

ITEM 4.8

CITY MANAGER'S REPORT DECEMBER 11, 2023 CITY COUNCIL REGULAR MEETING

ITEM: ANIMAL CENTER STAFFING RECOMMENDATIONS

RECOMMENDATION: Adopt a Resolution Removing the Animal Shelter Supervisor Job Description and Creating the Animal Center Manager Job Description, Amending the Grade/ Step Table and Position Control Roster and Associated Budget Amendment

SUMMARY

On October 10, 2022 the City Council approved the buildout of Capital Improvement Project, GG 23-06, Temporary Animal Center. Staff has worked diligently to make the temporary animal center a welcoming environment that protects the health and safety of the community and their pets. As the Animal Center has become operational staff has realized the importance of having a manager level position and additional Animal Center Assistant's for the animal center's round the clock operations, including weekends and holidays.

The addition of the City's own animal center necessitates oversight of complex day to day matters that arise in compliance with humane animal care. The Animal Center Manager is required to formulate policy and develop goals and objectives for the animal center. The position is also expected to advise the Police Chief and command staff on animal service operation issues. While at the same time ensuring for the proper care and treatment of animals by animal center assigned staff. Additionally, this position is responsible for organizing events aimed to facilitate pet adoptions, to avoid overcrowding at the animal center.

An update to the job classification for the existing Animal Shelter Supervisor is being recommended based on the operational needs of the facility. This job description will now have the title of Animal Center Manager to more accurately reflect the assignments and duties required to operate the City's animal center. The new Animal Center Manager will be placed on the grade/ step table at a Grade 64. This action is consistent with other surrounding agencies and will ensure that the City can staff the animal center with someone who possesses the qualifications required. The movement on the Grade/ Step table will not require a budget amendment for FY23-24 due to the vacancy savings associated with the currently funded Animal Shelter Supervisor at Grade 53 being vacant.

The day to day operations of the Animal Center requires staffing seven days per week, including holidays, to meet the perpetual demands of operating the facility. The City utilized temporary labor through an outside staffing agency in order to understand the staffing needs of the new facility. The Animal Center is currently operating with one supervisor and four assistants or equivalent. At this time, staff is requesting three (3) Animal Center Assistants to meet the objectives of the division and maintain minimum staffing at the Animal Center. The three additional positions will replace the temporary staffing and require a budget amendment in year one of \$180,000 to fund the remaining 6 months of the fiscal year. The grade movement of

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the Animal Center Manager and the additional staffing requested will require a budget amendment of \$411,700 in year two of the biennial budget.

BACKGROUND:

On October 10, 2022 the City Council approved the buildout of Capital Improvement Project, GG 23-06, Temporary Animal Center. Staff has worked diligently to make the temporary animal center a welcoming environment that protects the health and safety of the community and their pets. As the Animal Center has become operational staff has realized the importance of having a manager level position and additional Animal Center Assistant’s for the animal center’s round the clock operations, including weekends and holidays.

The addition of the City’s own animal center necessitates oversight of complex day to day matters that arise in compliance with humane animal care. The Animal Center Manager is required to formulate policy and develop goals and objectives for the animal center. While at the same time ensuring for the proper care and treatment of animals by animal center assigned staff. Additionally, this position is responsible for organizing events aimed to facilitate pet adoptions, to avoid overcrowding at the animal center.

An update to the job classification for the existing Animal Shelter Supervisor is being recommended based on the operational needs of the facility. This job description will now have the title of Animal Center Manager to more accurately reflect the assignments and duties required to operate the City’s animal center.

The new Animal Center Manager will be placed on the grade/ step table at a Grade 64. This action is consistent with other surrounding agencies and will ensure that the City can staff the animal center with someone who possesses the qualifications required. The movement on the Grade/ Step table will not require a budget amendment for FY23-24 due to the vacancy savings associated with the currently funded Animal Shelter Supervisor at Grade 53 being vacant. Staff has looked at surrounding agency’s for comparable classification and compensation and the results are identified in the table below.

| Agency | Title | Salary at Top Step |
|---------------------------|-----------------------------------|---------------------------|
| City of Tracy | Animal Services Manager | \$122,056 |
| City of Manteca | Animal Services Supervisor | \$93,695 |
| City of Elk Grove | Animal Services Manager | \$157,989 |
| San Joaquin County | Animal Services Manager | \$110,247 |
| Proposed: | Title | Grade 64 / Step 4 |
| City of Lathrop | Animal Center Manager | \$112,684 |

The Animal Center Manager will work diligently to serve the public and animals of the City in a professional and well-organized manner with kindness and compassion. The Animal Center staff under their direction is dedicated to providing education,

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protection, and the humane treatment of animals in order to ensure a safe and healthy community and to promote the benefits of responsible pet ownership.

The day to day operations of the Animal Center requires staffing seven days per week, including holidays, to meet the perpetual demands of operating the facility. The City utilized temporary labor through an outside staffing agency in order to understand the staffing needs of the new facility. The Animal Center is currently operating with one supervisor and four assistants or equivalent. At this time, staff is requesting three (3) Animal Center Assistants to meet the objectives of the division and maintain minimum staffing at the Animal Center. The three additional positions will replace the temporary staffing and require a budget amendment in year one of \$180,000 to fund the remaining 6 months of the fiscal year. The grade movement of the Animal Center Manager and the additional staffing requested will require a budget amendment of \$411,700 in year two of the biennial budget.

REASON FOR RECOMMENDATION:

Staff has identified the need to modify the organizational structure to meet the management and operational requirements of the City’s Temporary Animal Center facility, and the future permanent Animal Center facility.

FISCAL IMPACT:

If approved by Council, the movement on the Grade/ Step table will not require a budget amendment for FY 23-24 due to the vacancy savings associated with the currently funded Animal Shelter Supervisor at Grade 53 being vacant. The three additional Animal Center Assistants will require a budget amendment in year one of \$180,000 to fund the remaining 6 months of the fiscal year. In future FY 24-25 there will be an increase of \$411,700 in account 1010-40-20-410-11-00 to fund the additional requested positions and the Animal Center Manager move at the top step of Grade 64 versus the existing top step of Grade 53.

| | | | |
|--------------------------------|----------|--|-----------|
| Increase FY 23-24 Expenditures | | | |
| 1010-40-20-410-1100 | Salaries | | \$180,000 |

| | | | |
|-------------------------------|----------|--|-----------|
| Increase FY24-25 Expenditures | | | |
| 1010-40-20-410-1100 | Salaries | | \$411,700 |

ATTACHMENTS:

- A. Resolution Approving Removing the Animal Shelter Supervisor Job Description and Creating the Animal Center Manager Job Description, Amending the Grade/ Step Table and Position Control Roster and Associated Budget Amendment
- B. Animal Center Manager Job Description, at Grade 64
- C. Updated Grade Step Table
- D. Updated Position Control Roster


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APPROVALS:



Teresa Vargas
Government Services Director
& City Clerk

12/7/23
Date



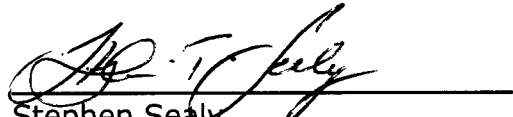
Cari James
Finance Director

12/7/23
Date



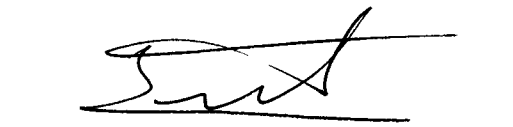
Thomas Hedegard
Deputy City Manager

12/7/2023
Date



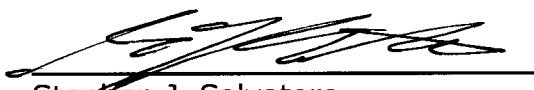
Stephen Sealy
Interim Chief of Police

12/7/2023
Date



Salvador Navarrete
City Attorney

12-7-2023
Date



Stephen J. Salvatore
City Manager

12.7.23
Date

RESOLUTION NO. 23-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LATHROP REMOVING THE ANIMAL SHELTER SUPERVISOR JOB DESCRIPTION AND CREATING THE ANIMAL CENTER MANAGER JOB DESCRIPTION, AMENDING THE GRADE/STEP TABLE AND POSITION CONTROL ROSTER AND ASSOCIATED BUDGET AMENDMENT

WHEREAS on October 10, 2022 the City Council approved the buildout of Capital Improvement Project, GG 23-06, Temporary Animal Center; and

WHEREAS, as the Animal Center has become operational staff has realized the importance of having a manager level position and additional Animal Center Assistant's for the animal center's round the clock operations, including weekends and holidays; and

WHEREAS, an update to the job classification for the existing Animal Shelter Supervisor is being recommended based on the operational needs of the facility. This job description will now have the title of Animal Center Manager to more accurately reflect the assignments and duties required to operate the City's animal center; and

WHEREAS, the new Animal Center Manager will be placed on the grade/ step table at a Grade 64. This action is consistent with other surrounding agencies and will ensure that the City can staff the animal center with someone who possesses the qualifications required; and

WHEREAS, staff has identified the need to modify the organizational structure to meet the management and operational requirements of the City's Temporary Animal Center facility, and the future permanent Animal Center facility; and

WHEREAS, the Animal Center Manager will work diligently to serve the public and animals of the City in a professional and well-organized manner with kindness and compassion. The Animal Center staff under their direction is dedicated to providing education, protection, and the humane treatment of animals in order to ensure a safe and healthy community and to promote the benefits of responsible pet ownership; and

WHEREAS, the day to day operations of the Animal Center requires staffing seven days per week, including holidays, to meet the perpetual demands of operating the facility. The City utilized temporary labor through an outside staffing agency in order to understand the staffing needs of the new facility. The Animal Center is currently operating with one supervisor and four assistants or equivalent. At this time, staff is requesting three (3) Animal Center Assistants to meet the objectives of the division and maintain minimum staffing at the Animal Center.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Lathrop does hereby approve removing the Animal Shelter Supervisor Job Description

and Creating the Animal Center Manager Job Description, Amending the Grade/ Step Table and Position Control Roster; and

BE IT FURTHER RESOLVED, that the City Council of the City of Lathrop does hereby approve the following budget amendment to fund the Animal Center Manager position and three (3) additional Animal Center Assistants

Increase FY 23-24 Expenditures

| | | |
|---------------------|----------|-----------|
| 1010-40-20-410-1100 | Salaries | \$180,000 |
|---------------------|----------|-----------|

Increase FY24-25 Expenditures

| | | |
|---------------------|----------|-----------|
| 1010-40-20-410-1100 | Salaries | \$411,700 |
|---------------------|----------|-----------|

The foregoing resolution was passed and adopted this 11th day of December 2023, by the following vote of the City Council, to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

Sonny Dhaliwal, Mayor

ATTEST:

APPROVED AS TO FORM:

Teresa Vargas, City Clerk



Salvador Navarrete, City Attorney

CITY OF LATHROP

ANIMAL SHELTER CENTER

SUPERVISOR MANAGER

*Class specifications are only intended to present a descriptive summary of the range of duties and responsibilities associated with specified positions. Therefore, specifications **may not include all** duties performed by individuals within a classification. In addition, specifications are intended to outline the **minimum** qualifications necessary for entry into the class and do not necessarily convey the qualifications of incumbents within the position.*

DEFINITION:

Under general direction, plans, ~~organizes, directs,~~ ~~position is responsible for supervising,~~ ~~ing~~ and manages the ~~ing~~ day-to-day activities and operations of the Lathrop Animal Shelter Center within the Police Department, including the compliance with applicable laws, regulations and policies related to the operation of a city maintained animal shelter center; ensures compliance with humane animal care, protection and related services; formulates policy and develops goals and objectives for the animal shelter center and proper care and treatment of animals; supervises staff assigned staff and volunteers; provides highly responsible and complex administrative assistance to the assigned department, and other departments/agencies as needed; performs other related duties as assigned.

DISTINGUISHING CHARACTERISTICS:

The ~~Animal Shelter Supervisor Center Manager~~ is a single position class in which the incumbent has division level responsibility for administration of the City's Animal Shelter Center services and programs, including coordinating and monitoring the facility budget and ~~purchasing shelter inventory items~~ procurement; managing animal behavioral assessments, animal adoption and placement programs; compiling information and preparing a variety of regulatory and compliance reports related to federal and state regulations for animal shelter centers or shelters. Responsible for the effective supervision and administration of assigned staff including staff recruitment, development and training, performance evaluations, employee relations, prioritizing and assigning work, and related activities; may provide work direction for a variety of volunteers. It is distinguished from the Animal Center Assistant in that it has program planning, management and administration responsibilities for the entire Animal Center Division.

SUPERVISION RECEIVED AND EXERCISED:

This position is part of the ~~Community Animal Center Services~~ Division, within the Lathrop Police Department. Incumbent receives general direction from the ~~Operations Division Commander~~ Chief of Police, or designee. Exercises direct supervision over animal shelter center staff or volunteers.

ESSENTIAL FUNCTIONS: *(include but are not limited to the following)*

- Knowledge advanced principles and practices of animal services management, including knowledge of federal, state and local laws, codes, ordinances, policies and procedures relevant to animal shelter centers to include custodial and remedial care, licensing, recovery, adoptions, placement, quarantine, euthanasia, animal behavior, proper grooming, ~~and basic other related animal care.~~ Knowledge of the proper use, secure storage and disposal of lethal chemicals, syringes and related equipment.
- Plans, organizes, coordinates, administers and directs the work of the Animal Shelter Center Division, and assigned facilities ~~and assigned staff~~; develops and directs the implementation of goals, objectives, policies, procedures and work standards according to related regulations; develops and oversees

~~ANIMAL SHELTER CENTER-~~
~~SUPERVISOR/MANAGER~~

humane educational programs.

- Cooperates, coordinates, and supports the field work of the Community Service Officers in the enforcement and compliance of animal control laws and regulations, including care, control, impounding, licensing, collection of fees, disposal and education programs; develops, plans and implements ~~targeted~~ spay and neuter programs in coordination with the Community Service Officers.
- Knowledge of occupational hazards, safety precautions, and safety regulations related to effective animal care, maintaining sanitary conditions, protocols for potentially dangerous and vicious animals, quarantine requirements, disease control, and overall health of sheltercenter animals, and other work related precautions.
- Prepares a variety of reports related to short and long range City animal care and service needs, and develops specific proposals to meet them; develops programs and strategies for decreasing animal euthanasia.
- Coordinates ~~activities and~~ and contracts professional services for animal veterinary care, including medicine and treatment; administers prescription medicine and over the counter medicinal procedures under the care of a licensed veterinary professional; coordinates enforcement activities with surrounding organizations and agencies.
- Coordinates the selection, orientation, training and evaluation programs for assigned personnel; provides and/or coordinates staff training; provides positive motivation for employee performance; identifies and resolves staff deficiencies; fulfills discipline procedures; reviews the work of staff to ensure compliance with applicable state and local laws, codes and regulations; recruits ~~sheltercenter~~ volunteers, coordinates, and oversees their activities.
- Ensures compliance with section activities to pertinent codes, ordinances, regulations and guidelines; coordinates with City Attorney on matters pertaining to enforcement, compliance, prosecution, and changes to local and state laws applicable to animal services, care and ~~sheltercenter~~ management.
- Trains staff in the application of various animal restraint methods for the care of ~~sheltercentered~~ animals and the use of appropriate outcomes for ~~sheltercentered~~ animals; prepares staffing schedules; and maintains adequate coverage during hours of operations, weekends and holidays.
- Oversees and participates in the development of the annual budget; participates in the forecast of necessary funds for staffing, materials, services and supplies; administers and monitors the approved division budget; discusses and resolves budget issues with appropriate staff; implements adjustments as necessary.
- Provides technical and professional advice; prepares and coordinates reports and presentations on current animal ~~sheltercenter~~ services and licensing related issues for City Council, City Manager, community groups and enforcement agencies.
- Monitors and keeps informed of current trends in the field of animal licensing, enforcement and animal care, including legislation, court rulings, and professional practices and techniques; evaluates their impact and recommends policy and procedural modifications accordingly.
- Responds to the most complex and difficult complaints, inquiries and requests related to animal ~~sheltercenter~~ services, licensing, animal nuisance and care issues; provides information and resolves service issues and complaints; represents the Division with other City departments, other agencies, civic groups and the public; makes public presentations needed.

ANIMAL SHELTERCENTER-
SUPERVISOR/MANAGER

- Prepares various reports on operations and activities; maintains records related to citations and licensing of animals.
- Appears and testifies in court as required.
- Establishes positive working relationships with representatives of law enforcement organizations, state/local agencies and associations, City management and staff, and the public; coordinates special events with local and regional agencies and jurisdiction related to education on animal care, foster programs and permanent adoptions.
- Performs other duties as required, or as assigned.

PHYSICAL, MENTAL AND ENVIRONMENTAL WORKING CONDITIONS:

Tasks require the regular and, at times, sustained performance of moderately physically demanding work. Position requires prolonged sitting, running, standing, walking on level and slippery surfaces, reaching, twisting, turning, kneeling, bending, stooping, squatting, crouching, grasping, repetitive hand movement, climbing fences, and crawling under houses in the performance of daily duties. The position also requires both near and far vision when performing investigations, operating assigned equipment and reading correspondence, statistical data and using a computer. The need to lift, carry and push animals and supplies weighing 100 pounds or more, with the proper lifting carrying, pushing and/or pulling techniques to minimize risk, may also be required. Some tasks require the ability to perceive and discriminate sounds, depth, texture, and visual cues or signals. Additionally, the incumbent may be required to work outdoors in all weather conditions, including adverse environmental conditions, such as dirt, dust, pollen, odors, wetness, humidity, weather, temperature and noise extremes, hazardous materials, bright/dim lights, toxic agents, disease, or pathogenic substances. The incumbent may be exposed to waste and infectious materials, and use cleaning chemicals, which may expose the employee to fumes, dust and air contaminants. The nature of the work also requires the incumbent to handle aggressive and biting animals/wildlife attacks; handle and move dead animals; drive motorized vehicles, work in heavy vehicle traffic conditions, and often work with constant interruptions.

Some of these requirements may be accommodated for otherwise qualified individuals requiring and requesting such accommodations.

QUALIFICATIONS: *(The following are minimal qualifications necessary for entry into the classification.)*

Education and/or Experience:

Any combination of education and experience that has provided the knowledge, skills and abilities necessary for an **Animal ShelterCenter Supervisor/Manager**. A typical way of obtaining the required qualifications is to possess the equivalent of five years of experience in animal handling and care in an animal hospital, sheltercenter, or related animal facility is preferred, including two years in the enforcement of animal control regulations and six months of administrative and supervisory experience, and an associate of arts degree with coursework in animal science biology, animal behavior, police science, public administration or a related field.

License/Certificate:

- Possession of, or ability to obtain, a valid Class C California driver's license.

ANIMAL SHELTER CENTER-
SUPERVISOR/MANAGER

- Possession of, or the ability to obtain, a P.C. 832 P.O.S.T Certificate issued by the State of California is highly desirable.
- Possession of, or the ability to obtain, a Euthanasia Certificate.
- Possession of, or the ability to obtain, a child abuse reporting certificate (Penal Code 11166.5).

KNOWLEDGE/ABILITIES: *(The following are a representative sample of the KSA's necessary to perform essential duties of the position.)*

Knowledge of:

Modern principles and practice of management relating to animal services operations; various breeds of dogs, cats, and other domestic animals; safe and efficient methods of handling dogs and other small animals; principles and practices of program and budget development, administration and evaluation; methods of animal collection and impoundment; animal control laws and ordinances; common animal injuries, diseases and methods of control; techniques and methods for the treatment and euthanasia of animals; basic knowledge of child abuse reporting procedures and requirements; basic knowledge of court procedures as they relate to providing testimony regarding animal control cases; methods and techniques of supervision, training and motivation; basic principles of mathematics; applicable federal, state and local laws, codes and regulations; methods and techniques of scheduling work assignments; standard office procedures, practices and equipment; modern office practices, methods and equipment, including a computer and applicable software; methods and techniques for record keeping and report preparation and writing; proper English, spelling and grammar; occupational hazards and standard safety practices.

Ability to:

Plan, organize, direct and evaluate the work of subordinate staff; read, understand, interpret and explain ordinances, policies, and enforcement procedures; enforce animal control laws and regulations; recognize normal and abnormal animal behavior; utilize proper capturing, handling and muzzling techniques; administer first aid and lethal injections to animals; deal effectively with aggressive pet owners and others in the issuance of citations and impounding of animals; work cooperatively with other departments, outside agencies, and the general public; meet appropriate physical demands necessary for adequate job performance; perform a variety of animal control activities; plan, organize, train, evaluate and direct work of assigned staff; perform mathematical calculations quickly and accurately; interpret, explain and apply applicable laws, codes and regulations; read, interpret and record data accurately; organize, prioritize and follow-up on work assignments; work independently and as part of a team; make sound decisions within established guidelines; analyze a complex issue, and develop and implement an appropriate response; follow written and oral directions; observe safety principles and work in a safe manner; communicate clearly and concisely, both orally and in writing; establish and maintain effective working relationships.

Historical Data

Position Adopted _____ by Resolution: 232- _____

FLSA Status: Exempt

LMCEA Bargaining Unit

ATTACHMENT " C "
**FOR REFERENCE USE ONLY*

CITY OF LATHROP
GRADE-STEP TABLE
Eff. 12/11/2023

Adopted by Resolution No. 23-_____

| GRADE | CLASSIFICATION | UNIT | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|-------|--|--------------|-----------|------------|------------|------------|------------|------------|
| 20 | | | hourly | \$ 15.7899 | \$ 16.5795 | \$ 17.4086 | \$ 18.2789 | \$ 19.1928 |
| | | | bi-weekly | 1,263 | 1,326 | 1,393 | 1,462 | 1,535 |
| | | | monthly | 2,737 | 2,874 | 3,017 | 3,168 | 3,327 |
| | | | annual | 32,843 | 34,485 | 36,210 | 38,020 | 39,921 |
| 21 | | | hourly | \$ 16.1847 | \$ 16.9941 | \$ 17.8436 | \$ 18.7358 | \$ 19.6727 |
| | | | bi-weekly | 1,295 | 1,360 | 1,427 | 1,499 | 1,574 |
| | | | monthly | 2,805 | 2,946 | 3,093 | 3,248 | 3,410 |
| | | | annual | 33,664 | 35,348 | 37,115 | 38,970 | 40,919 |
| 22 | | | hourly | \$ 16.5888 | \$ 17.4185 | \$ 18.2892 | \$ 19.2037 | \$ 20.1637 |
| | | | bi-weekly | 1,327 | 1,393 | 1,463 | 1,536 | 1,613 |
| | | | monthly | 2,875 | 3,019 | 3,170 | 3,329 | 3,495 |
| | | | annual | 34,505 | 36,230 | 38,042 | 39,944 | 41,941 |
| 23 | | | hourly | \$ 17.0040 | \$ 17.8543 | \$ 18.7470 | \$ 19.6846 | \$ 20.6684 |
| | | | bi-weekly | 1,360 | 1,428 | 1,500 | 1,575 | 1,653 |
| | | | monthly | 2,947 | 3,095 | 3,249 | 3,412 | 3,583 |
| | | | annual | 35,368 | 37,137 | 38,994 | 40,944 | 42,990 |
| 24 | | | hourly | \$ 17.4294 | \$ 18.3009 | \$ 19.2156 | \$ 20.1764 | \$ 21.1852 |
| | | | bi-weekly | 1,394 | 1,464 | 1,537 | 1,614 | 1,695 |
| | | | monthly | 3,021 | 3,172 | 3,331 | 3,497 | 3,672 |
| | | | annual | 36,253 | 38,066 | 39,968 | 41,967 | 44,065 |
| 25 | | | hourly | \$ 17.8651 | \$ 18.7580 | \$ 19.6959 | \$ 20.6809 | \$ 21.7151 |
| | | | bi-weekly | 1,429 | 1,501 | 1,576 | 1,654 | 1,737 |
| | | | monthly | 3,097 | 3,251 | 3,414 | 3,585 | 3,764 |
| | | | annual | 37,159 | 39,017 | 40,967 | 43,016 | 45,167 |
| 26 | | | hourly | \$ 18.3116 | \$ 19.2272 | \$ 20.1885 | \$ 21.1978 | \$ 22.2577 |
| | | | bi-weekly | 1,465 | 1,538 | 1,615 | 1,696 | 1,781 |
| | | | monthly | 3,174 | 3,333 | 3,499 | 3,674 | 3,858 |
| | | | annual | 38,088 | 39,993 | 41,992 | 44,091 | 46,296 |
| 27 | RECREATION LEADER | UNREP | hourly | \$ 18.7693 | \$ 19.7078 | \$ 20.6935 | \$ 21.7282 | \$ 22.8144 |
| | | | bi-weekly | 1,502 | 1,577 | 1,655 | 1,738 | 1,825 |
| | | | monthly | 3,253 | 3,416 | 3,587 | 3,766 | 3,955 |
| | | | annual | 39,040 | 40,992 | 43,043 | 45,195 | 47,454 |
| 28 | | | hourly | \$ 19.2385 | \$ 20.2004 | \$ 21.2105 | \$ 22.2710 | \$ 23.3848 |
| | | | bi-weekly | 1,539 | 1,616 | 1,697 | 1,782 | 1,871 |
| | | | monthly | 3,335 | 3,501 | 3,676 | 3,860 | 4,053 |
| | | | annual | 40,016 | 42,017 | 44,118 | 46,324 | 48,640 |
| 29 | | | hourly | \$ 19.7196 | \$ 20.7056 | \$ 21.7408 | \$ 22.8278 | \$ 23.9693 |
| | | | bi-weekly | 1,578 | 1,656 | 1,739 | 1,826 | 1,918 |
| | | | monthly | 3,418 | 3,589 | 3,768 | 3,957 | 4,155 |
| | | | annual | 41,017 | 43,068 | 45,221 | 47,482 | 49,856 |
| 30 | | | hourly | \$ 20.2125 | \$ 21.2231 | \$ 22.2842 | \$ 23.3984 | \$ 24.5684 |
| | | | bi-weekly | 1,617 | 1,698 | 1,783 | 1,872 | 1,965 |
| | | | monthly | 3,504 | 3,679 | 3,863 | 4,056 | 4,259 |
| | | | annual | 42,042 | 44,144 | 46,351 | 48,669 | 51,102 |
| 31 | | | hourly | \$ 20.7179 | \$ 21.7536 | \$ 22.8414 | \$ 23.9833 | \$ 25.1826 |
| | | | bi-weekly | 1,657 | 1,740 | 1,827 | 1,919 | 2,015 |
| | | | monthly | 3,591 | 3,771 | 3,959 | 4,157 | 4,365 |
| | | | annual | 43,093 | 45,248 | 47,510 | 49,885 | 52,380 |
| 32 | OFFICE ASSISTANT I SENIOR RECREATION LEADER | SEIU SEIU | hourly | \$ 21.2358 | \$ 22.2974 | \$ 23.4125 | \$ 24.5827 | \$ 25.8121 |
| | | | bi-weekly | 1,699 | 1,784 | 1,873 | 1,967 | 2,065 |
| | | | monthly | 3,681 | 3,865 | 4,058 | 4,261 | 4,474 |
| | | | annual | 44,170 | 46,379 | 48,698 | 51,132 | 53,689 |
| 33 | | | hourly | \$ 21.7666 | \$ 22.8549 | \$ 23.9976 | \$ 25.1977 | \$ 26.4575 |
| | | | bi-weekly | 1,741 | 1,828 | 1,920 | 2,016 | 2,117 |
| | | | monthly | 3,773 | 3,962 | 4,160 | 4,368 | 4,586 |
| | | | annual | 45,274 | 47,538 | 49,915 | 52,411 | 55,032 |
| 34 | | | hourly | \$ 22.3108 | \$ 23.4265 | \$ 24.5979 | \$ 25.8279 | \$ 27.1189 |
| | | | bi-weekly | 1,785 | 1,874 | 1,968 | 2,066 | 2,170 |
| | | | monthly | 3,867 | 4,061 | 4,264 | 4,477 | 4,701 |
| | | | annual | 46,406 | 48,727 | 51,164 | 53,722 | 56,407 |
| 35 | OFFICE ASSISTANT II | SEIU | hourly | \$ 22.8688 | \$ 24.0119 | \$ 25.2125 | \$ 26.4730 | \$ 27.9688 |
| | | | bi-weekly | 1,830 | 1,921 | 2,017 | 2,118 | 2,224 |
| | | | monthly | 3,964 | 4,162 | 4,370 | 4,589 | 4,818 |
| | | | annual | 47,567 | 49,945 | 52,442 | 55,064 | 57,817 |

**CITY OF LATHROP
GRADE-STEP TABLE
Eff. 12/11/2023**

Adopted by Resolution No. 23-_____

**FOR REFERENCE USE ONLY*

| GRADE | CLASSIFICATION | UNIT | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|-------|--|---------------------------------------|-----------|------------|------------|------------|------------|------------|
| 36 | | | hourly | \$ 23.4405 | \$ 24.6122 | \$ 25.8431 | \$ 27.1350 | \$ 28.4918 |
| | | | bi-weekly | 1,875 | 1,969 | 2,067 | 2,171 | 2,279 |
| | | | monthly | 4,063 | 4,266 | 4,479 | 4,703 | 4,939 |
| | | | annual | 48,756 | 51,193 | 53,754 | 56,441 | 59,263 |
| 37 | RECREATION SPECIALIST SPECIAL ASSISTANT ANIMAL CENTER ASSISTANT | SEIU SEIU SEIU | hourly | \$ 24.0262 | \$ 25.2274 | \$ 26.4889 | \$ 27.8136 | \$ 29.2039 |
| | | | bi-weekly | 1,922 | 2,018 | 2,119 | 2,225 | 2,336 |
| | | | monthly | 4,165 | 4,373 | 4,591 | 4,821 | 5,062 |
| | | | annual | 49,974 | 52,473 | 55,097 | 57,852 | 60,744 |
| 38 | | | hourly | \$ 24.6272 | \$ 25.8584 | \$ 27.1511 | \$ 28.5086 | \$ 29.9342 |
| | | | bi-weekly | 1,970 | 2,069 | 2,172 | 2,281 | 2,395 |
| | | | monthly | 4,269 | 4,482 | 4,706 | 4,941 | 5,189 |
| | | | annual | 51,225 | 53,785 | 56,474 | 59,298 | 62,263 |
| 39 | | | hourly | \$ 25.2427 | \$ 26.5049 | \$ 27.8299 | \$ 29.2216 | \$ 30.6823 |
| | | | bi-weekly | 2,019 | 2,120 | 2,226 | 2,338 | 2,455 |
| | | | monthly | 4,375 | 4,594 | 4,824 | 5,065 | 5,318 |
| | | | annual | 52,505 | 55,130 | 57,886 | 60,781 | 63,819 |
| 40 | | | hourly | \$ 25.8740 | \$ 27.1677 | \$ 28.5260 | \$ 29.9521 | \$ 31.4496 |
| | | | bi-weekly | 2,070 | 2,173 | 2,282 | 2,396 | 2,516 |
| | | | monthly | 4,485 | 4,709 | 4,945 | 5,192 | 5,451 |
| | | | annual | 53,818 | 56,509 | 59,334 | 62,300 | 65,415 |
| 41 | ADMINISTRATIVE ASSISTANT I MAINTENANCE WORKER I WATER METER READER I | SEIU SEIU SEIU | hourly | \$ 26.5206 | \$ 27.8466 | \$ 29.2390 | \$ 30.7009 | \$ 32.2358 |
| | | | bi-weekly | 2,122 | 2,228 | 2,339 | 2,456 | 2,579 |
| | | | monthly | 4,597 | 4,827 | 5,068 | 5,321 | 5,588 |
| | | | annual | 55,163 | 57,921 | 60,817 | 63,858 | 67,050 |
| 42 | CUSTOMER SERVICE REPRESENTATIVE I | SEIU | hourly | \$ 27.1835 | \$ 28.5427 | \$ 29.9702 | \$ 31.4685 | \$ 33.0422 |
| | | | bi-weekly | 2,175 | 2,283 | 2,398 | 2,517 | 2,643 |
| | | | monthly | 4,712 | 4,947 | 5,195 | 5,455 | 5,727 |
| | | | annual | 56,542 | 59,369 | 62,338 | 65,455 | 68,728 |
| 43 | POLICE OFFICER TRAINEE POLICE RECORDS ASSISTANT I | NON-SWORN SEIU | hourly | \$ 27.8628 | \$ 29.2564 | \$ 30.7191 | \$ 32.2551 | \$ 33.8677 |
| | | | bi-weekly | 2,229 | 2,341 | 2,458 | 2,580 | 2,709 |
| | | | monthly | 4,830 | 5,071 | 5,325 | 5,591 | 5,870 |
| | | | annual | 57,955 | 60,853 | 63,896 | 67,091 | 70,445 |
| 44 | INFORMATION TECHNOLOGY TECHNICIAN | SEIU | hourly | \$ 28.5596 | \$ 29.9878 | \$ 31.4872 | \$ 33.0615 | \$ 34.7147 |
| | | | bi-weekly | 2,285 | 2,399 | 2,519 | 2,645 | 2,777 |
| | | | monthly | 4,950 | 5,198 | 5,458 | 5,731 | 6,017 |
| | | | annual | 59,404 | 62,375 | 65,493 | 68,768 | 72,206 |
| 45 | ADMINISTRATIVE ASSISTANT II MAINTENANCE WORKER II RECREATION COORDINATOR WATER METER READER II | SEIU SEIU SEIU SEIU | hourly | \$ 29.2736 | \$ 30.7373 | \$ 32.2743 | \$ 33.8881 | \$ 35.5825 |
| | | | bi-weekly | 2,342 | 2,459 | 2,582 | 2,711 | 2,847 |
| | | | monthly | 5,074 | 5,328 | 5,594 | 5,874 | 6,168 |
| | | | annual | 60,889 | 63,934 | 67,130 | 70,487 | 74,012 |
| 46 | POLICE RECORDS ASSISTANT II | SEIU | hourly | \$ 30.0058 | \$ 31.5059 | \$ 33.0810 | \$ 34.7354 | \$ 36.4719 |
| | | | bi-weekly | 2,400 | 2,520 | 2,646 | 2,779 | 2,918 |
| | | | monthly | 5,201 | 5,461 | 5,734 | 6,021 | 6,322 |
| | | | annual | 62,412 | 65,532 | 68,809 | 72,250 | 75,861 |
| 47 | ADMINISTRATIVE ASSISTANT III ADMINISTRATIVE TECHNICIAN I HUMAN RESOURCES TECHNICIAN PERMIT TECHNICIAN I | SEIU SEIU SEIU SEIU | hourly | \$ 30.7555 | \$ 32.2937 | \$ 33.9081 | \$ 35.6034 | \$ 37.3836 |
| | | | bi-weekly | 2,460 | 2,583 | 2,713 | 2,848 | 2,991 |
| | | | monthly | 5,331 | 5,598 | 5,877 | 6,171 | 6,480 |
| | | | annual | 63,971 | 67,171 | 70,529 | 74,055 | 77,758 |
| 48 | MAINTENANCE WORKER III SOLID WASTE&RESOURCE CONSERV. COORD | SEIU SEIU | hourly | \$ 31.5247 | \$ 33.1011 | \$ 34.7558 | \$ 36.4935 | \$ 38.3185 |
| | | | bi-weekly | 2,522 | 2,648 | 2,780 | 2,919 | 3,065 |
| | | | monthly | 5,464 | 5,738 | 6,024 | 6,326 | 6,642 |
| | | | annual | 65,571 | 68,850 | 72,292 | 75,906 | 79,703 |
| 49 | CUSTOMER SERVICE REPRESENTATIVE II PROPERTY AND EVIDENCE TECHNICIAN | SEIU SEIU | hourly | \$ 32.3127 | \$ 33.9283 | \$ 35.6250 | \$ 37.4063 | \$ 39.2765 |
| | | | bi-weekly | 2,585 | 2,714 | 2,850 | 2,993 | 3,142 |
| | | | monthly | 5,601 | 5,881 | 6,175 | 6,484 | 6,808 |
| | | | annual | 67,210 | 70,571 | 74,100 | 77,805 | 81,695 |
| 50 | ENGINEERING TECHNICIAN I | SEIU | hourly | \$ 33.1205 | \$ 34.7765 | \$ 36.5155 | \$ 38.3411 | \$ 40.2583 |
| | | | bi-weekly | 2,650 | 2,782 | 2,921 | 3,067 | 3,221 |
| | | | monthly | 5,741 | 6,028 | 6,329 | 6,646 | 6,978 |
| | | | annual | 68,891 | 72,335 | 75,952 | 79,749 | 83,737 |
| 51 | ADMINISTRATIVE TECHNICIAN II CRIME & INTELLIGENCE ANALYST PERMIT TECHNICIAN II SENIOR ADMINISTRATIVE ASSISTANT SENIOR CUSTOMER SERVICE REP | SEIU SEIU SEIU LMCEA SEIU | hourly | \$ 33.9487 | \$ 35.6464 | \$ 37.4285 | \$ 39.3000 | \$ 41.2648 |
| | | | bi-weekly | 2,716 | 2,852 | 2,994 | 3,144 | 3,301 |
| | | | monthly | 5,884 | 6,179 | 6,488 | 6,812 | 7,153 |
| | | | annual | 70,613 | 74,144 | 77,851 | 81,744 | 85,831 |

**CITY OF LATHROP
GRADE-STEP TABLE
Eff. 12/11/2023**

Adopted by Resolution No. 23-_____

**FOR REFERENCE USE ONLY*

| GRADE | CLASSIFICATION | UNIT | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|-------|--------------------------------------|-------|-----------|------------|------------|------------|------------|------------|
| 52 | ACCOUNTANT I | SEIU | hourly | \$ 34.7972 | \$ 36.5369 | \$ 38.3639 | \$ 40.2820 | \$ 42.2962 |
| | BUILDING INSPECTOR I | SEIU | bi-weekly | 2,784 | 2,923 | 3,069 | 3,223 | 3,384 |
| | COMMUNITY SERVICE OFFICER I | SEIU | monthly | 6,032 | 6,333 | 6,650 | 6,982 | 7,331 |
| | HR ANALYST I | LMCEA | annual | 72,378 | 75,997 | 79,797 | 83,787 | 87,976 |
| | UTILITY OPERATOR I | SEIU | | | | | | |
| 53 | CONSTRUCTION INSPECTOR I | SEIU | hourly | \$ 35.6673 | \$ 37.4503 | \$ 39.3228 | \$ 41.2891 | \$ 43.3538 |
| | POLICE RECORDS SUPERVISOR | LMCEA | bi-weekly | 2,853 | 2,996 | 3,146 | 3,303 | 3,468 |
| | LEGAL SECRETARY | LMCEA | monthly | 6,182 | 6,491 | 6,816 | 7,157 | 7,515 |
| | ANIMAL SHELTER SUPERVISOR | | annual | 74,188 | 77,897 | 81,791 | 85,881 | 90,176 |
| 54 | ENGINEERING TECHNICIAN II | SEIU | hourly | \$ 36.5588 | \$ 38.3868 | \$ 40.3060 | \$ 42.3214 | \$ 44.4376 |
| | EXECUTIVE ASSISTANT | LMCEA | bi-weekly | 2,925 | 3,071 | 3,224 | 3,386 | 3,555 |
| | | | monthly | 6,337 | 6,654 | 6,986 | 7,336 | 7,703 |
| | | | annual | 76,042 | 79,845 | 83,836 | 88,028 | 92,430 |
| 55 | BUILDING INSPECTOR II | SEIU | hourly | \$ 37.4729 | \$ 39.3465 | \$ 41.3138 | \$ 43.3793 | \$ 45.5484 |
| | COMMUNITY SERVICE OFFICER II | SEIU | bi-weekly | 2,998 | 3,148 | 3,305 | 3,470 | 3,644 |
| | PERMIT TECHNICIAN III | SEIU | monthly | 6,495 | 6,820 | 7,161 | 7,519 | 7,895 |
| | SENIOR ACCOUNTING TECHNICIAN | SEIU | annual | 77,944 | 81,841 | 85,933 | 90,229 | 94,741 |
| 56 | ACCOUNTANT II | SEIU | hourly | \$ 38.4098 | \$ 40.3301 | \$ 42.3467 | \$ 44.4642 | \$ 46.6871 |
| | DEPUTY CITY CLERK | LMCEA | bi-weekly | 3,073 | 3,226 | 3,388 | 3,557 | 3,735 |
| | HR ANALYST II | LMCEA | monthly | 6,658 | 6,991 | 7,340 | 7,707 | 8,092 |
| | MANAGEMENT ANALYST I (CONFIDENTIAL) | LMCEA | annual | 79,892 | 83,887 | 88,081 | 92,486 | 97,109 |
| 57 | CONSTRUCTION INSPECTOR II | SEIU | hourly | \$ 39.3698 | \$ 41.3383 | \$ 43.4054 | \$ 45.5754 | \$ 47.8544 |
| | CUSTOMER SERVICE SUPERVISOR | LMCEA | bi-weekly | 3,150 | 3,307 | 3,472 | 3,646 | 3,828 |
| | LEGAL ASSISTANT | LMCEA | monthly | 6,824 | 7,165 | 7,524 | 7,900 | 8,295 |
| | PARKS & RECREATION SUPERVISOR | LMCEA | annual | 81,889 | 85,984 | 90,283 | 94,797 | 99,537 |
| 58 | ASSISTANT PLANNER | SEIU | hourly | \$ 40.3541 | \$ 42.3718 | \$ 44.4905 | \$ 46.7147 | \$ 49.0508 |
| | JUNIOR ENGINEER | SEIU | bi-weekly | 3,228 | 3,390 | 3,559 | 3,737 | 3,924 |
| | SENIOR ENGINEERING TECHNICIAN | SEIU | monthly | 6,995 | 7,344 | 7,712 | 8,097 | 8,502 |
| | ELECTRICIAN / INSTRUMENT TECH | SEIU | annual | 83,936 | 88,133 | 92,540 | 97,167 | 102,026 |
| 59 | BUILDING INSPECTOR III | SEIU | hourly | \$ 41.3630 | \$ 43.4312 | \$ 45.6026 | \$ 47.8825 | \$ 50.2770 |
| | CHIEF UTILITY OPERATOR | SEIU | bi-weekly | 3,309 | 3,474 | 3,648 | 3,831 | 4,022 |
| | COMMUNITY SERVICE OFFICER III | SEIU | monthly | 7,170 | 7,528 | 7,904 | 8,300 | 8,715 |
| | LANDSCAPE & IRRIGATION SPECIALIST | LMCEA | annual | 86,035 | 90,337 | 94,853 | 99,596 | 104,576 |
| 60 | EXECUTIVE ASSIST TO THE CITY MANAGER | LMCEA | hourly | \$ 42.3973 | \$ 44.5171 | \$ 46.7429 | \$ 49.0801 | \$ 51.5339 |
| | INFORMATION TECHNOLOGY ENGINEER I | LMCEA | bi-weekly | 3,392 | 3,561 | 3,739 | 3,926 | 4,123 |
| | MANAGEMENT ANALYST II (CONFIDENTIAL) | LMCEA | monthly | 7,349 | 7,716 | 8,102 | 8,507 | 8,933 |
| | | | annual | 88,186 | 92,596 | 97,225 | 102,087 | 107,191 |
| 61 | CONSTRUCTION INSPECTOR III | SEIU | hourly | \$ 43.4569 | \$ 45.6300 | \$ 47.9112 | \$ 50.3068 | \$ 52.8222 |
| | POLICE SERVICES MANAGER | LMCEA | bi-weekly | 3,477 | 3,650 | 3,833 | 4,025 | 4,226 |
| | UTILITY MAINTENANCE SUPERVISOR | LMCEA | monthly | 7,533 | 7,909 | 8,305 | 8,720 | 9,156 |
| | UTILITY OPERATOR III | SEIU | annual | 90,390 | 94,910 | 99,655 | 104,638 | 109,870 |
| 62 | WW TREATMENT PLANT SUPERVISOR | LMCEA | hourly | \$ 44.5434 | \$ 46.7707 | \$ 49.1090 | \$ 51.5647 | \$ 54.1427 |
| | | | bi-weekly | 3,563 | 3,742 | 3,929 | 4,125 | 4,331 |
| | | | monthly | 7,721 | 8,107 | 8,512 | 8,938 | 9,385 |
| | | | annual | 92,650 | 97,283 | 102,147 | 107,254 | 112,617 |
| 63 | ASSOCIATE PLANNER | SEIU | hourly | \$ 45.6571 | \$ 47.9399 | \$ 50.3370 | \$ 52.8535 | \$ 55.4962 |
| | SENIOR BUILDING INSPECTOR | SEIU | bi-weekly | 3,653 | 3,835 | 4,027 | 4,228 | 4,440 |
| | | | monthly | 7,914 | 8,310 | 8,725 | 9,161 | 9,619 |
| | | | annual | 94,967 | 99,715 | 104,701 | 109,935 | 115,432 |
| 64 | ASSISTANT ENGINEER | SEIU | hourly | \$ 46.7983 | \$ 49.1381 | \$ 51.5952 | \$ 54.1752 | \$ 56.8837 |
| | COMPLIANCE ENGINEER | SEIU | bi-weekly | 3,744 | 3,931 | 4,128 | 4,334 | 4,551 |
| | PARKS AND FACILITIES MANAGER | LMCEA | monthly | 8,112 | 8,517 | 8,943 | 9,390 | 9,860 |
| | PARKS AND REC ADMINISTRATOR | SEIU | annual | 97,341 | 102,207 | 107,318 | 112,684 | 118,318 |
| | RECREATION MANAGER | LMCEA | | | | | | |
| | STREETS AND OPERATIONS MANAGER | LMCEA | | | | | | |
| 65 | ANIMAL CENTER MANAGER | LMCEA | | | | | | |
| | BUDGET MANAGER | LMCEA | hourly | \$ 47.9684 | \$ 50.3670 | \$ 52.8851 | \$ 55.5294 | \$ 58.3061 |
| | POLICE OFFICER | SWORN | bi-weekly | 3,837 | 4,029 | 4,231 | 4,442 | 4,664 |
| | SENIOR ACCOUNTANT | LMCEA | monthly | 8,315 | 8,730 | 9,167 | 9,625 | 10,106 |
| | | | annual | 99,774 | 104,763 | 110,001 | 115,501 | 121,277 |

**CITY OF LATHROP
GRADE-STEP TABLE
Eff. 12/11/2023**

Adopted by Resolution No. 23-_____

**FOR REFERENCE USE ONLY*

| GRADE | CLASSIFICATION | UNIT | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|-------|--|---------|-----------|------------|------------|------------|------------|------------|
| 66 | | | hourly | \$ 49,1676 | \$ 51,6259 | \$ 54,2073 | \$ 56,9175 | \$ 59,7638 |
| | | | bi-weekly | 3,933 | 4,130 | 4,337 | 4,553 | 4,781 |
| | | | monthly | 8,522 | 8,948 | 9,396 | 9,866 | 10,359 |
| | | | annual | 102,269 | 107,382 | 112,751 | 118,388 | 124,309 |
| 67 | COMMUNITY SERVICES SUPERVISOR HUMAN RESOURCES MANAGER INFORMATION TECHNOLOGY ENGINEER II SENIOR MANAGEMENT ANALYST SPECIAL DISTRICTS MANAGER | LMCEA | hourly | \$ 50,3967 | \$ 52,9168 | \$ 55,5624 | \$ 58,3410 | \$ 61,2575 |
| | | | EXEMPT | 4,032 | 4,233 | 4,445 | 4,667 | 4,901 |
| | | LMCEA | 8,735 | 9,172 | 9,631 | 10,112 | 10,618 | |
| | | LMCEA | 104,825 | 110,067 | 115,570 | 121,349 | 127,416 | |
| 68 | PERMIT AND PLAN CHECK SUPERVISOR | LMCEA | hourly | \$ 51,6565 | \$ 54,2396 | \$ 56,9514 | \$ 59,7991 | \$ 62,7892 |
| | | | bi-weekly | 4,133 | 4,339 | 4,556 | 4,784 | 5,023 |
| | | | monthly | 8,954 | 9,402 | 9,872 | 10,365 | 10,883 |
| | | | annual | 107,445 | 112,818 | 118,459 | 124,382 | 130,602 |
| 69 | SENIOR PLANNER UTILITY PLANT SUPERVISOR | LMCEA | hourly | \$ 52,9481 | \$ 55,5955 | \$ 58,3755 | \$ 61,2941 | \$ 64,3587 |
| | | | LMCEA | 4,236 | 4,448 | 4,670 | 4,904 | 5,149 |
| | | monthly | 9,178 | 9,637 | 10,118 | 10,624 | 11,156 | |
| | | annual | 110,132 | 115,639 | 121,421 | 127,492 | 133,866 | |
| 70 | ASSOCIATE ENGINEER | SEIU | hourly | \$ 54,2720 | \$ 56,9857 | \$ 59,8346 | \$ 62,8265 | \$ 65,9677 |
| | | | bi-weekly | 4,342 | 4,559 | 4,787 | 5,026 | 5,277 |
| | | | monthly | 9,407 | 9,878 | 10,371 | 10,890 | 11,434 |
| | | | annual | 112,886 | 118,530 | 124,456 | 130,679 | 137,213 |
| 71 | INFORMATION TECH ENGINEER III PARKS AND REC SUPERINTENDENT | LMCEA | hourly | \$ 55,6289 | \$ 58,4100 | \$ 61,3306 | \$ 64,3969 | \$ 67,6168 |
| | | | LMCEA | 4,450 | 4,673 | 4,906 | 5,152 | 5,409 |
| | | monthly | 9,642 | 10,124 | 10,631 | 11,162 | 11,720 | |
| | | annual | 115,708 | 121,493 | 127,568 | 133,946 | 140,643 | |
| 72 | POLICE SERGEANT | SWORN | hourly | \$ 57,0195 | \$ 59,8704 | \$ 62,8640 | \$ 66,0070 | \$ 69,3074 |
| | | | bi-weekly | 4,562 | 4,790 | 5,029 | 5,281 | 5,545 |
| | | | monthly | 9,883 | 10,378 | 10,896 | 11,441 | 12,013 |
| | | | annual | 118,600 | 124,530 | 130,757 | 137,295 | 144,159 |
| 73 | ASSISTANT CHIEF BUILDING OFFICIAL | LMCEA | hourly | \$ 58,4447 | \$ 61,3670 | \$ 64,4356 | \$ 67,6572 | \$ 71,0400 |
| | | | bi-weekly | 4,676 | 4,909 | 5,155 | 5,413 | 5,683 |
| | | | monthly | 10,130 | 10,637 | 11,169 | 11,727 | 12,314 |
| | | | annual | 121,565 | 127,643 | 134,026 | 140,727 | 147,763 |
| 74 | CITY CLERK FINANCE MANAGER PRINCIPAL PLANNER SENIOR CIVIL ENGINEER | EXEMPT | hourly | \$ 59,9062 | \$ 62,9013 | \$ 66,0461 | \$ 69,3486 | \$ 72,8159 |
| | | | LMCEA | 4,792 | 5,032 | 5,284 | 5,548 | 5,825 |
| | | LMCEA | 10,384 | 10,903 | 11,448 | 12,020 | 12,621 | |
| | | LMCEA | 124,605 | 130,835 | 137,376 | 144,245 | 151,457 | |
| 75 | | | hourly | \$ 61,4039 | \$ 64,4739 | \$ 67,6973 | \$ 71,0824 | \$ 74,6363 |
| | | | bi-weekly | 4,912 | 5,158 | 5,416 | 5,687 | 5,971 |
| | | | monthly | 10,643 | 11,175 | 11,734 | 12,321 | 12,937 |
| | | | annual | 127,720 | 134,106 | 140,810 | 147,851 | 155,243 |
| 76 | ACCOUNTING MANAGER CONSTRUCTION SUPERINTENDENT DEPUTY DIRECTOR OF PARKS, REC & MAINT PARKS PROJECT MANAGER PROJECTS MANAGER UTILITY OPERATIONS SUPERINTENDENT | LMCEA | hourly | \$ 62,9387 | \$ 66,0858 | \$ 69,3898 | \$ 72,8594 | \$ 76,5023 |
| | | | LMCEA | 5,035 | 5,287 | 5,551 | 5,829 | 6,120 |
| | | LMCEA | 10,909 | 11,455 | 12,028 | 12,629 | 13,260 | |
| | | LMCEA | 130,913 | 137,458 | 144,331 | 151,548 | 159,125 | |
| 77 | ASSISTANT CITY ATTORNEY | EXEMPT | hourly | \$ 64,5119 | \$ 67,7378 | \$ 71,1246 | \$ 74,6807 | \$ 78,4149 |
| | | | bi-weekly | 5,161 | 5,419 | 5,690 | 5,974 | 6,273 |
| | | | monthly | 11,182 | 11,741 | 12,328 | 12,945 | 13,592 |
| | | | annual | 134,185 | 140,895 | 147,939 | 155,336 | 163,103 |
| 78 | DEPUTY FINANCE DIRECTOR | LMCEA | hourly | \$ 66,1252 | \$ 69,4311 | \$ 72,9028 | \$ 76,5478 | \$ 80,3755 |
| | | | bi-weekly | 5,290 | 5,554 | 5,832 | 6,124 | 6,430 |
| | | | monthly | 11,462 | 12,035 | 12,636 | 13,268 | 13,932 |
| | | | annual | 137,540 | 144,417 | 151,638 | 159,219 | 167,181 |
| 79 | ECONOMIC DEV ADMINISTRATOR LAND DEVELOPMENT MANAGER | LMCEA | hourly | \$ 67,7782 | \$ 71,1668 | \$ 74,7257 | \$ 78,4617 | \$ 82,3847 |
| | | | LMCEA | 5,422 | 5,693 | 5,978 | 6,277 | 6,591 |
| | | monthly | 11,748 | 12,336 | 12,952 | 13,600 | 14,280 | |
| | | annual | 140,979 | 148,027 | 155,429 | 163,200 | 171,360 | |

**CITY OF LATHROP
GRADE-STEP TABLE
Eff. 12/11/2023**

Adopted by Resolution No. 23-_____

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| GRADE | CLASSIFICATION | UNIT | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|---|--|--------------------------------------|-----------|-------------|-------------|-------------|-------------|-------------|
| <u>2023 Compensation May Be Subject to CalPERS Compensation Limits Beginning at Grade 80/Step 5</u> | | | | | | | | |
| 80 | ASSISTANT COM DEV DIRECTOR CHIEF PLANNING OFFICIAL PRINCIPAL ENGINEER | LMCEA LMCEA LMCEA | hourly | \$ 69.4724 | \$ 72.9462 | \$ 76.5935 | \$ 80.4231 | \$ 84.4443 |
| | | | bi-weekly | 5,558 | 5,836 | 6,127 | 6,434 | 6,756 |
| | | | monthly | 12,042 | 12,644 | 13,276 | 13,940 | 14,637 |
| | | | annual | 144,503 | 151,728 | 159,315 | 167,280 | 175,644 |
| 81 | CHIEF BUILDING OFFICIAL CHIEF INFORMATION OFFICER POLICE LIEUTENANT | EXEMPT EXEMPT SWORN | hourly | \$ 71.2096 | \$ 74.7701 | \$ 78.5089 | \$ 82.4341 | \$ 86.5557 |
| | | | bi-weekly | 5,697 | 5,982 | 6,281 | 6,595 | 6,924 |
| | | | monthly | 12,343 | 12,960 | 13,608 | 14,289 | 15,003 |
| | | | annual | 148,116 | 155,522 | 163,299 | 171,463 | 180,036 |
| 82 | ASSISTANT PUBLIC WORKS DIRECTOR | LMCEA | hourly | \$ 72.9896 | \$ 76.6395 | \$ 80.4711 | \$ 84.4945 | \$ 88.7197 |
| | | | bi-weekly | 5,839 | 6,131 | 6,438 | 6,760 | 7,098 |
| | | | monthly | 12,652 | 13,284 | 13,948 | 14,646 | 15,378 |
| | | | annual | 151,818 | 159,410 | 167,380 | 175,749 | 184,537 |
| 83 | SENIOR CONSTRUCTION MANAGER | LMCEA | hourly | \$ 74.8145 | \$ 78.5550 | \$ 82.4829 | \$ 86.6066 | \$ 90.9372 |
| | | | bi-weekly | 5,985 | 6,284 | 6,599 | 6,929 | 7,275 |
| | | | monthly | 12,968 | 13,616 | 14,297 | 15,012 | 15,762 |
| | | | annual | 155,614 | 163,394 | 171,564 | 180,142 | 189,149 |
| 84 | POLICE COMMANDER | SWORN | hourly | \$ 76.6846 | \$ 80.5191 | \$ 84.5448 | \$ 88.7719 | \$ 93.2110 |
| | | | bi-weekly | 6,135 | 6,442 | 6,764 | 7,102 | 7,457 |
| | | | monthly | 13,292 | 13,957 | 14,654 | 15,387 | 16,157 |
| | | | annual | 159,504 | 167,480 | 175,853 | 184,646 | 193,879 |
| 85 | DIRECTOR OF GOV'T SERV/CITY CLERK DIRECTOR OF HUMAN RESOURCES DIRECTOR OF INFORMATION SYSTEMS DIRECTOR OF PARKS, REC & MAINT SERV | EXEMPT EXEMPT EXEMPT EXEMPT | hourly | \$ 78.6017 | \$ 82.5320 | \$ 86.6586 | \$ 90.9915 | \$ 95.5410 |
| | | | bi-weekly | 6,288 | 6,603 | 6,933 | 7,279 | 7,643 |
| | | | monthly | 13,624 | 14,306 | 15,021 | 15,772 | 16,560 |
| | | | annual | 163,492 | 171,667 | 180,250 | 189,262 | 198,725 |
| 86 | CITY ENGINEER | EXEMPT | hourly | \$ 80.5667 | \$ 84.5953 | \$ 88.8249 | \$ 93.2662 | \$ 97.9295 |
| | | | bi-weekly | 6,445 | 6,768 | 7,106 | 7,461 | 7,834 |
| | | | monthly | 13,965 | 14,663 | 15,396 | 16,166 | 16,974 |
| | | | annual | 167,579 | 175,958 | 184,756 | 193,994 | 203,693 |
| 87 | DIRECTOR OF FINANCE | EXEMPT | hourly | \$ 82.5811 | \$ 86.7102 | \$ 91.0458 | \$ 95.5978 | \$ 100.3779 |
| | | | bi-weekly | 6,606 | 6,937 | 7,284 | 7,648 | 8,030 |
| | | | monthly | 14,314 | 15,030 | 15,781 | 16,570 | 17,399 |
| | | | annual | 171,769 | 180,357 | 189,375 | 198,844 | 208,786 |
| 88 | DIRECTOR OF COMMUNITY DEVELOPMENT DIRECTOR OF PUBLIC WORKS | EXEMPT EXEMPT | hourly | \$ 84.6456 | \$ 88.8778 | \$ 93.3216 | \$ 97.9878 | \$ 102.8872 |
| | | | bi-weekly | 6,772 | 7,110 | 7,466 | 7,839 | 8,231 |
| | | | monthly | 14,672 | 15,405 | 16,176 | 16,985 | 17,834 |
| | | | annual | 176,063 | 184,866 | 194,109 | 203,815 | 214,005 |
| 89 | | | hourly | \$ 86.7618 | \$ 91.0998 | \$ 95.6550 | \$ 100.4378 | \$ 105.4594 |
| | | | bi-weekly | 6,941 | 7,288 | 7,652 | 8,035 | 8,437 |
| | | | monthly | 15,039 | 15,791 | 16,580 | 17,409 | 18,280 |
| | | | annual | 180,465 | 189,488 | 198,962 | 208,911 | 219,356 |
| 90 | DEPUTY CITY MANAGER | EXEMPT | hourly | \$ 88.9310 | \$ 93.3772 | \$ 98.0462 | \$ 102.9486 | \$ 108.0960 |
| | | | bi-weekly | 7,114 | 7,470 | 7,844 | 8,236 | 8,648 |
| | | | monthly | 15,415 | 16,185 | 16,995 | 17,844 | 18,737 |
| | | | annual | 184,977 | 194,225 | 203,936 | 214,133 | 224,840 |
| 91 | ASSISTANT CITY MANAGER | EXEMPT | hourly | \$ 91.1541 | \$ 95.7115 | \$ 100.4975 | \$ 105.5226 | \$ 110.7986 |
| | | | bi-weekly | 7,292 | 7,657 | 8,040 | 8,442 | 8,864 |
| | | | monthly | 15,800 | 16,590 | 17,420 | 18,291 | 19,205 |
| | | | annual | 189,601 | 199,080 | 209,035 | 219,487 | 230,461 |
| 92 | | | hourly | \$ 93.4394 | \$ 98.1119 | \$ 103.0116 | \$ 108.1600 | \$ 113.5680 |
| | | | bi-weekly | 7,475 | 7,849 | 8,241 | 8,653 | 9,085 |
| | | | monthly | 16,196 | 17,006 | 17,855 | 18,748 | 19,685 |
| | | | annual | 194,354 | 204,073 | 214,264 | 224,973 | 236,221 |
| 93 | | | hourly | \$ 95.7757 | \$ 100.5564 | \$ 105.5858 | \$ 110.8640 | \$ 116.4126 |
| | | | bi-weekly | 7,662 | 8,045 | 8,447 | 8,869 | 9,313 |
| | | | monthly | 16,601 | 17,430 | 18,302 | 19,216 | 20,178 |
| | | | annual | 199,213 | 209,157 | 219,618 | 230,597 | 242,138 |
| 94 | | | hourly | \$ 98.1660 | \$ 103.0765 | \$ 108.2249 | \$ 113.6437 | \$ 119.3221 |
| | | | bi-weekly | 7,853 | 8,246 | 8,658 | 9,091 | 9,546 |
| | | | monthly | 17,015 | 17,867 | 18,759 | 19,698 | 20,682 |
| | | | annual | 204,185 | 214,399 | 225,108 | 236,379 | 248,190 |
| 95 | | | hourly | \$ 100.6104 | \$ 105.6399 | \$ 110.9289 | \$ 116.4667 | \$ 122.2965 |
| | | | bi-weekly | 8,049 | 8,451 | 8,874 | 9,317 | 9,784 |
| | | | monthly | 17,439 | 18,311 | 19,228 | 20,188 | 21,198 |
| | | | annual | 209,270 | 219,731 | 230,732 | 242,251 | 254,377 |

**CITY OF LATHROP
GRADE-STEP TABLE
Eff. 12/11/2023**

Adopted by Resolution No. 23-_____

**FOR REFERENCE USE ONLY*

| GRADE | CLASSIFICATION | UNIT | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|-------|----------------|-----------|--------------|--------------|--------------|--------------|--------------|
| 96 | | hourly | \$ 103,130.6 | \$ 108,289.8 | \$ 113,697.8 | \$ 119,387.0 | \$ 125,357.4 |
| | | bi-weekly | 8,250 | 8,663 | 9,096 | 9,551 | 10,029 |
| | | monthly | 17,876 | 18,770 | 19,708 | 20,694 | 21,729 |
| | | annual | 214,512 | 225,243 | 236,491 | 248,325 | 260,743 |

| CONTRACT | | | | | | | |
|----------|---------------|--------|--------|------------|--|--|--|
| | POLICE CHIEF | EXEMPT | annual | \$ 236,379 | | | |
| | CITY ATTORNEY | EXEMPT | annual | \$ 258,153 | | | |
| | CITY MANAGER | EXEMPT | annual | \$ 277,023 | | | |

Changes

Add:

Animal Shelter Supervisor Grade 53 to Animal Center Manager Grade 64

AUTHORIZED POSITIONS BY DEPARTMENT

Summary by Department

| | 2023/24 Adopted Budget | 2023/24 Amended 07/10/23 | 2023/24 Amended 12/11/23 |
|--|------------------------------|--------------------------------|--------------------------------|
| CITY MANAGER | | | |
| City Manager | | | |
| Assistant City Manager | 0.25 | 0.25 | 0.25 |
| Deputy City Manager | 0.00 | 1.00 | 1.00 |
| City Engineer | 0.00 | 0.00 | 0.00 |
| City Manager | 1.00 | 1.00 | 1.00 |
| Director of Government Services/City Clerk | 0.50 | 0.50 | 0.50 |
| Economic Development Administrator | 1.00 | 1.00 | 1.00 |
| Total | 2.75 | 3.75 | 3.75 |
| CITY MANAGER - Total | 2.75 | 3.75 | 3.75 |
| CITY CLERK | | | |
| City Clerk | | | |
| Deputy City Clerk | 1.00 | 1.00 | 1.00 |
| Director of Government Services/City Clerk | 0.50 | 0.50 | 0.50 |
| Total | 1.50 | 1.50 | 1.50 |
| CITY CLERK - Total | 1.50 | 1.50 | 1.50 |
| CITY ATTORNEY | | | |
| City Attorney | | | |
| Administrative Assistant I/II/III | 1.00 | 1.00 | 1.00 |
| City Attorney | 1.00 | 1.00 | 1.00 |
| Legal Secretary | 1.00 | 1.00 | 1.00 |
| Senior Administrative Assistant | 0.00 | 0.00 | 0.00 |
| Total | 3.00 | 3.00 | 3.00 |
| CITY ATTORNEY - Total | 3.00 | 3.00 | 3.00 |
| HUMAN RESOURCES | | | |
| Human Resources | | | |
| Human Resources Director | 1.00 | 1.00 | 1.00 |
| Human Resources Manager | 1.00 | 1.00 | 1.00 |
| HR Analyst I/II | 1.00 | 1.00 | 1.00 |
| HR Technician | 1.00 | 1.00 | 1.00 |
| Total | 4.00 | 4.00 | 4.00 |
| HUMAN RESOURCES - Total | 4.00 | 4.00 | 4.00 |

AUTHORIZED POSITIONS BY DEPARTMENT

Summary by Department

| | 2023/24 Adopted Budget | 2023/24 Amended 07/10/23 | 2023/24 Amended 12/11/23 |
|--|------------------------------|--------------------------------|--------------------------------|
| FINANCE | | | |
| Finance | | | |
| Accountant I/II | 0.00 | 0.00 | 0.00 |
| Accounting Manager | 0.00 | 0.00 | 0.00 |
| Accounting Specialist I/II/Technician | 0.00 | 0.00 | 0.00 |
| Administrative Technician I/II | 1.00 | 1.00 | 1.00 |
| Customer Service Representatives I/II | 5.00 | 5.00 | 5.00 |
| Customer Service Supervisor | 1.00 | 1.00 | 1.00 |
| Deputy Finance Director | 1.00 | 0.00 | 0.00 |
| Director of Finance | 1.00 | 1.00 | 1.00 |
| Finance Manager | 1.00 | 1.00 | 1.00 |
| Management Analyst I/II | 2.00 | 2.00 | 2.00 |
| Senior Administrative Assistant | 0.00 | 0.00 | 0.00 |
| Senior Customer Service Representative | 1.00 | 1.00 | 1.00 |
| Senior Accountant | 1.00 | 1.00 | 1.00 |
| Senior Management Analyst | 1.00 | 1.00 | 1.00 |
| Total | 15.00 | 14.00 | 14.00 |
| FINANCE - Total | 15.00 | 14.00 | 14.00 |
| INFORMATION SYSTEMS | | | |
| Information Systems | | | |
| Administrative Assistant I/II/III | 0.00 | 0.00 | 0.00 |
| Director of Information Systems | 1.00 | 1.00 | 1.00 |
| Chief Information Officer | 1.00 | 1.00 | 1.00 |
| Information Technology Technician | 0.00 | 0.00 | 0.00 |
| Information Technology Engineer I/II/III | 6.00 | 6.00 | 6.00 |
| Management Analyst I/II | 1.00 | 1.00 | 1.00 |
| Total | 9.00 | 9.00 | 9.00 |
| INFORMATION SYSTEMS - Total | 9.00 | 9.00 | 9.00 |
| COMMUNITY DEVELOPMENT | | | |
| Planning | | | |
| Administrative Assistant I/II/III | 0.10 | 0.10 | 0.10 |
| Assistant Community Development Director | 0.00 | 0.00 | 0.00 |
| Associate Planner | 1.00 | 1.00 | 1.00 |
| Director of Community Development | 1.00 | 1.00 | 1.00 |
| Executive Assistant | 1.00 | 1.00 | 1.00 |
| Principal Planner | 0.00 | 0.00 | 0.00 |
| Senior Administrative Assistant | 0.00 | 0.00 | 0.00 |

AUTHORIZED POSITIONS BY DEPARTMENT

Summary by Department

| | 2023/24 Adopted Budget | 2023/24 Amended 07/10/23 | 2023/24 Amended 12/11/23 |
|--------------------------------------|------------------------------|--------------------------------|--------------------------------|
| Senior Planner | 1.00 | 1.00 | 1.00 |
| Total | 4.10 | 4.10 | 4.10 |
| COMMUNITY DEVELOPMENT - Total | 4.10 | 4.10 | 4.10 |

AUTHORIZED POSITIONS BY DEPARTMENT

Summary by Department

| | 2023/24 Adopted Budget | 2023/24 Amended 07/10/23 | 2023/24 Amended 12/11/23 |
|--|------------------------------|--------------------------------|--------------------------------|
| PUBLIC SAFETY | | | |
| Police | | | |
| Sworn | | | |
| Police Chief | 1.00 | 1.00 | 1.00 |
| Police Commander | 2.00 | 2.00 | 2.00 |
| Police Lieutenant | 1.00 | 1.00 | 1.00 |
| Police Officer | 32.00 | 32.00 | 32.00 |
| Police Sergeant | 6.00 | 6.00 | 6.00 |
| Total | 42.00 | 42.00 | 42.00 |
| Non-Sworn | | | |
| Police Forensic Analyst I/II | 0.00 | 0.00 | 0.00 |
| Police Records Assistant I/II | 2.00 | 2.00 | 2.00 |
| Police Records Supervisor | 1.00 | 1.00 | 1.00 |
| Property & Evidence Technician | 1.00 | 1.00 | 1.00 |
| Total | 4.00 | 4.00 | 4.00 |
| Administration | | | |
| Management Analyst I/II | 1.00 | 1.00 | 1.00 |
| Executive Assistant | 1.00 | 1.00 | 1.00 |
| Senior Administrative Assistant | 0.00 | 0.00 | 0.00 |
| Total | 2.00 | 2.00 | 2.00 |
| Community Services Division | | | |
| Community Services Supervisor | 1.00 | 1.00 | 1.00 |
| Community Services Officer I/II/III | 5.00 | 5.00 | 5.00 |
| Administrative Assistant I/II/III | 1.00 | 1.00 | 1.00 |
| Animal Center Assistant | 1.00 | 1.00 | 4.00 |
| Animal Shelter Supervisor | 1.00 | 1.00 | 0.00 |
| Animal Center Manager | 0.00 | 0.00 | 1.00 |
| Animal Services Assistant | 0.00 | 0.00 | 0.00 |
| Total | 9.00 | 9.00 | 12.00 |
| PUBLIC SAFETY - Total | 57.00 | 57.00 | 60.00 |
| PARKS, RECREATION AND MAINTENANCE SERVICES | | | |
| Parks and Recreation | | | |
| Administrative Assistant I/II/III | 3.00 | 3.00 | 3.00 |
| Director of Parks, Recreation and Maintenance | 1.00 | 1.00 | 1.00 |
| Deputy Director of Parks, Recreation and Maintenance | 0.00 | 0.00 | 0.00 |
| Management Analyst I/II | 1.00 | 1.00 | 1.00 |
| Recreation Coordinator | 3.00 | 3.00 | 3.00 |
| Recreation Leaders | 9.45 | 9.45 | 9.45 |
| Recreation Manager | 1.00 | 1.00 | 1.00 |
| Recreation Supervisor | 2.00 | 2.00 | 2.00 |

AUTHORIZED POSITIONS BY DEPARTMENT

Summary by Department

| | 2023/24 Adopted Budget | 2023/24 Amended 07/10/23 | 2023/24 Amended 12/11/23 |
|---------------------------------|------------------------------|--------------------------------|--------------------------------|
| Senior Accountant | 0.00 | 0.00 | 0.00 |
| Senior Administrative Assistant | 1.00 | 1.00 | 1.00 |
| Senior Recreation Leaders | 5.00 | 5.00 | 5.00 |
| Total | 26.45 | 26.45 | 26.45 |

AUTHORIZED POSITIONS BY DEPARTMENT

Summary by Department

| | 2023/24 Adopted Budget | 2023/24 Amended 07/10/23 | 2023/24 Amended 12/11/23 |
|--|------------------------------|--------------------------------|--------------------------------|
| Maintenance Services | | | |
| Landscape and Irrigation Specialist | 1.00 | 1.00 | 1.00 |
| Maintenance Services Supervisor | 1.00 | 1.00 | 1.00 |
| Maintenance Worker I/II/III | 5.00 | 5.00 | 5.00 |
| Parks and Facilities Manager | 0.00 | 0.00 | 0.00 |
| Parks and Recreation Supervisor | 1.00 | 1.00 | 1.00 |
| Senior Recreation Leaders | 2.00 | 2.00 | 2.00 |
| Total | 10.00 | 10.00 | 10.00 |
| PARKS, RECREATION AND MAINTENANCE - Total | 36.45 | 36.45 | 36.45 |
| BUILDING SAFETY AND INSPECTIONS | | | |
| Building | | | |
| Administrative Assistant I/II/III | 0.60 | 0.60 | 0.60 |
| Assistant City Manager | 0.32 | 0.32 | 0.32 |
| Building Inspector I/II/III | 3.00 | 3.00 | 3.00 |
| Chief Building Official | 1.00 | 1.00 | 1.00 |
| Management Analyst I/II | 1.00 | 1.00 | 1.00 |
| Permit and Plan Check Supervisor | 1.00 | 1.00 | 1.00 |
| Permit Technician I/II/III | 3.00 | 3.00 | 3.00 |
| Total | 9.92 | 9.92 | 9.92 |
| BUILDING SAFETY AND INSPECTIONS - Total | 9.92 | 9.92 | 9.92 |
| PUBLIC WORKS | | | |
| Public Works | | | |
| Administrative Assistant I/II/III | 3.30 | 3.30 | 3.30 |
| Assistant City Manager | 0.43 | 0.43 | 0.43 |
| Assistant Engineer | 3.00 | 3.00 | 3.00 |
| Associate Engineer | 1.00 | 1.00 | 1.00 |
| City Engineer | 1.00 | 1.00 | 1.00 |
| Compliance Engineer | 1.00 | 1.00 | 1.00 |
| Construction Inspector I/II/III | 3.00 | 3.00 | 3.00 |
| Construction Superintendent | 1.00 | 1.00 | 1.00 |
| Director of Public Works | 0.00 | 0.00 | 0.00 |
| Electrician / Instrument Technician | 1.00 | 1.00 | 1.00 |
| Executive Assistant | 1.00 | 1.00 | 1.00 |
| Maintenance Worker I/II/III | 3.00 | 3.00 | 3.00 |
| Management Analyst I/II | 1.00 | 1.00 | 1.00 |
| Meter Reader I/II | 2.00 | 2.00 | 2.00 |

AUTHORIZED POSITIONS BY DEPARTMENT

Summary by Department

| | 2023/24 Adopted Budget | 2023/24 Amended 07/10/23 | 2023/24 Amended 12/11/23 |
|---------------------------------|---------------------------------------|---|---|
| Senior Accountant | 0.00 | 0.00 | 0.00 |
| Senior Administrative Assistant | 0.00 | 0.00 | 0.00 |
| Senior Civil Engineer | 2.00 | 2.00 | 2.00 |

AUTHORIZED POSITIONS BY DEPARTMENT

Summary by Department

| | 2023/24 Adopted Budget | 2023/24 Amended 07/10/23 | 2023/24 Amended 12/11/23 |
|---|------------------------------|--------------------------------|--------------------------------|
| Senior Construction Manager | 1.00 | 1.00 | 1.00 |
| Streets and Maintenance Operation Manager | 1.00 | 1.00 | 1.00 |
| Utility Operations Superintendent | 1.00 | 1.00 | 1.00 |
| Utility Operator I/II/III | 7.00 | 7.00 | 7.00 |
| Utility Plant Supervisor | 1.00 | 1.00 | 1.00 |
| Total | 34.73 | 34.73 | 34.73 |
| PUBLIC WORKS - Total | 34.73 | 34.73 | 34.73 |
| Grand Total | 177.45 | 177.45 | 180.45 |

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