



Agenda Item CEM

**Approvals:**

City Manager ES

Dept. Head ES

Attorney \_\_\_\_\_

Finance JW

# AGENDA REPORT

SAN CLEMENTE CITY COUNCIL MEETING

Meeting Date: October 18, 2016

**Department:** Human Resources  
**Prepared By:** Heather Lowe, Human Resources Manager

**Subject:** *REVISED SALARY SCHEDULE EFFECTIVE SEPTEMBER 29, 2016*

**Fiscal Impact:** Actual fiscal impact will be a 2.44% increase to the current City Manager's annual compensation.

**Summary:** Staff recommends that the City Council approve the resolution and adopt a revised salary schedule with an effective date of September 29, 2016 to adjust the City Manager's salary grade according to the actions recommended in the Council Meeting on October 4, 2016.

**Background:** Per the City Manager's employment contract, City Council prepares a performance evaluation each year in September and reviews his salary to determine if additional compensation is appropriate.

**Discussion:** During the October 4, 2016 City Council meeting, the City Council approved a contract amendment to change the City Manager's salary grade from 96 to 99. The City Manager would then be placed at Step D of the new salary grade. The actual fiscal impact will be a 2.44% increase to the current City Manager's annual compensation. The attached salary schedule formalizes the Council's prior action to reflect this change.

**Recommended**

**Action:** STAFF RECOMMENDS THAT the City Council approve the resolution and adopt the attached salary schedule.

- Attachments:**
1. Resolution amending the salary schedule
  2. City of San Clemente salary schedule for all classifications effective September 29, 2016

**Notification:** City Council, City Manager, Assistant City Manager, City Attorney

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN CLEMENTE, CALIFORNIA, ADOPTING A REVISED SALARY SCHEDULE AND AMENDING RESOLUTION NO. 16-45 AND ANY OTHER RESOLUTIONS IN CONFLICT THEREWITH

WHEREAS, Section 37206 of the Government Code requires the City Council to prescribe the time and method of paying salaries and wages of officers and employees of the City; and

WHEREAS, the City Council is authorized and directed under the provisions of its adopted Personnel Rules and Regulations to prepare the compensation schedules covering all classes of positions in the competitive service; and

WHEREAS, as part of the City Manager's annual performance evaluation process, a salary grade change has been incorporated into the salary schedule.

NOW, THEREFORE, The City Council of the City of San Clemente does hereby resolve as follows:

Section 1. Resolution No. 16-45 is hereby amended to adopt the attached salary schedule reflecting the new salary grade of the City Manager.

Section 2. The amended and restated All Employees salary schedule that is attached is hereby approved effective September 29, 2016.

Section 3. The City Clerk shall certify to the passage and adoption of this resolution and enter it into the book of original resolutions.

PASSED AND ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

\_\_\_\_\_  
Mayor of the City of  
San Clemente, California

ATTEST:

\_\_\_\_\_  
CITY CLERK of the City of  
San Clemente, California

STATE OF CALIFORNIA )  
COUNTY OF ORANGE ) §  
CITY OF SAN CLEMENTE )

I, JOANNE BAADE, City Clerk of the City of San Clemente, California, do hereby certify that Resolution No. \_\_\_\_\_ was adopted at a regular meeting of the City Council of the City of San Clemente held on the \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_, by the following vote:

AYES:

NOES:

ABSENT:

\_\_\_\_\_  
CITY CLERK of the City of  
San Clemente, California

Approved as to form:

\_\_\_\_\_  
City Attorney

City of San Clemente

ATTACHMENT 2

Range Placement Table - All Employees  
 2.5% Between Ranges, 5.0% Between Steps  
 Adopted 10/18/16; effective 9/29/2016

Range Number	Title	Pay Period	Entry Step A	Step B	Step C	Step D	Maximum Step E
1		Hourly	--	--	\$ 10.40	\$ 10.92	\$ 11.47
		Monthly	--	--	\$ 1,803.18	\$ 1,893.34	\$ 1,988.01
2	Ocean Lifeguard Trainee	Hourly	--	\$ 10.16	\$ 10.66	\$ 11.20	\$ 11.76
		Monthly	--	\$ 1,760.25	\$ 1,848.26	\$ 1,940.67	\$ 2,037.71
3	Recreation Leader I	Hourly	--	\$ 10.40	\$ 10.92	\$ 11.47	\$ 12.04
		Monthly	--	\$ 1,803.18	\$ 1,893.34	\$ 1,988.01	\$ 2,087.41
4		Hourly	\$ 10.16	\$ 10.66	\$ 11.20	\$ 11.76	\$ 12.34
		Monthly	\$ 1,760.25	\$ 1,848.26	\$ 1,940.67	\$ 2,037.71	\$ 2,139.59
5		Hourly	\$ 10.40	\$ 10.92	\$ 11.47	\$ 12.04	\$ 12.64
		Monthly	\$ 1,803.18	\$ 1,893.34	\$ 1,988.01	\$ 2,087.41	\$ 2,191.78
6	Office Clerk	Hourly	\$ 10.66	\$ 11.20	\$ 11.76	\$ 12.34	\$ 12.96
		Monthly	\$ 1,848.26	\$ 1,940.67	\$ 2,037.71	\$ 2,139.59	\$ 2,246.57
7		Hourly	\$ 10.92	\$ 11.47	\$ 12.04	\$ 12.64	\$ 13.28
		Monthly	\$ 1,893.34	\$ 1,988.01	\$ 2,087.41	\$ 2,191.78	\$ 2,301.36
8	Golf Course Groundskeeper I	Hourly	\$ 11.20	\$ 11.76	\$ 12.34	\$ 12.96	\$ 13.61
		Monthly	\$ 1,940.67	\$ 2,037.71	\$ 2,139.59	\$ 2,246.57	\$ 2,358.90
9		Hourly	\$ 11.47	\$ 12.04	\$ 12.64	\$ 13.28	\$ 13.94
		Monthly	\$ 1,988.01	\$ 2,087.41	\$ 2,191.78	\$ 2,301.36	\$ 2,416.43
10		Hourly	\$ 11.76	\$ 12.34	\$ 12.96	\$ 13.61	\$ 14.29
		Monthly	\$ 2,037.71	\$ 2,139.59	\$ 2,246.57	\$ 2,358.90	\$ 2,476.84
11	Pool Lifeguard	Hourly	\$ 12.04	\$ 12.64	\$ 13.28	\$ 13.94	\$ 14.64
		Monthly	\$ 2,087.41	\$ 2,191.78	\$ 2,301.36	\$ 2,416.43	\$ 2,537.25
12	Intern	Hourly	\$ 12.34	\$ 12.96	\$ 13.61	\$ 14.29	\$ 15.00
		Monthly	\$ 2,139.59	\$ 2,246.57	\$ 2,358.90	\$ 2,476.84	\$ 2,600.69
13	Pool Lifeguard/Instructor Recreation Leader II	Hourly	\$ 12.64	\$ 13.28	\$ 13.94	\$ 14.64	\$ 15.37
		Monthly	\$ 2,191.78	\$ 2,301.36	\$ 2,416.43	\$ 2,537.25	\$ 2,664.12
14		Hourly	\$ 12.96	\$ 13.61	\$ 14.29	\$ 15.00	\$ 15.75
		Monthly	\$ 2,246.57	\$ 2,358.90	\$ 2,476.84	\$ 2,600.69	\$ 2,730.72
15		Hourly	\$ 13.28	\$ 13.94	\$ 14.64	\$ 15.37	\$ 16.14
		Monthly	\$ 2,301.36	\$ 2,416.43	\$ 2,537.25	\$ 2,664.12	\$ 2,797.32
16		Hourly	\$ 13.61	\$ 14.29	\$ 15.00	\$ 15.75	\$ 16.47

		Monthly	\$ 2,358.90	\$ 2,476.84	\$ 2,600.69	\$ 2,730.72	\$ 2,867.26
17	Golf Course Groundskeeper II	Hourly	\$ 13.94	\$ 14.64	\$ 15.37	\$ 16.14	\$ 16.95
		Monthly	\$ 2,416.43	\$ 2,537.25	\$ 2,664.12	\$ 2,797.32	\$ 2,937.19
18	Building Monitor	Hourly	\$ 14.29	\$ 15.00	\$ 15.75	\$ 16.54	\$ 17.37
	Park Monitor	Monthly	\$ 2,476.84	\$ 2,600.69	\$ 2,730.72	\$ 2,867.26	\$ 3,010.62
19	Head Lifeguard	Hourly	\$ 14.64	\$ 15.37	\$ 16.14	\$ 16.95	\$ 17.79
		Monthly	\$ 2,537.25	\$ 2,664.12	\$ 2,797.32	\$ 2,937.19	\$ 3,084.05
20	Lead Park Monitor	Hourly	\$ 15.00	\$ 15.75	\$ 16.54	\$ 17.37	\$ 18.24
		Monthly	\$ 2,600.69	\$ 2,730.72	\$ 2,867.26	\$ 3,010.62	\$ 3,161.15
21		Hourly	\$ 15.37	\$ 16.14	\$ 16.95	\$ 17.79	\$ 18.68
		Monthly	\$ 2,664.12	\$ 2,797.32	\$ 2,937.19	\$ 3,084.05	\$ 3,238.25
22		Hourly	\$ 15.75	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15
		Monthly	\$ 2,730.72	\$ 2,867.26	\$ 3,010.62	\$ 3,161.15	\$ 3,319.21
23		Hourly	\$ 16.14	\$ 16.95	\$ 17.79	\$ 18.68	\$ 19.62
		Monthly	\$ 2,797.32	\$ 2,937.19	\$ 3,084.05	\$ 3,238.25	\$ 3,400.16
24		Hourly	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.11
		Monthly	\$ 2,867.26	\$ 3,010.62	\$ 3,161.15	\$ 3,319.21	\$ 3,485.17
25		Hourly	\$ 16.95	\$ 17.79	\$ 18.68	\$ 19.62	\$ 20.60
		Monthly	\$ 2,937.19	\$ 3,084.05	\$ 3,238.25	\$ 3,400.16	\$ 3,570.17
26		Hourly	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.11	\$ 21.11
		Monthly	\$ 3,010.62	\$ 3,161.15	\$ 3,319.21	\$ 3,485.17	\$ 3,659.43
27	Ocean Lifeguard	Hourly	\$ 17.79	\$ 18.68	\$ 19.62	\$ 20.60	\$ 21.63
		Monthly	\$ 3,084.05	\$ 3,238.25	\$ 3,400.16	\$ 3,570.17	\$ 3,748.68
28	Kennel Attendant	Hourly	\$ 18.24	\$ 19.15	\$ 20.11	\$ 21.11	\$ 22.17
	Recreation Specialist	Monthly	\$ 3,161.15	\$ 3,319.21	\$ 3,485.17	\$ 3,659.43	\$ 3,842.40
29	Office Specialist I (G)	Hourly	\$ 18.68	\$ 19.62	\$ 20.60	\$ 21.63	\$ 22.71
	Reserve Animal Services Officer	Monthly	\$ 3,238.25	\$ 3,400.16	\$ 3,570.17	\$ 3,748.68	\$ 3,936.11
30		Hourly	\$ 19.15	\$ 20.11	\$ 21.11	\$ 22.17	\$ 23.28
		Monthly	\$ 3,319.21	\$ 3,485.17	\$ 3,659.43	\$ 3,842.40	\$ 4,034.52
31	Office Specialist I (C)	Hourly	\$ 19.62	\$ 20.60	\$ 21.63	\$ 22.71	\$ 23.84
		Monthly	\$ 3,400.16	\$ 3,570.17	\$ 3,748.68	\$ 3,936.11	\$ 4,132.92
32		Hourly	\$ 20.11	\$ 21.11	\$ 22.17	\$ 23.28	\$ 24.44
		Monthly	\$ 3,485.17	\$ 3,659.43	\$ 3,842.40	\$ 4,034.52	\$ 4,236.24
3	Accounting Specialist I	Hourly	\$ 20.60	\$ 21.63	\$ 22.71	\$ 23.84	\$ 25.04
	Maintenance Worker I	Monthly	\$ 3,570.17	\$ 3,748.68	\$ 3,936.11	\$ 4,132.92	\$ 4,339.57

	Utility Billing Specialist I						
34		Hourly	\$ 21.11	\$ 22.17	\$ 23.28	\$ 24.44	\$ 25.60
		Monthly	\$ 3,659.43	\$ 3,842.40	\$ 4,034.52	\$ 4,236.24	\$ 4,448.06
35	Customer Service Specialist II	Hourly	\$ 21.63	\$ 22.71	\$ 23.84	\$ 25.04	\$ 26.29
	Golf Course Maintenance Worker	Monthly	\$ 3,748.68	\$ 3,936.11	\$ 4,132.92	\$ 4,339.57	\$ 4,556.54
	Office Specialist II (G)						
36		Hourly	\$ 22.17	\$ 23.28	\$ 24.44	\$ 25.66	\$ 26.94
		Monthly	\$ 3,842.40	\$ 4,034.52	\$ 4,236.24	\$ 4,448.06	\$ 4,670.46
37	Accounting Specialist II	Hourly	\$ 22.71	\$ 23.84	\$ 25.04	\$ 26.29	\$ 27.60
	Business License Specialist	Monthly	\$ 3,936.11	\$ 4,132.92	\$ 4,339.57	\$ 4,556.54	\$ 4,784.37
	Central Services Assistant						
	Maintenance Worker II						
	Office Specialist II (C)						
	Sr. Customer Service Specialist						
	Sr. Office Specialist						
	Utilities Mechanic In-Training						
	Utility Billing Specialist II						
38	Cable Television Technician	Hourly	\$ 23.28	\$ 24.44	\$ 25.66	\$ 26.94	\$ 28.29
		Monthly	\$ 4,034.52	\$ 4,236.24	\$ 4,448.06	\$ 4,670.46	\$ 4,903.98
39	Human Resources Assistant (C)	Hourly	\$ 23.84	\$ 25.04	\$ 26.29	\$ 27.60	\$ 28.98
		Monthly	\$ 4,132.92	\$ 4,339.57	\$ 4,556.54	\$ 4,784.37	\$ 5,023.59
40		Hourly	\$ 24.44	\$ 25.66	\$ 26.94	\$ 28.29	\$ 29.71
		Monthly	\$ 4,236.24	\$ 4,448.06	\$ 4,670.46	\$ 4,903.98	\$ 5,149.18
41	Ocean Lifeguard Supervisor	Hourly	\$ 25.04	\$ 26.29	\$ 27.60	\$ 28.98	\$ 30.43
	Utility Customer Services Representative	Monthly	\$ 4,339.57	\$ 4,556.54	\$ 4,784.37	\$ 5,023.59	\$ 5,274.77
42	*Administrative Assistant (G)	Hourly	\$ 25.66	\$ 26.94	\$ 28.29	\$ 29.71	\$ 31.19
	Code Compliance Technician	Monthly	\$ 4,448.06	\$ 4,670.46	\$ 4,903.98	\$ 5,149.18	\$ 5,406.64
	Collection Systems Operator I						
	Distribution Operator I						
	Parking Meter Technician						
	Permit Technician						
	Plant Operator I						
	Revenue Analyst						
	Sr. Accounting Specialist (G)						
	Utility Billing Coordinator						
43	Electrician I	Hourly	\$ 26.29	\$ 27.60	\$ 28.98	\$ 30.43	\$ 31.95
	Golf Course Maintenance Leadworker	Monthly	\$ 4,556.54	\$ 4,784.37	\$ 5,023.59	\$ 5,274.77	\$ 5,538.51
	Golf Course Mechanic						
	Information Technology Technician						
	Laboratory Technician I						
	Maintenance Leadworker						

	Recreation Coordinator Utilities Mechanic I						
44	Administrative Assistant (C)	Hourly	\$ 26.94	\$ 28.29	\$ 29.71	\$ 31.19	\$ 32.75
	Environmental Services Coordinator	Monthly	\$ 4,670.46	\$ 4,903.98	\$ 5,149.18	\$ 5,406.64	\$ 5,676.97
	Human Resources Specialist (C)						
45	Facilities Maintenance Specialist I	Hourly	\$ 27.60	\$ 28.98	\$ 30.43	\$ 31.95	\$ 33.55
		Monthly	\$ 4,784.37	\$ 5,023.59	\$ 5,274.77	\$ 5,538.51	\$ 5,815.43
46	Electrical Instrumentation Technician I	Hourly	\$ 28.29	\$ 29.71	\$ 31.19	\$ 32.75	\$ 34.39
	Maintenance Contract Inspector	Monthly	\$ 4,903.98	\$ 5,149.18	\$ 5,406.64	\$ 5,676.97	\$ 5,960.82
	Payroll Coordinator (C)						
	Records Management Coordinator						
47	Animal Services Officer	Hourly	\$ 28.98	\$ 30.43	\$ 31.95	\$ 33.55	\$ 35.23
	Building Inspector I	Monthly	\$ 5,023.59	\$ 5,274.77	\$ 5,538.51	\$ 5,815.43	\$ 6,106.21
	Collection Systems Operator II						
	Contract Maintenance Coordinator						
	Distribution Operator II						
	Facilities Maintenance Specialist II						
	Laboratory Technician II						
	Plant Operator II						
	Sr. Permit Technician						
	Utilities Mechanic II						
48	Code Compliance Officer	Hourly	\$ 29.71	\$ 31.19	\$ 32.75	\$ 34.39	\$ 36.11
	Engineering Technician	Monthly	\$ 5,149.18	\$ 5,406.64	\$ 5,676.97	\$ 5,960.82	\$ 6,258.86
	Recycled Water Specialist						
49	Electrical Instrumentation Technician II	Hourly	\$ 30.43	\$ 31.95	\$ 33.55	\$ 35.23	\$ 36.99
	Electrician II	Monthly	\$ 5,274.77	\$ 5,538.51	\$ 5,815.43	\$ 6,106.21	\$ 6,411.52
	Lead Operator						
	Sr. Administrative Assistant (C)						
	Sr. Facilities Maintenance Specialist						
	Water Quality Code Compliance Officer						
50	Animal Services Supervisor	Hourly	\$ 31.19	\$ 32.75	\$ 34.39	\$ 36.11	\$ 37.91
	Assistant Planner	Monthly	\$ 5,406.64	\$ 5,676.97	\$ 5,960.82	\$ 6,258.86	\$ 6,571.80
	Deputy City Clerk						
	Information Technology Analyst I						
	Marine Safety Officer						
51	Building Inspector II	Hourly	\$ 31.95	\$ 33.55	\$ 35.23	\$ 36.99	\$ 38.84
	Construction Inspector	Monthly	\$ 5,538.51	\$ 5,815.43	\$ 6,106.21	\$ 6,411.52	\$ 6,732.09
2	Emergency Planning Coordinator	Hourly	\$ 32.75	\$ 34.39	\$ 36.11	\$ 37.91	\$ 39.81
	Human Resources Analyst I (C)	Monthly	\$ 5,676.97	\$ 5,960.82	\$ 6,258.86	\$ 6,571.80	\$ 6,900.39

	Management Analyst I						
	Recreation Supervisor						
	Revenue Supervisor						
	Sr. Engineering Technician						
53	Executive Assistant (C)	Hourly	\$ 33.55	\$ 35.23	\$ 36.99	\$ 38.84	\$ 40.78
		Monthly	\$ 5,815.43	\$ 6,106.21	\$ 6,411.52	\$ 6,732.09	\$ 7,068.70
54	Community Development Specialist	Hourly	\$ 34.39	\$ 36.11	\$ 37.91	\$ 39.81	\$ 41.80
	Facilities Maintenance Coordinator	Monthly	\$ 5,960.82	\$ 6,258.86	\$ 6,571.80	\$ 6,900.39	\$ 7,245.41
	Maintenance Inspection Coordinator						
	Plans Examiner						
	Plant Operator III						
	System Operations/Water Quality Coord.						
	Systems Applications Analyst						
55	Associate Planner	Hourly	\$ 35.23	\$ 36.99	\$ 38.84	\$ 40.78	\$ 42.82
	Community Outreach Coordinator	Monthly	\$ 6,106.21	\$ 6,411.52	\$ 6,732.09	\$ 7,068.70	\$ 7,422.13
	Management Analyst II						
	Public Information Officer						
	Sr. Code Compliance Officer						
	Utility Support/Budget Coordinator						
	Water Conservation Analyst						
56	Code Compliance Supervisor	Hourly	\$ 36.11	\$ 37.91	\$ 39.81	\$ 41.80	\$ 43.89
		Monthly	\$ 6,258.86	\$ 6,571.80	\$ 6,900.39	\$ 7,245.41	\$ 7,607.68
57	GIS Coordinator	Hourly	\$ 36.99	\$ 38.84	\$ 40.78	\$ 42.82	\$ 44.96
	Human Resources Analyst II (C)	Monthly	\$ 6,411.52	\$ 6,732.09	\$ 7,068.70	\$ 7,422.13	\$ 7,793.24
	Information Technology Analyst II						
	Park Planner						
	Sr. Building Inspector						
	Sr. Construction Inspector						
58	Chief Operator	Hourly	\$ 37.91	\$ 39.81	\$ 41.80	\$ 43.89	\$ 46.09
	CMMS Coordinator	Monthly	\$ 6,571.80	\$ 6,900.39	\$ 7,245.41	\$ 7,607.68	\$ 7,988.07
	Environmental Programs Supervisor (M)						
	Laboratory Coordinator						
	Lead Electrical Instrumentation Technician						
	Marine Safety Lieutenant						
	Master Electrician						
	Senior Management Analyst (M)						
	Utilities Chief Mechanic						
59		Hourly	\$ 38.84	\$ 40.78	\$ 42.82	\$ 44.96	\$ 47.21
		Monthly	\$ 6,732.09	\$ 7,068.70	\$ 7,422.13	\$ 7,793.24	\$ 8,182.90
60	Assistant Engineer	Hourly	\$ 39.81	\$ 41.80	\$ 43.89	\$ 46.09	\$ 48.39
	Chief Operator - Water Reclamation	Monthly	\$ 6,900.39	\$ 7,245.41	\$ 7,607.68	\$ 7,988.07	\$ 8,387.47
	Senior Accountant						



61	SCADA Specialist Senior Planner (M)	Hourly	\$ 40.78	\$ 42.82	\$ 44.96	\$ 47.21	\$ 49.57
		Monthly	\$ 7,068.70	\$ 7,422.13	\$ 7,793.24	\$ 8,182.90	\$ 8,592.04
62	Code Compliance Manager (M)	Hourly	\$ 41.80	\$ 43.89	\$ 46.09	\$ 48.39	\$ 50.81
	Maintenance Operations Supervisor (M)	Monthly	\$ 7,245.41	\$ 7,607.68	\$ 7,988.07	\$ 8,387.47	\$ 8,806.84
	Utilities Maintenance Supervisor (M)						
	Utilities Operations Supervisor - Sewer (M)						
	Utilities Opeartions Supervisor - Water (M)						
63		Hourly	\$ 42.82	\$ 44.96	\$ 47.21	\$ 49.57	\$ 52.05
		Monthly	\$ 7,422.13	\$ 7,793.24	\$ 8,182.90	\$ 8,592.04	\$ 9,021.65
64	Associate Civil Engineer (M)	Hourly	\$ 43.89	\$ 46.09	\$ 48.39	\$ 50.81	\$ 53.35
	Information Technology Analyst III (C)	Monthly	\$ 7,607.68	\$ 7,988.07	\$ 8,387.47	\$ 8,806.84	\$ 9,247.19
65		Hourly	\$ 44.96	\$ 47.21	\$ 49.57	\$ 52.05	\$ 54.65
		Monthly	\$ 7,793.24	\$ 8,182.90	\$ 8,592.04	\$ 9,021.65	\$ 9,472.73
66	General Manager - CASA (E)	Hourly	\$ 46.09	\$ 48.39	\$ 50.81	\$ 53.35	\$ 56.02
	Golf Course Manager (M)	Monthly	\$ 7,988.07	\$ 8,387.47	\$ 8,806.84	\$ 9,247.19	\$ 9,709.55
67	Risk Management/Human Resources Officer (M)	Hourly	\$ 47.21	\$ 49.57	\$ 52.05	\$ 54.65	\$ 57.38
		Monthly	\$ 8,182.90	\$ 8,592.04	\$ 9,021.65	\$ 9,472.73	\$ 9,946.36
68	Marine Safety Chief (M)	Hourly	\$ 48.39	\$ 50.81	\$ 53.35	\$ 56.02	\$ 58.82
	Principal Planner (M)	Monthly	\$ 8,387.47	\$ 8,806.84	\$ 9,247.19	\$ 9,709.55	\$ 10,195.02
	Recreation Manager (M)						
	Sr. Civil Engineer (M)						
69		Hourly	\$ 49.57	\$ 52.05	\$ 54.65	\$ 57.38	\$ 60.25
		Monthly	\$ 8,592.04	\$ 9,021.65	\$ 9,472.73	\$ 9,946.36	\$ 10,443.68
70	Business Services Officer (M)	Hourly	\$ 50.81	\$ 53.35	\$ 56.02	\$ 58.82	\$ 61.76
	Financial Services Officer (M)	Monthly	\$ 8,806.84	\$ 9,247.19	\$ 9,709.55	\$ 10,195.02	\$ 10,704.78
	Legislative Administrator (M)						
71		Hourly	\$ 52.05	\$ 54.65	\$ 57.38	\$ 60.25	\$ 63.26
		Monthly	\$ 9,021.65	\$ 9,472.73	\$ 9,946.36	\$ 10,443.68	\$ 10,965.87
72	Maintenance Manager (M)	Hourly	\$ 53.35	\$ 56.02	\$ 58.82	\$ 61.76	\$ 64.85
	Principal Civil Engineer (M)	Monthly	\$ 9,247.19	\$ 9,709.55	\$ 10,195.02	\$ 10,704.78	\$ 11,240.01
	Sr. Plan Check Engineer (M)						
	Utilities Manager (M)						
73	Information Technology Manager (M)	Hourly	\$ 54.65	\$ 57.38	\$ 60.25	\$ 63.26	\$ 66.43
		Monthly	\$ 9,472.73	\$ 9,946.36	\$ 10,443.68	\$ 10,965.87	\$ 11,514.16
4	Human Resources Manager (M)	Hourly	\$ 56.02	\$ 58.82	\$ 61.76	\$ 64.85	\$ 68.09
	Principal Civil Engineer/Asset Manager (M)	Monthly	\$ 9,709.55	\$ 10,195.02	\$ 10,704.78	\$ 11,240.01	\$ 11,802.01

	Transportation Engineering Manager (M)						
75	Assistant Beaches, Parks, & Recreation Dir (M)	Hourly	\$ 57.38	\$ 60.25	\$ 63.26	\$ 66.43	\$ 69.75
	Building Official (M)	Monthly	\$ 9,946.36	\$ 10,443.68	\$ 10,965.87	\$ 11,514.16	\$ 12,089.87
	City Planner (M)						
76		Hourly	\$ 58.82	\$ 61.76	\$ 64.85	\$ 68.09	\$ 71.49
		Monthly	\$ 10,195.02	\$ 10,704.78	\$ 11,240.01	\$ 11,802.01	\$ 12,392.12
77	Deputy Administrative Services Director (M)	Hourly	\$ 60.25	\$ 63.26	\$ 66.43	\$ 69.75	\$ 73.24
	Deputy Community Development Director (M)	Monthly	\$ 10,443.68	\$ 10,965.87	\$ 11,514.16	\$ 12,089.87	\$ 12,694.36
	Deputy Public Works Director (M)						
78		Hourly	\$ 61.76	\$ 64.85	\$ 68.09	\$ 71.49	\$ 75.07
		Monthly	\$ 10,704.78	\$ 11,240.01	\$ 11,802.01	\$ 12,392.12	\$ 13,011.72
79		Hourly	\$ 63.26	\$ 66.43	\$ 69.75	\$ 73.24	\$ 76.90
		Monthly	\$ 10,965.87	\$ 11,514.16	\$ 12,089.87	\$ 12,694.36	\$ 13,329.08
80	Beaches, Parks & Recreation Director (E)	Hourly	\$ 64.85	\$ 68.09	\$ 71.49	\$ 75.07	\$ 78.82
		Monthly	\$ 11,240.01	\$ 11,802.01	\$ 12,392.12	\$ 13,011.72	\$ 13,662.31
81		Hourly	\$ 66.43	\$ 69.75	\$ 73.24	\$ 76.90	\$ 80.74
		Monthly	\$ 11,514.16	\$ 12,089.87	\$ 12,694.36	\$ 13,329.08	\$ 13,995.53
82	Community Development Director (E)	Hourly	\$ 68.09	\$ 71.49	\$ 75.07	\$ 78.82	\$ 82.76
		Monthly	\$ 11,802.01	\$ 12,392.12	\$ 13,011.72	\$ 13,662.31	\$ 14,345.42
83		Hourly	\$ 69.75	\$ 73.24	\$ 76.90	\$ 80.74	\$ 84.78
		Monthly	\$ 12,089.87	\$ 12,694.36	\$ 13,329.08	\$ 13,995.53	\$ 14,695.31
84	Public Works Director/City Engineer (E)	Hourly	\$ 71.49	\$ 75.07	\$ 78.82	\$ 82.76	\$ 86.90
		Monthly	\$ 12,392.12	\$ 13,011.72	\$ 13,662.31	\$ 14,345.42	\$ 15,062.69
85		Hourly	\$ 73.24	\$ 76.90	\$ 80.74	\$ 84.78	\$ 89.02
		Monthly	\$ 12,694.36	\$ 13,329.08	\$ 13,995.53	\$ 14,695.31	\$ 15,430.08
86		Hourly	\$ 75.07	\$ 78.82	\$ 82.76	\$ 86.90	\$ 91.25
		Monthly	\$ 13,011.72	\$ 13,662.31	\$ 14,345.42	\$ 15,062.69	\$ 15,815.83
87		Hourly	\$ 76.90	\$ 80.74	\$ 84.78	\$ 89.02	\$ 93.47
		Monthly	\$ 13,329.08	\$ 13,995.53	\$ 14,695.31	\$ 15,430.08	\$ 16,201.58
88	Assistant City Manager / FAS Director (E)	Hourly	\$ 78.82	\$ 82.76	\$ 86.90	\$ 91.25	\$ 95.81
		Monthly	\$ 13,662.31	\$ 14,345.42	\$ 15,062.69	\$ 15,815.83	\$ 16,606.62
89		Hourly	\$ 80.74	\$ 84.78	\$ 89.02	\$ 93.47	\$ 98.14
		Monthly	\$ 13,995.53	\$ 14,695.31	\$ 15,430.08	\$ 16,201.58	\$ 17,011.66
90		Hourly	\$ 82.76	\$ 86.90	\$ 91.25	\$ 95.81	\$ 100.60
		Monthly	\$ 14,345.42	\$ 15,062.69	\$ 15,815.83	\$ 16,606.62	\$ 17,436.95
91		Hourly	\$ 84.78	\$ 89.02	\$ 93.47	\$ 98.14	\$ 103.47

		Monthly	\$ 14,695.31	\$ 15,430.08	\$ 16,201.58	\$ 17,011.66	\$ 17,862.24
92		Hourly	\$ 86.90	\$ 91.25	\$ 95.81	\$ 100.60	\$ 105.63
		Monthly	\$ 15,062.69	\$ 15,815.83	\$ 16,606.62	\$ 17,436.95	\$ 18,308.80
93		Hourly	\$ 89.02	\$ 93.47	\$ 98.14	\$ 103.05	\$ 108.20
		Monthly	\$ 15,430.08	\$ 16,201.58	\$ 17,011.66	\$ 17,862.24	\$ 18,755.35
94		Hourly	\$ 91.25	\$ 95.81	\$ 100.60	\$ 105.63	\$ 110.91
		Monthly	\$ 15,815.83	\$ 16,606.62	\$ 17,436.95	\$ 18,308.80	\$ 19,224.24
95		Hourly	\$ 93.47	\$ 98.14	\$ 103.05	\$ 108.20	\$ 113.61
		Monthly	\$ 16,201.58	\$ 17,011.66	\$ 17,862.24	\$ 18,755.35	\$ 19,693.12
96		Hourly	\$ 95.81	\$ 100.60	\$ 105.63	\$ 110.91	\$ 116.45
		Monthly	\$ 16,606.62	\$ 17,436.95	\$ 18,308.80	\$ 19,224.24	\$ 20,185.45
97		Hourly	\$ 98.14	\$ 103.05	\$ 108.20	\$ 113.61	\$ 119.29
		Monthly	\$ 17,011.66	\$ 17,862.24	\$ 18,755.35	\$ 19,693.12	\$ 20,677.78
98		Hourly	\$ 100.60	\$ 105.63	\$ 110.91	\$ 116.45	\$ 122.28
		Monthly	\$ 17,436.95	\$ 18,308.80	\$ 19,224.24	\$ 20,185.45	\$ 21,194.72
99	City Manager (E)	Hourly	\$ 103.05	\$ 108.20	\$ 113.61	\$ 119.29	\$ 125.26
		Monthly	\$ 17,862.24	\$ 18,755.35	\$ 19,693.12	\$ 20,677.78	\$ 21,711.67
100		Hourly	\$ 105.63	\$ 110.91	\$ 116.45	\$ 122.28	\$ 128.39
		Monthly	\$ 18,308.80	\$ 19,224.24	\$ 20,185.45	\$ 21,194.72	\$ 22,254.46
		*One Administrative Assistant position is Y-rated at \$5,523.69/month					