

RESOLUTION NO. 8034

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. 7966.

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 October 21, 2019.

Section 2. Salary schedule and Compensation Plan.

Department/Division	PT	FT	Unit	Range			
<i>City Clerk's Office</i>							
Administrative Assistant I/II		1	G	15	30		

Part Time Positions

Administrative Assistant	1		PT				
--------------------------	---	--	----	--	--	--	--

Total City Clerk's Office | 1 | 1 |

City Manager's Office

City Manager		1	C	2			
City Attorney		1	C	1			
Assistant City Manager		1	DD	4			
Management Analyst		1	MM	45			
Administrative Analyst		1	MM	30			
Senior Administrative Assistant		1	G	45			

Human Resources/Risk Management

Assistant Director, HR/Risk Management		1	M	90			
Human Resources Manager		1	MM	80			
HR Analyst/Volunteer Coordinator		1	MM	65			
Occupational Health & Safety Administrator		1	MM	65			
Risk/Safety Specialist		1	MM	41			
HR Specialist		1	MM	30			
HR Technician		2	G	37			
Administrative Assistant I/II		1	G	15	30		
HR/Risk Management Intern	2		PT				

Public Information

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

Purchasing

Procurement Manager		1	M	74				
Purchasing Clerk		1	G	22				

Emergency Management

Emergency Operations Manager		1	M	72				
Emergency Operations Specialist		1	MM	25				

Total City Manager's Office | 2 | 21 |

Management Services

Director, Management Services*		1	DD	4				
--------------------------------	--	---	----	---	--	--	--	--

Information Technology

Network Engineer II		1	MM	77				
GIS Supervisor		1	MM	76				
Network Engineer I		1	MM	72				
Database Administrator		1	MM	61				
Sr. System Administrator		1	MM	52				
System Administrator		1	MM	46				
GIS Administrator		1	MM	46				
Camera Technician		1	G	75				
GIS Technician		1	G	57				
Help Desk Technician		2	G	54				
Administrative Assistant		1	G	15	30			

Finance

Assistant Finance Director		1	M	90				
Fiscal Manager		1	M	76				
Senior Accountant		2	MM	51				
Accountant		1	MM	35				
Senior Accounting Technician		1	G	40				
Accounting Technician I/II		2	G	23	33			

Revenue Division

Revenue Manager		1	MM	70				
Utilities Customer Service Supervisor		1	MM	45				
Accountant		1	MM	35				
Utilities Billing Specialist		1	G	40				
Senior Accounting Technician		1	G	40				
Utilities Billing Technician		1	G	35				
Customer Account Specialist		7	G	33				
Customer Service Technician I/II		3	G	17	27			

Payroll

Payroll Coordinator		1	MM	30				
Payroll Assistant		1	G	35				

Part Time Position

Intern		1	PT					
--------	--	---	----	--	--	--	--	--

Total Management Services | 1 | 39 |

*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	03				
Project Manager I/II		1	MM	55	65			
Administrative Analyst		1	MM	30				
Sr. Administrative Assistant		1	G	45				

Building Division

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

Economic Development Division

Economic Development Manager		1	M	80				
------------------------------	--	---	---	----	--	--	--	--

Planning Division

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

Part Time Positions

Planning Intern		1	PT					
-----------------	--	---	----	--	--	--	--	--

Total Development Services Department | 1 | 19 |

Fire Department

Fire Chief		1	DD	06				
Fire Marshal		1	M	88				
Deputy Fire Chief		1	F	85				
Battalion Chief		3	F	79				
Fire Captain		15	F	60				
Fire Engineer		15	F	55				
Fire Fighter		21	F	50				

EMS Coordinator		1	MM	82				
Management Analyst		1	MM	45				
Fire Prevention Inspector		2	CS	55				
Senior Administrative Assistant		1	G	45				
Administrative Assistant		1	G	30				

Part Time Positions

Fire Prevention Technician	2		PT					
Environmental Technician	2		PT					

Total Fire Department | 4 | 63 |

Library

Library Director		1	N/A					
Archivist Curator		1	M	78				
Principal Librarian		1	MM	47				
Systems Administrator		1	MM	46				
Management Analyst		1	MM	45				
Senior Librarian		1	MM	37				
Associate Archivist		1	MM	32				
Adult Literacy Coordinator		1	MM	32				
Technical Services Coordinator		1	MM	30				
Sr. Administrative Assistant		1	G	45				
Building Maintenance Worker		1	G	38				
Library Specialist I/II		6	G	22	32			
Technical Services Clerk		1	G	12				
Library Clerk		2	G	5				

Part Time Positions

Administrative Assistant	1		PT					
Building Maintenance Worker	1		PT					
Library Specialist	1		PT					
Library Clerk	4		PT					
Library Page	3		PT					
Technical Services Clerk	1		PT					
Museum Attendant	3		PT					

Total Library | 14 | 20 |

Municipal Utilities & Engineering Department

Administration

Director of Municipal Utilities and Public Works Engineering/City Engineer		1	DD	05				
Engineering Manager		1	M	85				
Utilities Operations Manager		1	M	85				
Water Resources Manager		1	M	85				
One Stop Permit Center Manager		1	M	82				

Construction Manager		1	MM	78				
Senior Project Manager		1	MM	73				
Water Resources Specialist		1	MM	48				
Management Analyst		1	MM	45				
Administrative Analyst		1	MM	30				
Water Conservation Specialist		1	G	49				
Senior Administrative Assistant		2	G	45				
Administrative Assistant I/II		1	G	15	30			

Engineering Services

Asst/Assoc/Civil/Sr. Civil Engineer		9	G/MM	74	51	61	73	
Senior Construction Inspector		1	G	90				
Senior Environmental Compliance Inspector		1	G	79				
Construction Inspector I/II		3	G	69	79			
NPDES Inspector I/II		1	G	59	64			
Counter Services Technician		1	G	30				

Water Division

Water Production/Maint. Superintendent		1	MM	76				
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				
Utilities Maintenance Foreperson		1	G	80				
Senior Water Treatment Operator		1	G	79				
Electrical and Instrumentation Technician		1	G	69				
Water Distribution Crew leader		3	G	61				
Cross Connection Control Inspector		1	G	58				
Water Treatment Operator I/II/III/IV/V		7	G	54	57	67	72	77
Senior Water Quality Technician		1	G	54				
Senior Water Distribution Operator		4	G	48				
Sr. Customer Service Field Technician		1	G	48				
Plant Mechanic I/II		3	G	43	53			
Customer Service Field Technician		1	G	39				
Water Quality Technician I/II		2	G	39	49			
Water Distribution Operator		10	G	35				
Electrical and Instrumentation Apprentice		1	G	35				
Water Meter Reader I/II		3	G	17	27			
Maintenance Worker I/II		3	G	14	20			

Wastewater Division

Wastewater Operations Superintendent		1	MM	76				
Wastewater Operations Supervisor		1	G	97				
Regulatory Compliance Officer		1	G	90				
Laboratory Supervisor		1	G	87				
Wastewater Collection System Supervisor		1	G	72				

Wastewater Facilities Operator I/II/III/IV		6	G	51	61	66	71	
Plant Mechanic I/II		3	G	43	53			
Laboratory Technician I/II/III/IV		4	G	33	43	53	58	
Line Maintenance Worker I/II/III/IV		3	G	34	44	49	54	
Maintenance Worker I/II		2	G	14	20			

Part Time Positions

Technical Services Clerk	3		PT					
Water/Wastewater Operations Apprentice	5		PT					
Water Waste Investigator	3		PT					

Total MUED Department 11 | 101 |

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/Investigator		20	P	64				
Police Officer/Police Recruit		52	P/CS	60/79				
Police Operations Manager		1	M	74				
Management Analyst		1	MM	45				
Police Operations Coordinator		1	MM	36				
Crime Analyst		1	CS	79				
Executive Police Assistant		1	CS	74				
Dispatcher Shift Supervisor		1	CS	70				
Police Customer Service Supervisor		1	CS	64				
Animal Control Supervisor		1	CS	64				
Senior Forensic Specialist		1	CS	52				
Forensic Specialist		1	CS	47				
Property & Evidence Technician		1	CS	43				
Dispatcher I/II/III		15	CS	40	50	55		
Community Service Officer I/II		7	CS	33	43			
Animal Control Officer		3	CS	30				
Police Customer Service Representative I/II		3	CS	17	27			
Kennel Attendant		2	CS	10				

Part Time Positions

Community Services Officer	2		PT					
Customer Service Rep	4		PT					
Kennel Attendant	1		PT					
Background Investigator	5		PT					
Dispatcher	1		PT					

Total Police Department 13 | 130 |

Facilities and Community Services

Director, Facilities & Community Services		1	DD	04				
Asst. Director, Facilities & Community Serv		1	M	90				
Senior Manager, Fac & Comm Serv		1	M	75				
Manager, Fac & Comm Serv		1	MM	73				
Field Services Superintendent		1	MM	60				
Event Manager		1	MM	55				
Field Services Project Supervisor		1	MM	48				
Administrative Analyst		1	MM	30				
Senior Code Enforcement Officer		1	G	70				
Code Enforcement Officer I/II		2	G	40	55			
Sr. Administrative Assistant		3	G	45				
Counter Services Technician		1	G	30				
Administrative Assistant I/II		2	G	15	30			

Airport

Airport Supervisor		1	MM	40				
--------------------	--	---	----	----	--	--	--	--

Building Maintenance

Senior Building Maintenance Worker		1	G	47				
Building Maintenance Worker		2	G	38				

Electrical

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

Solid Waste Division

Solid Waste Manager		1	MM	64				
Solid Waste Coordinator		1	G	59				
Senior Equipment Operator		1	G	44				
Senior Solid Waste Truck Driver		1	G	44				
Recycling Coordinator		1	G	44				
Welder		1	G	43				
Solid Waste Truck Driver		25	G	34				
Equipment Operator OIT/I/II		2	G	19	34	39		
Maintenance Worker I/II		6	G	14	20			

Fleet Services Division

Fleet Services Coordinator		1	MM	40				
Fire Mechanic		1	G	53				
Heavy Equipment Mechanic		1	G	43				
Mechanic I/II		1	G	41	46			

Parks and Trees Division

Field Services Coordinator		1	MM	40				
Senior Grounds Maintenance Worker I/II		4	G	30	40			
Tree Trimmer I/II		4	G	30	40			
Grounds Maintenance Worker I/II		12	G	12	20			

Street Division

Field Services Coordinator		1	MM	40				
Senior Asphalt Worker		1	G	44				
Senior Street Maintenance Worker I/II		2	G	44	49			
Equipment Operator OIT/I/II		3	G	19	34	39		
Asphalt Worker		2	G	34				
Sign & Paint Worker		1	G	34				
Maintenance Worker I/II		3	G	14	20			

Cemetery Division:

Cemetery Manager		1	MM	52				
Cemetery Sales and Services Representative		1	G	58				
Cemetery Crew Leader		1	G	49				
Cemetery Caretaker I/II		1	G	17	25			

Recreation/Senior Services

Recreation Services Coordinator		1	G	59				
Program Specialist		2	G	45				
Administrative Assistant I/II		1	G	15	30			
Program Aid		3	G	2				

Part Time Positions

Program Assistant	3		PT					
Program Aide	5		PT					
Cemetery Aid	1		PT					
Downtown Attendant	1		PT					
Event Assistant	1		PT					
Equipment Operator OIT	1		PT					
Maintenance Worker	8		PT					

Total Quality of Life Department | 20 | 111 |

Total Full Time Positions	505
Total Part Time Positions	67
Total Authorized Positions	572

GRANT & DONATION FUNDED POSITIONS

Police Department

Camera Operators	6		PT					
------------------	---	--	----	--	--	--	--	--

Quality of Life

Van Driver		1	G	5				
------------	--	---	---	---	--	--	--	--

Total Grant Funded Positions | 6 | 1 |

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

Total Authorized Positions	572
Total Grant Funded Positions	7

TOTAL POSITIONS	579
------------------------	-----

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.7966 of the City of Redlands is hereby rescinded effective October 20, 2019.

Adopted, approved and signed this 15th day of October 2019



Paul W. Foster, Mayor

Attest: 
Jeanne Donaldson, City Clerk

I, Jeanne Donaldson, City Clerk of the City of Redlands, hereby certify that the foregoing Resolution was adopted by the City Council at a regular meeting thereof held on the 15th day of October, 2019 by the following vote:

AYES: Councilmembers Barich, Tejada, Momberger, Davis; Mayor Foster
NOES: None
ABSENT: None
ABSTAIN: None



Jeanne Donaldson, City Clerk