

RESOLUTION NO. 8154

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. 8090.

WHEREAS, the City Council is authorized and directed by Section 2.56.040 of the Redlands Municipal Code to prepare, install, revise and maintain a position classification and compensation plan covering all positions in the competitive service;

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF REDLANDS AS FOLLOWS:

Section 1. The City Council of the City of Redlands hereby establishes a basic compensation plan for all employees in all of the classifications of employment as described in Section 2 of this resolution to be effective December 16, 2020.

Section 2. Salary schedule and Compensation Plan.

Department/Division	PT	FT	Unit	Range			
<i>City Clerk's Office</i>							

Part Time Positions

Administrative Assistant	2		PT				
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Total City Clerk's Office	2						
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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						

Human Resources/Risk Management

Assistant Director, HR/Risk Management		1	M	90			
HR/Risk Manager		1	MM	80			
HR Analyst/Volunteer Coordinator		1	MM	65			
Risk Management Specialist		1	MM	41			
HR Specialist		1	MM	30			
HR Technician		1	T	37			
Administrative Assistant I/II		1	T	15	30		

Public Information

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

Purchasing

Procurement Manager		1	M	74			
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Purchasing Clerk		1	T	22				
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Total City Manager's Office	1	16						
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Management Services

Director, Management Services*		1	DD	4				
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Information Technology

Network Engineer II		1	MM	77				
GIS Supervisor		1	MM	76				
IT Operations Manager		1	MM	74				
IT Systems Supervisor		1	MM	64				
Database Administrator		1	MM	61				
System Administrator		1	MM	50				
GIS Administrator		1	MM	46				
Network Specialist		1	MM	44				
GIS Technician		1	T	57				
Help Desk Technician		2	T	54				
Administrative Assistant I/II		1	T	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	T	40				
Accounting Technician I/II		1	T	23	33			

Revenue Division

Utilities Customer Service Supervisor		1	MM	45				
Accountant		1	MM	35				
Utilities Billing Specialist		1	T	40				
Senior Accounting Technician		1	T	40				
Utilities Billing Technician		1	T	35				
Customer Account Specialist		5	T	33				
Customer Service Technician I/II		4	T	17	27			

Payroll

Payroll Coordinator		1	MM	30				
Payroll Assistant		1	T	35				

Part Time Position

Intern		1	PT					
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Total Management Services	1	36						
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*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				

Building Division

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

Economic Development Division

Economic Development Manager		1	M	80				
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Planning Division

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

Part Time Positions

Planning Intern		1		PT				
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Total Development Services Department | 1 | 17 |

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				
Emergency Operations Specialist		1	MM	25				
Fire Prevention Inspector		1	CS	55				
Administrative Assistant I/II		1	T	15	30			

Total Fire Department | 62 |

Library

Library Director		1	N/A					
Archivist Curator		1	M	78				

Principal Librarian	1	MM	53				
Systems Administrator	1	MM	50				
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	T	45				
Building Maintenance Worker	1	T	38				
Library Specialist I/II	5	T	22	32			
Technical Services Clerk	1	T	12				
Library Clerk	1	T	5				

Part Time Positions

Administrative Assistant	1	PT					
Library Specialist	2	PT					
Library Clerk	4	PT					
Library Page	4	PT					
Technical Services Clerk	1	PT					
Building Maintenance Worker	1	PT					
Museum Attendant	1	PT					

Total Library | 14 | 18 |

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	T	49				
Senior Administrative Assistant	2	T	45				
Administrative Assistant I/II	1	T	15	30			

Engineering Services

Asst/Assoc/Civil/Sr. Civil Engineer	9	T/MM	74	51	61	73	
Senior Construction Inspector	1	T	90				
Senior Environmental Compliance Inspector	1	T	79				
Construction Inspector I/II	3	T	69	79			

NPDES Inspector I/II		1	T	59	64			
Counter Services Technician		1	T	30				

Water Division

Water Production/Maint. Superintendent		1	MM	76				
Water Distribution Superintendent		1	MM	70				
Water Production Operations Supervisor		1	T	97				
Water Production Maintenance Supervisor		1	T	97				
Water Distribution Supervisor		1	T	97				
Utilities Maintenance Foreperson		1	T	80				
Senior Water Treatment Operator		1	T	79				
Electrical and Instrumentation Technician		1	T	69				
Water Distribution Crew leader		3	T	61				
Cross Connection Control Inspector		1	T	58				
Water Treatment Operator I/II/III/IV/V		7	T	54	57	67	72	77
Senior Water Quality Technician		1	T	54				
Senior Water Distribution Operator		4	T	48				
Sr. Customer Service Field Technician		1	T	48				
Plant Mechanic I/II		3	T	43	53			
Customer Service Field Technician		1	T	39				
Water Quality Technician I/II		2	T	39	49			
Water Distribution Operator		10	T	35				
Electrical and Instrumentation Apprentice		1	T	35				
Water Meter Reader I/II		3	T	17	27			
Maintenance Worker I/II		3	T	14	20			

Wastewater Division

Wastewater Operations Superintendent		1	MM	76				
Wastewater Operations Supervisor		1	T	97				
Regulatory Compliance Officer		1	T	90				
Laboratory Supervisor		1	T	87				
Wastewater Collection System Supervisor		1	T	72				
Wastewater Facilities Operator I/II/III/IV		6	T	51	61	66	71	
Plant Mechanic I/II		3	T	43	53			
Laboratory Technician I/II/III/IV		4	T	33	43	53	58	
Line Maintenance Worker I/II/III/IV		3	T	34	44	49	54	
Maintenance Worker I/II		2	T	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				
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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		47	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				
Forensic Specialist		2	CS	47				
Dispatcher I/II/III		15	CS	40	50	55		
Property and Evidence Technician		1	CS	43				
Community Service Officer I/II		4	CS	33	43			
Animal Control Officer		3	CS	30				
Police Customer Service Representative I/II		3	CS	17	27			

Part Time Positions

Community Services Officer	1		PT					
Background Investigator	2		PT					

Total Police Department | 3 | 120 |

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				
Field Services Project Supervisor		1	MM	48				
Administrative Analyst		1	MM	30				
Sr. Administrative Assistant		3	T	45				
Senior Code Enforcement Officer		1	T	70				
Code Enforcement Officer I/II		2	T	40	55			
Counter Services Technician		1	T	30				
Administrative Assistant I/II		2	T	15	30			

Airport

Airport Supervisor		1	MM	40				
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Building Maintenance

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

Electrical

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

Solid Waste Division

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

Fleet Services Division

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

Parks and Trees Division

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

Street Division

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

Cemetery Division:

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

Recreation/Senior Services

Recreation Services Coordinator		1	T	59				
Program Specialist		2	T	45				

Administrative Assistant I/II		1	T	15	30			
Program Aid		3	T	3				

Part Time Positions

Program Assistant	2		PT					
Program Aide	3		PT					
Cemetery Aid	1		PT					
Event Assistant	1		PT					
Equipment Operator OIT	1		PT					
Maintenance Worker	2		PT					

Total Facilities and Community Services | 10 | 112 |

Total Full Time Positions	482
Total Part Time Positions	43
Total Authorized Positions	525

GRANT & DONATION FUNDED POSITIONS

Facilities and Community Services

Van Driver		1	G	5				
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Total Grant Funded Positions 1

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

Total Authorized Positions 525
Total Grant Funded Positions 1

TOTAL POSITIONS 526

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.8090 of the City of Redlands is hereby rescinded effective December 15, 2020.

Adopted, approved and signed this 15th day of December, 2020.


 Mayor, City of Redlands

ATTEST:

 Jeanne Donaldson, City Clerk

I, Jeanne Donaldson, City Clerk of the City of Redlands hereby certify that the foregoing resolution was duly adopted by the City Council at a regular meeting thereof held on the 15th day of December, 2020.

AYES: Council Members Barich, Tejada, Davis, Guzman-Lowery; Mayor Foster

NOES: None

ABSENT: None

ABSTAIN: None



Jeanne Donaldson, City Clerk