



RECEIVED  
CITY CLERK  
CITY OF INGLEWOOD

Approved for Agenda  
Inglewood

# CITY OF INGLEWOOD

2010 SEP 29 PM 3:00

## OFFICE OF THE CITY ADMINISTRATOR



**DATE:** October 5, 2010  
**TO:** Mayor and Council Members  
**FROM:** Human Resources Department  
**SUBJECT:** Adopt Salary Ordinance for FY 2010 – 2011

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### RECOMMENDATION

It is recommended that the Mayor and City Council Members: 1) introduce, and 2) adopt, the attached Salary Ordinance.

### BACKGROUND INFORMATION

The City adopts a Salary Ordinance each fiscal year to provide authority to continue to pay the salaries in effect and/ or to implement salary increases agreed to pursuant to the collective bargaining process, as well as to implement adjustments to existing classifications and/or add new classifications.

As departments frame their recommended fiscal year budgets for Mayor and Council approval, staffing is examined to determine if the current allocation is adequate to carry out the departments' mission and objectives.

In conducting classification studies, the Human Resources staff is charged with examining employees' existing duties versus proposed duties (if applicable); reviewing recruitment history for individual position(s); and comparing internal classification relationships and salary alignments to the relevant labor market in making recommendations to enhance employee recruitment and retention.

The attached Ordinance introduces a new Police Civilian Management bargaining unit, creates new classifications within the new bargaining group, and put into effects adjustments to specific existing classifications.

The adjustments to the City's Position Classification Plan are as follows:

**ADMINISTRATION**

(931) Assistant City Administrator/Chief Financial Officer – Title Change to Chief Financial Officer

(934) Assistant City Administrator – Title change

**POLICE**

(850) Police Grants Coordinator – Title change from Grants Coordinator

(869) Police Administrative Specialist – Title change from Administrative Assistant

(654) Police Administration Coordinator – Title change from Administrative Analyst

(842) Police Administration Secretary – Title change from Administrative Secretary

*\*Titles changed because job classifications cannot be represented in different bargaining units.*

**DISCUSSION**

Due to the current budget deficit there are no salary increases provided in this Salary Ordinance.

**ADDITIONAL CONSIDERATIONS**

None

**FINANCIAL/FUNDING ISSUES AND SOURCES**

None

**DESCRIPTION OF ANY ATTACHMENTS**

- 1) FY 2010–2011 Salary Ordinance

**LEGAL REVIEW VERIFICATION** 

This report, in its entirety, has been submitted, reviewed, and approved by the Office of the City Attorney.

**FINANCE REVIEW VERIFICATION** 

This report in its entirety, has been submitted, reviewed, and approved by the Finance Department.

**PREPARED BY:**

Michael D. Falkow, Deputy City Administrator / CIO  
Randall Abram, Acting Human Resources Director  
Leonca Cahee, Senior Human Resources Analyst

**COUNCIL PRESENTER:**

Michael D. Falkow, Deputy City Administrator/CIO

**PROOFREAD FOR ACCURACY:** *Randall Abram*

5/10/2010 5:28 PM  
City of Meriden



1 SECTION 7. The Pay Plan for the Police Civilian Management employees, exclusive of  
2 fringe benefits, is hereby amended to read as shown on Exhibit 'E'.

3 SECTION 8. The Pay Plan for Police Officers (Sworn), exclusive of fringe benefits, is  
4 hereby amended to read as shown on Exhibit 'F'.

5 SECTION 9. The Pay Plan for the Police Management (Sworn), exclusive of fringe  
6 benefits, is as shown on Exhibit 'G'.

7 SECTION 10. The Pay Plan for Executive Employees, exclusive of fringe benefits, is  
8 hereby amended to read as shown on Exhibit 'H'

9 SECTION 11. The Pay Plan for the Mayor and City Council Members, exclusive of  
10 fringe benefits, is hereby amended to read as shown on Exhibit 'I';

11 SECTION 12. CITY CLERK – DUTIES

12 The incumbent City Clerk is hereby assigned the following duties:

13 A. Serve as Escrow Officer for the City in connection with the purchase of sale of real  
14 property;

15 B. Serve as City Records Management Officer;

16 C. Place and keep official records of all advertisements regarding all bids for materials,  
17 equipment, improvements and supplies when formal bids are called for and be present at the  
18 opening of all bids;

19 D. Serve as secretary of each of the Redevelopment Agency, Parking Authority,  
20 Housing Authority, Public Financing Authority and Regional Fire Training Authority and  
21 maintain all records and files thereof;

22 E. Serve as a member of the Permits and Licenses Committee;

23 F. Issue dog licenses and process through the City's contract agent appropriate  
24 complaints regarding dogs and other animals;

25 G. Serve as Director of the City Clerk's Department;

26 H. Serve as a member of the City's Liability Insurance Claims Committee.

27 As full remuneration for performing the foregoing duties, the City Clerk shall receive as  
28 compensation the sum of \$7,398 per month.

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SECTION 13. CITY TREASURER – DUTIES

The incumbent City Treasurer is hereby assigned the following duties:

- A. Serve as a member of the City's Liability Claims Review Committee;
- B. Serve as a member of the Permits and Licenses Committee;
- C. Be appointed as an officer to represent the City in Small Claims Court;
- D. Review, along with the Chief Financial Officer the City's bank reconciliation system;
- E. Along with the Chief Financial Officer approve and sign all City warrants;
- F. Attend all meetings of the Inglewood Parking Authority;

As full remuneration for performing the duties enumerated in paragraphs A - F the City Treasurer shall receive as compensation the sum of \$5,404 per month.

SECTION 14. Prior compensation allocations, agreements, retention incentive payments and other benefits, monetary and otherwise, previously accorded to or payable to employees of the City in prior years pursuant to agreements with employees in accordance with meet and confer law, or otherwise, shall be continued in full force and effect and accorded and paid to the respective employees as though fully set forth in the herein ordinance, except insofar as such benefits or prior provisions are expressly repealed or amended by the herein ordinance or through negotiations with various bargaining units.

SECTION 15. This Ordinance is an emergency ordinance affecting the public peace, health, safety, comfort, convenience and general welfare of the City of Inglewood, its citizens and the general public; and the same shall therefore take effect and be in full force immediately upon the final passage and adoption thereof, as provided in the Freeholders' Charter of said City.

SECTION 16. The City Clerk shall certify to the passage and adoption of this ordinance and to its approval by the City Council and shall cause the same to be published in accordance with the City Charter; and immediately upon final passage and adoption, this Ordinance shall be in full force and effect.

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PASSED, APPROVED AND ADOPTED THIS \_\_\_\_\_ DAY OF SEPTEMBER 2010

\_\_\_\_\_  
MAYOR, DANIEL K. TABOR

ATTEST:

\_\_\_\_\_  
CITY CLERK

**Exhibit - A****Part-Time Hourly Job Classifications**

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
100	Administrative Intern	FLAT	RATE	198.5	\$ 11.73
129	Community Center Liaison	FLAT	RATE	182.5	\$ 10.01
101	Cook	178.5	\$ 9.62	208.5	\$ 12.96
128	Driver	178.5	\$ 9.62	208.5	\$ 12.96
130	Elections Coordinator	FLAT	RATE	274.5	\$ 25.00
105	Fleet Maintenance Apprentice	FLAT	RATE	187.5	\$ 10.52
113	Food Services Aide	164.5	\$ 8.37	194.5	\$ 11.28
114	Food Services Assistant	178.5	\$ 9.62	208.5	\$ 12.96
104	Librarian Trainee	206.5	\$ 12.71	236.5	\$ 17.13
108	Library Support Aide	160.0	\$ 8.00	190.0	\$ 10.78
123	Lifeguard	FLAT	RATE	196.5	\$ 11.50
124	Maintenance Worker Trainee	198.5	\$ 11.74	228.5	\$ 15.82
102	Park Maintenance Trainee	198.5	\$ 11.74	228.5	\$ 15.82
140	Police Cadet	FLAT	RATE	248.5	\$ 19.30
115	Recreation Aide	160.0	\$ 8.00	190.0	\$ 10.78
117	Recreation Leader	164.5	\$ 8.37	194.5	\$ 11.28
118	School Crossing Guard	FLAT	RATE	184.0	\$ 10.16
119	Senior Center Assistant	178.5	\$ 9.62	208.5	\$ 12.96
110	Senior Lifeguard	FLAT	RATE	211.5	\$ 13.35
121	Swimming Pool Supervisor	FLAT	RATE	240.5	\$ 17.82
116	Transportation Assistant	178.5	\$ 9.62	208.5	\$ 12.96
122	Vocational Trainee	FLAT	RATE	160.0	\$ 8.00

**Exhibit - B****General Bi-Weekly Job Classifications**

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
201	Account Clerk	212.5	\$ 2,338	247.5	\$ 3,312
206	Administrative Aide	215.5	\$ 2,409	250.5	\$ 3,412
219	Backflow Prevention/Plumbing Technician	242.5	\$ 3,151	277.5	\$ 4,464
210	Building Inspector	257.5	\$ 3,658	292.5	\$ 5,182
211	Building Inspector Trainee	247.5	\$ 3,312	282.5	\$ 4,692
218	Buyer	246.5	\$ 3,279	281.5	\$ 4,645
207	Cashier	212.5	\$ 2,338	247.5	\$ 3,312
231	Civilian Investigative Specialist	252.5	\$ 3,481	287.5	\$ 4,931
337	Code Enforcement Officer	253.5	\$ 3,516	288.5	\$ 4,980
239	Code Enforcement Trainee	216.5	\$ 2,433	251.5	\$ 3,446
232	Communications Technician	251.5	\$ 3,446	286.5	\$ 4,882
220	Concrete Finisher	236.5	\$ 2,969	271.5	\$ 4,205
222	Construction Assistant	247.5	\$ 3,312	282.5	\$ 4,692
212	Construction Inspector	257.5	\$ 3,658	292.5	\$ 5,182
229	Construction Technician	264.5	\$ 3,922	299.5	\$ 5,556



CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
401	Courier	207.5	\$ 2,224	242.5	\$ 3,151
310	Custodian	196.5	\$ 1,994	231.5	\$ 2,824
366	Custody Officer	223.5	\$ 2,608	258.5	\$ 3,695
242	Customer Service Representative	212.5	\$ 2,338	247.5	\$ 3,312
247	Desk Officer	222.5	\$ 2,582	257.5	\$ 3,658
255	Drafting Technician	242.5	\$ 3,151	277.5	\$ 4,464
224	Engineering Technician	253.5	\$ 3,516	288.5	\$ 4,980
214	Facilities Maintenance Technician	246.5	\$ 3,279	281.5	\$ 4,645
216	Facilities Maintenance Worker	211.5	\$ 2,315	246.5	\$ 3,279
270	Fleet Maintenance Mechanic	246.5	\$ 3,279	281.5	\$ 4,645
266	Fleet Maintenance Technician	222.5	\$ 2,582	257.5	\$ 3,658
295	Food Services Coordinator	213.5	\$ 2,361	248.5	\$ 3,345
204	Forensic Specialist	246.5	\$ 3,279	281.5	\$ 4,645
213	GIS Technician	242.5	\$ 3,151	277.5	\$ 4,464
272	Graffiti Abatement Worker	222.5	\$ 2,582	257.5	\$ 3,658
273	Housing Aide	188.5	\$ 1,841	223.5	\$ 2,608
274	Housing Assistant	205.5	\$ 2,181	240.5	\$ 3,089
275	Housing Inspector	242.5	\$ 3,151	277.5	\$ 4,464
324	Human Resources Assistant	236.5	\$ 2,969	271.5	\$ 4,205
381	Human Services Program Liaison	238.5	\$ 3,028	273.5	\$ 4,290
301	HVAC Mechanic	251.5	\$ 3,446	286.5	\$ 4,882
286	Lead Facilities Maintenance Technician	255.5	\$ 3,586	290.5	\$ 5,080
260	Lead Fleet Maintenance Mechanic	251.5	\$ 3,446	286.5	\$ 4,882
303	Lead Graffiti Abatement Worker	242.5	\$ 3,151	277.5	\$ 4,464
383	Lead Maintenance Worker	242.5	\$ 3,151	277.5	\$ 4,464
300	Lead Park Maintenance Worker	242.5	\$ 3,151	277.5	\$ 4,464
269	Lead Stormwater Runoff Investigator	264.5	\$ 3,922	299.5	\$ 5,556
287	Lead Street Repair Worker	242.5	\$ 3,151	277.5	\$ 4,464
391	Lead Traffic Control Worker	248.5	\$ 3,345	283.5	\$ 4,739
393	Lead Traffic Signal & Street Lighting Technician	253.5	\$ 3,516	288.5	\$ 4,980
415	Lead Tree Trimmer	242.5	\$ 3,151	277.5	\$ 4,464
418	Lead Water Utilities Worker	242.5	\$ 3,151	277.5	\$ 4,464
289	Library Assistant	236.5	\$ 2,969	271.5	\$ 4,205
290	Library Support Clerk	199.5	\$ 2,054	234.5	\$ 2,910
302	Maintenance Worker	203.5	\$ 2,138	238.5	\$ 3,028
306	Maintenance Worker Trainee	198.5	\$ 2,034	233.5	\$ 2,823
410	Motorist Assistance Officer	212.5	\$ 2,338	247.5	\$ 3,312
411	Network & Telecommunications Tech	236.5	\$ 2,969	271.5	\$ 4,205
245	Network Technician	226.5	\$ 2,687	261.5	\$ 3,807
228	Office Assistant	188.5	\$ 1,841	223.5	\$ 2,608
370	Office Specialist	210.5	\$ 2,292	245.5	\$ 3,247
288	Paint Contracts Coordinator	253.5	\$ 3,516	288.5	\$ 4,980
308	Painter	243.5	\$ 3,183	278.5	\$ 4,509
312	Park Maintenance Technician	227.5	\$ 2,714	262.5	\$ 3,845
313	Park Maintenance Worker	222.5	\$ 2,582	257.5	\$ 3,658

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
223	Parking Meter Technician	227.5	\$ 2,714	262.5	\$ 3,845
320	Payroll Technician	236.5	\$ 2,969	271.5	\$ 4,205
346	Police Officer Trainee	FLAT	RATE	268.5	\$ 23.55
341	Police Records Assistant	210.5	\$ 2,292	245.5	\$ 3,247
282	Police Training Program Assistant	205.5	\$ 2,181	240.5	\$ 3,089
343	Property Officer	223.5	\$ 2,608	258.5	\$ 3,695
230	Public Safety Dispatcher	233.5	\$ 2,881	268.5	\$ 4,082
338	Public Work Service Worker	222.5	\$ 2,582	257.5	\$ 3,658
249	Purchasing Assistant	226.5	\$ 2,687	261.5	\$ 3,807
348	Recreation Leader I	170.5	\$ 1,539	205.5	\$ 2,137
349	Recreation Leader II	184.5	\$ 1,769	219.5	\$ 2,507
328	Recreation Specialist	189.5	\$ 1,860	224.5	\$ 2,634
250	Reprographics Operator	208.5	\$ 2,247	243.5	\$ 3,183
350	Revenue Inspector	235.5	\$ 2,939	270.5	\$ 4,164
208	RSI Program Assistant	215.5	\$ 2,409	250.5	\$ 3,412
376	RSI Eligibility Inspector	265.5	\$ 3,961	300.5	\$ 5,612
202	Senior Account Clerk	226.5	\$ 2,687	261.5	\$ 3,807
209	Senior Administrative Aide	232.5	\$ 2,853	267.5	\$ 4,041
345	Senior Building Inspector	265.5	\$ 3,961	300.5	\$ 5,612
385	Senior Code Enforcement Officer	265.5	\$ 3,961	300.5	\$ 5,612
251	Senior Construction Inspector	265.5	\$ 3,961	300.5	\$ 5,612
221	Senior Custodian	206.5	\$ 2,202	241.5	\$ 3,120
416	Senior Customer Service Representative	222.5	\$ 2,582	257.5	\$ 3,658
368	Senior Engineering Technician	264.5	\$ 3,922	299.5	\$ 5,556
203	Senior Forensic Specialist	266.5	\$ 4,001	301.5	\$ 5,668
307	Senior HVAC Mechanic	261.5	\$ 3,807	296.5	\$ 5,393
361	Senior Library Support Clerk	209.5	\$ 2,269	244.5	\$ 3,214
372	Senior Office Assistant	205.5	\$ 2,181	240.5	\$ 3,089
285	Senior Office Specialist	215.5	\$ 2,409	250.5	\$ 3,412
388	Senior Public Safety Dispatcher	238.5	\$ 3,028	273.5	\$ 4,290
380	Senior Recreation Leader	208.5	\$ 2,247	243.5	\$ 3,183
378	Senior Reprographics Operator	225.5	\$ 2,661	260.5	\$ 3,769
352	Senior Revenue Inspector	246.5	\$ 3,279	281.5	\$ 4,645
367	Senior Special Enforcement Officer	222.5	\$ 2,582	257.5	\$ 3,658
395	Senior Tree Trimmer	232.5	\$ 2,853	267.5	\$ 4,041
394	Senior Water Treatment Plant Operator	251.5	\$ 3,446	286.5	\$ 4,882
407	Special Enforcement Officer	212.5	\$ 2,338	247.5	\$ 3,312
399	Storekeeper	224.5	\$ 2,634	259.5	\$ 3,732
238	Storm-water Runoff Investigator	253.5	\$ 3,516	288.5	\$ 4,980
262	Street Sweeper Operator	242.5	\$ 3,151	277.5	\$ 4,464
402	Subpoena Clerk	210.5	\$ 2,292	245.5	\$ 3,247
205	Technical Support Specialist I	233.5	\$ 2,881	268.5	\$ 4,082
215	Technical Support Specialist II	243.5	\$ 3,183	278.5	\$ 4,509
246	Technical Support Specialist III	253.5	\$ 3,516	288.5	\$ 4,980
408	Traffic Control Worker	238.5	\$ 3,028	273.5	\$ 4,290

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
404	Traffic Systems Technician	251.5	\$ 3,446	286.5	\$ 4,882
412	Traffic Systems Worker	222.5	\$ 2,582	257.5	\$ 3,658
362	Transportation Scheduler	208.5	\$ 2,247	243.5	\$ 3,183
413	Tree Trimmer	227.5	\$ 2,714	262.5	\$ 3,845
371	Volunteer Coordinator	208.5	\$ 2,247	243.5	\$ 3,183
421	Water Meter Repair Technician	226.5	\$ 2,687	261.5	\$ 3,807
422	Water Meter Service Worker	222.5	\$ 2,582	257.5	\$ 3,658
353	Water Treatment Plant Mechanic	253.5	\$ 3,516	288.5	\$ 4,980
425	Water Treatment Plant Operator	240.5	\$ 3,089	275.5	\$ 4,376

**Exhibit - C****Management / Professional Job Classifications (IMEO)**

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
600	Accountant	262.0	\$ 3,826	297.0	\$ 5,420
854	Administrative Operations & Outreach Coordinator	286.0	\$ 4,858	321.0	\$ 6,882
603	Administrative Analyst	262.0	\$ 3,826	297.0	\$ 5,420
602	Administrative Assistant	249.0	\$ 3,362	284.0	\$ 4,762
680	Administrative Secretary	245.0	\$ 3,230	280.0	\$ 4,576
608	Assistant City Attorney	314.0	\$ 6,419	349.0	\$ 9,092
614	Assistant Contract Administrator	249.0	\$ 3,362	284.0	\$ 4,762
655	Assistant Engineer	276.0	\$ 4,398	311.0	\$ 6,230
689	Assistant Plan Check Engineer	276.0	\$ 4,398	311.0	\$ 6,230
813	Assistant Planner	249.0	\$ 3,362	284.0	\$ 4,762
809	Assistant to Department Director	281.0	\$ 4,622	316.0	\$ 6,548
692	Assistant Transportation Engineer	276.0	\$ 4,398	311.0	\$ 6,230
618	Associate Engineer	284.0	\$ 4,762	319.0	\$ 6,746
620	Associate Librarian	258.0	\$ 3,677	293.0	\$ 5,208
863	Building Inspector Supervisor	284.0	\$ 4,762	319.0	\$ 6,746
628	Building Official	319.0	\$ 6,746	354.0	\$ 9,556
671	Capital Projects Manager	283.0	\$ 4,715	318.0	\$ 6,679
634	Client Services Manager	299.0	\$ 5,529	334.0	\$ 7,832
876	Code Enforcement Manager	283.0	\$ 4,715	318.0	\$ 6,679
611	Code Enforcement Superintendent	298.0	\$ 5,474	333.0	\$ 7,754
841	Computer Training Coordinator	262.0	\$ 3,826	297.0	\$ 5,420
624	Construction Manager	284.0	\$ 4,762	319.0	\$ 6,746
849	Construction Project Supervisor	277.0	\$ 4,442	312.0	\$ 6,292
626	Cross Connection Control Specialist	276.0	\$ 4,398	311.0	\$ 6,230
612	Customer Service Supervisor	258.0	\$ 3,677	293.0	\$ 5,208
640	Deputy City Attorney	288.0	\$ 4,955	323.0	\$ 7,020
678	Deputy City Clerk	274.0	\$ 4,311	309.0	\$ 6,107

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
822	Economic & Business Development Coordinator	288.0	\$ 4,955	323.0	\$ 7,020
847	Economic & Business Development Manager	308.0	\$ 6,047	343.0	\$ 8,566
662	Economic & Business Development Specialist	262.0	\$ 3,826	297.0	\$ 5,420
685	Emergency Preparedness Coordinator	262.0	\$ 3,826	297.0	\$ 5,420
829	Employee Health Assistant	252.0	\$ 3,463	287.0	\$ 4,906
677	Employee Health Manager	287.0	\$ 4,906	322.0	\$ 6,950
625	Energy Operations Supervisor	282.0	\$ 4,668	317.0	\$ 6,613
861	Enterprise Services Manager	305.0	\$ 5,869	340.0	\$ 8,314
853	Environmental Engineer	284.0	\$ 4,762	319.0	\$ 6,746
637	Environmental Services Manager	283.0	\$ 4,715	318.0	\$ 6,679
832	Executive Secretary	255.0	\$ 3,568	290.0	\$ 5,055
613	Facilities Maintenance Supervisor	281.0	\$ 4,622	316.0	\$ 6,548
865	Finance Supervisor	285.0	\$ 4,810	320.0	\$ 6,813
644	Fleet Maintenance Coordinator	262.0	\$ 3,826	297.0	\$ 5,420
615	Fleet Services Supervisor	276.0	\$ 4,398	311.0	\$ 6,230
635	Food Services Manager	263.0	\$ 3,864	298.0	\$ 5,474
814	General Services Supervisor	273.0	\$ 4,268	308.0	\$ 6,047
821	GIS Analyst	245.0	\$ 3,230	280.0	\$ 4,576
851	GIS Manager	302.0	\$ 5,696	337.0	\$ 8,069
845	Grants Coordinator	262.0	\$ 3,826	297.0	\$ 5,420
830	Grants Manager	319.0	\$ 6,746	354.0	\$ 9,556
645	Housing Programs Manager	319.0	\$ 6,746	354.0	\$ 9,556
650	Housing Specialist	249.0	\$ 3,362	284.0	\$ 4,762
651	Housing Supervisor	281.0	\$ 4,622	316.0	\$ 6,548
805	Human Services Program Coordinator	249.0	\$ 3,362	284.0	\$ 4,762
652	Human Services Program Manager	287.0	\$ 4,906	322.0	\$ 6,950
811	Human Services Superintendent	298.0	\$ 5,474	333.0	\$ 7,754
675	Human Services Transportation Manager	262.0	\$ 3,826	297.0	\$ 5,420
838	Internal Auditor	293.0	\$ 5,208	328.0	\$ 7,378
669	Lead Web Developer	287.0	\$ 4,906	322.0	\$ 6,950
630	Legal Secretary	245.0	\$ 3,230	280.0	\$ 4,576
657	Legal Services Administrative Supervisor	263.0	\$ 3,864	298.0	\$ 5,474
658	Librarian	248.0	\$ 3,328	283.0	\$ 4,715
649	Library Manager	281.0	\$ 4,622	316.0	\$ 6,548
616	Library Support Supervisor	232.0	\$ 2,838	267.0	\$ 4,021
835	Maintenance Supervisor	273.0	\$ 4,268	308.0	\$ 6,047
857	Network & Support Services Manager	297.0	\$ 5,420	332.0	\$ 7,677
856	Network Administrator	282.0	\$ 4,668	317.0	\$ 6,613
664	Paralegal	262.0	\$ 3,826	297.0	\$ 5,420
661	Park Maintenance Superintendent	298.0	\$ 5,474	333.0	\$ 7,754
619	Park Maintenance Supervisor	273.0	\$ 4,268	308.0	\$ 6,047
648	Parks Administration Superintendent	298.0	\$ 5,474	333.0	\$ 7,754
693	Payroll Supervisor	258.0	\$ 3,677	293.0	\$ 5,208

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
642	Plan Check Engineer	284.0	\$ 4,762	319.0	\$ 6,746
866	Plan Check Engineer Supervisor	305.0	\$ 5,869	340.0	\$ 8,314
622	Planner	278.0	\$ 4,486	313.0	\$ 6,355
873	Planner II	283.0	\$ 4,715	318.0	\$ 6,679
632	Planning Manager	319.0	\$ 6,746	354.0	\$ 9,556
610	Principal Civil Engineer	319.0	\$ 6,746	354.0	\$ 9,556
695	Principal Engineer - Transportation	319.0	\$ 6,746	354.0	\$ 9,556
697	Principal Engineer - Water Resources	319.0	\$ 6,746	354.0	\$ 9,556
686	Principal Librarian	270.0	\$ 4,143	305.0	\$ 5,869
877	Procurement & Contracts Coordinator	262.0	\$ 3,826	297.0	\$ 5,420
801	Program Assistant	249.0	\$ 3,362	284.0	\$ 4,762
656	Program Specialist	262.0	\$ 3,826	297.0	\$ 5,420
667	Programmer Analyst	277.0	\$ 4,442	312.0	\$ 6,292
837	Police Computer Systems Manager	313.0	\$ 6,355	348.0	\$ 9,002
875	Public Service Manager	283.0	\$ 4,715	318.0	\$ 6,679
639	Public Works Supervisor	273.0	\$ 4,268	308.0	\$ 6,047
670	Purchasing & Contracts Services Manager	292.0	\$ 5,157	327.0	\$ 7,305
646	PW Superintendent - Fleet Services	298.0	\$ 5,474	333.0	\$ 7,754
647	PW Superintendent - General Services	298.0	\$ 5,474	333.0	\$ 7,754
691	PW Superintendent - Public Services	302.0	\$ 5,696	337.0	\$ 8,069
844	Real Estate Development Specialist	263.0	\$ 3,864	298.0	\$ 5,474
802	Recreation Superintendent	298.0	\$ 5,474	333.0	\$ 7,754
690	Recreation Supervisor	276.0	\$ 4,398	311.0	\$ 6,230
674	Redevelopment Manager	319.0	\$ 6,746	354.0	\$ 9,556
673	Redevelopment Project Coordinator	298.0	\$ 5,474	333.0	\$ 7,754
839	Redevelopment Specialist	263.0	\$ 3,864	298.0	\$ 5,474
855	Reprographics Manager	273.0	\$ 4,268	308.0	\$ 6,047
676	Revenue Manager	301.0	\$ 5,640	336.0	\$ 7,989
817	Revenue Supervisor	273.0	\$ 4,268	308.0	\$ 6,047
668	Risk Manager	282.0	\$ 4,668	317.0	\$ 6,613
827	RSI Program Assistant Manager	300.0	\$ 5,584	335.0	\$ 7,910
679	RSI Program Manager	317.0	\$ 6,613	352.0	\$ 9,368
878	RSI Program Planning & Fiscal Coordinator	283.0	\$ 4,715	318.0	\$ 6,679
663	Sanitation Services Coordinator	273.0	\$ 4,268	308.0	\$ 6,047
683	Senior Accountant	283.0	\$ 4,715	318.0	\$ 6,679
604	Senior Administrative Analyst	274.0	\$ 4,311	309.0	\$ 6,107
860	Senior Administrative Secretary	250.0	\$ 3,395	285.0	\$ 4,810
681	Senior Assistant City Attorney	329.0	\$ 7,452	364.0	\$ 10,556
826	Senior Assistant to City Council	274.0	\$ 4,311	309.0	\$ 6,107
601	Senior Center Manager	274.0	\$ 4,311	309.0	\$ 6,107
609	Senior Construction Manager	295.0	\$ 5,313	330.0	\$ 7,526
682	Senior Deputy City Attorney	300.0	\$ 5,584	335.0	\$ 7,910
808	Senior Engineer	295.0	\$ 5,313	330.0	\$ 7,526
836	Senior ERP Analyst	297.0	\$ 5,420	332.0	\$ 7,677
815	Senior Grants Coordinator	274.0	\$ 4,311	309.0	\$ 6,107

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
653	Senior Housing Specialist	258.0	\$ 3,677	293.0	\$ 5,208
846	Senior Network Technician	282.0	\$ 4,668	317.0	\$ 6,613
659	Senior Plan Check Engineer	295.0	\$ 5,313	330.0	\$ 7,526
643	Senior Planner	295.0	\$ 5,313	330.0	\$ 7,526
862	Senior Programmer Analyst	297.0	\$ 5,420	332.0	\$ 7,677
824	Senior Real Estate Development Specialist	278.0	\$ 4,486	313.0	\$ 6,355
840	Senior Redevelopment Specialist	278.0	\$ 4,486	313.0	\$ 6,355
848	Senior Transportation Engineer	295.0	\$ 5,313	330.0	\$ 7,526
843	Stormwater Runoff Investigator Supervisor	276.0	\$ 4,398	311.0	\$ 6,230
812	Systems Administrator	292.0	\$ 5,157	327.0	\$ 7,305
694	Systems Analyst	262.0	\$ 3,826	297.0	\$ 5,420
870	Systems Analyst II	287.0	\$ 4,906	322.0	\$ 6,950
638	Systems Development Management Coordinator	305.0	\$ 5,869	340.0	\$ 8,314
871	Systems Implementation Specialist	287.0	\$ 4,906	322.0	\$ 6,950
833	Telecommunication Manager	272.0	\$ 4,226	307.0	\$ 5,987
606	Traffic Control Supervisor	273.0	\$ 4,268	308.0	\$ 6,047
627	Traffic Systems Supervisor	280.0	\$ 4,576	315.0	\$ 6,483
696	Transportation Engineer	284.0	\$ 4,762	319.0	\$ 6,746
617	Transportation Engineer Planner	295.0	\$ 5,313	330.0	\$ 7,526
629	Tree Maintenance Supervisor	273.0	\$ 4,268	308.0	\$ 6,047
631	Warehouse Supervisor	262.0	\$ 3,826	297.0	\$ 5,420
868	Water Operations Supervisor	283.0	\$ 4,715	318.0	\$ 6,679
636	Water Treatment Plant Supervisor	280.0	\$ 4,576	315.0	\$ 6,483
864	Webmaster	262.0	\$ 3,826	297.0	\$ 5,420

**Exhibit - D****Confidential Management / Professional Job Classifications**

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
825	Accounting Manager	305.0	\$ 5,869	340.0	\$ 8,314
605	Administrative Support Services Supervisor	276.0	\$ 4,397	311.0	\$ 6,230
672	Assistant Finance Director	328.0	\$ 7,378	363.0	\$ 10,452
810	Assistant to City Administrator	298.0	\$ 5,474	333.0	\$ 7,754
820	Assistant to City Council	262.0	\$ 3,826	297.0	\$ 5,420
823	Budget Analyst	274.0	\$ 4,311	309.0	\$ 6,107
607	Budget Officer	307.0	\$ 5,987	342.0	\$ 8,481
832	Executive Secretary	255.0	\$ 3,568	290.0	\$ 5,055
621	Human Resources Analyst	267.0	\$ 4,021	302.0	\$ 5,696
660	Human Resources Manager	290.0	\$ 5,055	325.0	\$ 7,161
859	Human Resources Specialist	242.0	\$ 3,135	277.0	\$ 4,442
826	Senior Assistant to City Council	274.0	\$ 4,311	309.0	\$ 6,107
641	Senior Budget Analyst	283.0	\$ 4,715	318.0	\$ 6,679
687	Senior Human Resources Analyst	277.0	\$ 4,442	312.0	\$ 6,292
872	Senior Human Resources Specialist	251.0	\$ 3,429	286.0	\$ 4,859

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
<b>Exhibit - E</b>					
<b>Police Civilian Management Job Classifications (IPCMA)</b>					
CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
869	Police Administrative Specialist	249.0	\$ 3,362	284.0	\$ 4,762
654	Police Administration Coordinator	262.0	\$ 3,826	297.0	\$ 5,420
623	Police Records Supervisor	236.0	\$ 2,954	271.0	\$ 4,184
633	Special Enforcement Supervisor	265.0	\$ 3,942	300.0	\$ 5,584
842	Police Administration Secretary	245.0	\$ 3,230	280.0	\$ 4,576
684	Special Enforcement Manager	283.0	\$ 4,715	318.0	\$ 6,679
850	Police Grants Coordinator	262.0	\$ 3,826	297.0	\$ 5,420
688	Police Records Manager	281.0	\$ 4,622	316.0	\$ 6,548
803	Senior Community Affairs Program Specialist	274.0	\$ 4,311	309.0	\$ 6,107
804	Community Affairs Program Specialist	262.0	\$ 3,826	297.0	\$ 5,420
806	Crime Analyst	262.0	\$ 3,826	297.0	\$ 5,420
807	Senior Crime Analyst	274.0	\$ 4,311	309.0	\$ 6,107
816	Police Communication Manager	276.0	\$ 4,398	311.0	\$ 6,230
819	Public Safety Dispatch Supervisor	249.0	\$ 3,362	284.0	\$ 4,762
828	Jail Supervisor	246.0	\$ 3,263	281.0	\$ 4,622
831	Property Room Supervisor	252.0	\$ 3,463	287.0	\$ 4,906
834	Jail Manager	266.0	\$ 3,981	301.0	\$ 5,640
852	Police Fiscal Services Coordinator	283.0	\$ 4,715	318.0	\$ 6,679
874	Forensic Supervisor	292.0	\$ 5,157	327.0	\$ 7,305

<b>Exhibit - F</b>					
<b>Inglewood Police Officer Employees (IPOA)</b>					
CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
514	Police Officer	283.5	\$ 4,738	303.5	\$ 5,782
516	Police Investigator	291.5	\$ 5,131	311.5	\$ 6,260

<b>Exhibit - G</b>					
<b>Inglewood Police Management Employees (IPMA)</b>					
CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
699	Police Sergeant	321.5	\$ 6,916	336.5	\$ 8,029
666	Police Lieutenant	341.5	\$ 8,439	354.5	\$ 9,604
665	Police Captain	359.5	\$ 10,094	371.5	\$ 11,374
698	Deputy Police Chief	376.5	\$ 11,954	379.5	\$ 12,317

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
<b>Exhibit - H</b>					
<b>Executive Job Classifications (IEO)</b>					
CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
933	Assistant City Administrator - Development	345.0	\$ 8,737	385.0	\$ 13,009
940	Chief Assistant City Attorney	336.0	\$ 7,989	376.0	\$ 11,894
931	Chief Financial Officer	368.0	\$ 10,985	403.0	\$ 15,561
914	City Administrator	CONTRACT ASSIGNMENT		413.0	\$ 17,189
916	City Attorney	372.0	\$ 11,430	408.0	\$ 16,354
921	Community Development Director	323.0	\$ 7,020	363.0	\$ 10,451
930	Deputy City Administrator	336.0	\$ 7,989	376.0	\$ 11,894
942	Executive Assistant to the City Administrator	302.5	\$ 5,725	342.5	\$ 8,523
943	Executive Assistant to the Mayor	302.5	\$ 5,725	342.5	\$ 8,523
918	Finance Director	334.0	\$ 7,831	374.0	\$ 11,660
928	Human Resources Director	328.0	\$ 7,378	368.0	\$ 10,985
924	Library Director	323.0	\$ 7,020	363.0	\$ 10,451
948	Parks, Recreation & Community Services Director	334.0	\$ 7,831	374.0	\$ 11,660
910	Planning & Building Director	323.0	\$ 7,020	363.0	\$ 10,451
932	Police Chief	359.0	\$ 10,043	399.0	\$ 14,953
922	Public Works Director	334.0	\$ 7,831	374.0	\$ 11,660
919	Residential Sound Insulation Program Director	323.0	\$ 7,020	363.0	\$ 10,451
934	Assistant City Administrator	345.0	\$ 8,737	385.0	\$ 13,009
<b>Exhibit - I</b>					
<b>Mayor and City Council Members</b>					
CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
703	Mayor	FLAT	RATE	351.0	\$ 9,275
704	Council Member	FLAT	RATE	292.0	\$ 5,157