

SECTION VIII



Community Profile & Miscellaneous Statistics

Community Profile.....	VIII-1
Miscellaneous Statistical Data	VIII-4
Historical Statistics	VIII-6
City Charges and Fees	VIII-8
Full Time Positions (FTEs) by Department/Program	VIII-9
Alphabetical List of Salary Classifications..	VIII-29

Community Profile

GENERAL INFORMATION

Reno is the largest city in Northern Nevada. The City, located in the southern part of Washoe County, is nestled on the eastern slope of the Sierra Nevada Mountains in an area called the Truckee Meadows. The City has a Council-Manager form of government with five Councilmembers representing wards and one Councilmember elected at large for staggered four year terms. The Mayor is the chief elected official and formal representative of the City. Elected at-large, the Mayor serves a four-year term. The City Attorney and Municipal Court Judges (4) are also elected. The City Manager is selected by the Council and is the City's chief administrative official. The City Manager is responsible for all City business.

The Truckee Meadows and surrounding area provide unlimited indoor and outdoor recreational activities. Within a fifty-mile radius lie spectacular Lake Tahoe and the largest concentration of ski areas and ski facilities in the world. Biking, camping, hunting, fishing, and mountain climbing are all available within a thirty-minute drive.

The Airport Authority of Washoe County operates two airports. Reno/Tahoe International Airport, located about two miles from downtown, is serviced by most of the major airlines. Reno/Stead Airport, a general aviation airport located about 15 miles north of downtown, is home of the annual Reno National Championship Air Races and is surrounded by a growing industrial park.

The City of Reno is host to a eight-day 50's nostalgia celebration called Hot August Nights; the Great Reno Balloon Races, a three-day event competition for hot air balloonists; the Reno Rodeo, one of the largest rodeos in the west; the month long "Artown" festival in July, and various special events hosted by the Parks, Recreation and Community Services Department.

GOVERNMENT STRUCTURE AND SERVICES

The "City of Reno" consists of the City and the Redevelopment Agency of the City of Reno. Although the City and the Agency are separate legal entities, the Reno City Council exercises oversight authority of the Agency. The members of the City Council act as the governing body of the Agency and City staff provide management support and technical assistance to the Agency.

The City provides the full range of municipal services contemplated by statute or charter:

- General government services provide centralized policy management, financial management, information and records management, human resources, risk management, legal, and business management services to the public and operating departments.
- Public safety, health and sanitation, and judicial services include police services, consolidated fire services including prevention, fire suppression, and the municipal court.
- Information Services provides information technology support and a centralized 911 dispatching service for the City, County and other local safety agencies.
- Public works include storm water management, wastewater collection and treatment, streets and traffic management, facilities maintenance and fleet services. Public works also provides maintenance of the Redevelopment Agency facilities including the River Walk and the Wingfield Park Amphitheater.

- Culture and recreation services provide safe and attractive parks, diverse recreational programs, and special and cultural events. In addition to community wide programs including recreational, sporting, instructional, and aquatic activities, there are special programs which target at-risk youth, special needs citizens, and senior citizens.
- Community support services include comprehensive planning, administration of federal CDBG and HOME grants, development review, building inspection, and zoning enforcement.
- The Redevelopment Agency provides the following services to the downtown business district:
 - Economic development - working to attract private investment in new and existing development.
 - Special plans and programs - develops plans, programs and ordinances to revitalize the downtown as the economic, civic and cultural center for Northern Nevada.

CITIZEN INVOLVEMENT

The City of Reno encourages public participation through various citizen commissions and councils. The commissions established by the City Council include, among others, the Planning Commission, Recreation and Parks Commission, Civil Service Commission, Financial Advisory Board, Board of Adjustment, Traffic Advisory Committee, Senior Advisory Committee and the Bicycle Committee. The purpose of each commission and committee is to provide guidance and resolve issues affecting their area of responsibility. City staff provides support to the commissions and committees in carrying out their assigned responsibilities.

The Council has also established Neighborhood Advisory Boards (NABs) in eight areas of the City. These citizen committees provide input to the City Council on all City services for their area and communicate the needs and desires of the residents to the City Council. The NABs are composed of residents who live in each Reno neighborhood. The members are a group of volunteers who are appointed by the City Council for three-year terms. The committee meetings provide an arena for residents to voice their concerns related to such issues as new development projects, police protection, code enforcement, neighborhood planning and other neighborhood concerns. The boards receive funding based on population served to address local needs. City staff also provides support to these boards.

ECONOMICS

Reno's economy is principally based in the trade and service sector, with approximately 65% of the work force employed in these occupations. Although gaming and other recreational activities represent a significant portion of the growing economy and assessed valuation, the City is experiencing gradual diversification of its business base with the expansion of distribution, warehousing, and manufacturing facilities. Approximately 25% of the workforce is employed in the fields of construction, manufacturing, transportation, communications, public utilities, and finance related services. Nevada's Freeport Law exempts state taxation on all personal property in transit through Nevada while it is being stored, assembled or processed for use in another state. The Reno area is serviced by two major highways. Union Pacific railroad and a number of trucking and airline carriers make it possible to ship from Reno to 80% of the 11 western states on a next-day basis.

Nevada has no corporate or personal income tax, and is a right-to-work state. These factors have contributed to the State's tremendous growth in the 1990's and into this decade. In 2005, Inc. magazine has tabbed Reno No. 1 on its list of the "Best Places to Do Business in America," based this year on job growth figures among 274 metropolitan areas.

In addition to the accomplishments of the Economic Development Authority of Western Nevada in bringing new business to Northern Nevada, the City of Reno Redevelopment Agency has completed and is still expanding both entertainment and housing projects in the City's downtown sector.

Over thirty million dollars of City and one billion dollars in private/other public, investment has been made in downtown Reno to modernize and beautify infrastructure and facilities. A maintenance district was established to ensure that the downtown area will remain clean and beautiful. The City also established a police district downtown to ensure a safer environment.

The Reno Sparks Convention and Visitors Authority constructed a National Bowling Stadium, which has been sold to the City, but remains operated by the Authority. Currently the stadium brings in over 100,000 people to Reno in tournament years and generates \$100 million for the local economy each year.

In the spring of 2007, the City began construction of Phase II of the Reno Community Assistance Center. This phase includes the Women's and Children shelter. It is anticipated that the Women's section of the shelter will be completed in July 2008 and the Children's section of the shelter will be completed in October 2008.

In the spring of 2007, the City of Reno began construction of the Reno Ballroom Facility. This is the second phase necessary to complete development of a special-events venue in downtown Reno and the facility opened in February 2008.

Population estimates from the U.S. Census Bureau show Nevada has retaken the title as the fastest growing state in the nation. For 20 consecutive years, Nevada had led the nation in population growth; however, Arizona claimed that title for 2005/2006. Nevada's population has grown by 2.9% or 95,287 from July 1, 2006 to July 1, 2007. As these growth rates continue throughout the state, the Reno-Sparks area is expected to continue to outperform the nation in 2008/09.

Miscellaneous Statistical Data

Date of Incorporation: March 16, 1903
 Form of Government: Council/Manager
 Mayor elected at large; for a four year term; five council members elected by ward in primary and at large; and one council member elected at large, all serving four year terms.

Population June 30, 2008: 220,613
 Last Municipal Election: Registered Voters: 96085; Votes cast; 29,722
 Date: November 7, 2006 Percent voting 30.93

Media:

Newspapers Reno Gazette Journal, Daily; News and Review and Ahora; Weekly
 Television Stations PBS, ABC, NBC, CBS, FOX, WB UPN networks.
 Cable/Satellite Service Charter Communications, Dish Network, AT&T, Direct TV

Utilities:

Natural Gas/Electricity Sierra Pacific Power Company
 Water Truckee Meadows Water Authority (TMWA)
 Telephone AT&T

Sanitary Sewer Service: Two sanitary sewer plants serve Reno. One plant serves the Stead area and is owned solely by Reno. A second plant is owned jointly with the City of Sparks and serves both cities.

Plant Capacities:

Stead 2.35 M.G.D.
 Truckee Meadows Water Reclamation Facility (TMWRF) 44.0 M.G.D.
 Average amount of daily sewage treated by both plants for year ended June 30, 2008: 29.5 M.G.D. (the flow has diminished slightly from last year due to increased installation low flow toilets and relining of sewer pipe with Cured In Place Piping (CIPP) which prevents intrusion of ground water into the sewer system).

Top 10 Property Taxpayers:

<u>Business Name</u>	<u>Type of Business</u>
Peppermill Casinos, Inc.	Hotel/Casino
Grand Sierra Operating Group	Hotel/Casino
Circus Circus & Eldorado Joint Venture	Hotel/Casino
Prologis NA3 LLC	Property Management
Atlantis Casino Resort	Hotel/Casino
International Game Technology	Manufacturing
Eldorado Resorts LLC	Hotel/Casino
Harrah's Club	Hotel/Casino

Reno Retail Company LLC
Toll South Reno LLC

Real Estate Development
Contractor

City of Reno's Largest Employers:
(Reporting over 1000+ employees)

<u>Employer</u>	<u>Type of Industry</u>
Washoe County School District	Elementary/Secondary Schools
University of Nevada-Reno.	College/University
Washoe County	Governmental
International Game Technology	Manufacturing
Renown Regional Medical Center	Medical
Silver legacy Resort Casino	Hotel/Casino
Peppermill Hotel Casino-Reno	Hotel/Casino
City of Reno	Governmental
Atlantis Casino Resort	Hotel/Casino
Eldorado Hotel & Casino	Hotel/Casino
Grand Sierra Resort & Casino	Hotel/Casino
Circus Circus Casinos, Inc.-Reno	Hotel/Casino
St. Marys	Medical
Harrah's Reno	Hotel/Casino
Hire Dynamics LLC	Temporary Help Services
Truckee Meadows Community College	Junior Colleges

Historical Statistics

FINANCIAL	30-Jun 2003	30-Jun 2004	30-Jun 2005	30-Jun 2006	30-Jun 2007	30-Jun 2008
CITY OF RENO						
PROPERTY TAX RATE (per \$100)						
City Operating	0.8337	0.8348	0.8555	0.8538	0.9456	0.9456
City Debt	0.1119	0.1108	0.0901	0.0918	0.0696	0.0696
All Others	2.6906	2.7006	2.7006	2.7006	2.631	2.631
Total Overlapping	3.6362	3.6462	3.6462	3.6462	3.6462	3.6462
Assessed Value (In Thousands)	4,501,168	4,757,940	5,105,374	5,686,945	7,844,463	6,895,547
Taxable Sales Through January	25,016,249	27,316,142	30,060,410	32,106,827	32,613,840	30,789,638
REDEVELOPMENT AGENCY #1						
Agency operating	0.7264	0.5330	-	-	1.2660	1.3215
Agency Debt	2.5134	2.7068	3.2398	3.2500	1.9840	1.9285
Total Tax Rate	3.2398	3.2398	3.2398	3.2500	3.2500	3.2500
Assessed Value (In Thousands)	180,871	143,855	128,895	113,775	143,131	185,331
REDEVELOPMENT AGENCY #2						
Agency operating					3.2623	3.25
Agency Debt						
Total Tax Rate					3.2623	3.25
Assessed Value (In Thousands)					61,222	136,461
PHYSICAL						
Area (Square Miles)	76.25	86.13	100.72	101.90	102.7	103.86
Street Miles Paved	532.00	546.00	579.00	582.00	637.10	654.00
Street Miles Unpaved	1.90	1.90	1.90	1.90	3.60	0.80
Alley Miles	2.40	2.40	2.40	2.40	2.40	22.10 ¹
Sanitary Sewer Miles	564.00	578.00	650.00	710.00	743.00	743.00 ²
Storm Drain Miles	247.00	271.00	304.00	382.00	444.00	444.00 ²
FULL TIME FIRE FACILITIES						
City of Reno	11	11	11	12	13	13
Truckee Meadows Fire Protection District (TMFPD)	5	5	5	5	5	5
TMFPD Volunteer Stations	12	12	12	12	12	12
PARK FACILITIES						
Number of Facilities	72	72	75	81	83	83
Playgrounds	48	48	51	70	52	52
Total Acreage	1935	1935	1935	2015	2076	2168
Joint Development With County	16	16	16	16	16	16
RECREATION FACILITIES						
Pools	5	5	5	5	5	4
Golf Courses	2	2	2	2	1	1
PUBLIC EDUCATION FACILITIES						
High Schools	8	8	8	8	8	8
Middle Schools	7	7	7	9	9	9
Elementary Schools	29	30	30	30	30	31
Charter	4	6	7	7	9	9

DEMOGRAPHICS

Population	187,834	195,727	199,249	206,735	211,903	220,613
Per Capita Income	34,900	36,632	37,620	39,430	41,402	43,472
Public School Enrollment	29,195	61,800	62,098	62,390	63,046	63,635
Unemployment Rate	4.8%	3.9%	4.1%	4.1%	4.4%	6.2%

DEVELOPMENT

Building Permits:

Number Issued	8,195	11,607	11,927	11,431	9,161	9,161
Valuation (In Thousands)	537,313	947,385	930,240	919,112	952,500	952,500

Commercial Construction:

Number Issued	2,260	2,666	2,541	2,764	2,802	2,802
Valuation (In Thousands)	274,433	393,830	354,866	338,216	536,460	536,460

Residential Construction

Number Issued	5,935	8,941	9,384	11,106	6,355	6,355
Valuation (In Thousands)	262,880	553,555	575,374	1,057,112	416,040	416,040

¹ A complete inventory of the city's alley system was completed during the last fiscal cycle.

² Sanitary Sewer Miles and Storm Drain miles have not changed significantly over last year due to the downturn in the economy.

City Charges and Fees

The Reno City Council adopts a charges and fee schedule each year.

The fee schedule increases for FY 2008/09, not governed by N.R.S.; R.M.C.; or are development driven, represent only a C.P.I. increase of 3.5% over the FY07/08 adopted fee schedule. Where the increase created odd cents or minor changes, the charge or fee remained the same. Charges and fees based on salaries were increased by the annual increase in salaries for the year.

The City Council adopted Resolution No. 7168, superseding Resolution No. 7084 regarding Service Charges and Fees for Fiscal Year 2008/09 for the City of Reno, Nevada, on June 11, 2008. Copies of the entire Resolution, or part of the Resolution, are available from the City Clerk's Office, Second Floor, One East First Street, Reno, Nevada 89505.

Full Time Positions (FTEs) by Department/Program

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
City Attorney			
Program and Service Management			
City Attorney	0.40	(0.40)	0.00
Management Analyst	1.00	(1.00)	0.00
Office Assistant I	1.00	(1.00)	0.00
Program Total	2.40	(2.40)	0.00
Civil Division			
City Attorney	0.30	0.20	0.50
Chief Deputy City Attorney	1.00		1.00
Deputy City Attorney II	5.00		5.00
Deputy City Attorney III	4.00		4.00
Paralegal	0.90		0.90
Legal Secretary	3.00		3.00
Legal Researcher	0.50		0.50
Management Analyst	0.00	0.50	0.50
Office Assistant I	0.00	0.50	0.50
Sr. Legal Secretary	1.00		1.00
Program Total	15.70	1.20	16.90
Criminal Division			
City Attorney	0.30	0.20	0.50
Chief Deputy City Attorney	1.00		1.00
Deputy City Attorney I	5.00		5.00
Deputy City Attorney II	1.00		1.00
Investigator	1.00		1.00
Legal Secretary	5.00		5.00
Legal Researcher	0.50		0.50
Management Analyst	0.00	0.50	0.50
Office Assistant I	0.00	0.50	0.50
Paralegal	0.10		0.10
Victim/Witness Advocate	3.00		3.00
Program Total	16.90	1.20	18.10
City Attorney Total FTE's	35.00	0.00	35.00
City Clerk			
Council Support			
City Clerk	1.00		1.00
Chief Deputy City Clerk	1.00		1.00
Secretary	1.00		1.00
Office Assistant II	1.00		1.00
Program Total	4.00	0.00	4.00
Hearing Examiner Services/Parking Tickets			
Office Assistant II	3.00		3.00
Office Assistant III	0.00		0.00
Program Total	3.00	0.00	3.00

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
Reprographics			
Reprographics Technician	1.00		1.00
Program Total	1.00	0.00	1.00
Records Management			
Records Systems Manager	1.00		1.00
Management Analyst I	1.00		1.00
Records Technician	1.00		1.00
Program Total	3.00	0.00	3.00
Revenue Collections			
Office Assistant II	1.00		1.00
Office Assistant III	0.00		0.00
Program Total	1.00	0.00	1.00
City Clerk Total FTE's			
	12.00	0.00	12.00
City Council			
Legislative			
Councilmember	6.00		6.00
Mayor	1.00		1.00
Program Total	7.00	0.00	7.00
City Council Total FTE's			
	7.00	0.00	7.00
City Manager's Office			
Administration			
City Manager	0.85		0.85
Chief of Staff	0.54		0.54
Program Total	1.39	0.00	1.39
City Council/City Manager Office Support			
City Manager	0.10		0.10
Administrative Secretary	3.00		3.00
Assistant to City Manager	1.00		1.00
Chief of Staff	0.33		0.33
Secretary to City Manager	1.00		1.00
Office Assistant III (1 City Council)	2.00		2.00
Secretary (1 City Council)	2.00		2.00
Program Total	9.43	0.00	9.43
Intergovernmental Relations			
City Manager	0.05		0.05
Chief of Staff	0.13		0.13
Legislative Relations Program Manager	1.00		1.00
Program Total	1.18	0.00	1.18

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
Community Relations - Neighborhood Services			
Director of Community Relations	0.35		0.35
Community Liaison	4.00		4.00
Graphic Arts Technician	0.00		0.00
Management Assistant	0.10		0.10
Program Total	4.45	0.00	4.45
Community Relations - Customer Service			
Director of Community Relations	0.25		0.25
Community Liaison	1.00		1.00
Call Center Clerks (Office Assistant II)	3.00		3.00
Office Assistant III	1.00		1.00
Graphic Arts Technician	0.00		0.00
Management Assistant	0.10		0.10
Ombudsman	0.00		0.00
Program Total	5.35	0.00	5.35
Community Relations - Public Information			
Director of Community Relations	0.40		0.40
Graphic Artist Technicians	2.00		2.00
Management Assistant	0.80		0.80
Public Information Program Manager	1.00		1.00
Public Communications Specialist	4.00		4.00
Program Total	8.20	0.00	8.20
Community Relations - WEB Development			
Web Master	1.00		1.00
Program Total	1.00	0.00	1.00
Organizational Effectiveness - Corporate Business Planning			
Strategic Planning Program Manager	1.00		1.00
Program Total	1.00	0.00	1.00
Organizational Effectiveness - EEO/City Wide Training			
Director of Organizational Effectiveness	0.60		0.60
EEO Program Manager	1.00		1.00
Program Total	1.60	0.00	1.60
Organizational Effectiveness - Internal Audit			
Senior Management Analyst	1.00		1.00
Program Total	1.00	0.00	1.00
Organizational Effectiveness - Organizational Development			
Director of Organizational Effectiveness	0.40		0.40
Grant & Fund Development Officer	1.00		1.00
Management Intern	1.00		1.00
Senior Management Analyst	1.00		1.00
Program Total	3.40	0.00	3.40

City Manager	0.05		0.05
Chief of Staff	0.13		0.13
Legislative Relations Program Manager	1.00		1.00
Program Total	1.18	0.00	1.18

Community Relations - Neighborhood Services

Director of Community Relations	0.35		0.35
Community Liaison	4.00		4.00
Graphic Arts Technician	0.00		0.00
Management Assistant	0.10		0.10
Program Total	4.45	0.00	4.45

Community Relations - Customer Service

Director of Community Relations	0.25		0.25
Community Liaison	1.00		1.00
Call Center Clerks (Office Assistant II)	3.00		3.00
Office Assistant III	1.00		1.00
Graphic Arts Technician	0.00		0.00
Management Assistant	0.10		0.10
Ombudsman	0.00		0.00
Program Total	5.35	0.00	5.35

Community Relations - Public Information

Director of Community Relations	0.40		0.40
Graphic Artist Technicians	2.00		2.00
Management Assistant	0.80		0.80
Public Information Program Manager	1.00		1.00
Public Communications Specialist	3.00		3.00
Program Total	7.20	0.00	7.20

Community Relations - WEB Development

Web Master	1.00		1.00
Program Total	1.00	0.00	1.00

Organizational Effectiveness - Corporate Business Planning

Strategic Planning Program Manager	1.00		1.00
Program Total	1.00	0.00	1.00

Organizational Effectiveness - EEO/City Wide Training

Director of Organizational Effectiveness	0.60		0.60
EEO Program Manager	1.00		1.00
Program Total	1.60	0.00	1.60

Department/Program/Position	Total Approved Positions 2006/07	Approved Changes to Positions 2007/08	Total Proposed Positions 2007/08
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Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
Organizational Effectiveness - Risk Management			
Risk Manager	1.00		1.00
Management Analyst	1.00		1.00
Secretary	0.80		0.80
Program Total	2.80	0.00	2.80
Organizational Effectiveness - Worker's Compensation			
Safety & Training Coordinator	1.00		1.00
Secretary	0.20		0.20
Senior Management Analyst	1.00		1.00
Program Total	2.20	0.00	2.20
Special Events			
Special Events Program Manager	1.00		1.00
Program Total	1.00	0.00	1.00
City Manager's Office Total FTE's			
	44.00	0.00	44.00
City Manager's Office Temporary FTE's			
	2.00	0.00	2.00
Civil Service Commission			
Program & Service Management			
Chief Examiner	0.55		0.55
Management Assist	0.10		0.10
Secretary	0.80		0.80
Program Total	1.45	0.00	1.45
Workforce Planning & Development			
Chief Examiner	0.45		0.45
Management Assist	0.90		0.90
Secretary	0.20		0.20
Program Total	1.55	0.00	1.55
Civil Service Commission Total FTE's			
	3.00	0.00	3.00
Civil Service Commission Temporary FTE's			
	0.50	0.00	0.50
Communications & Technology			
Dispatch			
Communications Manager	1.00		1.00
Director of Communications and Technology	0.50		0.50
Assistant Emergency Communications Director	1.00		1.00
Office Assistant II	1.00		1.00
Public Safety Dispatch Supervisor	10.00		10.00
Public Safety Dispatch Trainee	9.00		9.00
Public Safety Dispatcher	47.00		47.00
Program Total	69.50	0.00	69.50

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
Client Services			
Computer System Technician	4.00		4.00
Communications Technician	2.00		2.00
Network Analyst	1.25		1.25
Program Total	7.25	0.00	7.25
GIS			
GIS Administrator	1.00		1.00
GIS Analyst	2.00		2.00
GIS Technician	2.00		2.00
Program Total	5.00	0.00	5.00
Network Operations			
Director of Communications and Technology	0.25		0.25
Information Services Manager	0.00		0.00
Network Analyst Program Manager	1.00		1.00
Network Technician	2.00		2.00
Office Assistant II	1.00		1.00
Senior Network Analyst	3.00		3.00
Program Total	7.25	0.00	7.25
Systems & Programming			
Audio/Video Technician	1.00		1.00
Database Administrator	2.00		2.00
Director, Communication & Technology	0.25		0.25
Communications Technician	0.00		0.00
Information Technology Manager	1.00		1.00
Systems & Programming Manager	0.00		0.00
Senior Systems Analyst	2.00		2.00
Systems Analyst	4.00		4.00
Office Assistant II	0.50		0.50
Program Total	10.75	0.00	10.75
Communications & Technology Total FTE's	99.75	0.00	99.75
Communications & Technology Temporary FTE's	0.00	0.00	0.00

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
Community Development			
Building			
Assistant Civil Engineer	3.00		3.00
Assistant Planner	1.00		1.00
Assistant Community Development Director	2.00		2.00
Director of Community Development	1.00		1.00
Building Inspector Trainee	1.00		1.00
Building Official	1.00	(1.00)	0.00
Permit Services Supervisor	1.00		1.00
Landscape Architect	1.00		1.00
Plans Examiner	4.00		4.00
Development Permit Technician	8.00		8.00
Office Assistant II	11.00		11.00
Engineering Technician	5.00		5.00
Combination Inspector	15.00		15.00
Electrical Inspector	1.00		1.00
Planning Technician	2.00		2.00
Fire Captain	0.30		0.30
Fire Plans Examiner	4.00		4.00
Fire Prevention Inspector	1.00	(1.00)	0.00
Public Works Construction Inspector	2.00		2.00
Sign Inspector	2.00		2.00
Senior Building and Safety Inspector	2.00		2.00
Program Total	68.30	(2.00)	66.30
Code Enforcement			
Sr. Code Supervisor	1.00		1.00
Code Enforcement Manager	1.00		1.00
Office Assistant II	1.00		1.00
Code Compliance Inspector	8.00		8.00
Program Total	11.00	0.00	11.00
Engineering			
Senior Civil Engineer	3.00		3.00
Principal Engineer	1.00		1.00
Senior Construction Inspector	1.00		1.00
Management Assistant	1.00		1.00
Program Total	6.00	0.00	6.00
Planning			
Associate Planner	3.00		3.00
Secretary	2.00		2.00
Planning Manager	1.00		1.00
Landscape Architect	0.00		0.00
Senior Planner	5.50		5.50
GIS Technician	1.00		1.00
Assistant Planner	7.00		7.00
Program Total	19.50	0.00	19.50

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
Program and Service Management			
Assistant City Manager/Development Services	1.00		1.00
Management Assistant	1.00		1.00
Senior Management Analyst	1.00		1.00
Program Total	3.00	0.00	3.00
Community Development Total FTE's			
	107.80	(2.00)	105.80
Community Development Temporary FTE's			
	1.30	0.00	1.30
Community Resources			
Community Resources Manager	1.00		1.00
Community Resources Specialist	2.00		2.00
Community Resources Assistant	1.00		1.00
Office Assistant II	1.00		1.00
Redevelopment Administrator	0.25		0.25
Homeless Coordinator/Housing Resource Specialist	1.00		1.00
Program Total	6.25	0.00	6.25
Community Resources Total FTE's			
	6.25	0.00	6.25
Finance			
Accounting			
Finance Director	0.25		0.25
Accounting Manager	0.75		0.75
Accountant	1.25		1.25
Accounting Technician	2.00		2.00
Office Assistant II	1.85		1.85
Accounting Assistant	2.05		2.05
Administrative Secretary	0.50		0.50
Senior Management Analyst	0.05		0.05
Program Total	8.70	0.00	8.70
Financial Planning			
Finance Director	0.25		0.25
Assistant Finance Director	0.25		0.25
Senior Accountant	1.00		1.00
Senior Management Analyst	1.95		1.95
Accounting Manager	0.25		0.25
Program Total	3.70	0.00	3.70
Organizational Support			
Finance Director	0.25		0.25
Assistant Finance Director	0.20		0.20
Purchasing Program Manager	1.00		1.00
Office Assistant II	2.15		2.15
Administrative Secretary	0.25		0.25
Program Total	3.85	0.00	3.85

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
Payroll			
Accounting Technician	1.00		1.00
Accounting Assistant	1.00		1.00
Office Assistant III	1.00		1.00
Program Total	3.00	0.00	3.00
Revenue Collection (Sewer & Business Licenses)			
Finance Director	0.25		0.25
Assistant Finance Director	0.55		0.55
Accounting Assistant	7.95		7.95
Administrative Secretary	0.25		0.25
Revenue Program Manager	1.00		1.00
Revenue Officer	4.00		4.00
Program Total	14.00	0.00	14.00
Finance Total FTE's	33.25	0.00	33.25
Finance Temporary FTE's	0.00	0.00	0.00
Fire			
Fire Prevention			
Fire Battalion Chief/Fire Marshall	1.00		1.00
Fire Captain	3.70		3.70
Fire Prevention Inspector	8.00	1.00	9.00
Fire Prevention Officer	4.00		4.00
Water Supply Inspector	1.00		1.00
Program Total	17.70	1.00	18.70
Emergency Operations			
Battalion Chief	11.00		11.00
Fire Captain (Suppression)	69.00		69.00
Fire Equipment Operator	82.00		82.00
Firefighter	177.00		177.00
Program Total	339.00	0.00	339.00
Fleet Maintenance			
Equipment Maintenance Supervisor	1.00		1.00
Fire Equipment Service Technician	1.00		1.00
Equipment Mechanic	4.00		4.00
Program Total	6.00	0.00	6.00
Program and Service Management			
Fire Chief	1.00		1.00
EMS Coordinator	1.00		1.00
Emergency Management Administrator	1.00		1.00
Senior Management Analyst	1.00		1.00
Management Assistant	1.00		1.00
Secretary	4.00		4.00
Equipment Parts Technician	1.00		1.00
Sr. Equipment Parts Technician	1.00		1.00
Office Assistant II	5.00		5.00
Program Total	16.00	0.00	16.00

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
Safety and Training			
Fire Captain (Training)	5.00		5.00
Fire Captain (Suppression)	0.00		0.00
Program Total	5.00	0.00	5.00
Fire Total FTE's	383.70	1.00	384.70
Fire Temporary FTE's	0.00	0.00	0.00
Human Resources			
Workforce Planning and Development			
Assistant City Manager, Human and Community Services	0.20		0.20
Administrative Secretary	0.10		0.10
Employee Services Manager	0.40		0.40
Director of Human Resources	0.30		0.30
Management Analyst I - Limited Term	1.00		1.00
Senior Management Analyst	0.40		0.40
Office Assistant II	0.40		0.40
Management Analyst	0.50		0.50
Program Total	3.30	0.00	3.30
Employee Services			
Assistant City Manager, Human and Community Services	0.30		0.30
Administrative Secretary	0.30		0.30
Employee Services Manager	0.40		0.40
Director of Human Resources	0.30		0.30
Labor Relations Program Manager	0.10		0.10
Senior Management Analyst	0.40		0.40
Management Assistant	1.00		1.00
Office Assistant II	1.45		1.45
Office Assistant III	1.00		1.00
Management Analyst	0.50		0.50
Program Total	5.75	0.00	5.75
Employee Relations			
Assistant City Manager, Human and Community Services	0.50		0.50
Administrative Secretary	0.60		0.60
Employee Service Manager	0.20		0.20
Director of Human Resources	0.40		0.40
Labor Relations Program Manager	0.90		0.90
Senior Management Analyst	0.20		0.20
Secretary	0.50		0.50
Office Assistant II	0.15		0.15
Program Total	3.45	0.00	3.45
Human Resources Total FTE's	12.50	0.00	12.50
Human Resources Temporary FTE's	0.00	0.00	0.00

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
Municipal Court			
Judicial Enforcement			
Chief Marshall/Security Director	1.00		1.00
Court Specialist II	1.00		1.00
Court Specialist III	2.00		2.00
Court Operations Supervisor	0.50		0.50
Marshall	6.00		6.00
Program Total	10.50	0.00	10.50
Judicial Proceedings			
Municipal Court Judge	4.00		4.00
Bailiff/Court Services Officer	4.00		4.00
Marshall	4.00		4.00
Office Manager	1.00		1.00
Court Administrator	0.50		0.50
Court Security Officer	2.90	(1.00)	1.90
Court Office Manager	3.00		3.00
Court Interpreter	1.00		1.00
Court Specialist III	4.00		4.00
Program Total	24.40	(1.00)	23.40
Program and Service Management			
Court Administrator	0.50		0.50
Deputy Court Administrator	1.00		1.00
Management Assistant	1.00		1.00
Court Operations Supervisor	1.50		1.50
Court Specialist I	9.50		9.50
Court Specialist II	3.00		3.00
Court Specialist III	3.00		3.00
Program Total	19.50	0.00	19.50
Municipal Court Total FTE's	54.40	(1.00)	53.40
Municipal Court Temporary FTE's	0.00	0.00	0.00
Parks, Recreation and Community Services			
Athletics			
Recreation Manager	0.40	0.20	0.60
Recreation Supervisor	1.00	0.50	1.50
Recreation Coordinator I	1.00	0.50	1.50
Program Total	2.40	1.20	3.60
Aquatics			
Recreation Manager	0.30		0.30
Recreation Supervisor	1.00		1.00
Recreation Coordinator I	2.00		2.00
Program Total	3.30	0.00	3.30

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
Arts and Culture			
Arts And Culture Manager	1.00		1.00
Public Arts Specialist	1.00		1.00
Recreation Supervisor	1.00		1.00
Recreation Coordinator II	1.00		1.00
Office Assistant II	2.00		2.00
Program Total	6.00	0.00	6.00
Golf			
Assistant Golf Superintendent	1.00		1.00
Golf Course Maintenance Superintendent	1.00		1.00
Irrigation System Technician	1.00		1.00
Equipment Mechanic	1.00		1.00
Park Development Manager	0.20		0.20
Recreation Supervisor	1.00		1.00
Recreation Coordinator I	1.00		1.00
Program Total	6.20	0.00	6.20
Community Services			
Community Liaison	0.00		0.00
Rec Prog Coordinator I	0.00		0.00
Park Development Manager	0.20	(0.20)	0.00
Recreation Supervisor	1.00	(1.00)	0.00
Therapeutic Recreation Specialist	1.00	(1.00)	0.00
Program Total	2.20	(2.20)	0.00
Indoor Centers			
Recreation Manager	0.30		0.30
Recreation Program Coordinator I	1.00		1.00
Recreation Supervisor	1.00		1.00
Program Total	2.30	0.00	2.30
Landscape Buffers			
Irrigation Systems Technician	0.10	(0.10)	0.00
Park Maintenance Supervisor	0.20	(0.20)	0.00
Park Manager	0.15	(0.15)	0.00
Parks Maintenance Worker I	1.00	(1.00)	0.00
Program Total	1.45	(1.45)	0.00
Outdoor Recreation			
Recreation Manager	0.20	(0.20)	0.00
Recreation Program Coordinator I	0.50	(0.50)	0.00
Recreation Supervisor	0.50	(0.50)	0.00
Program Total	1.20	(1.20)	0.00

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
Park Maintenance			
Park Manager	0.65	0.15	0.80
Secretary	0.80		0.80
Park Ranger	2.00		2.00
Park Maintenance Supervisor	2.80	0.20	3.00
Park Maintenance Worker II	3.00		3.00
Irrigation System Technician	3.90	0.10	4.00
Sr. Irrigation System Technician	1.00		1.00
Park Maintenance Worker I	28.25	1.00	29.25
Maintenance Technician	2.00		2.00
Trails Coordinator	1.00		1.00
Horticulturist	1.00		1.00
Community Services Crew Leader	1.00		1.00
Equipment Mechanic	1.00		1.00
Program Total	48.40	1.45	49.85
Park Planning & Development			
Park Development Planner	1.00		1.00
Park Development Manager	0.60		0.60
Program Total	1.60	0.00	1.60
Program and Service Management			
Parks, Recreation and Community Services Director	1.00		1.00
Administrative Secretary	1.00		1.00
Recreation Supervisor	1.00	1.00	2.00
Office Assistant III	1.00		1.00
Park Development Manager	0.00	0.20	0.20
Accounting Assistant	1.00		1.00
Office Assistant II	3.50		3.50
Thearputic Recreation Specialist	0.00	1.00	1.00
Program Total	8.50	2.20	10.70
Senior Development			
Senior Liaison	1.00		1.00
Recreation Coordinator I	1.00		1.00
Youth Services Manager	0.20		0.20
Program Total	2.20	0.00	2.20
Urban Forestry			
Urban Forester	1.00		1.00
Park Manager	0.20		0.20
Secretary	0.20		0.20
Tree Maintenance Crew Supervisor	1.00		1.00
Tree Maintenance Worker	5.00		5.00
Program Total	7.40	0.00	7.40

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
Youth Development			
Youth Services Manager	0.80		0.80
Recreation Program Coordinator I	3.00		3.00
Recreation Supervisor	2.00		2.00
Program Total	5.80	0.00	5.80
Parks, Recreation and Community Services Total FTE's			
	98.95	(0.00)	98.95
Parks, Recreation and Community Services Temporary FTE's			
	193.35	0.00	193.35
Police			
Downtown Tax District			
Sergeant	2.00		2.00
Police Officers	12.00		12.00
Program Total	14.00	0.00	14.00
Investigations			
Deputy Chief	0.00		0.00
Lieutenant	2.00		2.00
Sergeant	8.00		8.00
Police Officer	50.00		50.00
Police Assistant	0.00		0.00
Police Technician	0.00		0.00
Office Assistant I	1.00		1.00
Office Assistant III	0.00		0.00
Community Service Officer	2.00		2.00
Secretary	0.00		0.00
Statistician	1.00		1.00
Victim/Witness Advocate	4.00	(4.00)	0.00
Program Total	68.00	(4.00)	64.00
Patrol - Crime Prevention			
Lieutenant	9.00		9.00
Sergeant	28.00		28.00
Police Officer	168.00		168.00
Police Recruit	17.00		17.00
Office Assistant II	1.00		1.00
Transcriber	2.00		2.00
Program Total	225.00	0.00	225.00
Patrol - Gang Enforcement			
Lieutenant	1.00		1.00
Sergeant	2.00		2.00
Police Officer	13.00		13.00
Maintenance Worker I	2.00		2.00
Community Service Officer	1.00		1.00
Office Assistant II	1.00		1.00
Program Total	20.00	0.00	20.00

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
Patrol - Community Service Officers			
Police Services Supervisor	3.00		3.00
Community Service Officer	19.00	3.00	22.00
Program Total	22.00	3.00	25.00
Downtown Division			
Sergeant	1.00		1.00
Police Officer	7.00		7.00
Management Assistant	1.00		1.00
Program Total	9.00	0.00	9.00
Patrol - Traffic			
Lieutenant	1.00		1.00
Sergeant	5.00		5.00
Police Assistant	1.00		1.00
Police Officer	38.00		38.00
Parking Compliance Technician	7.50		7.50
Program Total	52.50	0.00	52.50
Planning, Training and Research - Community Education & Training			
Deputy Chief	1.00		1.00
Management Assistant	0.00		0.00
Police Officer	6.00		6.00
Secretary	1.00		1.00
Sergeant	2.00		2.00
Program Total	10.00	0.00	10.00
Program And Service Management			
Chief of Police	1.00		1.00
Administrative Secretary	1.00		1.00
Deputy Chief	2.00		2.00
Lieutenant	1.00		1.00
Sergeant	2.00		2.00
Secretary	3.00		3.00
Evidence Technician	4.00		4.00
Meth Coordinator	1.00		1.00
Community Services Officer	1.00		1.00
Senior Management Analyst	1.00		1.00
Management Analyst I (75% Grant Funded)	1.00		1.00
Office Assistant II	0.50		0.50
Management Assistant	1.00		1.00
Accounting Assistant	2.50		2.50
Program Total	22.00	0.00	22.00

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
Records and Identification			
Police Services Manager	1.00		1.00
Police Records Supervisor	4.00		4.00
Office Assistant II	3.00		3.00
Police Assistant	22.00		22.00
Police Assistant II	10.00		10.00
Police Technician	2.00		2.00
Program Total	42.00	0.00	42.00
Police Total FTE's	484.50	(2.00)	482.50
Police Temporary FTE's	19.13		19.13
Public Works			
Facility Maintenance			
Maintenance Manager	1.00		1.00
Public Works Crew Supervisor	1.50		1.50
Maintenance Technician I	20.00		20.00
Maintenance Technician II	2.00		2.00
Office Assistant II	1.00		1.00
Custodian	4.00		4.00
Program Total	29.50	0.00	29.50
Capital Projects			
Assistant Civil Engineer	3.00		3.00
City Architect	1.00		1.00
Traffic Engineer	1.00		1.00
Engineering Technician II	13.00		13.00
Junior Civil Engineer	1.00		1.00
Senior Civil Engineer	4.00		4.00
Maintenance Manager	1.00		1.00
Publications Communications Specialist	1.00		1.00
Public Works Construction Inspector	2.00		2.00
Engineering Manager	1.00		1.00
Redevelopment Project Engineer	1.00		1.00
Secretary	1.00		1.00
Survey Instrument Technician	2.00		2.00
Survey Party Chief	2.00		2.00
Survey Supervisor	1.00		1.00
Program Total	35.00	0.00	35.00
Downtown Maintenance			
Public Works Crew Supervisor	0.50		0.50
Maintenance Technician	1.00		1.00
Maintenance Worker I	3.80		3.80
Maintenance Worker II	3.00		3.00
Maintenance Worker III	1.00		1.00
Sidewalk Maintainer	0.75		0.75
Program Total	10.05	0.00	10.05

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
Environmental Control			
Environmental Control Supervisor	1.00		1.00
Environmental Control Officer	4.00		4.00
Environmental Control Technician	1.00		1.00
Secretary	1.00		1.00
Program Total	7.00	0.00	7.00
Fleet Services			
Deputy Director Public Works/Maintenance and Operations	0.10		0.10
Fleet Manager	1.00		1.00
Public Works Crew Supervisor	1.00		1.00
Equipment Mechanic	8.00		8.00
Equipment Parts Technician	2.00		2.00
Equipment Service Worker	2.00		2.00
Service Writer	1.00		1.00
Office Assistant II	1.00		1.00
Program Total	16.10	0.00	16.10
Paint and Sign			
Public Works Crew Supervisor	0.80		0.80
Equipment Operator II	0.80		0.80
Maintenance Manager	0.25		0.25
Maintenance Worker I	7.60		7.60
Maintenance Worker II	7.20		7.20
Maintenance Worker III	2.40		2.40
Program Total	19.05	0.00	19.05
Parking Meters			
Parking Meter Technician	2.00		2.00
Program Total	2.00	0.00	2.00
Pavement Maintenance			
Deputy Public Works Director	0.25		0.25
Equipment Operator II	0.00		0.00
Maintenance Manager	0.25		0.25
Maintenance Worker I	14.00		14.00
Maintenance Worker II	4.00		4.00
Maintenance Worker III	3.20		3.20
Office Assistant II	0.00		0.00
Public Works Crew Supervisor	2.40		2.40
Program Total	24.10	0.00	24.10
Program & Service Management			
Administrative Secretary	1.00		1.00
Deputy Public Works Director	0.80		0.80
Director Public Works	0.10		0.10
Green Initiative Coordinator	1.00		1.00
Office Assistant II	4.00		4.00
Senior Management Analyst	0.66		0.66
Secretary	1.00		1.00
Program Total	8.56	0.00	8.56

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
Property Management			
Property Program Manager	1.00		1.00
Property Management Assistant	1.00		1.00
Program Total	2.00	0.00	2.00
Sanitary			
Assistant Civil Engineer	3.00		3.00
Associate Civil Engineer	4.00		4.00
Director of Public Works/ City Engineer	0.35		0.35
Deputy Public Works Director	0.10		0.10
Engineering Technician II	4.00		4.00
Environmental Hydrologist I	1.00		1.00
Public Works Construction Inspector	1.00		1.00
Sanitary Engineer	1.00		1.00
Senior Civil Engineer	6.00		6.00
Management Assistant	1.00		1.00
GIS Technician	1.00		1.00
Office Assistant I	1.00		1.00
Secretary	1.00		1.00
Program Total	24.45	0.00	24.45
Sewer & Storm System Maintenance			
Maintenance Manager	1.00		1.00
Deputy Public Works Director/Maintenance	0.50		0.50
Public Works Crew Supervisor	3.00		3.00
Equipment Operator II	3.00		3.00
Maintenance Worker I	13.00		13.00
Maintenance Worker II	2.00		2.00
Maintenance Worker III	12.00		12.00
Maintenance Technician	2.00		2.00
Senior Maintenance Worker	2.00		2.00
Office Assistant II	1.00		1.00
Senior Management Analyst	0.34		0.34
Program Total	39.84	0.00	39.84
Snow & Ice Control			
Public Works Crew Supervisor	0.80		0.80
Equipment Operator II	0.20		0.20
Maintenance Manager	0.25		0.25
Maintenance Worker I	4.60		4.60
Maintenance Worker II	2.80		2.80
Maintenance Worker III	2.40		2.40
Office Assistant II	0.20		0.20
Program Total	11.25	0.00	11.25
Stead Wastewater Reclamation Facility			
Sewage Treatment Supervisor	1.00		1.00
Sewage Plant Operator	4.00		4.00
Program Total	5.00	0.00	5.00

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Proposed Positions 2008/09
Street Sweeping			
Maintenance Manager	0.25		0.25
Maintenance Worker III	5.00		5.00
Office Assistant II	0.80		0.80
Program Total	6.05	0.00	6.05
Traffic Operations			
Traffic Signal Maintenance Supervisor	1.00		1.00
Traffic Signal Mechanic	6.00		6.00
Traffic Signal Technician	2.00		2.00
Program Total	9.00	0.00	9.00
Public Works Total FTE's	248.95	0.00	248.95
Public Works Temporary FTE's	20.65	0.00	20.65
Total City FTE's	1,631.05	(3.00)	1,628.05
Temporary Employees by Department by FTE Total			
City Manager	2.00		2.00
Civil Service	0.50		0.50
Community Development	1.30		1.30
Finance	0.00		0.00
Fire	0.00		0.00
Human Resources	0.00		0.00
Municipal Court	0.00		0.00
Parks, Recreation and Community Service	193.35		193.35
Police	19.13		19.13
Public Works	20.65		20.65
Total Temporaries	236.93	0.00	236.93
Total City FTE's	1,631.05		1,628.05
Total Temporaries	236.93		236.93

Department/Program/Position	Total Approved Positions 2007/08	Approved Changes to Positions 2008/09	Total Adopted Positions 2008/09
Redevelopment			
Project Development and Management			
Redevelopment Administrator	0.10		0.10
Management Assistant	0.20		0.20
Economic Development Program Manager	1.30		1.30
Redevelopment Project Manager	0.60		0.60
Program Total	2.20	0.00	2.20
Economic Development			
Redevelopment Administrator	0.10		0.10
Management Assistant	0.20		0.20
Economic Development Program Manager	2.20		2.20
Senior Management Analyst	1.00		1.00
Office Assistant II	0.25		0.25
Office Assistant III	0.30		0.30
Program Total	4.05	0.00	4.05
Public Education and Marketing			
Redevelopment Administrator	0.55		0.55
Economic Development Program Manager	0.50		0.50
Management Assistant	0.60		0.60
Office Assistant III	0.45		0.45
Redevelopment Project Manager	0.40		0.40
Program Total	2.50	0.00	2.50
Redevelopment Total FTE's	8.75	0.00	8.75
Redevelopment Temporary FTE's	1.00		1.00

Alphabetical List of Salary Classifications

Salary Range	Position Title	Minimum Salary	First Zone Max.	Second Zone Max.	Bonus Potential
R3	Accountant	\$ 54,007	\$ 65,646		
G6	Accounting Assistant	\$ 30,993	\$ 43,627		
Zone I/II Band 3	Accounting Manager	\$ 67,927	\$ 81,513	\$ 88,923	\$ 97,816
G9	Accounting Technician	\$ 35,873	\$ 50,557		
Zone II/III Band 6	Accounting Technician	\$ 43,804	\$ 52,564	\$ 57,344	\$ 63,078
R4	Adaptive/Therapeutic Recreation Specialist	\$ 56,708	\$ 68,928		
G8	Administrative Secretary	\$ 34,202	\$ 48,106		
Zone I/II Band 6	Administrative Secretary	\$ 36,504	\$ 43,804	\$ 47,786	\$ 52,564
GS3	Administrative Supervisor	\$ 41,532	\$ 57,041		
Zone II/III Band 3	Advance Planning Manager	\$ 41,532	\$ 57,041	\$ -	\$ -
Zone I/II Band 3	Arts & Culture Manager	\$ 41,532	\$ 57,041	\$ -	\$ -
R7	Assistant Civil Engineer	\$ 65,646	\$ 79,792		
Zone I/II Band 2	Assistant Fire Chief	\$ 83,551	\$ 100,264	\$ 109,381	\$ 120,316
R2	Assistant Golf Courses Supervisor	\$ 51,433	\$ 62,518		
R4	Assistant Planner	\$ 51,433	\$ 62,518		
Zone II/III Band 4	Assistant to City Manager	\$ 66,271	\$ 80,635	\$ 86,756	\$ 95,431
R10	Associate Civil Engineer	\$ 75,993	\$ 92,370		
R7	Associate Planner	\$ 75,993	\$ 92,370		
M5	Bailiff/Court Services Officer	\$ 47,873	\$ 61,100		
	Battalion Chief Non-Line		\$ 91,689		
F28	Battalion Chief Line		\$ 91,264		
Zone II/III Band 3	Budget Manager	\$ 81,513	\$ 97,816	\$ 106,709	\$ 117,379
Zone I/II Band 2	Chief Deputy City Attorney	\$ 81,513	\$ 97,816	\$ 106,709	\$ 117,379
Zone I/II Band 3	Chief Examiner	\$ 81,513	\$ 97,816	\$ 106,709	\$ 117,379
M10	Chief Marshal/ Security Director	\$ 83,137	\$ 109,193		
Zone I/II Band 1	Chief of Police	\$ 103,592	\$ 124,307	\$ 147,987	\$ 162,787
Zone I/II Band 1	Chief of Staff	\$ 103,592	\$ 124,307	\$ 147,987	\$ 162,787
Set By Council	City Attorney		\$ 133,155		
Set By Council	City Clerk		\$ 100,395		
Set By Council	City Manager		\$ 238,399		
Zone II/III Band 8	Clerk (Temporary Position)	\$ 28,953	\$ 34,745	\$ 37,903	\$ 41,693
Zone II/III Band 8	Clerk (Temporary Position)	\$ 28,953	\$ 34,745	\$ 37,903	\$ 41,693
G14	Code Compliance Inspector	\$ 45,811	\$ 64,483		
Zone I/II Band 8	College Intern (Temporary Position)	Min. Wage	\$ 64,483	\$ -	\$ -
G14	Combination Inspector	Min. Wage	\$ 64,483		
Zone II/III Band 4	Communications Manager	Min. Wage	\$ 64,483	\$ -	\$ -
GS1	Communications Shop Supervisor	\$ 50,535	\$ 67,758		
G12	Communications Technician	\$ 41,532	\$ 58,512		
Zone I/II Band 1	Community & Human Services Assistant City Manager	\$ 41,532	\$ 58,512	\$ -	\$ -
Zone I/II Band 2	Community Development Manager	\$ 41,532	\$ 58,512	\$ -	\$ -
Zone II/III Band 2	Community Development Manager	\$ 41,532	\$ 58,512	\$ -	\$ -
Zone II/III Band 5	Community Liaison	\$ 53,879	\$ 64,655	\$ 70,533	\$ 77,586
Zone II/III Band 7	Community Resources Assistant	\$ 35,612	\$ 42,737	\$ 46,621	\$ 51,283
Zone I/II Band 3	Community Resources Manager	\$ 35,612	\$ 42,737	\$ 46,621	\$ 51,283
Zone II/III Band 5	Community Resources Program Manager	\$ 35,612	\$ 42,737	\$ 46,621	\$ 51,283
Zone I/II Band 5	Community Resources Specialist	\$ 35,612	\$ 42,737	\$ 46,621	\$ 51,283
G9	Community Services Officer	\$ 35,612	\$ 42,737		
Zone II/III Band 7	Community Services Officer	\$ 35,612	\$ 42,737	\$ -	\$ -
G8	Computer Systems Technician	\$ 35,612	\$ 42,737		
Set By Council	Council Member		\$ 57,083		
M11	Court Administrator	\$ 101,655	\$ 131,744		
M7	Court Interpreter	\$ 49,674	\$ 64,378		
M8	Court Office Manager	\$ 49,674	\$ 64,378		
M8	Court Operations Supervisor	\$ 57,606	\$ 74,659		
M1	Court Security Officer	\$ 36,034	\$ 46,701		
M2	Court Specialist I	\$ 38,805	\$ 50,293		
M4	Court Specialist II	\$ 42,836	\$ 55,513		
M6	Court Specialist III	\$ 47,281	\$ 61,276		
G3	Custodian	\$ 26,783	\$ 37,700		
G3	Custodian	\$ 26,603	\$ 37,440		

Salary Range	Position Title	Minimum Salary	First Zone Max.	Second Zone Max.	Bonus Potential
R9	Data Base Administrator	\$ 72,374	\$ 87,971		
PA 6	Deputy Chief	\$ 114,894	\$ 120,640		
Zone I/II Band 3	Deputy City Attorney I	\$ 114,894	\$ 120,640	\$ -	\$ -
Zone II/III Band 3	Deputy City Attorney II	\$ 114,894	\$ 120,640	\$ -	\$ -
M10	Deputy Court Administrator	\$ 87,656	\$ 113,603		
Zone I/II Band 2	Deputy Director of Public Works	\$ 87,656	\$ 113,603	\$ -	\$ -
G7	Development Permit Technician	\$ 32,553	\$ 45,811		
Zone I/II Band 1	Development Services Assistant City Manager	\$ 32,553	\$ 45,811	\$ -	\$ -
Zone II/III Band 2	Director of Communications and Technology	\$ 32,553	\$ 45,811	\$ -	\$ -
Zone II/III Band 2	Director of Community Relations	\$ 100,264	\$ 120,316	\$ 131,252	\$ 144,378
Zone II/III Band 2	Director of Organizational Effectiveness	\$ 100,264	\$ 120,316	\$ 131,252	\$ 144,378
Zone II/III Band 2	Director of Parks, Recreation & Community Services	\$ 100,264	\$ 120,316	\$ 131,252	\$ 144,378
Zone I/II Band 1	Director of Public Works/City Engineer	\$ 100,264	\$ 120,316	\$ 131,252	\$ 144,378
Zone I/II Band 4	Diversity/Training Manager	\$ 55,223	\$ 66,271	\$ 72,297	\$ 79,525
Zone II/III Band 3	Economic Development Program Manager	\$ 55,223	\$ 66,271	\$ 72,297	\$ 79,525
G15	Electrical Inspector	\$ 48,106	\$ 67,714		
Zone I/II Band 3	Employee Services Manager	\$ 48,106	\$ 67,714	\$ -	\$ -
Zone II/III Band 8	Engineering Aide (Temporary Position)	\$ 48,106	\$ 67,714	\$ -	\$ -
G13	Engineering Plans Examiner	\$ 48,106	\$ 67,714		
G7	Engineering Technician I	\$ 48,106	\$ 67,714		
G11	Engineering Technician II	\$ 39,594	\$ 55,704		
G14	Environmental Control Officer	\$ 39,594	\$ 55,704		
R7	Environmental Control Supervisor	\$ 39,594	\$ 55,704		
Zone II/III Band 3	Environmental Services Manager	\$ 39,594	\$ 55,704	\$ -	\$ -
G13	Equipment Mechanic	\$ 43,627	\$ 61,386		
G11	Equipment Operator II	\$ 43,627	\$ 61,386		
G10	Equipment Operator I	\$ 37,700	\$ 53,008		
G9	Equipment Parts Technician	\$ 37,700	\$ 53,008		
G8	Equipment Service Worker	\$ 37,700	\$ 53,008		
G10	Evidence Technician	\$ 37,700	\$ 53,008		
M7	Executive Assistant	\$ 37,700	\$ 53,008		
Zone I/II Band 1	Finance Director	\$ 37,700	\$ 53,008	\$ -	\$ -
M7	Fire Captain (Training)		\$ 53,008		
M7	Fire Captain (Prevention)		\$ 53,008		
F21	Fire Captain (Suppression)		\$ 78,196		
Zone I/II Band 1	Fire Chief	\$ -	\$ 78,196	\$ -	\$ -
F17	Fire Equipment Mechanic	\$ 63,405	\$ 70,390		
F16	Fire Equipment Operator		\$ 69,315		
F21	Fire Equipment Superintendent	\$ 69,668	\$ 69,315		
F31	Fire Marshall		\$ 92,346		
F17	Fire Prevention Inspector		\$ 70,390		
F11	Fire Prevention Officer	\$ 46,389	\$ 62,964		
F26	Fire Protection Engineer	\$ 64,489	\$ 84,041		
N/A	Fire Protection Plans Examiner	\$ 64,576	\$ 67,027		
F28	Fire Training Officer		\$ 84,799		
F16	Fire Water Supply Inspector	\$ 61,157	\$ 69,315		
F11	Firefighter	\$ 46,389	\$ 62,964		
Zone I/II Band 3	Fleet Manager	\$ 46,389	\$ 62,964	\$ -	\$ -
R12	GIS Administrator	\$ 83,781	\$ 101,837		
R7	GIS Analyst	\$ 83,781	\$ 101,837		
G11	GIS Technician	\$ 83,781	\$ 101,837		
R5	Golf Course Maintenance Supervisor	\$ 59,543	\$ 72,373		
Zone I/II Band 3	Golf Manager	\$ 59,543	\$ 72,373	\$ -	\$ -
GS4	Golf Services Coordinator	\$ 37,700	\$ 48,529		
Zone I/II Band 4	Grant/Fund Development Manager	\$ 37,700	\$ 48,529	\$ -	\$ -
G6	Graphic Arts Technician	\$ 37,700	\$ 48,529		
G9	Greenskeeper	\$ 37,700	\$ 48,529		
Zone I/II Band 8	Groundskeeper (Temporary Position)	Min. Wage	\$ 28,953	\$ 31,586	\$ 34,745
R4	Horticulturist	Min. Wage	\$ 28,953		
G10	Irrigation System Technician	Min. Wage	\$ 28,953		
Zone I/II Band 3	Golf Manager	\$ 68,386	\$ 82,065	\$ 89,524	\$ 8,953
GS4	Golf Services Coordinator	\$ 37,461	\$ 48,235		
Zone I/II Band 4	Grant/Fund Development Manager	\$ 55,597	\$ 66,719	\$ 72,785	\$ 7,278
G6	Graphic Arts Technician	\$ 31,429	\$ 44,262		
Zone II/III Band 6	Graphic Arts Technician	\$ 44,101	\$ 52,919	\$ 57,731	\$ 5,773
G9	Greenskeeper	\$ 35,651	\$ 50,253		
Zone I/II Band 8	Groundskeeper (Temporary Position)	Min. Wage	\$ 29,149	\$ 31,800	\$ 3,180
Zone II/III Band 5	*Horticulturist	\$ 53,879	\$ 70,533	\$ 77,586	\$ 7,052
Zone II/III Band 6	Human Resources/Civil Service Technician	\$ 44,101	\$ 52,919	\$ 57,731	\$ 5,773
Zone II/III	*Hydrologist	\$ 53,879	\$ 70,533	\$ 77,586	\$ 7,052
Zone I/II Band 3	Information Technology Manager	\$ 68,386	\$ 82,065	\$ 89,524	\$ 8,953
GS0	Inspection Services Supervisor	\$ 52,686	\$ 74,194		
Zone I/II Band 3	Internal Auditor	\$ 68,386	\$ 82,065	\$ 89,524	\$ 8,953
G10	Irrigation System Technician	\$ 37,440	\$ 52,666		

Salary Range	Position Title	Minimum Salary	First Zone Max.	Second Zone Max.	Bonus Potential
R4	Junior Engineer	Minimum	First Zone		
Zone II/III Band 3	Labor Relations Manager	Minimum	First Zone	\$ -	\$ -
Zone II/III Band 4	Labor Relations Program Manager	Minimum	First Zone	\$ -	\$ -
Zone II/III Band 8	Laborer (Temporary Position)	Minimum	First Zone	\$ -	\$ -
Zone II/III Band 8	Laborer (Temporary Position)	Minimum	First Zone	\$ -	\$ -
R8	Landscape Architect	\$ 67,892	\$ 83,780		
Zone I/II Band 4	Legal Researcher	\$ 67,892	\$ 83,780	\$ -	\$ -
Zone I/II Band 6	Legal Secretary	\$ 67,892	\$ 83,780	\$ -	\$ -
Zone II/III Band 4	Legislative Relations Program Manager	\$ 67,892	\$ 83,780	\$ -	\$ -
Zone I/II Band 8	Maintenance Helper (Temporary Position)	Min. Wage	\$ 83,780	\$ -	\$ -
Zone I/II Band 3	Maintenance Manager	Min. Wage	\$ 83,780	\$ -	\$ -
G11	Maintenance Technician I	Min. Wage	\$ 83,780		
G13	Maintenance Technician II	Min. Wage	\$ 83,780		
G6	Maintenance Worker I	Min. Wage	\$ 83,780		
G8	Maintenance Worker II	Min. Wage	\$ 83,780		
R7	Management Analyst I	Min. Wage	\$ 83,780		
Zone II/III Band 5	Management Analyst I	Min. Wage	\$ 83,780	\$ -	\$ -
Zone I/II Band 4	Management Analyst II	Min. Wage	\$ 83,780	\$ -	\$ -
GS3	Management Assistant	Min. Wage	\$ 83,780		
Zone II/III Band 6	Management Assistant	Min. Wage	\$ 83,780	\$ -	\$ -
Zone II/III Band 8	Management Intern (Temporary Position)	Min. Wage	\$ 83,780	\$ -	\$ -
M44	Marshall	\$ 51,217	\$ 65,369		
Set By Council	Mayor		\$ 62,258		
Set by Council	Municipal Court Judge		\$ 128,802		
R7	Network Analyst	\$ -	\$ 128,802		
R10	Network Program Manager	\$ -	\$ 128,802		
G6	Network Technician	\$ -	\$ 128,802		
G14	New Development Services Specialist	\$ -	\$ 128,802		
G4	Office Assistant I	\$ 28,119	\$ 39,563		
Zone II/III Band 8	Office Assistant I	\$ 28,119	\$ 39,563	\$ -	\$ -
G5	Office Assistant II	\$ 29,523	\$ 41,532		
Zone I/II Band 7	Office Assistant II	\$ 29,680	\$ 35,612	\$ 38,852	\$ 42,737
G6	Office Assistant III	\$ 29,680	\$ 35,612		
Zone II/III Band 7	Office Assistant III	\$ 29,680	\$ 35,612	\$ -	\$ -
Zone I/II Band 3	Ombudsman	\$ 29,680	\$ 35,612	\$ -	\$ -
Zone II/III Band 5	Paralegal	\$ 29,680	\$ 35,612	\$ -	\$ -
Zone I/II Band 3	Park Development Manager	\$ 29,680	\$ 35,612	\$ -	\$ -
R5	Park Development Planner	\$ 29,680	\$ 35,612		
R5	Park Maintenance Supervisor	\$ 29,680	\$ 35,612		
Zone I/II Band 3	Park Manager	\$ 29,680	\$ 35,612	\$ -	\$ -
G9	Park Ranger	\$ 29,680	\$ 35,612		
G10	Parking Meter Technician	\$ 29,680	\$ 35,612		
G7	Parking Violations Attendant	\$ 29,680	\$ 35,612		
G8	Parks Maintenance Worker I	\$ 29,680	\$ 35,612		
G10	Parks Maintenance Worker II	\$ 29,680	\$ 35,612		
GS3	Permit Services Supervisor	\$ 29,680	\$ 35,612		
Zone II/III Band 3	Planning Manager	\$ 29,680	\$ 35,612	\$ -	\$ -
G8	Planning Technician	\$ 29,680	\$ 35,612		
Zone I/II Band 6	Planning Technician	\$ 29,680	\$ 35,612	\$ -	\$ -
G15	Plans Examiner	\$ 29,680	\$ 35,612		
G6	Police Assistant	\$ 29,680	\$ 35,612		
P25	Police Lieutenant	\$ 86,889	\$ 92,860		
P14	Police Officer	\$ 46,943	\$ 64,330		
Zone I/II Band 3	Police Services Manager	\$ 46,943	\$ 64,330	\$ -	\$ -
GS2	Police Services Supervisor	\$ 43,627	\$ 61,386		
G8	Police Technician	\$ 43,627	\$ 61,386		
Zone II/III Band 3	Principal Engineer	\$ 43,627	\$ 61,386	\$ -	\$ -
GS1	Police Services Supervisor	\$ 50,232	\$ 67,309		
G8	Police Technician	\$ 33,987	\$ 47,778		
Zone II/III Band 3	Principal Engineer	\$ 82,065	\$ 98,477	\$ 107,430	\$ 10,743

Salary Range	Position Title	Minimum Salary	First Zone Max.	Second Zone Max.	Bonus Potential
Zone II/III Band 4	Projects Administrator	Minimum	First Zone	Second	Bonus
R6	Property Program Manager	\$ 62,532	\$ 76,007		
R5	Public Art Specialist	\$ 62,532	\$ 76,007		
Zone II/III Band 5	Public Communications Specialist	\$ 62,532	\$ 76,007	\$ -	\$ -
GS2	Public Safety Dispatch Supervisor	\$ 62,532	\$ 76,007		
G11	Public Safety Dispatch Trainee	\$ 62,532	\$ 76,007		
G12	Public Safety Dispatcher	\$ 62,532	\$ 76,007		
Zone I/II Band 8	Public Service Intern (Temporary Position)	Min. Wage	\$ 76,007	\$ -	\$ -
G13	Public Works Construction Inspector	Min. Wage	\$ 76,007		
GS1	Public Works Crew Supervisor	Min. Wage	\$ 76,007		
Zone I/II Band 4	Public Works Supervisor	Min. Wage	\$ 76,007	\$ -	\$ -
R6	Purchasing Program Manager	Min. Wage	\$ 76,007		
GS3	Records Management Supervisor	Min. Wage	\$ 76,007		
Zone I/II Band 5	Records Management Supervisor	\$ 44,898	\$ 53,879	\$ 58,778	\$ 64,655
Zone I/II Band 3	Records Systems Manager	\$ 44,898	\$ 53,879	\$ 58,778	\$ 64,655
G3	Records Technician	\$ 44,898	\$ 53,879		
Zone I/II Band 3	Recreation Manager	\$ 44,898	\$ 53,879	\$ -	\$ -
G4	Recreation Program Coordinator I	\$ 44,898	\$ 53,879		
GS4	Recreation Program Coordinator II	\$ 44,898	\$ 53,879		
Zone II/III Band 8	Recreation Program Specialist (Temporary Position)	\$ 44,898	\$ 53,879	\$ -	\$ -
Zone I/II Band 8	Recreation Program Specialist I, II, III (Temporary Pos.)	Min. Wage	\$ 53,879	\$ -	\$ -
R4	Recreation Supervisor	Min. Wage	\$ 53,879		
Zone I/II Band 1	Redevelopment Administrator	Min. Wage	\$ 53,879	\$ -	\$ -
G5	Reprographics Technician	Min. Wage	\$ 53,879		
Zone II/III Band 2	ReTrac Manager	Min. Wage	\$ 53,879	\$ -	\$ -
G14	Revenue Officer	Min. Wage	\$ 53,879		
R6	Revenue Program Manager	Min. Wage	\$ 53,879		
Zone I/II Band 3	Risk Manager	Min. Wage	\$ 53,879	\$ -	\$ -
Zone II/III Band 5	Safety & Training Coordinator	Min. Wage	\$ 53,879	\$ -	\$ -
Zone II/III Band 3	Sanitary Engineer	Min. Wage	\$ 53,879	\$ -	\$ -
G7	Secretary	Min. Wage	\$ 53,879		
Zone II/III Band 7	Secretary	Min. Wage	\$ 53,879	\$ -	\$ -
Zone I/II Band 5	Secretary to City Manager	Min. Wage	\$ 53,879	\$ -	\$ -
M3	Security Supervisor	\$ 41,789	\$ 54,159		
R5	Senior Accountant	\$ 41,789	\$ 54,159		
G7	Senior Animal Control Caretaker	\$ 41,789	\$ 54,159		
GS1	Senior Building & Safety Inspector	\$ 41,789	\$ 54,159		
R12	Senior Civil Engineer	\$ 41,789	\$ 54,159		
G15	Senior Construction Inspector	\$ 41,789	\$ 54,159		
G13	Senior Engineering Technician	\$ 41,789	\$ 54,159		
GS1	Senior Environmental Control Officer	\$ 41,789	\$ 54,159		
G14	Senior Equipment Mechanic	\$ 41,789	\$ 54,159		
Zone II/III Band 4	Senior Management Analyst	\$ 41,789	\$ 54,159	\$ -	\$ -
R8	Senior Network Analyst	\$ 41,789	\$ 54,159		
G7	Senior Office Assistant	\$ 41,789	\$ 54,159		
Zone I/II Band 6	Senior Office Assistant	\$ 41,789	\$ 54,159	\$ -	\$ -
R10	Senior Planner	\$ 41,789	\$ 54,159		
R2	Senior Services Liason	\$ 41,789	\$ 54,159		
R8	Senior Systems Analyst	\$ 41,789	\$ 54,159		
P19	Sergeant	\$ 72,607	\$ 80,130		
G8	Sewage Plant Operator I	\$ 72,607	\$ 80,130		
G12	Sewage Plant Operator II	\$ 72,607	\$ 80,130		
G6	Sidewalk Maintainer	\$ 72,607	\$ 80,130		
R5	Statistician	\$ 72,607	\$ 80,130		
R5	Stead Water Reclamation Supervisor	\$ 72,607	\$ 80,130		
Zone I/II Band 3	Strategic Planning Program Manager	\$ 72,607	\$ 80,130	\$ -	\$ -
M9	Supervising Marshall	\$ 65,178	\$ 84,469		
G11	Survey Instrument Technician	\$ 65,178	\$ 84,469		
GS2	Survey Party Chief	\$ 65,178	\$ 84,469		
R6	Survey Supervisor	\$ 65,178	\$ 84,469		
R7	Systems Analyst	\$ 65,178	\$ 84,469		
Zone II/III Band 4	Systems Analyst Program Manager	\$ 65,178	\$ 84,469	\$ -	\$ -
Zone II/III Band 3	Traffic Engineer	\$ 65,178	\$ 84,469	\$ -	\$ -
GS0	Traffic Signal Maintenance Supervisor	\$ 53,123	\$ 74,688		
G13	Traffic Signal Mechanic	\$ 53,123	\$ 74,688		

Salary Range	Position Title	Minimum Salary	First Zone Max.	Second Zone Max.	Bonus Potential
G15	Traffic Signal Technician	\$ 53,123	\$ 74,688		
GS2	Tree Maintenance Crew Supervisor	\$ 53,123	\$ 74,688		
G8	Tree Maintenance Worker	\$ 53,123	\$ 74,688		
R5	Urban Forester	\$ 53,123	\$ 74,688		
G9	Veterinary Technician	\$ 53,123	\$ 74,688		
Zone I/II Band 5	Victim/Witness Advocate	\$ 53,123	\$ 74,688	\$ -	\$ -
Zone I/II Band 3	Youth Services Manager	\$ 53,123	\$ 74,688	\$ -	\$ -

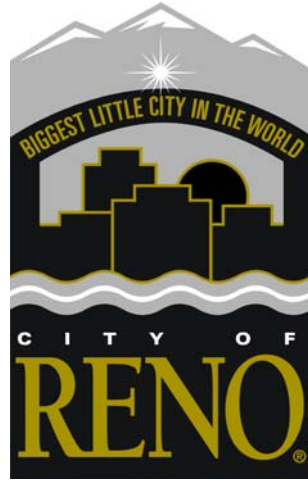
All ranges increased by 3.5% until class/comp study is completed.

*Classifications under RAPG Professional Bargaining Unit removed from pay for performance

**Classifications under RFDAA Bargaining Unit - Salaries are subject to change due to on-going negotiations.

Description of Terms: G - Local 39; P - Police Officers; PA - Police Administration; and F - Fire Employees.

Zone and Band applies to Confidential, RAPG Administrative Unit Mid-Management and Management.



THIS PAGE FOR NOTES