



# CITY OF CITRUS HEIGHTS

## CITY COUNCIL STAFF REPORT MEMORANDUM

**DATE:** August 12, 2021

**TO:** Mayor and City Council Members  
Christopher W. Boyd, Interim City Manager

**FROM:** Bill Zenoni, Interim Administrative Services Director  
Monica Alejandrez, Human Resources Manager

**SUBJECT:** **Resolution Approving Ten-Step Compensation Structure for Full-Time Unrepresented Employees and Adopting an Amended Salary Table**

### **Summary and Recommendation**

Staff recommends the City Council adopt Resolution No. 2021-\_\_\_, A Resolution of the City Council of the City of Citrus Heights, California, approving a ten-step compensation structure for full-time unrepresented employees and adopting an amended Salary Table.

### **Fiscal Impact**

The estimated cost of implementing a ten-step compensation structure for the City's full-time unrepresented employees is approximately \$165,000 in Fiscal Year 2021-22 and \$91,000 in Fiscal Year 2022-23. Funding for this recommended program is included in the Adopted Budget for Fiscal Years 2021-22 and 2022-23. No budget adjustment is required.

### **Background and Analysis**

As noted during the budget approval process in April 2021, employee retention is a guiding principle while managing the City's lean staffing model. The City of Citrus Heights has historically utilized a broad band compensation structure for all employees – unrepresented, represented and executive management staff. The current system design provides a minimum and maximum salary range for each classification with employees being placed anywhere within that salary range at the discretion of the employees supervisor, department head and/or City Manager. This system is fairly unique to Citrus Heights and results in employees performing similar duties but receiving different compensation. This system has also created a challenge in recruiting and retaining staff as employees currently have no mechanism to advance through their salary range.

**Subject: Resolution Approving Ten-Step Compensation Plan for Full-Time Unrepresented Employees and Adopting Amended Salary Table**

**Date: August 12, 2021**

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A common practice for most public agencies, including the majority of agencies in the Sacramento region, is to utilize a step compensation structure. The pay rate for each classification is divided into a series of ‘steps’ with employees advancing through the step system on an annual basis when performance metrics are met. . This system is widely utilized because it is more effective as a tool in recruiting qualified employees and provides employees with an incentive to advance within their job classification, thus increasing the City’s staff retention rates and saving on turnover costs.

Working with the City’s labor counsel, Human Resources staff studied various step compensation alternatives. It was determined that a ten-step plan with a 2.5 percent differential between each step would be the best option as it provides needed structure that will increase retention while adhering to our guiding principle of fiscal prudence and ability to manage long term financial forecasts.

As negotiations are currently underway with the City’s two labor associations (Citrus Heights Police Officers Association and Citrus Heights Police Employees Association), it is recommended that the step compensation plan be implemented for full-time unrepresented employees only excluding executive staff. Under the recommended plan, full-time unrepresented employees would be placed at the appropriate salary step which is closest to yet above their current pay rate. Employees would then advance to the next step in the salary table on their position anniversary date until they reached the top of the ten step structure. In order to provide time to develop the necessary system changes, it is recommended that the step compensation structure for full-time unrepresented employees become effective with the pay period beginning September 26, 2021.

**Attachments**

1. Resolution approving Ten-Step Compensation Structure for Full-Time Unrepresented Employees and adopting an Amended Salary Table

**RESOLUTION NO. 2021 - \_\_\_\_**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CITRUS HEIGHTS, CALIFORNIA APPROVING TEN-STEP COMPENSATION STRUCTURE FOR FULL-TIME UNREPRESENTED EMPLOYEES AND ADOPTING AN AMENDED SALARY TABLE**

**WHEREAS**, the City of Citrus Heights engages in sound economic planning practices;

**WHEREAS**, California Code of Regulations, Title 2, Section 570.5 requires governing bodies of local agencies contracting with the California Public Employees' Retirement System to approve and adopt a pay rate schedule in accordance with public meeting laws; and

**WHEREAS**, the pay rate schedule must identify each position by title, the individual pay rate amount or ranges for that position, and track all revisions; and

**WHEREAS**, it has been determined that a step compensation structure is an effective tool commonly utilized by public agencies for recruiting and retaining qualified staff; and

**WHEREAS**, a ten-step compensation structure has been developed for the City's full-time unrepresented position classifications.

**NOW, THEREFORE, BE IT RESOLVED**, the City Council of the City of Citrus Heights hereby finds and determines the above recitals are true and correct and have served as the basis, in part, for the findings and actions of the City Council as set forth below.

The City Council hereby approves a ten-step compensation structure for the City's full-time unrepresented employee classifications and adopts the amended Salary Table reflecting the ten-step compensation structure for full-time unrepresented employees, Exhibit A, attached to this resolution to become effective on September 26, 2021.

The City Clerk shall certify the passage and adoption of this resolution and enter it into the book of original resolutions.

**PASSED AND ADOPTED** by the City Council of the City of Citrus Heights, California, this 12<sup>th</sup> day of August, 2021 by the following vote, to wit:

**AYES: Council Members:**  
**NOES: Council Members:**  
**ABSTAIN: Council Members:**  
**ABSENT: Council Members:**

\_\_\_\_\_  
**Steve Miller, Mayor**

**ATTEST:**

\_\_\_\_\_  
**Amy Van, City Clerk**

**EXHIBIT A – Amended Salary Table**

*Printed on Recycled Paper*

**CITY OF CITRUS HEIGHTS SALARY TABLE**

Adopted: August 12, 2021

Effective September 26, 2021

Full-Time Unrepresented Position Titles	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
ACCOUNTANT	\$ 34.6276	\$ 35.4933	\$ 36.3806	\$ 37.2901	\$ 38.2224	\$ 39.1779	\$ 40.1574	\$ 41.1613	\$ 42.1903	\$ 43.2451
ACCOUNTING MANAGER	\$ 108,913.43	\$ 111,636.27	\$ 114,427.17	\$ 117,287.85	\$ 120,220.05	\$ 123,225.55	\$ 126,306.19	\$ 129,463.84	\$ 132,700.44	\$ 136,017.95
ACCOUNTING TECHNICIAN	\$ 25.5769	\$ 26.2163	\$ 26.8717	\$ 27.5435	\$ 28.2321	\$ 28.9379	\$ 29.6613	\$ 30.4029	\$ 31.1629	\$ 31.9420
ADMINISTRATIVE ASSISTANT	\$ 25.5769	\$ 26.2163	\$ 26.8717	\$ 27.5435	\$ 28.2321	\$ 28.9379	\$ 29.6613	\$ 30.4029	\$ 31.1629	\$ 31.9420
ADMINISTRATIVE TECHNICIAN	\$ 28.1345	\$ 28.8378	\$ 29.5588	\$ 30.2977	\$ 31.0552	\$ 31.8316	\$ 32.6274	\$ 33.4430	\$ 34.2791	\$ 35.1361
ASSISTANT CHIEF OF POLICE	\$ 151,956.86	\$ 155,755.79	\$ 159,649.68	\$ 163,640.92	\$ 167,731.94	\$ 171,925.24	\$ 176,223.37	\$ 180,628.96	\$ 185,144.68	\$ 189,773.30
ASSISTANT CITY CLERK	\$ 77,362.69	\$ 79,296.76	\$ 81,279.18	\$ 83,311.16	\$ 85,393.94	\$ 87,528.78	\$ 89,717.00	\$ 91,959.93	\$ 94,258.93	\$ 96,615.40
ASSISTANT ENGINEER	\$ 34.1983	\$ 35.0533	\$ 35.9296	\$ 36.8278	\$ 37.7485	\$ 38.6922	\$ 39.6596	\$ 40.6510	\$ 41.6673	\$ 42.7090
ASSISTANT PLANNER	\$ 30.7738	\$ 31.5431	\$ 32.3317	\$ 33.1400	\$ 33.9685	\$ 34.8177	\$ 35.6881	\$ 36.5803	\$ 37.4948	\$ 38.4322
ASSISTANT TO THE CITY MANAGER	\$ 100,223.18	\$ 102,728.76	\$ 105,296.98	\$ 107,929.40	\$ 110,627.64	\$ 113,393.33	\$ 116,228.16	\$ 119,133.87	\$ 122,112.21	\$ 125,165.02
ASSOCIATE CIVIL ENGINEER	\$ 86,070.02	\$ 88,221.77	\$ 90,427.31	\$ 92,688.00	\$ 95,005.20	\$ 97,380.33	\$ 99,814.83	\$ 102,310.21	\$ 104,867.96	\$ 107,489.66
ASSOCIATE ENGINEER	\$ 37.6180	\$ 38.5584	\$ 39.5224	\$ 40.5104	\$ 41.5232	\$ 42.5613	\$ 43.6253	\$ 44.7160	\$ 45.8339	\$ 46.9797
ASSOCIATE PLANNER	\$ 71,677.65	\$ 73,469.59	\$ 75,306.33	\$ 77,188.99	\$ 79,118.71	\$ 81,096.68	\$ 83,124.10	\$ 85,202.20	\$ 87,332.25	\$ 89,515.56
BUILDING INSPECTOR I	\$ 28.8538	\$ 29.5752	\$ 30.3146	\$ 31.0724	\$ 31.8492	\$ 32.6455	\$ 33.4616	\$ 34.2982	\$ 35.1556	\$ 36.0345
BUILDING INSPECTOR II	\$ 31.7391	\$ 32.5326	\$ 33.3459	\$ 34.1796	\$ 35.0340	\$ 35.9099	\$ 36.8076	\$ 37.7278	\$ 38.6710	\$ 39.6378
CHIEF BUILDING OFFICIAL	\$ 108,913.43	\$ 111,636.27	\$ 114,427.17	\$ 117,287.85	\$ 120,220.05	\$ 123,225.55	\$ 126,306.19	\$ 129,463.84	\$ 132,700.44	\$ 136,017.95
CITY CLERK	\$ 95,667.60	\$ 98,059.29	\$ 100,510.77	\$ 103,023.54	\$ 105,599.13	\$ 108,239.11	\$ 110,945.08	\$ 113,718.71	\$ 116,561.68	\$ 119,475.72
CITY ENGINEER	\$ 130,274.31	\$ 133,531.17	\$ 136,869.45	\$ 140,291.18	\$ 143,798.46	\$ 147,393.42	\$ 151,078.26	\$ 154,855.21	\$ 158,726.60	\$ 162,694.76
CITY MANAGER'S EXECUTIVE ASSISTANT	\$ 72,025.30	\$ 73,825.93	\$ 75,671.58	\$ 77,563.37	\$ 79,502.45	\$ 81,490.02	\$ 83,527.27	\$ 85,615.45	\$ 87,755.83	\$ 89,949.73
COMMUNICATIONS OFFICER	\$ 79,227.83	\$ 81,208.52	\$ 83,238.74	\$ 85,319.70	\$ 87,452.70	\$ 89,639.01	\$ 91,879.99	\$ 94,176.99	\$ 96,531.41	\$ 98,944.70
CONSTRUCTION/MAINTENANCE INSPECTOR I	\$ 27.1244	\$ 27.8025	\$ 28.4976	\$ 29.2100	\$ 29.9403	\$ 30.6888	\$ 31.4560	\$ 32.2424	\$ 33.0485	\$ 33.8747
CONSTRUCTION / MAINTENANCE INSPECTOR II	\$ 29.8368	\$ 30.5827	\$ 31.3473	\$ 32.1310	\$ 32.9343	\$ 33.7576	\$ 34.6016	\$ 35.4666	\$ 36.3533	\$ 37.2621
CONSTRUCTION/MAINTENANCE INSPECTOR SUPERVISOR	\$ 91,112.04	\$ 93,389.84	\$ 95,724.58	\$ 98,117.70	\$ 100,570.64	\$ 103,084.91	\$ 105,662.03	\$ 108,303.58	\$ 111,011.17	\$ 113,786.45
CUSTODIAN	\$ 16.7841	\$ 17.2037	\$ 17.6338	\$ 18.0746	\$ 18.5265	\$ 18.9896	\$ 19.4644	\$ 19.9510	\$ 20.4498	\$ 20.9610
DATABASE & APPLICATIONS ANALYST	\$ 42.4831	\$ 43.5452	\$ 44.6338	\$ 45.7497	\$ 46.8934	\$ 48.0658	\$ 49.2674	\$ 50.4991	\$ 51.7616	\$ 53.0556
DEVELOPMENT SERVICES TECHNICIAN I	\$ 24.4955	\$ 25.1079	\$ 25.7356	\$ 26.3790	\$ 27.0384	\$ 27.7144	\$ 28.4072	\$ 29.1174	\$ 29.8454	\$ 30.5915
DEVELOPMENT SERVICES TECHNICIAN II	\$ 26.9451	\$ 27.6188	\$ 28.3092	\$ 29.0170	\$ 29.7424	\$ 30.4860	\$ 31.2481	\$ 32.0293	\$ 32.8300	\$ 33.6508
DEVELOPMENT SPECIALIST I	\$ 72,025.30	\$ 73,825.93	\$ 75,671.58	\$ 77,563.37	\$ 79,502.45	\$ 81,490.02	\$ 83,527.27	\$ 85,615.45	\$ 87,755.83	\$ 89,949.73

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
DEVELOPMENT SPECIALIST II	\$ 79,227.83	\$ 81,208.52	\$ 83,238.74	\$ 85,319.70	\$ 87,452.70	\$ 89,639.01	\$ 91,879.99	\$ 94,176.99	\$ 96,531.41	\$ 98,944.70
ECONOMIC DEVELOPMENT & COMMUNICATIONS MANAGER	\$ 102,624.41	\$ 105,190.02	\$ 107,819.77	\$ 110,515.26	\$ 113,278.14	\$ 116,110.10	\$ 119,012.85	\$ 121,988.17	\$ 125,037.87	\$ 128,163.82
ENGINEERING AIDE	\$ 22.8316	\$ 23.4024	\$ 23.9875	\$ 24.5872	\$ 25.2019	\$ 25.8319	\$ 26.4777	\$ 27.1397	\$ 27.8181	\$ 28.5136
ENGINEERING TECHNICIAN I	\$ 25.1148	\$ 25.7427	\$ 26.3863	\$ 27.0459	\$ 27.7221	\$ 28.4151	\$ 29.1255	\$ 29.8537	\$ 30.6000	\$ 31.3650
ENGINEERING TECHNICIAN II	\$ 27.6263	\$ 28.3170	\$ 29.0249	\$ 29.7505	\$ 30.4943	\$ 31.2567	\$ 32.0381	\$ 32.8390	\$ 33.6600	\$ 34.5015
EVENT & COMMUNITY CENTER TECHNICIAN	\$ 23.1751	\$ 23.7545	\$ 24.3483	\$ 24.9570	\$ 25.5810	\$ 26.2205	\$ 26.8760	\$ 27.5479	\$ 28.2366	\$ 28.9425
EXECUTIVE ASSISTANT	\$ 30.9478	\$ 31.7214	\$ 32.5145	\$ 33.3273	\$ 34.1605	\$ 35.0145	\$ 35.8899	\$ 36.7872	\$ 37.7068	\$ 38.6495
FACILITY AND GROUNDS MANAGER	\$ 108,913.43	\$ 111,636.27	\$ 114,427.17	\$ 117,287.85	\$ 120,220.05	\$ 123,225.55	\$ 126,306.19	\$ 129,463.84	\$ 132,700.44	\$ 136,017.95
FACILITY AND GROUNDS SUPERVISOR	\$ 91,112.04	\$ 93,389.84	\$ 95,724.58	\$ 98,117.70	\$ 100,570.64	\$ 103,084.91	\$ 105,662.03	\$ 108,303.58	\$ 111,011.17	\$ 113,786.45
FINANCE MANAGER	\$ 108,913.43	\$ 111,636.27	\$ 114,427.17	\$ 117,287.85	\$ 120,220.05	\$ 123,225.55	\$ 126,306.19	\$ 129,463.84	\$ 132,700.44	\$ 136,017.95
FINANCIAL ASSISTANT II	\$ 19.9738	\$ 20.4732	\$ 20.9850	\$ 21.5097	\$ 22.0474	\$ 22.5986	\$ 23.1635	\$ 23.7426	\$ 24.3362	\$ 24.9446
FLEET TECHNICIAN	\$ 25.3660	\$ 26.0002	\$ 26.6502	\$ 27.3164	\$ 27.9994	\$ 28.6993	\$ 29.4168	\$ 30.1522	\$ 30.9060	\$ 31.6787
GRANTS & HOUSING PROGRAM TECHNICIAN I	\$ 24.4955	\$ 25.1079	\$ 25.7356	\$ 26.3790	\$ 27.0384	\$ 27.7144	\$ 28.4072	\$ 29.1174	\$ 29.8454	\$ 30.5915
GRANTS & HOUSING PROGRAM TECHNICIAN II	\$ 26.9451	\$ 27.6188	\$ 28.3092	\$ 29.0170	\$ 29.7424	\$ 30.4860	\$ 31.2481	\$ 32.0293	\$ 32.8300	\$ 33.6508
HOUSING & HUMAN SERVICES PROGRAM COORDINATOR	\$ 91,112.04	\$ 93,389.84	\$ 95,724.58	\$ 98,117.70	\$ 100,570.64	\$ 103,084.91	\$ 105,662.03	\$ 108,303.58	\$ 111,011.17	\$ 113,786.45
HOUSING PLANNER	\$ 70,410.25	\$ 72,170.51	\$ 73,974.77	\$ 75,824.14	\$ 77,719.75	\$ 79,662.74	\$ 81,654.31	\$ 83,695.67	\$ 85,788.06	\$ 87,932.76
HUMAN RESOURCES TECHNICIAN	\$ 30.9478	\$ 31.7214	\$ 32.5145	\$ 33.3273	\$ 34.1605	\$ 35.0145	\$ 35.8899	\$ 36.7872	\$ 37.7068	\$ 38.6495
HUMAN RESOURCES ANALYST I	\$ 72,025.30	\$ 73,825.93	\$ 75,671.58	\$ 77,563.37	\$ 79,502.45	\$ 81,490.02	\$ 83,527.27	\$ 85,615.45	\$ 87,755.83	\$ 89,949.73
HUMAN RESOURCES ANALYST II	\$ 79,227.83	\$ 81,208.52	\$ 83,238.74	\$ 85,319.70	\$ 87,452.70	\$ 89,639.01	\$ 91,879.99	\$ 94,176.99	\$ 96,531.41	\$ 98,944.70
HUMAN RESOURCES ASSOCIATE	\$ 25.5769	\$ 26.2163	\$ 26.8717	\$ 27.5435	\$ 28.2321	\$ 28.9379	\$ 29.6613	\$ 30.4029	\$ 31.1629	\$ 31.9420
HUMAN RESOURCES MANAGER	\$ 114,451.63	\$ 117,312.92	\$ 120,245.74	\$ 123,251.89	\$ 126,333.18	\$ 129,491.51	\$ 132,728.80	\$ 136,047.02	\$ 139,448.20	\$ 142,934.40
INFORMATION TECHNOLOGY SUPPORT SPECIALIST	\$ 35.2863	\$ 36.1685	\$ 37.0727	\$ 37.9995	\$ 38.9495	\$ 39.9233	\$ 40.9213	\$ 41.9444	\$ 42.9930	\$ 44.0678
INFORMATION TECHNOLOGY ANALYST I	\$ 33.5835	\$ 34.4231	\$ 35.2837	\$ 36.1658	\$ 37.0699	\$ 37.9967	\$ 38.9466	\$ 39.9202	\$ 40.9182	\$ 41.9412
INFORMATION TECHNOLOGY ANALYST II	\$ 36.9418	\$ 37.8654	\$ 38.8120	\$ 39.7823	\$ 40.7769	\$ 41.7963	\$ 42.8412	\$ 43.9122	\$ 45.0100	\$ 46.1353
INFORMATION TECHNOLOGY MANAGER	\$ 114,451.63	\$ 117,312.92	\$ 120,245.74	\$ 123,251.89	\$ 126,333.18	\$ 129,491.51	\$ 132,728.80	\$ 136,047.02	\$ 139,448.20	\$ 142,934.40
INFORMATION TECHNOLOGY TECHNICIAN	\$ 29.2228	\$ 29.9534	\$ 30.7022	\$ 31.4698	\$ 32.2565	\$ 33.0629	\$ 33.8895	\$ 34.7368	\$ 35.6052	\$ 36.4953
JUNIOR ENGINEERING AIDE	\$ 16.3084	\$ 16.7161	\$ 17.1340	\$ 17.5623	\$ 18.0014	\$ 18.4514	\$ 18.9127	\$ 19.3855	\$ 19.8701	\$ 20.3669
JUNIOR PLANNER	\$ 29.3084	\$ 30.0411	\$ 30.7922	\$ 31.5620	\$ 32.3510	\$ 33.1598	\$ 33.9888	\$ 34.8385	\$ 35.7095	\$ 36.6022
MAINTENANCE WORKER I	\$ 20.0521	\$ 20.5534	\$ 21.0672	\$ 21.5939	\$ 22.1337	\$ 22.6871	\$ 23.2543	\$ 23.8356	\$ 24.4315	\$ 25.0423
MAINTENANCE WORKER II	\$ 22.0573	\$ 22.6087	\$ 23.1739	\$ 23.7533	\$ 24.3471	\$ 24.9558	\$ 25.5797	\$ 26.2192	\$ 26.8746	\$ 27.5465
MANAGEMENT AIDE	\$ 17.4969	\$ 17.9343	\$ 18.3827	\$ 18.8422	\$ 19.3133	\$ 19.7961	\$ 20.2910	\$ 20.7983	\$ 21.3182	\$ 21.8512
MANAGEMENT ANALYST I	\$ 72,025.30	\$ 73,825.93	\$ 75,671.58	\$ 77,563.37	\$ 79,502.45	\$ 81,490.02	\$ 83,527.27	\$ 85,615.45	\$ 87,755.83	\$ 89,949.73
MANAGEMENT ANALYST II	\$ 79,227.83	\$ 81,208.52	\$ 83,238.74	\$ 85,319.70	\$ 87,452.70	\$ 89,639.01	\$ 91,879.99	\$ 94,176.99	\$ 96,531.41	\$ 98,944.70
OFFICE ASSISTANT	\$ 18.5090	\$ 18.9717	\$ 19.4460	\$ 19.9322	\$ 20.4305	\$ 20.9412	\$ 21.4648	\$ 22.0014	\$ 22.5514	\$ 23.1152

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
OPERATIONS MANAGER	\$ 108,913.43	\$ 111,636.27	\$ 114,427.17	\$ 117,287.85	\$ 120,220.05	\$ 123,225.55	\$ 126,306.19	\$ 129,463.84	\$ 132,700.44	\$ 136,017.95
PAYROLL SPECIALIST	\$ 34.6276	\$ 35.4933	\$ 36.3806	\$ 37.2901	\$ 38.2224	\$ 39.1779	\$ 40.1574	\$ 41.1613	\$ 42.1903	\$ 43.2451
PAYROLL TECHNICIAN	\$ 28.1346	\$ 28.8379	\$ 29.5589	\$ 30.2978	\$ 31.0553	\$ 31.8317	\$ 32.6275	\$ 33.4431	\$ 34.2792	\$ 35.1362
PLANNING MANAGER	\$ 108,913.43	\$ 111,636.27	\$ 114,427.17	\$ 117,287.85	\$ 120,220.05	\$ 123,225.55	\$ 126,306.19	\$ 129,463.84	\$ 132,700.44	\$ 136,017.95
PLANNING TECHNICIAN	\$ 25.1558	\$ 25.7847	\$ 26.4294	\$ 27.0901	\$ 27.7673	\$ 28.4615	\$ 29.1731	\$ 29.9024	\$ 30.6500	\$ 31.4162
POLICE COMMANDER	\$ 138,142.59	\$ 141,596.16	\$ 145,136.06	\$ 148,764.46	\$ 152,483.58	\$ 156,295.67	\$ 160,203.06	\$ 164,208.13	\$ 168,313.34	\$ 172,521.17
POLICE COMMUNICATIONS SUPERVISOR	\$ 81,005.80	\$ 83,030.94	\$ 85,106.72	\$ 87,234.38	\$ 89,415.24	\$ 91,650.62	\$ 93,941.89	\$ 96,290.44	\$ 98,697.70	\$ 101,165.14
POLICE LIEUTENANT	\$ 118,316.39	\$ 121,274.30	\$ 124,306.16	\$ 127,413.81	\$ 130,599.16	\$ 133,864.14	\$ 137,210.74	\$ 140,641.01	\$ 144,157.03	\$ 147,760.96
POLICE SERGEANT	\$ 43.0866	\$ 44.1637	\$ 45.2678	\$ 46.3995	\$ 47.5595	\$ 48.7485	\$ 49.9672	\$ 51.2164	\$ 52.4968	\$ 53.8092
PRINCIPAL ACCOUNTANT-AUDITOR	\$ 104,046.99	\$ 106,648.16	\$ 109,314.37	\$ 112,047.23	\$ 114,848.41	\$ 117,719.62	\$ 120,662.61	\$ 123,679.17	\$ 126,771.15	\$ 129,940.43
PRINCIPAL CIVIL ENGINEER	\$ 108,878.46	\$ 111,600.42	\$ 114,390.43	\$ 117,250.20	\$ 120,181.45	\$ 123,185.99	\$ 126,265.64	\$ 129,422.28	\$ 132,657.83	\$ 135,974.28
PRINCIPAL INFORMATION TECHNOLOGY ANALYST	\$ 104,046.99	\$ 106,648.16	\$ 109,314.37	\$ 112,047.23	\$ 114,848.41	\$ 117,719.62	\$ 120,662.61	\$ 123,679.17	\$ 126,771.15	\$ 129,940.43
PROGRAM ANALYST	\$ 33.5835	\$ 34.4231	\$ 35.2837	\$ 36.1658	\$ 37.0699	\$ 37.9967	\$ 38.9466	\$ 39.9202	\$ 40.9182	\$ 41.9412
PROGRAM ASSISTANT	\$ 20.3599	\$ 20.8689	\$ 21.3906	\$ 21.9254	\$ 22.4735	\$ 23.0353	\$ 23.6112	\$ 24.2015	\$ 24.8065	\$ 25.4267
RECEPTIONIST	\$ 14.8071	\$ 15.1773	\$ 15.5568	\$ 15.9457	\$ 16.3443	\$ 16.7529	\$ 17.1718	\$ 17.6010	\$ 18.0411	\$ 18.4921
SENIOR ACCOUNTANT-AUDITOR	\$ 95,667.60	\$ 98,059.29	\$ 100,510.77	\$ 103,023.54	\$ 105,599.13	\$ 108,239.11	\$ 110,945.08	\$ 113,718.71	\$ 116,561.68	\$ 119,475.72
SENIOR BUILDING INSPECTOR	\$ 36.5000	\$ 37.4125	\$ 38.3478	\$ 39.3065	\$ 40.2892	\$ 41.2964	\$ 42.3288	\$ 43.3870	\$ 44.4717	\$ 45.5835
SENIOR CIVIL/TRAFFIC ENGINEER	\$ 98,980.35	\$ 101,454.86	\$ 103,991.24	\$ 106,591.02	\$ 109,255.79	\$ 111,987.19	\$ 114,786.87	\$ 117,656.54	\$ 120,597.95	\$ 123,612.90
SENIOR INFORMATION TECHNOLOGY TECHNICIAN	\$ 33.6060	\$ 34.4462	\$ 35.3073	\$ 36.1900	\$ 37.0947	\$ 38.0221	\$ 38.9727	\$ 39.9470	\$ 40.9457	\$ 41.9693
SENIOR MAINTENANCE WORKER	\$ 25.3660	\$ 26.0002	\$ 26.6502	\$ 27.3164	\$ 27.9994	\$ 28.6993	\$ 29.4168	\$ 30.1522	\$ 30.9060	\$ 31.6787
SENIOR MANAGEMENT ANALYST	\$ 91,112.04	\$ 93,389.84	\$ 95,724.58	\$ 98,117.70	\$ 100,570.64	\$ 103,084.91	\$ 105,662.03	\$ 108,303.58	\$ 111,011.17	\$ 113,786.45
SENIOR OFFICE ASSISTANT	\$ 20.3599	\$ 20.8689	\$ 21.3906	\$ 21.9254	\$ 22.4735	\$ 23.0353	\$ 23.6112	\$ 24.2015	\$ 24.8065	\$ 25.4267
SENIOR PLANNER	\$ 82,429.29	\$ 84,490.02	\$ 86,602.27	\$ 88,767.33	\$ 90,986.51	\$ 93,261.18	\$ 95,592.71	\$ 97,982.52	\$ 100,432.09	\$ 102,942.89
SENIOR PLANNING TECHNICIAN	\$ 27.6714	\$ 28.3632	\$ 29.0723	\$ 29.7991	\$ 30.5441	\$ 31.3077	\$ 32.0904	\$ 32.8926	\$ 33.7149	\$ 34.5578
SENIOR TRAFFIC TECHNICIAN	\$ 29.8368	\$ 30.5827	\$ 31.3473	\$ 32.1310	\$ 32.9343	\$ 33.7576	\$ 34.6016	\$ 35.4666	\$ 36.3533	\$ 37.2621
SENIOR DATABASE AND APPLICATIONS ANALYST	\$ 46.7314	\$ 47.8997	\$ 49.0972	\$ 50.3246	\$ 51.5827	\$ 52.8723	\$ 54.1941	\$ 55.5489	\$ 56.9377	\$ 58.3611
STREETS & UTILITIES MAINTENANCE SUPERVISOR	\$ 91,112.04	\$ 93,389.84	\$ 95,724.58	\$ 98,117.70	\$ 100,570.64	\$ 103,084.91	\$ 105,662.03	\$ 108,303.58	\$ 111,011.17	\$ 113,786.45
SUPPORT SERVICES MANAGER	\$ 120,754.02	\$ 123,772.87	\$ 126,867.19	\$ 130,038.87	\$ 133,289.84	\$ 136,622.09	\$ 140,037.64	\$ 143,538.58	\$ 147,127.04	\$ 150,805.22
SUPPORT SERVICES SUPERVISOR	\$ 81,005.80	\$ 83,030.94	\$ 85,106.72	\$ 87,234.38	\$ 89,415.24	\$ 91,650.62	\$ 93,941.89	\$ 96,290.44	\$ 98,697.70	\$ 101,165.14
TRAFFIC & SIGNAL OPERATIONS SUPERVISOR	\$ 91,112.04	\$ 93,389.84	\$ 95,724.58	\$ 98,117.70	\$ 100,570.64	\$ 103,084.91	\$ 105,662.03	\$ 108,303.58	\$ 111,011.17	\$ 113,786.45

<b>Extra Help</b>	<b>Hourly Range Low</b>	<b>Hourly Range High</b>
ASSOCIATE ENGINEER - EXTRA HELP	\$ 35.8712	\$ 46.0585
CITY ENGINEER - EXTRA HELP	\$ 59.7235	\$ 76.6849
COMMUNITY SERVICES OFFICER - EXTRA HELP	\$ 20.2395	\$ 25.9875
DATA ENTRY ASSISTANT -E XTRA HELP	\$ 14.3100	\$ 18.3740
FACILITY ATTENDANT	\$ 15.8000	\$ 15.8000
FACILITY ATTENDANT TRAINEE	\$ 14.0000	\$ 14.0000
INTERN - EXTRA HELP	\$ 14.0000	\$ 14.0000
MANAGEMENT INTERN - EXTRA HELP	\$ 14.5081	\$ 18.6284
OFFICE ASSISTANT - EXTRA HELP	\$ 17.6494	\$ 22.6620
POLICE DISPATCHER-PER DIEM A	\$ 28.3135	\$ 28.3135
POLICE DISPATCHER-PER DIEM B	\$ 34.2675	\$ 34.2675
POLICE DISPATCHER-PER DIEM C	\$ 37.6944	\$ 37.6944
POLICE FLEET MANAGER- EXTRA HELP	\$ 49.9306	\$ 64.1110
POLICE OFFICER - RESERVE II-EXTRA HELP	\$ 14.0000	\$ 17.9760
POLICE OFFICER - RESERVE I-EXTRA HELP	\$ 33.3224	\$ 43.2014
POLICE OFFICER - R1 TRAINEE-EXTRA HELP	\$ 18.2000	\$ 19.4740
POLICE RECORDS ASSISTANT I - EXTRA HELP	\$ 20.0340	\$ 25.7236
POLICE RECORDS ASSISTANT II - EXTRA HELP	\$ 22.0375	\$ 28.2960
PROGRAM ANALYST - EXTRA HELP	\$ 32.0240	\$ 41.1188
PROPERTY CLERK - EXTRA HELP	\$ 19.2022	\$ 24.6556
SENIOR ACCOUNT-AUDITOR - EXTRA HELP	\$ 43.8582	\$ 56.3140
SENIOR POLICE RECORDS ASSISTANT -EXTRA HELP	\$ 24.2412	\$ 31.1256
VOLUNTEER COORDINATOR - EXTRA HELP	\$ 22.2635	\$ 28.5864

<b>Executive Management</b>	<b>Annual Range Low</b>	<b>Annual Range High</b>
ADMINISTRATIVE SERVICES DIRECTOR	142,858.65	188,933.27
ASSISTANT CITY MANAGER	157,146.77	207,826.60
CHIEF OF POLICE	174,506.21	230,787.26
COMMUNITY DEVELOPMENT DIRECTOR	142,858.65	188,933.27
COMMUNITY SERVICES DIRECTOR	150,003.73	198,379.93
FINANCE DIRECTOR	142,858.65	188,933.27
GENERAL SERVICES DIRECTOR	147,146.52	194,601.27

Citrus Heights Police Officers Association	Hourly Range Low	Hourly Range High
POLICE OFFICER	\$ 33.3224	\$ 43.2014

Citrus Heights Police Employees Association	Hourly Range Low	Hourly Range High
ANIMAL SERVICES OFFICER I	\$ 24.3088	\$ 31.2126
ANIMAL SERVICES OFFICER II	\$ 26.7396	\$ 34.3370
CODE ENFORCEMENT OFFICER I	\$ 24.3008	\$ 31.2126
CODE ENFORCEMENT OFFICER II	\$ 26.7396	\$ 34.3370
CODE ENFORCEMENT TECHNICIAN	\$ 22.0989	\$ 28.3750
COMMUNITY SERVICES OFFICER I	\$ 20.2395	\$ 25.9875
COMMUNITY SERVICES OFFICER II	\$ 22.2635	\$ 28.5864
CRIME SCENE / PROPERTY EVIDENCE SPECIALIST I	\$ 24.4393	\$ 31.3800
CRIME SCENE / PROPERTY EVIDENCE SPECIALIST II	\$ 26.8832	\$ 34.5179
POLICE CRIME ANALYST	\$ 29.5715	\$ 37.9698
POLICE DISPATCH ASSISTANT	\$ 19.0629	\$ 24.4768
POLICE DISPATCHER I *	\$ 26.6882	\$ 34.2675
POLICE DISPATCHER II *	\$ 29.3571	\$ 37.6944
POLICE RECORDS ASSISTANT I *	\$ 20.0340	\$ 25.7535
POLICE RECORDS ASSISTANT II *	\$ 22.0375	\$ 28.2960
SENIOR COMMUNITY SERVICES OFFICER	\$ 25.6030	\$ 32.8743
SENIOR ANIMAL SERVICES OFFICER	\$ 30.7496	\$ 39.4871
SENIOR CRIME SCENE / PROPERTY EVIDENCE SPECIALIST	\$ 29.5715	\$ 37.9698
SENIOR POLICE DISPATCHER *	\$ 32.2928	\$ 41.4638
SENIOR POLICE RECORDS ASSISTANT *	\$ 24.2412	\$ 31.1256
SENIOR CODE ENFORCEMENT OFFICER	\$ 29.4136	\$ 37.7671

\*Hourly rate based on 1872 annual hours

**CITY COUNCIL** \$600 per month (as outlined in Government Code § 36516)