



CITY COUNCIL REPORT

Revised

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DATE: SEPTEMBER 21, 2021

TO: MAYOR AND COUNCIL MEMBERS

FROM: HECTOR DE LA ROSA, ASSISTANT CITY MANAGER

SUBJECT: APPROVE THE FISCAL YEAR 2021-22 SALARY SCHEDULE AND APPROVE THE UPDATED FISCAL YEAR 2017-18 THROUGH FISCAL YEAR 2020-21 SALARY SCHEDULES FOR ALL REPRESENTED AND UNREPRESENTED EMPLOYEE CLASSIFICATIONS IN CONFORMANCE WITH CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5 AND RESCINDING ALL PRIOR SALARY SCHEDULES DURING THE SAME PERIOD

RECOMMENDATION

It is recommended that the City Council adopt resolutions

1. Approving the Fiscal Year 2021-2022 Salary Schedule for all Represented and Unrepresented Employee classifications in conformance with California Code of Regulations, Title 2, Section 570.5, and
2. Approving the Updated Pinole Fiscal Year 2017-18 through Fiscal Year 2020-21 Salary Schedules for all Represented and Unrepresented Employee classifications and rescinding all prior Salary Schedules during the same period.

BACKGROUND

Since 2000, all management and confidential employees have been employed under an Individual Employment Agreement (IEA). The IEA is a contract between the city and the employee, which outlined the terms, conditions, and benefits of employment as well as the employees' salary, reflected as a single fixed amount.

In March 2020, the City Manager, in order to ease administration of over eleven different IEA arrangements between management and confidential employees and the city, commenced the development of a comprehensive Management Compensation Plan (MCP).

The MCP encompasses all of the compensation and benefit components that management and confidential employees are eligible to receive such as hourly wages and/or annual salaries, all fringe benefits, retirement, holidays, leave accruals and educational incentives. The MCP also sought to equalize, to a standard level, the benefits and compensation reflected in the IEA's. Additionally, the minimum-maximum

salary range for each classification in the MCP, complies with Government Code Section 20636(b)(1) and (e)(1). Through the creation of the MCP, the compensation and benefits for management and confidential employees are uniform and highly transparent.

REVIEW AND ANALYSIS

Pursuant to California Code of Regulations 570.5(a)(7), to have available for public inspection no less than five years of salary schedules, the city, as historically performed, is presenting the Council with the salary schedules for approval. Also, included, as attachment B, are the updated salary schedules for the prior four (4) years (FY 2017/2018 to FY 2020/21) which reflect management and confidential employees minimum-maximum salary range as outlined in the MCP.

Fiscal Year 2021-2022 Salary Schedule

Negotiation with AFSCME, Local 1 and IAFF are now concluded and per the approved successor MOU, employees are to receive a 3% cost of living allowance and a 3% equity adjustment in FY 2021-2022. Additionally, on July 1, 2020, the Council approved a two-year MOU with the Pinole Police Employees Association (PPEA), which authorized the same cost of living and equity adjustment as the other represented groups. The City Council also approved a 3% cost of living adjustment for employees covered by the MCP as part of the adoption of the FY 2021-22 operating and capital budget.

The attached FY 2021-2022 salary schedule not only reflects the 3% cost-of-living and 3% equity increase for AFSCME, Local 1, PPEA and IAFF but also includes the 3% cost of living allowance for management and confidential employees. The COLA and equity adjustments are effective on July 5, 2021.

Adoption of the Resolution and Salary Schedules will ensure the city remains in compliant with California Code of Regulations section 570.5 and Government Code Section 20636(b)(1) and (e)(1).

A copy of the city's FY 2021-22 salary schedule will be posted on the city's website.

FISCAL IMPACT

None. The compensations reflected in the salary schedules have been approved in the FY 2021-22 budget or in labor MOUs.

ATTACHMENTS

- A Resolution Approving the FY 2021-2022 salary schedule
- B Resolution Approving the Update FY 2017-18 through 2020-2021 salary schedules

RESOLUTION NO. 2021-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PINOLE, APPROVING THE FISCAL YEAR 2021-22 CITY'S SALARY SCHEDULE FOR ALL REPRESENTED AND UNREPRESENTED EMPLOYEE CLASSIFICATIONS IN CONFORMANCE WITH CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5

WHEREAS, the California Public Employees' Retirement System (CalPERS) requires that all CalPERS employers list their compensation levels on one document, approved and adopted by the governing body, in accordance with California Code of Regulations section 570.5; and

WHEREAS, the City of Pinole complies with the CalPERS reporting requirement through adoption and approval of the Pinole Salary Schedule reflecting compensation levels for all represented and unrepresented employee classifications; and

WHEREAS, any changes to the City's salary schedule will be presented to the City Council for approval; and

WHEREAS, per approved Memorandum of Understandings (MOUs) between the City and AFSCME, Local 1, PPEA, and IAFF, the represented employees are to receive a 3% cost of living allowance and a 3% equity adjustment effective July 5, 2021; and

WHEREAS, the City Council approved a 3% cost of living adjustment for employees covered by the MCP as part of the adoption of the FY 2021-22 operating and capital budget effective July 5, 2021; and

WHEREAS, the salary schedule for the FY 2021-22, which commences July 1, 2021 through June 30, 2022, has been updated to reflect the COLA and Equity adjustments; and

WHEREAS, a copy of the approved City salary schedule will be posted on the City's website.

NOW, THEREFORE BE IT RESOLVED, that the City Council of the City of Pinole does hereby approve the FY 2021-22 City salary schedule attached as Exhibit A.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Pinole held on the 21st day of September, 2021 by the following vote:

AYES: COUNCILMEMBERS:
NOES: COUNCILMEMBERS:
ABSENT: COUNCILMEMBERS:
ABSTAIN: COUNCILMEMBERS:

I hereby certify that the foregoing resolution was regularly introduced, passed, and adopted on this 21st day of September, 2021.

Heather Iopu, CMC
City Clerk

RESOLUTION NO. 2021-

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PINOLE, APPROVING THE
UPDATED PINOLE FISCAL YEAR 2017-18 THROUGH FISCAL YEAR 2020-21
SALARY SCHEDULES FOR ALL REPRESENTED AND UNREPRESENTED
EMPLOYEE CLASSIFICATIONS AND RESCINDING ALL PRIOR SALARY
SCHEDULES DURING THE SAME PERIOD**

WHEREAS, in March 2020, the City Manager, in order to ease administration of over eleven different IEA arrangements between management and confidential employees and the city, commenced the development of a comprehensive Management Compensation Plan (MCP); and

WHEREAS, the MCP encompasses all of the compensation and benefit components that management and confidential employees are eligible to receive and establishes a minimum-maximum salary range for each classification in the MCP; and

WHEREAS, the city has updated the salary schedules for the prior four (4) years (FY 2017/2018 to FY 2020/21) to reflect the updated salary minimum-maximum range for management and unrepresented employees; and

WHEREAS, adoption of the Resolution and updated salary schedules will ensure continued compliance with California Code of Regulations section 570.5 and Government Code Section 20636(b)(1) and (e)(1).

NOW, THEREFORE BE IT RESOLVED, that the City Council of the City of Pinole does hereby approve the updated FY 2017-18 through FY 2021-22 salary schedules, hereunto attached as Exhibit A.

BE IT FURTHER RESOLVED that all prior resolutions approving the City's salary schedules between FY 2017-18 through FY 2021-22 and in conflict with this Resolution are hereby rescinded.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Pinole held on the 21st day of September, 2021 by the following vote:

AYES: COUNCILMEMBERS:

NOES: COUNCILMEMBERS:

ABSENT: COUNCILMEMBERS:

ABSTAIN: COUNCILMEMBERS:

I hereby certify that the foregoing resolution was regularly introduced, passed, and adopted on this 21st day of September, 2021.

Heather Iopu, CMC
City Clerk

City of Pinole Salary Ranking

Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
<u>ELECTED @ 7/1/16 budget</u>										
City Treasurer	3,000 ANNUALLY									
Councilmember	6,750 ANNUALLY as of 1/2017									
<u>MANAGEMENT*</u>	Minimum Annual Salary		Minimum Hourly Rate		Maximum Annual Salary		Maximum Hourly Rate			
City Manager	\$0.00		\$0.0000		\$206,525.49		\$99.2911			
Assistant City Manager	\$176,524.30		\$84.8675		\$214,566.77		\$103.1571			
Police Chief	\$176,524.30		\$84.8675		\$214,566.77		\$103.1571			
Development Services Director/City Engineer	\$168,118.85		\$80.8264		\$204,349.18		\$98.2448			
Finance Director	\$152,835.03		\$73.4784		\$185,772.91		\$89.3139			
Fire Chief	\$152,835.03		\$73.4784		\$185,772.91		\$89.3139			
Fire Battalion Chief	\$116,307.55		\$39.9408		\$141,372.36		\$48.5482			
Planning Manager	\$132,253.45		\$63.5834		\$160,754.67		\$77.2859			
Police Lieutenant	\$120,230.43		\$57.8031		\$146,140.80		\$70.2600			
City Clerk	\$0.00		\$0.0000		\$108,150.02		\$51.9952			
Wastewater Treatment Plant Manager	\$109,300.96		\$52.5485		\$132,854.80		\$63.8725			
Public Works Manager	\$97,156.16		\$46.7097		\$118,093.66		\$56.7758			
Recreation Manager	\$97,156.16		\$46.7097		\$118,093.66		\$56.7758			
Human Resources Specialist	\$61,570.75		\$29.6013		\$74,839.23		\$35.9804			
	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
<u>LOCAL 1230 @ 01/22/18</u>										
Firefighter	5,625.92	23.1837	5,907.22	24.3429	6,202.59	25.5601	6,512.72	26.8381	6,838.37	28.1801
Firefighter/Paramedic	6,188.51	25.5021	6,497.94	26.7772	6,822.85	28.1161	7,164.00	29.5220	7,522.20	30.9981
Fire Engineer	6,458.78	26.6159	6,781.73	27.9467	7,120.82	29.3440	7,476.87	30.8113	7,850.72	32.3519
Fire Engineer/Paramedic	7,104.67	29.2775	7,459.91	30.7414	7,832.92	32.2785	8,224.57	33.8925	8,635.81	35.5871
Fire Captain	7,147.16	29.4526	7,504.53	30.9253	7,879.76	32.4715	8,273.76	34.0952	8,687.46	35.8000
Fire Captain w/o EMT	7,007.02	28.8751	7,357.38	30.3189	7,725.26	31.8348	8,111.53	33.4266	8,517.11	35.0980
Fire Captain/Paramedic	7,861.87	32.3978	8,254.97	34.0177	8,667.73	35.7187	9,101.12	37.5046	9,556.19	39.3799
<u>PPEA @ 01/22/18</u>										
Community Safety Specialist	4,281.21	24.6993	4,495.27	25.9343	4,720.04	27.2310	4,956.05	28.5926	5,203.86	30.0223
Dispatcher	4,868.77	28.0890	5,112.21	29.4935	5,367.83	30.9682	5,636.22	32.5167	5,918.04	34.1425
Lead Dispatcher	5,211.78	30.0680	5,472.38	31.5714	5,746.00	33.1500	6,033.31	34.8075	6,334.98	36.5480
Police Officer	6,171.43	35.6044	6,480.00	37.3846	6,804.01	39.2539	7,144.22	41.2166	7,501.44	43.2775
Police Sergeant	7,229.06	41.7061	7,590.52	43.7915	7,970.06	45.9811	8,368.57	48.2802	8,787.01	50.6943

City of Pinole Salary Ranking

Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
AFSCME @ 07/10/17										
Accounting Specialist	5,284.77	30.4891	5,549.01	32.0135	5,826.47	33.6143	6,117.80	35.2950	6,423.70	37.0598
Building Inspector	5,469.36	31.5540	5,742.84	33.1318	6,029.99	34.7884	6,331.49	36.5278	6,648.07	38.3543
Cable Access Coordinator	5,837.25	33.6764	6,129.11	35.3603	6,435.58	37.1283	6,757.36	38.9848	7,095.24	40.9341
Code Enforcement Officer	5,469.36	31.5540	5,742.84	33.1318	6,029.99	34.7884	6,331.49	36.5278	6,648.07	38.3543
Environmental Analyst	5,469.36	31.5540	5,742.84	33.1318	6,029.99	34.7884	6,331.49	36.5278	6,648.07	38.3543
Management Analyst	5,498.27	31.7208	5,773.19	33.3068	6,061.85	34.9722	6,364.95	36.7209	6,683.21	38.5570
Public Works Specialist	5,498.27	31.7208	5,773.19	33.3069	6,061.86	34.9722	6,364.96	36.7209	6,683.21	38.5570
Recreation Coordinator	3,965.97	22.8806	4,164.27	24.0246	4,372.49	25.2259	4,591.12	26.4872	4,820.68	27.8116
Rental Inspector	5,469.38	31.5541	5,742.85	33.1318	6,030.00	34.7885	6,331.50	36.5279	6,648.09	38.3543
Project Manager	5,344.80	30.8354	5,612.04	32.3772	5,892.65	33.9961	6,187.29	35.6959	6,496.66	37.4807
Sr. Building Inspector	5,470.29	31.5594	5,743.81	33.1374	6,031.01	34.7943	6,332.57	36.5340	6,649.20	38.3608
Senior Project Manager	6,187.30	35.6959	6,496.67	37.4808	6,821.51	39.3549	7,162.59	41.3226	7,520.73	43.3888
WWTP Operations Supervisor	6,432.13	37.1084	6,753.74	38.9639	7,091.44	40.9121	7,446.02	42.9578	7,818.33	45.1057
WPCP Supervisor	6,016.31	34.7095	6,317.14	36.4450	6,633.00	38.2673	6,964.66	40.1807	7,312.90	42.1898

Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
LOCAL ONE @ 07/10/17										
Accounting Technician	3,924.62	22.6420	4,120.85	23.7742	4,326.90	24.9629	4,543.25	26.2111	4,770.42	27.5216
Administrative Secretary	4,347.77	25.0833	4,565.17	26.3375	4,793.43	27.6544	5,033.11	29.0371	5,284.77	30.4890
Cable Access Technician	4,723.57	27.2514	4,959.75	28.6140	5,207.74	30.0447	5,468.14	31.5469	5,741.55	33.1243
Cook		15.8515		16.6441		17.4763		18.3501		
Community Service Officer	3,923.55	22.6359	4,119.74	23.7677	4,325.73	24.9561	4,542.02	26.2039	4,769.12	27.5142
Custodian	2,455.96	14.1690	2,578.76	14.8775	2,707.70	15.6214	2,843.09	16.4025	2,985.25	17.2226
Environmental Assistant	2,811.80	16.22191	2,715.00	17.0330	2,850.00	17.8847	2,993.00	18.7789	3,143.00	19.7179
Field Maintenance Mechanic	4,477.58	25.8322	4,701.47	27.1239	4,936.55	28.4801	5,183.38	29.9041	5,442.55	31.3993
Office Assistant	3,689.56	21.2859	3,874.04	22.3502	4,067.75	23.4678	4,271.14	24.6412	4,484.70	25.8733
Permit Technician	4,379.28	25.2651	4,598.25	26.5283	4,828.16	27.8548	5,069.58	29.2476	5,323.06	30.7100
PW Maintenance Worker	4,124.72	23.7964	4,330.96	24.9863	4,547.51	26.2356	4,774.89	27.5474	5,013.64	28.9248
PW Senior Maintenance Worker	4,478.89	25.8398	4,702.84	27.1318	4,937.99	28.4884	5,184.90	29.9129	5,444.15	31.4085
PW Maintenance Supervisor	5,603.05	32.3253	5,883.21	33.9416	6,177.37	35.6387	6,486.25	37.4207	6,810.57	39.2917
Police Property Specialist	3,923.55	22.6359	4,119.74	23.7677	4,325.73	24.9561	4,542.02	26.2039	4,769.12	27.5142
Police Records Specialist	3,924.62	22.6420	4,120.85	23.7742	4,326.90	24.9629	4,543.25	26.2111	4,770.42	27.5216
WWTP Operator	5,023.88	28.9839	5,275.08	30.4332	5,538.84	31.9548	5,815.79	33.5526	6,106.58	35.2303
WWTP Senior Operator	5,546.48	31.9989	5,823.81	33.5989	6,115.00	35.2789	6,420.76	37.0428	6,741.80	38.8950
WWTP Maintenance Mechanic	4,477.58	25.8322	4,701.47	27.1239	4,936.55	28.4801	5,183.38	29.9041	5,442.55	31.3993
WWTP Senior Maint. Mechanic	5,546.48	31.9989	5,823.81	33.5989	6,115.00	35.2789	6,420.76	37.0428	6,741.80	38.8950
WWTP Operator in Training	4,117.69	23.7559	4,323.58	24.9437						

City of Pinole Salary Ranking

Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
<u>TRAINEE - BENEFITTED @ 07/10/17</u>										
<u>PART-TIME</u>										
Police Officer Trainee		27.5142								
<u>Interns</u>										
Intern		12.0000		13.0000		14.0000		15.0000		16.0000
<u>Police @ 07/10/17</u>										
Crossing Guard		11.0000								
<u>Recreation @ 07/10/17</u>										
Cable Equipment Operator I		11.0709		11.6244		12.2056		12.8159		13.4567
Cable Equipment Operator II		14.1295		14.8360		15.5778		16.3567		17.1745
Recreation Leader		12.3036		12.9188		13.5648		14.2430		14.9552
Rental Facility Custodian		12.3340		12.9507		13.5982				
Rental Facility Senior Custodian		14.2781		14.9920		15.7416				
Senior Recreation Leader		14.9450		15.6923		16.4769		17.3008		18.1658
<u>Administration - 05/03/17</u>										
Records Management Administrator		60.0000								
<u>CONTRACT-Part Time</u>										
<u>Public Works @ 07/01/05</u>										
Park Caretaker		20.7000								

City of Pinole Salary Ranking

Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
<u>ELECTED @ 7/1/16 budget</u>										
City Treasurer	3,000 ANNUALLY									
Councilmember	6,750 ANNUALLY as of 1/2017									
<u>MANAGEMENT*</u>	Minimum Annual		Minimum Hourly Rate		Maximum Annual		Maximum Hourly Rate			
City Manager	\$0.00		\$0.0000		\$223,357.26		\$107.3833			
Assistant City Manager	\$181,820.03		\$87.4135		\$221,003.77		\$106.2518			
Police Chief	\$181,820.03		\$87.4135		\$221,003.77		\$106.2518			
Development Services Director/City Engineer	\$173,162.41		\$83.2512		\$210,479.66		\$101.1921			
Finance Director	\$157,420.08		\$75.6827		\$191,346.10		\$91.9933			
Fire Chief	\$157,420.08		\$75.6827		\$191,346.10		\$91.9933			
Fire Battalion Chief	\$119,796.67		\$41.1390		\$145,613.40		\$50.0046			
Planning Manager	\$136,221.06		\$65.4909		\$165,577.31		\$79.6045			
Police Lieutenant	\$123,837.34		\$59.5372		\$150,525.02		\$72.3678			
City Clerk	\$0.00		\$0.0000		\$116,964.22		\$56.2328			
Wastewater Treatment Plant Manager	\$112,579.98		\$54.1250		\$136,840.44		\$65.7887			
Public Works Manager	\$100,070.84		\$48.1110		\$121,636.47		\$58.4791			
Recreation Manager	\$100,070.84		\$48.1110		\$121,636.47		\$58.4791			
Human Resources Specialist	\$63,417.87		\$30.4894		\$77,084.41		\$37.0598			
	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
<u>LOCAL 1230 @ 07/09/2018</u>										
Firefighter	5,794.70	23.8792	6,084.44	25.0732	6,388.66	26.3269	6,708.10	27.6433	7,043.52	29.0255
Firefighter/Paramedic	6,374.17	26.2672	6,692.88	27.5805	7,027.53	28.9596	7,378.91	30.4076	7,747.87	31.9280
Fire Engineer	6,652.55	27.4143	6,985.18	28.7851	7,334.45	30.2244	7,701.18	31.7356	8,086.24	33.3224
Fire Captain	7,361.58	30.3362	7,729.66	31.8530	8,116.16	33.4457	8,521.97	35.1180	8,948.08	36.8740
<u>PPEA @ 07/09/2018</u>										
Community Safety Specialist	4,409.65	25.4403	4,630.13	26.7123	4,861.64	28.0479	5,104.73	29.4504	5,359.97	30.9229
Dispatcher	5,014.83	28.9317	5,265.58	30.3783	5,528.86	31.8973	5,805.31	33.4922	6,095.58	35.1668
Lead Dispatcher	5,368.14	30.9700	5,636.55	32.5185	5,918.38	34.1445	6,214.31	35.8518	6,525.03	37.6444
Police Officer	6,356.57	36.6725	6,674.40	38.5062	7,008.13	40.4315	7,358.54	42.4531	7,726.48	44.5758
Police Sergeant	7,445.93	42.9573	7,818.24	45.1052	8,209.16	47.3605	8,619.63	49.7286	9,050.62	52.2151

City of Pinole Salary Ranking

Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
<u>AFSCME @ 07/09/2018</u>										
Accounting Specialist	5,443.31	31.4037	5,715.49	32.9740	6,001.27	34.6227	6,301.34	36.3539	6,616.41	38.1716
Building Inspector	5,633.44	32.5006	5,915.12	34.1257	6,210.88	35.8320	6,521.44	37.6237	6,847.51	39.5049
Sr. Building Inspector	6,016.27	34.7093	6,317.09	36.4448	6,632.95	38.2670	6,964.61	40.1804	7,312.85	42.1895
Cable Access Coordinator	6,012.36	34.6867	6,312.99	36.4211	6,628.64	38.2422	6,960.08	40.1543	7,308.09	42.1621
Environmental Analyst	5,633.44	32.5006	5,915.12	34.1257	6,210.88	35.8320	6,521.44	37.6237	6,847.51	39.5049
Management Analyst	5,663.22	32.6724	5,946.38	34.3061	6,243.71	36.0214	6,555.90	37.8225	6,883.70	39.7137
Public Works Specialist	5,663.22	32.6724	5,946.39	34.3061	6,243.71	36.0214	6,555.90	37.8225	6,883.71	39.7137
Recreation Coordinator	4,084.95	23.5670	4,289.20	24.7454	4,503.66	25.9827	4,728.85	27.2818	4,965.30	28.6459
Senior Project Manager	6,372.92	36.7668	6,691.57	38.6052	7,026.15	40.5355	7,377.47	42.5623	7,746.35	44.6905
WWTP Operations Supervisor	6,625.09	38.2217	6,956.36	40.1328	7,304.18	42.1395	7,669.40	44.2465	8,052.87	46.4589
WPCP Supervisor	6,196.80	35.7508	6,506.65	37.5384	6,831.99	39.4153	7,173.60	41.3861	7,532.28	43.4555

[illegible]

City of Pinole Salary Ranking

Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
<u>TRAINEE - BENEFITTED @ 07/09/2018</u>										
<u>PART-TIME</u>										
Police Officer Trainee		28.3396								
Fire Academy Recruit (EMT-1)		25.8354	@ 1/16/2019							
Fire Academy Recruit (EMT-P)		30.0878	@ 1/16/2019							
<u>Interns</u>										
Intern		12.0000		13.0000		14.0000		15.0000		16.0000
<u>Police @ 01/01/2018</u>										
Crossing Guard		11.0000								
<u>Recreation @ 07/9/18 updated 1/1/2019 Min. Wage</u>										
Cable Equipment Operator I		12.0000		12.6000		13.2300		13.8915		14.5861
Cable Equipment Operator II		15.3154		16.0812		16.8853		17.7296		18.6160
Recreation Leader		12.6728		13.3064		13.9717		14.6703		15.4039
Rental Facility Custodian		12.7040		13.3392		14.0062				
Rental Facility Senior Custodian		14.7064		15.4418		16.2139				
Senior Recreation Leader		15.3934		16.1630		16.9712		17.8198		18.7108
<u>Administration - 05/03/17</u>										
Records Management Administrator		60.0000								
<u>CONTRACT-Part Time</u>										
<u>Public Works @ 07/01/05</u>										
Park Caretaker		20.7000								

City of Pinole Salary Ranking

Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
<u>ELECTED @ 07/01/16 budget</u>										
City Treasurer	3,000 ANNUALLY									
Councilmember	6,750 ANNUALLY as of 01/2017									
<u>MANAGEMENT*</u>	Minimum Annual		Minimum Hourly		Maximum Annual		Maximum Hourly			
City Manager	\$0.00		\$0.0000		\$224,999.84		\$108.1730			
Assistant City Manager	\$187,274.63		\$90.0359		\$227,633.88		\$109.4394			
Police Chief	\$187,274.63		\$90.0359		\$227,633.88		\$109.4394			
Development Services Director/City Engineer	\$178,357.28		\$85.7487		\$216,794.05		\$104.2279			
Finance Director	\$162,142.68		\$77.9532		\$197,086.48		\$94.7531			
Fire Chief	\$162,142.68		\$77.9532		\$197,086.48		\$94.7531			
Fire Battalion Chief	\$129,560.16		\$44.4918		\$157,480.96		\$54.0800			
Planning Manager	\$140,307.69		\$67.4556		\$170,544.63		\$81.9926			
Police Lieutenant	\$127,552.46		\$61.3233		\$155,040.77		\$74.5388			
City Clerk	\$0.00		\$0.0000		\$118,449.76		\$56.9470			
Wastewater Treatment Plant Manager	\$115,957.38		\$55.7487		\$140,945.66		\$67.7623			
Public Works Manager	\$103,072.97		\$49.5543		\$125,285.57		\$60.2334			
Recreation Manager	\$103,072.97		\$49.5543		\$125,285.57		\$60.2334			
Human Resources Specialist	\$65,320.41		\$31.4040		\$79,396.94		\$38.1716			
	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
<u>LOCAL 1230 @ 07/08/19</u>										
Firefighter	5,968.54	24.5956	6,266.97	25.8254	6,580.32	27.1167	6,909.35	28.4726	7,254.82	29.8962
Firefighter/Paramedic	6,565.39	27.0552	6,893.67	28.4080	7,238.36	29.8284	7,600.28	31.3198	7,980.30	32.8859
Fire Engineer	6,852.12	28.2368	7,194.74	29.6486	7,554.48	31.1311	7,932.21	32.6877	8,328.83	34.3221
Fire Captain	7,582.42	31.2463	7,961.55	32.8086	8,359.64	34.4491	8,777.63	36.1716	9,216.52	37.9802
<u>PPEA @ 07/08/19</u>										
Community Safety Specialist	4,541.94	26.2035	4,769.04	27.5137	5,007.49	28.8894	5,257.87	30.3339	5,520.77	31.8506
Dispatcher	5,165.27	29.7997	5,423.54	31.2897	5,694.73	32.8542	5,979.47	34.4969	6,278.45	36.2218
Lead Dispatcher	5,529.18	31.8991	5,805.64	33.4941	6,095.93	35.1688	6,400.74	36.9273	6,720.78	38.7737
Police Officer	6,547.27	37.7727	6,874.64	39.6614	7,218.37	41.6445	7,579.30	43.7267	7,958.27	45.9131
Police Sergeant	7,669.31	44.2460	8,052.79	46.4584	8,455.43	48.7813	8,878.21	51.2205	9,322.13	53.7815

City of Pinole Salary Ranking

Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
AFSCME @ 07/08/19										
Accountant (new position)	6,564.11	37.8698	6,892.32	39.7634	7,236.94	41.7516	7,598.80	43.8392	7,978.74	46.0312
Accounting Specialist	5,606.61	32.3458	5,886.95	33.9632	6,181.30	35.6614	6,490.38	37.4445	6,814.90	39.3167
Associate Civil Engineer	7,791.14	44.9489	8,180.71	47.1964	8,589.75	49.5563	9,019.25	52.0341	9,470.22	54.6359
Associate Planner	6,564.10	37.8698	6,892.31	39.7634	7,236.94	41.7516	7,598.79	43.8392	7,978.74	46.0312
Building Inspector	5,802.45	33.4757	6,092.58	35.1495	6,397.21	36.9070	6,717.08	38.7524	7,052.94	40.6900
Sr. Building Inspector	6,016.27	34.7093	6,317.09	36.4448	6,632.95	38.2670	6,964.61	40.1804	7,312.85	42.1895
Cable Access Coordinator	6,192.73	35.7273	6,502.38	37.5137	6,827.50	39.3894	7,168.89	41.3590	7,527.34	43.4269
Code Enforcement Officer	5,802.45	33.4757	6,092.58	35.1495	6,397.21	36.9070	6,717.08	38.7524	7,052.94	40.6900
Environmental Analyst	5,802.45	33.4757	6,092.58	35.1495	6,397.21	36.9070	6,717.08	38.7524	7,052.94	40.6900
Information Systems Administrator	6,192.75	35.7274	6,502.39	37.5138	6,827.52	39.3895	7,168.90	41.3591	7,527.36	43.4271
Information Systems Specialist	5,930.95	34.2170	6,227.50	35.9279	6,538.88	37.7243	6,865.83	39.6106	7,209.13	41.5911
Management Analyst	5,833.11	33.6526	6,124.77	35.3352	6,431.02	37.1020	6,752.58	38.9572	7,090.21	40.9051
Public Works Specialist	5,833.12	33.6526	6,124.78	35.3353	6,431.02	37.1021	6,752.58	38.9572	7,090.22	40.9051
Recreation Coordinator	4,207.49	24.2740	4,417.87	25.4877	4,638.77	26.7621	4,870.71	28.1003	5,114.26	29.5053
Rental Inspector	5,802.46	33.4757	6,092.59	35.1496	6,397.23	36.9071	6,717.09	38.7525	7,052.96	40.6901
Project Manager	5,670.30	32.7132	5,953.82	34.3489	6,251.51	36.0664	6,564.10	37.8698	6,892.31	39.7633
Senior Project Manager	6,564.10	37.8698	6,892.32	39.7634	7,236.94	41.7516	7,598.79	43.8392	7,978.74	46.0312
WWTP Operations Supervisor	6,823.85	39.3683	7,165.05	41.3368	7,523.31	43.4037	7,899.48	45.5739	8,294.46	47.8527
WPCP Supervisor	6,382.71	36.8233	6,701.85	38.6645	7,036.95	40.5978	7,388.80	42.6277	7,758.25	44.7591

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City of Pinole Salary Ranking

Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
<u>TRAINEE - BENEFITTED @ 07/08/19</u>										
<u>PART-TIME</u>										
Police Officer Trainee		29.1898								
Fire Academy Recruit (EMT-1)		26.6105								
Fire Academy Recruit (EMT-P)		30.9904								
<u>Interns @ 1/1/2020 min. wage</u>										
Intern		13.0000		14.0000		15.0000		16.0000		17.0000
<u>Police @ 01/01/2020 min. wage</u>										
Crossing Guard		13.0000								
<u>Recreation @ 07/08/19</u>										
Cable Equipment Operator I	@ 1/1/20 min. wage	13.0000		13.6500		14.3325		15.0491		15.8016
Cable Equipment Operator II		15.7749		16.5636		17.3918		18.2614		19.1745
Recreation Leader		13.0529		13.7056		14.3909		15.1104		15.8660
Rental Facility Custodian		13.0851		13.7394		14.4263				
Rental Facility Senior Custodian		15.1476		15.9050		16.7003				
Senior Recreation Leader		15.8552		16.6479		17.4804		18.3544		19.2721
<u>Administration - 05/03/17</u>										
Records Management Administrator		60.0000								
<u>CONTRACT-Part Time</u>										
<u>Public Works @ 07/01/05</u>										
Park Caretaker		20.7000								

City of Pinole Salary Ranking

Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
<u>ELECTED @ 07/01/16 budget</u>										
City Treasurer	3,000 ANNUALLY									
Councilmember	6,750 ANNUALLY as of 01/2017									
<u>MANAGEMENT*</u>	Minimum Annual		Minimum Hourly		Maximum Annual		Maximum Hourly			
City Manager	\$0.00		\$0.0000		\$231,749.99		\$111.4183			
Assistant City Manager	\$192,892.87		\$92.7370		\$234,462.90		\$112.7225			
Police Chief	\$192,892.87		\$92.7370		\$234,462.90		\$112.7225			
Development Services Director/City Engineer	\$183,708.00		\$88.3212		\$223,297.87		\$107.3547			
Finance Director	\$167,006.96		\$80.2918		\$202,999.08		\$97.5957			
Fire Chief	\$167,006.96		\$80.2918		\$202,999.08		\$97.5957			
Fire Battalion Chief	\$144,516.83		\$49.6280		\$175,660.87		\$60.3231			
Planning Manager	\$144,516.92		\$69.4793		\$175,660.97		\$84.4524			
Police Lieutenant	\$131,379.04		\$63.1630		\$159,692.00		\$76.7750			
City Clerk	\$0.00		\$0.0000		\$134,508.59		\$64.6676			
Wastewater Treatment Plant Manager	\$119,436.11		\$57.4212		\$145,174.03		\$69.7952			
Public Works Manager	\$106,165.16		\$51.0409		\$129,044.14		\$62.0404			
Recreation Manager	\$106,165.16		\$51.0409		\$129,044.14		\$62.0404			
Human Resources Specialist	\$67,280.02		\$32.3462		\$81,778.85		\$39.3168			
	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
<u>LOCAL 1230 @ 07/06/2020</u>										
Firefighter	6,326.65	26.0714	6,642.99	27.3749	6,975.14	28.7437	7,323.91	30.1809	7,690.11	31.6900
Firefighter/Paramedic	6,959.31	28.6785	7,307.29	30.1124	7,672.66	31.6181	8,056.30	33.1990	8,459.12	34.8590
Fire Engineer	7,263.25	29.9310	7,626.42	31.4276	8,007.75	32.9990	8,408.14	34.6489	8,828.56	36.3814
Fire Captain	8,037.37	33.1210	8,439.25	34.7771	8,861.22	36.5160	9,304.29	38.3418	9,769.51	40.2590
<u>PPEA @ 07/06/2020</u>										
Community Safety Specialist	4,814.45	27.7757	5,055.18	29.1645	5,307.94	30.6227	5,573.35	32.1539	5,852.02	33.7616
Dispatcher	5,475.19	31.5876	5,748.96	33.1671	6,036.41	34.8254	6,338.24	36.5667	6,655.15	38.3951
Lead Dispatcher	5,860.93	33.8131	6,153.98	35.5037	6,461.69	37.2790	6,784.78	39.1430	7,124.03	41.1001
Police Officer	6,940.10	40.0390	7,287.11	42.0410	7,651.48	44.1431	8,034.06	46.3503	8,435.77	48.6679
Police Sergeant	8,129.47	46.9008	8,535.95	49.2459	8,962.76	51.7082	9,410.91	54.2937	9,881.46	57.0084

City of Pinole Salary Ranking

Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
AFSCME @ 07/06/2020										
Accountant	6,761.03	39.0059	7,099.09	40.9563	7,454.05	43.0041	7,826.76	45.1544	8,218.11	47.4122
Accounting Specialist	5,774.81	33.3162	6,063.56	34.9821	6,366.74	36.7312	6,685.09	38.5678	7,019.35	40.4962
Associate Planner	6,761.03	39.0059	7,099.08	40.9563	7,454.05	43.0041	7,826.76	45.1544	8,218.10	47.4121
Building Inspector	5,976.52	34.4799	6,275.35	36.2040	6,589.13	38.0142	6,918.59	39.9149	7,264.53	41.9107
Sr. Building Inspector	6,016.27	34.7093	6,317.09	36.4448	6,632.95	38.2670	6,964.61	40.1804	7,312.85	42.1895
Cable Access Coordinator	6,378.52	36.7991	6,697.45	38.6391	7,032.33	40.5711	7,383.95	42.5997	7,753.16	44.7298
Code Enforcement Officer	5,976.52	34.4799	6,275.35	36.2040	6,589.13	38.0142	6,918.59	39.9149	7,264.53	41.9107
Environmental Analyst	5,976.52	34.4799	6,275.35	36.2040	6,589.13	38.0142	6,918.59	39.9149	7,264.53	41.9107
Management Analyst	6,008.11	34.6621	6,308.52	36.3953	6,623.95	38.2151	6,955.15	40.1259	7,302.92	42.1322
Public Works Specialist	6,008.11	34.6622	6,308.52	36.3953	6,623.95	38.2151	6,955.16	40.1259	7,302.92	42.1323
Recreation Coordinator	4,333.72	25.0022	4,550.41	26.2524	4,777.93	27.5650	5,016.84	28.9433	5,267.68	30.3905
Project Manager	5,840.40	33.6946	6,132.43	35.3794	6,439.06	37.1484	6,761.02	39.0059	7,099.08	40.9562
Senior Project Manager	6,761.03	39.0059	7,099.09	40.9563	7,454.05	43.0041	7,826.76	45.1544	8,218.10	47.4121
WWTP Operations Supervisor	7,028.56	40.5494	7,380.00	42.5769	7,749.00	44.7058	8,136.46	46.9411	8,543.29	49.2882
WPCP Supervisor	6,574.19	37.9280	6,902.90	39.8244	7,248.06	41.8157	7,610.47	43.9065	7,991.00	46.1019

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City of Pinole Salary Ranking

Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
TRAINEE - BENEFITTED @ 07/06/2020										
PART-TIME										
Police Officer Trainee		30.0655								
Fire Academy Recruit (EMT-1)		28.2070								
Fire Academy Recruit (EMT-P)		32.8499								
Interns @ 01/01/2020 update 1/1/2021 Min. Wage										
Intern		14.0000		15.0000		16.0000		17.0000		18.0000
Police @ 01/01/2020 update 1/1/2021 Min. Wage										
Crossing Guard		14.0000								
Recreation @ 07/06/2020 (unless otherwise noted)										
Cable Equipment Operator I		14.0000	as of 1/1/2021	14.0595		14.7625		15.5006		16.2757
Cable Equipment Operator II		16.2481		17.0605		17.9136		18.8093		19.7498
Recreation Leader		14.0000	as of 1/1/2021	14.1168		14.8226		15.5638		16.3420
Rental Facility Custodian		14.0000	as of 1/1/2021	14.1515		14.8591				
Rental Facility Senior Custodian		15.6021		16.3822		17.2013				
Senior Recreation Leader		16.3308		17.1474		18.0048		18.9050		19.8503
Administration - 05/03/17										
Records Management Administrator		60.0000								
CONTRACT-Part Time										
Public Works @ 07/01/05										
Park Caretaker		20.7000								

City of Pinole Salary Ranking

	A	A	B	B	C	C	D	D	E	E
Bargaining Unit	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
ELECTED @ 07/01/16 budget										
City Treasurer	3,000 ANNUALLY									
Councilmember	6,750 ANNUALLY as of 01/2017									
MANAGEMENT*	Minimum Annual		Minimum Hourly		Maximum Annual		Maximum Hourly			
City Manager	\$0.00		\$0.0000		\$250,637.61		\$120.4989			
Assistant City Manager	\$198,679.66		\$95.5191		\$241,496.79		\$116.1042			
Police Chief	\$198,679.66		\$95.5191		\$241,496.79		\$116.1042			
Development Services Director/City Engineer	\$189,219.24		\$90.9708		\$229,996.81		\$110.5754			
Community Development Director	\$172,017.17		\$82.7006		\$209,089.05		\$100.5236			
Finance Director	\$172,017.17		\$82.7006		\$209,089.05		\$100.5236			
Fire Chief	\$172,017.17		\$82.7006		\$209,089.05		\$100.5236			
Human Resources Director	\$172,017.15		\$82.7006		\$209,089.03		\$100.5236			
Public Works Director	\$172,017.15		\$82.7006		\$209,089.03		\$100.5236			
Community Services Director	\$148,852.45		\$71.5637		\$180,930.82		\$86.9860			
Fire Battalion Chief	\$148,849.87		\$51.1160		\$180,927.69		\$62.1318			
Planning Manager	\$148,852.43		\$71.5637		\$180,930.80		\$86.9860			
Police Lieutenant	\$135,320.41		\$65.0579		\$164,482.76		\$79.0782			
City Clerk	\$0.00		\$0.0000		\$138,543.84		\$66.6076			
Wastewater Treatment Plant Manager	\$123,019.19		\$59.1438		\$149,529.25		\$71.8891			
Public Works Manager	\$109,350.02		\$52.5721		\$132,915.35		\$63.9016			
Recreation Manager	\$109,350.11		\$52.5722		\$132,915.46		\$63.9017			
Assistant to City Manager	\$109,350.02		\$52.5721		\$132,915.35		\$63.9016			
Deputy City Clerk	\$83,566.66		\$40.1763		\$101,575.25		\$48.8343			
Human Resources Specialist	\$69,298.42		\$33.3165		\$84,232.21		\$40.4963			
	A	A	B	B	C	C	D	D	E	E
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
LOCAL 1230 @ 07/06/2020										
Firefighter	6,706.25	27.6356	7,041.57	29.0174	7,393.65	30.4683	7,763.34	31.9918	8,151.52	33.5914
Firefighter/Paramedic	7,376.87	30.3992	7,745.72	31.9192	8,133.02	33.5152	8,539.68	35.1910	8,966.67	36.9506
Fire Engineer	7,699.04	31.7268	8,084.00	33.3132	8,488.21	34.9789	8,912.63	36.7279	9,358.27	38.5643
Fire Captain	8,519.61	35.1083	8,945.60	36.8637	9,392.89	38.7070	9,862.55	40.6424	10,355.68	42.6745
PPEA @ 07/06/2020										
Community Safety Specialist	5,103.32	29.4422	5,358.49	30.9144	5,626.42	32.4601	5,907.75	34.0832	6,203.14	35.7873
Dispatcher	5,803.70	33.4829	6,093.89	35.1571	6,398.59	36.9150	6,718.53	38.7608	7,054.46	40.6988
Lead Dispatcher	6,212.59	35.8418	6,523.22	37.6340	6,849.39	39.5157	7,191.87	41.4915	7,551.47	43.5662
Police Officer	7,356.51	42.4414	7,724.34	44.5635	8,110.57	46.7917	8,516.10	49.1314	8,941.92	51.5880
Police Sergeant	8,617.24	49.7148	9,048.11	52.2006	9,500.53	54.8107	9,975.56	57.5513	10,474.35	60.4289

City of Pinole Salary Ranking

Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
AFSCME @ 07/06/2020										
Accountant	7,166.69	41.3463	7,525.03	43.4137	7,901.29	45.5844	8,296.37	47.8636	8,711.19	50.2569
Accounting Specialist	6,121.30	35.3152	6,427.37	37.0810	6,748.75	38.9351	7,086.19	40.8819	7,440.51	42.9260
Associate Civil Engineer	8,506.37	49.0752	8,931.70	51.5290	9,378.29	54.1055	9,847.22	56.8109	10,339.59	59.6515
Associate Planner	7,166.69	41.3463	7,525.03	43.4136	7,901.29	45.5844	8,296.36	47.8636	8,711.19	50.2569
Building Inspector	6,335.11	36.5487	6,651.87	38.3762	6,984.48	40.2950	7,333.71	42.3098	7,700.40	44.4254
Sr. Building Inspector	6,377.25	36.7918	6,696.12	38.6315	7,030.93	40.5631	7,382.49	42.5913	7,751.62	44.7209
Cable Access Coordinator	6,761.23	39.0071	7,099.30	40.9575	7,454.27	43.0054	7,826.99	45.1557	8,218.35	47.4135
Code Enforcement Officer	6,335.11	36.5487	6,651.87	38.3762	6,984.48	40.2950	7,333.71	42.3098	7,700.40	44.4254
Environmental Analyst	6,335.11	36.5487	6,651.87	38.3762	6,984.48	40.2950	7,333.71	42.3098	7,700.40	44.4254
Information Systems Administrator	6,761.25	39.0072	7,099.31	40.9576	7,454.29	43.0055	7,827.01	45.1558	8,218.37	47.4137
Information Systems Specialist	6,475.41	37.3581	6,799.19	39.2261	7,139.15	41.1874	7,496.12	43.2468	7,870.93	45.4092
Management Analyst	6,368.59	36.7419	6,687.03	38.5790	7,021.39	40.5080	7,372.46	42.5334	7,741.09	44.6602
PW Maintenance Supervisor	6,489.96	37.4421	6,814.46	39.3142	7,155.20	41.2800	7,512.96	43.3440	7,888.62	45.5113
Public Works Specialist	6,368.60	36.7419	6,687.03	38.5790	7,021.39	40.5080	7,372.47	42.5335	7,741.10	44.6602
Recreation Coordinator	4,593.74	26.5024	4,823.43	27.8275	5,064.61	29.2189	5,317.85	30.6799	5,583.74	32.2139
Rental Inspector	6,335.13	36.5488	6,651.89	38.3763	6,984.49	40.2951	7,333.72	42.3099	7,700.42	44.4255
Project Manager	6,190.83	35.7163	6,500.38	37.5022	6,825.40	39.3773	7,166.68	41.3462	7,525.02	43.4136
Senior Project Manager	7,166.69	41.3463	7,525.03	43.4136	7,901.29	45.5844	8,296.36	47.8636	8,711.19	50.2569
WWTP Operations Supervisor	7,450.28	42.9824	7,822.80	45.1315	8,213.95	47.3881	8,624.65	49.7576	9,055.89	52.2455
WPCP Supervisor	6,968.64	40.2037	7,317.08	42.2139	7,682.94	44.3247	8,067.10	46.5409	8,470.46	48.8680

City of Pinole Salary Ranking

[illegible]

City of Pinole Salary Ranking

Bargaining Unit	A Monthly	A Hourly	B Monthly	B Hourly	C Monthly	C Hourly	D Monthly	D Hourly	E Monthly	E Hourly
TRAINEE - BENEFITTED @ 07/06/2020										
PART-TIME										
Police Officer Trainee		31.8694								
Fire Academy Recruit (EMT-1)		29.8995								
Fire Academy Recruit (EMT-P)		34.8209								
Interns @ 01/01/2020										
Intern		14.0000		15.0000		16.0000		17.0000		18.0000
Police @ 01/01/2020										
Crossing Guard		14.0000								
Recreation @ 07/06/2020 (unless otherwise noted)										
Cable Equipment Operator I		14.0000	as of 1/1/2021	14.4813		15.2053		15.9656		16.7639
Cable Equipment Operator II		16.7356		17.5724		18.4510		19.3736		20.3423
Recreation Leader		14.0000	as of 1/1/2021	14.5403		15.2673		16.0307		16.8322
Rental Facility Custodian		14.0000	as of 1/1/2021	14.5761		15.3049				
Rental Facility Senior Custodian		16.0701		16.8737		17.7174				
Senior Recreation Leader		16.8207		17.6618		18.5449		19.4722		20.4458
Administration - 05/03/17										
Records Management Administrator		60.0000								
CONTRACT-Part Time										
Public Works @ 07/01/05										
Park Caretaker		20.7000								