

# APPENDIX C

## City of Porterville Position Pay Plan

Last Update: July 9, 2020

<u>POSITION</u>	<u>NO. OF POSITIONS</u>	<u>RANGE</u>	<u>SALARY RANGE</u>	<u>OVERTIME CITY/FLSA</u>	<u>REPRESEN TATION</u>
Accountant I	1	185	4150-5064	1 P	1
Accountant II	0	213	5485-6693	1 E	1
Account Clerk I	1	140	2652-3236	3 40	2
Account Clerk II	4	150	2930-3575	3 40	2
Account Clerk III	0	154	3048-3719	2 A	1
Accounting Technician	0	164	3367-4109	2 A	1
Administrative Aide	3	178	3870-4723	1 A	1
Administrative Aide (Limited Term)	2	178	3870-4723	1 A	1
Administrative Analyst I	6	196	4630-5651	1 E	1
Administrative Analyst II	3	210	5323-6496	1 E	1
Administrative Assistant	4	152	2988-3646	2 A	1
Administrative Services Manager	0	235	6828-8332	1 E	-
Administrative Services Director	0	250	7928-9673	1 E	-
Adult Lit. Prog. Coord. (Lt. Term)	0	178	3870-4723	1 E	1
Airport Services Coordinator	1	181	3988-4191	1 E	1
Animal Control Officer	0	152	2959-3610	3 40	5
Animal Shelter Supervisor	1	197	4676-5708	1 E	1
Assistant City Engineer	0	236	6896-8416	1 P	1
Assistant Construction Project Mgr.	1	204	5014-6119	1 E	1
Assistant Engineer	1	204	5014-6119	1 P	1
Assistant Engineer (Limited Term)	0	204	5014-6119	1 P	1
Assistant Field Services Manager	0	223	6059-7395	1 A	1
Assistant Planner	1	196	4630-5651	1 P	1

Assistant Project Manager	1	204	5014-6119	1	E	1
Associate Engineer	2	215	5595-6828	1	P	1
Associate Planner	1	210	5323-6496	1	P	1
Building Inspector I	1	188	4276-5218	3	40	2
Building Inspector II	1	198	4723-5765	3	P	2
Building Permit Technician	1	178	3870-4723	1	A	1
Chemist I	1	202	4915-5998	1	P	1
Chemist II	0	210	5323-6496	1	P	1
Chief Building Inspector	1	215	5595-6828	1	E	1
Chief Building Official	1	225	6181-7544	1	E	1
Chief Deputy City Clerk	1	210	5323-6496	1	E	1
Chief Financial Officer	0	240	7177-8757	1	E	-
Chief of Parks & Leisure Svcs. Ops.	0	236	6896-8416	1	E	-
City Attorney (part time)		Flat				
City Engineer	1	242	7322-8934	1	E	1
City Librarian	1	215	5595-6828	1	E	1
City Manager	1	CONTRACT	12661.50	1	E	-
City Planner	0	237	6965-8500	1	E	1
Clerical Assistant I	1	140	2652-3236	3	40	2
Clerical Assistant I (Limited Term)	1	140	2652-3236	3	40	2
Clerical Assistant II	5	145	2787-3401	3	40	2
Clerical Assistant III	2	150	2930-3575	3	A	2
Clerical Assistant Trainee	0	130	2401-2930	3	40	2
Code Enforcement Officer	0	162	3268-3988	3	40	5
Code Enforcement Officer II	1	182	3988-4866	3	40	5
Communications Dispatcher	11	160	3204-3909	3	40	5
Communications Dispatcher (Lt. Term)0		160	3204-3909	3	40	5

Communications Supervisor	1	184	4068-4964	3	40	5
Community Development Director	1	254	8250-10066	1	E	-
Community Development Manager	1	237	6965-8500	1	E	1
Community Services Officer I	7	162	3268-3988	3	40	5
Community Services Officer II	1	172	3610-4405	3	40	5
Construction/Project Manager	1	225	6181-7544	1	P	1
Deputy City Clerk	1	178	3870-4723	1	A	1
Deputy City Manager	1	268	9483-11573	1	E	-
Deputy Public Works Director/ City Engineer	0	248	7772-9483	1	E	-
Deputy Public Works Director/ Field Services Manager	0	248	7772-9483	1	E	-
Development Assistant	1	196	4630-5651	1	P	1
Development Assistant: Housing	0	196	4630-5651	1	P	1
Development Associate	1	210	5323-6496	1	P	1
Economic Dev. & Housing Mgr.	1	237	6965-8500	1	E	1
Electrician/Instrument Technician	1	183	4068-4964	3	40	2
Engineering & Building Technician	2	164	3367-4109	3	40	2
Engineering Inspector I	0	188	4276-5218	3	P	2
Engineering Inspector II	2	198	4723-5765	3	P	2
Engineering & Project Management Director	1	259	8671-10580	1	E	-
Engineering Specialist I	0	168	3504-4276	3	40	2
Engineering Specialist II	2	179	3909-4770	3	40	2
Engineering Specialist III	1	188	4276-5218	3	P	2
Engineering Specialist III – (Lt. Term)	0	188	4276-5218	3	P	2
Executive Assistant to City Manager	1	157	3141-3832	2	A	1
Field Services Manager	1	237	6965-8500	1	E	1
Field Services Shop Superintendent	1	207	5166-6305	1	E	1

Field Services Shop Supervisor	0	188	4276-5218	1	E	1
Field Services Streets Superintendent	1	207	5166-6305	1	E	1
Field Services Superintendent	1	207	5166-6305	1	E	1
Field Services Supervisor	1	179	3909-4770	1	E	1
Field Services Supervisor – Water	1	190	4361-5323	1	E	1
Field Services Worker I	0	147	2843-3469	3	40	2
Field Services Worker I- Airport Maint.	2	147	2843-3469	3	40	2
Field Services Worker II	17	157	3141-3832	3	40	2
Field Services Worker II- Streets	8	159	3204-3909	3	40	2
Field Services Worker III	2	167	3469-4233	3	40	2
Field Services Worker III- Airport	0	167	3469-4233	3	40	2
Field Services Worker III- Streets	1	169	3539-4319	3	40	2
Field Services Worker Trainee	0	133	2474-3018	3	40	2
Finance Director	1	254	8250-10066	1	E	-
G.I.S. Supervisor	1	210	5323-6496	1	P	1
G.I.S. Technician	0	164	3367-4109	3	40	2
Human Resources Aide	2	178	3870-4723	1	A	1
Human Resources Analyst I	0	196	4630-5651	1	A	1
Human Resources Analyst II	0	210	5323-6496	1	E	1
Human Resources Assistant	1	152	2988-3646	2	A	1
Industrial Waste Inspector I	0	187	4233-5166	3	P	2
Industrial Waste Inspector II	0	198	4723-5765	1	P	1
Information Technology Manager	1	220	5881-7177	1	E	1
Lab Attendant	0	156	3110-3794	3	40	2
Lab Superintendent	1	218	5765-7035	1	E	1
Lab Supervisor	0	218	5765-7035	1	E	1
Lab Technician I	0	171	3601-4405	3	40	2

Lab Technician II	1	181	3988-4866	3	40	2
Lab Technician III	0	191	4405-5376	3	P	2
Leisure Services Coordinator	2	163	3334-4068	3	40	2
Leisure Servs Coordinator (Lt. Term)	0	163	3334-4068	3	40	2
Leisure Services Superintendent	0	201	4866-5939	1	E	1
Leisure Services Supervisor	1	177	3832-4676	1	E	1
Library Assistant	7	150	2930-3575	3	40	2
Library Assistant (Limited Term)	0	150	2930-3575	3	40	2
Library Assistant Trainee	0	133	2474-3018	3	40	2
Library Supervisor I	1	166	3435-4191	1	E	1
Library Supervisor II	1	178	3870-4723	1	E	1
Live Release Coordinator	1	152	2959-3610	3	40	5
Mechanic I	0	158	3172-3870	3	40	2
Mechanic II	5	171	3610-4405	3	40	2
Mechanic Assistant	0	145	2787-3401	3	40	2
Meter Reader	3	155	3079-3767	3	40	2
Parks & Leisure Services Director	1	253	8169-9966	1	E	-
Parks and Leisure Services Specialist	1	188	4276-5218	1	P	1
Parks Maintenance Worker I	4	142	2706-3301	3	40	2
Parks Maintenance Worker II	11	157	3141-3832	3	40	2
Parks Maintenance Worker II (PD)	1	157	3141-3832	3	40	2
Parks Maintenance Worker III	3	167	3469-4233	3	40	2
Parks Superintendent	1	207	5166-6305	1	E	1
Parks Supervisor	0	179	3909-4770	1	E	1
Planning Technician	0	164	3367-4109	3	A	2
Police Officer Trainee	5	162	3268-3988	3	40	5
Police Services Supervisor	0	193	4494-5485	1	A	1

Principal Civil Engineer	1	225	6181-7544	1	P	1
Project Manager	1	215	5595-6828	1	E	1
Property & Evidence Technician	2	157	3110-3794	3	40	5
Public Education Officer	0	152	2930-3575	3	40	5
Public Works Director	1	259	8671-10580	1	E	-
Purchasing Agent	0	199	4770-5822	1	E	1
Records Clerk	5	150	2900-3539	3	40	5
Senior Communications Dispatcher	1	165	3367-4109	3	40	5
Senior Records Clerk	0	155	3018-3683	3	40	5
Senior Planner	1	215	5595-6828	1	P	1
Storekeeper	0	155	3079-3757	3	40	2
Utility Billing Supervisor	2	168	3504-4276	1	A	1
WWTF Operator Superintendent	1	215	5595-6828	1	E	1
WWTF Operator I	0	157	3141-3832	3	40	2
WWTF Operator II	6	166	3435-4191	3	40	2
WWTF Operator III	2	184	4109-5014	3	40	2
WWTF Operator Trainee	0	133	2474-3018	3	40	2
Water Systems Specialist	1	190	4361-5323	1	A	1
Water Utility Superintendent	1	215	5595-6828	1	E	1
Water Utility Worker I	1	157	3141-3832	3	40	2
Water Utility Worker II	14	166	3435-4191	3	40	2
Water Utility Worker III	3	184	4109-5014	3	40	2
Zalud House Curator	0	138	2600-3172	3	40	2

PUBLIC SAFETY POSITIONS

Fire Protection:

Fire Chief	1	259	8671-10580	1	E	-
Fire Battalion Chief	4	243	7395-9023	1	E	-
Fire Marshal (non-sworn)	1	215	5595-6828	1	E	-
Fire Captain	10	214	5540-6760	4	27	6
Fire Engineer	9	193	4494-5485	4	27	4
Firefighter	18	184	4109-5014	4	27	4

Administrative Staff (a)

Police Protection:

Chief of Police	1	268	9483-11573	1	E	-
Police Captain	2	243	7395-9023	1	E	-
Police Lieutenant	5	226	6242-7619	1	E	-
Police Sergeant	11	219	5822-7106	4	E	3
Police Officer	59	197	4676-5708	4	28	3
Police Officer (Limited Term)	1	197	4676-5708	4	28	3

## EMPLOYEE PAY & BENEFIT PLAN NOTES

### DESIGNATION

#### OVERTIME CITY DESIGNATION

1. Management Employees	No Compensation for Overtime Work
2. Confidential Employees	Shall be Paid for Overtime Work
3. General Series Employees	Shall be Paid for Overtime Work
4. Fire/Police Employees	Shall be Paid for Overtime Work

#### FLSA DESIGNATION

E= Executive, exempt

P= Professional, exempt

A= Administrative, exempt

40 =40 hr., 7 day work period, non-exempt

28 =171 hr., 28 day work period, "7K" exempt

27 =204 hr., 27 day work period, "7K" exempt

#### EMPLOYEE GROUP DESIGNATION (REPRESENTATION)

1. Management and Confidential Series
  2. Porterville City Employees' Association
  3. Porterville Peace Officers' Association
  4. Porterville City Firefighters' Association
  5. Public Safety Support Unit
  6. Fire Officer Series
- Unrepresented Management

### ASSIGNMENT

- a. Firefighters, Fire Engineers, Fire Lieutenants, and Fire Captains assigned to any of three administrative staff positions (40 hour week) performing the duties of Deputy Fire Marshal, shall receive an additional 7 ½ % over their base salary.
- b. Police officer given Field Training Officer assignments shall receive an additional 5% salary increase, in daily increments, over their base salary.
- c. Police Officers and Police Sergeants assigned to HNT (Hostage Negotiations Team), MAIT (Major Accident Investigation Team), SWAT (Special Weapons and Tactics) shall receive an additional 5 % salary increase over their base salary.
- d. Police Officers and Police Sergeants given Detective assignments shall receive an additional 7 ½ % salary increase over their base salary.
- e. Police Officers and Police Sergeants assigned to the K-9 Unit shall receive an additional 7 ½ % salary increase over their base salary.
- f. Police Officers assigned to Corporal shall receive an additional 5%. In the event a Police Officer is assigned as Corporal, they shall not receive additional pay while performing duties of a Sergeant or Field Training Officer.

\*In the event Police Officers and Police Sergeants are assigned to more than one specialty assignment, stacking is permitted with a 10% cap, except for concurrent assignments to SWAT/HNT and MAIT. (The 10% stacking cap does not apply to K-9 assignment).