

## RESOLUTION 2018-XX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, ADOPTING AND DELETING CERTAIN CLASS SPECIFICATIONS FROM THE PERSONNEL MANAGEMENT SYSTEM AND AMENDING APPENDIX A OF RESOLUTION 2016-23 (FULLERTON MANAGEMENT ASSOCIATION) AND THE APPENDIX OF RESOLUTION 2016-66 (DESIGNATED CITY OF FULLERTON EMPLOYEES REQUIRED TO FILE A CONFLICT OF INTEREST DISCLOSURE STATEMENT)

THE CITY COUNCIL OF THE CITY FULLERTON HEREBY RESOLVES AS A FOLLOWS:

Section 1: The following new class is hereby established and placed in the appropriate appendix (attached hereto) of the Memorandum of Agreement between the City of Fullerton and the Fullerton Management Association, Resolution No. 2016-23 and added to the classification plan:

<u>Title</u>	<u>Range</u>	<u>Bottom</u>	<u>Top</u>	<u>Effective Date</u>
Forensic Supervisor	585	5,974	7,261	July 2018

Section 2: The following new classification specifications (attached hereto) is hereby adopted:

<u>Title</u>	<u>Effective Date</u>
Forensic Supervisor	July 2018

Section 3: The following class specifications are hereby deleted from the classification plan:

<u>Title</u>	<u>Date Established</u>
Police Technical Services Manager	January 2002
Police Communications Manager	January 2002

Section 4: The following revised class specifications (attached hereto) are hereby adopted:

<u>Title</u>	<u>Effective Date</u>
Police Technical Services Manager	July 2018
Police Communications Supervisor	July 2018

Section 5: Appendix – Designated Positions of Resolution 2016-66 (Designated City of Fullerton Employees Required to File Conflict of Interest Disclosure Statement) is hereby amended by adding thereto the following classifications:

Title

Police Communications Supervisor

Section 6: This resolution shall be effective July 17, 2018.

ADOPTED BY THE FULLERTON CITY COUNCIL ON July 17, 2018

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Douglas B. Chaffee  
Mayor

ATTEST:

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Lucinda Williams, City Clerk

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Date

## **FORENSIC SUPERVISOR**

### **Definition:**

Under general supervision, plans, organizes, supervises, and reviews the work of civilian personnel assigned to the Forensic Services Detail, including field and office staff; supervises, plans, and coordinates a comprehensive forensic services program, including processing complex and major crime scenes, analyzing physical evidence, recording or visualizing physical and trace evidence; and performs related work as required.

### **Essential Duties and Responsibilities:**

The responsibilities and essential duties performed on a frequent and recurring basis by an incumbent include the following:

Manages the activities of the crime scene investigation unit.

Plans, organizes, supervises and reviews the work of subordinates; sets work schedules; trains and evaluates assigned staff; participates in the selection of assigned staff.

Assigns work based upon priorities of cases and available personnel; evaluates the evidence requirements of cases; monitors work progress and reviews results for accuracy and completeness of assignment.

Remains current on industry standards and new or innovative evidence gathering and crime scene investigation techniques and tools; ensures staff is also kept current through training and other notification processes.

Identifies specific training needs of staff; designs, develops and coordinates training programs related to crime scene investigation and evidence preparation.

Assumes control of crime scenes as the field supervisor; participates in complex and or sensitive investigations and evidence gathering; assists subordinates in specialized or difficult work.

Prepares a variety of narrative and statistical reports related to evidence gathering and crime scene investigations. Prepares and gives expert court testimony.

Evaluates changes in technology and/or the law; recommends and implements new/revised practices, policies and procedures accordingly.

Assists in budget preparation by providing input regarding staffing, training and equipment requirements.

Acts as a liaison with the courts to ensure the efficient and accurate processing of

information.

Maintains liaison with other agencies, committees, etc. and advises superiors regarding new procedures, innovations, and problems that may arise; attends meetings related to area of assignment.

Operates a personal computer and uses applicable software to produce a variety of reports and correspondence.

Drives a vehicle on City business

### **Other Duties and Responsibilities**

Performs related duties and responsibilities as required.

### **Class Characteristics**

Forensic Supervisor is a single incumbent supervisory position with responsibility for the safe, efficient and effective operation and administration of the Crime Scene Investigation Unit.

### **Contacts and Relationships:**

The Forensic Supervisor establishes and maintains contact with staff in the Crime Scene Investigation unit and other Police Department staff. Additionally, contact will occur with a variety of individuals to include suspects in custody, victims, witnesses, court personnel, other City employees and the public.

### **Qualification Guidelines:**

The knowledge and abilities which are required to perform the duties and responsibilities of the class are as follows:

#### **Knowledge of:**

Principles and techniques of supervision related to the direction, evaluation and training of subordinates.

Criminal law including rules of evidence.

Goals, methods and techniques of modern crime scene investigation and the development of information from physical evidence.

Crime scene techniques and analytical procedures including photography, sketching, latent print development Deoxyribonucleic Acid (DNA) evidence recognition, collection and preservation.

Evidence analysis and interpretation; and type and content of testimony which constitutes

being an expert witness.

English usage, spelling, grammar and punctuation.

Negotiating and conflict resolution techniques.

Public relations and customer service techniques.

Budgeting methods and procedures.

Computer applications related to area assigned.

**AND**

**Ability to:**

Analyze, interpret, apply and enforce applicable federal, state, and local policies, procedures, laws, regulations and department policies.

Effectively and efficiently schedule, supervise and train personnel engaged in the field investigation of crime scenes or the laboratory processing of physical evidence; coordinate work efforts with other police units.

Assess requests for service and make appropriate personnel and equipment assignments.

Coordinate field activities of employees; monitor field and laboratory assignments and provide assistance when necessary.

Perform evidence gathering and crime scene investigations of complex and/or sensitive cases.

Prepare and give expert court testimony regarding cases; remain current on new technology and laws affecting the forensic services detail.

Develop, schedule and participate in training programs.

Perform research and analysis, make recommendations and prepare detailed, comprehensive reports.

Establish liaison with the court system.

Adhere to deadlines and handle multiple projects

Exercise tact, courtesy, and diplomacy in understanding problems, explaining regulations, and recommending solutions.

Understand and carry out oral and written instructions and use independent judgement

and initiative; makes sound decisions in accordance with established procedures and policies.

Communicate effectively orally and in writing.

Meet the public with courtesy and tact.

Establish and maintain effective public relations and relations with those contacted in the course of work.

Operate a personal computer and use applicable software.

**A typical way to obtain the knowledge and qualifications is as follows:**

**Education:**

College coursework in police science or a related field from an accredited college with some coursework in photography and forensic science. An Associates or Bachelor's degree is highly desirable.

**AND**

**Experience:**

Four years of experience as a forensic specialist, crime scene investigator or identification technician with a police agency performing complex duties related to evidence gathering and crime scene investigation.

**Special Requirements**

Valid and appropriate California Driver's License and acceptable driving record at time of appointment and throughout employment in this position. Employees in this classification will be enrolled in the Department of Motor Vehicles Government Employer Pull Notice Program.

Must be able to successfully pass a Police Department pre-employment screening process

Must be able to work a flexible schedule, to include overtime, emergency call back, shift work, nights, holidays and weekends to accommodate City needs.

Per California Government Code §§3100 – 3109, all public employees are declared to be disaster service workers and must take and subscribe to the oath or affirmation as required.

**Physical Tasks and Working Conditions Include the Following:**

Work is performed in a laboratory environment, in an office and at crime scenes requiring both indoor and outdoor work. When work is performed outdoors, there is exposure to the elements. The incumbent performs evidence identification which may include exposure to chemicals, contact

with blood and other bodily fluids/products. The incumbent drives a vehicle on City business, uses a computer and may sit or stand for long periods of time. The incumbent grasps, sits, stoops, crouches, crawls, stands, walks, bends, kneels, pulls, pushes, climbs stairs, ladders and inclines, twists and may lift and carry items weighing up to 50 pounds. The incumbent may participate in aerial photography assignments which requires being a passenger in a helicopter or light, fixed wing aircraft. The Forensic Supervisor must be able to meet the physical requirements of the class and have mobility, vision, hearing and dexterity levels appropriate to the duties to be performed. The position may involve assignments at night, on the weekends, and holidays.

**Fair Labor Standards Act Designation:** Exempt.

Established July 2018

## **POLICE TECHNICAL SERVICES MANAGER**

### **Definition:**

Under general direction, manages, plans, oversees, and participates in the activities and operations of the Police Department's Technical Services Bureau to include maintenance of criminal and Police Department records and statistical crime analysis; acts as the Police Department's technology liaison with the State and the City's Information Technology division; coordinates assigned activities with other divisions, bureaus and outside agencies; provides complex and responsible support to assigned Police Captain or Police Chief and performs related work as required.

### **Essential Duties and Responsibilities:**

The responsibilities and essential duties performed on a frequent and recurring basis by an incumbent include the following:

Coordinates, assigns, schedules, supervises, evaluates and assists in the selection of staff involved in the processing of information documenting police activities and reporting to various governmental agencies.

Determines training needs and coordinates or conducts appropriate training.

Coordinates with Information Technology staff to effect changes to the records management system and determines computer applications for all functions supervised.

Troubleshoots the records management system and performs auditing for all computer functions for productivity and quality control purposes.

Serves as the Police Department's Custodian of Records, responds to Subpoenas Duces Tecum for records and photographs and testifies in court regarding related matters.

Reviews and approves all external requests for duplicate photographs and copies of any report.

Directs and participates in searches for requested and subpoenaed material and directs the purging of criminal information to meet legal requirements.

Ensures adherence to the guidelines and legal requirements of the California Law Enforcement Telecommunications System (CLETS) as it pertains to the dissemination of law enforcement records and Serve as Agency Terminal Coordinator for the Department of Justice CLETS system.



Attends meetings and conferences and makes presentations.

Maintains compliance and cooperation with state and federal audits of police related record keeping policies and procedures as well as pertinent information technology systems.

Maintains liaison with court personnel, other law enforcement agencies and outside vendors as appropriate.

Directs records classification and coding activities and researches and recommends policies and procedures.

Reviews existing procedures and makes recommendations to improve operational schedules, efficiency and effectiveness.

Analyzes and recommends budget modifications, monitors expenditures and recommends the purchase of equipment and supplies.

Responds to public inquiries and citizen complaints regarding records procedures and personnel and explains and interprets policies, procedures and regulations as appropriate.

Develops, implements and monitors goals, objectives and policies.

Compiles, analyzes and interprets complex data and make recommendations.

Operates a personal computer and uses applicable software to prepare memos, letters and reports.

**Other Duties and Responsibilities:**

Performs other projects/tasks as assigned.

Drives a vehicle on City business.

Lifts and moves boxes of office records weighing up to 30 pounds.

**Class Characteristics:**

The Police Technical Services Manager is a single incumbent, non-sworn management position in the Police Department with specific responsibility for the operation of the Technical Services Bureau which includes the records function.

**Contacts and Relationships:**

The incumbent is responsible for the supervision of all staff within the Technical Services Bureau. Contacts are established and maintained with Police Department employees, other City employees, other law enforcement personnel and members of the public.

**Qualification Guidelines:**

The knowledge and abilities which are required to perform the duties and responsibilities of this class are as follows:

**Knowledge of:**

Principles and practices of law enforcement records management.

Police records equipment and department information technology systems.

Record keeping procedures.

Effective supervisory and management techniques to include budget preparation and management.

Local, state and federal laws and regulations applicable to the area assigned.

General law enforcement practices and municipal government operation.

Negotiating, conflict resolution, counseling and interviewing techniques.

Customer service techniques.

Techniques and methods of research, analysis and report writing.

English usage, spelling, grammar and punctuation.

Computer applications as they relate to area assigned.

**Ability to:**

Plan and manage the work of the Technical Services Bureau.

Interpret and apply laws, regulations, policies and procedures related to area assigned.

Initiate and carry out required procedural assignments, perform difficult research and analysis and use independent judgement and initiative.

Learn and train other personnel in new police record keeping techniques and applications.

Keep current regarding new regulations affecting police record keeping activities.

Train, supervise and evaluate the work of assigned employees.

Compose correspondence and prepare clear and comprehensive reports.

Organize and conduct meetings

Maintain the confidentiality of sensitive data  
Handle multiple deadlines and multiple projects  
Develop, implement and manage a budget.

Establish and maintain effective relationships with those contacted in the course of work.

Interact effectively with others in the workplace

Handle job stress and maintain composure.

Comprehend and follow oral and written instructions.

Communicate effectively orally and in writing.

Operate a computer and use applicable software.

**A typical way to obtain the knowledge and abilities is as follows:**

**Education:**

Bachelors Degree from an accredited college or university in a related field.

**AND**

**Experience:**

Four years of progressively responsible police records experience to include two years in a lead or supervisory capacity or a specialty assignment performing the records function.

**Physical Tasks and Working Conditions Include the Following:**

Work is performed in an office environment and requires sitting for periods of time using a computer keyboard and screen. The incumbent sits, stands and walks and may twist, bend and reach. The incumbent may drive a vehicle on City business and may also push, pull, drag, grasp and lift boxes of office records weighing up to 30 pounds. An incumbent must be able to meet the physical requirements of the class and have mobility, vision, hearing and dexterity levels appropriate to the duties to be performed.

**Special Requirements:**

Valid and appropriate California Drivers License and acceptable driving record at time of appointment and throughout employment in this position.

Must be able to work flexible hours to accommodate department needs.

Certification as a trainer for the California Law Enforcement Telecommunications System (CLETS) within 12 months of appointment to this classification.

The City of Fullerton's Conflict of Interest Code requires that the Police Technical Services Manager file financial disclosure statements in accordance with state and local laws.

Per California Government Code §§3100 – 3109, all public employees are declared to be disaster service workers and must take and subscribe to the oath or affirmation as required.

Must be able to successfully pass a Police Department pre-employment screening process.

**Fair Labor Standards Act Designation:** Exempt.

Revised July 2018

Revised January 2002

Established June 1995

## **POLICE COMMUNICATIONS SUPERVISOR**

### **Definition:**

Under general supervision, plans, organizes, supervises, and reviews the work of emergency and non-emergency services personnel assigned to the Police Department's Communications Center; participates in police safety dispatching functions; coordinates assigned activities with other divisions, bureaus and outside agencies and performs related work as required.

### **Essential Duties and Responsibilities:**

The responsibilities and essential duties performed on a frequent and recurring basis by an incumbent include the following:

Assigns, schedules, supervises, evaluates and assists in the selection of communications staff involved in dispatching and receiving emergency and routine calls for service.

Determines training needs and coordinates or conducts appropriate training.

Investigates complaints related to the delivery of services and recommends appropriate action to resolve same.

Acts as a liaison between the Communications Center and other bureaus/divisions of the Police Department and between the Police Department and the telephone company for 911, telephone maintenance and upgrades as needed.

Monitors the update of address files through the Orange County 911 Coordinator.

Monitors the budget for the Communication Center; provides assistance with the budget preparation and may approve expenditures as appropriate.

Operates computer aided dispatch system communication equipment; assists in emergency dispatch of public safety personnel as needed.

Handles more complex public calls for emergency service; may assume direct supervision during major police or other emergencies.

Operates a personal computer and uses applicable software to prepare memos, letters and reports.

Reviews and updates maps, diagrams and other reference materials on a continuing basis.

Participates in the development of the Communications Center priorities, and goals and objectives.

Reviews policies and procedures and makes recommendations to improve operational schedules, efficiency and effectiveness; implements policies and procedures for Communications Center operations.

Recommends the appropriate course of action in any situation not covered by department policy or procedures and notifies the on-duty Watch Commander and Division commander as appropriate.

Testifies in court as needed.

Briefs staff regarding pending emergency activity and informs superiors of unusual or major incidents.

Maintains comprehensive logs, files and reports as required by Police Department policies and procedures and state law.

Stays current on and recommends the implementation of new technology.

Maintains the Communications Center inventory to include portable radios, pagers, non-emergency telephones, forms and supplies.

#### **Other Duties and Responsibilities:**

Performs other projects/tasks as assigned.

Drives a vehicle on City business.

#### **Class Characteristics:**

The Police Communications Supervisor is a single incumbent, non-sworn supervisory position in the Police Department with specific responsibility for the safe, efficient and effective operation and administration of the Police Department Communications Center.

#### **Contacts and Relationships:**

The Police Communication Supervisor establishes and maintains contact with the staff in the Communication Center and other Police Department employees. Additional contact will occur with a variety of personnel from other public agencies and members of the public to include witnesses, victims and suspects under conditions which can be stressful.

#### **Qualification Guidelines:**

The knowledge and abilities which are required to perform the duties and responsibilities of this class are as follows:

**Knowledge of:**

Principles, practices and procedures of emergency and routine public safety communications.

Federal Communications Commission rules and regulations governing the operations of radio receivers and transmitters.

Local, state and federal laws and regulations applicable to areas assigned.

Effective supervisory techniques.

General law enforcement practices.

Municipal government operations.

English usage, spelling, grammar and punctuation.

Record keeping procedures and report and memo writing.

Computer applications as they relate to communication networks, automated and emergency dispatch systems and police communications equipment.

Customer service techniques.

Budgeting methods and procedures.

Negotiating and conflict resolution techniques.

Public relations and customer service techniques.

**Ability to:**

Analyze, interpret, apply and enforce applicable federal, state and local policies, procedures, laws, regulations, codes and departmental policies.

Train, supervise and evaluate the work of assigned employees.

Plan, organize, assign and monitor the status of dispatch activities.

Develop, implement and manage a budget.

Perform research and analysis, make recommendations, and produce accurate reports.

Adhere to deadlines and handle multiple projects.

Establish and maintain effective relationships with those contacted in the course of work.

Use good judgment and make sound decisions when responding to emergency situations.

Prepare memos and reports and maintain records, charts, maps and files and other related documents.

Comprehend and follow oral and written instructions and use independent judgement and initiative.

Communicate effectively orally and in writing.

Operate a computer and use applicable software.

**A typical way to obtain the knowledge and abilities is as follows:**

**Education:**

Bachelors Degree from an accredited university or college to include or supplemented by course work in business administration, public administration, criminal justice or a related area.

**AND**

**Experience:**

Four years of progressively responsible experience in a police or communications related position to include two years in a lead or supervisory capacity.

**Physical Tasks and Working Conditions Include the Following:**

Work is performed in a dispatch/communications center environment and requires sitting for periods of time using a computer keyboard and screen. The incumbent sits, stands and walks and may bend and reach and is exposed to digital radio sounds on a regular basis and occasional radio feed back. The incumbent may drive a vehicle on City business and must be able to meet the physical requirements of the class and have mobility, vision, hearing and dexterity levels appropriate to the duties to be performed.

**Special Requirements:**

Valid and appropriate California Drivers License and acceptable driving record at time of appointment and throughout employment in this position.

Must be able to work flexible hours to accommodate department needs.

Must be able to successfully pass a Police Department pre-employment screening process.

Possession of or ability to obtain a Dispatch Academy Public Safety Dispatcher Certificate issued by Police Officer Standards and Training (POST) within six months of employment in this position.



The City of Fullerton's Conflict of Interest Code requires that the Police Communications Supervisor file financial disclosure statements in accordance with state and local laws.

Per California Government Code §§3100 – 3109, all public employees are declared to be disaster service workers and must take and subscribe to the oath or affirmation as required.

**Fair Labor Standards Act Designation:** Exempt.

Revised July 2018

Revised January 2002

Revised October 1999

FULLERTON MANAGEMENT ASSOCIATION  
SCHEDULE OF BASE SALARY RATES AND  
ALLOCATION OF CLASSES TO SALARY RANGES

Effective July 17, 2018

RANGE NO.	CLASS TITLE	<u>STEPS</u>					
		1	2	3	4	5	6
500	Inactive						
515	Inactive						
525	Inactive						
530	Parks and Recreation Supervisor I						
	Approx. Annual	56,151	58,959	61,907	65,002	68,252	N/A
	Approx. Monthly	4,679	4,913	5,159	5,417	5,688	
	Approx. Bi-Weekly	2,160	2,268	2,381	2,500	2,625	
	Hourly	26.996	28.345	29.763	31.251	32.813	
532	Building Permit Supervisor						
	Approx. Annual	57,526	60,402	63,422	66,594	69,923	N/A
	Approx. Monthly	4,794	5,034	5,285	5,549	5,827	
	Approx. Bi-Weekly	2,213	2,323	2,439	2,561	2,689	
	Hourly	27.657	29.040	30.492	32.016	33.617	
534	Library Circulation Manager						
	Approx. Annual	58,798	61,738	64,824	68,066	71,469	N/A
	Approx. Monthly	4,900	5,145	5,402	5,672	5,956	
	Approx. Bi-Weekly	2,261	2,375	2,493	2,618	2,749	
	Hourly	28.268	29.682	31.166	32.724	34.360	
535	Approx. Annual	60,049	63,051	66,204	69,514	72,990	N/A
	Approx. Monthly	5,004	5,254	5,517	5,793	6,082	
	Approx. Bi-Weekly	2,310	2,425	2,546	2,674	2,807	
	Hourly	28.870	30.313	31.829	33.420	35.091	

RANGE NO.	CLASS TITLE	STEPS					
		1	2	3	4	5	6
540	Jail Supervisor						
	Approx. Annual	62,452	65,575	68,853	72,296	75,911	N/A
	Approx. Monthly	5,204	5,465	5,738	6,025	6,326	
	Approx. Bi-Weekly	2,402	2,522	2,648	2,781	2,920	
	Hourly	30.025	31.526	33.103	34.758	36.496	
545	Utility Services Supervisor						
	Approx. Annual	65,236	68,498	71,923	75,519	79,295	N/A
	Approx. Monthly	5,436	5,708	5,994	6,293	6,608	
	Approx. Bi-Weekly	2,509	2,635	2,766	2,905	3,050	
	Hourly	31.364	32.932	34.578	36.307	38.123	
550	Building and Facilities Supervisor Equipment Supervisor			Landscape Supervisor Street Supervisor			
	Approx. Annual	66,487	69,812	73,302	76,968	80,816	N/A
	Approx. Monthly	5,541	5,818	6,109	6,414	6,735	
	Approx. Bi-Weekly	2,557	2,685	2,819	2,960	3,108	
	Hourly	31.965	33.563	35.242	37.004	38.854	
580	Approx. Annual	68,168	71,576	75,155	78,913	82,858	N/A
	Approx. Monthly	5,681	5,965	6,263	6,576	6,905	
	Approx. Bi-Weekly	2,622	2,753	2,891	3,035	3,187	
	Hourly	32.773	34.412	36.132	37.939	39.836	
583	Senior Librarian						
	Annual	69,926	73,422	77,093	80,948	84,995	N/A
	Approx. Monthly	5,827	6,119	6,424	6,746	7,083	
	Approx. Bi-Weekly	2,689	2,824	2,965	3,113	3,269	
	Hourly	33.618	35.299	37.064	38.917	40.863	
585	Code Enforcement Supervisor Forensic Supervisor Parks and Recreation Supervisor II Police Communications Supervisor			Sewer Supervisor  Water Distribution Supervisor Water Production Supervisor			
	Approx. Annual	71,687	75,271	79,034	82,986	87,136	N/A
	Approx. Monthly	5,974	6,273	6,586	6,916	7,261	
	Approx. Bi-Weekly	2,757	2,895	3,040	3,192	3,351	
	Hourly	34.465	36.188	37.997	39.897	41.892	

RANGE NO.	CLASS TITLE	STEPS					
		1	2	3	4	5	6
620	Project Manager I						
	Approx. Annual	76,307	80,123	84,129	88,335	92,752	N/A
	Approx. Monthly	6,359	6,677	7,011	7,361	7,729	
	Approx. Bi-Weekly	2,935	3,082	3,236	3,398	3,567	
	Hourly	36.686	38.521	40.447	42.469	44.592	
621	Library Division Manager - Adult Services Library Division Manager - Children's Services			Library Division Manager - Technical Services Parks Project Manager			
	Annual	76,844	80,687	84,721	88,957	93,405	N/A
	Approx. Monthly	6,404	6,724	7,060	7,413	7,784	
	Approx. Bi-Weekly	2,956	3,103	3,259	3,421	3,592	
	Hourly	36.944	38.792	40.731	42.768	44.906	
630	Approx. Annual	79,154	83,111	87,267	91,630	96,212	N/A
	Approx. Monthly	6,596	6,926	7,272	7,636	8,018	
	Approx. Bi-Weekly	3,044	3,197	3,356	3,524	3,700	
	Hourly	38.055	39.957	41.955	44.053	46.256	
632	Accounting Supervisor			Senior Planner			
	Approx. Annual	81,713	85,799	90,089	94,593	99,323	N/A
	Approx. Monthly	6,809	7,150	7,507	7,883	8,277	
	Approx. Bi-Weekly	3,143	3,300	3,465	3,638	3,820	
	Hourly	39.285	41.249	43.312	45.477	47.751	
635	Building and Facilities Superintendent Equipment Superintendent Housing and Neighborhood Services Manager Landscape Superintendent Maintenance Services Manager			Police Technical Services Manager Project Manager II Purchasing Manager Sewer Superintendent Street Superintendent			
	Approx. Annual	83,937	88,134	92,541	97,168	102,026	N/A
	Approx. Monthly	6,995	7,345	7,712	8,097	8,502	
	Approx. Bi-Weekly	3,228	3,390	3,559	3,737	3,924	
	Hourly	40.355	42.372	44.491	46.715	49.051	
640	Parks and Recreation Manager						
	Approx. Annual	88,136	92,543	97,170	102,028	107,130	N/A
	Approx. Monthly	7,345	7,712	8,097	8,502	8,927	
	Approx. Bi-Weekly	3,390	3,559	3,737	3,924	4,120	
	Hourly	42.373	44.492	46.716	49.052	51.505	

RANGE NO.	CLASS TITLE	STEPS					
		1	2	3	4	5	6
645	Information Systems Project/Programmer Manager Plan Check Engineer						
	Approx. Annual	92,036	96,637	101,469	106,543	111,870	N/A
	Approx. Monthly	7,670	8,053	8,456	8,879	9,322	
	Approx. Bi-Weekly	3,540	3,717	3,903	4,098	4,303	
	Hourly	44.248	46.460	48.783	51.222	53.784	
650	Approx. Annual	93,739	98,426	103,347	108,514	113,940	N/A
	Approx. Monthly	7,812	8,202	8,612	9,043	9,495	
	Approx. Bi-Weekly	3,605	3,786	3,975	4,174	4,382	
	Hourly	45.067	47.320	49.686	52.170	54.779	
652	Approx. Annual	96,509	101,335	106,402	111,722	117,308	N/A
	Approx. Monthly	8,042	8,445	8,867	9,310	9,776	
	Approx. Bi-Weekly	3,712	3,897	4,092	4,297	4,512	
	Hourly	46.399	48.719	51.155	53.712	56.398	
655	Airport Manager						
	Approx. Annual	99,239	104,201	109,411	114,881	120,625	N/A
	Approx. Monthly	8,270	8,683	9,118	9,573	10,052	
	Approx. Bi-Weekly	3,817	4,008	4,208	4,419	4,639	
	Hourly	47.711	50.096	52.601	55.231	57.993	
656	Building Official/Plan Check Engineer Water Superintendent			Senior Civil Engineer			
	Approx. Annual	100,983	106,032	111,334	116,901	122,746	N/A
	Approx. Monthly	8,415	8,836	9,278	9,742	10,229	
	Approx. Bi-Weekly	3,884	4,078	4,282	4,496	4,721	
	Hourly	48.550	50.977	53.526	56.202	59.012	
660	Approx. Annual	103,520	108,696	114,131	119,837	125,829	N/A
	Approx. Monthly	8,627	9,058	9,511	9,986	10,486	
	Approx. Bi-Weekly	3,982	4,181	4,390	4,609	4,840	
	Hourly	49.769	52.258	54.870	57.614	60.495	

RANGE NO.	CLASS TITLE	STEPS					
		1	2	3	4	5	6
662	Approx. Annual	105,342	110,609	116,140	121,947	128,044	N/A
	Approx. Monthly	8,779	9,217	9,678	10,162	10,670	
	Approx. Bi-Weekly	4,052	4,254	4,467	4,690	4,925	
	Hourly	50.645	53.178	55.837	58.628	61.560	
665	Approx. Annual	106,674	112,007	117,608	123,488	129,663	N/A
	Approx. Monthly	8,889	9,334	9,801	10,291	10,805	
	Approx. Bi-Weekly	4,103	4,308	4,523	4,750	4,987	
	Hourly	51.285	53.850	56.542	59.369	62.338	
667	Annual	108,207	113,617	119,298	125,263	131,526	N/A
	Approx. Monthly	9,017	9,468	9,942	10,439	10,961	
	Approx. Bi-Weekly	4,162	4,370	4,588	4,818	5,059	
	Hourly	52.023	54.624	57.355	60.223	63.234	
670	Principal Civil Engineer						
	Approx. Annual	109,734	115,220	120,981	127,030	133,382	N/A
	Approx. Monthly	9,144	9,602	10,082	10,586	11,115	
	Approx. Bi-Weekly	4,221	4,432	4,653	4,886	5,130	
	Hourly	52.756	55.394	58.164	61.072	64.126	
673	Approx. Annual	112,977	118,626	124,557	130,785	137,324	N/A
	Approx. Monthly	9,415	9,885	10,380	10,899	11,444	
	Approx. Bi-Weekly	4,345	4,563	4,791	5,030	5,282	
	Hourly	54.316	57.032	59.883	62.877	66.021	
674	Building and Safety Manager						
	Annual	115,812	121,602	127,683	134,067	140,770	N/A
	Approx. Monthly	9,651	10,134	10,640	11,172	11,731	
	Approx. Bi-Weekly	4,454	4,677	4,911	5,156	5,414	
	Hourly	55.679	58.463	61.386	64.455	67.678	
675	Water System Manager/Assistant City Engineer						
	Annual	118,633	124,565	130,793	137,332	144,199	N/A
	Approx. Monthly	9,886	10,380	10,899	11,444	12,017	
	Approx. Bi-Weekly	4,563	4,791	5,030	5,282	5,546	
	Hourly	57.035	59.887	62.881	66.025	69.326	