

RESOLUTION NO. 8406

**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. 8352.**

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 December 12, 2022.

Section 2. Salary schedule and Compensation Plan.

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

**Part Time Positions**

Administrative Assistant	1		PT				
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<b>Total City Clerk's Office</b>	<b>1</b>	<b>1</b>					
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<i>City Manager's Office</i>							
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	27-90			

**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			
<b>Total City Manager's Office</b>	<b>0</b>	<b>25</b>					

**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	79				
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	75				

Sr. Administrative Assistant		1	T	45				
Administrative Assistant I/II		1	T	15	30			

**Total Fire Department** | 69

**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				
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	
Regulatory Compliance Officer		1	T	90				
Senior Construction Inspector		1	T	90				
Construction Inspector I/II		3	T	69	79			

NPDES Inspector I/II		1	T	59	64			
Water Conservation Specialist		2	T	49				

**Utilities**

Laboratory Manager		1	MM	70				
Laboratory Analyst I/II/III/IV		4	T	53	63	73	83	

**Water Division**

Water Utility Manager		1	M	86				
Water Production/Maint. Superintendent		1	MM	85				
Water Distribution Superintendent		1	MM	85				
Water Production Operations Supervisor		1	T	100				
Water Production Maintenance Supervisor		1	T	100				
Water Distribution Supervisor		1	T	100				
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	77	80	83
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 Utility Manager		1	M	86				
Wastewater Operations Supervisor		1	T	100				
Wastewater Collection System Supervisor		1	T	100				
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			

**Part Time Positions**

Administrative Assistant		1		PT				
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**Total MUED Department 1 | 96**

**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	88				
Crime Analyst		2	CS	85				
Dispatcher Supervisor		3	CS	82				
Executive Police Assistant		1	CS	74				
Forensic Specialist		2	CS	73				
Records Supervisor		1	CS	66				
Property and Evidence Technician		2	CS	60				
Dispatcher I/II/III		15	CS	52	57	63		
Community Service Officer I/II		10	CS	40	48			
Records Specialist I/II		6	CS	22	36			
Administrative Assistant I/II		1	T	15	30			

**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	73				
Field Services Project Supervisor		1	MM	61				
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			

**Streets**

Field Services Coordinator		1	MM	51				
Electrician		1	T	46				
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			

**Parks and Trees Division**

Field Services Coordinator		1	MM	51				
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 Services Supervisor		1	CS	72				
Animal Services Officer		3	CS	46				
Administrative Assistant I/II		1	T	15	30			
Kennel Attendant		2	CS	17				

**Recreation/Senior Services**

Recreation Supervisor		1	MM	37				
Program Specialist		2	T	45				
Administrative Assistant I/II		1	T	15	30			
Van Driver		1	T	10				
Program Aid I/II		7	T	5	9			

**Part Time Positions**

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

<b>Total Facilities and Community Services</b>	<b>6</b>	<b>136</b>
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<b>Total Full Time Positions</b>	<b>561</b>
<b>Total Part Time Positions</b>	<b>40</b>
<b>Total Authorized Positions</b>	<b>601</b>

<b>TOTAL POSITIONS</b>	<b>601</b>
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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.8352 of the City of Redlands is hereby rescinded effective December 11, 2022.

Adopted, approved and signed this 6th day of December, 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 6th day of December, 2022.

AYES: Councilmembers Tejeda, Davis, Guzman-Lowery, Gallagher; Mayor Barich

NOES:

ABSENT:


ABSTAIN:



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 6th day of December 2022.

AYES: Councilmembers Tejeda, Davis, Guzman-Lowery, Gallagher; Mayor Barich  
NOES: None  
ABSENT: None  
ABSTAIN: None



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Jeanne Donaldson, City Clerk