



City of San Leandro

Meeting Date: December 21, 2015

Staff Report

File Number: 15-681 **Agenda Section:** CONSENT CALENDAR

Agenda Number: 8.K.

TO: City Council

FROM: Chris Zapata
City Manager

BY: Lianne Marshall
Assistant City Manager

FINANCE REVIEW: David Baum
Finance Director

TITLE: Staff Report for Resolution Amending the San Leandro Management Organization (SLMO) Salary Schedule to Add the Classification of Deputy City Manager, and the San Leandro City Employees' Association (SLCEA) Salary Schedule to Adjust the Salary Range for the Classification of Tree Trimmer II

SUMMARY AND RECOMMENDATIONS

Staff recommends that the City Council adopt a resolution to amend the salary schedule for the San Leandro Management Organization (SLMO) to establish a salary for the new classification of Deputy City Manager, and the San Leandro City Employees' Association (SLCEA) salary schedule to adjust the salary range for the classification of Tree Trimmer II.

BACKGROUND

Staff recommends that the Deputy City Manager classification be added to the San Leandro Management Organization (SLMO) salary schedule to provide for enhanced management support in the City Manager's Department. The City has met and conferred to agreement with SLMO regarding the position.

- The Deputy City Manager classification performs highly responsible and complex professional administrative and analytical work to support the City Manager's Office; provides leadership in policy formation and implementation of policies and procedures; promotes effective and efficient operations throughout the organization by facilitating interdepartmental cooperation and sharing of resources; provides responsible staff assistance to the Assistant City Manager, City Manager and City Council. The Deputy City Manager classification will also provide professional development opportunities for staff and flexibility to meet future operational and staffing needs.

Staff recommends a 2.5% salary increase for the classification of Tree Trimmer II. The City has met and conferred to agreement with SLCEA regarding this revision on the position.

- The City has always employed a certified arborist on staff to focus on the health and safety of the approximately 20,000 City street trees. However, the arborist certification has not been a job requirement of any job classification. To ensure the City employs qualified personnel to properly assess and treat City street trees, the Personnel Relations Board approved a revision to the Tree Trimmer II job classification requiring the position to possess an arborist certification. Staff recommends that a 2.5% salary increase be approved in conjunction with this new certification requirement. This salary increase will assist the City in retaining in-house personnel who possess an arborist certification and continue the City's services in monitoring the health and safety of City trees.

Board/Commission Review and Actions

The Personnel Relations Board approved the revision to Tree Trimmer II classification specification at its meeting on October 15, 2015, and the Deputy City Manager at a special meeting on December 3, 2015.

Fiscal Impacts

The Deputy City Manager classification is set at range 10 (\$8,594-\$10,446 monthly). Upon completion of a recruitment process, a lower level position would be eliminated to accommodate any financial impact. Annual impact is estimated to be approximately \$8,023.00 and can be accommodated within the existing department budget.

The 2.5% proposed salary increase for Tree Trimmer II would set the classification at range 64 (\$5,112.00-\$6,214.00 per month). This increase would impact two current Tree Trimmer II employees for a cost of approximately \$4,783.00 and can be accommodated within the existing department budget.

ATTACHMENTS

Attachments to Staff Report

- Approved minutes of Personnel Relations Board meeting on October 15, 2015
- Draft minutes of Personnel Relations Board meeting on December 3, 2015

Attachments to Resolution

- SLCEA Salary Schedule
- SLMO Salary Schedule

PREPARED BY: Emily Hung, Human Resources Manager, City Manager's Office



CITY OF SAN LEANDRO - PERSONNEL RELATIONS BOARD MINUTES

Regular Meeting

Thursday, October 15, 2015

City Hall, Human Resources Conference Room
Second Floor, 835 East 14th Street, San Leandro, California

- I. **CALL TO ORDER:** Chair Louis Heystek called the meeting to order at 5:30 p.m.
- II. **ROLL CALL:** Emily Hung, Human Resources Manager and Board Secretary, called the roll.
BOARD MEMBERS PRESENT: Chairperson Louis Heystek, Vice-Chair Pete Ballew, Member Jane Abelee and Member James Browne were present. Member O.B. Badger was absent.
Chair Heystek welcomed new Member Jane Abelee.
- III. **MINUTES:** Approval of the minutes of the Regular Meeting of April 16, 2015 and the Special Meeting of August 13, 2015.
M | S | P (Ballew/Browne) 4-0 to approve both the Regular Meeting minutes of April 16, 2015 and the Special Meeting minutes of August 13, 2015, as amended. Member O.B. Badger was absent.
- IV. **EMPLOYMENT LISTS:** No extensions were requested.
- V. **ADOPTION/REVISION OF CLASSIFICATIONS:** Revision of two classifications, Tree Trimmer II and Environmental Protection Specialist I/II were brought to the Board for approval.

Secretary Hung provided that the Tree Trimmer II classification was being revised to include a certified arborist certification requirement.

Public Works Director Debbie Pollart explained to the Board that the Tree Trimmer classifications are under the purview of the Streets Section of Public Works. This section is responsible for tree trimming, graffiti abatement, street sweeping and illegal dumping. The prior Street Supervisor retired in May 2014 and was a certified arborist and had been providing that service for the City as a Tree Trimmer II before being promoted to the Supervisor role. The City currently has two Tree Trimmer II's who already have their certified arborist certificates. These Tree Trimmer IIs are alternately receiving a differential for this assignment. Director Pollart noted that this is an important service to the community and provides greater distinction between the Tree Trimmer I and Tree Trimmer II classifications.

Member Brown asked what was involved in becoming certified. Director Pollart said there is a course, which lasts several months, and a testing component before becoming certified. As a certified arborist, they are able to provide an assessment of tree health, shape and identify pest issues. Member Abelee asked about "read labels" under the Ability to section. She asked if it would be better to say read and understand. Secretary Hung and Director Pollart indicated that this is standard language used in most of the PW job descriptions. Chair Heystek offered "follow labels" might be better language. It was agreed that other job descriptions with this language would be updated as needed. Chair Heystek also noted that under "Ability to, Performs the duties of a Tree Trimmer I" should be first, not last in the list, and the Board agreed to said change.

Secretary Hung provided that the Environmental Protection Specialist I/II job description needed to be updated to include changes in regulations and in preparation for an upcoming recruitment.

Director Pollart explained that the incumbent left the City in 2012 and the position remained unfilled until now. The job description has not been revised since 2008 and the department is seeing more and more projects with increasing environmental regulations and inspection and reporting requirements.

The I/II classification will provide flexibility in hiring. She added that the department would ideally want to hire at Level I, but if a candidate has the ideal skill set, they want to be able to hire at Level II. She noted that this class works at the Water Pollution Control Plant and most of those classifications are a competency up. In keeping with that, the I/II will provide a career path.

Member Brown pointed out a grammatical change to page one. Chair Heystek indicated that under each of the Essential Function areas, the Environmental Protection Specialist I requirements should be required for the Environmental Protection Specialist II. The Board agreed that the description be revised to indicate "Performs the duties of Environmental Protection Specialist I" in those areas.

Director Pollart mentioned that both the Tree Trimmer II and Environmental Protection Specialist I/II classifications are included in the current budget.

M | S | P (Browne/Ballew) 4-0 to adopt the revisions of both the Tree Trimmer II and Environmental Protection Specialist I/II. Member O.B. Badger was absent.

- VI. **HUMAN RESOURCES MANAGER'S REPORT:** Secretary Hung provided an overview of the recruitment activities completed and/or in progress, trainings provided and the new onboarding process. She also noted that Yana Taran had recently been promoted to the Sr. Human Resources Analyst position and that Kevin Sledge had recently resigned.

Chair Heystek asked for clarification regarding a question he had e-mailed to Secretary Hung regarding the recent appointment to the Principal Engineer position. He asked how the Principal Engineer was appointed from the City Engineer employment list. Secretary Hung cited Personnel Rule 7, Section 9, which allows for appointment in comparable or less responsible classifications. Chair Heystek asked how those are reported to the Board in correlation to the recruitment activities. Secretary Hung indicated that they haven't been highlighted to the Board before; however, she will make note of these types of appointments in the future.

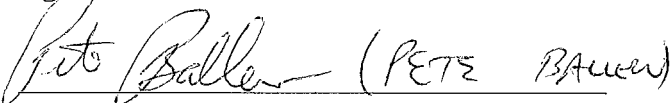
Secretary Hung advised the Board that she may need to request that the Board convene a special meeting in late November or early December. Additional classifications need to be brought before the Board for review.

- VII. **MEMBER COMMENTS:**
Member Browne commented that he is pleased to see Director Pollart is promoting from within and creating flexibility in positions, adding that such practice is commendable, especially in government organizations.

- VIII. **ADJOURNMENT:** There being no further business, the meeting was adjourned at 6:05 p.m.

Signed:

Date:

 (PETE BALLEW) 12-3-15
For Chairperson Louis Heystek



CITY OF SAN LEANDRO - PERSONNEL RELATIONS BOARD MINUTES

Special Meeting

Thursday, December 3, 2015

City Hall, Human Resources Conference Room
Second Floor, 835 East 14th Street, San Leandro, California

- I. **CALL TO ORDER:** Vice Chair Pete Ballew called the meeting to order at 6:02 p.m.
- II. **ROLL CALL:** Emily Hung, Human Resources Manager and Board Secretary, called the roll.

BOARD MEMBERS PRESENT: Vice Chair Pete Ballew, Member Jane Abelee, Member O.B. Badger, and Member James Browne were present. Chair Louis Heystek arrived at 6:14pm.

- III. **MINUTES:** Approval of the minutes of the Regular Meeting of the October 15, 2015.

M | S | P (Browne/Abelee) 4-0 to approve the minutes of October 15, 2015. Chair Heystek was absent.

- IV. **ADOPTION/REVISION OF CLASSIFICATIONS:** Revision of the Administrative Specialist - Police classification and two new classifications, Emergency Services Specialist and Deputy City Manager, were brought to the Board for approval.

Assistant City Manager Lianne Marshall was present to speak to the Board regarding the new classification of Deputy City Manager. Marshall noted that this new classification is needed due to the organizational changes over the past several years which have reduced and reconfigured positions in the department. This position will add another level of management and is consistent with other agencies. The department currently has an Analyst that handles communications and community relations. The Assistant to the City Manager is an entry-level management position in the City Manager's Office. This position that has evolved over time and taken on additional responsibilities such as complex projects and supervisory responsibilities. Marshall explained that the Deputy City Manager position is a level above the "Assistant to the City Manager" but below the "Assistant City Manager".

M | S | P (Badger/Browne) 4-0 to adopt the Deputy City Manager classification as presented. Chair Heystek was absent.

Police Business Manager Scott Koll and Captain Luis Torres were present to speak to the Board regarding revisions to the Administrative Specialist Police classification. Koll explained that the revisions requested to this classification are in line with the structural needs at the Police Department. Additional responsibilities will include red light camera program administration, courtroom testimony, reviewing and briefing cases and other administrative needs which are currently overwhelming the system and will fill in voids in other programmatic areas. These duties are currently handled by various part-time staff and others within the department. This position is in line with other Administrative Services positions with other agencies. Member Badger stated that "this sounds like a lot of additional work for one person" and questioned whether the new full-time position would be able to handle it all or if the department would need to backfill the part-time position. Captain Torres explained that this position will fill in the gap that currently exists and there is no fiscal impact as the position will be absorbed into the department budget.

M | S | P (Badger/Browne) 5-0 to approve the revisions to the Administrative Specialist – Police classification as presented. Chair Heystek was absent.

Captain Torres provided a background on the Emergency Services Specialist classification. This classification has undergone several changes over the past 15-16 years. Originally this was a full-time position under the City Manager's Office until the retirement of Dan Lunsford. Thereafter, a portion of

the duties were taken over by the department's Administrative Analyst II who subsequently retired, and then the Assistant to the City Manager who left the City. In 2013, a discussion at the City Manager level led to the Police Department taking on these duties. Captain Torres took over these responsibilities and quickly realized the City was not in compliance with NIMS, SIMS, ICS and FEMA required trainings. In 2013, a part-time employee was hired by the Police Department to help with the Emergency Services area. The incumbent has been conducting staff training, building evacuation drills and has recently provided each department with evacuation back-packs with necessary first-aid supplies. She has also worked with local agencies and the school district on emergency preparedness. The growth of the position has exceeded the hours currently allowed for part-time employees and it has been determined the position needs to be full-time. Captain Torres also noted that the City will be starting the Local Hazard Mitigation Plan, the adoption of which is required by agencies every 5 years.

Member Badger noted that if the Emergency Operations Center (EOC) is activated, the City Manager is the Director and asked, "Why is the Police Department trying to manage this program?" Captain Torres agreed that the City Manager is the director when the EOC is activated and that would not change. The Emergency Services Specialist would handle the day-to-day duties and training. Captain Torres added that with other agencies, most of the Emergency Services duties fall under public safety, whether that is the Police or Fire Departments. He noted that three years ago, the City Manager Executive Team decided to pass it to the Police Department. Chair Heystek commented that this is a crucial component.

Member Browne asked about the fiscal impact. Captain Torres said the position is now within the Police Department and would be absorbed within the department's budget. He noted that this classification also works closely with other departments. Member Browne noted that under the "Ability to" section, the position is required to be on-call 24/7. Captain Torres noted that as Disaster Service Workers, all City employees are technically on call and added that this position would provide overtime if working past normal hours. Chair Heystek noted his understanding that on-call usually means something different, such as "being available". Member Badger noted that on-call positions usually get paid to be on-call. Captain Torres said he is not opposed to changing the language to say, "available to be on call".

Chair Heystek again stated that the prior Emergency Services Coordinator reported to the City Manager which was a critical component and added that the classification, as proposed and as placed under the Police Department, appeared to be more reactionary while in the City Manager's Department, there would be planning, integration with other departments and the City Council could decide to put money where the priorities need to be met. Captain Torres said with the Local Hazard Mitigation Plan, the position will be working with the other departments across the board. Chair Heystek asked about the reporting structure of the position. Captain Torres said the employee would report to Police Business Manager Koll and then Captain Torres. Chair Heystek asked if there were any functions that would not be covered. Captain Torres said in working on this specification, they looked to other agencies to see what possible duties would need to be covered.

Chair Heystek commented that he would like to see the position restructured to the City Manager's Office. He needs to better understand the interdisciplinary nature of the position and stated that he is not seeing the forward thinking to bring everyone together. Member Badger commented that he is worried about the Police Department being territorial, adding that the employee would work with other departments but report to the Police Department. He said El Nino might give us an example of the need for the position, noting he agrees but the reporting structure needs to be changed. Vice Chair Ballew said he does not agree with that, noting that history has shown that when the duties moved to ancillary people, things slipped through the cracks, stating that industry standards have shifted and many of those positions are now with law enforcement. He feels that when someone is speaking to a group, or providing training, they are more strongly received when they are in uniform.

Captain Torres noted that the City contracts their Fire services. Alameda County Fire provides service for several agencies. That being said, they have not increased their Emergency Services Division and

have limited resources. The Police Department has participated in their CERT Trainings and two Emergency Preparedness classes, but does not feel that is enough.

Member Abelee said that it seems to make sense to have a conversation with the City Manager regarding the reporting structure. She is concerned about moving ahead until the questions are addressed and discussed. She would also like to know what role the County plays in all of this. Chair Heystek asked if this was time sensitive. Secretary Hung noted that this could be tabled to the January regular meeting. However, it is time sensitive in that the current part-time employee has limited hours. Secretary Hung noted that the incumbent has surpassed 1,000 hours for the past two years and currently enrolled in PERS, however she is not receiving full-time benefits. Captain Torres said the employee is limited to 999 hours, which will run out in January or February. He also noted that this position is the person that everyone will rely on should an EOC be activated. They want to keep to task what needs to be done sooner rather than later.

Chair Heystek moved to table this item to the next meeting and urged the Board to review the information and forward questions to staff. Member Badger seconded the motion. Vice Chair Ballew stated that he is not opposed to the position or the full-time status, just where it lies. He suggested that the Board adopt the position but have staff follow-up about moving it back to the City Manager's Office. Chair Heystek responded that for him, in addition to the reporting structure, the interdisciplinary nature of the position and engaging in forward-thinking and not solely on response and emergency operations are lacking in the proposed classification. Secretary Hung said it is ok to delay to January and she will talk to the City Manager about attending the January meeting to address the Board's concerns.

M | S | P (Heystek/Badger) 4-0-1 to table the Emergency Services Specialist the January meeting. Vice Chair Ballew abstained.

Chair Heystek also noted that in keeping with the Brown Act, any questions should be sent to Secretary Hung directly, not to all Board Members or to a majority of the Board. However, Secretary Hung can respond to requests for information from any Board Member and copy the full Board.

V. **ADJOURNMENT:** There being no further business, the meeting was adjourned at 6:50 p.m.

Signed:

Date:

Chairperson Louis Heystek



City of San Leandro

Meeting Date: December 21, 2015

Resolution - Council

File Number: 15-682

Agenda Section: CONSENT CALENDAR

Agenda Number:

TO: City Council

FROM: Chris Zapata
City Manager

BY: Lianne Marshall
Assistant City Manager

FINANCE REVIEW: David Baum
Finance Director

TITLE: RESOLUTION Amending the San Leandro Management Organization (SLMO) Salary Schedule to Add the Classification of Deputy City Manager, and the San Leandro City Employees' Association (SLCEA) Salary Schedule to Adjust the Salary Range for Tree Trimmer II

The City Council of the City of San Leandro does RESOLVE as follows:

That the San Leandro Management Organization (SLMO) salary schedule is hereby amended to include the classification and salary range for Deputy City Manager; and the San Leandro City Employees' Association (SLCEA) salary schedule is hereby amended to adjust the salary range for the classification of Tree Trimmer II, as depicted in the copies of the salary schedules attached hereto and made a part hereof; and

That said amendments shall be effective January 1, 2016.

CITY OF SAN LEANDRO
SLCEA Salary Schedule
Effective 12/21/15

SR	CLASSIFICATION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
		<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>
81	Plan Check Engineer Senior Project Specialist Traffic Operations Engineer	7742	8129	8535	8962	9410	9862	10314	10776	11238	11700
80	No classification falls within range	7553	7930	8327	8743	9180	9627	10084	10551	11028	11515
79	Associate Engineer Laboratory Supervisor	7373	7742	8129	8535	8962	9410	9862	10314	10776	11238
78	Environmental Services Supervisor Plant Operations Supervisor	7193	7553	7930	8327	8743	9180	9627	10084	10551	11028
77	Plant Maintenance Supervisor Project Specialist II Supervising Building Inspector Supervising Engineering Inspector	7022	7373	7742	8129	8535	8962	9410	9862	10314	10776
76	No classification falls within range	6851	7193	7553	7930	8327	8743	9180	9627	10084	10551
75	Building Supervisor Fleet Supervisor Graphics Supervisor Permits Center Coordinator Senior Engineering Inspector Systems Analyst Traffic Supervisor	6688	7022	7373	7742	8129	8535	8962	9410	9862	10314
74	Assistant Engineer Senior Building Inspector	6524	6851	7193	7553	7930	8327	8743	9180	9627	10084
73	Accountant II Environmental Protection Specialist II Information Systems Application Specialist Plant Operator - Lead	6369	6688	7022	7373	7742	8129	8535	8962	9410	9862
72	Project Specialist I Plant Electrician II Collection Systems Maintenance Supervisor	6214	6524	6851	7193	7553	7930	8327	8743	9180	9627
71	Building Inspector Engineering Inspector Marina Supervisor Senior Librarian	6066	6369	6688	7022	7373	7742	8129	8535	8962	9410
70	Administrative Specialist - Police Community Services Specialist Electrician II Engineering Technician HVAC Mechanic II Information Services Specialist Park Supervisor Plant Operator II Public Safety Dispatcher Supervisor Street Supervisor Surveyor Tree Supervisor	5918	6214	6524	6851	7193	7553	7930	8327	8743	9180
69	Accountant I Engineer Laboratory Technician II Maintenance Mechanic II Purchasing Technician	5777	6066	6369	6688	7022	7373	7742	8129	8535	8962
68	No classification falls within range	5636	5918	6214	6524	6851	7193	7553	7930	8327	8743

CITY OF SAN LEANDRO
SLCEA Salary Schedule
Effective 12/21/15

SR	CLASSIFICATION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
		<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>
67	Administrative Specialist III Environmental Protection Specialist I Equipment Mechanic - Lead Laboratory Technician I Permits Technician Plant Electrician I Recreation Supervisor II Senior Public Safety Dispatcher	5502	31.74	5777	33.33	6066	34.99	6369	36.74	6688	38.58
66	Collection Systems Maintenance Worker III	5368	30.97	5636	32.52	5918	34.14	6214	35.85	6524	37.64
65	Automotive Mechanic Buyer Electrician I Equipment Mechanic HVAC Mechanic I Plant Operator I Project Planner Public Safety Dispatcher	5240	30.23	5502	31.74	5777	33.33	6066	34.99	6369	36.74
64	Crime Analysis Technician Facilities Maintenance Worker III Librarian Maintenance Mechanic I Park Maintenance Worker III Pavement Marking Specialist - Lead Property & Evidence Technician Project Literacy Coordinator Street Maintenance Worker III Tree Trimmer II	5112	29.49	5368	30.97	5636	32.52	5918	34.14	6214	35.85
63	Administrative Specialist II Senior Engineering Aide Tree Trimmer II	4990	28.79	5240	30.23	5502	31.74	5777	33.33	6066	34.99
62	Assistant Marina Supervisor Information Systems Support Technician Recreation Supervisor I Senior Police Service Technician	4869	28.09	5112	29.49	5368	30.97	5636	32.52	5918	34.14
61	Plant Operator in Training Collection Systems Maintenance Worker II	4753	27.42	4990	28.79	5240	30.23	5502	31.74	5777	33.33
60	Administrative Specialist I Circulation Supervisor Tree Trimmer I	4637	26.75	4869	28.09	5112	29.49	5368	30.97	5636	32.52
59	Facilities Maintenance Worker II Park Maintenance Worker II Street Maintenance Worker II	4526	26.11	4753	27.42	4990	28.79	5240	30.23	5502	31.74
58	Administrative Assistant III Community Services Officer Engineering Aide Permits Clerk Police Service Technician II Senior Account Clerk Collection Systems Maintenance Worker I	4416	25.48	4637	26.75	4869	28.09	5112	29.49	5368	30.97
57	Jailer Property Clerk	4311	24.87	4526	26.11	4753	27.42	4990	28.79	5240	30.23
56	Account Clerk Animal Control Worker	4206	24.26	4416	25.48	4637	26.75	4869	28.09	5112	29.49

CITY OF SAN LEANDRO
SLCEA Salary Schedule
Effective 12/21/15

SR	CLASSIFICATION	<i>Step 1</i>	<i>Hrly</i>	<i>Step 2</i>	<i>Hrly</i>	<i>Step 3</i>	<i>Hrly</i>	<i>Step 4</i>	<i>Hrly</i>	<i>Step 5</i>	<i>Hrly</i>
	Equipment Services Technician Facilities Maintenance Worker I Park Maintenance Worker I Street Maintenance Worker I										
55	Administrative Assistant II Administrative Trainee	4106	23.69	4311	24.87	4526	26.11	4753	27.42	4990	28.79
54	Police Services Aide Senior Library Assistant Police Service Technician I	4005	23.11	4206	24.26	4416	25.48	4637	26.75	4869	28.09
53	No classification falls within range	3910	22.56	4106	23.69	4311	24.87	4526	26.11	4753	27.42
52	No classification falls within range	3815	22.01	4005	23.11	4206	24.26	4416	25.48	4637	26.75
51	Café Assistant Library Assistant Parking Aide, pt	3724	21.48	3910	22.56	4106	23.69	4311	24.87	4526	26.11
50	Administrative Assistant I Plant Maintenance Worker	3633	20.96	3815	22.01	4005	23.11	4206	24.26	4416	25.48
49	Equipment Services Aide Maintenance Worker - Entry Supply Maintenance Worker	3547	20.46	3724	21.48	3910	22.56	4106	23.69	4311	24.87
48	No classification falls within range	3460	19.96	3633	20.96	3815	22.01	4005	23.11	4206	24.26
47	No classification falls within range	3378	19.49	3547	20.46	3724	21.48	3910	22.56	4106	23.69
46	No classification falls within range	3295	19.01	3460	19.96	3633	20.96	3815	22.01	4005	23.11
45	No classification falls within range	3217	18.56	3378	19.49	3547	20.46	3724	21.48	3910	22.56
44	No classification falls within range	3138	18.11	3295	19.01	3460	19.96	3633	20.96	3815	22.01
43	No classification falls within range	3064	17.67	3217	18.56	3378	19.49	3547	20.46	3724	21.48
42	No classification falls within range	2989	17.24	3138	18.11	3295	19.01	3460	19.96	3633	20.96
41	Maintenance Aide	2918	16.83	3064	17.67	3217	18.56	3378	19.49	3547	20.46
40	No classification falls within range	2847	16.42	2989	17.24	3138	18.11	3295	19.01	3460	19.96
39	Library Clerk, pt		16.03		16.83		17.67		18.56		19.49

CITY OF SAN LEANDRO
SLMO Salary Schedule
Effective 12/21/15

Approved by City Council on x/xx/xx

SR CLASSIFICATION	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>
1 No Classification falls within range	13332	13999	14699	15434	16205
2 No classification falls within range	12697	13332	13999	14699	15434
3 Community Development Director Engineering and Transportation Director Finance Director Public Works Services Director	12093	12697	13332	13999	14699
4 Human Resources Director Library Director Recreation and Human Services Director	11517	12093	12697	13332	13999
5 No classification falls within range	10968	11517	12093	12697	13332
6 City Engineer Deputy Community Development Director Human Resources Manager Information Technology Manager	10446	10968	11517	12093	12697
7 Business Development Manager Chief Building Official Chief Innovation Officer Principal Engineer	9949	10446	10968	11517	12093
8 Assistant Finance Director Assistant Public Works Services Director Assistant Recreation and Human Services Director Environmental Services Manager Facilities and Open Space Manager Library Services Manager Planning Manager Street Maintenance Manager Water Pollution Control Manager	9475	9949	10446	10968	11517
9 City Clerk Principal Planner Senior Engineer	9024	9475	9949	10446	10968
10 Assistant Water Pollution Control Manager Deputy City Manager Deputy Finance Director Deputy Public Works Services Director Emergency Services Manager Housing-Community Development Block Grant Manager Police Business Manager Police Support Services Manager Recreation and Human Services Manager Shoreline Operations Manager	8594	9024	9475	9949	10446
11 Assistant Information Technology Manager Assistant to the City Manager Grants Administrator Public Information Officer Budget and Compliance Manager Senior Human Resources Analyst	8185	8594	9024	9475	9949
12 No classification falls within range	7795	8185	8594	9024	9475
13 Administrative Analyst II	7424	7795	8185	8594	9024
14 No classification falls within range	7070	7424	7795	8185	8594
15 Administrative Analyst I	6734	7070	7424	7795	8185
16 No classification falls within range	6413	6734	7070	7424	7795