

**RESOLUTION NO. 7413**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDLANDS ESTABLISHING A SALARY SCHEDULE AND COMPENSATION PLAN FOR CITY EMPLOYEES AND RESCINDING RESOLUTION NO. 7365.**

WHEREAS, the City Council is authorized and directed under Ordinance No. 1089 to prepare, install, revise and maintain a position classification and compensation plan covering all positions in the competitive service;

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF REDLANDS AS FOLLOWS:

Section 1. The City Council of the City of Redlands hereby establishes a basic compensation plan for all employees in all of the classifications of employment as described in Section 2 of this resolution to be effective July 1, 2014.

Section 2. Salary schedule and Compensation Plan.

Department/Division	PT	FT	Unit	Range			
<i>City Clerk's Office</i>							
Administrative Assistant		1	G	12			

<i>Total City Clerk's Office</i>	<i>0</i>	<i>1</i>
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<i>City Manager's Office</i>							
Public Information Officer		1	M	75			
Emergency Operations Manager		1	M	70			
Assistant to the City Manager		1	M	71			
Management Analyst		1	MM	40			
Senior Administrative Analyst		1	MM	25			
Senior Administrative Assistant		1	G	39			
Multimedia Production Coordinator		1	G	60			

<i>Total City Manager's Office</i>	<i>0</i>	<i>7</i>
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<i>Development Services Department</i>							
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*Administration*

Development Services Director		1	DD				
Assistant Development Services Director		1	M	82			
Administrative Analyst		1	G	50			

**Building Division**

Chief Building Official		1	MM	70				
Sr. Building Plans Specialist		1	MM	35				
Building Plans Specialist		2	G	58				
Building Inspector I/II		2	G	48	58			

**Economic Development Division**

Economic Development Manager		1	M	80				
Project Manager I/II		1	MM	55	65			

**Downtown Redlands Division**

Project Manager I/II		1	MM	55	65			
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**Planning Division**

Principal Planner/Project Manager		1	MM	75				
Senior Planner		2	MM	65				
Junior/Assistant/Associate Planner		2	G	53	70	80		
Sr. Administrative Technician		1	G	43				
Senior Administrative Assistant		1	G	39				

**Successor Agency**

Maintenance Worker		.25	CS	42				
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**Part Time Positions**

Planning Intern	1		P/T					
OSPC Planner	1							
Maintenance Worker	2		P/T					

<b>Total Development Services Department</b>	<b>4</b>	<b>19.25</b>						
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**Finance Department****Administration**

Finance Director		1	DD					
Assistant Finance Director		1	M	85				
Principal Accountant/Internal Auditor		1	MM	66				
Senior Accountant		1	MM	51				
Accountant		1	MM	35				
Payroll Technician		1	G	47				
Senior Accounting Technician		1	G	37				
Accounting Technician I/II		2	G	17	27			

**Purchasing Division**

Purchasing Services Manager		1	M	73				
Purchasing Clerk		1	G	22				

**Revenue Division**

Revenue Manager		1	MM	66				
Accountant		1	MM	35				

Utilities Customer Service Supervisor		1	G	68				
Senior Accounting Technician		1	G	37				
Senior Customer Service Technician		1	G	37				
Accounting Technician I/II		2	G	17	27			
Customer Service Technician II		6	G	17	27			

**Part Time Position**

Business License Inspector	1		P/T					
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<b>Total Finance Department</b>	<b>1</b>	<b>24</b>						
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<b>Fire Department</b>								
Fire Chief		1	DD					
Battalion Chief		3	FM	79				
Fire Marshal		1	MM	70				
Fire Captain		15	F	60				
Fire Engineer		15	F	55				
Fire Fighter		21	F	50				
Senior Administrative Technician		1	G	43				
Administrative Technician		1	G	29				

**Part Time Positions**

Fire Prevention Inspector	1		P/T					
EMS Quality Assurance Nurse	1		P/T					

<b>Total Fire Department</b>	<b>2</b>	<b>58</b>						
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<b>Human Resources Department</b>								
Human Resources/Risk Management Director		1	DD					
HR Manager		1	M	75				
Senior HR/Risk Management Analyst		1	MM	65				
HR/Risk Management Analyst		1	MM	26				
Risk/Safety Analyst		1	MM	26				
Volunteer Resources Coordinator		1	MM	26				
Administrative Assistant		1	G	12				
HR/Risk Management Intern	2		P/T					

<b>Total Human Resources Department</b>	<b>2</b>	<b>7</b>						
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<b>Department of Innovation and Technology</b>								
Chief Information Officer		1	DD					
GIS Supervisor		1	MM	76				
Network Engineer II		1	MM	73				

Network Engineer I		1	MM	48				
GIS Administrator		1	MM	46				
Business Systems Analyst		1	MM	44				
IT Coordinator		3	G	74				

**Part Time Positions**

Intern (GIS-1/DoIT-3)	4							
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<b>Total DoIT</b>	<b>4</b>	<b>9</b>
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<b>Library</b>								
Library Director		1	N/A					
Archivist Curator		1	M	78				
Principal Librarian		2	MM	47				
Senior Librarian		1	MM	32				
Associate Archivist		1	MM	32				
Systems Administrator		1	MM	46				
Management Analyst		1	MM	40				
Library Specialist I/II		5	G	22	32			
Technical Services Clerk		1	G	12				
Library Clerk		2	G	5				

**Part Time Positions**

Administrative Assistant	2		PT					
Library Caretaker	2		PT					
Library Clerk	3		PT					
Library Page	2		PT					
Technical Services Clerk	1		PT					
Museum Attendant	2		PT					
Adult Literacy Coordinator	1		PT					

<b>Total Library</b>	<b>16</b>	<b>16</b>
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<b>Municipal Utilities &amp; Engineering Department</b>								
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**Administration**

Director of Municipal Utilities and Public Works Engineering/City Engineer		1	DD					
Deputy MUED Director		1	M	93				
Principal Project Manager		2	M	79				
Project Manager II/Sr. Project Manager		4	MM	65	73			
Management Analyst		1	MM	40				
Senior Administrative Analyst		1	MM	25				
Water Conservation Coordinator		1	G	61				

Senior Administrative Technician		1	G	43				
Senior Administrative Assistant		1	G	39				

**Engineering Services**

Engineering Manager		1	M	78				
Senior Civil Engineer		2	MM	73				
Associate Civil Engineer		2	MM	61				
Associate Engineer		2	MM	51				
Senior Construction Inspector		3	G	90				
Senior Environmental Compliance Inspector		1	G	79				
Construction Inspector		1	G	69				
NPDES Inspector I/II		1	G	59	64			
Junior Engineer/Assistant Engineer		1	G	58	74			
Counter Services Technician		1	G	30				

**Water Division**

Water Operations/Maintenance Manager		1	M	80				
Water Distribution Superintendent		1	MM	70				
Water Production Operations Supervisor		1	G	97				
Water Production Maintenance Supervisor		1	G	97				
Water Distribution Supervisor		1	G	97				
Senior Water Treatment Operator		2	G	73				
Utilities Maintenance Foreperson		1	G	80				
Electrical and Instrumentation Technician		1	G	63				
Water Distribution Operator Foreperson III/IV/V		1	G	62	67	72		
Cross Connection Control Inspector		1	G	58				
Water Distribution Crew leader		4	G	55				
Production Pump Maintenance Operator		1	G	51				
Water Treatment Operator II/III/IV		4	G	51	61	66		
Plant Mechanic I/II		3	G	43	53			
Senior Water Distribution Operator		5	G	42				
Water Quality Technician I/II		3	G	39	49			
Water Distribution Operator		9	G	35				
Electrical and Instrumentation Apprentice		1	G	35				
Customer Service Field Technician		1	G	39				
Senior Maintenance Worker I/II		1	G	30	40			
Water Meter Reader		2	G	16				
Maintenance Worker I/II		4	G	14	20			

**Wastewater Division**

Wastewater Operations Manager		1	MM	80				
Wastewater Operations Superintendent		1	MM	70				
Regulatory Compliance Supervisor		1	MM	57				
Senior Regulatory Compliance Officer		1	G	90				

Wastewater Collection System Supervisor		1	G	72				
Plant Mechanic I/II		3	G	43	53			
Wastewater Facilities Operator I/II/III/IV/V		6	G	41	51	61	66	71
Laboratory Technician I/II/III/IV		4	G	33	43	53	58	
Line Maintenance Worker I/II		3	G	34	44			
Senior Maintenance Worker I/II		1	G	30	40			
Maintenance Worker I/II		2	G	14	20			

**Part Time Positions**

Technical Services Clerk	3		P/T					
Zanjero	1		P/T					
Utilities Database Intern	1		P/T					

<b>Total MUED Department</b>	<b>5</b>	<b>101</b>
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<b>Police Department</b>								
Chief of Police		1	DD					
Commander		2	P	85				
Police Lieutenant		2	P	81				
Police Sergeant		11	P	70				
Police Corporal/Investigator		19	P	64				
Police Officer		40	P	60				
Police Recruit		1	CS	79				
Management Analyst		1	MM	40				
Police Operations Manager		1	M	70				
Police Operations Coordinator		1	CS	74				
Executive Police Assistant		1	CS	74				
Crime Analyst		1	CS	69				
Animal Control Supervisor		1	CS	64				
Dispatcher Shift Supervisor		1	CS	62				
Senior Forensic Specialist (under fill as For Spec)		1	CS	52				
Forensic Specialist		1	CS	47				
Building Maintenance Worker		.75	CS	42				
Community Service Officer		7	CS	33	43			
Dispatcher I/II		13	CS	40	50			
Animal Control Officer		1	CS	30				
Police Customer Service Supervisor		1	CS	64				
Police Customer Service Representative I/II		4	CS	17	27			
Kennel Attendant		1	CS	10				

**Part Time Positions**

Community Services Officer	3		P/T					
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Kennel Attendant	1		P/T					
Background Investigator	3		P/T					
ID Technician Trainee	1		P/T					
Dispatcher	5		P/T					

<b>Total Police Department</b>	<b>13</b>	<b>112.75</b>						
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<b>Quality of Life Department</b>
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**Administration**

Quality of Life Director	1		DD					
Field Services Manager	1		M	81				
Senior Project Manager	2		MM	73				
Sustainability Manager	1		MM	73				
Field Services Supervisor	2		MM	35				
Senior Administrative Analyst	2		MM	25				
Code Enforcement Officer	3		G	49				
Project Assistant	2		G	40				
Counter Services Technician	1		G	30				
Administrative Technician	1		G	29				

**Building Maintenance**

Senior Building Maintenance Worker	2		G	47				
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**Electrical**

Electrician	1		G	46				
Traffic Signal Technician I/II	1		G	28	46			

**Solid Waste Division**

Waste Management Coordinator	1		G	59				
Senior Equipment Operator	2		G	44				
Welder	1		G	43				
Solid Waste Truck Driver	24		G	34				
Equipment Operator OIT/I/II	2		G	19	34	39		
Maintenance Worker	2		G	14				

**Fleet Services Division**

Fleet Services Coordinator	1		MM	40				
Fire Mechanic	1		G	53				
Heavy Equipment Mechanic	1		G	43				
Mechanic I/II	3		G	33	43			

**Parks and Trees Division**

Field Services Coordinator	1		G	59				
Parks Maintenance Mechanic	2		G	30				
Grounds Maintenance Worker I/II	12		G	12	20			

**Street Division**

Field Services Coordinator		1	G	59				
Senior Asphalt Worker		1	G	44				
Senior Street Maintenance Worker		1	G	44				
Asphalt Worker		2	G	34				
Sign & Paint Worker		1	G	34				
Equipment Operator OIT/I/II		2	G	19	34	39		
Maintenance Worker		2	G	14				

**Cemetery Division:**

Cemetery Services Coordinator		1	G	56				
Cemetery Crew Leader		1	G	49				
Cemetery Caretaker I/II		1	G	12	20			

**Recreation/Senior Services**

Recreation Services Coordinator		1	G	59				
Program Specialist		2	G	45				

**Part Time Positions**

Administrative Assistant (WM-1)	3		P/T					
Program Assistant	6		P/T					
Program Aide	6		P/T					
Cemetery Aide	1		P/T					
Equipment Operator OIT	1		P/T					
Maintenance Worker	4		P/T					
Solid Waste Collector	13		P/T					
Sports Official								

<b>Total Quality of Life Department</b>	<b>34</b>	<b>89</b>
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<b>Total Full Time Positions</b>	<b>444</b>
<b>Total Part Time Positions</b>	<b>81</b>
<b>Total Authorized Positions</b>	<b>524</b>

**GRANT & DONATION FUNDED POSITIONS**

**Police Department**

Police Officer		5	P	60				
Camera Operators	4		P/T					

**City Manager**

Administrative Technician	1		PT					
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<i>Total Grant Funded Positions</i>	5	5
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All grant and donation funded positions are contingent upon continued funding.

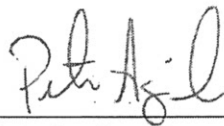
*Total Authorized Positions*                      524

*Total Grant Funded Positions*                      10

**TOTAL POSITIONS**                      534

Section 3. Resolution No. 7365 of the City of Redlands is hereby rescinded.

Adopted, approved and signed this 1<sup>st</sup> day of July, 2014:



\_\_\_\_\_  
Pete Aguilar, Mayor

ATTEST:



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Sam Irwin, City Clerk

I, Sam Irwin, City Clerk of the City of Redlands hereby certify that the foregoing resolution was duly adopted by the City Council at a regular meeting thereof held on the 1<sup>st</sup> day of July, 2014, by the following vote:

- AYES: Councilmembers Harrison, Foster, Gardner, Gilbreath; Mayor Aguilar
- NOES: None
- ABSENT: None
- ABSTAIN: None



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Sam Irwin, City Clerk