



## CITY COUNCIL AGENDA REPORT

**Meeting Date:** January 7, 2021

**From:** Abby Partin, Human Resources Administrator

**Subject:** Approval of Resolutions No. 2021-01 and 2021-02

Establishing the Classification of Water Quality Technician and Amending the Master Pay Schedule.

### **Community Goal/Result**

Fiscally Prudent

### **Purpose**

To ensure water system continues to meet or exceed the State's water quality standards in a financially prudent manner.

### **Recommendation**

Adopt Resolutions No. 2021-01 and 2021-02 by approving the following:

- Establish the Water Quality Technician classifications;
- Amend the Master Pay Schedule;
- Add Water Quality Technician to General Employees Association unit.

### **Background**

The approval of FY 20-21 and FY 21-22 Budget in June 2020 allowed for the Public Works Department to hire a Water Quality Technician in response to recent developments in state regulatory requirements while providing the City savings and greater reporting efficiencies versus a contracted technician.

### **Discussion**

Due to increased regulatory sampling requirements, there is sufficient work to justify the need for bringing water sampling in house versus a contract. In order to do this, the City will need to hire a Water Quality Technician. This position will not only be an economic advantage, it will also provide the necessary increased control over responding to state regulatory requirements. Having this position will provide the City timeliness of obtaining the samples, and an incumbent who is more likely to be personally invested in the quality of their work. Thus, more likely to notice trends, anomalies, and other deficiencies, that a contracted technician may not observe, since the contract could be fulfilled by multiple people. Staff performed an internal classification and compensation study for this position. Based on this study, staff recommends the job description and salary range for Water Quality Technician, attached to this report. Staff recommends a salary range of \$5,508.21 - \$6,693.92

monthly (\$31.78-\$38.62 hourly) per the recent two percent salary increase on January 4, 2020, which is equivalent to Public Works Maintenance Worker II.

A brief listing of planned Water Quality Technician assignments are:

- Perform Weekly State Regulated Bacteriological Sampling and Coordinate with Laboratory;
- Perform Weekly Storage Tank/Distribution System Nitrification Monitoring;
- Perform Quarterly DDBP Monitoring and Coordinate with Laboratory;
- Coordinate Triennial Lead and Copper Monitoring;
- Perform Monthly and Quarterly MMEP Monitoring (incl. methane gas/infiltrate & potable water) at Sierra Point Landfill Developments;
- Perform Quarterly Methane Gas Monitoring at all public utility structures at Sierra Point Landfill; and
- Perform Annual representative sampling of potable water discharges in compliance of State regulatory requirements.

The General Employees Association unit reviewed the proposed job description and approved the addition of the classification.

### **Fiscal Impact**

The costs to establish the Water Quality Technician position is included in the adopted budget for FY 20-21 and will be incorporated in the ensuing budget.

### **Measure of Success**

The City is able to maintain a stable and high quality workforce.

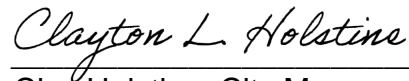
### **Attachments**

Resolution 2021-01

Resolution 2021-02



Abby Partin, Human Resources  
Administrator



Clay Holstine, City Manager

**RESOLUTION NO 2021-01**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE  
AMENDING RESOLUTION 2001-11 TO INCLUDE THE CLASSIFICATION OF  
WATER QUALITY TECHNICIAN IN THE CLASS SPECIFICATION MANUAL**

**WHEREAS**, on February 13, 2001, the City Council approved Resolution 2001-11 establishing the Classifications and Pay Plan and approving the class descriptions included in Exhibit "A" of said resolution for development of the Class Specification Manual; and

**WHEREAS**, the City Manager has established the need for the new classification of Water Quality Technician; and

**WHEREAS**, the class description for Water Quality Technician was developed in cooperation with and has been approved by the City Manager; and

**WHEREAS**, this newly developed class description for Water Quality Technician meet the requirements established Rule 6.02b of the City of Brisbane Personnel Rules and Regulations for the Class Specification Manual.

**NOW, THEREFORE**, the City Council of the City of Brisbane resolves as follows:

The class description for the classification of Water Quality Technician in Exhibit "A" is approved for inclusion in the Class Specification Manual.

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Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-01 was duly and regularly adopted at a regular meeting of the Brisbane City Council on January 7, 2021, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

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Ingrid Padilla, City Clerk

**RESOLUTION NO 2021-02**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE  
AMENDING THE MASTER PAY SCHEDULES FOR ALL EMPLOYEES**

**WHEREAS**, the City of Brisbane contracts with the California Public Employees' Retirement System (CalPERS) to provide retirement benefits for its employees; and

**WHEREAS**, pursuant to California Code of Regulations, Title 2, Section 570.5, CalPERS requires governing bodies of local agencies contracting with CalPERS to approve and adopt a publicly available pay schedule in accordance with public meeting laws; and

**WHEREAS**, the pay schedule must identify the position title for every employee position, the pay rate for each position title, and applicable time base for the pay rate; and

**WHEREAS**, the City Council of the City of Brisbane desires to approve and adopt a publicly available Master Pay Schedule, showing all established employee positions and pay rates, in accordance with the requirement of California Code of Regulations, Title 2 Section 570.5.

**NOW, THEREFORE**, the City Council of the City of Brisbane resolves as follows:

The Master Pay Schedule is approved as set forth in Exhibit "A" and is incorporated by reference as though fully set forth herein.

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Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-02 was duly and regularly adopted at a regular meeting of the Brisbane City Council on January 7, 2021, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

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Ingrid Padilla, City Clerk

## CITY OF BRISBANE

### WATER QUALITY TECHNICIAN

#### **Definition**

Performs field sampling and analysis associated with the testing of drinking water quality and other related duties; keeps detailed and accurate records; and maintains overall compliance with all federal, state and local drinking water monitoring and reporting regulations.

#### **Class Characteristics**

This is a journey level technician classification that performs routine and emergency field sampling, testing and analysis from drinking water reservoirs and distribution system, monitoring vaults, hydrant flushing, wastewater collection systems, storm water system discharges and other sources as required using established techniques and procedures. Under general supervision, incumbents with an appropriate educational or equivalent technical background perform routine physical, chemical and microbiological field sampling and analyses of drinking water, stormwater discharge, landfill gases, and other related monitoring analyses. As knowledge and experience are gained, the work becomes broader in scope, and assignments are more varied.

#### **Supervision Received and Exercised**

Receives general supervision from the Deputy Director of Public Works or Senior Civil Engineer.

No supervisory responsibilities.

#### **Example of Duties: (Illustrative Only)**

- Performs routine physical, chemical and microbiological field sampling and analyses of drinking water, stormwater discharge, landfill gases, and other related monitoring analyses.
- Prepares and delivers samples for inorganic, organic and bacteriological analysis at an offsite state certified drinking water laboratory and follows strict quality assurance protocols to ensure proper sample collection and documentation; including chain-of-custody forms, internal field tracking forms and compliance data logs prior to delivery to the laboratory.
- Performs routine and emergency field sampling and analysis from drinking water reservoirs and distribution system, monitoring vaults, hydrant flushing, wastewater collection systems, storm water system discharges and other sources as required using established techniques and procedures; performs field tests for total and free chlorine residual, monochloramine, free ammonia, nitrites, nitrates, pH, temperature, conductivity, turbidity and other related tests.
- Collects, monitors and records data for both public and private facilities that includes the monitoring, sampling and reporting of landfill gases, infiltrate water and other site characteristics in accordance with strict state and county permit requirements.
- Conducts sampling, analysis and reporting in accordance with established Quality Assurance (QA) protocols; submits clear and detailed daily field records and site sheets documenting all sampling and monitoring activities and clearly and accurately compiles all the field and laboratory data into monthly and annual regulatory reporting.
- Operates, maintains, calibrates and properly documents the use of automated sampling equipment, multiparameter portable colorimeters, field gas detectors, pH monitoring meters, turbidity meters, flow and level meters and a variety of other field equipment.
- Prepares and reviews reports, charts, and graphs as required.
- Responds to customer complaints concerning water quality, investigates the complaint and provides accurate information as to the source of the problem.
- Performs related duties as needed or assigned.

## **QUALIFICATIONS:**

### **Knowledge of:**

- Principles and practices of water quality related to public infrastructure.
- Field water sampling techniques such as total chlorine, turbidity, total suspended solids, pH, free ammonia, nitrite and nitrate, methane gas, etc.
- General understanding of Environmental Protection Agency (EPA) Standard Methods and other approved standard protocols for water quality sampling and analysis.
- Software applications including Microsoft Word, Excel and PowerPoint.
- Techniques for effectively representing the City in contacts with governmental agencies, community groups, developers, contractors and the public.
- Techniques for dealing with a variety of individuals from various socio-economic, cultural and ethnic backgrounds, in person and over the telephone.

### **Skill in:**

- Conducting field analyses such as free and total chlorine, free ammonia, nitrite, pH, conductivity, alkalinity, dissolved oxygen, methane gas, etc.
- Collecting water samples in accordance with EPA and other approved standard protocols including microbiological, VOCs and SVOCs, metals; and following all sampling QA/QC protocol.
- Completing water sample documentation and chain of custody records.
- Preparing clear, concise and accurate reports, correspondence, procedures and other written materials under general supervision.
- Maintaining accurate records and files.
- Establishing and maintaining effective working relationships with those contacted in the course of the work and communicating effectively, both orally and in writing.
- Functioning under demanding time pressure, responding in a positive manner to supervision, and attending work and performing duties on a regular and consistent basis.

**Education and Experience:** *Any combination of experience and training that would provide the required knowledge, skills, and abilities would be qualifying. A typical way to obtain the knowledge, skills, and abilities would be:*

### **Education:**

Equivalent to completion of the twelfth (12) grade, GED, or higher level degree.

### **Experience:**

Two years of experience in a water or wastewater utility performing laboratory and/or field technician duties is required. An Associate degree in biology, chemistry, microbiology, engineering or related field may substitute for the required experience.

### **Licenses:**

Must possess a valid California class C driver's license and have a satisfactory driving record. Possession of a State of California Department of Drinking Water Distribution Operator Grade 2 (D2) certificate is required, or obtained within one year of appointment. Possession of any mandated regulatory certifications for water quality certifications required by regulatory agencies and the City within 18 months of notification. Such certification must be maintained during employment.



**Physical Demands:** Must possess mobility to work in a standard office setting, to perform routine analyses field sampling, to operate a motor vehicle and to visit various City sites; ability to move up to 20 pounds; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups and over the telephone.

Approved Date:  
Resolution:

Revised Date:  
Resolution:

Bargaining Unit: General Employees Association  
Resolution:

Former Titles:

Abolished:

**City of Brisbane Master Pay Schedule**  
**Approved per Resolution No. 2021-02**

<b>Job Classification</b>	<b>Hourly Grade A</b>	<b>Hourly Grade B</b>	<b>Hourly Grade C</b>	<b>Hourly Grade D</b>	<b>Hourly Grade E</b>	<b>Monthly</b>	<b>Fixed Hourly</b>	<b>Hourly Range</b>	<b>Effective Date</b>	<b>Bargaining Group</b>	<b>FLSA Status</b>
Accounting Assistant I	\$ 24.96	\$ 26.22	\$ 27.53	\$ 28.91	\$ 30.35				1/4/2021	General Employees	Non-Exempt
Accounting Assistant II	\$ 27.48	\$ 28.86	\$ 30.31	\$ 31.81	\$ 33.41				1/4/2021	General Employees	Non-Exempt
Administrative Assistant	\$ 33.02	\$ 34.67	\$ 36.40	\$ 38.22	\$ 40.14				1/4/2021	General Employees	Non-Exempt
Administrative Management Analyst	\$ 42.03	\$ 44.12	\$ 46.34	\$ 48.64	\$ 51.09				1/4/2021	Confidential Employee	Exempt
Administrative Services Director	\$ 84.86	\$ 89.10	\$ 93.56	\$ 98.23	\$ 103.15				1/4/2021	Confidential Management	Exempt
Assistant Engineer I	\$ 38.45	\$ 40.38	\$ 42.39	\$ 44.52	\$ 46.74				1/4/2021	General Employees	Non-Exempt
Assistant Engineer II	\$ 42.30	\$ 44.40	\$ 46.63	\$ 48.96	\$ 51.41				1/4/2021	General Employees	Non-Exempt
Assistant to the City Manager	\$ 65.03	\$ 68.27	\$ 71.70	\$ 75.27	\$ 79.05				1/4/2021	Executive Management	Exempt
Associate Civil Engineer	\$ 50.36	\$ 52.87	\$ 55.52	\$ 58.30	\$ 61.22				1/4/2021	Mid-Management/Professional	Exempt
Associate Planner	\$ 44.49	\$ 46.73	\$ 49.07	\$ 51.52	\$ 54.10				1/4/2021	General Employees	Non-Exempt
Cashier	\$ 13.25	\$ 13.91	\$ 14.61	\$ 15.34	\$ 16.11				1/4/2021	Unrepresented	Non-Exempt
City Clerk	\$ 52.62	\$ 55.25	\$ 58.01	\$ 60.92	\$ 63.96				1/4/2021	Executive Management	Exempt
City Manager	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 122.97		1/4/2021	Unrepresented	Exempt
Code Enforcement Officer	\$ 35.88	\$ 37.68	\$ 39.56	\$ 41.53	\$ 43.62				1/4/2021	General Employees	Non-Exempt
Communications Manager	\$ 49.16	\$ 51.74	\$ 54.46	\$ 57.33	\$ 60.35				1/4/2021	Mid-Management/Professional	Exempt
Community Development Director	\$ 82.06	\$ 86.17	\$ 90.48	\$ 95.01	\$ 99.76				1/4/2021	Executive Management	Exempt
Community Development Technician	\$ 33.70	\$ 35.37	\$ 37.15	\$ 39.00	\$ 40.95				1/4/2021	General Employees	Non-Exempt
Community Services Officer	\$ 29.37	\$ 31.27	\$ 32.83	\$ 34.48	\$ 36.20				1/4/2021	General Employees	Non-Exempt
Council Member	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400.00			1/4/2021	Elected Position	
Crossing Guard	\$ 13.31	\$ 13.97	\$ 14.68	\$ 15.41	\$ 16.18				1/4/2021	Unrepresented	Non-Exempt
Deputy City Clerk/Executive Assistant	\$ 39.56	\$ 41.54	\$ 43.62	\$ 45.81	\$ 48.09				1/4/2021	Confidential	Exempt
Deputy Director of Public Works	\$ 74.33	\$ 78.04	\$ 81.95	\$ 86.05	\$ 90.35				1/4/2021	Mid-Management/Professional	Exempt
Deputy Finance Director	\$ 66.53	\$ 69.86	\$ 73.35	\$ 77.02	\$ 80.87				1/4/2021	Mid-Management/Professional	Exempt
Director of Marina/Aquatics Services	\$ 54.47	\$ 57.20	\$ 60.06	\$ 63.06	\$ 66.21				1/4/2021	Executive Management	Exempt
Engineering Technician	\$ 37.06	\$ 38.92	\$ 40.86	\$ 42.89	\$ 45.05				1/4/2021	General Employees	Non-Exempt
Executive Administrative Assistant	\$ 34.23	\$ 35.93	\$ 37.73	\$ 39.62	\$ 41.60				1/4/2021	General Employees	Non-Exempt
Facility Attendant	\$ 16.99	\$ 17.83	\$ 18.72	\$ 19.67	\$ 20.64				1/4/2021	Unrepresented	Non-Exempt
Finance Director	\$ 81.22	\$ 85.27	\$ 89.54	\$ 94.03	\$ 98.71				1/4/2021	Confidential Management	Exempt
Financial Services Manager	\$ 57.47	\$ 60.33	\$ 63.35	\$ 66.53	\$ 69.86				1/4/2021	Mid-Management/Professional	Exempt
Fire Captain	\$ 39.94	\$ 41.92	\$ 44.03	\$ 46.22	\$ 48.54				1/4/2021	IAFF Local 2400	Non-Exempt
Fire Prevention Officer	\$ 49.22	\$ 51.70	\$ 54.28	\$ 56.98	\$ 59.83				1/4/2021	IAFF Local 2400	Non-Exempt
Fire Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 23.27		1/4/2021	IAFF Local 2400	Non-Exempt
Firefighter	\$ 33.42	\$ 35.09	\$ 36.84	\$ 38.67	\$ 40.61				1/4/2021	IAFF Local 2400	Non-Exempt
Firefighter/Paramedic	\$ 33.42	\$ 35.09	\$ 36.84	\$ 38.67	\$ 40.61				1/4/2021	IAFF Local 2400	Non-Exempt
Habitat Restoration Aide	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 12.00		1/4/2021	Unrepresented	Non-Exempt
Habitat Restoration Lead Worker	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 15.00		1/4/2021	Unrepresented	Non-Exempt
Harbormaster	\$ 46.34	\$ 48.65	\$ 51.08	\$ 53.64	\$ 56.32				1/4/2021	Mid-Management/Professional	Exempt

Job Classification	Hourly Grade A	Hourly Grade B	Hourly Grade C	Hourly Grade D	Hourly Grade E	Monthly	Fixed Hourly	Hourly Range	Effective Date	Bargaining Group	FLSA Status
Head Lifeguard	\$ 20.37	\$ 21.39	\$ 22.45	\$ 23.59	\$ 24.76				1/4/2021	Unrepresented	Non-Exempt
History Project Asst	\$ 34.47	\$ 36.19	\$ 38.00	\$ 39.90	\$ 41.90				1/4/2021	Unrepresented	Non-Exempt
Human Resources Administrator	\$ 67.89	\$ 71.28	\$ 74.85	\$ 78.59	\$ 82.52				1/4/2021	Confidential	Exempt
Human Resources Technician	\$ 33.70	\$ 35.37	\$ 37.15	\$ 39.00	\$ 40.95				1/4/2021	General Employees	Non-Exempt
Information Technology & Systems Administrator	\$ 50.66	\$ 53.19	\$ 55.85	\$ 58.65	\$ 61.59				1/4/2021	Mid-Management/Professional	Exempt
Intern	\$ -	\$ -	\$ -	\$ -	\$ -			\$15.00 - \$20.00	1/4/2021	Unrepresented	Non-Exempt
Lifeguard	\$ 15.45	\$ 16.23	\$ 17.04	\$ 17.89	\$ 18.77				1/4/2021	Unrepresented	Non-Exempt
Management Analyst (Part-time)	\$ 38.11	\$ 40.03	\$ 42.02	\$ 44.12	\$ 46.33				1/4/2021	Unrepresented	Non-Exempt
Marina Maintenance Worker I	\$ 28.89	\$ 30.33	\$ 31.85	\$ 33.44	\$ 35.12				1/4/2021	General Employees	Non-Exempt
Marina Maintenance Worker II	\$ 31.78	\$ 33.36	\$ 35.04	\$ 36.77	\$ 38.62				1/4/2021	General Employees	Non-Exempt
Marina Maintenance Worker I ( Part-time)	\$ 29.46	\$ 30.93	\$ 32.48	\$ 34.12	\$ 35.82				1/4/2021	Unrepresented	Non-Exempt
Marina Maintenance Worker II ( Part-time)	\$ 32.39	\$ 34.05	\$ 35.71	\$ 37.48	\$ 39.39				1/4/2021	Unrepresented	Non-Exempt
Marina Services Director	\$ 50.91	\$ 53.46	\$ 56.14	\$ 58.94	\$ 61.89				1/4/2021	Executive Management	Exempt
Office Assistant	\$ 26.48	\$ 27.76	\$ 29.15	\$ 30.61	\$ 32.15				1/4/2021	General Employees	Non-Exempt
Office Assistant (Part-Time)	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.22	\$ 32.78				1/4/2021	Unrepresented	Non-Exempt
Office Specialist	\$ 31.04	\$ 32.59	\$ 34.23	\$ 35.93	\$ 37.73				1/4/2021	General Employees	Non-Exempt
Office Specialist (Part-Time)	\$ 31.67	\$ 33.24	\$ 34.90	\$ 36.65	\$ 38.49				1/4/2021	Unrepresented	Non-Exempt
Park/Beach/Recreation Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00			1/4/2021	Appointed Position	
Parks & Recreation Director	\$ 78.25	\$ 82.17	\$ 86.27	\$ 90.58	\$ 95.12				1/4/2021	Executive Management	Exempt
Parks/Facilities Maintenance Worker I	\$ 28.89	\$ 30.33	\$ 31.85	\$ 33.44	\$ 35.12				1/4/2021	General Employees	Non-Exempt
Parks/Facilities Maintenance Worker I (Part-Time)	\$ 29.46	\$ 30.93	\$ 32.48	\$ 34.12	\$ 35.82				1/4/2021	Unrepresented	Non-Exempt
Parks/Facilities Maintenance Worker II	\$ 31.78	\$ 33.36	\$ 35.04	\$ 36.77	\$ 38.62				1/4/2021	General Employees	Non-Exempt
Payroll/Utility Billing Technician	\$ 33.70	\$ 35.37	\$ 37.15	\$ 39.00	\$ 40.95				1/4/2021	General Employees	Non-Exempt
Planning Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00			1/4/2021	Appointed Position	
Police Chief	\$ 95.77	\$ 100.56	\$ 105.58	\$ 110.87	\$ 116.40				1/4/2021	Police Chief	Exempt
Police Commander	\$ 86.34	\$ 90.66	\$ 95.20	\$ 99.96	\$ 104.95				1/4/2021	Police Commander	Exempt
Police Officer	\$ 43.90	\$ 46.09	\$ 48.40	\$ 50.82	\$ 53.36				1/4/2021	Brisbane Police Officers Association*	Non-Exempt
Police Officer - 40 hour shift (Detective/SRO)	\$ 46.09	\$ 48.40	\$ 50.82	\$ 53.36	\$ 56.02				1/4/2021	Brisbane Police Officers Association*	Non-Exempt
Police Sergeant	\$ 52.89	\$ 55.53	\$ 58.31	\$ 61.22	\$ 64.28				1/4/2021	Brisbane Police Officers Association*	Non-Exempt
Police Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 32.47		1/4/2021	Unrepresented	Non-Exempt
Pre-School Teacher	\$ 17.08	\$ 17.95	\$ 18.84	\$ 19.80	\$ 20.79				1/4/2021	Unrepresented	Non-Exempt
Principal Analyst	\$ 58.79	\$ 61.74	\$ 64.82	\$ 68.05	\$ 71.46				1/4/2021	Confidential	Exempt
Principal Planner	\$ 62.62	\$ 65.75	\$ 69.04	\$ 72.49	\$ 76.12				1/4/2021	Mid-Management/Professional	Exempt
Program Manager - SMCWPPP	\$ 61.94	\$ 65.04	\$ 68.29	\$ 71.71	\$ 75.30				1/4/2021	Mid-Management/Professional	Exempt
Public Service Aide	\$ 15.20	\$ 15.97	\$ 16.76	\$ 17.59	\$ 18.48				1/4/2021	Unrepresented	Non-Exempt
Public Works Director/City Engineer	\$ 96.08	\$ 100.88	\$ 105.92	\$ 111.22	\$ 116.79				1/4/2021	Executive Management	Exempt
Public Works Inspector	\$ 47.41	\$ 49.79	\$ 52.28	\$ 54.88	\$ 57.63				1/4/2021	General Employees	Non-Exempt
Public Works Lead Maintenance Worker	\$ 38.14	\$ 40.04	\$ 42.03	\$ 44.14	\$ 46.34				1/4/2021	General Employees	Non-Exempt
Public Works Maintenance Worker I	\$ 28.89	\$ 30.33	\$ 31.85	\$ 33.44	\$ 35.12				1/4/2021	General Employees	Non-Exempt
Public Works Maintenance Worker I (Part-time)	\$ 29.46	\$ 30.93	\$ 32.48	\$ 34.12	\$ 35.82				1/4/2021	Unrepresented	Non-Exempt

Job Classification	Hourly Grade A	Hourly Grade B	Hourly Grade C	Hourly Grade D	Hourly Grade E	Monthly	Fixed Hourly	Hourly Range	Effective Date	Bargaining Group	FLSA Status
Public Works Maintenance Worker II	\$ 31.78	\$ 33.36	\$ 35.04	\$ 36.77	\$ 38.62				1/4/2021	General Employees	Non-Exempt
Public Works Superintendent	\$ 61.64	\$ 64.72	\$ 67.96	\$ 71.36	\$ 74.92				1/4/2021	Mid-Management/Professional	Exempt
Public Works Supervisor	\$ 47.11	\$ 49.47	\$ 51.94	\$ 54.54	\$ 57.27				1/4/2021	Mid-Management/Professional	Exempt
Public Works Team Leader	\$ 42.74	\$ 44.99	\$ 47.36	\$ 49.85	\$ 52.47				1/4/2021	Mid-Management/Professional	Exempt
Receptionist	\$ 26.45	\$ 27.76	\$ 29.15	\$ 30.61	\$ 32.15				1/4/2021	General Employees	Non-Exempt
Receptionist (Part-time)	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.22	\$ 32.78				1/4/2021	Unrepresented	Non-Exempt
Recreation Leader	\$ 17.06	\$ 17.91	\$ 18.81	\$ 19.74	\$ 20.73				1/4/2021	Unrepresented	Non-Exempt
Recreation Leader Aide	\$ 13.25	\$ 13.91	\$ 14.61	\$ 15.34	\$ 16.11				1/4/2021	Unrepresented	Non-Exempt
Recreation Manager	\$ 57.97	\$ 60.87	\$ 63.91	\$ 67.11	\$ 70.47				1/4/2021	Mid-Management/Professional	Exempt
Recreation Program Coordinator	\$ 29.33	\$ 31.30	\$ 32.86	\$ 34.50	\$ 36.22				1/4/2021	General Employees	Non-Exempt
Recreation Supervisor	\$ 42.83	\$ 44.99	\$ 47.22	\$ 49.58	\$ 52.06				1/4/2021	Mid-Management/Professional	Exempt
Regional Compliance Program Manager	\$ 49.16	\$ 51.74	\$ 54.46	\$ 57.33	\$ 60.35				1/4/2021	Mid-Management/Professional	Exempt
Reserve Police Officer	\$ 31.34	\$ 32.91	\$ 34.55	\$ 36.28	\$ 38.10				1/4/2021	Unrepresented	Non-Exempt
Senior Accounting Assistant	\$ 31.13	\$ 32.70	\$ 34.32	\$ 36.05	\$ 37.83				1/4/2021	General Employees	Non-Exempt
Senior Civil Engineer	\$ 61.94	\$ 65.04	\$ 68.29	\$ 71.71	\$ 75.30				1/4/2021	Mid-Management/Professional	Exempt
Senior Human Resources Analyst	\$ 46.96	\$ 49.30	\$ 51.77	\$ 54.36	\$ 57.07				1/4/2021	Confidential	Exempt
Senior Management Analyst	\$ 46.03	\$ 48.33	\$ 50.75	\$ 53.28	\$ 55.94				1/4/2021	Mid-Management/Professional	Exempt
Senior Planner	\$ 52.96	\$ 55.60	\$ 58.38	\$ 61.32	\$ 64.37				1/4/2021	Mid-Management/Professional	Exempt
Senior Recreation Leader	\$ 21.89	\$ 22.98	\$ 24.13	\$ 25.34	\$ 26.61				1/4/2021	Unrepresented	Non-Exempt
Sustainability Manager	\$ 49.16	\$ 51.74	\$ 54.46	\$ 57.33	\$ 60.35				1/4/2021	Mid-Management/Professional	Exempt
Special Assistant	\$ -	\$ -	\$ -	\$ -	\$ -			\$12.00-\$75.00	1/4/2021	Unrepresented	Non-Exempt
Spe Coun-Maj Dev Pro	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 175.04		1/4/2021	Confidential Management	Exempt
Swim Instructor	\$ 16.85	\$ 17.70	\$ 18.59	\$ 19.52	\$ 20.50				1/4/2021	Unrepresented	Non-Exempt
Van Driver	\$ 16.85	\$ 17.70	\$ 18.59	\$ 19.52	\$ 20.50				1/4/2021	Unrepresented	Non-Exempt
Water Quality Technician	\$ 31.78	\$ 33.36	\$ 35.04	\$ 36.77	\$ 38.62				1/7/2021	General Employees	Non-Exempt