

## RESOLUTION NO. 6051

### RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAUSALITO ESTABLISHING THE AUTHORIZED STAFFING LEVELS AND SALARY RANGES FOR ALL PERMANENT AND TEMPORARY POSITIONS FOR FISCAL YEAR 2021-22

---

**WHEREAS**, the budget for Fiscal Year 2021-22 provides funding for specified positions, based upon specified salary ranges; and

**WHEREAS**, confirming such positions and salary ranges by resolution simplifies administering the personnel process.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Sausalito, California, as follows:

Section 1. The number of authorized permanent positions is Seventy-Two (72) effective July 1, 2021 and is set forth in Table 1 entitled "Authorized Permanent Staffing" and made part of this resolution by reference.

Section 2. The salary schedule for temporary positions is presented in Table 2.

Additional temporary positions may be authorized by the City Manager in order to backfill for vacant permanent positions. No temporary employee may be retained for more than 1,000 hours per fiscal year, except those positions specifically exempted from this provision by the City of Sausalito contract with the California Public Employees' Retirement System.

Section 3. The salary range for each permanent position represented by the Service Employees International Union (SEIU) Local 1021 for the period July 1, 2021 through June 30, 2022 is set forth in Table 3A and made part of this resolution by reference. Any future revision to the salaries or positions for members of this employee group will be brought to the Council in a resolution to amend this document.

The salary range for each permanent position represented by the Sausalito Police Association for the period July 1, 2021 through June 30, 2022 is set forth in Table 3B and made part of this resolution by reference. Any future revision to the salaries or positions for members of this employee group will be brought to the Council in a resolution to amend this document.

The salary range for each permanent position in the Confidential Employees classification for the period July 1, 2021 through June 30, 2022 is set forth in Table 3C and made part of this resolution by reference. Any future revision to the salaries or positions for members of this employee group will be brought to the Council in a resolution to amend this document.

The salary range for each permanent position in the Management Employees classification for the period July 1, 2021 through June 30, 2022 is presented in Table 3D and made part of this resolution by reference. Any future revision to the salaries or positions for members of this employee group will be brought to the Council in a resolution to amend this document.

Section 4. Due to rounding, bi-weekly and monthly rates paid to employees pursuant to Tables 3A, 3B, 3C, and 3D may vary. The hourly rate shall be the official basis upon which pay is computed.

Section 5. The attached exhibits (Tables 1, 2, 3A, 3B, 3C, and 3D) are hereby made a part of this resolution. Adjustments to any of the attached exhibits may be made as necessary by resolution of the City Council.

Section 6. The salary rates and staffing levels included in this Resolution shall be effective on July 1, 2021 and shall remain in effect in accordance with the terms of the Memoranda of Understanding with the SEIU and Police employee groups and with the appropriate compensation resolution(s) for the Unrepresented Employees in the Management and Confidential units unless and until changes may be made through revision to the Memoranda of Understanding and resolutions for any of the heretofore mentioned employee groups.

**APPROVED AND ADOPTED** at a regular meeting of the City Council of the City of Sausalito held on the 22nd day of June, 2021 by the following vote:

AYES: Councilmembers: Sobieski, Blaustein, Cleveland-Knowles, Kellman, Mayor Hoffman  
NOES: Councilmembers: None  
ABSENT: Councilmembers: None  
ABSTAIN: Councilmembers: None

DocuSigned by:  
*Jill James Hoffman*  
5FD88AE2416E4AE...  
\_ JILL JAMES HOFFMAN  
MAYOR

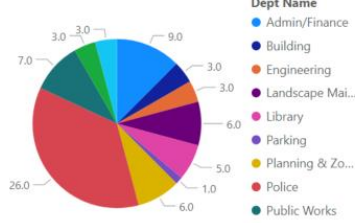
ATTEST:

DocuSigned by:  
*Heidi Scoble*  
919A8B149966467...  
\_ HEIDI SCOBLE  
CITY CLERK

**TABLE 1 Authorized Permanent Staffing**

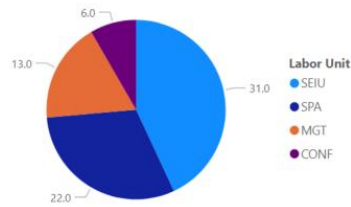
- Dept Name, Proposal
- Admin/Finance
  - Building
  - Engineering
  - Landscape Maintenance
  - Library
  - Parking
  - Planning & Zoning
  - Police
  - Public Works
  - Recreation
  - Sewer

Count by Dept Name



**72.0**  
Count

Count by Labor Unit



Dept Name	Count
<b>Admin/Finance</b>	<b>9.0</b>
Admin Aide I	1.0
City Clerk	1.0
City Manager	1.0
Human Resources Manager	1.0
Management Analyst	1.0
Management Analyst/Assistant to the City Manager	1.0
Senior Accountant	1.0
Senior Accounting	2.0
<b>Building</b>	<b>3.0</b>
Building Inspector	1.0
Permit Services Coordinator	1.0
Permit Technician	1.0
<b>Engineering</b>	<b>3.0</b>
Assistant Engineer	1.0
Permit Technician	1.0
Senior Civil Engineer	1.0
<b>Landscape Maintenance</b>	<b>6.0</b>
Custodian	1.0
DPW Supervisor	1.0
Landscape Worker I	2.0
Landscape Worker II	1.0
Lead Custodian	1.0
<b>Library</b>	<b>5.0</b>
City Librarian/Communications Director	1.0
Librarian I	1.0
Librarian II	1.0
Library Assistant II	1.0
Senior Library Assistant	1.0
<b>Total</b>	<b>26.0</b>

Dept Name	Count
<b>Parking</b>	<b>1.0</b>
Management Analyst	1.0
<b>Planning &amp; Zoning</b>	<b>6.0</b>
Admin Aide I	1.0
Assistant Planner	3.0
Community Development Director	1.0
Planning Manager	1.0
<b>Police</b>	<b>26.0</b>
Admin Aide I	1.0
Chief of Police	1.0
Parking Enforcement Officer	4.0
Police Captain	1.0
Police Corporal	2.0
Police Detective	2.0
Police Lieutenant	1.0
Police Officer	9.0
Police Sergeant	4.0
Record Sup/ Asst to Chief	1.0
<b>Public Works</b>	<b>7.0</b>
Director of Public Works	1.0
DPW Division Manager	1.0
Maintenance Worker II	4.0
Maintenance Worker III	1.0
<b>Recreation</b>	<b>3.0</b>
Parks & Recreation Director	1.0
Rec Supervisor	2.0
<b>Sewer</b>	<b>3.0</b>
Sewer Maintenance Wkr III	1.0
Sewer Maintenance Worker I	1.0
Sewer System Coordinator	1.0
<b>Total</b>	<b>46.0</b>

**TABLE 2 Temporary Positions**

<b>ELECTED OFFICIALS / Per Month</b>	
<b>City Councilmembers (5)</b>	300.00 per month
<b>APPOINTED OFFICIALS / Per Meeting</b>	
<b>Planning Commissioner (5)</b>	25.00 per meeting - maximum 100.00 per month
<b>TEMPORARY EMPLOYEES / Per Hour</b>	
<b>Library</b>	
<b>Library Program Assistant I</b>	22.68 – 30.39
<b>Library Program Assistant II</b>	25.20 – 33.77
<b>Library Page</b>	15.00
<b>Librarian I Hourly</b>	32.02 – 42.91
<b>Library Assistant I Hourly</b>	22.68 – 30.39
<b>Library Assistant I Backfill</b>	25.20 – 33.77
<b>Recreation Department</b>	
<b>Recreation Trainee</b>	14.00 – 16.75
<b>Recreation Leader I</b>	15.00 – 18.00
<b>Recreation Leader II</b>	17.25 – 20.75
<b>Recreation Leader III</b>	19.73 – 23.75
<b>Recreation Specialist</b>	20.00 – 24.00
<b>Administration / Finance</b>	
<b>Retired Annuitant</b>	38.16
<b>Police Department</b>	
<b>Emergency Services Coordinator</b>	30.00
<b>Special Project Employees (2)</b>	38.16 – 40.75

**TABLE 3A Service Employees International Union (SEIU) Local 1021 Classifications  
FY2021-22**

-	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
<b>Library Assistant II</b>							
Annual	49,132	51,590	54,169	56,877	59,721	62,707	65,843
Monthly	4,094	4,299	4,515	4,740	4,977	5,226	5,487
Biweekly	2,016	1,984	2,084	2,188	2,297	2,412	2,533
Hourly	25.20	26.46	27.77	29.17	30.63	32.16	33.77
<b>Senior Library Assistant</b>							
Annual	57,868	60,760	63,799	66,989	70,338	73,855	77,548
Monthly	4,822	5,063	5,317	5,582	5,861	6,154	6,462
Biweekly	2,225	2,337	2,454	2,576	2,705	2,840	2,983
Hourly	29.68	31.16	32.72	34.36	36.07	37.88	39.77
<b>Librarian I</b>							
Annual	62,443	65,565	68,843	72,286	75,900	79,695	83,679
Monthly	5,204	5,464	5,737	6,024	6,325	6,641	6,973
Biweekly	2,401	2,522	2,648	2,781	2,919	3,065	3,219
Hourly	32.02	33.63	35.31	37.07	38.93	40.87	42.91
<b>Librarian II</b>							
Annual	70,293	73,807	77,497	81,372	85,441	89,713	94,199
Monthly	5,858	6,151	6,459	6,781	7,120	7,477	7,850
Biweekly	2,703	2,839	2,981	3,129	3,286	3,450	3,623
Hourly	36.05	37.85	39.75	41.73	43.82	46.01	48.31
<b>Custodian</b>							
Annual	47,000	49,349	51,817	54,408	57,128	59,985	62,983
Monthly	3,917	4,113	4,318	4,534	4,760	4,999	5,248
Biweekly	1,808	1,898	1,993	2,092	2,198	2,307	2,422
Hourly	22.59	23.72	24.91	26.16	27.46	28.84	30.29
<b>Lead Custodian</b>							
Annual	49,355	51,822	54,413	57,134	59,991	62,990	66,140
Monthly	4,113	4,319	4,534	4,761	4,999	5,249	5,512
Biweekly	1,899	1,993	2,092	2,198	2,307	2,423	2,544
Hourly	23.72	24.92	26.16	27.46	28.85	30.29	31.80
<b>Landscape Worker I</b>							
Annual	54,429	57,150	60,008	63,008	66,158	69,466	72,940
Monthly	4,536	4,762	5,000	5,250	5,514	5,789	6,078
Biweekly	2,094	2,199	2,308	2,423	2,545	2,672	2,805
Hourly	26.17	27.47	28.85	30.30	31.81	33.39	35.07
<b>Maintenance Worker I</b>							
Annual	54,429	57,150	60,008	63,008	66,158	69,466	72,940
Monthly	4,536	4,762	5,000	5,250	5,514	5,789	6,078

-	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Biweekly	2,094	2,199	2,308	2,423	2,545	2,672	2,805
Hourly	26.17	27.47	28.85	30.30	31.81	33.39	35.07
<b>Landscape Worker II</b>							
Annual	59,505	62,479	65,604	68,883	72,328	75,944	79,741
Monthly	4,958	5,206	5,467	5,741	6,027	6,329	6,645
Biweekly	2,288	2,403	2,523	2,649	2,782	2,921	3,067
Hourly	28.60	30.04	31.54	33.12	34.78	36.51	38.34
<b>Maintenance Worker II</b>							
Annual	59,505	62,479	65,604	68,883	72,328	75,944	79,741
Monthly	4,958	5,206	5,467	5,741	6,027	6,329	6,645
Biweekly	2,288	2,403	2,523	2,649	2,782	2,921	3,067
Hourly	28.60	30.04	31.54	33.12	34.78	36.51	38.34
<b>Maintenance Worker III</b>							
Annual	65,038	68,290	71,704	75,290	79,054	83,007	87,157
Monthly	5,420	5,691	5,976	6,274	6,587	6,917	7,263
Biweekly	2,502	2,627	2,759	2,896	3,041	3,192	3,352
Hourly	31.27	32.83	34.47	36.20	38.01	39.91	41.90
<b>Sewer Maintenance Worker I</b>							
Annual	54,973	57,722	60,609	63,638	66,821	70,161	73,669
Monthly	4,581	4,810	5,051	5,303	5,568	5,847	6,139
Biweekly	2,115	2,220	2,331	2,448	2,570	2,699	2,834
Hourly	26.43	27.75	29.13	30.59	32.12	33.73	35.42
<b>Sewer Maintenance Worker II</b>							
Annual	60,099	63,104	66,259	69,573	73,051	76,703	80,538
Monthly	5,008	5,258	5,521	5,798	6,088	6,392	6,712
Biweekly	2,311	2,427	2,548	2,676	2,809	2,950	3,097
Hourly	28.89	30.34	31.86	33.45	35.12	36.88	38.72
<b>Sewer Maintenance Worker III</b>							
Annual	65,702	68,987	72,437	76,059	79,862	83,855	88,048
Monthly	5,475	5,749	6,036	6,338	6,656	6,988	7,337
Biweekly	2,527	2,653	2,786	2,926	3,072	3,225	3,387
Hourly	31.59	33.16	34.82	36.57	38.40	40.31	42.33
<b>Sewer Systems Coordinator</b>							
Annual	82,584	86,712	91,049	95,597	100,377	97,870	102,764
Monthly	6,882	7,227	7,587	7,967	8,365	8,782	9,221
Biweekly	3,177	3,335	3,502	3,677	3,861	4,053	4,256
Hourly	39.70	41.69	43.77	45.96	48.25	50.67	53.20
<b>Fleet Maintenance Coordinator</b>							
Annual	68,416	71,837	75,428	79,200	83,160	87,318	91,684

-	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Monthly	5,702	5,986	6,286	6,600	6,930	7,276	7,640
Biweekly	2,631	2,763	2,901	3,046	3,199	3,358	3,526
Hourly	32.90	34.53	36.26	38.07	39.98	41.98	44.08
<b>Public Works Supervisor</b>							
Annual	98,566	103,495	108,669	114,103	119,808	125,799	132,088
Monthly	8,214	8,624	9,056	9,508	9,984	10,483	11,008
Biweekly	3,791	3,980	4,179	4,388	4,607	4,839	5,080
Hourly	47.39	49.76	52.25	54.86	57.60	60.48	63.50
<b>Assistant Engineer</b>							
Annual	82,751	86,888	91,232	95,795	100,584	105,613	110,894
Monthly	6,896	7,241	7,603	7,982	8,382	8,801	9,242
Biweekly	3,182	3,342	3,509	3,685	3,868	4,062	4,266
Hourly	39.78	41.77	43.86	46.05	48.35	50.78	53.31
<b>Civil Engineer I</b>							
Annual	87,106	91,461	96,035	100,836	105,878	111,172	116,730
Monthly	7,259	7,622	8,003	8,403	8,823	9,265	9,727
Biweekly	3,350	3,518	3,694	3,878	4,072	4,276	4,489
Hourly	41.88	43.97	46.17	48.48	50.90	53.44	56.12
<b>Civil Engineer II</b>							
Annual	91,691	96,275	101,088	106,143	111,451	117,023	122,874
Monthly	7,640	8,023	8,424	8,845	9,288	9,752	10,240
Biweekly	3,526	3,702	3,888	4,082	4,287	4,501	4,726
Hourly	44.08	46.29	48.60	51.03	53.58	56.27	59.08
<b>Administrative Aide I</b>							
Annual	57,438	60,309	63,325	66,491	69,816	73,307	76,972
Monthly	4,787	5,026	5,277	5,541	5,818	6,109	6,414
Biweekly	2,210	2,319	2,435	2,557	2,685	2,819	2,961
Hourly	27.62	28.99	30.44	31.97	33.56	35.24	37.00
<b>Permit Technician</b>							
Annual	64,108	67,313	70,679	74,212	77,923	81,819	85,910
Monthly	5,342	5,609	5,890	6,184	6,494	6,818	7,159
Biweekly	2,465	2,589	2,719	2,855	2,998	3,147	3,304
Hourly	30.82	32.37	33.98	35.67	37.47	39.34	41.31
<b>Building Inspector</b>							
Annual	93,843	98,534	103,462	108,634	114,066	119,769	125,758
Monthly	7,820	8,211	8,622	9,052	9,506	9,981	10,480
Biweekly	3,609	3,790	3,979	4,178	4,387	4,606	4,837
Hourly	45.11	47.37	49.74	52.23	54.84	57.58	60.46
<b>Assistant Planner</b>							
Annual	73,128	76,784	80,623	84,654	88,888	93,331	97,999

-	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
<b>Monthly</b>	6,094	6,399	6,719	7,055	7,407	7,778	8,166
<b>Biweekly</b>	2,813	2,953	3,100	3,256	3,419	3,590	3,769
<b>Hourly</b>	35.15	36.91	38.76	40.70	42.73	44.87	47.11
<b>Associate Planner</b>							
<b>Annual</b>	83,573	87,751	92,139	89,838	94,330	106,664	103,999
<b>Monthly</b>	6,964	7,313	7,678	8,063	8,466	8,889	9,332
<b>Biweekly</b>	3,214	3,375	3,544	3,721	3,907	4,103	4,307
<b>Hourly</b>	40.18	42.19	44.29	46.52	48.84	51.28	53.84
<b>Senior Planner</b>							
<b>Annual</b>	87,106	91,461	96,035	100,836	105,878	111,172	116,730
<b>Monthly</b>	7,259	7,622	8,003	8,403	8,823	9,264	9,728
<b>Biweekly</b>	3,350	3,518	3,694	3,878	4,072	4,276	4,490
<b>Hourly</b>	41.88	43.97	46.17	48.48	50.90	53.45	56.12
<b>Recreation Supervisor</b>							
<b>Annual</b>	67,839	71,230	74,792	78,531	82,459	86,582	90,910
<b>Monthly</b>	5,653	5,936	6,233	6,544	6,871	7,216	7,576
<b>Biweekly</b>	2,609	2,740	2,877	3,021	3,171	3,331	3,497



TABLE 3B Police Officers Association (POA) Classifications FY2021-22

-	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
<b>Police Sergeant</b>							
Annual	96,926	101,772	106,860	112,204	117,813	123,704	129,890
Monthly	8,077	8,481	8,905	9,350	9,818	10,309	10,824
Bi-weekly	3,728	3,914	4,110	4,316	4,531	4,758	4,996
Hourly	46.60	48.93	51.38	53.94	56.64	59.47	62.45
<b>Police Officer</b>							
Annual	80,204	84,214	88,426	92,846	97,489	102,363	107,482
Monthly	6,684	7,018	7,369	7,737	8,124	8,530	8,957
Bi-weekly	3,085	3,239	3,401	3,571	3,750	3,937	4,134
Hourly	38.56	40.49	42.51	44.64	46.87	49.21	51.67
<b>Police Corporal /Police Investigator</b>							
Annual	84,213	88,424	92,845	97,487	102,362	107,480	112,853
Monthly	7,018	7,369	7,737	8,124	8,530	8,957	9,404
Bi-weekly	3,239	3,401	3,571	3,749	3,937	4,134	4,341
Hourly	40.49	42.51	44.64	46.87	49.21	51.67	54.26
<b>Parking Enforcement Officer</b>							
Annual	55,647	58,429	61,351	64,419	67,640	71,022	74,573
Monthly	4,637	4,869	5,113	5,368	5,637	5,918	6,214
Bi-weekly	2,140	2,247	2,360	2,478	2,602	2,732	2,868
Hourly	26.75	28.09	29.50	30.97	32.52	34.15	35.85
<b>Administrative Aide I</b>							
Annual	57,005	59,855	62,849	65,991	69,291	72,755	76,393
Monthly	4,750	4,988	5,237	5,499	5,774	6,063	6,366
Bi-weekly	2,193	2,302	2,417	2,538	2,665	2,798	2,938
Hourly	27.41	28.78	30.22	31.73	33.31	34.98	36.73

TABLE 3C Confidential Employees Classifications FY2021-22

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
<b>Administrative Aide I</b>							
Annual	57,437	60,310	63,325	66,492	69,816	73,307	76,971
Monthly	4,787	5,026	5,277	5,542	5,818	6,109	6,414
Bi-weekly	2,210	2,320	2,436	2,558	2,686	2,819	2,960
Hourly	27.62	28.99	30.44	31.96	33.56	35.25	37.00
<b>Senior Accounting Technician</b>							
Annual	67,977	71,376	74,946	78,693	82,628	86,759	91,096
Monthly	5,666	5,949	6,245	6,558	6,886	7,230	7,592
Bi-weekly	2,615	2,745	2,882	3,026	3,178	3,337	3,504
Hourly	32.68	34.31	36.03	37.83	39.73	41.72	43.80
<b>Systems Technician</b>							
Annual	67,968	71,368	74,935	78,682	82,616	86,747	91,084
Monthly	5,664	5,948	6,245	6,557	6,885	7,229	7,591
Bi-weekly	2,615	2,745	2,883	3,026	3,178	3,336	3,503
Hourly	32.67	34.31	36.03	37.83	39.73	41.71	43.80
<b>Records Supervisor/ Assistant to the Police Chief</b>							
Annual	69,233	72,696	76,330	80,147	84,153	88,361	92,781
Monthly	5,769	6,059	6,361	6,679	7,013	7,364	7,731
Bi-weekly	2,663	2,796	2,936	3,083	3,237	3,398	3,568
Hourly	33.29	34.96	36.69	38.53	40.46	42.48	44.60
<b>Business Manager</b>							
Annual	73,686	77,371	81,240	85,301	89,566	94,043	98,747
Monthly	6,140	6,447	6,769	7,109	7,463	7,838	8,230
Bi-weekly	2,833	2,975	3,125	3,281	3,445	3,617	3,797
Hourly	35.43	37.20	39.06	41.01	43.06	45.21	47.47
<b>Administrative Analyst</b>							
Annual	73,686	77,371	81,240	85,301	89,566	94,043	98,747
Monthly	6,140	6,447	6,769	7,109	7,463	7,838	8,230
Bi-weekly	2,834	2,975	3,125	3,281	3,445	3,617	3,798
Hourly	35.43	37.20	39.06	41.01	43.06	45.21	47.47
<b>Management Analyst</b>							
Annual	73,686	77,371	81,240	85,301	89,566	94,043	98,747
Monthly	6,140	6,447	6,769	7,109	7,463	7,838	8,230
Bi-weekly	2,833	2,975	3,125	3,281	3,445	3,617	3,797
Hourly	35.43	37.20	39.06	41.01	43.06	45.21	47.47
<b>Senior Accountant</b>							
Annual	84,101	90,110	96,132	101,999	108,137	114,133	120,181
Monthly	7,008	7,509	8,011	8,500	9,011	9,511	10,015
Bi-weekly	3,235	3,465	3,697	3,930	4,159	4,389	4,622

-	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
<b>Hourly</b>	40.44	43.32	46.22	49.13	51.99	54.88	57.78
<b>City Clerk</b>							
<b>Annual</b>	87,913	94,206	100,474	106,754	113,048	119,315	125,607
<b>Monthly</b>	7,326	7,851	8,373	8,896	9,421	9,943	10,467
<b>Bi-weekly</b>	3,381	3,624	3,865	4,106	4,348	4,590	4,831
<b>Hourly</b>	42.27	45.29	48.31	51.32	54.35	57.37	60.39
<b>Deputy City Clerk / Administrative Aide</b>							
<b>Annual</b>	71,742	76,046	80,609	85,446	90,572	96,007	101,767
<b>Monthly</b>	5,978	6,337	6,717	7,120	7,548	8,001	8,481
<b>Bi-weekly</b>	2,759	2,925	3,100	3,286	3,484	3,693	3,914
<b>Hourly</b>	34.49	36.56	38.75	41.08	43.54	46.16	48.93

TABLE 3D Management Employees Classifications FY2021-22

			Minimum	Maximum
<b>City Manager</b>				
		<b>Annual</b>	206,107	246,626
		<b>Monthly</b>	17,176	20,552
		<b>Bi-weekly</b>	7,927	9,486
		<b>Hourly</b>	99.09	118.57
<b>Chief of Police</b>				
		<b>Annual</b>	184,933	215,883
		<b>Monthly</b>	15,411	17,990
		<b>Bi-weekly</b>	7,113	8,303
		<b>Hourly</b>	88.91	103.79
<b>Police Captain</b>				
		<b>Annual</b>	159,120	190,403
		<b>Monthly</b>	13,260	15,867
		<b>Bi-weekly</b>	6,120	7,323
		<b>Hourly</b>	76.50	91.54
<b>Community Development Director</b>				
		<b>Annual</b>	136,656	183,206
		<b>Monthly</b>	11,388	15,267
		<b>Bi-weekly</b>	5,256	7,046
		<b>Hourly</b>	65.70	88.08
<b>Public Works Director / City Engineer</b>				
		<b>Annual</b>	168,251	201,323
		<b>Monthly</b>	14,021	16,777
		<b>Bi-weekly</b>	6,471	7,743
		<b>Hourly</b>	80.89	96.79
<b>Parks &amp; Recreation Director</b>				
		<b>Annual</b>	125,528	170,373
		<b>Monthly</b>	10,461	14,198
		<b>Bi-weekly</b>	4,828	6,553
		<b>Hourly</b>	60.35	81.91
<b>Librarian/Communications Director</b>				
		<b>Annual</b>	125,528	157,706
		<b>Monthly</b>	10,461	13,142
		<b>Bi-weekly</b>	4,828	6,066
		<b>Hourly</b>	60.35	75.82
<b>Technology Manager</b>				
		<b>Annual</b>	99,944	143,021
		<b>Monthly</b>	8,329	11,918
		<b>Bi-weekly</b>	3,844	5,501

			Minimum	Maximum
		<b>Hourly</b>	48.05	68.76
<b>Assistant to the City Manager / City Clerk</b>				
		<b>Annual</b>	104,978	125,611
		<b>Monthly</b>	8,748	10,468
		<b>Bi-weekly</b>	4,038	4,831
		<b>Hourly</b>	50.47	60.39
<b>DPW Division Manager</b>				
		<b>Annual</b>	117,000	140,005
		<b>Monthly</b>	9,750	11,667
		<b>Bi-weekly</b>	4,500	5,385
		<b>Hourly</b>	56.25	67.31
<b>Police Lieutenant</b>				
		<b>Annual</b>	145,517	169,894
		<b>Monthly</b>	12,126	14,158
		<b>Bi-weekly</b>	5,597	6,534
		<b>Hourly</b>	69.96	81.68
<b>Senior Civil Engineer</b>				
		<b>Annual</b>	107,827	141,877
		<b>Monthly</b>	8,986	11,823
		<b>Bi-weekly</b>	4,147	5,457
		<b>Hourly</b>	51.84	68.21
<b>Human Resources Manager</b>				
		<b>Annual</b>	96,554	127,338
		<b>Monthly</b>	8,046	10,611
		<b>Bi-weekly</b>	3,714	4,898
		<b>Hourly</b>	46.42	61.22