

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION  
CLERICAL, TECHNICAL AND PROFESSIONAL UNIT**

**EXHIBIT "A-2"**

**NON-EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND HOURLY WAGE RATES**

Effective: August 23, 2020

Classification	Hourly Wage Rate - Salary Step					
	1	2	3	4	5	6
399 Cashier			\$13.23	\$13.89	\$14.59	\$15.31
383 Reprographics Technician I	\$13.29	\$13.96	\$14.65	\$15.39	\$16.16	\$16.96
398 Clerk I	\$13.80	\$14.49	\$15.21	\$15.97	\$16.77	\$17.61
397 Clerk II	\$15.26	\$16.03	\$16.83	\$17.67	\$18.55	\$19.48
917 Telecommunications Technician I	\$15.42	\$16.19	\$17.00	\$17.85	\$18.74	\$19.68
393 Account Clerk I	\$15.53	\$16.30	\$17.12	\$17.97	\$18.87	\$19.82
391 Data Entry Operator	\$15.53	\$16.30	\$17.12	\$17.97	\$18.87	\$19.82
384 Reprographics Technician II	\$15.53	\$16.30	\$17.12	\$17.97	\$18.87	\$19.82
390 Administrative Assistant I	\$16.74	\$17.57	\$18.45	\$19.38	\$20.34	\$21.36
373 Clerk III	\$16.74	\$17.57	\$18.45	\$19.38	\$20.34	\$21.36
374 Crime Analysis Technician	\$17.00	\$17.85	\$18.75	\$19.68	\$20.67	\$21.70
370 Account Clerk II	\$17.15	\$18.01	\$18.91	\$19.86	\$20.85	\$21.89
341 Development Services Technician I	\$17.41	\$18.28	\$19.20	\$20.16	\$21.16	\$22.22
369 Housing Technician	\$17.41	\$18.28	\$19.20	\$20.16	\$21.16	\$22.22
368 Parking Violation Officer	\$18.25	\$19.16	\$20.12	\$21.13	\$22.18	\$23.29
377 Administrative Assistant II	\$18.38	\$19.30	\$20.26	\$21.28	\$22.34	\$23.46
362 Accounting Specialist	\$18.46	\$19.38	\$20.35	\$21.37	\$22.44	\$23.56
363 Computer Support Specialist I	\$18.46	\$19.38	\$20.35	\$21.37	\$22.44	\$23.56
385 Reprographics Technician III	\$18.46	\$19.38	\$20.35	\$21.37	\$22.44	\$23.56
359 Police Records Technician I	<u>\$19.15</u>	<u>\$20.11</u>	<u>\$21.11</u>	<u>\$22.17</u>	<u>\$23.28</u>	<u>\$24.44</u>
565 Wastewater Plant Operator-in-Training				\$22.23	\$23.34	\$24.51
566 Water Plant Operator-in-Training				\$22.78	\$23.92	\$25.12
352 Development Services Technician II	\$19.98	\$20.98	\$22.03	\$23.13	\$24.28	\$25.50
348 Energy Services Rebate Specialist	\$20.05	\$21.05	\$22.11	\$23.21	\$24.37	\$25.59
357 Engineering Aid	\$20.05	\$21.05	\$22.11	\$23.21	\$24.37	\$25.59
969 Graphic Designer I	\$20.05	\$21.05	\$22.11	\$23.21	\$24.37	\$25.59
364 Executive Assistant I	\$20.18	\$21.19	\$22.25	\$23.36	\$24.53	\$25.75
351 Customer Service Representative	\$20.20	\$21.21	\$22.27	\$23.39	\$24.56	\$25.78
360 Executive Assistant II	\$21.06	\$22.11	\$23.22	\$24.38	\$25.60	\$26.88
<u>371 Police Records Technician II</u>	<u>\$21.12</u>	<u>\$22.17</u>	<u>\$23.28</u>	<u>\$24.44</u>	<u>\$25.67</u>	<u>\$26.95</u>
333 Utility Support Technician	\$21.26	\$22.33	\$23.44	\$24.61	\$25.84	\$27.14
361 Computer/Network Technician I	\$21.38	\$22.45	\$23.57	\$24.75	\$25.99	\$27.29
335 Crime Statistician	\$21.71	\$22.80	\$23.94	\$25.13	\$26.39	\$27.71
968 Graphic Designer II	\$22.11	\$23.21	\$24.37	\$25.59	\$26.87	\$28.22
356 Computer Support Specialist II	\$22.50	\$23.62	\$24.80	\$26.04	\$27.34	\$28.71
347 Development Services Technician III	\$22.50	\$23.62	\$24.80	\$26.04	\$27.34	\$28.71

Classification	1	2	3	4	5	6
332 Engineering Technician I	\$22.50	\$23.62	\$24.80	\$26.04	\$27.34	\$28.71
367 Telecommunications Technician II	\$22.50	\$23.62	\$24.80	\$26.04	\$27.34	\$28.71
358 Business License Specialist	\$22.84	\$23.98	\$25.18	\$26.44	\$27.76	\$29.15
372 Fire Prevention Specialist	\$22.84	\$23.98	\$25.18	\$26.44	\$27.76	\$29.15
355 Housing Specialist I	\$22.84	\$23.98	\$25.18	\$26.44	\$27.76	\$29.15
392 Records Specialist I	\$22.84	\$23.98	\$25.18	\$26.44	\$27.76	\$29.15
331 Computer Support Specialist III	\$24.13	\$25.33	\$26.60	\$27.93	\$29.32	\$30.79
320 Computer/Network Technician II	\$24.74	\$25.98	\$27.28	\$28.64	\$30.08	\$31.58
323 Housing Specialist II	\$24.78	\$26.02	\$27.32	\$28.68	\$30.12	\$31.62
329 Wastewater Laboratory Technician Grade II	\$24.78	\$26.02	\$27.32	\$28.68	\$30.12	\$31.62
319 Building Inspector	\$24.88	\$26.12	\$27.43	\$28.80	\$30.24	\$31.75
324 Neighborhood Preservation Officer	\$24.88	\$26.12	\$27.43	\$28.80	\$30.24	\$31.75
<u>394 Records Specialist II</u>	<u>\$25.15</u>	<u>\$26.41</u>	<u>\$27.73</u>	<u>\$29.12</u>	<u>\$30.57</u>	<u>\$32.10</u>
334 Engineering Technician II	\$25.39	\$26.66	\$27.99	\$29.39	\$30.86	\$32.41
518 Wastewater Laboratory Technician Grade III	\$25.39	\$26.66	\$27.99	\$29.39	\$30.86	\$32.41
328 GIS Analyst I	\$25.91	\$27.21	\$28.57	\$30.00	\$31.50	\$33.07
577 Wastewater Plant Operator - Grade II	\$26.23	\$27.54	\$28.92	\$30.37	\$31.88	\$33.48
579 Water Plant Operator - T-3 (D-2)	\$26.25	\$27.56	\$28.94	\$30.38	\$31.90	\$33.50
321 Public Works Inspector	\$26.66	\$28.00	\$29.39	\$30.86	\$32.41	\$34.03
567 Wastewater Plant Operator - Grade III	\$26.89	\$28.23	\$29.64	\$31.12	\$32.68	\$34.32
571 Water Plant Operator - T-4 (D-3)	\$26.90	\$28.25	\$29.66	\$31.14	\$32.70	\$34.34
573 Senior Wastewater Laboratory Technician	\$27.19	\$28.55	\$29.97	\$31.47	\$33.05	\$34.70
569 Wastewater Plant Operator - Grade IV	\$27.56	\$28.94	\$30.38	\$31.90	\$33.50	\$35.17
575 Water Plant Operator - T-5 (D-4)	\$27.58	\$28.95	\$30.40	\$31.92	\$33.52	\$35.19
534 Senior Wastewater Laboratory Technician Grade IV	\$27.87	\$29.26	\$30.72	\$32.26	\$33.87	\$35.57
572 Wastewater Plant Operator - Grade V	\$28.25	\$29.66	\$31.14	\$32.70	\$34.34	\$36.05
330 GIS Analyst II	\$28.57	\$30.00	\$31.50	\$33.07	\$34.72	\$36.46
317 Computer/Network Technician III	\$29.44	\$30.92	\$32.46	\$34.09	\$35.79	\$37.58
553 Senior Water Plant Operator - T-4 (D-3)	\$30.72	\$32.26	\$33.87	\$35.57	\$37.35	\$39.21
552 Senior Wastewater Plant Operator - Grade III	\$30.82	\$32.37	\$33.98	\$35.68	\$37.47	\$39.34
592 Senior Water Plant Operator - T-5 (D-4)	\$31.49	\$33.07	\$34.72	\$36.46	\$38.28	\$40.19
576 Senior Wastewater Plant Operator - Grade IV	\$31.60	\$33.17	\$34.83	\$36.58	\$38.40	\$40.32
525 Working Supervisor - Water Plant - T-4/T-5 (D-3/D-4)					\$39.20	\$41.16
520 Working Supervisor-Wastewater Plant - Grade III					\$39.32	\$41.29
589 Senior Wastewater Plant Operator - Grade V	\$32.39	\$34.00	\$35.70	\$37.49	\$39.36	\$41.33
595 Working Supervisor - Water Plant - T-5 (D-4)					\$40.18	\$42.19
593 Working Supervisor-Wastewater Plant - Grade IV					\$40.31	\$42.32
594 Working Supervisor-Wastewater Plant - Grade V					\$41.31	\$43.38

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.