



**CITY OF REDDING**

777 CYPRESS AVENUE, REDDING, CA 96001

P.O. Box 496071, REDDING, CA 96049-6071

**PERSONNEL DEPARTMENT**

530.225.4065 PERSONNEL

530.225.4062 FAX

July 30, 2020

Michelle Kempley  
Redding Independent Employees' Organization  
1800 Park Marina Dr.  
Redding, CA 96001

RE: Side Letter of Agreement between the City of Redding and RIEO CTP and Supervisory/Confidential Units relative to Wage Rate Changes and New Classification Series for System Administrator and Network Administrator

Dear Michelle,

The purpose of this letter is to codify the agreement between the City of Redding and RIEO regarding wage rate changes and creation of a series for classification the classifications of System Administrator and Network Administrator.

Enclosed are the agreed upon classification specifications, and Exhibits A and B Schedules of Classifications and Wage Rates/Ranges.

If this is consistent with your understanding, please sign and date this letter. Retain a copy of the letter for your records, and return the original letter to me.

Sincerely,

A handwritten signature in black ink that reads "Sheri DeMaagd". The signature is written in a cursive, flowing style.

Sheri DeMaagd  
Assistant City Manager/Personnel Director

The Union concurs with the above:

A handwritten signature in black ink that reads "Michelle Kempley". The signature is written in a cursive, flowing style.  
Michelle Kempley, RIEO

Date August 11, 2020

c: City Council  
Barry Tippin, City Manager  
Tony Van Boekel, Director of Information Technology

Enclosures

**CITY OF REDDING**  
**EXECUTIVE MANAGEMENT PAY-FOR-PERFORMANCE SALARY PLAN**  
Effective: July 26, 2020

<b>Job Code</b>	<b>Title</b>	<b>Monthly Salary Range</b>	
96	City Clerk (Elected Official)	NO RANGE	\$600
97	City Treasurer (Elected Official)	NO RANGE	\$600
30	Director of Electric Utility	\$10,543	– \$16,939
31	Assistant Director of Electric Utility	\$10,189	– \$16,087
35	Chief of Police	\$9,349	– \$14,776
84	Electric Manager - Engineering	\$9,166	– \$14,471
86	Electric Manager - Resources	\$8,999	– \$14,208
76	Electric Manager - Power Production	\$8,999	– \$14,208
77	Electric Manager - Line	\$8,749	– \$13,814
12	Assistant City Manager	\$8,728	– \$13,783
83	Electric Manager - Engineering (E&O)	\$9,744	– \$13,768
69	Electric Manager - Financial	\$8,332	– \$13,156
20	Director of Public Works	\$8,332	– \$13,156
40	Fire Chief	\$8,077	– \$12,785
78	Electric Program Supervisor - Line	\$7,808	– \$12,334
87	Senior Electrical Engineer	\$7,807	– \$12,326
81	Electric Manager	\$7,734	– \$12,212
59	Electric Program Supervisor - Power Production	\$7,734	– \$12,212
94	<del>Director of Information Technology</del> <u>Chief Information Officer</u>	<u>\$7,734</u>	<u>– \$12,212</u>
43	Director of Development Services	\$7,663	– \$12,098
52	Director of Community Services	\$7,615	– \$12,025
88	Electric Program Supervisor - Energy Management	\$7,435	– \$11,745
58	Electric Program Supervisor - Operational Technology	\$7,435	– \$11,745
155	Electric Utility Project Coordinator	\$7,289	– \$11,580
64	Director of Finance	\$6,960	– \$11,540
108	Electrical Engineer	\$7,297	– \$11,527
80	Electric Program Supervisor - Substations	\$7,297	– \$11,527
134	Assistant City Attorney II	\$7,293	– \$11,517
18	Deputy City Manager	\$7,293	– \$11,517
53	Support Services Director	\$7,293	– \$11,517
42	Deputy Fire Chief	\$6,819	– \$11,162
89	Electric Program Supervisor - Service Planning	\$7,022	– \$11,092
82	Electric Program Supervisor	\$7,022	– \$11,092
192	Electric Utility Operational Technology Engineer	\$6,657	– \$10,578
116	Electric Utility Resource Planner	\$6,657	– \$10,578
65	Personnel Director	\$6,637	– \$10,480
106	Assistant Director of Public Works	\$6,547	– \$10,350
60	Finance Officer	\$6,394	– \$10,158
71	Assistant Director of Development Services/Building Official	\$6,419	– \$10,147
111	Assistant Director of Development Services/City Engineer	\$6,419	– \$10,147
138	Planning /Community Development Manager	\$6,419	– \$10,147
110	Electric Utility Engineer	\$6,340	– \$10,075
135	Assistant City Attorney I	\$6,378	– \$10,072
93	Deputy Director of Public Works	\$6,197	– \$9,934
182	Geographic Information Systems Manager	<u>\$6,473</u>	<u>– \$9,703</u>
126	Battalion Chief/Division Chief	\$6,074	– \$9,615
133	Battalion Chief Shift	\$6,074	– \$9,615

<b>Job Code</b>	<b>Title</b>	<b>Monthly Salary Range</b>		
252	Municipal Utilities Manager	\$5,902	–	\$9,460
127	Building Official	\$5,836	–	\$9,260
<u>54</u>	<u>Cyber Security Officer</u>	<u>\$6,567</u>		<u>\$9,241</u>
131	Economic Development Director	\$5,767	–	\$9,149
70	Information Technology Manager	\$5,763	–	\$9,145
112	Assistant City Engineer	\$5,753	–	\$9,140
72	Environmental Compliance Manager	\$5,617	–	\$8,912
74	Construction Manager	\$6,217	–	\$8,748
195	Electric Utility Associate Resource Planner	\$5,436	–	\$8,628
103	Housing Manager	\$5,415	–	\$8,591
107	Energy Services Account Manager	\$5,360	–	\$8,505
113	Electric Utility Field Foreman	\$5,283	–	\$8,423
257	Power Plant Supervisor	\$5,283	–	\$8,423
249	Field Foreman-Electrical Technician	\$5,262	–	\$8,350
151	Deputy City Attorney	\$5,231	–	\$8,302
125	Street Maintenance Superintendent	\$5,231	–	\$8,302
121	Electric Utility Engineering Associate	\$5,177	–	\$8,217
248	Customer Services Operations Manager	\$5,119	–	\$8,123
122	Electric Utility Information Systems and Mapping Supervisor	\$5,103		\$8,097
98	Administrator - Office of City Clerk	\$5,024	–	\$7,996
99	Administrator - Office of City Treasurer	\$5,024	–	\$7,996
92	Parks & Facilities Manager	\$5,021	–	\$7,985
95	Personnel Manager	\$5,021	–	\$7,985
164	Assistant Fire Marshal	\$5,020	–	\$7,969
51	Communication Manager	\$5,012		\$7,953
75	Airports Manager	\$5,012	–	\$7,953
73	Permit Center Manager	\$5,012	–	\$7,953
105	Assistant Finance Officer	\$4,834	–	\$7,672
136	Electric Utility Engineering Assistant II	\$4,724	–	\$7,497
90	Risk Manager	\$4,680	–	\$7,426
102	Convention Center and Visitors Bureau Manager	\$4,650	–	\$7,379
85	Director of Utilities/Customer Services	\$4,650	–	\$7,379
56	Senior Personnel Analyst	\$4,457	–	\$7,073
212	Electric Utility Supervising Arborist	\$4,352	–	\$6,941
152	Financial Management Specialist	\$4,381	–	\$6,933
165	Parks Superintendent	\$4,381	–	\$6,933
169	Recreation Superintendent	\$4,381	–	\$6,933
259	Maintenance Planner/Materials Coordinator	\$4,381	–	\$6,933
209	Assistant Airports Manager	\$4,341	–	\$6,906
150	Electric Utility Engineering Assistant I	\$4,268	–	\$6,808
166	Purchasing Officer	\$4,247	–	\$6,774
123	Electric Utility Manager-Customer Contact	\$4,196	–	\$6,690
79	Tourism Officer	\$4,185	–	\$6,674
130	Fleet Manager	\$4,114	–	\$6,558
175	Management Assistant to the City Manager	\$4,114	–	\$6,558
185	Police Services Manager	\$4,114	–	\$6,558
156	Police Administrative Supervisor	\$4,002	–	\$6,383
245	Executive Assistant to the City Manager	\$3,513	–	\$5,603
109	Reprographics Manager	\$3,145	–	\$5,015

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION  
CLERICAL, TECHNICAL AND PROFESSIONAL UNIT  
EXHIBIT "A-2"**

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

Effective: July 26, 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
359 Police Records Technician	\$18.41	\$19.33	\$20.30	\$21.31	\$22.38	\$23.50
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
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
333 Utility Support Technician	\$21.26	\$22.33	\$23.44	\$24.61	\$25.84	\$27.14
361 Computer/Network Technician I	<u>\$21.38</u>	<u>\$22.45</u>	<u>\$23.57</u>	<u>\$24.75</u>	<u>\$25.99</u>	<u>\$27.29</u>
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
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

Classification	1	2	3	4	5	6
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	\$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	<u>\$24.74</u>	<u>\$25.98</u>	<u>\$27.28</u>	<u>\$28.64</u>	<u>\$30.08</u>	<u>\$31.58</u>
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
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	<u>\$25.91</u>	<u>\$27.21</u>	<u>\$28.57</u>	<u>\$30.00</u>	<u>\$31.50</u>	<u>\$33.07</u>
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	<u>\$28.57</u>	<u>\$30.00</u>	<u>\$31.50</u>	<u>\$33.07</u>	<u>\$34.72</u>	<u>\$36.46</u>
317 Computer/Network Technician III	<u>\$29.44</u>	<u>\$30.92</u>	<u>\$32.46</u>	<u>\$34.09</u>	<u>\$35.79</u>	<u>\$37.58</u>
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.

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION  
SUPERVISORY/CONFIDENTIAL UNIT  
EXHIBIT "B-1"**

**EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND SALARY RANGES**

Effective: July 26, 2020

Classification	Monthly Salary Rates - Salary Steps							
	1	2	3	4	5	6	7	8
216 City Surveyor	\$6,637	\$6,969	\$7,318	\$7,683	\$8,068	\$8,471	\$8,895	\$9,339
124 Project Coordinator	\$6,637	\$6,969	\$7,318	\$7,683	\$8,068	\$8,471	\$8,895	\$9,339
176 Information Technology Supervisor	<u>\$6,567</u>	<u>\$6,896</u>	<u>\$7,241</u>	<u>\$7,603</u>	<u>\$7,983</u>	<u>\$8,382</u>	<u>\$8,801</u>	<u>\$9,241</u>
221 Permit Center Supervisor	\$6,226	\$6,538	\$6,864	\$7,208	\$7,568	\$7,946	\$8,344	\$8,761
222 Development Services Supervisor	\$6,226	\$6,538	\$6,864	\$7,208	\$7,568	\$7,946	\$8,344	\$8,761
<u>200 Network Administrator II</u>	<u>\$6,123</u>	<u>\$6,429</u>	<u>\$6,750</u>	<u>\$7,088</u>	<u>\$7,442</u>	<u>\$7,814</u>	<u>\$8,205</u>	<u>\$8,615</u>
<u>201 Systems Administrator II</u>	<u>\$6,123</u>	<u>\$6,429</u>	<u>\$6,750</u>	<u>\$7,088</u>	<u>\$7,442</u>	<u>\$7,814</u>	<u>\$8,205</u>	<u>\$8,615</u>
183 Public Works Supervisor - Water	\$6,027	\$6,328	\$6,644	\$6,977	\$7,326	\$7,692	\$8,076	\$8,480
596 P/W Supervisor Wastewater-Grade V	\$5,916	\$6,211	\$6,522	\$6,848	\$7,190	\$7,550	\$7,927	\$8,324
174 Systems Analyst/Programmer III	<u>\$5,906</u>	<u>\$6,202</u>	<u>\$6,512</u>	<u>\$6,837</u>	<u>\$7,179</u>	<u>\$7,538</u>	<u>\$7,915</u>	<u>\$8,311</u>
597 P/W Supervisor Wastewater-Grade IV	\$5,781	\$6,070	\$6,374	\$6,692	\$7,027	\$7,378	\$7,747	\$8,135
153 Telecommunications Manager	\$5,613	\$5,894	\$6,188	\$6,498	\$6,823	\$7,164	\$7,522	\$7,898
196 Database Administrator	<u>\$5,553</u>	<u>\$5,831</u>	<u>\$6,122</u>	<u>\$6,429</u>	<u>\$6,750</u>	<u>\$7,088</u>	<u>\$7,442</u>	<u>\$7,814</u>
142 Network Administrator I	<u>\$5,553</u>	<u>\$5,831</u>	<u>\$6,122</u>	<u>\$6,429</u>	<u>\$6,750</u>	<u>\$7,088</u>	<u>\$7,442</u>	<u>\$7,814</u>
143 Systems Administrator I	<u>\$5,553</u>	<u>\$5,831</u>	<u>\$6,122</u>	<u>\$6,429</u>	<u>\$6,750</u>	<u>\$7,088</u>	<u>\$7,442</u>	<u>\$7,814</u>
173 Housing Program Supervisor	\$5,465	\$5,738	\$6,025	\$6,327	\$6,643	\$6,975	\$7,324	\$7,690
168 Public Works Supervisor	\$5,378	\$5,647	\$5,929	\$6,226	\$6,537	\$6,864	\$7,207	\$7,567
211 Code Enforcement Supervisor	\$5,360	\$5,628	\$5,909	\$6,205	\$6,515	\$6,841	\$7,183	\$7,542
161 Inspection Services Supervisor	\$5,360	\$5,628	\$5,909	\$6,205	\$6,515	\$6,841	\$7,183	\$7,542
229 Systems Analyst/Programmer II	<u>\$5,357</u>	<u>\$5,625</u>	<u>\$5,906</u>	<u>\$6,202</u>	<u>\$6,512</u>	<u>\$6,837</u>	<u>\$7,179</u>	<u>\$7,538</u>
171 Senior Accountant	\$5,289	\$5,553	\$5,831	\$6,123	\$6,429	\$6,750	\$7,088	\$7,442
144 Technical Services Supervisor	\$5,239	\$5,501	\$5,776	\$6,065	\$6,368	\$6,687	\$7,021	\$7,372
598 Wastewater Compliance Coordinator	\$5,210	\$5,470	\$5,744	\$6,031	\$6,333	\$6,649	\$6,982	\$7,331
170 Water Conservation Specialist	\$5,011	\$5,262	\$5,525	\$5,801	\$6,091	\$6,396	\$6,716	\$7,052
149 Water Systems Specialist (D3/D4)	\$5,011	\$5,262	\$5,525	\$5,801	\$6,091	\$6,396	\$6,716	\$7,052
147 Utility Field Services Supervisor	\$4,941	\$5,188	\$5,448	\$5,720	\$6,006	\$6,307	\$6,622	\$6,953
160 Facility Supervisor	\$4,941	\$5,188	\$5,448	\$5,720	\$6,006	\$6,307	\$6,622	\$6,953
157 Fleet Shop Supervisor	\$4,941	\$5,188	\$5,448	\$5,720	\$6,006	\$6,307	\$6,622	\$6,953
187 Assistant City Clerk	\$4,918	\$5,164	\$5,423	\$5,694	\$5,978	\$6,277	\$6,591	\$6,921
188 Deputy City Treasurer	\$4,918	\$5,164	\$5,423	\$5,694	\$5,978	\$6,277	\$6,591	\$6,921
228 Systems Analyst/Programmer I	<u>\$4,859</u>	<u>\$5,102</u>	<u>\$5,357</u>	<u>\$5,625</u>	<u>\$5,906</u>	<u>\$6,201</u>	<u>\$6,511</u>	<u>\$6,837</u>
145 NPDES Coordinator	\$4,686	\$4,920	\$5,166	\$5,424	\$5,695	\$5,980	\$6,279	\$6,593
232 Management Analyst II	\$4,652	\$4,884	\$5,128	\$5,385	\$5,654	\$5,937	\$6,234	\$6,545
235 Crime Analyst	\$4,646	\$4,878	\$5,122	\$5,378	\$5,647	\$5,930	\$6,226	\$6,538
215 Personnel Analyst II	\$4,646	\$4,878	\$5,122	\$5,378	\$5,647	\$5,930	\$6,226	\$6,538
237 Customer Service Supervisor	\$4,627	\$4,859	\$5,102	\$5,357	\$5,625	\$5,906	\$6,201	\$6,511
213 Engineering Technician III	\$4,608	\$4,838	\$5,080	\$5,334	\$5,601	\$5,881	\$6,175	\$6,484
210 Senior Housing Specialist	\$4,598	\$4,827	\$5,069	\$5,322	\$5,588	\$5,868	\$6,161	\$6,469
186 Police Services Supervisor	\$4,237	\$4,448	\$4,671	\$4,904	\$5,150	\$5,407	\$5,677	\$5,961

Classification	Monthly Salary Rates - Salary Steps							
	1	2	3	4	5	6	7	8
224 Recreation Supervisor II	\$4,163	\$4,371	\$4,589	\$4,819	\$5,060	\$5,313	\$5,578	\$5,857
217 Workflow Coordinator	\$4,060	\$4,263	\$4,476	\$4,700	\$4,935	\$5,182	\$5,441	\$5,713
214 Personnel Analyst I	\$4,031	\$4,232	\$4,444	\$4,666	\$4,899	\$5,144	\$5,402	\$5,672
193 Recreation Supervisor I	\$3,832	\$4,024	\$4,225	\$4,436	\$4,658	\$4,891	\$5,136	\$5,392
242 Box Office Supervisor	\$3,813	\$4,004	\$4,204	\$4,414	\$4,635	\$4,867	\$5,110	\$5,366
241 Office Services Supervisor	\$3,777	\$3,966	\$4,165	\$4,373	\$4,592	\$4,821	\$5,062	\$5,315
250 Executive Assistant to Assistant City Manager	\$3,777	\$3,966	\$4,165	\$4,373	\$4,592	\$4,821	\$5,062	\$5,315

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

\* Revised salary schedule reflects Unit Mod to UPEC.

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION  
CLERICAL, TECHNICAL AND PROFESSIONAL UNIT  
EXHIBIT "B-2"**

**EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND SALARY RANGES**

Effective: July 26, 2020

Classification	Monthly Salary Rates – Salary Steps							
	1	2	3	4	5	6	7	8
118 Associate Civil Engineer	\$6,260	\$6,573	\$6,902	\$7,247	\$7,609	\$7,989	\$8,389	\$8,808
119 Senior Planner	\$6,260	\$6,573	\$6,902	\$7,247	\$7,609	\$7,989	\$8,389	\$8,808
146 Senior Community Project Coordinator	\$6,260	\$6,573	\$6,902	\$7,247	\$7,609	\$7,989	\$8,389	\$8,808
223 Plan Check Engineer	\$5,935	\$6,232	\$6,543	\$6,870	\$7,214	\$7,575	\$7,953	\$8,351
132 Traffic Engineer/Planner	\$5,935	\$6,232	\$6,543	\$6,870	\$7,214	\$7,575	\$7,953	\$8,351
174 Systems Analyst/Programmer III	<u>\$5,906</u>	<u>\$6,202</u>	<u>\$6,512</u>	<u>\$6,837</u>	<u>\$7,179</u>	<u>\$7,538</u>	<u>\$7,915</u>	<u>\$8,311</u>
140 Associate Environmental Specialist	\$5,635	\$5,917	\$6,213	\$6,524	\$6,850	\$7,192	\$7,552	\$7,930
141 Associate Planner	\$5,635	\$5,917	\$6,213	\$6,524	\$6,850	\$7,192	\$7,552	\$7,930
158 Associate Community Project Coordinator	\$5,635	\$5,917	\$6,213	\$6,524	\$6,850	\$7,192	\$7,552	\$7,930
178 Transportation Planner	\$5,635	\$5,917	\$6,213	\$6,524	\$6,850	\$7,192	\$7,552	\$7,930
229 Systems Analyst/Programmer II	<u>\$5,357</u>	<u>\$5,625</u>	<u>\$5,906</u>	<u>\$6,202</u>	<u>\$6,512</u>	<u>\$6,837</u>	<u>\$7,179</u>	<u>\$7,538</u>
139 Senior GIS Analyst	<u>\$5,317</u>	<u>\$5,582</u>	<u>\$5,862</u>	<u>\$6,155</u>	<u>\$6,462</u>	<u>\$6,785</u>	<u>\$7,125</u>	<u>\$7,481</u>
163 Assistant Engineer	\$5,239	\$5,501	\$5,776	\$6,065	\$6,368	\$6,687	\$7,021	\$7,372
167 Safety Specialist	\$5,210	\$5,470	\$5,744	\$6,031	\$6,333	\$6,649	\$6,982	\$7,331
148 Senior Fire Protection Plans Examiner	\$5,210	\$5,470	\$5,744	\$6,031	\$6,333	\$6,649	\$6,982	\$7,331
162 Senior Plan Checker	\$5,210	\$5,470	\$5,744	\$6,031	\$6,333	\$6,649	\$6,982	\$7,331
206 Industrial Waste Analyst Grade III	\$5,065	\$5,318	\$5,584	\$5,863	\$6,156	\$6,464	\$6,787	\$7,127
205 Industrial Waste Analyst Grade II	\$4,941	\$5,188	\$5,448	\$5,720	\$6,006	\$6,307	\$6,622	\$6,953
228 Systems Analyst/Programmer I	<u>\$4,859</u>	<u>\$5,102</u>	<u>\$5,357</u>	<u>\$5,625</u>	<u>\$5,906</u>	<u>\$6,201</u>	<u>\$6,511</u>	<u>\$6,837</u>
177 Assistant Planner	\$4,676	\$4,910	\$5,155	\$5,413	\$5,684	\$5,968	\$6,266	\$6,579
159 Assistant Community Project Coordinator	\$4,676	\$4,910	\$5,155	\$5,413	\$5,684	\$5,968	\$6,266	\$6,579
234 Plans Examiner	\$4,676	\$4,910	\$5,155	\$5,413	\$5,684	\$5,968	\$6,266	\$6,579
325 Landscape Planning Specialist	\$4,669	\$4,903	\$5,148	\$5,405	\$5,676	\$5,959	\$6,257	\$6,570
154 Accountant II	\$4,652	\$4,884	\$5,128	\$5,385	\$5,654	\$5,937	\$6,234	\$6,545
232 Management Analyst II	\$4,652	\$4,884	\$5,128	\$5,385	\$5,654	\$5,937	\$6,234	\$6,545
204 Senior Building Inspector	\$4,652	\$4,884	\$5,128	\$5,385	\$5,654	\$5,937	\$6,234	\$6,545
233 Survey Party Chief	\$4,623	\$4,854	\$5,097	\$5,352	\$5,619	\$5,900	\$6,195	\$6,505
198 Communication Marketing Coordinator	\$4,623	\$4,854	\$5,097	\$5,352	\$5,619	\$5,900	\$6,195	\$6,505
239 Senior Buyer	\$4,560	\$4,788	\$5,028	\$5,279	\$5,543	\$5,820	\$6,111	\$6,417
199 Accountant I	\$4,037	\$4,238	\$4,450	\$4,673	\$4,907	\$5,152	\$5,409	\$5,680
231 Management Analyst I	\$4,037	\$4,238	\$4,450	\$4,673	\$4,907	\$5,152	\$5,409	\$5,680
238 Buyer	\$3,959	\$4,157	\$4,365	\$4,584	\$4,813	\$5,053	\$5,306	\$5,571
189 Contract Compliance Technician	\$3,808	\$3,999	\$4,199	\$4,409	\$4,629	\$4,860	\$5,103	\$5,359
191 Convention Sales Representative	\$3,808	\$3,999	\$4,199	\$4,409	\$4,629	\$4,860	\$5,103	\$5,359
908 Technical Director	\$3,808	\$3,999	\$4,199	\$4,409	\$4,629	\$4,860	\$5,103	\$5,359
190 Tourism Development Representative	\$3,808	\$3,999	\$4,199	\$4,409	\$4,629	\$4,860	\$5,103	\$5,359
220 Coordinator of Volunteers	\$3,507	\$3,683	\$3,867	\$4,060	\$4,263	\$4,476	\$4,700	\$4,935
197 Energy Conservation Specialist	\$3,507	\$3,683	\$3,867	\$4,060	\$4,263	\$4,476	\$4,700	\$4,935

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

DEFINITION:

Under general direction to maintain the Windows Server environment including the operating system and utility software; assist programming personnel with new features; provide the daily supervision of operation staff and provide technical development, maintenance, and security application server systems and operations.

DISTINGUISHING CHARACTERISTICS:

This classification is responsible for the daily operations and security of the City's Windows Servers. This includes, but is not limited to, system security, user access, system communications and hardware attachment. This position will work closely with Computer Network Technicians and Network Administrators to provide as stable and seamless a network as possible. Incumbents in this classification may function in a lead capacity. Incumbents in this class may be advanced to the System Administrator II level upon meeting the requirements of that classification, completing a minimum of two years of satisfactory performance as a System Administrator I, in a full-time position or equivalent service, with the City of Redding, and upon the recommendation of the Department Director

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties. Not all duties listed are necessarily performed by each individual in the classification.

1. Provide assistance on day-to-day operations.

Measures: Provides effective guidance, leadership and technical expertise.

2. Supervise and maintain system security.

Measures: Only authorized users have access to the system.

3. Resolve user problems.

Measures: Prompt response and solutions to problems when they occur.

4. Establish communication links between remote devices and other systems.

Measures: Timely installation of communication links.

5. Maintain back-up/recovery procedures.

Measures: System and user files are regularly backed up, verified and tested in order to provide recovery in case of failure.

6. Monitor system performance.

Measures: Review of response time.

7. Perform server, application tuning and programming.

Measures: Enhances operations and user access.

8. Develop, assign, and assist in Help Desk training.

Measures: Help Desk personnel are trained in the operation and recovery of common user and equipment problems.

9. Assign, coordinate and oversee network and PC personnel and/or other personnel as assigned.

Measures: Provides effective guidance, leadership and technical expertise. Assigns and monitors progress of work assigned. Provides appropriate input on employee performance reviews.

10. Perform other duties as assigned within the scope of the job classification.

## QUALIFICATIONS:

### Knowledge of:

VMWare, Hyper-V, backup software, storage concepts, operating systems and functions; communications principles; hardware configuration; and system performance characteristics; system security; effective supervisory principles and practices; and effective customer service skills and techniques.

### Ability to:

Interact effectively with the public and employees; be able to maintain an effective and cooperative team; configure and trouble-shoot system hardware, storage, operating systems, and personal computer and peripheral equipment; install and optimize client/user software and personal computer software; plan, assign, coordinate and oversee the work of others; comprehend personal computer software and application manuals; prepare clear, complete and concise reports; and effectively communicate both orally and in writing. Work independently and/or with minimal direction from supervisors.

### Education:

Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a Bachelor's degree from an accredited

college or university, or equivalent in Computer Science, or equivalent combination of college, certifications, and work experience.

Experience:

Typical experience would include three years relevant experience in Information Systems, one year of which shall have been in a lead capacity.

Special Requirements:

Possession of the appropriate California driver's license, or the ability to acquire one within ten days of appointment.

This position will require some work to be performed after normal working hours and is subject to being on call to solve system problems, provide back-up for staff, etc.

EST 10/99  
REV 6/01  
REV 2/11  
Rev 6/13  
Rev 6/2020

DEFINITION:

Under general direction to maintain the Windows Server environment including the operating system and utility software; assist programming personnel with new features; provide the daily supervision of operations staff; and provide technical development and maintenance of security systems and operations.

DISTINGUISHING CHARACTERISTICS:

System Administrator II is the journey level classification in the System Administrator series. Incumbents are responsible for the daily operations and security of the City's Windows Servers. This includes, but is not limited to, system security, user access, system communications and hardware attachment. This position will work closely with the Computer Network Technicians and Network Administrators to provide as stable and seamless a network as possible.

EXAMPLES OF DUTIES:

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties. Not all duties listed are necessarily performed by each individual in the classification.

1. Function in a lead capacity in overseeing day-to-day operations.

Measures: Provides effective guidance, leadership and technical expertise.

2. Supervise and maintain system security.

Measures: Only authorized users have access to the system.

3. Resolve user problems.

Measures: Prompt response and solutions to problems when they occur.

4. Establish communication links between remote devices and other systems.

Measures: Timely installation of communication links.

5. Design, develop, documentation and maintain backup and restoration procedures

Measures: System and user files are backed up in order to provide recovery in case of failure.

6. Monitor system performance.

Measures: Review of response time.

7. Perform server, application tuning and programming

Measures: Enhances operations and user access.

8. Develop, assign, and assist in Help Desk training.

Measures: Help Desk personnel are trained in the operation and recovery of common user and equipment problems.

9. Plan, coordinate, assign and oversee the work of lower level staff. Provide input on employee performance reviews. Provide support for staff during leaves, i.e., vacation, sick, etc., and during heavy or peak workloads.

Measures: Effectively assigns the work and monitors progress.

10. Develops new system and application implementation plans, custom scripts and testing procedures to ensure operational reliability, Trains staff on how to use new software and hardware developed and/or acquired.

Measures: Document plans, scripts, testing, and training material on an ongoing basis.

11. Manages the data center and computer systems including hardware, software and equipment.

Measures: Maintain accurate information regarding hardware, software, and equipment. Provide end of life and lifecycle recommendations to respective supervisor and/or Director.

12. Provides guidelines and methods for installation and management of computer operating systems, disk arrays, tape libraries and other components.

Measures: Document and manage installation guidelines and procedures for operating systems, backups and other components.

13. Maintain security systems from unauthorized use and user abuse.

Measures: Ensure permissions are set and verified/updated as needed. Monitor any abnormal activity on systems.

14. Perform other duties as assigned within the scope of the job classification.

## QUALIFICATIONS:

### Knowledge of:

VMWare and Windows operation and functions; communications principles; hardware configuration; and system performance characteristics; system security; effective supervisory principles and practices; and effective customer service skills and techniques.

### Ability to:

Interact effectively with the public and employees. Perform system/operations programming and to support operations in the absence of staff; plan, coordinate, assign and oversee the work of others; maintain appropriate records; prepare reports; and effectively communicate with users and technical staff.

Education:

Any combination of training and experience that provides the required knowledge, skills, and abilities is qualifying; typical education would include a Bachelor's degree from an accredited college or university, or equivalent in Computer Science, or equivalent combination of college, certifications, and work experience.

Experience:

Typical experience would include five years relevant experience in Information Systems, two years of which shall have been in a lead capacity.

Special Requirements:

Possession of the appropriate California driver's license, or the ability to acquire one within ten days of appointment.

This position will require some work to be performed after normal working hours and is subject to being on call to solve system problems, provide back-up for staff, etc.

EST 10/99  
REV 6/01  
REV 2/11  
Rev 6/13  
Rev 6/2020

DEFINITION:

Under general direction, plan, install, diagnose and test, support, and maintain network hardware components, network operating systems, VOIP, radio system(s), interfaces and connections of the City's distributed computer systems.

DISTINGUISHING CHARACTERISTICS:

This position is distinguished by specialization in installing, maintaining and managing a wide variety of network hardware and network operating systems, personal computers, personal computer software, printers and network printing, network cabling and data communications equipment. Works closely with Systems Administrator to provide as stable and seamless a network as possible. Provides lead direction for network and PC personnel and/or other personnel as assigned. Incumbents in this class may advance to the Network Administrator II level upon meeting the requirements of that classification, completing a minimum of two years of satisfactory performance as a Network Administrator I, in a full-time position or equivalent service, with the City of Redding, and upon the recommendation of the Department Director.

EXAMPLES OF DUTIES:

The following are the duties performed by employees in this classification. However, employees may perform other related duties. Duties listed are not necessarily performed by each individual in the classification:

1. Assist in the installation and maintenance of network hardware and operating systems and software on the City's network. Assist with strategic planning.

Measures: Ensures network operating systems are current, assists in optimization/growth of installed networks.

2. Install, configure, and maintain network resources such as routers, controllers, servers, printers, firewalls and security.

Measures: Monitor network resources to provide best possible availability/access to the network.

3. Configure, document and distribute new network equipment and software.

Measures: Install new/upgrades equipment in a timely manner.

4. Maintain records, including a complete and current inventory of all network equipment, data-communication equipment and network software versions.

Measures: Current/up-to-date inventory.

5. Perform systems programming.

Measures: Enhances operations, network performance and stability.

6. Assist in providing customer and Help Desk training for equipment and software within scope of network operations.

Measures: Train users in network access and network resources.

7. Continually monitor new technologies in support of various systems currently in operation.

Measures: Stays current, looks for ways to leverage today's equipment for tomorrow's needs.

8. Assist in evaluation and testing of various new network hardware and software developments.

Measures: Evaluates new/proposed hardware and software for usability and impact upon installed hardware/applications.

9. Provide support in the proper use of hardware as it affects the City's network.

Measures: Assists/trains users on how to best utilize network resources.

10. Assign, coordinate and oversee network and PC personnel and/or other personnel as assigned.

Measures: Provides effective guidance, leadership and technical expertise. Assigns and monitors progress of work assigned. Provides appropriate input on employee performance reviews.

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11. Monitor all VoIP and radio systems used within the City. Provide VOIP user support, and coordinate adds, moves, and changes.

Measure: Ensure VoIP and radio communications systems remain online and functioning. Address to completion user questions, issues, adds, moves, and changes.

12. Perform other duties as assigned within the scope of the job classification.

#### QUALIFICATIONS:

Knowledge of:

Advanced level of network and personal computer operations, terminals, printers, modems and communications equipment, networks and network operating systems; and testing and diagnostic techniques; knowledge of network topologies and software; and effective supervisory principles and practices.

Ability to:

Interact effectively with the public and employees; be able to maintain an effective and cooperative team; configure and trouble-shoot network hardware and communication equipment and operating systems and personal computer and peripheral equipment; install and optimize network client software and personal computer software assign, coordinate and oversee the work of others comprehend personal computer software and network manuals; prepare clear, complete and concise reports; and effectively communicate both orally and in writing. Work independently and/or with minimal direction from supervisors.

Education:

Typical education would include a Bachelor's degree from an accredited college or university, or equivalent in Computer Science, or equivalent combination of college, certifications, and work experience.

Experience:

Typical experience would include three years of experience working with networks and personal computers, one year of which shall have been in a lead capacity.

Special Requirements:

Possession of the appropriate California driver's license, or the ability to acquire one within ten days of appointment.

Requires some work be performed after normal working hours and is subject to being on call to solve problems, provide back-up for staff, etc.

Working Conditions:

Lift/move computers and related equipment up to 50 pounds.

DEFINITION:

Under general direction, plan, install, diagnose and test, support, and maintain network hardware components, network operating systems, interfaces and connections of the City's distributed computer systems.

DISTINGUISHING CHARACTERISTICS:

Network Administrator II is the journey level classification in the Network Administrator series. Incumbents specialize in installing, maintaining and managing a wide variety of network hardware and network operating systems, personal computers, personal computer software, printers and network printing, network cabling and data communications equipment. Provides lead direction for network and PC personnel and/or other personnel as assigned.

EXAMPLES OF DUTIES:

The following are the duties performed by employees in this classification. However, employees may perform other related duties. Duties listed are not necessarily performed by each individual in the classification:

1. Review, plan, and design, install and maintain network hardware and operating system software on the City's computer network. Assist with strategic planning.

Measures: Prepare for future growth of LAN, keep LAN operating systems current, assists in optimization/growth of installed LAN.

2. Install, configure, and maintain network servers and network resources such as routers, controllers, printers and network disk space.

Measures: Monitor LAN resources to provide best possible availability/access to the network.

3. Configure, document and distribute new equipment and software to users.

Measures: Install new/upgrades equipment in a timely manner.

4. Maintain records, including a complete and current inventory of all equipment, data-communication equipment and network software versions.

Measures: Current/up-to-date inventory.

5. Perform systems programming.

Measures: Enhances operations and user access.

6. Assist in providing customer and Help Desk training for equipment and software within scope of network operations.

Measures: Train users in network access and network resources.

7. Continually monitor new technologies in support of various systems currently in operation.

Measures: Stays current, looks for ways to leverage today's equipment for tomorrow's needs.

8. Assist in evaluation and testing of various new hardware and software developments.

Measures: Evaluates new/proposed hardware and software for usability and impact upon installed hardware/applications.

9. Provide support in the proper use of hardware as it affects the City's network.

Measures: Assists/trains users on how to best utilize network resources.

10. Plan, assign, coordinate and oversee network and PC personnel and/or other personnel as assigned.

Measures: Provides effective guidance, leadership and technical expertise. Assigns and monitors progress of work assigned. Provides appropriate input on employee performance reviews.

11. Plan, coordinate, assign and oversee the work of lower level staff. Provide input on employee performance reviews. Provide support for staff during leaves, i.e., vacation, sick, etc., and during heavy or peak workloads.

Measures: Effectively assigns the work and monitors progress.

12. Perform other duties as assigned within the scope of the job classification.

## QUALIFICATIONS:

### Knowledge of:

Advanced level of network and personal computer operations, terminals, printers, modems and communications equipment, networks and network operating systems; and testing and diagnostic techniques; knowledge of network topologies and software; and effective supervisory principles and practices.

Ability to:

Interact effectively with the public and employees; be able to maintain an effective and cooperative team; configure and trouble-shoot network hardware and communication equipment and operating systems and personal computer and peripheral equipment; install and optimize network client software and personal computer software; plan, assign, coordinate and oversee the work of others; comprehend personal computer software and network manuals; prepare clear, complete and concise reports; and effectively communicate both orally and in writing.

Education:

Typical education would include a Bachelor's degree from an accredited college or university, or equivalent in Computer Science, or equivalent combination of college, certifications, and work experience.

Experience:

Typical experience would include five years of experience working with networks and personal computers, two years of which shall have been in a lead capacity.

Special Requirements:

Possession of the appropriate California driver's license, or the ability to acquire one within ten days of appointment.

Requires some work be performed after normal working hours and is subject to being on call to solve problems, provide back-up for staff, etc.

Working Conditions:

Lift/move computers and related equipment up to 50 pounds.

EST 10/99  
REV 6/01  
Rev 6/13  
Rev 6/2020