

City of Grover Beach
STAFFING DETAIL & SALARY
SCHEDULE Effective: 07/23/2018

Exhibit A

Compensation Plan – Monthly Salary Ranges

Section 1 - Executive Management

| | <u>Exempt</u> | <u>STEPS</u> | | | | | |
|-------------------------------------|---------------|--------------|----------|----------|----------|----------|----------|
| | | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> | <u>F</u> |
| City Manager | * | | 12480 | - | 15259 | | |
| Police Chief | * | | 10442 | - | 13546 | | |
| Administrative Services Director | * | | 9570 | - | 12274 | | |
| Community Development Director | * | | 9394 | - | 12215 | | |
| Public Works Director/City Engineer | * | | 9394 | - | 12215 | | |
| Parks & Recreation Program Director | * | | 7033 | - | 8975 | | |

Section 2 - Management & Confidential

| | | | | | | | |
|---|---|------|------|------|------|------|------|
| Senior Engineer | * | 6926 | 7272 | 7636 | 8018 | 8419 | 8840 |
| Capital Improvement Project Manager | * | 6735 | 7072 | 7246 | 7797 | 8187 | 8596 |
| Senior Planner | * | 6497 | 6822 | 7163 | 7521 | 7897 | 8292 |
| City Clerk/Executive Assistant | * | 6367 | 6685 | 7019 | 7370 | 7739 | 8126 |
| Assistant Administrative Services Director | * | 6102 | 6407 | 6727 | 7063 | 7416 | 7787 |
| IT Specialist | * | 5926 | 6222 | 6533 | 6860 | 7203 | 7563 |
| Accountant | * | 5306 | 5571 | 5850 | 6143 | 6450 | 6773 |
| Public Works Supervisor | * | 5130 | 5387 | 5656 | 5939 | 6236 | 6548 |
| Management Analyst/Human Resources | | 4675 | 4909 | 5154 | 5412 | 5683 | 5967 |
| Administrative Analyst (Confidential) | | 4201 | 4411 | 4632 | 4864 | 5107 | 5362 |
| Deputy City Clerk/Administrative Specialist (Confidential) | | 3890 | 4085 | 4289 | 4503 | 4728 | 4964 |

Section 3 – Police Management & Confidential

| | | | | | | | |
|---|---|------|------|------|------|-------|--|
| Police Commander | * | 8625 | 9056 | 9509 | 9984 | 10483 | |
| Administrative Assistant/Public Safety (Confidential) | | 4050 | 4253 | 4466 | 4689 | 4923 | |

Section 4 - Competitive Service

| | | | | | | | |
|---------------------------|--|------|------|------|------|------|------|
| Police Sergeant | | 6310 | 6626 | 6957 | 7305 | 7670 | 8054 |
| Planner II | | 5266 | 5529 | 5805 | 6095 | 6400 | |
| Planner I | | 4828 | 5069 | 5322 | 5588 | 5867 | |
| Police Officer | | 5115 | 5371 | 5640 | 5922 | 6218 | 6529 |
| Communications Supervisor | | 4690 | 4925 | 5171 | 5430 | 5702 | 5987 |
| City Mechanic | | 4399 | 4619 | 4850 | 5093 | 5348 | |
| Code Compliance Officer | | 4306 | 4521 | 4747 | 4984 | 5233 | |
| Maintenance Worker III | | 4301 | 4516 | 4742 | 4979 | 5228 | |
| Accounting Specialist | | 4261 | 4474 | 4698 | 4933 | 5180 | |

Executive Management Employee Group: Resolution No. 15-50; Resolution No. 16-34; and Resolution No. 16-36, Resolution No. 18-50
Management & Confidential Employee Group: Resolution No. 15-70; Resolution No. 16-23; Resolution No. 16-31; Resolution No. 17-10;
Resolution No. 17-40; Resolution No. 18-03; and Resolution No. 18-26, Resolution No. 18-51
Police Management & Confidential Employee Group: Resolution No. 15-44; Resolution No. 15-45; Resolution No. 16-32 and
Resolution No. 17-18, Resolution 18-54
Police Officers Association: Resolution No. 15-75, Resolution 18 -
SEIU, Local 620: Resolution No. 15-63; Resolution No. 16-07; Resolution No. 17-37; and Resolution 18-02

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| | | | | | |
|-------------------------------|------|------|------|------|------|
| Fleet Maintenance Coordinator | 4199 | 4409 | 4629 | 4860 | 5103 |
| Building/Planning Technician | 4102 | 4307 | 4522 | 4748 | 4985 |

Section 4 - Competitive Service

| | <u>STEPS</u> | | | | | | |
|--|---------------|----------|----------|----------|----------|----------|----------|
| | <u>Exempt</u> | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> | <u>F</u> |
| Equipment Mechanic II | | 4098 | 4303 | 4518 | 4744 | 4981 | |
| Recreation Coordinator | | 4098 | 4303 | 4518 | 4744 | 4981 | |
| Lead Communications/Records Technician | | 4212 | 4423 | 4644 | 4876 | 5120 | 5376 |
| Maintenance Worker II | | 3905 | 4100 | 4305 | 4520 | 4746 | |
| Revenue Technician | | 3867 | 4060 | 4263 | 4476 | 4700 | |
| Communication/Records Technician | | 4008 | 4208 | 4418 | 4639 | 4871 | 5115 |
| Records/Property Technician | | 3916 | 4112 | 4318 | 4534 | 4761 | 4999 |
| Administrative Secretary | | 3698 | 3883 | 4077 | 4281 | 4495 | |
| Administrative Assistant III | | 3500 | 3675 | 3859 | 4052 | 4255 | |
| Account Clerk | | 3450 | 3623 | 3804 | 3994 | 4194 | |
| Engineering Technician | | 3357 | 3525 | 3701 | 3886 | 4080 | |
| Maintenance Specialist | | 3296 | 3461 | 3634 | 3816 | 4007 | |
| Administrative Assistant II | | 3150 | 3308 | 3473 | 3647 | 3829 | |
| Maintenance Worker I | | 3140 | 3297 | 3462 | 3635 | 3817 | |
| Equipment Mechanic I | | 3140 | 3297 | 3462 | 3635 | 3817 | |
| Administrative Assistant I | | 2850 | 2993 | 3143 | 3300 | 3465 | |

Section 5 – Hourly/Part-Time/Miscellaneous Classes

| | | | | | | |
|---|-------|-------|-------|-------|-------|-------|
| Administrative Assistant I | 16.44 | 17.27 | 18.13 | 19.03 | 19.99 | |
| Administrative Assistant II | 18.17 | 19.08 | 20.04 | 21.04 | 22.09 | |
| Administrative Assistant III | 20.19 | 21.20 | 22.26 | 23.38 | 24.55 | |
| Janitor (P/T) | 12.00 | 13.00 | 14.00 | 15.00 | 16.00 | |
| Police Detective (P/T) | 27.96 | 29.35 | 30.83 | 32.37 | 33.98 | 35.68 |
| Reserve Police Officer | | | | | | |
| Level I | 27.00 | 28.00 | 29.00 | 30.00 | 31.00 | |
| Level II | 22.00 | 23.00 | 24.00 | 25.00 | 26.00 | |
| Level III | 17.00 | 18.00 | 19.00 | 20.00 | 21.00 | |
| Police Officer Trainee (F/T) | 4500 | | | | | |
| Communications/Records Technician (P/T) | 21.47 | 22.55 | 23.67 | 24.85 | 26.10 | 27.40 |
| Property/Records Technician (P/T) | 21.47 | 22.55 | 23.67 | 24.85 | 26.10 | 27.40 |

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