

RESOLUTION NO. 8352

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. 8277.

WHEREAS, the City Council is authorized and directed by Section 2.56.040 of the Redlands Municipal Code 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 11, 2022.

Section 2. Salary schedule and Compensation Plan.

Department/Division	PT	FT	Unit	Range			
City Clerk's Office							
Administrative Assistant I/II		1	T	15	30		

Part Time Positions

Administrative Assistant	1		PT				
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Total City Clerk's Office	1	1					
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City Manager's Office

City Manager		1	C	3			
City Attorney		1	C	2			
Assistant City Manager		2	DD	5			
Project Manager		1	MM	61			
Grants Coordinator		1	MM	48			
Management Analyst		1	MM	45			
Administrative Analyst		1	MM	35			
Senior Administrative Assistant		1	T	45			

Human Resources/Risk Management

Assistant Director, HR/Risk Management		1	M	90			
HR/Risk Manager		2	M	78			
Human Resource Analyst		2	MM	53			
Risk Management Specialist		1	MM	41			
HR Specialist		3	MM	35			
Administrative Assistant I/II		1	T	15	30		
Mid-Management Trainee		2	MM	26-85			

Public Information

Public Information Officer		1	M	75			
Multimedia Production Coordinator		1	MM	27			

Purchasing

Procurement Manager		1	M	74			
Purchasing Clerk		1	T	22			

Total City Manager's Office	0	25					
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Management Services

Director, Management Services*		1	DD	4				
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Information Technology

Information Technology Manager		1	M	83				
Network Engineer		1	MM	77				
GIS Supervisor		1	MM	73				
IT Systems Supervisor		1	MM	66				
Database Administrator		1	MM	61				
System Administrator		1	MM	50				
GIS Analyst		2	MM	50				
Network Specialist		1	MM	44				
GIS Technician		1	T	59				
Sr. Help Desk Technician		1	T	72				
Help Desk Technician		3	T	57				
Administrative Assistant I/II		1	T	15	30			

Finance

Assistant Finance Director		1	M	90				
Finance Manager		1	M	78				
Senior Accountant		2	MM	51				
Management Analyst		2	MM	45				
Accountant		1	MM	35				
Senior Accounting Technician		1	T	40				
Accounting Technician I/II		2	T	23	33			

Revenue Division

Revenue Supervisor		1	MM	58				
Utilities Customer Service Supervisor		1	MM	45				
Accountant		1	MM	35				
Senior Customer Account Specialist		2	T	41				
Utilities Billing Specialist		1	T	40				
Senior Accounting Technician		1	T	40				
Utilities Billing Technician		1	T	35				
Customer Account Specialist		6	T	33				
Customer Service Technician I/II		4	T	17	27			

Payroll

Payroll Coordinator		1	MM	34				
Payroll Assistant		1	T	35				

Part Time Position

Help Desk Technician	1		PT					
IT Intern	2		PT					

Total Management Services | 3 | 46 |

*the position of Director, Management Services shall perform the duties of Director of Finance as outlined in Redlands Municipal Code 2.08

Development Services Department

Administration

Development Services Director		1	DD	4				
Management Analyst		1	MM	45				
Administrative Analyst		1	MM	35				
Administrative Assistant I/II		1	T	15	30			

One Stop Permit Center Manager		1	M	82				
Asst/Assoc/Civil/Sr. Civil Engineer		3	MM	41	51	61	73	
NPDES Inspector I/II		1	T	59	64			
Counter Services Technician		2	T	30				

Building Division

Chief Building Official		1	M	81				
Sr. Plans Examiner		1	MM	62				
Plans Examiner		1	T	80				
Sr. Building Inspector		1	T	80				
Building Inspector I/II		2	T	60	70			
Permit Technician I/II		2	T	52	57			

Economic Development Division

Economic Development Manager		1	M	80				
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Planning Division

City Planner		1	M	82				
Principal Planner		2	MM	75				
Senior Planner		1	MM	65				
Junior/Assistant/Associate Planner		3	T	53	70	80		

Part Time Positions

Planning Intern		2	PT					
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Total Development Services Department | 2 | 27 |

Fire Department

Fire Chief		1	DD	06				
Fire Marshal		1	M	88				
Deputy Fire Chief		1	F	85				
Deputy Fire Marshal		1	MM	59				
Fire Plans Examiner		1	CS	80				
Battalion Chief		4	F	79				
Fire Captain		15	F	60				
Fire Engineer		18	F	55				
Fire Fighter		21	F	50				
EMS Coordinator		1	MM	82				
Management Analyst		1	MM	45				
Emergency Operations Specialist		1	MM	34				

Fire Prevention Inspector		2	CS	55				
Sr. Administrative Assistant		1	T	45				
Administrative Assistant I/II		1	T	15	30			

Total Fire Department | 70

Library

Library Director		1	C	1				
Archivist Curator		1	M	80				
Principal Librarian		1	MM	53				
Systems Administrator		1	MM	50				
Management Analyst		1	MM	45				
Senior Librarian		1	MM	37				
Special Collections Manager		1	MM	36				
Adult Literacy Coordinator		1	MM	32				
Technical Services Coordinator		1	MM	30				
Museum Collections Specialist		1	T	57				
Librarian		1	T	52				
Sr. Administrative Assistant		1	T	45				
Library Specialist I/II		5	T	22	32			
Maintenance Worker I/II		2	T	20	23			
Administrative Assistant I/II		1	T	15	30			
Technical Services Clerk		1	T	12				
Library Clerk		2	T	5				

Part Time Positions

Administrative Assistant		1	PT					
Library Specialist		1	PT					
Library Clerk		4	PT					
Library Page		4	PT					
Technical Services Clerk		1	PT					
Museum Attendant		4	PT					

Total Library | 15 | 23

Municipal Utilities & Engineering Department

Administration

Director of Municipal Utilities and Public Works Engineering		1	DD	05				
Water Conservation Specialist		2	T	49				
Senior Administrative Assistant		4	T	45				

Engineering Services

City Engineer		1	M	87				
Construction Manager		1	MM	78				
Asst/Assoc/Civil/Sr. Civil Engineer		6	MM	41	51	61	73	
Field Services Coordinator		1	MM	40				

Senior Asphalt Worker	1	T	44				
Senior Street Maintenance Worker I/II	2	T	44	49			
Equipment Operator OIT/I/II	3	T	19	34	39		
Asphalt Worker	2	T	34				
Sign & Paint Worker	1	T	34				
Maintenance Worker I/II	3	T	20	23			
Senior Construction Inspector	1	T	90				
Construction Inspector I/II	3	T	69	79			
Electrician	1	T	46				
NPDES Inspector I/II	1	T	59	64			

Utilities

Utilities Operations Manager	1	M	85				
Laboratory Manager	1	MM	70				
Regulatory Compliance Officer	1	T	90				
Laboratory Analyst I/II/III/IV	4	T	53	63	73	83	

Water Division

Water Production/Maint. Superintendent	1	MM	76				
Water Distribution Superintendent	1	MM	70				
Water Production Operations Supervisor	1	T	97				
Water Production Maintenance Supervisor	1	T	97				
Water Distribution Supervisor	1	T	97				
Utilities Maintenance Foreperson	1	T	80				
Electrical and Instrumentation Technician	1	T	69				
Water Distribution Crewleader	4	T	61				
Cross Connection Control Inspector	1	T	63				
Water Treatment Operator I/II/III/IV/V	8	T	55	60	67	72	77
Senior Water Quality Technician	1	T	63				
Sr. Customer Service Field Technician	1	T	48				
Plant Mechanic I/II	3	T	48	58			
Customer Service Field Technician	1	T	39				
Water Quality Technician I/II	2	T	52	57			
Water Distribution Operator	12	T	49				
Electrical and Instrumentation Apprentice	1	T	35				
Water Meter Reader I/II	3	T	21	31			
Maintenance Worker I/II	3	T	20	23			

Wastewater Division

Wastewater Operations Superintendent	1	MM	76				
Wastewater Operations Supervisor	1	T	97				
Wastewater Collection System Supervisor	1	T	89				
Utilities Maintenance Foreperson	1	T	80				
Wastewater Facilities Operator I/II/III/IV	6	T	51	61	68	78	
Plant Mechanic I/II	3	T	48	58			
Wastewater Collection System Worker I/II/III	7	T	47	50	54		

Maintenance Worker I/II		2	T	20	23			
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Part Time Positions

Administrative Assistant	1		PT					
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Total MUED Department 1 | 110 |

Police Department

Chief of Police		1	DD	07				
Deputy Police Chief		2	P	85				
Police Commander		2	P	81				
Police Sergeant		12	P	70				
Police Corporal		20	P	64				
Police Officer/Police Recruit		54	P/CS	60/79				
Police Operations Manager		1	M	74				
Management Analyst		1	MM	45				
Police Operations Coordinator		1	MM	36				
Digital Forensic Examiner		1	CS	85				
Crime Analyst		2	CS	79				
Executive Police Assistant		1	CS	74				
Administrative Assistant I/II		1	T	15	30			
Dispatcher Supervisor		3	CS	72				
Police Customer Service Supervisor		1	CS	64				
Forensic Specialist		2	CS	47				
Dispatcher I/II/III		15	CS	40	50	55		
Property and Evidence Technician		2	CS	43				
Community Service Officer I/II		10	CS	33	43			
Police Customer Service Representative I/II		6	CS	17	27			

Part Time Positions

Community Services Officer	1		PT					
Administrative Assistant	1		PT					
Camera Operator	6		PT					
Background Investigator	4		PT					

Total Police Department 12 | 138 |

Facilities and Community Services

Asst. Director, Facilities & Community Serv		1	M	90				
Senior Manager, Fac & Comm Serv		1	M	77				
Manager, Fac & Comm Serv		1	MM	73				
Field Services Superintendent		1	MM	65				
Field Services Project Supervisor		1	MM	48				
Homeless Solutions Coordinator		1	MM	37				
Administrative Analyst		1	MM	35				
Senior Code Enforcement Officer		1	T	70				
Code Enforcement Officer I/II		3	T	40	55			

Sr. Administrative Assistant		2	T	45				
Administrative Assistant I/II		3	T	15	30			

Airport

Airport Supervisor		1	MM	40				
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Building Maintenance

Senior Building Maintenance Worker		1	T	47				
Building Maintenance Worker		3	T	38				

Solid Waste Division

Solid Waste Manager		1	MM	64				
Solid Waste Collections Supervisor		1	MM	42				
Solid Waste Route Coordinator		2	T	56				
Sr. Administrative Assistant		1	T	45				
Senior Equipment Operator		1	T	44				
Recycling Coordinator		1	T	44				
Welder		1	T	43				
Solid Waste Truck Driver		27	T	34				
Equipment Operator OIT/I/II		2	T	19	34	39		
Maintenance Worker I/II		7	T	20	23			

Fleet Services Division

Fleet Services Coordinator		1	MM	46				
Fire Mechanic		1	T	53				
Sr. Administrative Assistant		1	T	45				
Equipment Mechanic I/II		2	T	41	46			

Parks and Trees Division

Field Services Coordinator		1	MM	40				
Senior Grounds Maintenance Worker I/II		6	T	30	40			
Senior Grove Maintenance Worker		1	T	40				
Tree Trimmer I/II		4	T	30	40			
Maintenance Worker		1	T	20	23			
Grove Maintenance Worker		2	T	20				
Grounds Maintenance Worker I/II		13	T	12	20			

Cemetery Division:

Cemetery Manager		1	MM	58				
Cemetery Sales and Services Representative		1	T	58				
Cemetery Crew Leader		1	T	49				
Cemetery Caretaker I/II		2	T	17	25			

Animal Services

Animal Control Supervisor		1	CS	64				
Animal Control Officer		3	CS	30				
Administrative Assistant I/II		1	T	15	30			
Kennel Attendant		2	CS	10				

Recreation/Senior Services

Recreation Supervisor		1	MM	37				
Program Specialist		2	T	45				
Administrative Assistant I/II		1	T	15	30			
Program Aid I/II		7	T	4	9			

Part Time Positions

Program Aide	4		PT					
Cemetery Aid	1		PT					
Maintenance Worker	1		PT					

Total Facilities and Community Services | 6 | 121 |

Total Full Time Positions	561
Total Part Time Positions	40
Total Authorized Positions	601

GRANT & DONATION FUNDED POSITIONS

Facilities and Community Services

Van Driver		1	T	10				
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Total Grant Funded Positions | 1

All grant and donation funded positions are contingent upon continued funding.

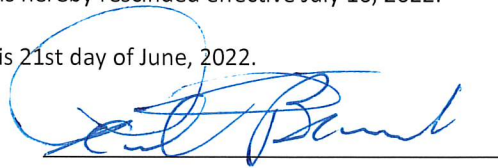
Total Authorized Positions 601
Total Grant Funded Positions 1

TOTAL POSITIONS 602

Section 3. In addition to the salary schedule set forth above, the compensation plan established by this resolution permits the City Manager to establish programs for incentive awards, length of service awards, pay for performance, and other methods of recognizing employee work performance.

Section 4. Resolution No.8277 of the City of Redlands is hereby rescinded effective July 10, 2022.

Adopted, approved and signed this 21st day of June, 2022.




Paul T. Barich, Mayor, City of Redlands

ATTEST:


 Jeanne Donaldson, City Clerk

I, Jeanne Donaldson, 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 21st day of June, 2022

AYES: Councilmembers Tejada, Davis, Guzman-Lowery, Gallagher; Mayor Barich
NOES: None
ABSENT: None
ABSTAINED: None



Jeanne Donaldson, City Clerk