

**RESOLUTION 2021-70**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ENCINITAS  
ADOPTING THE FISCAL YEAR 2021-22 OPERATING BUDGET AND  
CAPITAL IMPROVEMENT PROGRAM APPROPRIATIONS**

**WHEREAS**, each year the City Council of the City of Encinitas adopts an Operating Budget for revenues and expenditures for the City of Encinitas for the upcoming year; and

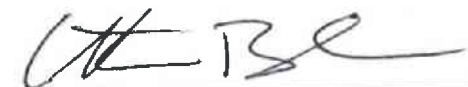
**WHEREAS**, each year the City Council adopts a Capital Improvement Program with appropriations for the upcoming year; and

**WHEREAS**, the City Council desires to make provision for a level of service commensurate with the needs of the City; and

**WHEREAS**, the City Council has reviewed the proposed Fiscal Year 2021-22 Operating Budget.

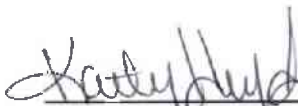
**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Encinitas that the the annual operating budget and Capital Improvement Program budget appropriations for Fiscal Year 2021-22 as contained in **Exhibit A** to this resolution are hereby adopted.

**PASSED, APPROVED AND ADOPTED** this 23<sup>rd</sup> day of June 2021, by the City Council of the City of Encinitas, State of California.



Catherine S. Blakespear, Mayor

ATTEST:



Kathy Hollywood, City Clerk

APPROVED AS TO FORM:



Leslie E. Devaney, City Attorney

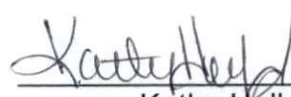
CERTIFICATION: I, Kathy Hollywood, City Clerk of the City of Encinitas, California, do hereby certify under penalty of perjury that the foregoing Resolution was duly adopted at a regular meeting of the City Council on the 23<sup>rd</sup> day of June, 2021 by the following vote:

AYES: Blakespear, Hinze, Kranz, Lyndes, Mosca

NOES: None

ABSENT: None

ABSTAIN: None

A handwritten signature in cursive script, appearing to read "Kathy Hollywood", is written over a horizontal line.

Kathy Hollywood, City Clerk

## Schedule A: Budget Summary FY 2021-22

Fund Name	Fund	Unassigned Beginning Fund Balance 7/1/2021	Revised Projected Operating Revenue	Revised Approved Operating Expenditures	Net Operating	Net Operating Transfers	Available Fund Balance	Net Capital Transfers	Capital Expenditures	Ending Fund Balance 6/30/2021
<b>GENERAL FUND</b>										
Available Fund Balance	101	6,254,645	85,046,267	76,486,829	8,559,438	(7,616,388)	7,197,695	(2,444,204)		4,753,491
Committed & Unspendable Fund Bal	101	455,097			-	-	455,097	-		455,097
Contingency Reserves	101	14,403,196			-	-	14,403,196	-		14,403,196
20% of Operating Expenditures										
Budget Stabilization Reserve	101	1,560,690			-	-	1,560,690	-		1,560,690
2% of Revenues										
<b>TOTAL GENERAL FUND</b>		<b>22,673,628</b>	<b>85,046,267</b>	<b>76,486,829</b>	<b>8,559,438</b>	<b>(7,616,388)</b>	<b>23,616,678</b>	<b>(2,444,204)</b>	-	<b>21,172,474</b>
<b>INFRASTRUCTURE FUNDS</b>										
State Gasoline Taxes	201	468,385	2,868,837		2,868,837	(1,053,289)	2,283,933	(1,798,919)		485,014
State Capital Grants	203	(14,220)	2,758,320		2,758,320	-	2,744,100	(2,758,320)		(14,220)
TransNet Program (Prop A Sales Tax)	211	(835,920)	1,899,000		1,899,000	-	1,063,080	(1,775,000)		(711,920)
Coastal Zone Management Fund	212	1,156,903	561,227	267,886	293,341	-	1,450,244	(157,420)		1,292,824
Federal Capital Grants	223	4,134,092	39,882		39,882	-	4,173,974	3,828,121		8,002,095
<b>TOTAL INFRASTRUCTURE FUNDS</b>		<b>4,909,240</b>	<b>8,127,266</b>	<b>267,886</b>	<b>7,859,380</b>	<b>(1,053,289)</b>	<b>11,715,331</b>	<b>(2,661,538)</b>	-	<b>9,053,793</b>
<b>GRANT FUNDS</b>										
State Law Enforcement Grant	202	-	100,000	100,000	-	-	-	-		-
Government Education Access	213	187,831	326,156	119,801	206,355	-	394,186	(191,667)		202,519
Solid Waste, Recycling and HHW	214	397,409	960,348	732,053	228,295	-	625,704	-		625,704
Senior Nutrition Grant	221	(6,100)	84,750	243,440	(158,690)	93,273	(71,517)	-		(71,517)
Comm Devel Block Grant (CDBG)	222	-	847,397	120,380	727,017	45,483	772,500	(235,181)		537,319
Federal Law Enforcement Grant	228	-	10,000	10,000	-	-	-	-		-
Donations & Contributions	229	83,812	80,750	78,975	1,775	(10,000)	75,587	12,407		87,994
CSA17 Fire Operations	230	218,976	227,434	174,085	53,349	-	272,325	(16,700)		255,625
<b>TOTAL GRANT FUNDS</b>		<b>881,928</b>	<b>2,636,835</b>	<b>1,578,734</b>	<b>1,058,101</b>	<b>128,756</b>	<b>2,068,785</b>	<b>(431,141)</b>	-	<b>1,637,644</b>

RESOLUTION 2021-70 EXHIBIT A

Schedule A: Budget Summary FY 2021-22

Fund Name	Fund	Unassigned Beginning Fund Balance 7/1/2021	Revised Projected Operating Revenue	Revised Approved Operating Expenditures	Net Operating	Net Operating Transfers	Available Fund Balance	Net Capital Transfers	Capital Expenditures	Ending Fund Balance 6/30/2021
<b>DEVELOPMENT IMPACT FUNDS</b>										
Park Improvement Fees	231	341,671	216,950		216,950	-	558,621	-		558,621
Park Acquisition Fees	232	401,448	372,600		372,600	-	774,048	-		774,048
Traffic Mitigation Fees	233	601,962	118,641		118,641	-	720,603	(429,942)		290,661
RTCIP-(Regional Arterial System) Fee	234	246,549	155,919		155,919	-	402,468	(300,000)		102,468
Open Space Acquisition Fees	235	67,545	23,900		23,900	-	91,445	-		91,445
Recreational Trails Fees	236	29,252	9,200		9,200	-	38,452	-		38,452
Community Facilities Fees	237	-	28,550		28,550	(19,985)	8,565	-		8,565
Fire Mitigation Fees	238	-	49,986		49,986	(55,000)	(5,014)	-		(5,014)
Flood Control Mitigation Fees	239	260,848	80,731		80,731	-	341,579	-		341,579
In Lieu Fees Curb Gutter Sidewalks	251	20,454	24		24	-	20,478	-		20,478
In Lieu Fees Underground Utilities	252	1,069,790	1,197		1,197	-	1,070,987	404,106		1,475,093
Affordable Housing	253	120,704	5,000		5,000	-	125,704	-		125,704
<b>TOTAL DEVELOPMENT IMPACT FUNDS</b>		<b>3,160,223</b>	<b>1,062,698</b>	<b>-</b>	<b>1,062,698</b>	<b>(74,985)</b>	<b>4,147,936</b>	<b>(325,836)</b>	<b>-</b>	<b>3,822,100</b>
<b>MUNICIPAL IMPROVEMENT DISTRICTS</b>										
Villanitas Road M.I.D.	291	243,677	22,432	31,233	(8,801)	-	234,876	-		234,876
Cerro Street M.I.D.	292	534,113	75,722	39,203	36,519	-	570,632	-		570,632
Village Park M.I.D.	293	64,911	34,412	67,448	(33,036)	-	31,875	-		31,875
Wiro Park M.I.D.	294	6,991	11,171	28,857	(17,686)	17,000	6,305	-		6,305
Encinitas Lighting Landscape District	295	1,395,092	1,566,417	1,568,579	(2,162)	-	1,392,930	(50,000)		1,342,930
Encinitas Ranch Lighting Landscape	297	1,707,634	635,030	627,330	7,700	-	1,715,334	21,141		1,736,475
<b>TOTAL MID FUNDS</b>		<b>3,952,418</b>	<b>2,345,184</b>	<b>2,362,650</b>	<b>(17,466)</b>	<b>17,000</b>	<b>3,951,952</b>	<b>(28,859)</b>	<b>-</b>	<b>3,923,093</b>
<b>DEBT SERVICE FUNDS</b>										
Debt Service Fund	301	425	-	183,556	(183,556)	183,556	425	-		425
Encinitas Public Finance Authority	302	85	-	3,538,051	(3,538,051)	3,538,051	85	-		85
<b>TOTAL DEBT SERVICE FUNDS</b>		<b>510</b>	<b>-</b>	<b>3,721,607</b>	<b>(3,721,607)</b>	<b>3,721,607</b>	<b>510</b>	<b>-</b>	<b>-</b>	<b>510</b>
<b>CAPITAL IMPROVEMENT FUNDS</b>										
Capital Project Fund	401/402	-	-	-	-	-	-	-	-	-
Facility Maintenance Fund	403	110,765	-	-	-	1,100,000	1,210,765	-	655,000	555,765
<b>TOTAL CAPITAL IMPROVEMENT FUNDS</b>		<b>110,765</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,100,000</b>	<b>1,210,765</b>	<b>-</b>	<b>655,000</b>	<b>555,765</b>

## Schedule A: Budget Summary FY 2021-22

Fund Name	Fund	Unassigned Beginning Fund Balance 7/1/2021	Revised Projected Operating Revenue	Revised Approved Operating Expenditures	Net Operating	Net Operating Transfers	Available Fund Balance	Net Capital Transfers	Capital Expenditures	Ending Fund Balance 6/30/2021
<b>CARDIFF SANITARY DIVISION FUNDS</b>										
Operations	511	678,595	5,100,958	4,071,626	1,029,332	-	1,707,927	(1,000,000)		707,927
Capital Replacement	512	3,444,670			-	-	3,444,670	3,045,000	3,030,208	3,459,462
Capital Expansion	513	1,647,005	100,000		100,000	-	1,747,005	-		1,747,005
<b>TOTAL CSD FUNDS</b>		<b>5,770,270</b>	<b>5,200,958</b>	<b>4,071,626</b>	<b>1,129,332</b>	<b>-</b>	<b>6,899,602</b>	<b>2,045,000</b>	<b>3,030,208</b>	<b>5,914,394</b>
<b>ENCINITAS SANITARY DIVISION FUNDS</b>										
Operations	521	818,103	2,787,600	1,764,389	1,023,211	-	1,841,314	(1,840,876)		438
Capital Replacement	522	(3,452,342)			-	-	(3,452,342)	2,218,536	2,048,778	(3,282,584)
Capital Expansion	523	3,020,976	50,000		50,000	-	3,070,976	-		3,070,976
<b>TOTAL ESD FUNDS</b>		<b>386,737</b>	<b>2,837,600</b>	<b>1,764,389</b>	<b>1,073,211</b>	<b>-</b>	<b>1,459,948</b>	<b>377,660</b>	<b>2,048,778</b>	<b>(211,170)</b>
<b>OTHER PROPRIETARY FUNDS</b>										
Section 8 Housing- Admin	551	47,062	384,953	151,120	233,833	(219,429)	61,466	-		61,466
Section 8 Housing- HAP	552	(82,780)	1,250,851	1,360,851	(110,000)	-	(192,780)	-		(192,780)
Pacific Pines Affordable Housing	561	1,386,273	236,600	252,385	(15,785)	21,549	1,392,037	(15,172)		1,376,865
<b>TOTAL OTHER PROPRIETARY FUNDS</b>		<b>1,350,555</b>	<b>1,872,404</b>	<b>1,764,356</b>	<b>108,048</b>	<b>(197,880)</b>	<b>1,260,723</b>	<b>(15,172)</b>	<b>-</b>	<b>1,245,551</b>
<b>INTERNAL SERVICE FUNDS</b>										
Self-Insurance Fund	601	2,706,072	1,242,908	3,082,494	(1,839,586)	1,997,793	2,864,279	-		2,864,279
Wastewater Support	611	(335,719)	972,316	953,016	19,300	(147,000)	(463,419)	-		(463,419)
Fleet Maintenance	621	(194,146)	571,830	614,879	(43,049)	-	(237,195)	-		(237,195)
Vehicle Replacement	622	537,474	10,000	334,284	(324,284)	127,000	340,190	-		340,190
Mach Equipment Replacement	623	1,356,264	10,000	421,000	(411,000)	(50,000)	895,264	-		895,264
Fire Apparatus Replacement	624	1,204,574	-	485,061	(485,061)	(100,000)	619,513	-		619,513
<b>TOTAL INTERNAL SERVICE FUNDS</b>		<b>5,274,519</b>	<b>2,807,054</b>	<b>5,890,734</b>	<b>(3,083,680)</b>	<b>1,827,793</b>	<b>4,018,632</b>	<b>-</b>	<b>-</b>	<b>4,018,632</b>
<b>TOTAL ALL FUNDS</b>		<b>48,470,793</b>	<b>111,936,266</b>	<b>97,908,811</b>	<b>14,027,455</b>	<b>(2,147,386)</b>	<b>60,350,862</b>	<b>(3,484,090)</b>	<b>5,733,986</b>	<b>51,132,786</b>

**RESOLUTION 2021-71**

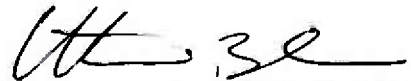
**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ENCINITAS  
DETERMINING AND ADOPTING THE APPROPRIATIONS LIMIT FOR  
FISCAL YEAR 2021-22 IN ACCORDANCE WITH  
ARTICLE XIII-B OF THE CONSTITUTION OF THE STATE OF CALIFORNIA**

**WHEREAS**, each year the City Council of the City of Encinitas is required under Section 7910 of Chapter 1205 of the California State Statutes of 1980 to establish an appropriations limit by resolution; and

**WHEREAS**, the City Council desires to make provision for a level of service commensurate with the needs of the City.

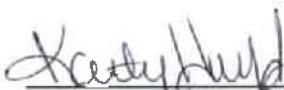
**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Encinitas does hereby adopt the appropriations limit for Fiscal Year 2021-22 at \$129,123,149 as contained in **Exhibit A** to this resolution.

**PASSED, APPROVED AND ADOPTED** this 23<sup>rd</sup> day of June 2021 by the City Council of the City of Encinitas, State of California.



Catherine S. Blakespear, Mayor

ATTEST:



Kathy Hollywood, City Clerk

APPROVED AS TO FORM:



Leslie E. Devaney, City Attorney

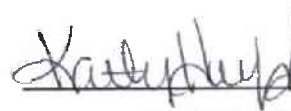
CERTIFICATION: I, Kathy Hollywood, City Clerk of the City of Encinitas, California, do hereby certify under penalty of perjury that the foregoing Resolution was duly adopted at a regular meeting of the City Council on the 23<sup>rd</sup> day of June, 2021 by the following vote:

AYES: Blakespear, Hinze, Kranz, Lyndes, Mosca

NOES: None

ABSENT: None

ABSTAIN: None

A handwritten signature in cursive script, appearing to read "Kathy Hollywood", is written over a horizontal line.

Kathy Hollywood, City Clerk



**City of Encinitas  
Schedule of Annual Appropriations Limitation  
For Fiscal Year 2021-22**

Fiscal Year 2020-2021 Appropriations Limit, adopted (Resolution No. 2020-55)     \$ 124,306,015

A. Per Capita Cost of Living adjustment	1.0573
B. Population adjustment	<u>1.0007</u>
Change Factor (A x B)	1.0388

Increase in appropriations limit	\$ 4,817,134
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Fiscal Year 2021-2022 appropriations limit     \$ 129,123,149

Projected Revenues from Proceeds of Taxes	\$ 80,279,558
Remaining appropriations capacity	\$ 48,843,591

Percentage under Appropriations Limitation	37.83%
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Article XIII B of the California Constitution, more commonly known as the Annual Appropriations Limitation or "Gann Limit", specifies the amount of allowable revenue the City of Encinitas can appropriate from the proceeds of taxes. In accordance with Proposition 111 and SB 88 (Chapter 60-90) the Appropriations Limitation is calculated utilizing a format based on the percentage of growth in California Per Capita Income and County population. The City's Appropriations Subject to the Limit are well below the approved Appropriations Limit. As part of the City's annual audit, an independent accounting firm reviews the calculations for compliance.



## RESOLUTION 2021-72

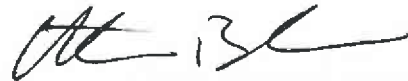
### A RESOLUTION OF THE CITY OF ENCINITAS CITY COUNCIL APPROVING TITLES AND PAY RANGES FOR THE CITY OF ENCINITAS FOR FISCAL YEAR 2021-2022

WHEREAS, the City Council establishes and approves the classifications, titles and pay ranges for all positions; and

WHEREAS the City Council of the City of Encinitas is adopting the Position Titles and Pay Ranges for Fiscal Year 2021-2022 (**Exhibit A**).

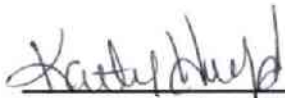
NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Encinitas that the Position Titles and Pay Ranges as contained in Exhibit A are adopted.

PASSED, APPROVED AND ADOPTED this 23<sup>rd</sup> day of June 2021 by the City Council of the City of Encinitas, State of California.



Catherine S. Blakespear, Mayor

ATTEST:



Kathy Hollywood, City Clerk

APPROVED AS TO FORM:



Leslie E. Devaney, City Attorney

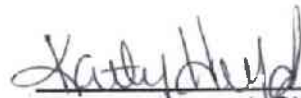
CERTIFICATION: I, Kathy Hollywood, City Clerk of the City of Encinitas, California, do hereby certify under penalty of perjury that the foregoing Resolution was duly adopted at a regular meeting of the City Council on the 23<sup>rd</sup> day of June, 2021 by the following vote:

AYES: Blakespear, Hinze, Kranz, Lyndes, Mosca

NOES: None

ABSENT: None

ABSTAIN: None



Kathy Hollywood, City Clerk

**City of Encinitas**  
**Salary Schedule for Fiscal Year 2021-22**  
**Effective July 1, 2021**

Revised and Approved by City Council on June 23, 2021

2% Increase Effective July 1, 2021

Grade	Classification Title	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
11	Arts Assistant	1	18.3276	1,466	3,177	38,121
	Program Assistant I	2	19.2441	1,540	3,336	40,028
	Program Assistant I - Confidential	3	20.2061	1,616	3,502	42,029
		4	21.2166	1,697	3,678	44,131
		5	22.2772	1,782	3,861	46,337
		6	23.3913	1,871	4,054	48,654
13	Finance Technician I	1	22.4559	1,796	3,892	46,708
	Finance Technician I - Confidential	2	23.5787	1,886	4,087	49,044
	Geographic Information Systems Technician I	3	24.7575	1,981	4,291	51,496
	Heavy Equipment Mechanic I	4	25.9953	2,080	4,506	54,070
	Human Resources Technician I	5	27.2952	2,184	4,731	56,774
	Information Technology Technician I	6	28.6599	2,293	4,968	59,613
	Program Assistant II					
	Program Assistant II - Confidential					
	Utility & Maintenance Technician I					
21	Finance Technician II	1	23.3577	1,869	4,049	48,584
	Finance Technician II - Confidential	2	24.5256	1,962	4,251	51,013
	Human Resources Technician II	3	25.7516	2,060	4,464	53,563
	Program Assistant III	4	27.0395	2,163	4,687	56,242
	Program Assistant III - Confidential	5	28.3915	2,271	4,921	59,054
	Utility & Maintenance Technician II	6	29.8109	2,385	5,167	62,007
		7	31.3015	2,504	5,426	65,107
22	Department Administrative Support Coordinator	1	25.3236	2,026	4,389	52,673
	Facilities Specialist	2	26.5898	2,127	4,609	55,307
	Finance Technician III	3	27.9193	2,234	4,839	58,072
	Finance Technician III - Confidential	4	29.3153	2,345	5,081	60,976
	Geographic Information Systems Technician II	5	30.7809	2,462	5,335	64,024
	Heavy Equipment Mechanic II	6	32.3201	2,586	5,602	67,226
	Information Technology Technician II	7	33.9360	2,715	5,882	70,587
	Planner I					
	Program Coordinator					
	Utility & Maintenance Technician III					
23	Accountant I	1	27.2890	2,183	4,730	56,761
	Code Enforcement Officer I	2	28.6534	2,292	4,967	59,599
	Engineering Specialist I	3	30.0861	2,407	5,215	62,579
	Heavy Equipment Mechanic III	4	31.5906	2,527	5,476	65,709
	Payroll Specialist	5	33.1700	2,654	5,749	68,994
	Planner II	6	34.8284	2,786	6,037	72,443
	Recreation Supervisor I	7	36.5698	2,926	6,339	76,065
	Stormwater Environmental Specialist I					
	Utility & Maintenance Technician IV					

Grade	Classification Title	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
24	Accountant II	1	29.7503	2,380	5,157	61,881
	Code Enforcement Officer II	2	31.2379	2,499	5,415	64,975
	Deputy City Clerk	3	32.7997	2,624	5,685	68,223
	Deputy Fire Marshal I	4	34.4399	2,755	5,970	71,635
	Engineering Specialist II	5	36.1620	2,893	6,268	75,217
	Executive Assistant	6	37.9699	3,038	6,581	78,977
	Finance Analyst I	7	39.8683	3,189	6,910	82,926
	Geographic Information Systems Analyst I					
	Human Resources Analyst I					
	Information Technology Analyst I					
	Management Analyst I					
	Parks & Beach Supervisor I					
	Planner III					
	Recreation Supervisor II					
	Risk/Safety Analyst I					
	Stormwater Environmental Specialist II					
25	Accountant III	1	32.7019	2,616	5,668	68,020
	Code Enforcement Officer III	2	34.3370	2,747	5,952	71,421
	Deputy Fire Marshal II	3	36.0539	2,884	6,249	74,992
	Engineering Specialist III	4	37.8566	3,029	6,562	78,742
	Facilities Supervisor	5	39.7492	3,180	6,890	82,678
	Finance Analyst II	6	41.7369	3,339	7,234	86,813
	Fleet Maintenance Supervisor	7	43.8237	3,506	7,596	91,153
	Human Resources Analyst II					
	Management Analyst II					
	Parks & Beach Supervisor II					
	Risk/Safety Analyst II					
	Special Events & Projects Supervisor					
	Stormwater Environmental Specialist III					
	Utility & Maintenance Field Supervisor					
41	Assistant Center Manager	1	33.4885	2,679	5,805	69,656
	Code Enforcement Supervisor	2	35.1631	2,813	6,095	73,139
	Geographic Information Systems Analyst II	3	36.9210	2,954	6,400	76,796
	Information Technology Analyst II	4	38.7672	3,101	6,720	80,636
	Planner IV	5	40.7057	3,256	7,056	84,668
	Utility & Maintenance Supervisor I	6	42.7409	3,419	7,408	88,901
		7	44.8779	3,590	7,779	93,346
		8	47.1219	3,770	8,168	98,014
42	Finance Analyst III	1	35.3607	2,829	6,129	73,550
	Geographic Information Systems Analyst III	2	37.1288	2,970	6,436	77,228
	Human Resources Analyst III	3	38.9851	3,119	6,757	81,089
	Information Technology Analyst III	4	40.9345	3,275	7,095	85,144
	Management Analyst III	5	42.9811	3,438	7,450	89,401
	Risk & Safety Analyst III	6	45.1303	3,610	7,823	93,871
	Senior Deputy Fire Marshal	7	47.3868	3,791	8,214	98,564
	Utility & Maintenance Supervisor II	8	49.7561	3,980	8,624	103,493

Grade	Classification Title	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
43	Arts Program Administrator	1	37.2327	2,979	6,454	77,444
	Center Manager	2	39.0944	3,128	6,776	81,316
	Finance Manager I	3	41.0491	3,284	7,115	85,382
	Information Technology Project Manager	4	43.1016	3,448	7,471	89,651
	Program Administrator	5	45.2565	3,621	7,844	94,134
	Senior Management Analyst	6	47.5195	3,802	8,237	98,841
		7	49.8952	3,992	8,649	103,782
		8	52.3902	4,191	9,081	108,972
44	Engineer I	1	39.5769	3,166	6,860	82,320
	Environmental Project Manager	2	41.5558	3,324	7,203	86,436
	Information Technology Supervisor	3	43.6335	3,491	7,563	90,758
	Senior Planner I	4	45.8152	3,665	7,941	95,296
	Senior Planner I - Mobility Coordinator	5	48.1059	3,848	8,338	100,060
		6	50.5113	4,041	8,755	105,063
		7	53.0367	4,243	9,193	110,316
		8	55.6887	4,455	9,653	115,833
45	Engineer II	1	42.3880	3,391	7,347	88,167
	Park Operations Manager	2	44.5074	3,561	7,715	92,575
	Recreation Services Manager	3	46.7327	3,739	8,100	97,204
	Senior Planner II	4	49.0695	3,926	8,505	102,065
	Superintendent	5	51.5229	4,122	8,931	107,168
		6	54.0991	4,328	9,377	112,526
		7	56.8042	4,544	9,846	118,153
		8	59.6443	4,772	10,338	124,060
61	Finance Manager II	1	42.6023	3,408	7,384	88,613
		2	44.7323	3,579	7,754	93,043
		3	46.9690	3,758	8,141	97,696
		4	49.3176	3,945	8,548	102,581
		5	51.7835	4,143	8,976	107,710
		6	54.3724	4,350	9,425	113,095
		7	57.0913	4,567	9,896	118,750
		8	59.9458	4,796	10,391	124,687
		9	62.9432	5,035	10,910	130,922
62	Housing Services Manager	1	44.3849	3,551	7,693	92,321
	Principal Planner	2	46.6042	3,728	8,078	96,937
	Sustainability Manager	3	48.9344	3,915	8,482	101,784
		4	51.3813	4,111	8,906	106,873
		5	53.9502	4,316	9,351	112,217
		6	56.6478	4,532	9,819	117,827
		7	59.4802	4,758	10,310	123,719
		8	62.4542	4,996	10,825	129,905
		9	65.5769	5,246	11,367	136,400



Grade	Classification Title	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
63	Senior Engineer	1	46.1673	3,693	8,002	96,028
		2	48.4758	3,878	8,402	100,830
		3	50.8996	4,072	8,823	105,871
		4	53.5686	4,285	9,285	111,423
		5	56.1168	4,489	9,727	116,723
		6	58.9227	4,714	10,213	122,559
		7	61.8686	4,949	10,724	128,687
		8	64.9623	5,197	11,260	135,121
		9	68.2103	5,457	11,823	141,877
64	City Traffic Engineer	1	48.4003	3,872	8,389	100,673
	Department Manager I / Chief Information Officer I	2	50.8203	4,066	8,809	105,706
	Principal Engineer	3	53.3614	4,269	9,249	110,992
	Planning Manager	4	56.0297	4,482	9,712	116,542
		5	58.8311	4,706	10,197	122,369
		6	61.7726	4,942	10,707	128,487
		7	64.8610	5,189	11,243	134,911
		8	68.1042	5,448	11,805	141,657
		9	71.5094	5,721	12,395	148,740
65	Assistant Director of Public Works/Assistant General Manager	1	53.6314	4,291	9,296	111,553
	Assistant Finance Director	2	56.3130	4,505	9,761	117,131
	City Engineer	3	59.1287	4,730	10,249	122,988
	Department Manager II / Chief Information Officer II	4	62.0851	4,967	10,761	129,137
		5	65.1894	5,215	11,299	135,594
		6	68.4486	5,476	11,864	142,373
		7	71.8712	5,750	12,458	149,492
		8	75.4647	6,037	13,081	156,967
		9	79.2381	6,339	13,735	164,815
		10	83.2001	6,656	14,421	173,056
89	Department Directors	1	63.1293	5,050	10,942	131,309
	Administrative Services	2	66.2857	5,303	11,490	137,874
	City Clerk & Legislative Services	3	69.5999	5,568	12,064	144,768
	Development Services	4	73.0798	5,846	12,667	152,006
	Finance & City Treasurer	5	76.7340	6,139	13,301	159,607
	Human Resources & Workers' Compensation	6	80.5706	6,446	13,966	167,587
	Infrastructure & Sustainability	7	84.5992	6,768	14,664	175,966
	Parks, Recreation & Cultural Arts	8	88.8291	7,106	15,397	184,765
	Public Works	9	93.2706	7,462	16,167	194,003
		10	97.9340	7,835	16,975	203,703
87	Assistant City Manager	1	65.4884	5,239	11,351	136,216
	Acting City Manager	2	68.7628	5,501	11,919	143,027
		3	72.2010	5,776	12,515	150,178
		4	75.8110	6,065	13,141	157,687
		5	79.6016	6,368	13,798	165,571
		6	83.5815	6,687	14,487	173,850
		7	87.7608	7,021	15,212	182,542
		8	92.1487	7,372	15,972	191,669
		9	96.7563	7,741	16,771	201,253
		10	101.5940	8,128	17,610	211,316

Grade	Classification Title	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
S85	Marine Safety Sergeant	1	28.8786	2,310	5,006	60,068
		2	30.3226	2,426	5,256	63,071
		3	31.8386	2,547	5,519	66,224
		4	33.4305	2,674	5,795	69,535
		5	35.1023	2,808	6,084	73,013
		6	36.8573	2,949	6,389	76,663
		7	38.7000	3,096	6,708	80,496
S86	Marine Safety Lieutenant	1	31.4835	2,519	5,457	65,486
		2	33.0578	2,645	5,730	68,760
		3	34.7107	2,777	6,017	72,198
		4	36.4461	2,916	6,317	75,808
		5	38.2686	3,061	6,633	79,599
		6	40.1849	3,215	6,965	83,585
		7	42.1911	3,375	7,313	87,758
S87	Marine Safety Captain	1	41.8827	3,351	7,260	87,116
		2	43.9770	3,518	7,623	91,472
		3	46.1759	3,694	8,004	96,046
		4	48.4845	3,879	8,404	100,848
		5	50.9086	4,073	8,824	105,890
		6	53.4542	4,276	9,265	111,185
		7	56.1268	4,490	9,729	116,744
		8	58.9334	4,715	10,215	122,581
S88	Fire Marshal	1	45.9801	3,678	7,970	95,639
		2	48.2788	3,862	8,368	100,420
		3	50.6929	4,055	8,787	105,441
		4	53.2276	4,258	9,226	110,713
		5	55.8890	4,471	9,687	116,249
		6	58.6835	4,695	10,172	122,062
		7	61.6177	4,929	10,680	128,165
		8	64.6983	5,176	11,214	134,572
		9	67.9333	5,435	11,775	141,301
S98	Fire Battalion Chief 56 hours a week	STEP	HOURLY	SEMI-MONTHLY	MONTHLY	ANNUAL
		1	34.4667	4,182	8,364	100,364
		2	36.1901	4,391	8,782	105,383
		3	37.9996	4,610	9,221	110,652
		4	39.8995	4,841	9,682	116,184
		5	41.8946	5,083	10,166	121,994
		6	43.9891	5,337	10,674	128,093
		7	46.1887	5,604	11,208	134,498
		8	48.4980	5,884	11,769	141,222
		9	50.9231	6,179	12,357	148,284

		STEP	HOURLY	SEMI-MONTHLY	MONTHLY	ANNUAL
S99	Administrative Fire Battalion Chief 40 hours a week	1	53.0773	4,600	9,200	110,405
		2	55.7312	4,830	9,660	115,925
		3	58.5178	5,072	10,143	121,722
		4	61.4438	5,325	10,651	127,808
		5	64.5159	5,592	11,183	134,198
		6	67.7417	5,871	11,742	140,908
		7	71.1287	6,165	12,329	147,953
		8	74.6853	6,473	12,946	155,351
		9	78.4195	6,797	13,593	163,119
S96	Deputy Fire Chief	1	60.3020	5,226	10,453	125,433
		2	63.3172	5,488	10,975	131,705
		3	66.4830	5,762	11,524	138,290
		4	69.8070	6,050	12,100	145,204
		5	73.2975	6,353	12,705	152,465
		6	76.9624	6,670	13,341	160,088
		7	80.8105	7,004	14,008	168,092
		8	84.8508	7,354	14,708	176,496
		9	89.0936	7,722	15,443	185,322
S97	Department Director Fire Chief	1	65.3747	5,666	11,332	135,985
		2	68.6436	5,949	11,899	142,784
		3	72.0754	6,247	12,494	149,922
		4	75.6794	6,559	13,118	157,419
		5	79.4633	6,887	13,774	165,290
		6	83.4364	7,231	14,463	173,554
		7	87.6082	7,593	15,186	182,232
		8	91.9887	7,973	15,945	191,344
		9	96.5883	8,371	16,743	200,911
		10	101.4176	8,790	17,580	210,957
Effective September 9, 2020						
Grade	Classification Title	STEP	HOURLY	BI-WEEKLY	MONTHLY	ANNUAL
85	City Manager	1	120.1924	9,615	20,833	250,000
Effective December 11, 2018						
86	City Council Member	1	9.9213	794	1,720	20,636
88	Mayor	1	10.4981	840	1,820	21,836