

**Resolution:
Authorized
Staffing Levels
and Salary Ranges**

RESOLUTION NO. 4905

**A 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 2007-2008**

WHEREAS, the budget for Fiscal Year 2007-2008 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 salary range for each permanent position represented by the Service Employees International Union (SEIU) Local 1021, AFL-CIO, for the period July 1, 2007 through June 30, 2008 is set forth in Table 1A 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, 2007 through June 30, 2008 is set forth in Table 1B 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 Southern Marin Professional Firefighters' Association, Sausalito Group, International Association of Fire Fighters (IAFF) Local 1775, for the period July 1, 2007 through June 30, 2008 is set forth in Table 1C 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, 2007 through June 30, 2008 is set forth in Table 1D 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, 2007 through June 30, 2008 is presented in Table 1E 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 2. The number of authorized permanent positions is 79.92 effective July 1, 2007 and is set forth in Table 2 entitled "Authorized Permanent Staffing" and made part of this resolution by reference.
- Section 3. The salary schedule for temporary positions (not described in Table 1) is presented in Table 3.
- 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.
- Section 4. Due to rounding, bi-weekly and monthly rates paid to employees pursuant to Tables 1A, 1B, 1C, 1D, and 1E may vary. The hourly rate shall be the official basis upon which pay is computed.
- Section 5. The attached exhibits (Tables 1A, 1B, 1C, 1D, 1E, 2, and 3) are hereby made a part of this resolution. Adjustments to any of the attached Exhibits may be made from time to time by resolution of the City Council.
- Section 6. This salary rates and staffing levels included in this Resolution shall be effective on July 1, 2007 and shall remain in effect in accordance with the terms of the Memoranda of Understanding with the SEIU, Police and Fire 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 regularly scheduled meeting of the City Council of the City of Sausalito held on the 19th day of June, 2007 by the following vote:

AYES: Councilmembers: Albritton, Leone, Weiner, Vice Mayor Belser, Mayor Kelly
 NOES: Councilmembers: None
 ABSENT: Councilmembers: None
 ABSTAIN: Councilmembers: None

/s/ D. Michael Kelly
 Mayor of the City of Sausalito

ATTEST:
 /s/ Dale Vaughn
 Deputy City Clerk

City of Sausalito
Salary Schedule – Table 1A
FY 2007-08

SEIU SALARIES

Effective July 1, 2007 through June 30, 2008

Page 1 of 3

NOTE: Salaries listed include 8% in lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2)

Classification		Step 1	Step 2	Step 3	Step 4	Step 5
Custodian	Annual	35,256	37,019	38,870	40,813	42,854
	Monthly	2,938	3,085	3,239	3,401	3,571
	Biweekly	1,356	1,424	1,495	1,570	1,648
	Hourly	16.95	17.80	18.69	19.62	20.60
Library Assistant II	Annual	36,084	37,896	39,792	41,772	43,860
	Monthly	3,007	3,158	3,316	3,481	3,655
	Biweekly	1,388	1,457	1,531	1,607	1,687
	Hourly	18.50	19.43	20.41	21.42	22.49
Lead Custodian	Annual	37,023	38,874	40,818	42,859	45,001
	Monthly	3,085	3,239	3,401	3,572	3,750
	Biweekly	1,424	1,495	1,570	1,648	1,731
	Hourly	17.80	18.69	19.62	20.61	21.64
Landscape Worker I	Annual	38,725	40,661	42,694	44,829	47,070
	Monthly	3,227	3,388	3,558	3,736	3,922
	Biweekly	1,489	1,564	1,642	1,724	1,810
	Hourly	18.62	19.55	20.53	21.55	22.63
Maintenance Worker I	Annual	38,725	40,661	42,694	44,829	47,070
	Monthly	3,227	3,388	3,558	3,736	3,922
	Biweekly	1,489	1,564	1,642	1,724	1,810
	Hourly	18.62	19.55	20.53	21.55	22.63
Landscape Worker II	Annual	42,154	44,262	46,475	48,799	51,238
	Monthly	3,513	3,688	3,873	4,067	4,270
	Biweekly	1,621	1,702	1,787	1,877	1,971
	Hourly	20.27	21.28	22.34	23.46	24.63
Maintenance Worker II	Annual	42,154	44,262	46,475	48,799	51,238
	Monthly	3,513	3,688	3,873	4,067	4,270
	Biweekly	1,621	1,702	1,787	1,877	1,971
	Hourly	20.27	21.28	22.34	23.46	24.63

City of Sausalito
Salary Schedule – Table 1A
FY 2007-08

SEIU SALARIES

Effective January 1, 2007 through June 30, 2008

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NOTE: Salaries listed include 8% in lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2)

Classification		Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Aide I	Annual	42,258	44,371	46,589	48,919	51,365
	Monthly	3,521	3,698	3,882	4,077	4,280
	Biweekly	1,625	1,707	1,792	1,881	1,976
	Hourly	20.32	21.33	22.40	23.52	24.69
Senior Library Assistant	Annual	44,971	47,220	49,581	52,060	54,663
	Monthly	3,748	3,935	4,132	4,338	4,555
	Biweekly	1,730	1,816	1,907	2,002	2,102
	Hourly	23.06	24.22	25.43	26.70	28.03
Librarian I	Annual	46,454	48,777	51,215	53,776	56,465
	Monthly	3,871	4,065	4,268	4,481	4,705
	Biweekly	1,787	1,876	1,970	2,068	2,172
	Hourly	23.82	25.01	26.26	27.58	28.96
Permit Technician	Annual	47,363	49,731	52,218	54,829	57,570
	Monthly	3,947	4,144	4,351	4,569	4,798
	Biweekly	1,822	1,913	2,008	2,109	2,214
	Hourly	22.77	23.91	25.10	26.36	27.68
Public Works Foreperson	Annual	50,013	52,514	55,140	57,897	60,791
	Monthly	4,168	4,376	4,595	4,825	5,066
	Biweekly	1,924	2,020	2,121	2,227	2,338
	Hourly	24.04	25.25	26.51	27.83	29.23
Special Events Coordinator	Annual	49,356	51,828	54,432	57,144	60,012
	Monthly	4,113	4,319	4,536	4,762	5,001
	Biweekly	1,898	1,994	2,094	2,198	2,308
	Hourly	23.73	24.92	26.17	27.47	28.85
Fleet Maintenance Coordinator	Annual	51,585	54,164	56,873	59,716	62,702
	Monthly	4,299	4,514	4,739	4,976	5,225
	Biweekly	1,984	2,083	2,187	2,297	2,412
	Hourly	24.80	26.04	27.34	28.71	30.15
Librarian II	Annual	51,672	54,252	56,964	59,808	62,796
	Monthly	4,306	4,521	4,747	4,984	5,233
	Biweekly	1,988	2,087	2,191	2,300	2,415
	Hourly	26.50	27.82	29.21	30.67	32.20

City of Sausalito
Salary Schedule – Table 1A
FY 2007-08

SEIU SALARIES

Effective January 1, 2007 through June 30, 2008

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NOTE: Salaries listed include 8% in lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2)

Classification		Step 1	Step 2	Step 3	Step 4	Step 5
Assistant Planner	Annual	54,027	56,729	59,565	62,543	65,671
	Monthly	4,502	4,727	4,964	5,212	5,473
	Biweekly	2,078	2,182	2,291	2,406	2,526
	Hourly	25.97	27.27	28.64	30.07	31.57
Recreation Supervisor	Annual	54,950	57,697	60,582	63,611	66,792
	Monthly	4,579	4,808	5,048	5,301	5,566
	Biweekly	2,113	2,219	2,330	2,447	2,569
	Hourly	26.42	27.74	29.13	30.58	32.11
Sewer Systems Coordinator	Annual	58,984	61,931	65,027	68,274	71,682
	Monthly	4,915	5,161	5,419	5,689	5,974
	Biweekly	2,269	2,382	2,501	2,626	2,758
	Hourly	28.36	29.77	31.26	32.82	34.46
Public Works Supervisor	Annual	61,939	65,035	68,287	71,702	75,287
	Monthly	5,162	5,420	5,691	5,975	6,274
	Biweekly	2,382	2,501	2,626	2,758	2,896
	Hourly	29.78	31.27	32.83	34.47	36.20
Associate Planner	Annual	62,549	65,680	68,966	72,409	76,020
	Monthly	5,212	5,473	5,747	6,034	6,336
	Biweekly	2,406	2,526	2,653	2,785	2,924
	Hourly	30.07	31.58	33.16	34.81	36.55
Civil Engineer II	Annual	66,758	70,096	73,601	77,281	81,145
	Monthly	5,563	5,841	6,133	6,440	6,762
	Biweekly	2,568	2,696	2,831	2,972	3,121
	Hourly	32.10	33.70	35.38	37.15	39.01
Building Inspector	Annual	72,928	76,575	80,404	84,424	88,645
	Monthly	6,077	6,381	6,700	7,035	7,387
	Biweekly	2,805	2,945	3,092	3,247	3,409
	Hourly	35.06	36.81	38.66	40.59	42.62

POLICE SALARIES

Effective July 1, 2007 through June 30, 2008

NOTE: For SWORN positions, salaries listed include 9% in-lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2).
For NON-SWORN positions, salaries listed include 8% in-lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2).
See additional notes about education incentive pay at bottom of salary charts.

Classification		Step 1	Step 2	Step 3	Step 4	Step 5
SWORN OFFICERS						
Police Sergeant	Annual	73,394	77,063	80,925	84,971	89,220
	Monthly	6,116	6,422	6,744	7,081	7,435
	Biweekly	2,823	2,964	3,113	3,268	3,432
	Hourly	35.29	37.05	38.91	40.85	42.89
Police Officer	Annual	60,733	63,769	66,966	70,316	73,835
	Monthly	5,061	5,314	5,580	5,860	6,153
	Biweekly	2,336	2,453	2,576	2,704	2,840
	Hourly	29.20	30.66	32.20	33.81	35.50
Police Corporal: Officer Rate + 5%	Annual	63,768	66,960	70,308	73,824	77,520
	Monthly	5,314	5,580	5,859	6,152	6,460
	Biweekly	2,453	2,575	2,704	2,839	2,982
	Hourly	30.66	32.19	33.80	35.49	37.27
NON-SWORN POSITIONS						
Parking Enforcement Officer	Annual	42,138	44,244	46,449	48,773	51,220
	Monthly	3,511	3,687	3,871	4,064	4,268
	Biweekly	1,621	1,702	1,786	1,876	1,970
	Hourly	20.26	21.27	22.33	23.45	24.62
Administrative Aide I	Annual	43,164	45,336	47,592	49,968	52,476
	Monthly	3,597	3,778	3,966	4,164	4,373
	Biweekly	1,660	1,744	1,830	1,922	2,018
	Hourly	20.75	21.80	22.88	24.02	25.23

NOTE: EDUCATION INCENTIVE PAY

For employees hired before January 1, 2003, subject to conditions specified in the MOU, the City will provide incentive pay until June 30, 2004 as follows: 5% of salary for Associate Degree or
10% of salary for Bachelor Degree or
12.5% of salary for Masters Degree

For employees hired after January 1, 2003, subject to conditions specified in the MOU, the City will provide incentive pay as follows: 3% of salary for Associate Degree/Intermediate POST Certificate or
5% of salary for Bachelor Degree/Advanced POST Certificate or
7% of salary for Masters Degree

City of Sausalito
Salary Schedule – Table 1C
FY 2007-08
FIRE SALARIES
Effective July 1, 2007

NOTE: Salaries listed for members of the Firefighters' Association do NOT include any portion of the employee's portion of the PERS contribution; they do not have benefit of the Internal Revenue Code Section 414(h)(2) provision.

Classification		Step 1	Step 2	Step 3	Step 4	Step 5
Fire Captain	Annual	76,284	80,280			
	Monthly	6,357	6,690			
	Biweekly					
	Hourly					
Fire Lieutenant	Annual	77,196				
	Monthly	6,433				
	Biweekly					
	Hourly					
Firefighter/Paramedic	Annual	67,824	69,204	70,620	72,060	73,524
	Monthly	5,652	5,767	5,885	6,005	6,127
	Biweekly					
	Hourly					
Firefighter	Annual	60,180	61,416	62,676	63,936	65,244
	Monthly	5,015	5,118	5,223	5,328	5,437
	Biweekly					
	Hourly					

NOTE: EDUCATION INCENTIVE PAY

- A) A 2 ½% of the monthly base salary per month pay incentive for current employees with a 30 unit vocational Fire Science Certificate.
- B) A 5% of the monthly base salary per month pay incentive for employees holding an AA/AS Degree in Fire Science from an accredited college or university. (Not in addition to the above 2 ½% for a 30 unit certificate)
- C) A 2 ½% of the monthly base salary per month pay incentive for employees holding a Fire Officer I Certificate from the State Board.
- D) A 1% of the monthly base salary per month pay incentive for employees holding a Chief Officer Certificate from the State Board of Fire Services.
- E) A 2% of the monthly base salary per month pay incentive for employees holding a Bachelor's Degree in a field related to the fire service (as approved by the Fire Chief).

City of Sausalito
 Salary Schedule – Table 1D
 FY 2007-08

CONFIDENTIAL SALARIES

Effective July 1, 2007 through June 30, 2008

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NOTE: Salaries listed include 8% in lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2)

Classification		Step 1	Step 2	Step 3	Step 4	Step 5
Accounting Systems Technician	Annual	42,557	44,696	46,925	49,087	51,721
	Monthly	3,546	3,724	3,910	4,105	4,311
	Biweekly	1,637	1,719	1,805	1,888	1,989
	Hourly	20.46	21.49	22.56	23.60	24.87
Accounting Technician	Annual	46,753	49,091	51,545	54,122	56,828
	Monthly	3,896	4,091	4,295	4,510	4,736
	Biweekly	1,798	1,888	1,983	2,082	2,186
	Hourly	22.48	23.60	24.78	26.02	27.32
Administrative Aide II – Police	Annual	49,000	51,450	54,023	56,724	59,560
	Monthly	4,083	4,288	4,502	4,727	4,963
	Biweekly	1,885	1,979	2,078	2,182	2,291
	Hourly	23.56	24.74	25.97	27.27	28.63

City of Sausalito
 Salary Schedule – Table 1E
 FY 2007-08

MANAGEMENT SALARIES

Effective July 1, 2007 through June 30, 2008

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NOTE: * Indicates salary includes 8% in lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2)
 ** Indicates salary includes 9% in lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2)

Classification	Salary	
City Manager / City Clerk *	Annual	163,498
	Monthly	13,625
	Biweekly	6,288
	Hourly	78.60
Chief of Police **	Annual	152,918
	Monthly	12,743
	Biweekly	5,881
	Hourly	73.52
Community Development Director *	Annual	135,148
	Monthly	11,262
	Biweekly	5,198
	Hourly	64.98
City Engineer *	Annual	128,683
	Monthly	10,724
	Biweekly	4,949
	Hourly	61.87
Police Captain **	Annual	131,580
	Monthly	10,965
	Biweekly	5,061
	Hourly	63.26
Finance Director *	Annual	127,096
	Monthly	10,591
	Biweekly	4,888
	Hourly	61.10
Public Works Director *	Annual	115,267
	Monthly	9,606
	Biweekly	4,433
	Hourly	55.42

City of Sausalito
 Salary Schedule – Table 1E
 FY 2007-08

MANAGEMENT SALARIES

For July 1, 2007 through June 30, 2008

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NOTE: * Indicates salary includes 8% in lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2)
 ** Indicates salary includes 9% in lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2)
 ***Indicates salary does NOT include any portion of the employee's portion of the PERS contribution.

Classification		Salary
Parks & Recreation Director *	Annual	97,909
	Monthly	8,159
	Biweekly	3,766
	Hourly	47.07
Library Director *	Annual	105,872
	Monthly	8,823
	Biweekly	4,072
	Hourly	50.90
Administrative Services Manager *	Annual	84,323
	Monthly	7,027
	Biweekly	3,243
	Hourly	40.54
Technology Manager *	Annual	84,295
	Monthly	7,025
	Biweekly	3,242
	Hourly	40.53
Assistant to the City Manager *	Annual	76,685
	Monthly	6,390
	Biweekly	2,949
	Hourly	36.87
Transportation Manager	Annual	76,685
	Monthly	6,390
	Biweekly	2,949
	Hourly	36.87

TABLE 2
AUTHORIZED PERMANENT STAFFING

City of Sausalito
Effective July 1, 2007

CLASSIFICATION	EMPLOYEE GROUP FY 07-08	DEPARTMENT
ACCOUNTING TECHNICIAN	CONFIDENTIAL 1.75	ADMIN-FINANCE
ADMINISTRATIVE AIDE I – ADMIN	CONFIDENTIAL 1.00	ADMIN-FINANCE
ADMINISTRATIVE AIDE I – CDD	SEIU 1.00	CDD
ADMINISTRATIVE AIDE I – POLICE DEPT.	POLICE 1.00	POLICE
ADMINISTRATIVE AIDE I – RECREATION	SEIU 1.00	RECREATION
ADMINISTRATIVE AIDE II – POLICE DEPT.	CONFIDENTIAL 1.00	POLICE
ADMINISTRATIVE SERVICES MANAGER	MANAGEMENT 1.00	ADMIN
ASSISTANT TO THE CITY MANAGER	MANAGEMENT 1.00	ADMIN
ASSISTANT PLANNER	SEIU 1.00	CDD
ASSOCIATE PLANNER	SEIU 2.00	CDD
BUILDING INSPECTOR	SEIU 1.00	CDD
CITY ENGINEER	MANAGEMENT 1.00	CDD
CITY MANAGER/CITY CLERK	MANAGEMENT 1.00	ADMIN
CIVIL ENGINEER II	SEIU 1.00	CDD
COMMUNITY DEVELOPMENT DIRECTOR	MANAGEMENT 1.00	CDD
CUSTODIAN	SEIU 1.00	DPW
FINANCE DIRECTOR/TREASURER	MANAGEMENT 1.00	ADMIN-FINANCE
ACCOUNTING SYSTEMS TECHNICIAN	CONFIDENTIAL 0.60	ADMIN-FINANCE

FIRE CAPTAIN	IAFF 3.00	FIRE
FIREFIGHTER	IAFF 6.00	FIRE
FIREFIGHTER/PARAMEDIC	IAFF 4.00	FIRE
FIRE LIEUTENANT	IAFF 2.00	FIRE
FLEET MAINTENANCE COORDINATOR	SEIU 1.00	DPW
LANDSCAPE WORKER I	SEIU 1.00	DPW
LANDSCAPE WORKER II	SEIU 2.00	DPW
LEAD CUSTODIAN	SEIU 1.00	DPW
LIBRARIAN I	SEIU 0.57	LIBRARY
LIBRARIAN II	SEIU 1.00	LIBRARY
LIBRARY ASSISTANT II	SEIU 1.00	LIBRARY
LIBRARY DIRECTOR (CITY LIBRARIAN)	MANAGEMENT 1.00	LIBRARY
MAINTENANCE WORKER I	SEIU 3.00	DPW
MAINTENANCE WORKER II	SEIU 2.00	DPW
PARKING ENFORCEMENT OFFICERS	SPA 3.00	POLICE
PERMIT TECHNICIAN	SEIU 1.00	CDD
POLICE CAPTAIN	MANAGEMENT 1.00	POLICE
POLICE CHIEF	MANAGEMENT 1.00	POLICE
POLICE CORPORAL	SPA 2.00	POLICE
POLICE OFFICER	SPA 10.00	POLICE
POLICE SERGEANT	SPA 4.00	POLICE
PUBLIC WORKS DIRECTOR	MANAGEMENT 1.00	DPW

PUBLIC WORKS FOREPERSON	SEIU 1.00	DPW
PUBLIC WORKS SUPERVISOR	SEIU 1.00	DPW
RECREATION DIRECTOR	MANAGEMENT 1.00	RECREATION
RECREATION SUPERVISOR	SEIU 1.00	RECREATION
SENIOR LIBRARY ASSISTANT	SEIU 1.00	LIBRARY
SEWER SYSTEMS COORDINATOR	SEIU 1.00	CDD
SPECIAL EVENTS COORDINATOR	SEIU 1.00	RECREATION
TECHNOLOGY MANAGER	MANAGEMENT 1.00	ADMIN - TECH
TRANSPORTATION MANAGER	MANAGEMENT 1.00	ADMIN

TOTAL 79.92

PERMANENT STAFFING TOTALS BY DEPARTMENT/DIVISION:

ADMINISTRATION DEPARTMENT TOTAL: 9.35
○ ADMINISTRATION 4.00
○ FINANCE 3.35
○ TECHNOLOGY DIVISION 1.00
○ PARKING & TRANSPORTATION DIVISION 1.00

COMMUNITY DEVELOPMENT DEPARTMENT TOTAL: 10.00
○ DIRECTOR 1.00
○ PLANNING 5.00
○ BUILDING 1.00
○ ENGINEERING 2.00
○ SEWER SYSTEMS COORDINATOR 1.00

LIBRARY TOTAL: 4.57

RECREATION DEPARTMENT TOTAL: 4.00

PUBLIC WORKS DEPARTMENT TOTAL: 14.00
○ PUBLIC WORKS 10.85
○ SEWER 2.50
○ MLK 0.65

POLICE DEPARTMENT TOTAL: 23.00

FIRE DEPARTMENT TOTAL: 15.00

TOTAL 79.92

TABLE 3
TEMPORARY EMPLOYEES HOURLY WAGES

City of Sausalito
Effective July 1, 2007

<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>
ELECTED OFFICIALS / Per Month	
City Councilmember (5)	300.00 per month
APPOINTED OFFICIALS / Per Meeting	
Planning Commissioner (5)	25.00 per meeting/maximum 100.00 per month
TEMPORARY EMPLOYEES / Per Hour	
<i>Administration/Finance Department</i>	
Office Assistant	15.30
Accountant	39.00
<i>Fire Department</i>	
“Sleeper” Firefighter	Current Minimum Wage
<i>Library</i>	
Library Page	9.98
Librarian I Hourly	26.86
Library Assistant I Hourly	18.89
Library Assistant I Backfill	20.64
Librarian II Backfill	31.76
<i>Parking</i>	
Lot Attendants: Base Rate	12.25*
Lot Attendants: 3 or more years of service	12.75*
Lot Attendants: Overtime and Holidays	Time and a Half
Lead Parking Attendant	17.00*
Office Assistant	15.30
Shuttle Bus Driver	17.00
<i>NOTE: * Receive one dollar additional per hour for Saturday or Sunday shifts and Monday through Friday after 6:00 p.m.</i>	
<i>Police Department</i>	
Data Entry Clerk	15.30
<i>Recreation Department</i>	
Recreation Trainee	7.00
Recreation Leader I	8.00
Recreation Leader II	10.00
Recreation Leader III	12.00
Recreation Aide	14.00 – 16.00

Technology Division

Information Technology Assistant

20.00

NOTE:

1. Hourly salaries will be adjusted so that the lowest step in a salary range is always at or above the established Minimum Wage.
2. Employees may be hired within the hourly rates established, based upon qualifications and market need.
3. Temporary employees are limited to 1,000 hours of work per fiscal year.