



CITY COUNCIL AGENDA REPORT

Meeting Date: February 18, 2021

From: Abby Partin, Human Resources Administrator

Subject: Approval of Resolutions No. 2021-21 and 2021-22

Establishing the Classification of Assistant City Manager and Amending the Master Pay Schedule.

Community Goal/Result

Fiscally Prudent

Purpose

To continue to provide high level of service delivery within the City Manager's Office.

Recommendation

Adopt Resolutions No. 2021-21 and 2021-22 by approving the following:

- Establish the Assistant City Manager classification;
- Amend the Master Pay Schedule;
- Add Assistant City Manager to Confidential Management Employees unit.

Background

On January 6, 2021, staff presented informational report to the City Council on succession planning and positions essential to support targeted program objectives.

Discussion

In order to continue to provide a high level of service delivery within the City Manager's Office, staff recommends establishing the classification of Assistant City Manager to formalize the position which in the past has been an assignment. The Assistant City Manager will function as the operations officer for the City Manager, monitor City activities and projects, to assure timely coordination and completion; coordinate daily interdepartmental activities; and provide solutions to operational, organizational, staff and budgetary issues. This position will also provide early identification of problems to assure efficient, effective and consistent program and policy implementation.

The duties and responsibilities aforementioned are customary for this type of position and are aligned with other cities, which are consistent with the breadth of assignments that have been handled in this capacity through an assignment. Formalizing the position will allow for additional attention to and oversight of activities within the City Manager's Office.

The Confidential Management Employees Unit reviewed the proposed job description and have approved the addition of the classification.

Fiscal Impact

The costs to establish the Assistant City Manager position will be an additional \$13,000 per year above the cost of the Deputy City Manager position. There are enough resources available to fund this increase 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 2021-21

Resolution 2021-22



Abby Partin, Human Resources
Administrator



Clay Holstine, City Manager

RESOLUTION NO 2021- 21

**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 Assistant City Manager; and

WHEREAS, the class description for Assistant City Manager was developed in cooperation with and has been approved by the City Manager; and

WHEREAS, this newly developed class description for Assistant City Manager 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 Assistant City Manager in Exhibit “A” is approved for inclusion in the Class Specification Manual.

Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-21 was duly and regularly adopted at a regular meeting of the Brisbane City Council on February 18, 2021, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

RESOLUTION NO 2021- 22

**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.

Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-22 was duly and regularly adopted at a regular meeting of the Brisbane City Council on February 18, 2021, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

CITY OF BRISBANE
ASSISTANT CITY MANAGER

Definition

Under the direction of the City Manager: acts as the operations officer for the City Manager, coordinating daily interdepartmental activities; identifying, analyzing, and proposing solutions to operational and organizational issues, staff and budgetary issues; analyzes and revises operating procedures; and, acts on behalf of the City Manager in his/her absence.

Class Characteristics

The Assistant City Manager functions as the operations officer for the City Manager, monitoring City activities and projects, as assigned, to assure timely coordination and completion. The Assistant City Manager oversees Departments and Divisions as assigned; is. The Assistant City Manager makes recommendations to the City Manager for policies/procedures that enhance the organization/operations and is astute in the early identification of problems that need to be addressed by management. Emphasis is on early identification of problems to assure efficient, effective and consistent program and policy implementation.

Supervision Exercised and Received

General direction is provided by the City Manager. Responsibilities include the direct and indirect supervision of Departments and Divisions as assigned by the City Manager as well as other management, professional, technical, and clerical positions.

Examples of Important Duties and Essential - *the duties described below are provided as examples and are not to be considered as exclusive or all inclusive:*

- Assists the City Manager with the management of the City.
- Works closely with the City Manager and Department Heads, as assigned, to implement policy directives given by the City Council. Assists and participates in the development and implementation of related goals, objectives and policies.
- Coordinates interdepartmental activities, including follow-up on special projects and/or assignments to assure timely response or completion.
- Oversees Departments and Divisions, as assigned.
- Acting in consultation with the City Manager, provides input on operational considerations during budget discussions, focusing on staffing and/or manpower requests and proposing alternative methods of achieving departmental and/or City service needs.
- Identifies real or potential operating problems on a Citywide basis, and works with departments, as assigned, to resolve conflicts.
- Conducts studies, surveys, and collects information on difficult operational and administrative problems, analyzes findings and prepares reports of practical solutions for review by the City Manager.
- Formulates, recommends, and administers policies and procedures including those governing special projects.
- Leads important and complex community engagement initiatives , in coordination with operating departments
- Analyzes existing operating procedures on a Citywide basis, recommending revisions or new procedures to promote efficient, effective, and consistent delivery of services.
- Serves as acting City Manager, as assigned.

- Represents the City before the City Council, community, outside agencies, and at professional meetings, as assigned. Represents the City's interests at Federal, State, and Regional meetings and conferences.
- Conducts legislative analysis to determine the effect of proposed legislation on City operations and finances.
- Makes presentations to the City Council and other boards and commissions.
- Responds to citizen complaints and requests for information.
- Supervises, trains, and evaluates staff.
- Oversees the City's public information programs.
- Evaluates the effectiveness of current systems and procedures. Develops procedures and policies that address identified issues/areas of concern. Works proactively.
- Manages the City's risk management program, maintaining reasonable levels of risk retention and insurance for the City. Works with department heads to minimize exposure to incidents that may cause liability for the City or injury to its employees. Ensures prompt and accurate processing of claims, working with the City Attorney, and the City's independent claims administrator.
- Solicits input from employees and works cooperatively.
- Performs related duties as assigned.

Qualifications

Knowledge of:

The principles and practices of city management, supervision and public administration; laws related to public administration; principles and practices of local government budgeting and financial administration; dynamics of interpersonal communication and staff relationships; computerized office practices, procedures, methods and equipment.

Ability to:

Analyze, interpret and explain policies and procedures; prepare accurate and timely reports and analyses; develop, motivate, manage and provide effective leadership to City personnel. Establish, maintain and foster cooperative and productive working relations with the public, business, industry, and other governmental agencies; lead, motivate, challenge and elicit cooperation from others; be creative; monitor program/project development and make appropriate adjustments; express self clearly and concisely in both verbal and written form.

Skills in:

Interpersonal relations; analyzing problems and proposing solutions; negotiating; knowing when to let others take the lead; and computer technology.

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: Possession of a Bachelor's degree from an accredited college or university with major course works in Public Administration, Economics, Business Administration, Political Science, Public Policy, or closely related field. A Master's in Public Administration or Business Administration or other related field is desirable.

Experience: Five years of increasingly responsible administrative management experience involving a combination of any of the following: human resources management, policy analysis, study and analysis of management, budget, organizational, and procedural problems and issues in a government agency.

License: Must possess a valid California class C driver's license and have a satisfactory driving record or have the ability to travel from one location to another to attend meetings.

Working Conditions: Work in a standard office environment, with occasional off-site and/or field assignments. The ability to travel from different sites and locations; drive and/or walk safely to different sites and locations; maintain a safe driving record; maintain a neat, professional and clean appearance; work protracted and irregular hours and evening meetings or off-sight work for meeting attendance or participation in specific projects or programs as needed.

Physical Demands: Able to use standard office equipment, including a computer; sit, stand, walk, and maintain sustained posture in a seated or standing positions for prolonged periods of time; vision to read printed materials and a computer screen; hearing and speech to communicate in person, over the telephone, and to make presentations; move 35 pound boxes, files, and materials.

Approved Date:
Resolution:

Revised Date:
Resolution:

Bargaining Unit: Confidential Management Employees
Resolution:

Former Titles:

Abolished:

City of Brisbane Master Pay Schedule

Approved per Resolution No.

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
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 City Manager	\$ 97.59	\$ 102.46	\$ 107.60	\$ 112.96	\$ 118.63				2/18/2021	Confidential Management	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

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
Harbormaster	\$ 46.34	\$ 48.65	\$ 51.08	\$ 53.64	\$ 56.32				1/4/2021	Mid-Management/Professional	Exempt
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

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 I (Part-time)	\$ 29.46	\$ 30.93	\$ 32.48	\$ 34.12	\$ 35.82				1/4/2021	Unrepresented	Non-Exempt
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