



DISCUSSION ITEMS

Agenda Item # 3

AGENDA REPORT SUMMARY

Meeting Date: April 28, 2020

Subject: Resolution No. 2020-05: Fiscal Year 2019/20 Mid-year Financial Update, budget adjustments, and updated Salary Schedule

Prepared by: Sharif Etman, Administrative Services Director

Approved by: Chris Jordan, City Manager

Attachment(s):

1. Resolution No. 2020-05
2. Updated Salary Schedule

Initiated by:

Staff

Previous Council Consideration:

N/A

Fiscal Impact:

The proposed budget amendments for the Operating Budget total \$635K.

Environmental Review:

Not applicable

Policy Question(s) for Council Consideration:

- Does the Council concur with the Mid-year Financial Update and budget adjustments?

Summary:

- Revenue in all areas is trending as expected. The current economy continues to be strong and provide solid revenues. Expenses City-wide are projected to be under budget at the mid-year point
- Only minor adjustments are recommended to the Operating Budget at this time. These adjustments total \$635K for the General Fund and are discussed later in this report. One limited term (two-year) position is being recommended – Management Analyst Fellow for the Recreation Department.
- An adjustment of \$40K in the Equipment Replacement Fund and \$500K in the Sewer Fund are also being proposed.
- FY 2018/19 closed out with \$6.8M in fund balance. The recommended appropriation back to our Operating reserve and CIP fund is also highlighted



Subject: Resolution No. 2020-05: Fiscal Year 2019/20 Mid-year Financial Update, budget adjustments, and updated Salary Schedule

Staff Recommendation:

Adopt Resolution No. 2020-05, approving the Fiscal Year 2019/20 Mid-year Financial Update, budget adjustments, and updated Salary Schedule, including assignment of fund balance as recommended



Subject: Resolution No. 2020-05: Fiscal Year 2019/20 Mid-year Financial Update, budget adjustments, and updated Salary Schedule

Purpose

To review estimated revenues and expenses for the first half of FY 2019/20 in comparison to the Adopted FY 2019/20 Budget and adjust, if necessary. The mid-year review is also when the Council assigns fund balance when applicable and reviews its reserves.

Background

The City Council-approved Operating Budget serves as the annual plan and resource allocation that guides and ensures implementation of City Council policies and priorities. The budget implements the vision and direction for the range of services that meet the needs of the community.

A high-level financial review, as of December 31, 2019, provides the mid-year budget update to the City Council for the current fiscal year. Analysis of the revenues collected and all expenditures through December 31, 2019 measures the budget's adherence to the established resource allocation plan. Proposed budget amendments make the necessary adjustments identified during the mid-year financial review.

Discussion/Analysis

City finances are trending positively at the mid-year point. Overall, City revenues especially property tax continue to show solid growth, with others trending as expected. City expenditures demonstrate prudent fiscal management as departments are operating within their allocated budget amounts when adjusting for anomalies.

General Fund

Revenues are expected to trend below the 50% mark at mid-year due to timing delays in the receipt of major revenues, such as property tax. Expenditures are expected to trend below the 50% mark at mid-year as well.

General Fund Revenue

Revenue items of note are:

- Sales tax revenues remain flat but are expected to achieve the current year budget levels. UUT revenues are expected to be close to budget at year-end; however, staff continues to monitor this category closely.
- Transient Occupancy Tax revenues will continue to rise as we receive increased revenues based on the increase in TOT from 11% to 14% which is being phased in over three fiscal years.



Subject: Resolution No. 2020-05: Fiscal Year 2019/20 Mid-year Financial Update, budget adjustments, and updated Salary Schedule

- Interest income is projected to exceed estimates at mid-year based on the timing of actual payments and fluctuate greatly this year due to consistently changing market conditions.
- Community Development fees and revenues continue to remain strong due to robust construction and various projects throughout the City.

General Fund Expenditures

- All Departments are currently spending within their approved budgets and trending as expected at the mid-year point.

Other Funds

- The Sewer Fund revenues typically lag at mid-year along with expenses. A more detailed analysis will be made after the third quarter of the year.
- The Solid Waste fund and the Self Insurance Funds (Worker's Comp and Liability) are all trending as expected.

Proposed Mid-year Budget Adjustments

Operating Budget (General Fund):

The proposed budget adjustments are recommended to be funded by existing budgeted revenues. The recommended adjustments total \$635K for the General Fund.

- **Engineering Services Department**
 - **Professional Services (\$100K)** – Increase is professional fees to assist the Engineering Services Department in various engineering tasks and support such as from land surveyors.
- **Recreation Department**
 - **Management Analyst Fellow (\$30K, 110K full fiscal year)** – A limited two-year term Management Analyst Fellow position to assist the Recreation Department with its transition into the new Community Center. The position will assist with programming, staff support and analyses as needed.



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- **City Attorney**
 - **Legal Expenses (\$500K)** - Increase in legal fees is anticipated due to a requested increase in the level of services provided by the City Attorney's Office, as directed by the City Council, and by continuing litigation expenses and labor relations.
- **Suffragette Centennial Celebration (\$5K)**
- **Updated Salary Schedule (No fiscal impact)**
 - An updated salary schedule for the current fiscal year is included as Attachment 2 in this report. The updated schedule incorporates any changes and reclasses made to date. Any costs are offset by current vacancy savings. Changes of note are:
 - New classification of Public Information Officer
 - New classification of Police Records Supervisor
 - Updated the City Manger's pay based on the latest contract approved by City Council

Equipment Replacement Fund:

- **Police Department Vehicle Modifications (\$40K)** – to account for specific modifications needed for police rescue vehicle and patrol vehicle after purchase.

Sewer Fund:

- **Adobe Creek Sewer Main (\$500K)** - This new project would replace, and for some segments realign, up to approximately 50 sanitary sewer main segments (6,580 linear feet) located along or near Adobe Creek. The sewer line segments identified for this project are located near the City's border with the Town of Los Altos Hills, north of Manresa Avenue and south of Edith Avenue. City staff has determined that the Adobe Creek sewer main is at capacity and has significant structural and maintenance issues. There are approximately 13 or more locations in the project area where sewer mains cross under Adobe Creek. The proximity of these lines to the creek causes a high potential for contamination in the event of sewer line failures or overflow. Replacement of these pipes is important to maintain the structural integrity of pipes in these high-risk locations. Likewise, realignment, where possible, would improve access for maintenance and reduce the risk of creek contamination in the event of an overflow.

Allocation of Unassigned Fund Balance (\$6.8M):

Currently the City has \$6.84M in unassigned fund balance from the revenue over expenses achieved in FY 2018/19. Our recommendation is to assign this amount to our reserves as follows:



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- Emergency and Operating Reserve – \$2.85M to replenish the amount spent on the purchase of 999 Fremont Ave; an additional \$1.0M to reach 20% reserved per policy.
- Approximately \$3.0M to Capital Improvement Projects (CIP) fund – to fund CIP costs for this year and future projects.
- No additional funds are available for the PERS reserve or Community Center at this time.

Assigned Fund Balance	As of June 30, 2019	Proposed Allocation	Reserves after allocation
Emergency and Operating*	\$ 7,250,645	3,850,000	\$ 8,250,374
OPEB	1,500,000	-	\$ 1,500,000
PERS Reserve	5,000,000	-	\$ 5,000,000
Technology Reserve	1,574,089	-	\$ 1,574,089
CIP Reserve	416,263	2,991,453	\$ 3,407,716
Community Center Reserve	23,695,425	-	\$ 23,695,425
Equipment Reserve	1,078,044	-	\$ 1,078,044
Total Unassigned Fund Balance	\$ 40,514,466	\$ 6,841,453	\$ 47,355,919

*Includes 999 Fremont Payment of \$2.85M and \$1.0M to achieve 20% of Expenditure Budget

Capital Improvement Program and 10-year plan

The City’s Capital Improvement Program (CIP) consists of a multitude of projects at varying phases of the project cycle. The Five-year CIP Budget and 10-year plan will be reviewed and discussed in detail at the joint Financial Commission and City Council meeting scheduled for April 28, 2020.



Subject: Resolution No. 2020-05: Fiscal Year 2019/20 Mid-year Financial Update, budget adjustments, and updated Salary Schedule

Options

- 1) Adopt Resolution No. 2020-05, approving the mid-year report and proposed budget adjustments and updated salary schedule

Advantages: Adjustments made will ensure proper funding and spending within budgeted amounts. The additional positions will ensure projects and deadlines are completed for Council and staff. Reserves will be properly assigned

Disadvantages: None identified

- 2) Do not adopt Resolution No. 2020-05 approving the mid-year report and proposed budget adjustments and updated salary schedule

Advantages: None identified

Disadvantages: Expenditures may not be properly aligned with current budget. Projects and deadlines may not be met without further staff support. Fund balances will remain unassigned

Recommendation

The staff recommends Option 1.

RESOLUTION NO. 2020-__

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
TO APPROVE FY 2019/20 MID-YEAR FINANCIAL UPDATE, BUDGET
ADJUSTMENTS AND UPDATED SALARY SCHEDULE**

WHEREAS, the Council has reviewed the Fiscal Year 2019/20 Mid-Year Financial Update and recommended adjustments at the City Council meeting held on March 10, 2020.

WHEREAS, the Council approved staff to add one (two-year limited term) Management Analyst Fellow to the Recreation Department.

NOW THEREFORE, BE IT RESOLVED, that the City Council of the City of Los Altos hereby:

- Adopt the FY 2019/20 Mid-Year Financial Update with the following budget adjustments:
 - Engineering Services Professional Services increase (\$100K)
 - Recreation Services Management Analyst Fellow (\$30K)
 - City Attorney - Legal Expenses (\$500K)
 - Suffragette Centennial Celebration (\$5K)
 - Police Department Vehicle Modification (\$40K) from the Equipment Replacement Fund
 - Adobe Creek Sewer Main project (500K) from the Sewer Fund
 - Allocation of Unassigned Fund Balance (\$6.84M)
 - a. \$3.85M to the Emergency and Operating Reserve
 - b. \$2.99M to the CIP Reserve
- Adopt the Updated Salary Schedule for FY 2019/20

I HEREBY CERTIFY that the foregoing is a true and correct copy of a Resolution passed and adopted by the City Council of the City of Los Altos at a meeting thereof on the 10th day of March, 2020 by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

Jan Pepper, MAYOR

Attest:

Dennis Hawkins, CITY CLERK

City of Los Altos -- Salary Schedule FY 19/20

Resolution 2020-XX

			Biweekly					Monthly					Annual				
<i>Legislative & Executive</i>	<i>Union</i>	<i>Salary Range</i>	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
City Manager **	N/A		\$9,426.73					\$20,424.58					\$245,095.00				
Assistant City Manager	N/A	56	\$6,883.15	Open Range			\$8,366.47	\$14,913.49	Open Range			\$18,127.35	\$178,961.89	Open Range			\$217,528.17
Deputy City Manager/City Clerk	N/A	48	\$5,649.29	\$5,931.76	\$6,228.34	\$6,539.76	\$6,866.75	\$12,240.13	\$12,852.14	\$13,494.75	\$14,169.48	\$14,877.96	\$146,881.60	\$154,225.68	\$161,936.96	\$170,033.81	\$178,535.50
Assistant to the City Manager	N/A	40	\$4,636.64	\$4,868.47	\$5,111.89	\$5,367.49	\$5,635.86	\$10,046.05	\$10,548.35	\$11,075.77	\$11,629.56	\$12,211.03	\$120,552.57	\$126,580.20	\$132,909.21	\$139,554.67	\$146,532.40
City Clerk	N/A	41	\$4,752.55	\$4,990.18	\$5,239.69	\$5,501.67	\$5,776.76	\$10,297.20	\$10,812.06	\$11,352.66	\$11,920.29	\$12,516.31	\$123,566.38	\$129,744.70	\$136,231.94	\$143,043.53	\$150,195.71
Public Information Officer*	N/A		\$4,614.48	\$4,845.20	\$5,087.46	\$5,341.84	\$5,608.93	\$9,998.04	\$10,497.94	\$11,022.84	\$11,573.98	\$12,152.68	\$119,976.48	\$125,975.30	\$132,274.07	\$138,887.77	\$145,832.16
Public Information Coordinator	LAMEA		\$3,533.92	\$3,710.62	\$3,896.15	\$4,090.95	\$4,295.50	\$7,656.83	\$8,039.67	\$8,441.65	\$8,863.73	\$9,306.92	\$91,881.92	\$96,476.02	\$101,299.82	\$106,364.81	\$111,683.05
Executive Assistant to the City Manager	N/A	25	\$3,201.44	\$3,361.51	\$3,529.59	\$3,706.07	\$3,891.37	\$6,936.45	\$7,283.27	\$7,647.44	\$8,029.81	\$8,431.30	\$83,237.40	\$87,399.27	\$91,769.23	\$96,357.69	\$101,175.58
Deputy City Clerk	LAMEA		\$2,879.76	\$3,023.75	\$3,174.94	\$3,333.68	\$3,500.37	\$6,239.48	\$6,551.45	\$6,879.03	\$7,222.98	\$7,584.13	\$74,873.76	\$78,617.45	\$82,548.32	\$86,675.74	\$91,009.52
<i>Administrative Services</i>	<i>Union</i>	<i>Salary Range</i>	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
Administrative Services Director	N/A	56	\$6,883.15	Open Range			\$8,366.47	\$14,913.49	Open Range			\$18,127.35	\$178,961.89	Open Range			\$217,528.17
Financial Services Manager	N/A	48	\$5,649.29	\$5,931.76	\$6,228.34	\$6,539.76	\$6,866.75	\$12,240.13	\$12,852.14	\$13,494.75	\$14,169.48	\$14,877.96	\$146,881.60	\$154,225.68	\$161,936.96	\$170,033.81	\$178,535.50
Senior Accountant	N/A	34	\$3,998.16	\$4,198.07	\$4,407.97	\$4,628.37	\$4,859.79	\$8,662.68	\$9,095.81	\$9,550.60	\$10,028.13	\$10,529.54	\$103,952.10	\$109,149.71	\$114,607.19	\$120,337.55	\$126,354.43
Management Analyst II	LAMEA		\$3,782.48	\$3,971.60	\$4,170.18	\$4,378.69	\$4,597.63	\$8,195.37	\$8,605.14	\$9,035.40	\$9,487.17	\$9,961.53	\$98,344.48	\$103,261.70	\$108,424.79	\$113,846.03	\$119,538.33
Management Analyst I	LAMEA		\$3,439.28	\$3,611.24	\$3,791.81	\$3,981.40	\$4,180.47	\$7,451.77	\$7,824.36	\$8,215.58	\$8,626.36	\$9,057.68	\$89,421.28	\$93,892.34	\$98,586.96	\$103,516.31	\$108,692.12
Accounting Technician II	LAMEA		\$2,868.32	\$3,011.74	\$3,162.32	\$3,320.44	\$3,486.46	\$6,214.69	\$6,525.43	\$6,851.70	\$7,194.28	\$7,554.00	\$74,576.32	\$78,305.14	\$82,220.39	\$86,331.41	\$90,647.98
Accounting Technician I	LAMEA		\$2,490.80	\$2,615.34	\$2,746.11	\$2,883.41	\$3,027.58	\$5,396.73	\$5,666.57	\$5,949.90	\$6,247.39	\$6,559.76	\$64,760.80	\$67,998.84	\$71,398.78	\$74,968.72	\$78,717.16
Accounting Office Assistant I	LAMEA		\$2,190.24	\$2,299.75	\$2,414.74	\$2,535.48	\$2,662.25	\$4,745.52	\$4,982.80	\$5,231.94	\$5,493.53	\$5,768.21	\$56,946.24	\$59,793.55	\$62,783.23	\$65,922.39	\$69,218.51
Information Technology Manager	N/A	48	\$5,649.29	\$5,931.76	\$6,228.34	\$6,539.76	\$6,866.75	\$12,240.13	\$12,852.14	\$13,494.75	\$14,169.48	\$14,877.96	\$146,881.60	\$154,225.68	\$161,936.96	\$170,033.81	\$178,535.50
Network Systems Administrator	LAMEA		\$4,215.12	\$4,425.88	\$4,647.17	\$4,879.53	\$5,123.50	\$9,132.76	\$9,589.40	\$10,068.87	\$10,572.31	\$11,100.93	\$109,593.12	\$115,072.78	\$120,826.41	\$126,867.74	\$133,211.12
Information Technology Analyst	LAMEA		\$4,014.40	\$4,215.12	\$4,425.88	\$4,647.17	\$4,879.53	\$8,697.87	\$9,132.76	\$9,589.40	\$10,068.87	\$10,572.31	\$104,374.40	\$109,593.12	\$115,072.78	\$120,826.41	\$126,867.74
Information Technology Technician	LAMEA		\$3,048.24	\$3,200.65	\$3,360.68	\$3,528.72	\$3,705.15	\$6,604.52	\$6,934.75	\$7,281.48	\$7,645.56	\$8,027.84	\$79,254.24	\$83,216.95	\$87,377.80	\$91,746.69	\$96,334.02
Human Resources Manager	N/A	48	\$5,649.29	\$5,931.76	\$6,228.34	\$6,539.76	\$6,866.75	\$12,240.13	\$12,852.14	\$13,494.75	\$14,169.48	\$14,877.96	\$146,881.60	\$154,225.68	\$161,936.96	\$170,033.81	\$178,535.50
Human Resources Analyst	N/A	31	\$3,712.69	\$3,898.32	\$4,093.24	\$4,297.90	\$4,512.79	\$8,044.16	\$8,446.36	\$8,868.68	\$9,312.12	\$9,777.72	\$96,529.86	\$101,356.35	\$106,424.17	\$111,745.38	\$117,332.65
Human Resources Technician	N/A	23	\$3,047.18	\$3,199.53	\$3,359.51	\$3,527.49	\$3,703.86	\$6,602.21	\$6,932.32	\$7,278.94	\$7,642.89	\$8,025.03	\$79,226.55	\$83,187.88	\$87,347.27	\$91,714.64	\$96,300.37
<i>Police Services</i>	<i>Union</i>	<i>Salary Range</i>	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
Police Chief	N/A	56	\$6,883.15	Open Range			\$8,366.47	\$14,913	Open Range			\$18,127	\$178,962	Open Range			\$217,528
Police Captain	N/A	52	\$6,235.76	\$6,547.55	\$6,874.93	\$7,218.67	\$7,579.61	\$13,510.82	\$14,186.36	\$14,895.68	\$15,640.46	\$16,422.48	\$162,129.80	\$170,236.29	\$178,748.11	\$187,685.51	\$197,069.79
Police Services Manager	N/A	45	\$5,245.93	\$5,508.23	\$5,783.64	\$6,072.82	\$6,376.46	\$11,366.18	\$11,934.49	\$12,531.21	\$13,157.77	\$13,815.66	\$136,394.17	\$143,213.87	\$150,374.57	\$157,893.30	\$165,787.96
Executive Assistant	LAMEA		\$2,707.12	\$2,842.48	\$2,984.60	\$3,133.83	\$3,290.52	\$5,865.43	\$6,158.70	\$6,466.63	\$6,789.96	\$7,129.46	\$70,385.12	\$73,904.38	\$77,599.59	\$81,479.57	\$85,553.55
Police Records Supervisor*	LAMEA		\$3,312.40	\$3,478.02	\$3,651.92	\$3,834.52	\$4,026.24	\$7,176.87	\$7,535.71	\$7,912.50	\$8,308.12	\$8,723.53	\$86,122.40	\$90,428.52	\$94,949.95	\$99,697.44	\$104,682.32
Lead Records Specialist	LAMEA		\$2,527.20	\$2,653.56	\$2,786.24	\$2,925.55	\$3,071.83	\$5,475.60	\$5,749.38	\$6,036.85	\$6,338.69	\$6,655.63	\$65,707.20	\$68,992.56	\$72,442.19	\$76,064.30	\$79,867.51
Records Specialist	LAMEA		\$2,295.28	\$2,410.04	\$2,530.55	\$2,657.07	\$2,789.93	\$4,973.11	\$5,221.76	\$5,482.85	\$5,756.99	\$6,044.84	\$59,677.28	\$62,661.14	\$65,794.20	\$69,083.91	\$72,538.11
Police Sergeant	POA		\$4,613.00	\$4,844.00	\$5,086.00	\$5,340.00	\$5,607.00	\$9,994.83	\$10,495.33	\$11,019.67	\$11,570.00	\$12,148.50	\$119,938.00	\$125,944.00	\$132,236.00	\$138,840.00	\$145,782.00
Police Agent	POA		\$4,104.00	\$4,309.00	\$4,524.00	\$4,750.00	\$4,988.00	\$8,892.00	\$9,336.17	\$9,802.00	\$10,291.67	\$10,807.33	\$106,704.00	\$112,034.00	\$117,624.00	\$123,500.00	\$129,688.00
Police Officer	POA		\$3,909.00	\$4,104.00	\$4,309.00	\$4,524.00	\$4,750.00	\$8,469.50	\$8,892.00	\$9,336.17	\$9,802.00	\$10,291.67	\$101,634.00	\$106,704.00	\$112,034.00	\$117,624.00	\$123,500.00
Lead Communications Officer	POA		\$3,865.00	\$4,058.00	\$4,260.00	\$4,473.00	\$4,696.00	\$8,374.17	\$8,792.33	\$9,230.00	\$9,691.50	\$10,174.67	\$100,490.00	\$105,508.00	\$110,760.00	\$116,298.00	\$122,096.00
Police Officer Trainee	POA		\$3,722.00	\$3,908.00	\$4,103.00	\$4,308.00	\$4,523.00	\$8,064.33	\$8,467.33	\$8,889.83	\$9,334.00	\$9,799.83	\$96,772.00	\$101,608.00	\$106,678.00	\$112,008.00	\$117,598.00
Communications Officer	POA		\$3,512.00	\$3,688.00	\$3,872.00	\$4,066.00	\$4,269.00	\$7,609.33	\$7,990.67	\$8,389.33	\$8,809.67	\$9,249.50	\$91,312.00	\$95,888.00	\$100,672.00	\$105,716.00	\$110,994.00
Community Service Officer	POA		\$2,818.00	\$2,959.00	\$3,107.00	\$3,262.00	\$3,425.00	\$6,105.67	\$6,411.17	\$6,731.83	\$7,067.67	\$7,420.83	\$73,268.00	\$76,934.00	\$80,782.00	\$84,812.00	\$89,050.00

City of Los Altos -- Salary Schedule FY 19/20

Resolution 2020-XX

			Biweekly					Monthly					Annual				
<i>Engineering Services</i>	<i>Union</i>	<i>Salary Range</i>	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
Engineering Services Director/City Engineer	N/A	56	\$6,883.15	Open Range			\$8,366.47	\$14,913.49	Open Range			\$18,127.35	\$178,961.89	Open Range			\$217,528.17
Engineering Services Manager	N/A	48	\$5,649.29	\$5,931.76	\$6,228.34	\$6,539.76	\$6,866.75	\$12,240.13	\$12,852.14	\$13,494.75	\$14,169.48	\$14,877.96	\$146,881.60	\$154,225.68	\$161,936.96	\$170,033.81	\$178,535.50
Transportation Services Manager	N/A	45	\$5,245.93	\$5,508.23	\$5,783.64	\$6,072.82	\$6,376.46	\$11,366.18	\$11,934.49	\$12,531.21	\$13,157.77	\$13,815.66	\$136,394.17	\$143,213.87	\$150,374.57	\$157,893.30	\$165,787.96
Senior Engineer	LAMEA		\$4,723.68	\$4,959.86	\$5,207.86	\$5,468.25	\$5,741.66	\$10,234.64	\$10,746.37	\$11,283.69	\$11,847.88	\$12,440.27	\$122,815.68	\$128,956.46	\$135,404.29	\$142,174.50	\$149,283.23
Project Manager	N/A	42	\$4,871.37	\$5,114.94	\$5,370.68	\$5,639.22	\$5,921.18	\$10,554.63	\$11,082.36	\$11,636.48	\$12,218.30	\$12,829.22	\$126,655.54	\$132,988.32	\$139,637.74	\$146,619.62	\$153,950.60
Special Projects Manager	N/A	42	\$4,871.37	\$5,114.94	\$5,370.68	\$5,639.22	\$5,921.18	\$10,554.63	\$11,082.36	\$11,636.48	\$12,218.30	\$12,829.22	\$126,655.54	\$132,988.32	\$139,637.74	\$146,619.62	\$153,950.60
Associate Civil Engineer	LAMEA		\$4,122.56	\$4,328.69	\$4,545.12	\$4,772.38	\$5,011.00	\$8,932.21	\$9,378.82	\$9,847.77	\$10,340.15	\$10,857.16	\$107,186.56	\$112,545.89	\$118,173.18	\$124,081.84	\$130,285.93
Assistant Civil Engineer	LAMEA		\$3,644.16	\$3,826.37	\$4,017.69	\$4,218.57	\$4,429.50	\$7,895.68	\$8,290.46	\$8,704.99	\$9,140.24	\$9,597.25	\$94,748.16	\$99,485.57	\$104,459.85	\$109,682.84	\$115,166.98
Junior Engineer	LAMEA		\$3,312.40	\$3,478.02	\$3,651.92	\$3,834.52	\$4,026.24	\$7,176.87	\$7,535.71	\$7,912.50	\$8,308.12	\$8,723.53	\$86,122.40	\$90,428.52	\$94,949.95	\$99,697.44	\$104,682.32
GIS Technician	LAMEA		\$3,312.40	\$3,478.02	\$3,651.92	\$3,834.52	\$4,026.24	\$7,176.87	\$7,535.71	\$7,912.50	\$8,308.12	\$8,723.53	\$86,122.40	\$90,428.52	\$94,949.95	\$99,697.44	\$104,682.32
Construction Inspector	LAMEA		\$3,154.32	\$3,312.04	\$3,477.64	\$3,651.52	\$3,834.10	\$6,834.36	\$7,176.08	\$7,534.88	\$7,911.63	\$8,307.21	\$82,012.32	\$86,112.94	\$90,418.58	\$94,939.51	\$99,686.49
Engineering Technician	LAMEA		\$3,154.32	\$3,312.04	\$3,477.64	\$3,651.52	\$3,834.10	\$6,834.36	\$7,176.08	\$7,534.88	\$7,911.63	\$8,307.21	\$82,012.32	\$86,112.94	\$90,418.58	\$94,939.51	\$99,686.49
Executive Assistant	LAMEA		\$2,707.12	\$2,842.48	\$2,984.60	\$3,133.83	\$3,290.52	\$5,865.43	\$6,158.70	\$6,466.63	\$6,789.96	\$7,129.46	\$70,385.12	\$73,904.38	\$77,599.59	\$81,479.57	\$85,553.55
<i>Maintenance Services</i>	<i>Union</i>	<i>Salary Range</i>	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
Maintenance Services Director	N/A	56	\$6,883.15	Open Range			\$8,366.47	\$14,913.49	Open Range			\$18,127.35	\$178,961.89	Open Range			\$217,528.17
Maintenance Supervisor	LAMEA		\$3,534.96	\$3,711.71	\$3,897.29	\$4,092.16	\$4,296.77	\$7,659.08	\$8,042.03	\$8,444.14	\$8,866.34	\$9,309.66	\$91,908.96	\$96,504.41	\$101,329.63	\$106,396.11	\$111,715.92
Senior Maintenance Technician	Teamsters		\$3,014.55	\$3,165.28	\$3,323.54	\$3,489.72	\$3,664.20	\$6,531.53	\$6,858.10	\$7,201.01	\$7,561.06	\$7,939.11	\$78,378.30	\$82,297.22	\$86,412.08	\$90,732.68	\$95,269.31
Executive Assistant	LAMEA		\$2,707.12	\$2,842.48	\$2,984.60	\$3,133.83	\$3,290.52	\$5,865.43	\$6,158.70	\$6,466.63	\$6,789.96	\$7,129.46	\$70,385.12	\$73,904.38	\$77,599.59	\$81,479.57	\$85,553.55
Equipment Mechanic	Teamsters		\$2,740.50	\$2,877.53	\$3,021.40	\$3,172.47	\$3,331.09	\$5,331.09	\$5,637.75	\$6,234.64	\$6,546.37	\$6,873.69	\$7,217.37	\$71,253.00	\$74,815.65	\$78,556.43	\$82,484.25
Maintenance Leadworker	Teamsters		\$2,740.50	\$2,877.53	\$3,021.40	\$3,172.47	\$3,331.09	\$5,331.09	\$5,637.75	\$6,234.64	\$6,546.37	\$6,873.69	\$7,217.37	\$71,253.00	\$74,815.65	\$78,556.43	\$82,484.25
Maintenance Technician	Teamsters		\$2,740.50	\$2,877.53	\$3,021.40	\$3,172.47	\$3,331.09	\$5,331.09	\$5,637.75	\$6,234.64	\$6,546.37	\$6,873.69	\$7,217.37	\$71,253.00	\$74,815.65	\$78,556.43	\$82,484.25
Maintenance Worker II	Teamsters		\$2,486.40	\$2,610.72	\$2,741.26	\$2,878.32	\$3,022.23	\$5,387.20	\$5,656.56	\$5,939.39	\$6,236.36	\$6,548.18	\$64,646.40	\$67,878.72	\$71,272.66	\$74,836.29	\$78,578.10
Maintenance Worker I	Teamsters		\$2,198.70	\$2,308.64	\$2,424.07	\$2,545.27	\$2,672.53	\$4,763.85	\$5,002.04	\$5,252.14	\$5,514.75	\$5,790.49	\$57,166.20	\$60,024.51	\$63,025.74	\$66,177.02	\$69,485.87
<i>Community Development</i>	<i>Union</i>	<i>Salary Range</i>	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
Community Development Director	N/A	56	\$6,883.15	Open Range			\$8,366.47	\$14,913.49	Open Range			\$18,127.35	\$178,961.89	Open Range			\$217,528.17
Building Official	N/A	45	\$5,245.93	\$5,508.23	\$5,783.64	\$6,072.82	\$6,376.46	\$11,366.18	\$11,934.49	\$12,531.21	\$13,157.77	\$13,815.66	\$136,394.17	\$143,213.87	\$150,374.57	\$157,893.30	\$165,787.96
Planning Services Manager	N/A	45	\$5,245.93	\$5,508.23	\$5,783.64	\$6,072.82	\$6,376.46	\$11,366.18	\$11,934.49	\$12,531.21	\$13,157.77	\$13,815.66	\$136,394.17	\$143,213.87	\$150,374.57	\$157,893.30	\$165,787.96
Economic Development Manager	N/A	44	\$5,117.98	\$5,373.88	\$5,642.57	\$5,924.70	\$6,220.94	\$11,088.96	\$11,643.40	\$12,225.57	\$12,836.85	\$13,478.70	\$133,067.48	\$139,720.85	\$146,706.90	\$154,042.24	\$161,744.35
Senior Planner	LAMEA		\$4,614.48	\$4,845.20	\$5,087.46	\$5,341.84	\$5,608.93	\$9,998.04	\$10,497.94	\$11,022.84	\$11,573.98	\$12,152.68	\$119,976.48	\$125,975.30	\$132,274.07	\$138,887.77	\$145,832.16
Associate Planner	LAMEA		\$3,893.76	\$4,088.45	\$4,292.87	\$4,507.51	\$4,732.89	\$8,436.48	\$8,858.30	\$9,301.22	\$9,766.28	\$10,254.59	\$101,237.76	\$106,299.65	\$111,614.63	\$117,195.36	\$123,055.13
Senior Building Inspector	LAMEA		\$3,840.72	\$4,032.76	\$4,234.39	\$4,446.11	\$4,668.42	\$8,321.56	\$8,737.64	\$9,174.52	\$9,633.25	\$10,114.91	\$99,858.72	\$104,851.66	\$110,094.24	\$115,598.95	\$121,378.90
Economic Development Coordinator	LAMEA		\$3,533.92	\$3,710.62	\$3,896.15	\$4,090.95	\$4,295.50	\$7,656.83	\$8,039.67	\$8,441.65	\$8,863.73	\$9,306.92	\$91,881.92	\$96,476.02	\$101,299.82	\$106,364.81	\$111,683.05
Sustainability Coordinator	LAMEA		\$3,533.92	\$3,710.62	\$3,896.15	\$4,090.95	\$4,295.50	\$7,656.83	\$8,039.67	\$8,441.65	\$8,863.73	\$9,306.92	\$91,881.92	\$96,476.02	\$101,299.82	\$106,364.81	\$111,683.05
Assistant Planner	LAMEA		\$3,524.56	\$3,700.79	\$3,885.83	\$4,080.12	\$4,284.12	\$7,636.55	\$8,018.37	\$8,419.29	\$8,840.26	\$9,282.27	\$91,638.56	\$96,220.49	\$101,031.51	\$106,083.09	\$111,387.24
Building Inspector	LAMEA		\$3,474.64	\$3,648.37	\$3,830.79	\$4,022.33	\$4,223.45	\$7,528.39	\$7,904.81	\$8,300.05	\$8,715.05	\$9,150.80	\$90,340.64	\$94,857.67	\$99,600.56	\$104,580.58	\$109,809.61
Permit Technician	LAMEA		\$2,791.36	\$2,930.93	\$3,077.47	\$3,231.35	\$3,392.92	\$6,047.95	\$6,350.34	\$6,667.86	\$7,001.25	\$7,351.32	\$72,575.36	\$76,204.13	\$80,014.33	\$84,015.05	\$88,215.80
Executive Assistant	LAMEA		\$2,707.12	\$2,842.48	\$2,984.60	\$3,133.83	\$3,290.52	\$5,865.43	\$6,158.70	\$6,466.63	\$6,789.96	\$7,129.46	\$70,385.12	\$73,904.38	\$77,599.59	\$81,479.57	\$85,553.55
<i>Recreation & Community Services</i>	<i>Union</i>	<i>Salary Range</i>	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
Recreation & Community Services Director	N/A	56	\$6,883.15	Open Range			\$8,366.47	\$14,913.49	Open Range			\$18,127.35	\$178,961.89	Open Range			\$217,528.17
Recreation Manager	N/A	36	\$4,200.56	\$4,410.59	\$4,631.12	\$4,862.68	\$5,105.81	\$9,101.22	\$9,556.28	\$10,034.10	\$10,535.80	\$11,062.59	\$109,214.68	\$114,675.41	\$120,409.18	\$126,429.64	\$132,751.12
Senior Recreation Supervisor	LAMEA		\$3,604.64	\$3,784.87	\$3,974.12	\$4,172.82	\$4,381.46	\$7,810.05	\$8,200.56	\$8,610.58	\$9,041.11	\$9,493.17	\$93,720.64	\$98,406.67	\$103,327.01	\$108,493.36	\$113,918.02
Recreation Supervisor	LAMEA		\$3,428.88	\$3,600.32	\$3,780.34	\$3,969.36	\$4,167.83	\$7,429.24	\$7,800.70	\$8,190.74	\$8,600.27	\$9,030.29	\$89,150.88	\$93,608.42	\$98,288.85	\$103,203.29	\$108,363.45
Recreation Coordinator	LAMEA		\$2,604.16	\$2,734.37	\$2,871.09	\$3,014.64	\$3,165.37	\$5,642.35	\$5,924.46	\$6,220.69	\$6,531.72	\$6,858.31	\$67,708.16	\$71,093.57	\$74,648.25	\$78,380.66	\$82,299.69
Facilities Coordinator	LAMEA		\$2,604.16	\$2,734.37	\$2,871.09	\$3,014.64	\$3,165.37	\$5,642.35	\$5,924.46	\$6,220.69	\$6,531.72	\$6,858.31	\$67,708.16	\$71,093.57	\$74,648.25	\$78,380.66	\$82,299.69
Office Assistant II	LAMEA		\$2,181.92	\$2,291.02	\$2,405.57	\$2,525.85	\$2,652.14	\$4,727.49	\$4,963.87	\$5,212.06	\$5,472.66	\$5,746.30	\$56,729.92	\$59,566.42	\$62,544.74	\$65,671.97	\$68,955.57
Office Assistant I	LAMEA		\$1,959.36	\$2,057.33	\$2,160.19	\$2,268.20	\$2,381.61	\$4,245.28	\$4,457.54	\$4,680.42	\$4,914.44	\$5,160.16	\$50,943.36	\$53,490.53	\$56,165.05	\$58,973.31	\$61,921.97

* New Job Classification

**Updated salary range