

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 XIIIB 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 13th day of June 2018.



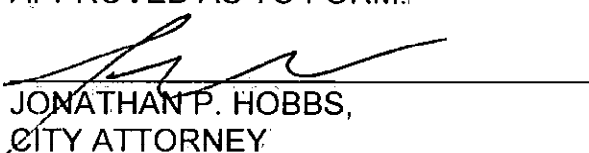
STEVE LY, MAYOR of the
CITY OF ELK GROVE

ATTEST:



JASON LINDGREN, CITY CLERK

APPROVED AS TO FORM:



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	31.11	32.67	34.30	36.02	37.82	39.71	41.70
			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	86,727
ACCOUNTING MANAGER	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	8,292	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	AI	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
ADMINISTRATIVE ANALYST I	AN	NON	hourly	32.67	34.30	36.02	37.82	39.71	41.69	43.78
			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	36.02	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
ADMINISTRATIVE ASSISTANT	AG	NON	hourly	20.64	21.67	22.76	23.89	25.09	26.34	27.66
			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	20.64	21.67	22.76	23.89	25.09	26.34	27.66
			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	16.24	17.05	17.90	18.80	19.74	20.72	21.76
			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	19,20	20,16	21,17	22,23	23,34	24,51	25,73
			bi-weekly	1,536	1,613	1,693	1,778	1,867	1,960	2,058
			monthly	3,328	3,494	3,669	3,853	4,045	4,248	4,460
			annual	39,937	41,934	44,031	46,232	48,544	50,971	53,519
ANIMAL SERVICES MANAGER	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	8,292	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
ANIMAL SERVICES OFFICER	AGP	POA	hourly	21,59	22,67	23,81	25,00	26,25	27,56	28,94
			bi-weekly	1,727	1,814	1,905	2,000	2,100	2,205	2,315
			monthly	3,743	3,930	4,127	4,333	4,549	4,777	5,016
			annual	44,914	47,160	49,518	51,994	54,594	57,323	60,190
ANIMAL SERVICES SUPERVISOR	APP	POA	hourly	34,36	36,08	37,88	39,77	41,76	43,85	46,04
			bi-weekly	2,749	2,886	3,030	3,182	3,341	3,508	3,683
			monthly	5,955	6,253	6,566	6,894	7,239	7,601	7,981
			annual	71,463	75,036	78,788	82,728	86,864	91,207	95,768
ANIMAL SERVICES VOLUNTEER/EVENTS COORDINATOR	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
ASSISTANT CITY ATTORNEY	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
ASSISTANT CITY CLERK	AQ	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
ASSISTANT CITY MANAGER	BM	NON	hourly	76,77	80,61	84,64	88,87	93,31	97,98	102,88
			bi-weekly	6,141	6,449	6,771	7,110	7,465	7,838	8,230
			monthly	13,307	13,972	14,670	15,404	16,174	16,983	17,832
			annual	159,679	167,663	176,046	184,848	194,091	203,795	213,985

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
ASSISTANT DEVELOPMENT SERVICES DIRECTOR	AY	NON	hourly	50.75	53.29	55.95	58.75	61.59	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	9,699	10,184	10,693	11,228	11,789
			annual	105,566	110,844	116,386	122,206	128,316	134,732	141,468
ASSISTANT PLANNER	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			
ASSISTANT TO THE CITY MANAGER	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			
ASSOCIATE PLANNER	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			
BUDGET MANAGER	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			
CIVIL ENGINEER	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			
CODE ENFORCEMENT OFFICER	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			
CODE ENFORCEMENT SUPERVISOR	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	31.11	32.67	34.30	36.02	37.82	39.71	41.70
			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	86,727
COMMUNITY EVENTS AND PROJECTS COORDINATOR	AN	NON	hourly	32.67	34.30	36.02	37.82	39.71	41.69	43.78
			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
COMMUNITY EVENT CENTER MANAGER	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
COMMUNITY SERVICES OFFICER	PC	POA	hourly	23.83	25.02	26.27	27.59	28.97	30.42	31.94
			bi-weekly	1,907	2,002	2,102	2,207	2,317	2,433	2,555
			monthly	4,131	4,337	4,554	4,782	5,021	5,272	5,536
			annual	49,570	52,048	54,651	57,383	60,253	63,265	66,428
COMMUNITY SERVICES OFFICER (Y-RATED)	PC	POA	hourly	33.79						
			bi-weekly	2,703						
			monthly	5,856						
			annual	70,275						
CRIME ANALYST	PA	POA	hourly	35.01	36.77	38.60	40.53	42.56	44.69	46.92
			bi-weekly	2,801	2,941	3,088	3,243	3,405	3,575	3,754
			monthly	6,069	6,373	6,691	7,026	7,377	7,746	8,133
			annual	72,831	76,472	80,296	84,311	88,526	92,952	97,600
CUSTOMER SERVICE SPECIALIST	AF	NON	hourly	19.20	20.16	21.17	22.23	23.34	24.51	25.73
			bi-weekly	1,536	1,613	1,693	1,778	1,867	1,960	2,058
			monthly	3,328	3,494	3,669	3,853	4,045	4,248	4,460
			annual	39,937	41,934	44,031	46,232	48,544	50,971	53,519
CUSTOMER SERVICE SUPERVISOR	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

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
DEPUTY CITY ATTORNEY I	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
DEPUTY CITY ATTORNEY II	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	141,670	148,753	156,191	164,001
DEPUTY CITY CLERK/RECORDS MANAGER	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
DEPUTY CITY MANAGER	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
DEVELOPMENT SERVICES DIRECTOR	BL	NON	hourly	68,11	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
DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES	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
DISPATCHER	PE	POA	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
DISPATCH MANAGER	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	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
ECONOMIC DEVELOPMENT DIRECTOR	BG	NON	hourly	64,29	67,51	70,88	74,43	78,15	82,06	86,16
			bi-weekly	5,143	5,401	5,671	5,954	6,252	6,564	6,893
			monthly	11,144	11,701	12,286	12,901	13,546	14,223	14,934
			annual	133,728	140,414	147,435	154,807	162,547	170,675	179,208
ECONOMIC DEVELOPMENT PROGRAM MANAGER	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
ECONOMIC DEVELOPMENT SPECIALIST	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
ENVIRONMENTAL SPECIALIST	AM	NON	hourly	31,11	32,67	34,30	36,02	37,82	39,71	41,70
			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	86,727
EXECUTIVE ADMINISTRATIVE ASSISTANT	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
FACILITIES & FLEET MANAGER	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
FACILITIES TECHNICIAN	AH	NON	hourly	22,19	23,30	24,46	25,69	26,97	28,32	29,73
			bi-weekly	1,775	1,864	1,957	2,055	2,158	2,265	2,379
			monthly	3,846	4,038	4,240	4,452	4,675	4,909	5,154
			annual	46,152	48,460	50,883	53,427	56,098	58,903	61,848

CLASSIFICATION	GRADE	UNIT	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
			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
FINANCE ANALYST II	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			
FORENSIC INVESTIGATOR	PG	POA	hourly	28.09	29.49	30.97	32.52	34.14	35.85	37.64
			bi-weekly	2,247	2,359	2,477	2,601	2,731	2,868	3,011
			monthly	4,869	5,112	5,368	5,636	5,918	6,214	6,524
			annual	58,424	61,345	64,412	67,633	71,014	74,565	78,293
GIS ANALYST	AM	NON	hourly	31.11	32.67	34.30	36.02	37.82	39.71	41.70
			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	86,727			
GIS SYSTEM ADMINISTRATOR	AP	NON	hourly	35.02	37.02	39.11	41.30	43.70	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
GRAPHIC DESIGNER	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
GRAPHICS AND MULTIMEDIA PROGRAM MANAGER	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
HOUSING AND PUBLIC SERVICE PROGRAM MANAGER	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
HUMAN RESOURCES ANALYST	AP	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
HUMAN RESOURCES MANAGER	BE	hourly	60.60	63.63	66.81	70.15	73.66	77.34	81.21
		bi-weekly	4,848	5,091	5,345	5,612	5,893	6,188	6,497
		monthly	10,504	11,029	11,581	12,160	12,768	13,406	14,077
		annual	126,051	132,354	138,971	145,920	153,216	160,877	168,920
HUMAN RESOURCES SPECIALIST	AJ	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
IT ADMINISTRATOR	AZ	hourly	52.28	54.89	57.63	60.52	63.54	66.72	70.05
		bi-weekly	4,182	4,391	4,611	4,841	5,083	5,337	5,604
		monthly	9,061	9,514	9,990	10,489	11,014	11,565	12,143
		annual	108,733	114,170	119,878	125,872	132,166	138,774	145,713
IT ANALYST	AN	hourly	32.67	34.30	36.02	37.82	39.71	41.69	43.78
		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
IT TECHNICIAN	AJ	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
INTEGRATED WASTE COORDINATOR	AM	hourly	31.11	32.67	34.30	36.02	37.82	39.71	41.70
		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	86,727
INTEGRATED WASTE MANAGER	AX	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

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
KENNEL SUPERVISOR	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 annual	4,445 53,334	4,667 56,001	4,900 58,801	5,145 61,741	5,402 64,828	5,672 68,069	5,956 71,473
LEGAL EXECUTIVE ADMINISTRATIVE ASSISTANT	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 annual	5,136 61,635	5,393 64,717	5,663 67,952	5,946 71,350	6,243 74,917	6,555 78,663	6,883 82,597
MANAGEMENT & BUDGET ANALYST I	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 annual	6,243 74,917	6,555 78,663	6,883 82,596	7,227 86,725	7,588 91,062	7,968 95,615	8,366 100,396
MANAGEMENT & BUDGET ANALYST II	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 annual	6,883 82,596	7,227 86,726	7,588 91,062	7,968 95,615	8,366 100,396	8,785 105,415	9,224 110,686
MULTIMEDIA SPECIALIST	AJ	NON	hourly	25.54	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 annual	4,445 53,334	4,667 56,001	4,900 58,801	5,145 61,741	5,402 64,828	5,672 68,069	5,956 71,473
NETWORK ENGINEER	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 annual	6,883 82,596	7,227 86,726	7,588 91,062	7,968 95,615	8,366 100,396	8,785 105,415	9,224 110,686
PARALEGAL	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 annual	5,136 61,635	5,393 64,717	5,663 67,952	5,946 71,350	6,243 74,917	6,555 78,663	6,883 82,597
PAYROLL TECHNICIAN	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 annual	4,445 53,334	4,667 56,001	4,900 58,801	5,145 61,741	5,402 64,828	5,672 68,069	5,956 71,473

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
PERMIT PROCESSING COORDINATOR	AN	NON	hourly	32.67	34.30	36.02	37.82	39.71	41.69	43.78
			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
PLANNING MANAGER	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
POLICE ADMINISTRATIVE MANAGER	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
POLICE ADMINISTRATIVE MANAGER (Y-RATED)	AT	NON	hourly	59.95						
			bi-weekly	4,796						
			monthly	10,392						
			annual	124,705						
POLICE CAPTAIN	BFA	PMA	hourly	73.17	76.83	80.67	84.71	88.94	93.39	98.06
			bi-weekly	5,854	6,147	6,454	6,777	7,116	7,471	7,845
			monthly	12,684	13,318	13,984	14,683	15,417	16,188	16,997
			annual	152,203	159,813	167,804	176,194	185,004	194,254	203,967
POLICE CHIEF	BO	NON	hourly	81.44	85.52	89.79	94.28	99.00	103.94	109.14
			bi-weekly	6,515	6,841	7,183	7,542	7,920	8,316	8,731
			monthly	14,117	14,823	15,564	16,342	17,159	18,017	18,918
			annual	169,403	177,873	186,766	196,105	205,910	216,205	227,016
POLICE EQUIPMENT/SUPPLY TECH	PH	POA	hourly	21.36	22.43	23.55	24.73	25.97	27.27	28.63
			bi-weekly	1,709	1,794	1,884	1,978	2,077	2,181	2,290
			monthly	3,703	3,888	4,082	4,287	4,501	4,726	4,962
			annual	44,435	46,657	48,989	51,439	54,011	56,711	59,547
POLICE LIEUTENANT	BAA	PMA	hourly	63.12	66.28	69.59	73.07	76.72	80.56	84.59
			bi-weekly	5,050	5,302	5,567	5,846	6,138	6,445	6,767
			monthly	10,941	11,488	12,062	12,666	13,299	13,964	14,662
			annual	131,292	137,857	144,749	151,987	159,586	167,566	175,944

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
POLICE OFFICER	PJ	POA	hourly	33.53	35.20	36.96	38.81	40.75	42.79	44.93
			bi-weekly	2,682	2,816	2,957	3,105	3,260	3,423	3,594
			monthly	5,812	6,102	6,407	6,728	7,064	7,417	7,788
			annual	69,738	73,225	76,886	80,731	84,767	89,006	93,456
POLICE RECORDS MANAGER	AQ	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
POLICE RECORDS SUPERVISOR	PK	POA	hourly	27.37	28.74	30.18	31.68	33.27	34.93	36.68
			bi-weekly	2,190	2,299	2,414	2,535	2,662	2,795	2,934
			monthly	4,744	4,981	5,230	5,492	5,767	6,055	6,358
			annual	56,930	59,777	62,766	65,904	69,199	72,659	76,292
POLICE RECORDS TECHNICIAN I	PL	POA	hourly	20.35	21.36	22.43	23.55	24.73	25.97	27.26
			bi-weekly	1,628	1,709	1,794	1,884	1,978	2,077	2,181
			monthly	3,527	3,703	3,888	4,082	4,287	4,501	4,726
			annual	42,318	44,434	46,656	48,989	51,438	54,010	56,710
POLICE RECORDS TECHNICIAN II	PN	POA	hourly	23.95	25.16	26.42	27.74	29.13	30.58	32.11
			bi-weekly	1,917	2,013	2,114	2,219	2,330	2,447	2,569
			monthly	4,154	4,361	4,579	4,808	5,049	5,301	5,566
			annual	49,844	52,336	54,953	57,700	60,585	63,615	66,795
POLICE SERGEANT	PJ	POA	hourly	40.81	42.85	44.99	47.24	49.60	52.08	54.69
			bi-weekly	3,265	3,428	3,599	3,779	3,968	4,166	4,375
			monthly	7,073	7,427	7,798	8,188	8,597	9,027	9,479
			annual	84,878	89,122	93,578	98,257	103,170	108,328	113,745
POLICE SERVICES ANALYST	AN	NON	hourly	32.67	34.30	36.02	37.82	39.71	41.69	43.78
			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
POLICE VOLUNTEER COORDINATOR	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

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
PROPERTY AND EVIDENCE MANAGER	AQ	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
PROPERTY AND EVIDENCE TECHNICIAN I	PN	POA	hourly	23,96	25,16	26,42	27,74	29,13	30,58	32,11
			bi-weekly	1,917	2,013	2,114	2,219	2,330	2,447	2,569
			monthly	4,154	4,361	4,579	4,808	5,049	5,301	5,566
			annual	49,844	52,336	54,953	57,700	60,585	63,615	66,795
PROPERTY AND EVIDENCE TECHNICIAN II	PP	POA	hourly	26,11	27,41	28,79	30,22	31,74	33,32	34,99
			bi-weekly	2,089	2,193	2,303	2,418	2,539	2,666	2,799
			monthly	4,526	4,752	4,989	5,239	5,501	5,776	6,065
			annual	54,307	57,022	59,873	62,867	66,011	69,311	72,777
PUBLIC AFFAIRS MANAGER	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
PUBLIC WORKS DIRECTOR/CITY ENGINEER	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
PUBLIC WORKS DIVISION MANAGER-ENGINEERING	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	9,699	10,184	10,693	11,228	11,789
			annual	105,566	110,844	116,386	122,206	128,316	134,732	141,468
PUBLIC WORKS DIVISION MANAGER-OPERATIONS	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
PURCHASING AGENT	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

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
PURCHASING AND CONTRACTS MANAGER	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 annual	8,051 96,608	8,453 101,439	8,876 106,511	9,320 111,836	9,786 117,428	10,275 123,299	10,789 129,464
REGISTERED VETERINARY TECHNICIAN	AI	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 annual	4,134 49,614	4,341 52,094	4,558 54,699	4,786 57,434	5,025 60,306	5,277 63,321	5,541 66,487
REVENUE MANAGER	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 annual	6,883 82,596	7,227 86,726	7,588 91,062	7,968 95,615	8,366 100,396	8,785 105,415	9,224 110,686
RISK ANALYST	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 annual	6,243 74,917	6,555 78,663	6,883 82,596	7,227 86,726	7,588 91,062	7,968 95,615	8,366 100,396
SECURITY OFFICER	PO	POA	hourly	33.83	35.02	36.27	37.55	38.97	40.42	41.94
			bi-weekly	1,907	2,002	2,102	2,207	2,317	2,433	2,554
			monthly annual	4,131 49,570	4,337 52,049	4,554 54,651	4,782 57,383	5,021 60,353	5,272 63,365	5,535 66,429
SECURITY OFFICER (Y-RATED)	PO	POA	hourly	35.65	36.84	38.09	39.37	40.69	42.04	43.42
			bi-weekly	2,852	3,000	3,150	3,303	3,460	3,621	3,786
			monthly annual	6,180 74,160	6,400 77,200	6,625 79,500	6,865 81,975	7,110 84,525	7,360 87,120	7,615 89,775
SR. ACCOUNTANT	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 annual	5,946 71,350	6,243 74,918	6,555 78,664	6,883 82,597	7,227 86,727	7,589 91,063	7,968 95,616
SR. ADMINISTRATIVE ANALYST	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 annual	6,883 82,596	7,227 86,726	7,588 91,062	7,968 95,615	8,366 100,396	8,785 105,415	9,224 110,686

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
SR. ADMINISTRATIVE ASSISTANT	AJ	NON	hourly	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
SR. ANIMAL CARE SPECIALIST	AH	NON	hourly	22.19	23.30	24.46	25.69	26.97	28.32	29.73
			bi-weekly	1,775	1,864	1,957	2,055	2,158	2,265	2,379
			monthly	3,846	4,038	4,240	4,452	4,675	4,909	5,154
			annual	46,152	48,460	50,883	53,427	56,098	58,903	61,848
SR. ANIMAL SERVICES OFFICER	PC	POA	hourly	23.83	25.02	26.27	27.59	28.97	30.42	31.94
			bi-weekly	1,907	2,002	2,102	2,207	2,317	2,433	2,555
			monthly	4,131	4,337	4,554	4,782	5,021	5,272	5,536
			annual	49,570	52,048	54,651	57,383	60,253	63,265	66,428
SR. CIVIL ENGINEER	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
SR. CODE ENFORCEMENT OFFICER	AK	NON	hourly	27.56	28.94	30.39	31.91	33.50	35.18	36.94
			bi-weekly	2,205	2,315	2,431	2,553	2,680	2,814	2,955
			monthly	4,778	5,017	5,268	5,531	5,807	6,098	6,403
			annual	57,334	60,200	63,210	66,371	69,689	73,174	76,832
SR. FACILITIES TECHNICIAN	AK	NON	hourly	27.56	28.94	30.39	31.91	33.50	35.18	36.94
			bi-weekly	2,205	2,315	2,431	2,553	2,680	2,814	2,955
			monthly	4,778	5,017	5,268	5,531	5,807	6,098	6,403
			annual	57,334	60,200	63,210	66,371	69,689	73,174	76,832
SR. HUMAN RESOURCES SPECIALIST	AN	NON	hourly	32.67	34.30	36.02	37.82	39.71	41.69	43.78
			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
SR. IT ANALYST	AQ	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

CLASSIFICATION	GRADE	UNIT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
SR. MANAGEMENT ANALYST	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
SR. MANAGEMENT AND BUDGET ANALYST	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
SR. PLANNER	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
SR. SYSTEMS ANALYST	AQ	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
SR. TRANSIT PLANNER	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
SUPERVISING FORENSIC INVESTIGATOR	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
TRAFFIC ENGINEER	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	8,292	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
TRANSIT PLANNER	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	
TRANSIT SYSTEM MANAGER	AX	NON	hourly	49.27	54.33	57.04	59.89	62.89	66.03	
			bi-weekly	3,942	4,139	4,563	4,791	5,031	5,283	
			monthly	8,541	8,968	9,887	10,382	10,901	11,446	
			annual	102,491	112,996	118,646	124,578	130,807	137,348	
VETERINARIAN	AT	NON	hourly	43.78	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
VETERINARY ASSISTANT	AF	NON	hourly	19.20	21.17	22.23	23.34	24.51	25.73	
			bi-weekly	1,536	1,613	1,693	1,778	1,867	1,960	2,058
			monthly	3,328	3,494	3,669	3,853	4,045	4,248	4,460
			annual	39,937	41,934	44,031	46,232	48,544	50,971	53,519

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 Elk Grove 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 days 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)

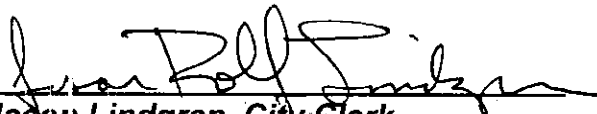
I, Jason Lindgren, City Clerk of the City of Elk Grove, California, do hereby certify that the foregoing resolution was duly introduced, approved, and adopted by the City Council of the City of Elk Grove at a regular meeting of said Council held on June 13, 2018 by the following vote:

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

NOES: **COUNCILMEMBERS:** *None*

ABSTAIN: **COUNCILMEMBERS:** *None*

ABSENT: **COUNCILMEMBERS:** *Detrick*


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