITLE	ADOPTED BUDGET 2021-22	REVISED AS OF FEBRUARY 28, 2022	
Administrative Services			
Account Clerk II	6.780	6.780	
Accountant	0.750	0.750	
Accounting Technician II	2.870	2.870	
Administrative Assistant	1.000	1.000	
Assistant ASD Director	0.990	0.990	
Assistant City Manager	0.995	0.995	
Endpoint & Infrastructure Analyst	1.000	1.000	
Funded Executive Director C/CAG	1.000	1.000	
Info Tech Manager	1.000	1.000	
Managerial/Prof Level II	1.000	1.000	
Parking Meter Collector	0.500	0.500	
Principal Analyst - Finance	2.180	2.180	
Revenue Services Manager	1.000	1.000	
Senior Accountant	0.900	0.900	
Senior Assistant City Attorney	0.230	0.230	
Senior Endpoint & Infrastructure Analyst	6.000	6.000	
Senior Software Dev & App Support Anal	4.000	4.000	
Supervising Info Tech Analyst	2.000	2.000	
Total	34.195	34.195	
Community Development & Transportation			
Administrative Clerk III	-	-	*
Administrative Secty	3.000	3.000	
Assistant City Clerk	0.100	0.100	
Assistant Community Dev Director	1.000	1.000	
Assistant Engineer I	1.000	1.000	
Assistant Engineer II	6.000	6.000	
Assistant Planner	2.000	2.000	
Associate Engineer	2.000	2.000	
Associate Planner	2.000	2.000	
Building Inspector	4.000	4.000	
CIP Program Manager	1.000	1.000	
City Attorney	0.180	0.180	
City Clerk	0.100	0.100	
City Manager	0.150	0.150	
Code Enforcement Officer II	1.000	1.000	
Comm. Dev. Manager - Building	1.000	1.000	
Comm Dev Manager-Engineering	0.850	0.850	
Community Dev & Transp Director	0.945	0.945	
Contract Fire Plan Checker	-	-	*
Engineering Tech II	1.000	1.000	
GIS Manager	0.750	0.750	
GIS Technician	2.000	2.000	
Management Analyst II	2.000	2.000	
Managerial/Prof Level I	0.500	0.500	
Managerial/Prof Level II	1.000	1.000	
Official/Exec/Prof Level I	0.300	0.300	*

DEPARTMENT / TITLE	ADOPTED BUDGET 2021-22	REVISED AS OF FEBRUARY 28, 2022
Community Development & Transp. Cont.		
Parking/TDM Manager	1.000	1.000
Permits Technician	3.000	6.000
Plan Check Engineer	-	1.000
Plan Checker	1.000	2.000
Principal Analyst - Finance	0.300	0.300
Principal Planner	3.000	3.000
Public Works Field Supervisor	0.500	0.500
PW Maint Wkr II	1.000	1.000
Public Works Services Director	0.200	0.200
Secretary	2.000	2.000
Senior Assistant City Attorney	0.550	0.550
Senior Building Inspector	3.000	3.000
Senior Civil Engineer	1.500	1.500
Senior Construction Technician	1.000	1.000
Senior Engineering Technician	2.000	2.000
Senior Planner	3.000	3.000
Senior Transportation Planner	1.000	1.000
Supv Civil Engineer	2.000	2.000
Total	59.925	64.925
 Fire		
Administrative Assistant	1.000	1.000
Administrative Secty	1.000	1.000
Battalion Chief	3.000	3.000
Battalion Chief - 40 Hr	1.000	1.000
Deputy Fire Chief	2.000	2.000
Deputy Fire Marshal	1.000	1.000
Fire Captain	24.000	24.000 *
Fire Chief	1.000	1.000
Fire Fighter/Engineer	51.000	51.000
Fire Marshal	1.000	1.000
Fire Prev Officer	3.000	3.000
Management Analyst II	1.000	1.000
Total	90.000	90.000
 Library		
Administrative Clerk III	1.000	1.000
Facility Aide	1.000	1.000
Graphic Design Specialist	0.510	0.510
Librarian II	9.250	9.250
Library Asst II	6.070	6.070 *
Library Director	1.000	1.000
Library Division Manager	4.000	4.000
Library Info Tech Technician	1.000	1.000
Library Services Supervisor	1.000	1.000
Literacy Tutor - Student Coord	4.500	4.500 *
Management Analyst I	1.000	1.000
Senior Library Asst	6.000	6.000
Senior Library Page	1.910	1.910
Total	38.240	38.240

DEPARTMENT / TITLE	ADOPTED BUDGET 2021-22	REVISED AS OF FEBRUARY 28, 2022
Human Resources		
Administrative Clerk III	-	0.500
Human Resources Analyst I	1.000	3.000
Human Resources Director	1.000	1.000
Human Resources Manager	-	1.000
Human Resources Technician	1.000	1.000
Principal Analyst - Workers Comp	1.000	1.000
Senior Human Resources Analyst	3.000	4.000
Total	7.00	11.50
Parks, Recreation, and Community Services		
Administrative Clerk III	2.000	2.000
Administrative Secretary	1.000	1.000
PRCS Assistant Director	1.000	1.000
Child Care Specialist	0.500	0.500
Facility Aide	3.000	3.000
Facility Leader	2.000	2.000
Human Services Coordinator	1.000	1.000
Human Services Specialist II	2.000	2.000
Human Services Specialist III	1.000	1.000
Landscape Architect	1.000	1.000
Landscape Equipment Operator	1.000	1.000
Landscape Gardener	15.000	15.000 *
Landscape Supervisor	1.000	1.000
Lead Landscape Gardener	4.000	4.000
Management Analyst II	1.000	1.000
Managerial/Prof Level I	1.000	1.000
Paraprofessional	1.000	1.000
PRCS Manager	5.000	5.000
PRCS Director	1.000	1.000
Program Assistant II	2.000	2.000
PRCS Program Coord	10.000	10.000 *
Rec Program Coord/Special Events	1.000	1.000
Recreation Specialist I	0.350	0.350
Recreation Specialist II	2.260	2.260 *
Recreation Specialist III	1.000	1.000
Recreation Supervisor	2.000	2.000
Secretary	2.000	2.000
Senior Crafts Specialist	1.000	1.000
Total	66.110	66.110

DEPARTMENT / TITLE	ADOPTED BUDGET 2021-22	REVISED AS OF FEBRUARY 28, 2022
Police		
Administrative Secty	2.000	2.000
Communications Dispatcher	12.000	12.000
Communications Supervisor	1.000	1.000
Community Service Officer	2.000	2.000
Deputy Police Chief	1.000	1.000
Juvenile And Family Services Specialist	1.000	1.000
Lead Police Clerk	1.000	1.000
Lead Public Safety Dispatcher	1.000	1.000
Management Analyst I	1.000	1.000
Parking Enforcement Officer I/II	4.000	4.000
Police Captain	2.000	2.000
Police Chief	1.000	1.000
Police Clerk	5.000	5.000
Police Evidence & Property Room Coord	2.000	2.000
Police Lieutenant	4.000	4.000
Police Officer	68.000	68.000 *
Police Sergeant	12.000	12.000
Records Supervisor	1.000	1.000
Total	121.000	121.000
Public Works		
Accountant	0.250	0.250
Accounting Technician II	0.130	0.130
Administrative Clerk I	1.000	1.000
Administrative Clerk III	1.000	1.000
Administrative Secty	1.000	1.000
Assistant Engineer II	1.000	1.000
Assistant Public Works Director	1.000	1.000
Associate Engineer	1.000	1.000
Building Maintenance Worker	3.220	3.220
Comm Dev Manager-Engineering	0.150	0.150
Custodial Services Supervisor	1.000	1.000
Environmental Initiatives Coord	1.000	1.000
Equipment Mechanic II	4.000	4.000
Equipment Service Worker	1.000	1.000
Facilities Maintenance Supervisor	1.000	1.000
Fleet Supervisor	1.000	1.000
GIS Manager	0.250	0.250
Lead Equipment Mechanic	1.000	1.000
Lead Maintenance Custodian	3.000	3.000
Lead PW Maint Worker	5.000	5.000
Lead PW Maint Worker - Wastewater	3.000	3.000
Lead Water Resources Technician	2.000	2.000
Maintenance Custodian	10.000	10.000
Management Analyst I	2.000	2.000
Management Analyst II	1.000	1.000

DEPARTMENT / TITLE	ADOPTED BUDGET 2021-22	REVISED AS OF FEBRUARY 28, 2022
Public Works Cont.		
Official/Exec/Prof Level I	0.700	0.700
Public Works Field Supervisor	1.500	1.500
PW Maint Wkr I - Wastewater	1.000	1.000
PW Maint Wkr II	12.000	12.000
PW Maint Wkr II - Wastewater	8.000	8.000
PW Maint Wkr III / Equip Oper	2.450	2.450
Public Works Services Director	0.800	0.800
Public Works Superintendent	5.000	5.000
PW Maint Wkr III/Eq Op-Wastewater	1.000	1.000
Secretary	1.000	1.000
Senior Building Maint Worker	4.000	4.000
Senior Civil Engineer	1.500	1.500
Technical Level I	2.000	2.000
Tree Maint Worker II	1.000	1.000
Tree Maintenance Leader	1.000	1.000
Utilities Field Supv	3.000	3.000
Utilities Specialist	1.000	1.000
Utilities Specialist - Wastewater	2.000	2.000
Utilities Worker	1.000	1.000
Utilities Worker - Wastewater	2.000	2.000
Utility Locator	1.000	1.000
Water Quality Specialist	1.000	1.000
Water Resources Specialist	2.000	2.000
Water Resources Technician	4.000	4.000
	105.950	105.950

*Frozen position

SUMMARY BY DEPARTMENT

DEPARTMENT	ADOPTED BUDGET 2021-22	REVISED AS OF FEBRUARY 28, 2022
City Council	7.000	7.000
City Manager	12.160	13.160
City Attorney	6.020	6.020
City Clerk	3.800	3.800
Administrative Services	34.195	34.195
Community Development & Transportati	59.925	64.925
Fire	90.000	90.000
Human Resources	7.00	11.50
Library	38.240	38.240
Parks, Rec, & Community Svcs	66.110	66.110
Police	121.000	121.000
Public Works	105.950	105.950
Total	551.400	561.900