

**RESOLUTION NO. 8799**

**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. 8792**

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 6, 2026.

Section 2. Salary schedule and Compensation Plan.

Position Title	PT	FT	Unit	Range			
<b>City Clerk's Office</b>							
Assistant City Clerk		1	MM	33			
Administrative Assistant I/II		1	T	33	38		
Administrative Assistant	1		PT				
<b>Total City Clerk's Office</b>		<b>1</b>	<b>2</b>				

<b>City Manager's Office</b>							
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			
<b>Part Time Positions</b>							
Paralegal	1		MM	45			

**Public Information**

Public Information Officer		1	M	75			
Communications Specialist		1	MM	35			
Multimedia Production Coordinator		1	T	61			
<b>Total City Manager's Office</b>		<b>1</b>	<b>12</b>				

<b>Human Resources/Risk Management</b>							
Director, HR/Risk Management		1	DD	1			
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			
Administrative Assistant I/II		1	T	33	38		

Management Trainee		1	M	65-100				
Mid-Management Trainee		1	MM	30-90				

**Total Human Resources/Risk Management 0 14**

<b>Management Services</b>								
Director, Management Services*		1	DD	3				

**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		3	T	84				
IT Security Analyst		1	T	82				
Network Specialist I/II		1	T	79	84			
Senior IT Services Specialist		1	T	72				
IT Services Specialist		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		1	T	52				
Revenue Specialist		1	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				
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 Positions**

Finance Intern	1		PT					
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<b>Total Management Services</b>	<b>1</b>	<b>53</b>
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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	2				
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		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		

**Part Time Positions**

Planning Intern	2		PT					
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<b>Total Development Services Department</b>	<b>2</b>	<b>28</b>
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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	so				
EMS Coordinator		1	MM	82				
Management Analyst		1	MM	so				
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 0 70**

**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					
Library Specialist		1	PT					
Library Clerk		4	PT					
Library Page		4	PT					
Museum Attendant		4	PT					

**Total Library 14 24**

**Municipal Utilities & Engineering Department**

**Administration**

Director of Municipal Utilities and Public Works		1	DD	5				
Engineering Senior Administrative Assistant		3	T	48				

**Engineering Services**

City Engineer		1	M	87				
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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 Crew Leader		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			

**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		7	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 1 98**

**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 Civilian Commander		1	M	85				
Management Analyst		1	MM	50				
Administrative Manager		1	M	70				
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 Manager		1	M	65				
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			
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				
Camera Operator		6		PT				
Background Investigator		4		PT				

**Total Police Department 12 149**

**Facilities and Community Services**

Director, Facilities & Community Serv		1	DD	4				
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**

Building Maintenance Coordinator		1	T	60				
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		2	T	70				
Equipment Mechanic I/II		7	T	45	50			
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		3	T	45				
Administrative Assistant I/II		1	T	33	38			
Program Aid I/II		6	T	5	9			

**Solid Waste**

Solid Waste Manager		1	MM	77				
Solid Waste 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		33	T	36				
Senior Equipment Operator		1	T	41				
Equipment Operator OIT/I/II		3	T	19	34			
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			
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 3 157**

**Grant Funded Positions**

Community Outreach Specialist	2		T	42				
Management Analyst	1	1	MM	50				
Administrative Assistant	2		PT					
Substance Use Navigator		1	MM	30				

**Total Full Time Positions 607**

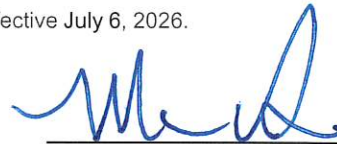
**Total Part Time Positions 35**

**Total Grant Funded Positions 7**

**Total Authorized Positions 649**

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.8792 of the City of Redlands is hereby rescinded effective July 6, 2026.



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 adopted by the City Council at a regular meeting thereof held on the 16<sup>th</sup> day of June, 2026, by the following vote:

AYES:	Councilmembers Barich, Tejada, Davis; Mayor Saucedo
NOES:	None
ABSENT:	Mayor Pro Tem Shaw
ABSTAINED:	None

  
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Jeanne Donaldson, City Clerk