

RESOLUTION NO. 8697

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDLANDS ESTABLISHING A SALARY SCHEDULE AND COMPENSATION PLAN FOR CITY EMPLOYEES AND RESCINDING RESOLUTION NO. 8662

WHEREAS, the City Council is authorized and directed by Section 2.56.040 of the Redlands Municipal Code to prepare, install, revise and maintain a position classification and compensation plan covering all positions in the competitive service;

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF REDLANDS AS FOLLOWS:

Section 1. The City Council of the City of Redlands hereby establishes a basic compensation plan for all employees in all of the classifications of employment as described in Section 2 of this resolution to be effective July 7, 2025.

Section 2. Salary schedule and Compensation Plan.

Position Title	PT	FT	Unit	Range				
City Clerk's Office								
Assistant City Clerk		1	MM	33				
Administrative Assistant I/II		1	T	33	38			

Part Time Positions

Administrative Assistant	1		PT					
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Total City Clerk's Office	1	2						
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City Manager's Office								
City Manager		1	C	3				
City Attorney		1	C	2				
Assistant City Manager		2	DD	6				
Homeless Solutions Manager		1	MM	75				
Grants Coordinator		1	MM	48				
Management Analyst		1	MM	50				
Administrative Analyst		1	MM	35				
Senior Administrative Assistant		1	T	48				

Public Information

Public Information Officer		1	M	75				
Communications Specialist		1	MM	35				
Multimedia Production Coordinator		1	T	61				

Total City Manager's Office	0	12						
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Human Resources/Risk Management								
Director, Human Resources/Risk Management		1	DD	4				
Assistant Director, HR/Risk Management		1	M	90				
HR/Risk Manager		2	M	78				
Human Resource Analyst		2	MM	53				
HR Coordinator		1	MM	47				
HR Specialist		4	MM	35				

Position Title	PT	FT	Unit	Range			
Administrative Assistant I/II		1	T	33	38		
Mid-Management Trainee		2	MM	30-90			

Total Human Resources/Risk Management	0	14					
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<i>Management Services</i>							
Director, Management Services*		1	DD	4			

Information Technology

Information Technology Manager		1	M	83			
Network Engineer		1	MM	77			
GIS Supervisor		1	MM	73			
IT Systems Supervisor		1	MM	66			
Database Administrator		1	T	95			
IT Applications Analyst		1	T	86			
System Administrator		1	T	84			
GIS Analyst		2	T	84			
IT Security Analyst		1	T	82			
Network Specialist I/II		1	T	79	84		
GIS Technician		1	T	59			
Sr. Help Desk Technician		1	T	72			
Help Desk Technician		3	T	57			
Administrative Assistant I/II		1	T	33	38		

Finance

Assistant Finance Director		1	M	90			
Finance Manager		1	M	78			
Principal Accountant		1	MM	59			
Senior Accountant		2	MM	51			
Budget Analyst		1	MM	50			
Management Analyst		1	MM	50			
Accountant		1	MM	35			
Senior Accounting Technician		1	T	50			
Accounting Technician I/II		2	T	29	39		

Revenue

Revenue Manager		1	MM	65			
Utilities Customer Service Supervisor		1	MM	45			
Accountant		1	MM	35			
Administrative Analyst		1	MM	35			
Senior Customer Account Specialist		2	T	52			
Utilities Billing Specialist		1	T	51			
Senior Accounting Technician		1	T	50			
Utilities Billing Technician		2	T	41			
Customer Account Specialist		6	T	37			

Position Title	PT	FT	Unit	Range			
Customer Service Technician I/II		4	T	24	32		

Purchasing

Procurement Manager		1	M	74			
Purchasing Clerk		1	T	35			

Payroll

Payroll Coordinator		1	MM	34			
Payroll Assistant		1	T	40			

Part Time Position

IT Intern	1		PT				
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Total Management Services	1	53					
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*the position of Director, Management Services shall perform the duties of Director of Finance as outlined in Redlands Municipal Code 2.08

Development Services Department

Administration

Development Services Director		1	DD	4			
Sustainability Coordinator		1	MM	60			
Management Analyst		1	MM	50			
Sr. Administrative Assistant		1	T	48			
Administrative Assistant I/II		1	T	33	38		

Land Use

One Stop Permit Center Manager		1	M	82			
Asst/Assoc/Civil/Sr. Civil Engineer		3	MM	41	51	61	73
NPDES Inspector I/II		1	T	59	64		
Counter Services Technician		2	T	30			

Building Safety

Chief Building Official		1	M	81			
Sr. Plans Examiner		1	MM	62			
Plans Examiner		1	T	80			
Sr. Building Inspector		1	T	80			
Building Inspector I/II		2	T	60	70		
Permit Technician I/II		2	T	52	57		

Economic Development

Economic Development Coordinator		1	MM	68			
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Planning

City Planner		1	M	82			
Principal Planner		1	MM	75			
Senior Planner		2	MM	65			
Junior/Assistant/Associate Planner		3	T	53	70	80	

Position Title	PT	FT	Unit	Range				
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Part Time Positions

Planning Intern	2		PT					
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Total Development Services Department	2	28						
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Fire Department								
Fire Chief		1	DD	7				
Fire Marshal		1	M	88				
Deputy Fire Chief		1	F	85				
Deputy Fire Marshal		1	MM	79				
Battalion Chief		4	F	79				
Fire Captain		15	F	60				
Fire Engineer		18	F	55				
Fire Fighter		21	F	50				
EMS Coordinator		1	MM	82				
Management Analyst		1	MM	50				
Emergency Operations Specialist		1	MM	34				
Fire Prevention Inspector		2	CS	75				
Sr. Administrative Assistant		2	T	48				
Administrative Assistant I/II		1	T	33	38			

Total Fire Department		70						
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Library								
Library Director		1	C	1				
Archivist Curator		1	M	80				
Principal Librarian		1	MM	53				
Systems Administrator		1	T	84				
Management Analyst		1	MM	50				
Senior Librarian		1	MM	37				
Special Collections Manager		1	MM	36				
Adult Literacy Coordinator		1	MM	32				
Technical Services Coordinator		1	MM	30				
Museum Collections Specialist		1	T	57				
Librarian		1	T	52				
Sr. Administrative Assistant		1	T	45				
Library Specialist I/II		5	T	22	32			
Maintenance Worker I/II		2	T	24	31			
Administrative Assistant I/II		1	T	33	38			
Technical Services Clerk		2	T	12				
Library Clerk		2	T	5				

Part Time Positions

Administrative Assistant	1		PT					
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Position Title	PT	FT	Unit	Range				
Library Specialist	1		PT					
Library Clerk	4		PT					
Library Page	4		PT					
Museum Attendant	4		PT					

Total Library	14	24						
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Municipal Utilities & Engineering Department

Administration

Director of Municipal Utilities and Public Works Engineering		1	DD	05				
Senior Administrative Assistant		3	T	48				

Engineering Services

City Engineer		1	M	87				
Asst/Assoc/Civil/Sr. Civil Engineer		6	MM	41	51	61	73	
Construction Inspector I/II		5	T	75	85			
Water Conservation Specialist		2	T	49				

Utilities

Laboratory Manager		1	MM	75				
Laboratory Quality Manager		1	MM	65				
Laboratory Analyst I/II/III/IV		4	T	53	63	73	83	

Water

Water Utility Manager		1	M	86				
Water Production/Maint. Superintendent		1	MM	85				
Water Distribution Superintendent		1	MM	85				
Water Production Operations Supervisor		1	T	100				
Water Production Maintenance Supervisor		1	T	100				
Water Distribution Supervisor		1	T	100				
Regulatory Compliance Officer		1	T	90				
Utilities Maintenance Foreperson		1	T	80				
Electrical and Instrumentation Technician		2	T	69				
Senior Water Quality Technician		1	T	63				
Cross Connection Control Inspector		1	T	63				
Water Distribution Crewleader		4	T	83				
Water Treatment Operator I/II/III/IV/V		8	T	55	60	77	80	83
Water Quality Technician I/II		2	T	52	57			
Water Distribution Operator		12	T	49				
Sr. Customer Service Field Technician		1	T	48				
Plant Mechanic I/II		6	T	48	58			
Customer Service Field Technician		1	T	39				
Water Meter Reader I/II		3	T	21	31			

Position Title	PT	FT	Unit	Range			
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Wastewater

Wastewater Utility Manager		1	M	86			
Wastewater Operations Supervisor		1	T	100			
Wastewater Facilities Maintenance Supervisor		1	T	100			
Wastewater Collection System Supervisor		1	T	100			
Regulatory Compliance Officer		1	T	90			
Utilities Maintenance Foreperson		1	T	80			
Wastewater Facilities Operator I/II/III/IV		6	T	51	61	68	78
Plant Mechanic I/II		5	T	48	58		
Wastewater Collection System Worker I/II/III		7	T	47	50	54	

Part Time Positions

Administrative Assistant	1		PT				
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Total MUED Department	1	97					
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Police Department

Chief of Police		1	DD	8			
Deputy Police Chief		2	P	85			
Police Commander		4	P	81			
Police Sergeant		13	P	70			
Police Corporal		20	P	64			
Police Officer/Police Recruit		58	P/CS	60/79			
Police Operations Manager		1	M	74			
Management Analyst		1	MM	50			
Support Services Supervisor		1	MM	38			
Police Operations Coordinator		1	MM	36			
Digital Forensic Examiner		1	CS	88			
Crime Analyst		2	CS	85			
Dispatch Supervisor		3	CS	82			
Executive Police Assistant		1	CS	74			
Forensic Specialist		2	CS	73			
Records Supervisor		1	CS	66			
Property and Evidence Technician		2	CS	60			
Sr. Community Service Officer		1	CS	56			
Dispatcher I/II/III		15	CS	52	57	63	
Community Service Officer I/II		9	CS	40	48		
Records Specialist I/II		8	CS	22	36		
Administrative Assistant I/II		1	T	33	38		

Part Time Positions

Community Services Officer	1		PT				
Administrative Assistant	1		PT				

Position Title	PT	FT	Unit	Range			
Camera Operator	6		PT				
Background Investigator	4		PT				

Total Police Department	12	148					
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Facilities and Community Services							
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Director, Facilities & Community Serv		1	DD	04			
Senior Manager, Fac & Comm Serv		2	M	81			
Manager, Fac & Comm Serv		1	MM	73			
Field Services Superintendent		1	MM	73			
Field Services Project Supervisor		1	MM	61			
Management Analyst		1	MM	50			
Administrative Analyst		1	MM	35			
Sr. Administrative Assistant		2	T	48			
Administrative Assistant I/II		3	T	33	38		

Airport

Airport Supervisor		1	MM	40			
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Animal Services

Animal Services Supervisor		1	CS	72			
Animal Services Officer		3	CS	46			
Administrative Assistant I/II		1	T	33	38		
Kennel Attendant		4	CS	17			

Building Maintenance

Senior Building Maintenance Worker		1	T	55			
Building Maintenance Worker		4	T	40			

Cemetery

Cemetery Manager		1	MM	58			
Cemetery Sales and Services Representative		1	T	58			
Cemetery Crew Leader		1	T	49			
Cemetery Caretaker I/II		2	T	26	31		

Code Enforcement

Code Enforcement Supervisor		1	MM	51			
Code Enforcement Officer I/II		3	T	40	55		
Administrative Assistant I/II		1	T	33	38		

Fleet Services

Fleet Services Supervisor		1	MM	53			
Sr. Administrative Assistant		1	T	48			
Sr. Equipment Mechanic		1	T	70			
Fire Mechanic		1	T	69			
Equipment Mechanic I/II		3	T	45	50		

Position Title	PT	FT	Unit	Range			
Fleet Parts Technician		1	T	35			

Parks and Trees

Field Services Supervisor		1	MM	51			
Senior Grounds Maintenance Worker		6	T	43			
Senior Grove Maintenance Worker		1	T	43			
Tree Trimmer I/II		4	T	33	43		
Grove Maintenance Worker		2	T	28			
Grounds Maintenance Worker I/II		13	T	23	28		
Maintenance Worker I/II		1	T	24	31		

Recreation/Senior Services

Recreation Supervisor		1	MM	49			
Recreation Coordinator		1	T	54			
Program Specialist		2	T	45			
Administrative Assistant I/II		1	T	33	38		
Program Aid I/II		7	T	5	9		

Solid Waste

Solid Waste Manager		1	MM	64			
Solid Waste Collections Supervisor		2	MM	42			
Solid Waste Route Coordinator		2	T	57			
Sr. Administrative Assistant		1	T	48			
Welder		1	T	47			
Recycling Coordinator		1	T	44			
Solid Waste Truck Driver		32	T	36			
Equipment Operator OIT/I/II		3	T	19	34	39	
Maintenance Worker I/II		7	T	24	31		

Streets

Field Services Supervisor		1	MM	51			
Electrician		1	T	46			
Senior Asphalt Worker		1	T	44			
Senior Street Maintenance Worker I/II		2	T	44	49		
Equipment Operator OIT/I/II		3	T	19	34	39	
Asphalt Worker		2	T	34			
Sign & Paint Worker		1	T	34			
Maintenance Worker I/II		3	T	24	31		

Part Time Positions

Program Aide	2		PT				
Cemetery Aid	1		PT				

Total Facilities and Community Services	3	150					
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Grant Funded Positions - City Manager's Office

Administrative Assistant I/II	1		T	33	38		
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Position Title	PT	FT	Unit	Range
Community Outreach Specialist	2		T	42
Management Analyst	1		1	MM 50
Substance Use Navigator		1	1	MM 30

<i>Total Full Time Positions</i>	598
<i>Total Part Time Positions</i>	34
<i>Total Grant Funded Positions</i>	5
<i>Total Authorized Positions</i>	637

TOTAL POSITIONS	637
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Section 3. In addition to the salary schedule set forth above, the compensation plan established by this resolution permits the City Manager to establish programs for incentive awards, length of service awards, pay for performance, and other methods of recognizing employee work performance.

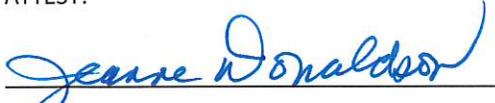
Section 4. Resolution No.8662 of the City of Redlands is hereby rescinded effective July 7, 2025.

Adopted, approved and signed this 17th day of June, 2025.



Mario Saucedo, Mayor, City of Redlands

ATTEST:



Jeanne Donaldson, City Clerk

I, Jeanne Donaldson, City Clerk of the City of Redlands hereby certify that the foregoing resolution was duly adopted by the City Council at a regular meeting thereof held on the 17th day of June, 2025.

AYES: Councilmembers Barich, Tejada, Davis, Shaw; Mayor Saucedo

NOES: None

ABSENT: None

ABSTAIN: None



Jeanne Donaldson, City Clerk