

## **RESOLUTION NO. 2018-122**

### **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELK GROVE ADOPTING THE FISCAL YEAR 2018-19 THROUGH FISCAL YEAR 2022-23 CAPITAL IMPROVEMENT PROGRAM, THE FISCAL YEAR 2018-19 BUDGET, SALARY SCHEDULE AND ANNUAL APPROPRIATIONS LIMIT**

**WHEREAS**, the City Manager has submitted the Fiscal Year 2018-19 Budget to the City Council for consideration and comment; and

**WHEREAS**, the Fiscal Year 2018-19 Budget was prepared in accordance with the City Council's goals, Departmental Work Plans, budget assumptions and policies; and

**WHEREAS**, the Fiscal Year 2018-19 Budget is balanced and does not require additional taxes; and

**WHEREAS**, Article XIIIIB of the California State Constitution and Government Code Section 7910 requires a City to establish its appropriation limit for each fiscal year; and

**WHEREAS**, as required by state law, on April 19, 2018, the Planning Commission adopted a resolution finding the Fiscal Year 2018-2019 through 2022-23 Capital Improvement Program to be consistent with the General Plan; and

**WHEREAS**, a duly noticed public hearing was held on June 13, 2018 to consider information presented by staff and receive public comment regarding adoption of the proposed Fiscal Year 2018-2019 through 2022-23 Capital Improvement Program.

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Elk Grove hereby:

- A. Adopts the FY 2018-19 through FY 2022-23 Capital Improvement Program as defined in Section 2.1, and the FY 2018-19 Budget, Salary Schedule and Appropriations Limit as presented on June 13, 2018; and
- B. Authorizes the City Manager to exercise the authority and undertake the responsibilities set forth in Sections 1 through 9 below to implement the Approved Budget.

#### **SECTION 1. SCOPE**

- 1.1 This resolution defines the authority and responsibilities of the City Manager in implementing the Approved Budget of the City of Elk Grove.

#### **SECTION 2. DEFINITIONS**

- 2.1 "Approved Budget" includes the following documents:

- (1) The FY 2018-19 Proposed Budget, and
- (2) FY 2018-19 through FY 2022-23 Proposed Capital Improvement Program.

- 2.2 "City Manager" means the City Manager or, if so designated, the Director of Finance or the Budget Manager.

### **SECTION 3. AUTHORIZED APPROPRIATIONS**

- 3.1 The City Manager is authorized to make any expenditure and resource adjustments to the Approved Budget based on final City Council action to adopt the Budget.
- 3.2 The City Manager is authorized to establish the appropriations and staffing as indicated in the Budget.
- 3.3 Adjustments to appropriated expenditures that result in an increase or decrease in the overall City Budget is considered an amendment to the Adopted Budget and must be approved by City Council unless such authority is granted to the City Manager within this resolution.
- 3.4 Operating appropriation transfers within the same fund must be approved by the City Manager; transfers between funds (except "like funds", see 3.5 below) must be approved by City Council.
- 3.5 Operating appropriation transfers between like funds must be approved by the City Manager. "Like Funds" are essentially extensions of other funds within the same Department and are defined specifically below.
  - 3.5.a) Like funds within the General Fund are 101, 105, 106, 107, and 108.
  - 3.5.b) Like funds within the Recycling and Waste Department are 501, 502, and 506.
  - 3.5.c) Like funds within the Transit Department are 511, 512, 514, 515, and 516.
- 3.6 Appropriations within the City's Asset Seizure funds can be amended based on available funds during the Fiscal Year if authorized by the City Manager.
- 3.7 Capital Outlay appropriation transfers within the same Capital Improvement Program Project within the same fund must be authorized by the City Manager.
- 3.8 Capital Outlay appropriation transfers from a Capital Improvement Program project to another Capital Improvement Program Project must be approved by City Council unless such authority is granted to the City Manager within this resolution.
- 3.9 Capital Outlay appropriation transfers from a project, where the total project budget is \$250,000 or less, to a Capital Improvement Program Project, and both projects are within the same fund must be approved by the City Manager.

## **SECTION 4. STAFFING AND COMPENSATION INCREASES**

- 4.1 Any increase by fund in staffing count or staffing compensation as authorized in the Approved or Amended Budget for a department must be approved by the City Council.
- 4.2 The City Council adopts the new City-Wide employee Salary Schedule, attached hereto as Exhibit A and incorporated herein, which will become effective the first full pay period of July 2018. The new salary schedule includes compensation adjustments for the Police Management Association, Police Officer Association, and non-represented employees. It also includes all of the new positions needed to operate the new Animal Shelter expected to open by end of FY 2018-19.

## **SECTION 5. UNSPENT APPROPRIATIONS AND ENCUMBRANCES**

- 5.1 All appropriations in the FY 2017-18 Budget which remain unencumbered or unexpended on June 30, 2018, shall revert to the fund balance of the respective funds, with the exception of those outlined in section 5.3.
- 5.2 All purchase order commitments outstanding on June 30, 2018, and associated appropriations are hereby continued for FY 2017-18 expenditures.
- 5.3
  - 1) Unencumbered or unexpended appropriations for Capital Outlay expenditures within the Capital Improvement Program are eligible to be reauthorized in FY 2018-19 by project by fund in addition to the Adopted Capital Outlay appropriations in the FY 2018-19 Budget.
  - 2) Unencumbered or unexpended appropriations for Facilities project expenditures in Funds 106 and 602 (Building and non-Building improvements) are eligible to be re-authorized in FY 2018-19 by project by fund.
  - 3) Unencumbered or unexpended appropriations within the Strategic Initiatives & Long-Range Planning fund related to planning special projects are eligible to be re-appropriated in future Fiscal Years.
  - 4) Unencumbered or unexpended appropriations in the City's Asset Seizure funds are eligible to be re-appropriated in FY 2018-19.
  - 5) Any FY 2017-18 encumbered purchase orders included in the calculation of FY 2017-18 year-end projected expenditures in which the City Manager determines that the authorized equipment, goods and services is needed for continued and efficient City operations is authorized to be re-appropriated and 'rolled over' to FY 2018-19.
  - 6) Unencumbered or unexpended appropriations in Fund 242 State Homeless Appropriation are eligible to be re-appropriated in future Fiscal Years.
  - 7) Unencumbered or unexpended appropriations from the Summer at City Hall grant, awarded by the Institute of Local Government, in the amount of \$25,000 adopted by Council on Oct 11, 2017 are eligible to be re-appropriated in FY 2018-19.

8) Reaffirms the authorization received in Grant authorization resolutions that unencumbered or unexpended appropriations from non-capital project Grants are approved for re-appropriation in subsequent fiscal years if any Grant funds were not expended in a prior fiscal year.

9) Unencumbered or unexpended appropriations in Fund 231 Affordable Housing designated to provide loan financing for development of the Bow Street Apartments are eligible to be re-appropriated in FY 2018-19.

10) Unencumbered or unexpended appropriations in Fund 503 Drainage associated with the Laguna Creek Restoration Project are eligible to be re-appropriated in FY 2018-19. The appropriations for this project include \$270,015 for the contract with Horizon Water and Environment, LLC and \$25,000 for work performed by Willdan Engineering related to the project, for a total cost of \$295,015.

## **SECTION 6. APPROPRIATION LIMITS**

- 6.1 The appropriation limitation established for FY 2018-19 shall be \$98,198,515 and the adopted FY 2018-19 Budget has not exceeded the appropriation limit.
- 6.2 Elect the growth in per capita income increase calculation method as the inflation factor for the 2018-19 fiscal year. Per the California Department of Finance, the growth in Per Capita Personal Income for FY 2018-19 is 3.67%; hence the price factor is 1.0367. The Annual Percent Change in Population for Elk Grove is 1.24%; hence the population factor is 1.024. Thus, the combined inflation factor for the appropriation limit is 1.0616.
- 6.3 The actual appropriation for FY 2017-18 has not exceeded the appropriation limitation that was adopted for FY 2017-18.

## **SECTION 7. MID-YEAR PERFORMANCE AND FINANCIAL REPORT**

- 7.1 The City Council shall be provided a Mid-Year Performance and Financial Report including a revised estimate of the financial condition of all operating funds, prior year actual fund balances, revised estimated revenues and expenditures, projected ending fund balances or deficits, recommendations for eliminating any projected fund deficits, and a progress report on performance measures as compared to Council adopted targets.

## **SECTION 8. MISCELLANEOUS CONTROLS / CONSIDERATIONS**

- 8.1 No expenditures at the category level shall exceed the Approved or Amended Budget, by fund.
- 8.2 The City Manager is authorized to adjust budgets in the Capital Project funds for the current year based on previous actions of City Council for projects on a multi-year basis.

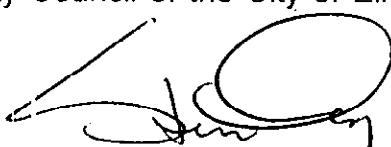
- 8.3 Performance targets presented for City Wide Performance Measures within each division are hereby adopted by Council and both fiscal and human resources shall be directed to pursue those targeted performance levels. Exhibit B, attached, presents a listing of proposed additions and/or deletions to the City Wide Performance Measures.
- 8.4 Per Agenda Item 1A.2 from the City Council Meeting dated March 14, 2018, Council authorized any budget adjustments necessary to record all activity in the debt service and capital funds related to the Animal Shelter Bond issuance. Staff had identified expenditures made from the Corporation Yard Community Facilities Fee Fund toward the development of the Animal Shelter and estimated them to be \$1,503,000. As part of the above Council action, authority was granted that the Corporation Yard Community Facilities Fee Fund be reimbursed for all expenditures related to the Animal Shelter.

## **SECTION 9. REQUESTED CHANGES TO FY 2017-18 BUDGET AUTHORITY**

- 9.1 Amends the FY 2017-2022 Capital Improvement Program and Fiscal Year 2017-18 Budget as follows
  - a) Revise the project name of "Kammerer Rd Phase 1: Two-Lane Extension Lent Ranch to I-5" (WTR014) to "Kammerer Rd Phase 1: Two-Lane Extension Big Horn to I-5" (WTR014),
  - b) Create the "Kammerer Rd Reconstruction Big Horn Blvd to Lotz Parkway" (WTR017) project,
  - c) Decrease \$3.4 million in Budget Authority in the CFD 2002-1 East Franklin (Fund 341) fund from WTR014.
  - d) Increase Budget Authority in the amount of \$3.4 Million in the Elk Grove Roadway Fee (Fund 328) fund to program in WTR017.
- 9.2 Amends the FY 2017-2022 Capital Improvement Program and Fiscal Year 2017-18 Budget to decrease budget authority for various Capital Improvement Program projects by amounts anticipated to not be needed or programmed until after FY 2018-19.

This resolution shall take effect immediately.

**PASSED AND ADOPTED** by the City Council of the City of Elk Grove this 13<sup>th</sup> day of June 2018.



STEVE LY, MAYOR of the  
CITY OF ELK GROVE

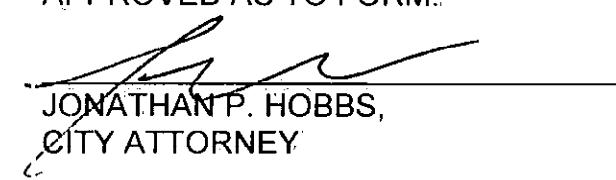
ATTEST:



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JASON LINDGREN, CITY CLERK

APPROVED AS TO FORM:



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JONATHAN P. HOBBS,  
CITY ATTORNEY

## EXHIBIT A

CLASSIFICATION	GRADE	UNIT	STEP 1			STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ACCOUNTANT	AM	NON	hourly	31,111	32,677	34,350	36,027	37,822	39,711	41,700	
			bi-weekly	2,489	2,614	2,744	2,881	3,026	3,177	3,336	
			monthly	5,393	5,663	5,946	6,243	6,555	6,883	7,227	
			annual	64,717	67,953	71,351	74,918	78,664	82,597	86,777	
ACCOUNTING MANAGER	AW	NON	hourly	47,844	50,233	52,747	55,138	58,151	61,066	64,111	
			bi-weekly	3,827	4,019	4,219	4,430	4,652	4,885	5,129	
			monthly	8,292	8,707	9,142	9,599	10,079	10,583	11,112	
			annual	99,506	104,481	109,705	115,191	120,950	126,998	133,348	
ACCOUNTING TECHNICIAN	AT	NON	hourly	23,855	25,056	26,307	27,611	28,991	30,444	31,961	
			bi-weekly	1,908	2,004	2,104	2,209	2,319	2,435	2,557	
			monthly	4,134	4,341	4,558	4,786	5,025	5,277	5,541	
			annual	49,614	52,094	54,699	57,434	60,306	63,321	66,487	
ADMINISTRATIVE ANALYST I	AN	NON	hourly	32,677	34,350	36,027	37,822	39,711	41,691	43,781	
			bi-weekly	2,614	2,744	2,881	3,025	3,177	3,336	3,502	
			monthly	5,663	5,946	6,243	6,555	6,883	7,227	7,588	
			annual	67,951	71,349	74,916	78,662	82,595	86,725	91,061	
ADMINISTRATIVE ANALYST II	AP	NON	hourly	36,022	37,822	39,711	41,691	43,781	45,971	48,271	
			bi-weekly	2,881	3,025	3,177	3,336	3,502	3,677	3,861	
			monthly	6,243	6,555	6,883	7,227	7,588	7,968	8,366	
			annual	74,917	78,663	82,596	86,725	91,062	95,615	100,396	
ADMINISTRATIVE ASSISTANT	AG	NON	hourly	20,644	21,677	22,767	23,891	25,091	26,341	27,661	
			bi-weekly	1,651	1,734	1,820	1,912	2,007	2,107	2,213	
			monthly	3,578	3,757	3,944	4,142	4,349	4,566	4,794	
			annual	42,932	45,079	47,333	49,700	52,185	54,794	57,533	
ADMINISTRATIVE ASSISTANT TO THE CITY COUNCIL	AG	NON	hourly	20,644	21,677	22,767	23,891	25,091	26,341	27,661	
			bi-weekly	1,651	1,734	1,820	1,912	2,007	2,107	2,213	
			monthly	3,578	3,757	3,944	4,142	4,349	4,566	4,794	
			annual	42,932	45,079	47,333	49,700	52,185	54,794	57,533	
ANIMAL CARE ASSISTANT	AD	NON	hourly	16,241	17,056	17,901	18,801	19,741	20,721	21,761	
			bi-weekly	1,299	1,364	1,432	1,504	1,579	1,658	1,741	
			monthly	2,814	2,955	3,103	3,258	3,421	3,592	3,772	
			annual	33,773	35,462	37,235	39,097	41,052	43,104	45,260	

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ANIMAL CARE SPECIALIST	AF	NON	hourly bi-weekly monthly annual	19.20 1,536 3,328 39,937	20.16 1,613 3,494 41,934	21.17 1,693 3,669 44,031	22.23 1,778 3,853 46,232	23.34 1,867 4,045 48,544	24.51 1,960 4,248 50,971
ANIMAL SERVICES MANAGER	AW	NON	hourly bi-weekly monthly annual	47.84 3,827 8,292 99,506	50.23 4,019 8,707 104,481	52.74 4,219 9,142 109,705	55.38 4,430 9,599 115,191	58.15 4,652 10,079 120,950	61.06 4,885 10,583 126,998
ANIMAL SERVICES OFFICER	AGP	PDA	hourly bi-weekly monthly annual	21.59 1,727 3,743 44,914	22.67 1,814 3,930 47,160	23.81 1,905 4,127 49,518	25.00 2,000 4,333 51,994	26.25 2,100 4,549 54,594	27.56 2,205 4,777 57,323
ANIMAL SERVICES SUPERVISOR	APP	PDA	hourly bi-weekly monthly annual	34.36 2,749 5,955 71,463	36.08 2,886 6,253 75,036	37.88 3,030 6,566 78,788	39.77 3,182 6,894 82,728	41.76 3,341 7,239 86,864	43.85 3,568 7,601 91,207
ANIMAL SERVICES VOLUNTEER/EVENTS COORDINATOR	AJ	NON	hourly bi-weekly monthly annual	25.64 2,051 4,445 53,334	26.92 2,154 4,667 56,001	28.27 2,262 4,900 58,801	29.68 2,375 5,145 61,741	31.17 2,493 5,402 64,828	32.73 2,678 5,672 68,069
ASSISTANT CITY ATTORNEY	BJ	NON	hourly bi-weekly monthly annual	70.25 5,620 12,177 146,129	73.77 5,901 12,786 153,435	77.46 6,196 13,426 163,107	81.33 6,506 14,097 169,162	85.39 6,832 14,802 177,620	89.66 7,173 15,542 186,501
ASSISTANT CITY CLERK	AQ	NON	hourly bi-weekly monthly annual	37.82 3,025 6,555 78,662	39.71 3,177 6,883 82,596	41.69 3,336 7,227 86,725	43.78 3,502 7,588 91,062	45.97 3,677 7,988 95,615	48.27 3,861 8,366 100,395
ASSISTANT CITY MANAGER	BM	NON	hourly bi-weekly monthly annual	76.77 6,141 13,307 159,679	80.61 6,449 13,972 167,663	84.64 6,771 14,670 176,046	88.87 7,110 15,404 184,848	93.31 7,465 15,174 194,091	97.98 7,838 16,983 203,795

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
<b>ASSISTANT DEVELOPMENT SERVICES DIRECTOR</b>										
	AY	NON	hourly	50,75	53,29	55,95	58,75	61,69	64,77	68,01
			bi-weekly	4,060	4,263	4,476	4,700	4,935	5,182	5,441
			monthly	8,797	9,237	9,599	10,184	10,693	11,228	11,789
			annual	105,566	110,844	115,386	122,206	128,316	134,732	141,468
<b>ASSISTANT PLANNER</b>										
	AL	NON	hourly	29,63	31,11	32,67	34,30	36,02	37,82	39,71
			bi-weekly	2,371	2,489	2,614	2,744	2,881	3,026	3,177
			monthly	5,136	5,393	5,663	5,946	6,243	6,555	6,883
			annual	61,635	64,717	67,952	71,350	74,917	78,663	82,597
<b>ASSISTANT TO THE CITY MANAGER</b>										
	AX	NON	hourly	49,27	51,74	54,33	57,04	59,89	62,89	66,03
			bi-weekly	3,942	4,139	4,346	4,563	4,791	5,031	5,283
			monthly	8,541	8,968	9,416	9,887	10,382	10,901	11,446
			annual	102,491	107,615	112,996	118,646	124,578	130,807	137,348
<b>ASSOCIATE PLANNER</b>										
	AO	NON	hourly	34,30	36,02	37,82	39,71	41,70	43,78	45,97
			bi-weekly	2,744	2,881	3,026	3,177	3,336	3,502	3,678
			monthly	5,946	6,243	6,555	6,883	7,227	7,589	7,968
			annual	71,350	74,918	78,664	82,597	86,727	91,063	95,616
<b>BUDGET MANAGER</b>										
	AX	NON	hourly	49,27	51,74	54,33	57,04	59,89	62,89	66,03
			bi-weekly	3,942	4,139	4,346	4,563	4,791	5,031	5,283
			monthly	8,541	8,968	9,416	9,887	10,382	10,901	11,446
			annual	102,491	107,615	112,996	118,646	124,578	130,807	137,348
<b>CIVIL ENGINEER</b>										
	AR	NON	hourly	39,71	41,69	43,78	45,97	48,27	50,68	53,21
			bi-weekly	3,177	3,336	3,502	3,677	3,861	4,054	4,257
			monthly	6,883	7,227	7,588	7,968	8,366	8,785	9,224
			annual	82,596	86,726	91,062	95,615	100,396	105,415	110,686
<b>CODE ENFORCEMENT OFFICER</b>										
	AJ	NON	hourly	25,64	26,92	28,27	29,68	31,17	32,73	34,36
			bi-weekly	2,051	2,154	2,262	2,375	2,493	2,618	2,749
			monthly	4,445	4,667	4,900	5,145	5,402	5,672	5,956
			annual	53,334	56,001	58,801	61,741	64,828	68,069	71,473
<b>CODE ENFORCEMENT SUPERVISOR</b>										
	AP	NON	hourly	36,02	37,82	39,71	41,69	43,78	45,97	48,27
			bi-weekly	2,881	3,025	3,177	3,336	3,502	3,677	3,861
			monthly	6,243	6,555	6,883	7,227	7,588	7,968	8,366
			annual	74,917	78,663	82,596	86,725	91,062	95,615	100,396

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
COMMUNITY CENTER COORDINATOR	AM	NON	hourly bi-weekly monthly annual	31.11 2,489 5,393 64,717	32.67 2,614 5,663 67,953	34.30 2,744 5,946 71,351	36.02 2,881 6,243 74,918	37.82 3,026 6,555 78,664	39.71 3,177 6,883 82,597
COMMUNITY EVENTS AND PROJECTS COORDINATOR	AN	NON	hourly bi-weekly monthly annual	32.67 2,614 5,663 67,951	34.30 2,744 5,946 71,349	36.02 2,881 6,243 74,916	37.82 3,025 6,555 78,662	39.71 3,177 6,883 82,595	41.69 3,336 7,227 86,727
COMMUNITY EVENT CENTER MANAGER	AV	NON	hourly bi-weekly monthly annual	46.45 3,716 8,051 96,608	48.77 3,901 8,453 101,439	51.21 4,097 8,876 106,511	53.77 4,301 9,320 111,836	56.46 4,516 9,786 117,428	59.28 4,742 10,275 123,299
COMMUNITY SERVICES OFFICER	PC	POA	hourly bi-weekly monthly annual	23.83 1,907 4,131 49,570	25.02 2,002 4,337 52,048	26.27 2,102 4,554 54,651	27.59 2,207 4,782 57,383	28.97 2,317 5,021 60,253	30.42 2,433 5,272 63,265
COMMUNITY SERVICES OFFICER (Y-RATED)	PC	POA	hourly bi-weekly monthly annual	33.79 2,703 5,856 70,275					31.94 2,555 5,536 66,428
CRIME ANALYST	PA	POA	hourly bi-weekly monthly annual	35.01 2,801 6,069 72,831	36.77 2,941 6,373 76,472	38.60 3,088 6,691 80,296	40.53 3,243 7,026 84,311	42.56 3,405 7,377 88,526	44.69 3,575 7,746 92,952
CUSTOMER SERVICE SPECIALIST	AF	NON	hourly bi-weekly monthly annual	19.20 1,536 3,328 39,937	20.16 1,613 3,494 41,934	21.17 1,693 3,669 44,031	22.23 1,778 3,853 46,232	23.34 1,867 4,055 48,544	24.51 3,575 7,133 50,971
CUSTOMER SERVICE SUPERVISOR	AJ	NON	hourly bi-weekly monthly annual	25.64 2,051 4,445 53,334	26.92 2,154 4,667 56,001	28.27 2,262 4,900 58,801	29.58 2,375 5,145 61,741	31.17 2,493 5,402 64,828	32.73 2,618 5,672 68,069

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
<b>DEPUTY CITY ATTORNEY I</b>									
AV	NON	hourly	46,45	48,77	51,21	53,77	56,46	59,28	62,24
		bi-weekly	3,716	3,901	4,097	4,301	4,516	4,742	4,979
		monthly	8,051	8,453	8,876	9,320	9,786	10,275	10,789
		annual	95,608	101,439	106,511	111,836	117,428	123,299	129,484
<b>DEPUTY CITY ATTORNEY II</b>									
BD	NON	hourly	58,84	61,78	64,87	68,11	71,52	75,09	78,85
		bi-weekly	4,707	4,942	5,189	5,449	5,721	6,007	6,308
		monthly	10,198	10,708	11,244	11,806	12,396	13,016	13,667
		annual	122,380	128,499	134,924	141,570	148,753	156,191	164,001
<b>DEPUTY CITY CLERK/RECORDS MANAGER</b>									
AL	NON	hourly	29,63	31,11	32,67	34,30	36,02	37,82	39,71
		bi-weekly	2,371	2,489	2,614	2,744	2,881	3,026	3,177
		monthly	5,136	5,393	5,663	5,946	6,243	6,555	6,883
		annual	61,635	64,717	67,952	71,350	74,917	78,663	82,597
<b>DEPUTY CITY MANAGER</b>									
BJ	NON	hourly	70,25	73,77	77,46	81,33	85,39	89,66	94,15
		bi-weekly	5,620	5,901	6,196	6,506	6,832	7,173	7,532
		monthly	12,177	12,786	13,426	14,097	14,802	15,542	16,319
		annual	146,129	153,435	161,107	169,162	177,620	186,501	195,826
<b>DEVELOPMENT SERVICES DIRECTOR</b>									
BI	NON	hourly	55,21	74,62	75,20	76,56	82,51	87,05	91,41
		bi-weekly	5,457	5,729	6,016	6,317	6,633	6,964	7,312
		monthly	11,823	12,414	13,035	13,686	14,371	15,089	15,844
		annual	141,872	148,966	156,414	164,235	172,447	181,069	190,123
<b>DIRECTOR OF FINANCE &amp; ADMINISTRATIVE SERVICES</b>									
BI	NON	hourly	68,21	71,62	75,20	78,96	82,91	87,05	91,41
		bi-weekly	5,457	5,729	6,016	6,317	6,633	6,964	7,312
		monthly	11,823	12,414	13,035	13,686	14,371	15,089	15,844
		annual	141,872	148,966	156,414	164,235	172,447	181,069	190,123
<b>DISPATCHER</b>									
PE	PDA	hourly	26,97	28,32	29,73	31,22	32,78	34,42	36,14
		bi-weekly	2,158	2,266	2,379	2,498	2,623	2,754	2,891
		monthly	4,675	4,909	5,154	5,412	5,682	5,966	6,265
		annual	56,098	58,903	61,849	64,941	68,188	71,597	75,177
<b>DISPATCH MANAGER</b>									
AT	NON	hourly	43,78	45,97	48,27	50,68	53,22	55,88	58,67
		bi-weekly	3,502	3,678	3,861	4,054	4,257	4,470	4,694
		monthly	7,589	7,968	8,366	8,785	9,224	9,685	10,169
		annual	91,063	95,616	100,397	105,417	110,688	116,222	122,033

CLASSIFICATION	GRADE	UNIT	STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7
DISPATCH SUPERVISOR	PD	POA	hourly bi-weekly monthly annual	32,65 2,612 5,659 67,905	34,28 2,742 5,942 71,301	35,99 2,879 6,239 74,866	37,79 3,023 6,551 78,609	39,68 3,175 6,878 82,539	41,67 3,333 7,222 86,666
ECONOMIC DEVELOPMENT DIRECTOR	BG	NON	hourly bi-weekly monthly annual	64,29 5,143 11,144 133,728	67,51 5,401 11,701 140,414	70,88 5,671 12,286 147,435	74,43 5,954 12,901 154,807	78,15 6,252 13,546 162,547	82,06 6,564 14,223 170,675
ECONOMIC DEVELOPMENT PROGRAM MANAGER	AU	NON	hourly bi-weekly monthly annual	45,09 3,607 7,816 93,794	47,35 3,788 8,207 98,484	49,72 3,977 8,617 103,408	52,20 4,176 9,048 108,579	54,81 4,385 9,501 114,007	57,55 4,604 9,976 119,708
ECONOMIC DEVELOPMENT SPECIALIST	AL	NON	hourly bi-weekly monthly annual	29,63 2,371 5,136 61,635	31,11 2,489 5,393 64,717	32,67 2,614 5,663 67,952	34,30 2,744 5,946 71,350	36,02 2,881 6,243 74,917	37,82 3,026 6,555 78,663
ENVIRONMENTAL SPECIALIST	AM	NON	hourly bi-weekly monthly annual	31,11 2,489 5,393 64,717	32,67 2,614 5,663 67,953	34,30 2,744 5,946 71,351	36,02 2,881 6,243 74,918	37,82 3,026 6,555 78,664	39,71 3,177 6,883 82,597
EXECUTIVE ADMINISTRATIVE ASSISTANT	AL	NON	hourly bi-weekly monthly annual	29,63 2,371 5,136 61,635	31,11 2,489 5,393 64,717	32,67 2,614 5,663 67,952	34,30 2,744 5,946 71,350	36,02 2,881 6,243 74,917	37,82 3,026 6,555 78,663
FACILITIES & FLEET MANAGER	AV	NON	hourly bi-weekly monthly annual	46,45 3,716 8,051 96,608	48,77 3,901 8,453 101,439	51,21 4,097 8,876 106,511	53,77 4,301 9,320 111,836	56,46 4,516 9,786 117,428	59,28 4,742 10,275 123,299
FACILITIES TECHNICIAN	AH	NON	hourly bi-weekly monthly annual	22,19 1,775 3,846 46,152	23,30 1,864 4,038 48,460	24,46 1,957 4,240 50,883	25,69 2,055 4,452 53,427	26,97 2,158 4,675 56,098	28,32 2,265 5,909 58,903

CLASSIFICATION	GRADE	UNIT	STEP 1							STEP 2							STEP 3							STEP 4							STEP 5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
FINANCE ANALYST I	AN	NON	hourly	32,67	34,30	36,02	37,82	39,71	41,69	43,78	45,78	47,78	49,78	51,78	53,78	55,78	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502	3,502																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
			bi-weekly	2,614	2,744	2,881	3,025	3,177	3,325	3,475	3,625	3,775	3,925	4,075	4,225	4,375	4,525	4,675	4,825	4,975	5,125	5,275	5,425	5,575	5,725	5,875	6,025	6,175	6,325	6,475	6,625	6,775	6,925	7,075	7,225	7,375	7,525	7,675	7,825	7,975	8,125	8,275	8,425	8,575	8,725	8,875	9,025	9,175	9,325	9,475	9,625	9,775	9,925	9,061																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
FINANCE ANALYST II	AP	NON	hourly	36,02	37,82	39,71	41,69	43,78	45,78	47,78	49,78	51,78	53,78	55,78	57,78	59,78	61,78	63,78	65,78	67,78	69,78	71,78	73,78	75,78	77,78	79,78	81,78	83,78	85,78	87,78	89,78	91,78	93,78	95,78	97,78	99,78	101,78	103,78	105,78	107,78	109,78	111,78	113,78	115,78	117,78	119,78	121,78	123,78	125,78	127,78	129,78	131,78	133,78	135,78	137,78	139,78	141,78	143,78	145,78	147,78	149,78	151,78	153,78	155,78	157,78	159,78	161,78	163,78	165,78	167,78	169,78	171,78	173,78	175,78	177,78	179,78	181,78	183,78	185,78	187,78	189,78	191,78	193,78	195,78	197,78	199,78	201,78	203,78	205,78	207,78	209,78	211,78	213,78	215,78	217,78	219,78	221,78	223,78	225,78	227,78	229,78	231,78	233,78	235,78	237,78	239,78	241,78	243,78	245,78	247,78	249,78	251,78	253,78	255,78	257,78	259,78	261,78	263,78	265,78	267,78	269,78	271,78	273,78	275,78	277,78	279,78	281,78	283,78	285,78	287,78	289,78	291,78	293,78	295,78	297,78	299,78	301,78	303,78	305,78	307,78	309,78	311,78	313,78	315,78	317,78	319,78	321,78	323,78	325,78	327,78	329,78	331,78	333,78	335,78	337,78	339,78	341,78	343,78	345,78	347,78	349,78	351,78	353,78	355,78	357,78	359,78	361,78	363,78	365,78	367,78	369,78	371,78	373,78	375,78	377,78	379,78	381,78	383,78	385,78	387,78	389,78	391,78	393,78	395,78	397,78	399,78	401,78	403,78	405,78	407,78	409,78	411,78	413,78	415,78	417,78	419,78	421,78	423,78	425,78	427,78	429,78	431,78	433,78	435,78	437,78	439,78	441,78	443,78	445,78	447,78	449,78	451,78	453,78	455,78	457,78	459,78	461,78	463,78	465,78	467,78	469,78	471,78	473,78	475,78	477,78	479,78	481,78	483,78	485,78	487,78	489,78	491,78	493,78	495,78	497,78	499,78	501,78	503,78	505,78	507,78	509,78	511,78	513,78	515,78	517,78	519,78	521,78	523,78	525,78	527,78	529,78	531,78	533,78	535,78	537,78	539,78	541,78	543,78	545,78	547,78	549,78	551,78	553,78	555,78	557,78	559,78	561,78	563,78	565,78	567,78	569,78	571,78	573,78	575,78	577,78	579,78	581,78	583,78	585,78	587,78	589,78	591,78	593,78	595,78	597,78	599,78	601,78	603,78	605,78	607,78	609,78	611,78	613,78	615,78	617,78	619,78	621,78	623,78	625,78	627,78	629,78	631,78	633,78	635,78	637,78	639,78	641,78	643,78	645,78	647,78	649,78	651,78	653,78	655,78	657,78	659,78	661,78	663,78	665,78	667,78	669,78	671,78	673,78	675,78	677,78	679,78	681,78	683,78	685,78	687,78	689,78	691,78	693,78	695,78	697,78	699,78	701,78	703,78	705,78	707,78	709,78	711,78	713,78	715,78	717,78	719,78	721,78	723,78	725,78	727,78	729,78	731,78	733,78	735,78	737,78	739,78	741,78	743,78	745,78	747,78	749,78	751,78	753,78	755,78	757,78	759,78	761,78	763,78	765,78	767,78	769,78	771,78	773,78	775,78	777,78	779,78	781,78	783,78	785,78	787,78	789,78	791,78	793,78	795,78	797,78	799,78	801,78	803,78	805,78	807,78	809,78	811,78	813,78	815,78	817,78	819,78	821,78	823,78	825,78	827,78	829,78	831,78	833,78	835,78	837,78	839,78	841,78	843,78	845,78	847,78	849,78	851,78	853,78	855,78	857,78	859,78	861,78	863,78	865,78	867,78	869,78	871,78	873,78	875,78	877,78	879,78	881,78	883,78	885,78	887,78	889,78	891,78	893,78	895,78	897,78	899,78	901,78	903,78	905,78	907,78	909,78	911,78	913,78	915,78	917,78	919,78	921,78	923,78	925,78	927,78	929,78	931,78	933,78	935,78	937,78	939,78	941,78	943,78	945,78	947,78	949,78	951,78	953,78	955,78	957,78	959,78	961,78	963,78	965,78	967,78	969,78	971,78	973,78	975,78	977,78	979,78	981,78	983,78	985,78	987,78	989,78	991,78	993,78	995,78	997,78	999,78	1001,78	1003,78	1005,78	1007,78	1009,78	1011,78	1013,78	1015,78	1017,78	1019,78	1021,78	1023,78	1025,78	1027,78	1029,78	1031,78	1033,78	1035,78	1037,78	1039,78	1041,78	1043,78	1045,78	1047,78	1049,78	1051,78	1053,78	1055,78	1057,78	1059,78	1061,78	1063,78	1065,78	1067,78	1069,78	1071,78	1073,78	1075,78	1077,78	1079,78	1081,78	1083,78	1085,78	1087,78	1089,78	1091,78	1093,78	1095,78	1097,78	1099,78	1101,78	1103,78	1105,78	1107,78	1109,78	1111,78	1113,78	1115,78	1117,78	1119,78	1121,78	1123,78	1125,78	1127,78	1129,78	1131,78	1133,78	1135,78	1137,78	1139,78	1141,78	1143,78	1145,78	1147,78	1149,78	1151,78	1153,78	1155,78	1157,78	1159,78	1161,78	1163,78	1165,78	1167,78	1169,78	1171,78	1173,78	1175,78	1177,78	1179,78	1181,78	1183,78	1185,78	1187,78	1189,78	1191,78	1193,78	1195,78	1197,78	1199,78	1201,78	1203,78	1205,78	1207,78	1209,78	1211,78	1213,78	1215,78	1217,78	1219,78	1221,78	1223,78	1225,78	1227,78	1229,78	1231,78	1233,78	1235,78	1237,78	1239,78	1241,78	1243,78	1245,78	1247,78	1249,78	1251,78	1253,78	1255,78	1257,78	1259,78	1261,78	1263,78	1265,78	1267,78	1269,78	1271,78	1273,78	1275,78	1277,78	1279,78	1281,78	1283,78	1285,78	1287,78	1289,78	1291,78	1293,78	1295,78	1297,78	1299,78	1301,78	1303,78	1305,78	1307,78	1309,78	1311,78	1313,78	1315,78	1317,78	1319,78	1321,78	1323,78	1325,78	1327,78	1329,78	1331,78	1333,78	1335,78	1337,78	1339,78	1341,78	1343,78	1345,78	1347,78	1349,78	1351,78	1353,78	1355,78	1357,78	1359,78	1361,78	1363,78	1365,78	1367,78	1369,78	1371,78	1373,78	1375,78	1377,78	1379,78	1381,78	1383,78	1385,78	1387,78	1389,78	1391,78	1393,78	1395,78	1397,78	1399,78	1401,78	1403,78	1405,78	1407,78	1409,78	1411,78	1413,78	1415,78	1417,78	1419,78	1421,78	1423,78	1425,78	1427,78	1429,78	1431,78	1433,78	1435,78	1437,78	1439,78	1441,78	1443,78	1445,78	1447,78	1449,78	1451,78	1453,78	1455,78	1457,78	1459,78	1461,78	1463,78	1465,78	1467,78	1469,78	1471,78	1473,78	1475,78	1477,78	1479,78	1481,78	1483,78	1485,78	1487,78	1489,78	1491,78	1493,78	1495,78	1497,78	1499,78	1501,78	1503,78	1505,78	1507,78	1509,78	1511,78	1513,78	1515,78	1517,78	1519,78	1521,78	1523,78	1525,78	1527,78	1529,78	1531,78	1533,78	1535,78	1537,78	1539,78	1541,78	1543,78	1545,78	1547,78	1549,78	1551,78	1553,78	1555,78	1557,78	1559,78	1561,78	1563,78	1565,78	1567,78	1569,78	1571,78	1573,78	1575,78	1577,78	1579,78	1581,78	1583,78	1585,78	1587,78	1589,78	1591,78	1593,78	1595,78	1597,78	1599,78	1601,78	1603,78	1605,78	1607,78	1609,78	1611,78	1613,78	1615,78	1617,78	1619,78	1621,78	1623,78	1625,78	1627,78	1629,78	1631,78	1633,78	1635,78	16

CLASSIFICATION		GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
HUMAN RESOURCES ANALYST	AP	NON	hourly bi-weekly monthly annual	36,02 2,881 6,243 74,917	37,82 3,025 6,555 78,663	39,71 3,177 5,883 82,596	41,69 3,336 7,227 91,062	43,78 3,502 7,588 95,615	45,97 3,677 7,968 100,396	48,27 3,861 8,366 100,396
HUMAN RESOURCES MANAGER	BE	NON	hourly bi-weekly monthly annual	60,60 4,848 10,504 126,051	63,63 5,091 11,029 132,354	66,81 5,345 11,581 138,971	70,15 5,612 12,160 145,920	73,66 5,893 12,768 153,216	77,34 6,188 13,406 160,877	81,21 6,497 14,077 168,920
HUMAN RESOURCES SPECIALIST	AJ	NON	hourly bi-weekly monthly annual	25,64 2,051 4,445 53,334	26,92 2,154 4,667 56,001	28,27 2,262 4,900 58,801	29,68 2,375 5,145 61,741	31,17 2,493 5,402 64,828	32,73 2,618 5,672 68,069	34,36 2,749 5,956 71,473
IT ADMINISTRATOR	AZ	NON	hourly bi-weekly monthly annual	52,28 4,182 9,061 108,733	54,89 4,391 9,514 114,170	57,63 4,611 9,990 119,878	60,52 4,841 10,489 125,872	63,54 5,083 11,014 132,166	66,72 5,337 11,565 138,774	70,05 5,604 12,143 145,713
IT ANALYST	AN	NON	hourly bi-weekly monthly annual	32,67 2,614 5,663 67,951	34,30 2,744 5,946 71,349	36,02 2,881 6,243 74,916	37,82 3,025 6,555 78,662	39,71 3,177 6,883 82,595	41,69 3,336 7,227 86,725	43,78 3,502 7,588 91,061
IT TECHNICIAN	AJ	NON	hourly bi-weekly monthly annual	25,64 2,051 4,445 53,334	26,92 2,154 4,667 56,001	28,27 2,262 4,900 58,801	29,68 2,375 5,145 61,741	31,17 2,493 5,402 64,828	32,73 2,618 5,672 68,069	34,36 2,749 5,956 71,473
INTEGRATED WASTE COORDINATOR	AM	NON	hourly bi-weekly monthly annual	31,11 2,489 5,393 64,717	32,67 2,614 5,663 67,953	34,30 2,744 5,946 71,351	36,02 2,881 6,243 74,918	37,82 3,026 6,555 78,664	39,71 3,177 6,883 82,597	41,70 3,336 7,227 86,727
INTEGRATED WASTE MANAGER	AX	NON	hourly bi-weekly monthly annual	49,27 3,942 8,541 102,491	51,74 4,139 8,968 107,615	54,33 4,346 9,416 112,996	57,04 4,563 9,887 118,646	59,89 4,791 10,382 124,578	62,89 5,031 10,901 130,807	66,03 5,283 11,446 137,348

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
KENNEL SUPERVISOR	AJ	NON	hourly bi-weekly monthly annual	25,64 2,051 4,445 53,334	26,92 2,154 4,567 56,001	28,27 2,262 4,900 58,801	29,68 2,375 5,145 61,741	31,17 2,493 5,402 64,828	32,73 2,618 5,672 68,069
LEGAL EXECUTIVE ADMINISTRATIVE ASSISTANT	AL	NON	hourly bi-weekly monthly annual	29,63 2,371 5,136 61,635	31,11 2,489 5,393 64,717	32,67 2,614 5,663 67,952	34,30 2,744 5,946 71,350	36,02 2,881 6,243 74,917	37,82 3,026 6,555 78,663
MANAGEMENT & BUDGET ANALYST I	AP	NON	hourly bi-weekly monthly annual	36,02 2,881 6,243 74,917	37,82 3,025 6,555 78,663	39,71 3,177 6,883 82,597	41,69 3,177 6,883 86,725	43,78 3,336 7,227 91,062	45,97 3,677 7,968 95,615
MANAGEMENT & BUDGET ANALYST II	AR	NON	hourly bi-weekly monthly annual	39,71 3,177 6,883 82,596	41,69 3,336 7,227 86,726	43,78 3,502 7,588 91,062	45,97 3,677 7,968 95,615	48,27 3,861 8,366 100,396	50,68 4,054 8,785 105,415
MULTIMEDIA SPECIALIST	AT	NON	hourly bi-weekly monthly annual	25,51 2,051 4,445 53,334	26,22 2,154 4,667 56,001	26,27 2,262 4,900 58,801	28,33 2,375 5,145 61,741	31,17 2,493 5,402 64,828	32,73 2,618 5,672 68,069
NETWORK ENGINEER	AR	NON	hourly bi-weekly monthly annual	39,71 3,177 6,883 82,596	41,69 3,336 7,227 86,726	43,78 3,502 7,588 91,062	45,97 3,677 7,968 95,615	48,27 3,861 8,366 100,396	50,68 4,054 8,785 105,415
PARALEGAL	AL	NON	hourly bi-weekly monthly annual	29,63 2,371 5,136 61,635	31,11 2,489 5,393 64,717	32,67 2,614 5,663 67,952	34,30 2,744 5,946 71,350	36,02 2,881 6,243 74,917	37,82 3,026 6,555 78,663
PAYROLL TECHNICIAN	AJ	NON	hourly bi-weekly monthly annual	25,64 2,051 4,445 53,334	26,92 2,154 4,667 56,001	28,27 2,262 4,900 58,801	29,68 2,375 5,145 61,741	31,17 2,493 5,402 64,828	32,73 2,618 5,672 68,069

<u>CLASSIFICATION</u>	<u>GRADE</u>	<u>UNIT</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>
PERMIT PROCESSING COORDINATOR	AN	NON	hourly bi-weekly monthly annual	32,67 2,614 5,663 67,951	34,30 2,744 5,946 71,349	36,02 2,881 6,243 74,916	37,82 3,025 6,555 78,662	39,71 3,177 6,883 82,595	41,69 3,336 7,227 86,725
PLANNING MANAGER	AX	NON	hourly bi-weekly monthly annual	49,27 3,942 8,541 102,491	51,74 4,139 8,968 107,615	54,33 4,346 9,416 112,996	57,04 4,563 9,887 118,646	59,89 4,791 10,382 124,578	62,89 5,031 10,901 130,807
POLICE ADMINISTRATIVE MANAGER	AT	NON	hourly bi-weekly monthly annual	43,78 3,502 7,589 91,063	45,97 3,678 7,968 95,616	48,27 3,861 8,366 100,397	50,68 4,054 8,785 105,417	53,22 4,257 9,224 110,688	55,88 4,470 9,685 116,222
POLICE ADMINISTRATIVE MANAGER (Y-RATED)	AT	NON	hourly bi-weekly monthly annual	59,95 4,796 10,392 124,705					58,67 4,694 10,169 122,033
POLICE CAPTAIN	BFA	PIMA	hourly bi-weekly monthly annual	73,17 5,854 12,684 152,203	76,83 6,147 13,318 159,813	80,67 6,454 13,984 167,804	84,71 6,777 14,683 176,194	88,94 7,116 15,417 185,004	93,39 7,471 16,188 194,254
POLICE CHIEF	BO	NON	hourly bi-weekly monthly annual	81,44 6,515 14,117 169,403	85,52 6,841 14,823 177,873	89,79 7,183 15,564 185,766	94,28 7,542 16,342 196,105	99,00 7,920 17,159 205,910	103,94 8,316 18,017 216,205
POLICE EQUIPMENT/SUPPLY TECH	PH	POA	hourly bi-weekly monthly annual	21,36 1,709 3,703 44,435	22,43 1,794 3,888 46,657	23,55 1,884 4,082 48,989	24,73 1,978 4,287 51,439	25,97 2,077 4,501 54,011	27,27 2,181 4,726 56,711
POLICE LIEUTENANT	BAA	PIMA	hourly bi-weekly monthly annual	63,12 5,050 10,941 131,292	66,28 5,302 11,488 137,857	69,59 5,567 12,062 144,749	73,07 5,846 12,665 151,937	76,72 6,138 13,299 159,586	80,56 6,445 13,964 167,566

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
POLICE OFFICER	PJ	POA	hourly bi-weekly monthly annual	33,533 2,682 5,812 69,738	35,20 2,816 6,102 73,225	36,96 2,957 6,407 76,886	38,81 3,105 6,728 80,731	40,75 3,260 7,064 84,767	42,79 3,423 7,417 89,006
POLICE RECORDS MANAGER	AQ	NON	hourly bi-weekly monthly annual	37,82 3,025 6,555 78,662	39,71 3,177 6,883 82,596	41,69 3,336 7,227 86,725	43,78 3,502 7,588 91,062	45,97 3,677 7,968 95,615	48,27 3,861 8,366 100,395
POLICE RECORDS SUPERVISOR	PK	POA	hourly bi-weekly monthly annual	27,37 2,190 4,744 56,930	28,74 2,299 4,981 59,777	30,18 2,414 5,230 62,766	31,68 2,535 5,492 65,904	33,27 2,662 5,767 69,199	34,93 2,795 6,055 72,659
POLICE RECORDS TECHNICIAN I	PL	POA	hourly bi-weekly monthly annual	20,35 1,628 3,527 42,318	21,36 1,709 3,703 44,434	22,43 1,794 3,888 46,656	23,55 1,884 4,082 48,989	24,73 1,978 4,287 51,438	25,97 2,077 4,501 54,010
POLICE RECORDS TECHNICIAN II	PN	POA	hourly bi-weekly monthly annual	22,06 1,917 3,154 49,844	25,15 2,013 4,361 52,336	26,42 2,114 4,579 54,953	27,74 2,219 4,808 57,700	28,13 2,330 5,049 60,585	29,56 2,447 5,301 63,615
POLICE SERGEANT	PJ	POA	hourly bi-weekly monthly annual	40,81 3,265 7,073 84,878	42,85 3,428 7,427 89,122	44,99 3,599 7,798 93,578	47,24 3,779 8,188 98,257	49,60 3,968 8,597 103,170	52,08 4,166 9,027 108,328
POLICE SERVICES ANALYST	AN	NON	hourly bi-weekly monthly annual	32,67 2,614 5,663 67,951	34,30 2,744 5,946 71,349	36,02 2,881 6,243 74,916	37,82 3,025 6,555 78,662	39,71 3,177 6,883 82,595	41,69 3,336 7,227 86,725
POLICE VOLUNTEER COORDINATOR	AJ	NON	hourly bi-weekly monthly annual	25,64 2,051 4,645 56,001	26,92 2,154 4,667 58,801	28,27 2,262 4,900 61,741	29,68 2,375 5,145 64,828	31,17 2,493 5,402 68,069	32,73 2,618 5,672 71,473

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
PROPERTY AND EVIDENCE MANAGER	AQ	NON	hourly bi-weekly monthly annual	37,82 3,025 6,555 78,662	39,71 3,177 6,883 82,596	41,69 3,336 7,227 86,725	43,78 3,502 7,968 91,062	45,97 3,677 7,968 95,615	48,27 3,861 8,366 100,395
	PN	POA	hourly bi-weekly monthly annual	23,96 1,917 4,154 49,844	25,16 2,013 4,361 52,336	26,42 2,114 4,579 54,953	27,74 2,219 4,808 57,700	29,13 2,330 5,049 60,585	30,58; 2,447 5,301 63,615
	PP	POA	hourly bi-weekly monthly annual	26,11 2,089 4,526 54,307	27,41 2,193 4,752 57,022	28,79 2,303 4,989 59,873	30,22 2,418 5,239 62,867	31,74 2,539 5,501 66,011	33,32 2,666 5,776 69,311
	AV	NON	hourly bi-weekly monthly annual	46,45 3,716 8,051 96,608	48,77 3,901 8,453 101,439	51,21 4,097 8,876 106,511	53,77 4,301 9,320 111,836	56,46 4,516 9,786 117,428	59,28 4,742 10,275 123,299
PUBLIC AFFAIRS MANAGER	BJ	NON	hourly bi-weekly monthly annual	70,25 5,620 12,177 146,129	73,77 5,901 12,786 153,435	77,46 6,196 13,426 161,107	81,33 6,506 14,097 169,162	85,39 6,832 14,802 177,620	89,66 7,173 15,542 186,501
	AY	NON	hourly bi-weekly monthly annual	50,75 4,060 8,797 105,566	53,29 4,263 9,257 110,844	55,95 4,476 9,699 116,386	58,75 4,700 10,184 122,206	61,69 4,935 10,693 128,316	64,77; 5,182 11,228 134,732
	AX	NON	hourly bi-weekly monthly annual	49,27 3,942 8,541 102,491	51,74 4,139 8,968 107,615	54,33 4,346 9,416 112,996	57,04 4,563 9,887 118,646	59,89 4,791 10,382 124,578	66,03 5,031 10,901 130,807
	AJ	NON	hourly bi-weekly monthly annual	25,64 2,051 4,445 53,334	26,92 2,154 4,667 56,001	28,27 2,262 4,900 58,801	29,68 2,375 5,145 61,741	31,17 2,493 5,402 64,828	32,73 2,618 5,672 68,069
PUBLIC WORKS DIVISION MANAGER-ENGINEERING									
PUBLIC WORKS DIVISION MANAGER-OPERATIONS									
PURCHASING AGENT									

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
<b>PURCHASING AND CONTRACTS MANAGER</b>										
	AV	NON	hourly	46,45	48,77	51,21	53,77	56,46	59,28	62,24
			bi-weekly	3,716	3,901	4,097	4,301	4,516	4,742	4,979
			monthly	8,051	8,453	8,876	9,320	9,786	10,275	10,789
			annual	96,608	101,439	106,511	111,836	117,428	123,299	129,464
<b>REGISTERED VETERINARY TECHNICIAN</b>										
	A1	NON	hourly	23,85	25,05	26,30	27,61	28,99	30,44	31,96
			bi-weekly	1,908	2,004	2,104	2,209	2,319	2,435	2,557
			monthly	4,134	4,341	4,558	4,786	5,025	5,277	5,541
			annual	49,614	52,094	54,699	57,434	60,306	63,321	66,487
<b>REVENUE MANAGER</b>										
	AR	NON	hourly	39,71	41,69	43,78	45,97	48,27	50,68	53,21
			bi-weekly	3,177	3,336	3,502	3,677	3,861	4,054	4,257
			monthly	6,883	7,227	7,588	7,968	8,366	8,785	9,224
			annual	82,596	86,726	91,062	95,615	100,396	105,415	110,686
<b>RISK ANALYST</b>										
	AP	NON	hourly	36,02	37,82	39,71	41,69	43,78	45,97	48,27
			bi-weekly	2,881	3,025	3,177	3,336	3,502	3,677	3,861
			monthly	6,243	6,555	6,883	7,227	7,588	7,968	8,366
			annual	74,917	78,663	82,596	86,725	91,062	95,615	100,396
<b>POA</b>										
	PO	POA	hourly	23,82	25,02	26,27	27,52	28,77	30,42	31,94
			bi-weekly	1,907	2,002	2,102	2,207	2,317	2,433	2554,944
			monthly	4,131	4,337	4,554	4,782	5,021	5,272	5535,712
			annual	49,570	52,049	54,651	57,383	60,253	63,265	66,429
<b>SECURITY OFFICER (Y-RATED)</b>										
	PO	POA	hourly	35,65	38,52	41,69	43,78	45,97	48,27	50,68
			bi-weekly	2,882	3,026	3,177	3,336	3,502	3,677	3,861
			monthly	6,180	6,555	6,883	7,227	7,588	7,968	8,366
			annual	74,160	78,664	82,597	86,727	91,063	95,616	
<b>SR. ACCOUNTANT</b>										
	AO	NON	hourly	34,30	36,02	37,82	39,71	41,70	43,78	45,97
			bi-weekly	2,744	2,881	3,026	3,177	3,336	3,502	3,678
			monthly	5,946	6,243	6,555	6,883	7,227	7,588	7,968
			annual	71,350	74,918	78,664	82,597	86,727	91,063	95,616
<b>SR. ADMINISTRATIVE ANALYST</b>										
	AR	NON	hourly	39,71	41,69	43,78	45,97	48,27	50,68	53,21
			bi-weekly	3,177	3,336	3,502	3,677	3,861	4,054	4,257
			monthly	6,883	7,227	7,588	7,968	8,366	8,785	9,224
			annual	82,596	86,726	91,062	95,615	100,396	105,415	110,686

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5.	STEP 6	STEP 7
SR. ADMINISTRATIVE ASSISTANT	AJ	NON	hourly bi-weekly monthly annual	25,64 2,051 4,445 53,334	26,92 2,154 4,667 56,001	28,27 2,262 4,900 58,801	29,68 2,375 5,145 61,741	31,17 2,493 5,402 64,828	32,73 2,618 5,672 68,069
SR. ANIMAL CARE SPECIALIST	AH	NON	hourly bi-weekly monthly annual	22,19 1,775 3,846 46,152	23,30 1,864 4,038 48,460	24,46 1,957 4,240 50,883	25,69 2,055 4,452 53,427	26,97 2,158 4,675 56,098	28,32 2,265 4,909 58,903
SR. ANIMAL SERVICES OFFICER	PC	PQA	hourly bi-weekly monthly annual	23,83 1,907 4,131 49,570	25,02 2,002 4,337 52,048	26,27 2,102 4,554 54,651	27,59 2,207 4,782 57,383	28,97 2,317 5,021 60,253	30,42 2,433 5,272 63,265
SR. CIVIL ENGINEER	AU	NON	hourly bi-weekly monthly annual	45,09 3,607 7,816 93,794	47,35 3,788 8,207 98,484	49,72 3,977 8,617 103,408	52,20 4,176 9,048 108,579	54,81 4,385 9,501 114,007	57,55 4,604 9,976 119,708
SR. CODE ENFORCEMENT OFFICER	AK	NON	hourly bi-weekly monthly annual	27,56 2,205 4,778 57,334	28,94 2,315 5,017 60,200	30,39 2,431 5,268 63,210	31,91 2,553 5,531 66,371	33:50 2,680 5,807 69,689	35:18 2,814 6,098 73,174
SR. FACILITIES TECHNICIAN	AK	NON	hourly bi-weekly monthly annual	27,56 2,205 4,778 57,334	28,94 2,315 5,017 60,200	30,39 2,431 5,268 63,210	31,91 2,553 5,531 66,371	33:50 2,680 5,807 69,689	35:18 2,814 6,098 73,174
SR. HUMAN RESOURCES SPECIALIST	AN	NON	hourly bi-weekly monthly annual	32,67 2,614 5,663 67,951	34:30 2,744 5,946 71,349	36,02 2,881 6,243 74,916	37,82 3,025 6,555 78,662	39,71 3,177 3,336 78,662	41:69 3,177 3,502 82,595
SR. IT ANALYST	AQ	NON	hourly bi-weekly monthly annual	37,82 3,025 6,555 78,662	39,71 3,177 6,883 82,596	41:69 3,227 7,227 86,725	43:78 3,336 7,588 91,062	45:97 3,677 7,968 95,615	48:27 3,861 8,366 100,395

CLASSIFICATION		GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
<b>SR. MANAGEMENT ANALYST</b>										
AT	NON	hourly	43,78	45,97	48,27	50,68	53,22	55,88	58,67	
		bi-weekly	3,502	3,678	3,861	4,054	4,257	4,470	4,694	
		monthly	7,589	7,968	8,366	8,785	9,224	9,585	10,169	
		annual	91,063	95,616	100,397	105,417	110,688	116,222	122,033	
<b>SR. MANAGEMENT AND BUDGET ANALYST</b>										
AU	NON	hourly	45,09	47,35	49,72	52,20	54,81	57,55	60,43	
		bi-weekly	3,607	3,788	3,977	4,176	4,385	4,604	4,834	
		monthly	7,816	8,207	8,617	9,048	9,501	9,976	10,474	
		annual	93,794	98,484	103,408	108,579	114,007	119,708	125,693	
<b>SR. PLANNER</b>										
AR	NON	hourly	39,71	41,69	43,78	45,97	48,27	50,68	53,21	
		bi-weekly	3,177	3,336	3,502	3,677	3,861	4,054	4,257	
		monthly	6,883	7,227	7,588	7,968	8,366	8,785	9,224	
		annual	82,596	86,726	91,062	95,615	100,396	105,415	110,686	
<b>AQ</b>										
	NON	hourly	37,82	39,71	41,69	43,78	45,97	48,27	50,68	
		bi-weekly	3,025	3,177	3,336	3,502	3,677	3,861	4,054	
		monthly	6,555	6,883	7,227	7,588	7,968	8,366	8,785	
		annual	78,662	82,596	86,725	91,062	95,615	100,395	105,415	
<b>SR. SYSTEMS ANALYST</b>										
AS	NON	hourly	41,70	43,78	45,97	48,27	50,68	53,21	55,88	
		bi-weekly	3,336	3,502	3,678	3,861	4,054	4,257	4,470	
		monthly	7,227	7,589	7,968	8,366	8,785	9,224	9,685	
		annual	86,726	91,062	95,616	100,396	105,416	110,687	116,221	
<b>SR. TRANSIT PLANNER</b>										
PD	POA	Hourly	32,65	34,28	35,99	37,79	39,68	41,67	43,75	
		bi-weekly	2,612	2,742	2,879	3,023	3,175	3,333	3,500	
		monthly	5,659	5,942	6,239	6,551	6,878	7,222	7,583	
		annual	67,905	71,301	74,866	78,609	82,539	86,666	91,000	
<b>SUPERVISING FORENSIC INVESTIGATOR</b>										
AW	NON	hourly	47,84	50,23	52,74	55,38	58,15	61,06	64,11	
		bi-weekly	3,827	4,019	4,219	4,430	4,652	4,885	5,129	
		monthly	8,232	8,707	9,142	9,599	10,079	10,583	11,112	
		annual	99,506	104,481	109,705	115,191	120,950	126,998	133,348	
<b>TRAFFIC ENGINEER</b>										
AP	NON	hourly	36,02	37,82	39,71	41,69	43,78	45,97	48,27	
		bi-weekly	2,881	3,025	3,177	3,336	3,502	3,677	3,861	
		monthly	6,243	6,555	6,883	7,227	7,588	7,968	8,366	
		annual	74,917	78,663	82,596	86,725	91,062	95,615	100,396	
<b>TRANSIT PLANNER</b>										

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
TRANSIT SYSTEM MANAGER	AX	NON	hourly bi-weekly monthly annual	49.27 3,942 8,541 102,491	51.74 4,139 8,968 107,615	54.33 4,346 9,416 112,996	57.04 4,563 9,887 118,646	59.89 4,791 10,382 124,578	62.89 5,031 10,901 130,807
VETERINARIAN	AT	NON	hourly bi-weekly monthly annual	43.78 3,502 7,589 91,063	45.97 3,678 7,968 95,616	48.27 3,861 8,366 100,397	50.68 4,054 8,785 105,417	53.22 4,257 9,224 110,688	55.88 4,470 9,685 116,222
VETERINARY ASSISTANT	AF	NON	hourly bi-weekly monthly annual	19.20 1,536 3,328 39,937	20.16 1,613 3,494 41,934	21.17 1,693 3,669 44,031	22.23 1,778 3,853 46,232	23.34 1,867 4,045 48,544	24.51 1,960 4,248 50,971

## Exhibit B

### FY 2018-19 Proposed Changes to Performance Measures

Division	Measure	Proposed Change	Quarter Target	Annual Target
Public Works - Maintenance	Average number of days to resolve reported pothole problems.	These measures are being changed from internal to "City Wide" as they are among Public Works Maintenance's most visible and crucial services provided and their reporting status is being made more visible through the change in the measure's reporting tier.	2	2
	Average number of days to resolve reported street light problems.		2	2
	Average number of days to resolve reported sidewalk problems.		2	2
Recycling and Waste	Number of EMG Group Residents Using Collection Centers Other Than Solid Waste Collection Center (SWCC)	Change measure from City Wide to Departmental. Data collection and analysis have shown that residents will utilize other centers on days the SWCC is closed regardless of which day the facility is closed. While the data is worthwhile to track it is not truly documenting a performance metric.	400	400
	% Of kWh Produced Sold to SMUD (Net Metering)	Delete Measures. There has not been a high variable in this measure from year over year; results have been static. Measure is more dependent on seasonal weather than any type of performance.	30%	30%
	% Of Electricity Consumed At SWCC That Comes From Solar Panels		40%	40%

**CERTIFICATION**  
**ELK GROVE CITY COUNCIL RESOLUTION NO. 2018-122**

**STATE OF CALIFORNIA )  
COUNTY OF SACRAMENTO ) ss  
CITY OF ELK GROVE )**

**I, Jason Lindgren, City Clerk of the City of Elk Grove, California, do hereby certify  
that the foregoing resolution was duly introduced, approved, and adopted by the  
City Council of the City of Elk Grove at a regular meeting of said Council held on  
June 13, 2018 by the following vote:**

**AYES: COUNCILMEMBERS: Ly, Suen, Hume, Nguyen**

**NOES: COUNCILMEMBERS: None**

**ABSTAIN: COUNCILMEMBERS: None**

**ABSENT: COUNCILMEMBERS: Detrick**

  
**Jason Lindgren, City Clerk  
City of Elk Grove, California**