

RESOLUTION NO. 2023-48

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BELL, CALIFORNIA, IDENTIFYING EMPLOYEE CLASSIFICATIONS, COMPENSATION LEVELS, AND PAY RANGES, AND RESCINDING AND REPLACING RESOLUTION NO. 2022-76

WHEREAS, Article XI, Section 5(b) of the California Constitution grants plenary authority as a Charter City to the City of Bell ("City") for setting the amount, method, and manner of compensation of its employees; and

WHEREAS, Sections 2.08.060, 2.12.020, 2.12.040, and 2.84.030(C) of the Bell Municipal Code authorize the City Council of the City of Bell to set and approve, from time to time, the compensation levels and pay ranges of its employees; and

WHEREAS, the California Public Employees Retirement System ("CalPERS"), through California Code of Regulations, Title 2, Section 570.5, requires, among other things, that all CalPERS member employers, including the City, list their compensation levels and pay ranges for every employee classification and/or position on a publicly available pay schedule or document approved and adopted by the governing body; and

WHEREAS, on November 9, 2022, the City Council adopted Resolution No. 2022-76 regarding compensation levels and pay ranges of employee classifications of the City; and

WHEREAS, on January 25, 2023, the City Council accepted, approved, and adopted the tentative agreement for a successor Memorandum of Understanding and the associated pay range changes for classifications represented by the Bell City Employees Association; and

WHEREAS, on January 25, 2023, the City Council approved the 2023 amended and restated employment agreement for the Chief of Police for a two-year term, establishing the first-year base salary effective after the first full pay period after January 25, 2023, and the second-year base salary effective after the first full pay period of January 25, 2024; and

WHEREAS, on April 26, 2023, the City Council directed and approved updating the pay range for the classification of City Clerk, effective the first full pay period after City Council approval; and

WHEREAS, on May 10, 2023, the City Council approved a new salary range for the position of Finance Director, effective the pay period after City Council approval and directed staff to prepare an update to the City's employee pay schedule resolution and incorporate the new salary range; and

WHEREAS, on June 14, 2023, the City Council expressed its desire to provide a five percent (5%) cost-of-living-adjustment pay range increase for the unrepresented classifications of Executive Management, Administrative Management, and Full-time Classifications; and

WHEREAS, in accordance with the Employment Agreement for the position of City Manager, entered the 23rd day of March 2022, the City agreed to provide a cost-of-living adjustment to the base salary of the City Manager equal to, and at the same time, as other Department Heads of the City; and

WHEREAS, on July 1, 2023, the Bell Police Officers Association represented classifications received a four percent (4%) pay increase as approved by the City Council on November 10, 2021, as part of the approved and adopted successor Memorandum of Understanding between the City of Bell and the Bell Police Officers Association for the period of July 1, 2021 through June 30, 2024; and

WHEREAS, the City Council acknowledges and desires to approve and adopt the compensation levels and pay ranges of the positions set forth in Exhibits "A" through "L" attached hereto; and

WHEREAS, the stated compensation levels and pay ranges are consistent with the City's current memoranda of understanding with its employee organizations as of the date this resolution is adopted; and

WHEREAS, the City Council now desires to rescind Resolution No. 2022-76 and replace it with this Resolution.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF BELL DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. The annual minimum and maximum compensation levels of those classifications designated as Elected Officials, Executive Management, and Administrative Management effective September 28, 2022, are as set forth in Exhibit "A" hereto.

SECTION 2. The annual minimum and maximum compensation levels of those classifications designated as Elected Officials, Executive Management, and Administrative Management effective January 29, 2023, are set forth in Exhibit "B" hereto, with updated classifications highlighted in yellow.

SECTION 3. The annual minimum and maximum compensation levels of those classifications designated as Elected Officials, Executive Management, and Administrative Management effective May 22, 2023, are set forth in Exhibit "C" hereto, with updated classifications are highlighted in yellow.

SECTION 4. The annual minimum and maximum compensation levels of those classifications designated as Elected Officials, Executive Management, and Administrative Management effective July 31, 2023, are set forth in Exhibit "D" hereto, with updated classifications are highlighted in yellow.

SECTION 5. The annual minimum and maximum compensation levels of those classifications designated as Elected Officials, Executive Management, and Administrative Management effective January 29, 2024, are set forth in Exhibit "E" hereto, with updated classifications highlighted in yellow.

SECTION 6. The monthly and hourly compensation levels of full-time classifications represented by the Bell City Employees Association effective as of September 28, 2022, are set forth in Exhibit "F" hereto.

SECTION 7. The monthly and hourly compensation levels of the full-time classifications represented by the Bell City Employees Association effective as of January 2, 2023, are set forth

in Exhibit "G" hereto, with updated classifications highlighted in yellow.

SECTION 8. The monthly and hourly compensation levels of the full-time classifications represented by the Bell City Employees Association members effective May 8, 2023, are set forth in Exhibit "H" hereto, with updated classifications highlighted in yellow.

SECTION 9. The monthly and hourly compensation levels of the classifications represented by the Bell Police Officers Association effective as of July 1, 2023, are set forth as Exhibit "I" hereto, with updated classifications highlighted in yellow.

SECTION 10. The monthly and hourly compensation levels of the full-time classifications represented by the Bell City Employees Association effective as of July 3, 2023, are set forth in Exhibit "J" hereto, with updated classifications highlighted in yellow.

SECTION 11. The monthly and hourly compensation levels of the unrepresented full-time classifications effective as of July 31, 2023, are set forth in Exhibit "K" hereto, with updated classifications highlighted in yellow.

SECTION 12. The hourly compensation levels of the City's part-time classifications effective as of January 1, 2023, are set forth as Exhibit "L" hereto.

SECTION 13. Resolution No. 2022-76 is hereby rescinded and replaced by this Resolution as of the effective date of this Resolution.

SECTION 14. The City Clerk shall certify as to the adoption of this Resolution.

PASSED, APPROVED AND ADOPTED this 26th day of July 2023.

APPROVED AS TO FORM:


Fidencio J. Gallardo, Mayor


David Aleshire, City Attorney

CERTIFICATE OF ATTESTATION AND ORIGINALITY

I, Angela Bustamante, City Clerk of the City of Bell, hereby attest to and certify that the foregoing resolution is the original resolution adopted by the Bell City Council at its regular meeting held on the 26th day of July 2023, by the following vote:

AYES: Councilmembers Romero, Saleh, Vice-Mayor Quintana and Mayor Gallardo

NOES: None

ABSENT: Councilmember Arroyo

ABSTAIN: None


Angela Bustamante, City Clerk

EXHIBIT "A"
Effective September 28, 2022

Annual Salaries

ELECTED OFFICIALS	MINIMUM	MAXIMUM
City Council	8,076	8,076

EXECUTIVE MANAGEMENT	MINIMUM	MAXIMUM
City Manager	180,670.09	223,000

ADMINISTRATIVE MANAGEMENT	Step A	Step B	Step C	Step D	Step E
Chief of Police	169,744.00	173,787.75	177,927.83	182,166.53	186,506.22
Community Development Director	137,917.00	141,880.32	145,957.54	150,151.91	154,467.04
Community Services Director	123,348.72	130,149.24	137,324.68	144,895.73	152,884.18
Finance Director	137,917.00	141,880.32	145,957.54	150,151.91	154,467.04
Police Captain	132,686.44	139,320.77	146,286.81	153,601.15	161,281.21
Police Lieutenant	105,723.00	111,009.15	116,559.61	122,387.59	128,506.97
Public Works Director	137,916.96	144,812.81	152,053.44	159,656.16	167,638.92

EXHIBIT "B"
Effective January 29, 2023

Annual Salaries

ELECTED OFFICIALS	MINIMUM	MAXIMUM
City Council	8,076	8,076

EXECUTIVE MANAGEMENT	MINIMUM	MAXIMUM
City Manager	180,670.09	223,000

ADMINISTRATIVE MANAGEMENT	Step A	Step B	Step C	Step D	Step E
Chief of Police	178,321.20	182,477.14	186,824.22	191,274.86	195,831.53
Community Development Director	137,917.00	141,880.32	145,957.54	150,151.91	154,467.04
Community Services Director	123,348.72	130,149.24	137,324.68	144,895.73	152,884.18
Finance Director	137,917.00	141,880.32	145,957.54	150,151.91	154,467.04
Police Captain	132,686.44	139,320.77	146,286.81	153,601.15	161,281.21
Police Lieutenant	105,723.00	111,009.15	116,559.61	122,387.59	128,506.97
Public Works Director	137,916.96	144,812.81	152,053.44	159,656.16	167,638.92

EXHIBIT "C"
Effective May 22, 2023

Annual Salaries

ELECTED OFFICIALS	MINIMUM	MAXIMUM
City Council	8,076	8,076

EXECUTIVE MANAGEMENT	MINIMUM	MAXIMUM
City Manager	180,670.09	223,000

ADMINISTRATIVE MANAGEMENT	Step A	Step B	Step C	Step D	Step E
Chief of Police	178,321.20	182,477.14	186,824.22	191,274.86	195,831.53
Community Development Director	137,917.00	141,880.32	145,957.54	150,151.91	154,467.04
Community Services Director	123,348.72	130,149.24	137,324.68	144,895.73	152,884.18
Finance Director	152,825.00	160,466.25	168,489.56	176,914.04	185,760.00
Police Captain	132,686.44	139,320.77	146,286.81	153,601.15	161,281.21
Police Lieutenant	105,723.00	111,009.15	116,559.61	122,387.59	128,506.97
Public Works Director	137,916.96	144,812.81	152,053.44	159,656.16	167,638.92

EXHIBIT "D"
Effective July 31, 2023

Annual Salaries

ELECTED OFFICIALS	MINIMUM	MAXIMUM
City Council	8,076	8,076

EXECUTIVE MANAGEMENT	MINIMUM	MAXIMUM
City Manager	189,703.59	234,150.00

ADMINISTRATIVE MANAGEMENT	Step A	Step B	Step C	Step D	Step E
Chief of Police	178,321.20	182,477.14	186,824.22	191,274.86	195,831.53
Community Development Director	144,812.85	148,974.34	153,255.42	157,659.51	162,190.39
Community Services Director	129,516.16	136,656.70	144,190.91	152,140.52	160,528.39
Finance Director	152,825.00	160,466.25	168,489.56	176,914.04	185,760.00
Police Captain	139,320.76	146,286.80	153,601.14	161,281.20	169,345.26
Police Lieutenant	111,009.15	116,559.61	122,387.59	128,506.97	134,932.32
Public Works Director	144,812.81	152,053.45	159,656.12	167,638.93	176,020.87

EXHIBIT "E"
Effective January 29, 2024

Annual Salaries

ELECTED OFFICIALS	MINIMUM	MAXIMUM
City Council	8,076	8,076

EXECUTIVE MANAGEMENT	MINIMUM	MAXIMUM
City Manager	189,703.59	234,150.00

ADMINISTRATIVE MANAGEMENT	Step A	Step B	Step C	Step D	Step E
Chief of Police	183,578.14	187,951.45	192,428.95	197,013.10	201,706.48
Community Development Director	144,812.85	148,974.34	153,255.42	157,659.51	162,190.39
Community Services Director	129,516.16	136,656.70	144,190.91	152,140.52	160,528.39
Finance Director	152,825.00	160,466.25	168,489.56	176,914.04	185,760.00
Police Captain	139,320.76	146,286.80	153,601.14	161,281.20	169,345.26
Police Lieutenant	111,009.15	116,559.61	122,387.59	128,506.97	134,932.32
Public Works Director	144,812.81	152,053.45	159,656.12	167,638.93	176,020.87

EXHIBIT "F"
Effective September 28, 2022

Monthly Salaries					
FULL-TIME CLASSIFICATIONS	STEP	STEP	STEP	STEP	STEP
	A	B	C	D	E
Accountant	5,617.62	5,898.50	6,193.43	6,503.10	6,828.25
Accounting Assistant I	3,430.39	3,601.90	3,782.00	3,971.11	4,169.66
Accounting Assistant II	3,694.27	3,878.98	4,072.93	4,276.57	4,490.41
Account Clerk	3,335.30	3,502.06	3,677.17	3,861.02	4,054.07
Accounting Manager	9,043.72	9,495.90	9,970.69	10,469.23	10,992.70
Accounting Specialist	4,408.42	4,628.84	4,860.28	5,103.30	5,358.46
Administrative Specialist	4,408.42	4,628.84	4,860.28	5,103.30	5,358.46
Assistant City Clerk	4,832.46	5,074.07	5,327.79	5,594.18	5,873.89
Assistant Planner	5,292.90	5,557.49	5,835.36	6,127.31	6,423.06
Associate Planner	5,732.57	6,020.63	6,321.66	6,653.55	6,986.23
Associate Civil Engineer	7219.00	7579.95	7958.95	8356.89	8774.74
Business License Officer	2,881.23	3,025.29	3,176.56	3,335.40	3,502.17
City Clerk	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
City Treasurer	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
Code Enforcement Officer	4,641.06	4,885.32	5,142.45	5,413.10	5,698.00
Code Enforcement Supervisor	6,052.01	6,354.26	6,671.68	7,005.27	7,355.53
Community Services Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Community Services Technician	4,147.13	4,354.47	4,572.22	4,800.83	5,040.87
Contracts and Facilities Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Dispatcher	4,518.88	4,756.72	5,007.07	5,270.60	5,548.00
Economic Development Specialist	4,832.46	5,074.07	5,327.79	5,594.18	5,873.89
Environmental Programs Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Executive Assistant	5,205.62	5,465.90	5,739.20	6,026.16	6,327.46
Filing Officer	3,430.38	3,601.90	3,782.00	3,971.11	4,169.66

EXHIBIT "F"
Effective September 28, 2022

Monthly Salaries					
FULL-TIME CLASSIFICATIONS	STEP A	STEP B	STEP C	STEP D	STEP E
Housing Coordinator	3,694.27	3,878.98	4,072.93	4,276.57	4,490.41
Housing Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Housing Rehabilitation Technician	4,871.00	5,114.54	5,370.25	5,638.78	5,920.71
Housing Specialist	5,764.86	6,053.10	6,355.74	6,673.53	7,007.21
Human Resources and Risk Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Management Analyst	4,832.46	5,074.07	5,327.79	5,594.18	5,873.89
Maintenance Worker I	3,539.16	3,716.33	3,901.99	4,097.20	4,301.95
Maintenance Worker II	3,719.52	3,905.17	4,100.38	4,305.13	4,520.49
Office Assistant I	2,860.00	3,003.00	3,153.15	3,310.81	3,476.35
Office Assistant II	3,343.55	3,519.52	3,704.76	3,899.75	4,105.00
Office Coordinator	4,207.76	4,418.14	4,639.04	4,871.02	5,114.56
Park Maintenance Worker	3,719.52	3,905.17	4,100.38	4,305.13	4,520.49
Parking Enforcement Officer	3,803.60	3,993.80	4,193.48	4,403.14	4,623.30
Permit Technician	4,147.13	4,354.49	4,572.21	4,800.82	5,040.87
Police Officer	6,192.36	6,501.98	6,827.07	7,168.43	7,526.85
Police Sergeant	7,306.41	7,671.73	8,055.31	8,458.08	8,880.98
Police Records Specialist	3,694.27	3,878.98	4,072.93	4,276.57	4,490.41
Police Records Supervisor	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
Property and Evidence Specialist	4,325.43	4,514.70	4,768.79	5,007.23	5,257.59
Public Works Manager	7,445.40	7,817.67	8,208.55	8,618.88	9,049.92
Public Works Field Supervisor	5,526.00	5,802.30	6,092.42	6,397.04	6,716.89
Recreation Coordinator	4,443.95	4,677.84	4,924.04	5,183.20	5,456.00
Recreation Supervisor	5,806.62	6,112.23	6,433.92	6,772.55	7,129.00
Senior Accountant	6,935.65	7,282.44	7,646.56	8,028.89	8,430.34

EXHIBIT "F"
Effective September 28, 2022

Monthly Salaries					
FULL-TIME CLASSIFICATIONS	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Economic Development Specialist	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
Senior Code Enforcement Officer	5,609.14	5,889.60	6,184.08	6,493.28	6,817.95
Senior Human Resource Analyst	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
Senior Management Analyst	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
Senior Parking Enforcement Officer	5,609.14	5,889.60	6,184.08	6,493.28	6,817.95
Senior Recreation Supervisor	5,764.86	6,053.10	6,355.74	6,673.53	7,007.21

EXHIBIT G"
Effective January 2, 2023

Monthly Salaries					
FULL-TIME CLASSIFICATIONS	STEP A	STEP B	STEP C	STEP D	STEP E
Accountant	5,954.68	6,252.41	6,565.03	6,893.28	7,237.95
Accounting Asst I	3,636.21	3,818.02	4,008.93	4,209.37	4,419.84
Accounting Asst II	3,915.93	4,111.72	4,317.31	4,533.17	4,759.83
Account Clerk	3,335.30	3,502.06	3,677.17	3,861.02	4,054.07
Accounting Manager	9,043.72	9,495.90	9,970.69	10,469.23	10,992.70
Accounting Specialist	4,672.93	4,906.57	5,151.90	5,409.50	5,679.97
Administrative Specialist	4,408.42	4,628.84	4,860.28	5,103.30	5,358.46
Assistant City Clerk	5,122.41	5,378.53	5,647.45	5,929.83	6,226.32
Assistant Planner	5,610.47	5,891.00	6,185.55	6,494.82	6,819.57
Associate Planner	6,076.52	6,380.35	6,699.37	7,034.34	7,386.05
Associate Civil Engineer	7,219.00	7,579.95	7,958.95	8,356.89	8,774.74
Business License Officer	2,881.23	3,025.29	3,176.56	3,335.40	3,502.17
City Clerk	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
City Treasurer	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
Code Enforcement Officer	4,919.52	5,165.50	5,423.77	5,694.96	5,979.71
Code Enforcement Supervisor	6,415.13	6,735.89	7,072.68	7,426.32	7,797.63
Community Services Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Community Services Technician	4,147.13	4,354.47	4,572.22	4,800.83	5,040.87
Contracts and Facilities Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Dispatcher	4,790.01	5,029.51	5,280.99	5,545.04	5,822.29
Economic Development Specialist	5,122.41	5,378.53	5,647.45	5,929.83	6,226.32
Environmental Programs Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Executive Assistant	5,486.72	5,761.06	6,049.11	6,351.57	6,669.15
Filing Officer	3,636.20	3,818.01	4,008.91	4,209.36	4,419.83

EXHIBIT G"
Effective January 2, 2023

Monthly Salaries					
FULL-TIME CLASSIFICATIONS	STEP A	STEP B	STEP C	STEP D	STEP E
Housing Coordinator	3,915.93	4,111.72	4,317.31	4,533.17	4,759.83
Housing Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Housing Rehabilitation Technician	4,871.00	5,114.55	5,370.28	5,638.79	5,920.73
Housing Specialist	5,764.86	6,053.10	6,355.76	6,673.55	7,007.22
Human Resources and Risk Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Maintenance Worker I	3,751.51	3,939.09	4,136.04	4,342.84	4,559.98
Maintenance Worker II	3,942.69	4,139.83	4,346.82	4,564.16	4,792.37
Management Analyst	5,122.41	5,378.53	5,647.45	5,929.83	6,226.32
Office Assistant I	3,031.60	3,183.18	3,342.34	3,509.46	3,684.93
Office Assistant II	3,544.16	3,721.37	3,907.44	4,102.81	4,307.95
Office Coordinator	4,207.76	4,418.15	4,639.06	4,871.01	5,114.56
Park Maintenance Worker	3,942.69	4,139.83	4,346.82	4,564.16	4,792.37
Parking Enforcement Officer	4,031.82	4,233.41	4,445.08	4,667.33	4,900.70
Permit Technician	4,395.96	4,615.76	4,846.54	5,088.87	5,343.31
Police Officer	6,192.36	6,501.98	6,827.07	7,168.43	7,526.85
Police Sergeant	7,306.41	7,671.73	8,055.31	8,458.08	8,880.98
Police Records Specialist	3,915.93	4,111.72	4,317.31	4,533.17	4,759.83
Police Records Supervisor	5,890.76	6,185.30	6,494.56	6,819.29	7,160.25
Property & Evidence Specialist	4,584.96	4,814.20	5,054.91	5,307.66	5,573.04
Public Works Manager	7,445.40	7,817.67	8,208.55	8,618.88	9,049.92
Public Works Field Supervisor	5,857.56	6,150.44	6,457.96	6,780.86	7,119.90
Recreation Coordinator	4,710.59	4,946.12	5,193.42	5,453.09	5,725.75
Recreation Supervisor	6,155.02	6,462.77	6,785.91	7,125.20	7,481.46
Senior Accountant	7,060.49	7,413.52	7,784.19	8,173.40	8,582.07
Senior Code Enforcement Officer	5,912.03	6,207.64	6,518.02	6,843.92	7,186.11

EXHIBIT "G"
Effective January 2, 2023

Monthly Salaries					
FULL-TIME CLASSIFICATIONS	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Economic Development Specialist	5,890.76	6,185.30	6,494.56	6,819.29	7,160.25
Senior Human Resource Analyst	5,890.76	6,185.30	6,494.56	6,819.29	7,160.25
Senior Management Analyst	5,890.76	6,185.30	6,494.56	6,819.29	7,160.25
Senior Parking Enforcement Officer	5,754.98	6,042.73	6,344.86	6,662.11	6,995.21
Senior Recreation Supervisor	6,110.75	6,416.29	6,737.10	7,073.96	7,427.66

EXHIBIT "H"
Effective May 8, 2023

Monthly Salaries					
FULL-TIME CLASSIFICATIONS	STEP A	STEP B	STEP C	STEP D	STEP E
Accountant	5,954.68	6,252.41	6,565.03	6,893.28	7,237.95
Accounting Asst I	3,636.21	3,818.02	4,008.93	4,209.37	4,419.84
Accounting Asst II	3,915.93	4,111.72	4,317.31	4,533.17	4,759.83
Account Clerk	3,335.30	3,502.06	3,677.17	3,861.02	4,054.07
Accounting Manager	9,043.72	9,495.90	9,970.69	10,469.23	10,992.70
Accounting Specialist	4,672.93	4,906.57	5,151.90	5,409.50	5,679.97
Administrative Specialist	4,408.42	4,628.84	4,860.28	5,103.30	5,358.46
Assistant City Clerk	5,122.41	5,378.53	5,647.45	5,929.83	6,226.32
Assistant Planner	5,610.47	5,891.00	6,185.55	6,494.82	6,819.57
Associate Planner	6,076.52	6,380.35	6,699.37	7,034.34	7,386.05
Associate Civil Engineer	7,219.00	7,579.95	7,958.95	8,356.89	8,774.74
Business License Officer	2,881.23	3,025.29	3,176.56	3,335.40	3,502.17
City Clerk	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
City Treasurer	6,557.32	5,835.19	6,126.30	6,433.30	6,754.96
Code Enforcement Officer	4,919.52	5,165.50	5,423.77	5,694.96	5,979.71
Code Enforcement Supervisor	6,415.13	6,735.89	7,072.68	7,426.32	7,797.63
Community Services Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Community Services Technician	4,147.13	4,354.47	4,572.22	4,800.83	5,040.87
Contracts and Facilities Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Dispatcher	4,790.01	5,029.51	5,280.99	5,545.04	5,822.29
Economic Development Specialist	5,122.41	5,378.53	5,647.45	5,929.83	6,226.32
Environmental Programs Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Executive Assistant	5,486.72	5,761.06	6,049.11	6,351.57	6,669.15
Filing Officer	3,636.20	3,818.01	4,008.91	4,209.36	4,419.83
Housing Coordinator	3,915.93	4,111.72	4,317.31	4,533.17	4,759.83

EXHIBIT "H"
Effective May 8, 2023

Monthly Salaries					
FULL-TIME CLASSIFICATIONS	STEP A	STEP B	STEP C	STEP D	STEP E
Housing Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Housing Rehabilitation Technician	4,871.00	5,114.55	5,370.28	5,638.79	5,920.73
Housing Specialist	5,764.86	6,053.10	6,355.76	6,673.55	7,007.22
Human Resources and Risk Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Management Analyst	5,122.41	5,378.53	5,647.45	5,929.83	6,226.32
Maintenance Worker I	3,751.51	3,939.09	4,136.04	4,342.84	4,559.98
Maintenance Worker II	3,942.69	4,139.83	4,346.82	4,564.16	4,792.37
Office Assistant I	3,031.60	3,183.18	3,342.34	3,509.46	3,684.93
Office Assistant II	3,544.16	3,721.37	3,907.44	4,102.81	4,307.95
Office Coordinator	4,207.76	4,418.15	4,639.06	4,871.01	5,114.56
Park Maintenance Worker	3,942.69	4,139.83	4,346.82	4,564.16	4,792.37
Parking Enforcement Officer	4,031.82	4,233.41	4,445.08	4,667.33	4,900.70
Permit Technician	4,395.96	4,615.76	4,846.54	5,088.87	5,343.31
Police Officer	6,192.36	6,501.98	6,827.07	7,168.43	7,526.85
Police Sergeant	7,306.41	7,671.73	8,055.31	8,458.08	8,880.98
Police Records Specialist	3,915.93	4,111.72	4,317.31	4,533.17	4,759.83
Police Records Supervisor	5,890.76	6,185.30	6,494.56	6,819.29	7,160.25
Property & Evidence Specialist	4,584.96	4,814.20	5,054.91	5,307.66	5,573.04
Public Works Field Supervisor	5,857.56	6,150.44	6,457.96	6,780.86	7,119.90
Public Works Manager	7,445.40	7,817.67	8,208.55	8,618.88	9,049.92
Recreation Coordinator	4,710.59	4,946.12	5,193.42	5,453.09	5,725.75
Recreation Supervisor	6,155.02	6,462.77	6,785.91	7,125.20	7,481.46
Senior Accountant	7,060.49	7,413.52	7,784.19	8,173.40	8,582.07
Senior Code Enforcement Officer	5,912.03	6,207.64	6,518.02	6,843.92	7,186.11
Senior Economic Development Specialist	5,890.76	6,185.30	6,494.56	6,819.29	7,160.25

EXHIBIT "H"
Effective May 8, 2023

Monthly Salaries					
FULL-TIME CLASSIFICATIONS	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Human Resource Analyst	5,890.76	6,185.30	6,494.56	6,819.29	7,160.25
Senior Management Analyst	5,890.76	6,185.30	6,494.56	6,819.29	7,160.25
Senior Parking Enforcement Officer	5,754.98	6,042.73	6,344.86	6,662.11	6,995.21
Senior Recreation Supervisor	6,110.75	6,416.29	6,737.10	7,073.96	7,427.66

EXHIBIT "I"
Effective JULY 1, 2023

Police Officers Association Members

Year 3 of Memorandum of Understanding of July 1, 2021 – June 30, 2024 (4%)

	Step A	Step B	Step C	Step D	Step E
Police Officer	6,440.05	6,762.05	7,100.16	7,455.16	7,827.92
Police Sergeant	7,598.66	7,978.60	8,377.53	8,796.41	9,236.22

EXHIBIT "J"
Effective JULY 3, 2023

Monthly Salaries					
FULL-TIME CLASSIFICATIONS	STEP A	STEP B	STEP C	STEP D	STEP E
Accountant	6,133.32	6,439.98	6,761.98	7,100.08	7,455.09
Accounting Asst I	3,745.30	3,932.56	4,129.19	4,335.65	4,552.44
Accounting Asst II	4,033.40	4,235.07	4,446.83	4,669.17	4,902.63
Account Clerk	3,435.36	3,607.13	3,787.48	3,976.86	4,175.70
Accounting Manager	9,043.72	9,495.90	9,970.69	10,469.23	10,992.70
Accounting Specialist	4,813.11	5,053.77	5,306.46	5,571.78	5,850.37
Administrative Specialist	4,540.67	4,767.71	5,006.09	5,256.40	5,519.22
Assistant City Clerk	5,276.08	5,539.88	5,816.88	6,107.72	6,413.11
Assistant Planner	5,778.79	6,067.73	6,371.11	6,689.67	7,024.15
Associate Planner	6,258.82	6,571.76	6,900.35	7,245.37	7,607.63
Associate Civil Engineer	7,435.57	7,807.35	8,197.72	8,607.60	9,037.98
Business License Officer	2,967.67	3,116.05	3,271.85	3,435.45	3,607.22
City Clerk	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
City Treasurer	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
Code Enforcement Officer	5,067.11	5,320.46	5,586.49	5,865.81	6,159.10
Code Enforcement Supervisor	6,607.58	6,937.96	7,284.86	7,649.11	8,031.56
Community Services Manager	7,194.85	7,554.59	7,932.32	8,328.94	8,745.39
Community Services Technician	4,271.54	4,485.12	4,709.38	4,944.85	5,192.09
Contracts and Facilities Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Dispatcher	4,933.71	5,180.40	5,439.42	5,711.39	5,996.96
Economic Development Specialist	5,276.08	5,539.88	5,816.88	6,107.72	6,413.11
Environmental Programs Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Executive Assistant	5,651.33	5,933.89	6,230.59	6,542.12	6,869.22
Filing Officer	3,745.29	3,932.55	4,129.18	4,335.64	4,552.42
Housing Coordinator	4,033.40	4,235.07	4,446.83	4,669.17	4,902.63

EXHIBIT "J"
Effective JULY 3, 2023

Monthly Salaries					
FULL-TIME CLASSIFICATIONS	STEP A	STEP B	STEP C	STEP D	STEP E
Housing Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Housing Rehabilitation Technician	5,017.13	5,267.99	5,531.39	5,807.96	6,098.35
Housing Specialist	5,937.81	6,234.70	6,546.43	6,873.75	7,217.44
Human Resources and Risk Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Maintenance Worker I	3,864.05	4,057.26	4,260.12	4,473.13	4,696.78
Maintenance Worker II	4,060.97	4,264.02	4,477.22	4,701.08	4,936.14
Management Analyst	5,276.08	5,539.88	5,816.88	6,107.72	6,413.11
Office Assistant I	3,122.55	3,278.68	3,442.61	3,614.74	3,795.48
Office Assistant II	3,650.49	3,833.01	4,024.66	4,225.90	4,437.19
Office Coordinator	4,333.99	4,550.69	4,778.23	5,017.14	5,268.00
Park Maintenance Worker	4,060.97	4,264.02	4,477.22	4,701.08	4,936.14
Parking Enforcement Officer	4,152.77	4,360.41	4,578.43	4,807.35	5,047.72
Permit Technician	4,527.84	4,754.23	4,991.94	5,241.54	5,503.61
Police Officer	6,440.05	6,762.05	7,100.16	7,455.16	7,827.92
Police Sergeant	7,598.66	7,978.60	8,377.53	8,796.41	9,236.22
Police Records Specialist	4,033.40	4,235.07	4,446.83	4,669.17	4,902.63
Police Records Supervisor	6,067.48	6,370.86	6,689.40	7,023.87	7,375.06
Property & Evidence Specialist	4,722.50	4,958.63	5,206.56	5,466.89	5,740.23
Public Works Manager	7,445.40	7,817.67	8,208.55	8,618.98	9,049.92
Public Works Field Supervisor	6,033.29	6,334.95	6,651.70	6,984.28	7,333.50
Recreation Coordinator	4,851.90	5,094.50	5,349.22	5,616.69	5,897.52
Recreation Supervisor	6,339.67	6,656.65	6,989.48	7,338.96	7,705.91
Senior Accountant	7,272.31	7,635.92	8,017.72	8,418.60	8,839.53
Senior Code Enforcement Officer	6,089.39	6,393.86	6,713.56	7,049.24	7,401.70
Senior Economic Development Specialist	6,067.48	6,370.86	6,689.40	7,023.87	7,375.06

EXHIBIT "J"
Effective JULY 3, 2023

Monthly Salaries					
FULL-TIME CLASSIFICATIONS	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Human Resource Analyst	6,067.48	6,370.86	6,689.40	7,023.87	7,375.06
Senior Management Analyst	6,067.48	6,370.86	6,689.40	7,023.87	7,375.06
Senior Parking Enforcement Officer	5,927.63	6,224.01	6,535.21	6,861.97	7,205.07
Senior Recreation Supervisor	6,294.07	6,608.78	6,939.22	7,286.18	7,650.49

EXHIBIT "K"
Effective JULY 31, 2023

MONTHLY SALARIES					
FULL-TIME CLASSIFICATIONS	STEP	STEP	STEP	STEP	STEP
	A	B	C	D	E
Accountant	6,133.32	6,439.98	6,761.98	7,100.08	7,455.09
Accounting Asst I	3,745.30	3,932.56	4,129.19	4,335.65	4,552.44
Accounting Asst II	4,033.40	4,235.07	4,446.83	4,669.17	4,902.63
Account Clerk	3,435.36	3,607.13	3,787.48	3,976.86	4,175.70
Accounting Manager	9,495.91	9,970.70	10,469.24	10,992.70	11,542.33
Accounting Specialist	4,813.11	5,053.77	5,306.46	5,571.78	5,850.37
Administrative Specialist	4,540.67	4,767.71	5,006.09	5,256.40	5,519.22
Assistant City Clerk	5,276.08	5,539.88	5,816.88	6,107.72	6,413.11
Assistant Planner	5,778.79	6,067.73	6,371.11	6,689.67	7,024.15
Associate Planner	6,258.82	6,571.76	6,900.35	7,245.37	7,607.63
Associate Civil Engineer	7,435.57	7,807.35	8,197.72	8,607.60	9,037.98
Business License Officer	2,967.67	3,116.05	3,271.85	3,435.45	3,607.22
City Clerk	7,554.59	7,932.32	8,328.94	8,745.39	9,182.65
City Treasurer	5,557.32	5,835.19	6,126.95	6,433.29	6,754.96
Code Enforcement Officer	5,067.11	5,320.46	5,586.49	5,865.81	6,159.10
Code Enforcement Supervisor	6,607.58	6,937.96	7,284.86	7,649.11	8,031.56
Community Services Manager	7,554.59	7,932.32	8,328.94	8,745.39	9,182.65
Community Services Technician	4,271.54	4,485.12	4,709.38	4,944.85	5,192.09
Contracts and Facilities Manager	7,554.59	7,932.32	8,328.94	8,745.39	9,182.65
Dispatcher	4,933.71	5,180.40	5,439.42	5,711.39	5,996.96
Economic Development Specialist	5,276.08	5,539.88	5,816.88	6,107.72	6,413.11
Environmental Programs Manager	7,554.59	7,932.32	8,328.94	8,745.39	9,182.65
Executive Assistant	5,651.33	5,933.89	6,230.59	6,542.12	6,869.22
Filling Officer	3,745.29	3,932.55	4,129.18	4,335.64	4,552.42
Housing Coordinator	4,033.40	4,235.07	4,446.83	4,669.17	4,902.63

EXHIBIT "K"
Effective JULY 31, 2023

Housing Manager	7,554.59	7,932.32	8,328.94	8,745.39	9,182.65
Housing Rehabilitation Technician	5,017.13	5,267.99	5,531.39	5,807.96	6,098.35
Housing Specialist	5,937.81	6,234.70	6,546.43	6,873.75	7,217.44
Human Resources and Risk Manager	7,554.59	7,932.32	8,328.94	8,745.39	9,182.65
Maintenance Worker I	3,864.05	4,057.26	4,260.12	4,473.13	4,696.78
Maintenance Worker II	4,060.97	4,264.02	4,477.22	4,701.08	4,936.14
Management Analyst	5,276.08	5,539.88	5,816.88	6,107.72	6,413.11
Office Assistant I	3,122.55	3,278.68	3,442.61	3,614.74	3,795.48
Office Assistant II	3,650.49	3,833.01	4,024.66	4,225.90	4,437.19
Office Coordinator	4,333.99	4,550.69	4,778.23	5,017.14	5,268.00
Park Maintenance Worker	4,060.97	4,264.02	4,477.22	4,701.08	4,936.14
Parking Enforcement Officer	4,152.77	4,360.41	4,578.43	4,807.35	5,047.72
Permit Technician	4,527.84	4,754.23	4,991.94	5,241.54	5,503.61
Police Officer	6,440.05	6,762.05	7,100.16	7,455.16	7,827.92
Police Sergeant	7,598.66	7,978.60	8,377.53	8,796.41	9,236.22
Police Records Specialist	4,033.40	4,235.07	4,446.83	4,669.17	4,902.63
Police Records Supervisor	6,067.48	6,370.86	6,689.40	7,023.87	7,375.06
Property & Evidence Specialist	4,722.50	4,958.63	5,206.56	5,466.89	5,740.23
Public Works Manager	7,817.67	8,208.55	8,618.98	9,049.93	9,502.43
Public Works Field Supervisor	6,033.29	6,334.95	6,651.70	6,984.28	7,333.50
Recreation Coordinator	4,851.90	5,094.50	5,349.22	5,616.69	5,897.52
Recreation Supervisor	6,339.67	6,656.65	6,989.48	7,338.96	7,705.91
Senior Accountant	7,272.31	7,635.92	8,017.72	8,418.60	8,839.53
Senior Code Enforcement Officer	6,089.39	6,393.86	6,713.56	7,049.24	7,401.70
Senior Economic Development Specialist	6,067.48	6,370.86	6,689.40	7,023.87	7,375.06

EXHIBIT "K"
Effective JULY 31, 2023

Senior Human Resource Analyst	6,067.48	6,370.86	6,689.40	7,023.87	7,375.06
Senior Management Analyst	6,067.48	6,370.86	6,689.40	7,023.87	7,375.06
Senior Parking Enforcement Officer	5,927.63	6,224.01	6,535.21	6,861.97	7,205.07
Senior Recreation Supervisor	6,294.07	6,608.78	6,939.22	7,286.18	7,650.49

EXHIBIT "L"
Effective January 1, 2023

HOURLY SALARIES					
PART-TIME CLASSIFICATIONS	STEP	STEP	STEP	STEP	STEP
	A	B	C	D	E
<i>Cashier/Locker Room Attendant</i>	15.50	16.28	17.09	17.94	18.84
<i>Code Enforcement Officer</i>	22.44	23.56	24.74	25.98	27.28
<i>Custodian I</i>	15.50	16.28	17.09	17.94	18.84
<i>Custodian II</i>	16.53	17.36	18.22	19.14	20.09
<i>Dispatcher</i>	25.45	26.72	28.06	29.46	30.93
<i>Lifeguard/ Swim Instructor</i>	16.53	17.36	18.22	19.14	20.09
<i>Management Aide</i>	22.27	23.91	25.10	26.36	27.68
<i>Office Aide</i>	16.53	17.36	18.22	19.14	20.09
<i>Office Clerk</i>	15.50	16.28	17.09	17.94	18.84
<i>Office Technician</i>	20.14	21.15	22.20	23.31	24.48
<i>Parking Enforcement Officer</i>	20.14	21.15	22.20	23.31	24.48
<i>Police Cadet</i>	20.14	21.15	22.20	23.31	24.48
<i>Pool Manager</i>	20.14	21.15	22.20	23.31	24.48
<i>Public Works Maintenance Worker</i>	20.14	21.15	22.20	23.31	24.48
<i>Recreation Leader I</i>	15.50	16.28	17.09	17.94	18.84
<i>Recreation Leader II</i>	16.53	17.36	18.22	19.14	20.09
<i>Recreation Leader III</i>	17.83	18.72	19.66	20.64	21.67
<i>Recreation Leader IV</i>	20.14	21.15	22.20	23.31	24.48
<i>Senior Lifeguard</i>	17.83	18.72	19.66	20.64	21.67