



# CITY of ESCONDIDO

## COUNCIL MEETING AGENDA

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**WEDNESDAY, APRIL 01, 2026**

**4:00 PM - Closed Session (Cancelled)**

**5:00 PM - Regular Session**

**Escondido City Council Chambers, 201 North Broadway, Escondido, CA 92025**

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### **WELCOME TO YOUR CITY COUNCIL MEETING**

We welcome your interest and involvement in the legislative process of Escondido. This agenda includes information about topics coming before the City Council and the action recommended by City staff.

#### **MAYOR**

Dane White

#### **DEPUTY MAYOR**

Joe Garcia (District 2)

#### **COUNCILMEMBERS**

Consuelo Martinez (District 1)

Christian Garcia (District 3)

Judy Fitzgerald (District 4)

#### **CITY MANAGER**

Sean McGlynn

#### **CITY ATTORNEY**

Michael McGuinness

#### **CITY CLERK**

Zack Beck

#### **HOW TO WATCH**

The City of Escondido provides three ways to watch a City Council meeting:

##### **In Person**



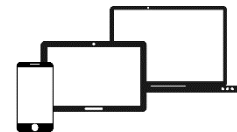
201 N. Broadway

##### **On TV**



Cox Cable Channel 19 and U-verse Channel 99

##### **Online**



[www.escondido.gov](http://www.escondido.gov)



# CITY of ESCONDIDO

COUNCIL MEETING AGENDA

WEDNESDAY, APRIL 01, 2026

## HOW TO PARTICIPATE

The City of Escondido provides two ways to communicate with the City Council during a meeting:

### In Person



Fill out Speaker Slip and Submit to City Clerk

### In Writing



[escondido-ca.municodemeetings.com](https://escondido-ca.municodemeetings.com)

## ASSISTANCE PROVIDED

If you need special assistance to participate in this meeting, please contact our ADA Coordinator at 760-839-4869. Notification 48 hours prior to the meeting will enable the city to make reasonable arrangements to ensure accessibility. Listening devices are available for the hearing impaired – please see the City Clerk.





# CITY of ESCONDIDO

## COUNCIL MEETING AGENDA

WEDNESDAY, APRIL 01, 2026

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### REGULAR SESSION

5:00 PM Regular Session

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#### MOMENT OF REFLECTION

City Council agendas allow an opportunity for a moment of silence and reflection at the beginning of the evening meeting. The City does not participate in the selection of speakers for this portion of the agenda, and does not endorse or sanction any remarks made by individuals during this time. If you wish to be recognized during this portion of the agenda, please notify the City Clerk in advance.

#### FLAG SALUTE

The City Council conducts the Pledge of Allegiance at the beginning of every City Council meeting.

#### CALL TO ORDER

Roll Call: Fitzgerald, C. Garcia, J. Garcia, Martinez, White

#### PROCLAMATION

Captain Royce Williams, Medal of Honor Recipient

#### PRESENTATIONS

Library Board of Trustees Annual Update

Earth Day Recycling Art Contest Winners' Recognition

#### ORAL COMMUNICATIONS

In addition to speaking during particular agenda items, the public may address the Council on any item which is not on the agenda provided the item is within the subject matter jurisdiction of the City Council. State law prohibits the Council from discussing or taking action on such items, but the matter may be referred to the City Manager/staff or scheduled on a subsequent agenda. Speakers are limited to only one opportunity to address the Council under Oral Communications.

#### CONSENT CALENDAR

Items on the Consent Calendar are not discussed individually and are approved in a single motion. However, Council members always have the option to have an item considered separately, either on their own request or at the request of staff or a member of the public.



# CITY of ESCONDIDO

## COUNCIL MEETING AGENDA

WEDNESDAY, APRIL 01, 2026

**1. AFFIDAVITS OF PUBLICATION, MAILING, AND POSTING (COUNCIL/RRB)**

**2. APPROVAL OF WARRANT REGISTER**

Request the City Council approve the City Council and Housing Successor Agency warrants issued between February 23, 2026 to March 22, 2026.

Staff Recommendation: Approval (Finance Department: Christina Holmes, Director of Finance)

**3. APPROVAL OF MINUTES: Regular meetings of February 25, 2026 and March 4, 2026**

**4. WAIVER OF READING OF ORDINANCES AND RESOLUTIONS**

**5. FIRST AMENDMENT TO CONSULTANT AGREEMENT WITH MICHAEL BAKER INTERNATIONAL AND ADOPTION OF A FINAL INITIAL STUDY/MITIGATED NEGATIVE DECLARATION AND MITIGATION MONITORING AND REPORTING PROGRAM (MMRP) PREPARED FOR EAST VALLEY PARKWAY AND MIDWAY DRIVE IMPROVEMENT PROJECT**

Request the City Council adopt Resolution No. 2026-15 authorizing First Amendment to existing consultant agreement with Michael Baker International in the amount of \$36,310 and adopt Resolution No. 2026-16 for adoption of a Final Initial Study/Mitigated Negative Declaration, and Mitigation Monitoring and Reporting Program (MMRP) prepared for the East Valley Parkway and Midway Drive Improvement Project ("Project").

Staff Recommendation: Approval (Development Services Department: Kevin Snyder, Director of Development Services)

Presenter: Jason Christman, Interim-City Engineer and Ivan Flores, Principal Planner

a) Resolution No. 2026-15

b) Resolution No. 2026-16



# CITY of ESCONDIDO

## COUNCIL MEETING AGENDA

WEDNESDAY, APRIL 01, 2026

**6. SECOND AMENDMENT TO THE CONSULTING AGREEMENT WITH HOCH CONSULTING FOR PROJECT MANAGEMENT AND ENGINEERING SERVICES FOR CAPITAL IMPROVEMENT PROGRAM AND PUBLIC WORKS PROJECTS**

Request the City Council adopt Resolution No. 2026-27, authorizing the Second Amendment to the existing Consulting Agreement with Hoch Consulting in the amount of \$1,506,887 for continued project management and engineering services.

Staff Recommendation: Approval (Development Services Department: Kevin Snyder, Director of Development Services; Jason Christman, Interim-City Engineer; and Joseph Goulart, Director of Public Works)

Presenter: Jason Christman, Interim-City Engineer

a) Resolution No. 2026-27

**7. APPROVAL OF CALPERS INDUSTRIAL DISABILITY RETIREMENT FOR POLICE OFFICER STEVEN BROWN**

Request the City Council adopt Resolution No. 2026-44, approving the California Public Employees' Retirement System ("CalPERS") Industrial Disability Retirement for Police Officer Steven Brown.

Staff Recommendation: Approval (Human Resources Department: Jessica Perpetua, Director of Human Resources)

Presenter: Jessica Perpetua, Director of Human Resources

a) Resolution No. 2026-44

**8. CONTINUING REPAIR OF THE EMERGENCY REPAIR OF THE ESCONDIDO TRUNK SEWER MAIN**

Request the City Council adopt Resolution No. 2026-48 declaring that pursuant to the terms of Section 22050 of the California Public Contract Code, the City Council finds that there is a need to continue the emergency repair of the Escondido Trunk Sewer Main.

Staff Recommendation: Approval (Utilities Department: Daniel Peterson, Director of Utilities)

Presenter: Randy Manns, Utilities Project Manager

a) Resolution No. 2026-48



# CITY of ESCONDIDO

## COUNCIL MEETING AGENDA

WEDNESDAY, APRIL 01, 2026

### CONSENT RESOLUTIONS AND ORDINANCES (COUNCIL/RRB)

The following Resolutions and Ordinances were heard and acted upon by the City Council/RRB at a previous City Council/Mobilehome Rent Review meeting. (The title of Ordinances listed on the Consent Calendar are deemed to have been read and further reading waived.)

**9. AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF ESCONDIDO, CALIFORNIA, APPROVING A ZONE MAP AMENDMENT TO AMEND THE CITY OF ESCONDIDO ZONING MAP IN SUPPORT OF THE PARKVIEW TOWNHOMES PROJECT**

Approved on February 25, 2026 with a vote of 5/0.

a) Ordinance No. 2026-03 (Second Reading and Adoption)

**10. AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF ESCONDIDO, CALIFORNIA, ADOPTING AND ADDING TO THE ESCONDIDO MUNICIPAL CODE CHAPTER 16, ARTICLE 9, SECTIONS 16-410 THROUGH 16-425; REPEALING SECTION 18-101; AMENDING SECTIONS 18-103, 23-4, AND 23-5, REGULATING SIDEWALK VENDING**

Approved on March 4, 2026 with a vote of 3/2 (Martinez, J. Garcia - No)

a) Ordinance No. 2026-04R (Second Reading and Adoption)

**11. AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF ESCONDIDO, CALIFORNIA, DETERMINING THE PROJECT IS EXEMPT FROM FURTHER ENVIRONMENTAL REVIEW PURSUANT TO THE CALIFORNIA ENVIRONMENTAL QUALITY ACT AND APPROVING A PLANNED DEVELOPMENT PERMIT (MASTER AND PRECISE PLAN) TO ALLOW FOR GROUND-FLOOR RESIDENTIAL USES AND REDUCED SETBACKS IN SUPPORT OF THE JUNIPER STREET OFFICE TO RESIDENTIAL CONVERSION; APPLICANT: Darshan Patel; CASE NO: PL24-0126/PL24-0127/PL25-0359**

Approved on March 4, 2026 with a vote of 5/0.

a) Ordinance No. 2026-05 (Second Reading and Adoption)



# CITY of ESCONDIDO

## COUNCIL MEETING AGENDA

WEDNESDAY, APRIL 01, 2026

### PUBLIC HEARINGS

**12. APPROVE PROPOSED SALE OF VACANT CITY-OWNED PORTIONS OF PARCELS LOCATED ON NORTH CENTRE CITY PARKWAY TO KB HOMES AND DECLARE PROPERTY AS EXEMPT FROM SURPLUS PROPERTY**

Request the City Council adopt Resolution No. 2026-18 to approve the proposed sale of vacant City-owned portions of parcels located on North Centre City Parkway to KB Homes ("Property"), declare the Property as exempt from surplus property, and authorize the Mayor and all authorized officers to execute certain documents required to implement the sale for the purchase price of \$15,400.

Staff Recommendation: Approval (Development Services Department: Kevin Snyder, Director of Development Services)

Presenter: Leia Cabrera, Engineering Manager

a) Resolution No. 2026-18

**13. CITY POSITION VACANCIES AND RECRUITMENT AND RETENTION EFFORTS**

Request the City Council hear the presentation on the status of City vacancies and recruitment and retention efforts as required by California Government Code Section 3502.3, conduct the public hearing, and provide feedback as appropriate.

Staff Recommendation: Receive and File (Human Resources Department: Jessica Perpetua, Director of Human Resources)

Presenter: Daniel Alvarado, Human Resources Manager

### CURRENT BUSINESS

**14. RE-APPROVAL OF CITY-WIDE SALARY SCHEDULES AND MANAGEMENT & UNCLASSIFIED SALARY AND BENEFITS PLANS**

Request the City Council adopt Resolution No. 2026-49 re-approving the City-wide salary schedules and the Management and Unclassified Salary and Benefits Plans for the prior five (5) fiscal years to ensure compliance with the California Public Employees' Retirement System ("CalPERS") requirements.

Staff Recommendation: Approval (Human Resources Department: Jessica Perpetua, Director of Human Resources)

Presenter: Jessica Perpetua, Director of Human Resources

a) Resolution No. 2026-49



# CITY of ESCONDIDO

## COUNCIL MEETING AGENDA

WEDNESDAY, APRIL 01, 2026

### **15. 211 SAN DIEGO PRESENTATION ON SERVICES AND POTENTIAL PARTNERSHIP**

Receive an informational presentation from 211 San Diego regarding its services and regional role, including a profile of services used and needs relevant to the City of Escondido. Following the presentation, City Council should provide direction to staff regarding potential next steps, including whether to explore a formal agreement.

Staff Recommendation: Provide Direction (City Manager's Office: Christopher McKinney, Deputy City Manager)

Presenter: Nicole Lindsay, Management Analyst

### **FUTURE AGENDA**

### **16. FUTURE AGENDA**

The purpose of this item is to identify issues presently known to staff or which members of the City Council wish to place on an upcoming City Council agenda. Council comment on these future agenda items is limited by California Government Code Section 54954.2 to clarifying questions, brief announcements, or requests for factual information in connection with an item when it is discussed.

Staff Recommendation: None (City Clerk's Office: Zack Beck)

### **COUNCILMEMBERS SUBCOMMITTEE REPORTS AND OTHER REPORTS**

#### **CITY MANAGER'S REPORT**

The most current information from the City Manager regarding Economic Development, Capital Improvement Projects, Public Safety, and Community Development.

#### **UPCOMING MEETING SCHEDULE**

Wednesday, April 08, 2026	4:00 & 5:00 PM	Closed Session, Regular Meeting, <i>Council Chambers</i>
Wednesday, April 15, 2026	4:00 & 5:00 PM	Closed Session, Regular Meeting, <i>Council Chambers</i>

#### **ORAL COMMUNICATIONS**

In addition to speaking during particular agenda items, the public may address the Council on any item which is not on the agenda provided the item is within the subject matter jurisdiction of the City Council. State law prohibits the Council from discussing or taking action on such items, but the matter may be referred to the City Manager/staff or scheduled on a subsequent agenda. Speakers are limited to only one opportunity to address the Council under Oral Communications.



# CITY *of* ESCONDIDO

COUNCIL MEETING AGENDA

WEDNESDAY, APRIL 01, 2026

## **ADJOURNMENT**

## **SUCCESSOR AGENCY**

Members of the Escondido City Council also sit as the Successor Agency to the Community Development Commission, Escondido Joint Powers Financing Authority, and the Mobilehome Rent Review Board.

## **CEQA STATEMENT**

Unless stated otherwise on the agenda, every item on the agenda is exempt from CEQA under Guideline Sections 15060(c), 15061(b)(3), 15273, 15378, 15301, 15323 and/or Public Resources Code Section 21065



**A F F I D A V I T S**  
**O F**  
**I T E M**  
**P O S T I N G –**

- **PL24-0204, PL25-0169, PL25-0229, PL25-0366: CITY VISTA**
- **REQUEST THE CITY COUNCIL HEAR THE PRESENTATION ON THE STATUS OF CITY VACANCIES AND RECRUITMENT AND RETENTION EFFORTS AS REQUIRED BY CALIFORNIA GOVERNMENT CODE SECTION 3502.3, CONDUCT A PUBLIC HEARING, AND PROVIDE FEEDBACK AS APPROPRIATE**



**CITY OF ESCONDIDO  
OFFICE OF THE CITY CLERK  
201 NORTH BROADWAY  
ESCONDIDO, CA 92025-2798  
(760) 839-4617**

### NOTICE OF PUBLIC HEARING

The Escondido City Council will hold a public hearing in the City Council Chambers, Escondido City Hall, 201 North Broadway, Escondido, California at **5 p.m.**, Wednesday, **April 1, 2026** to consider the item listed below:

#### **PL24-0204, PL25-0169, PL25-0229, PL25-0366: CITY VISTA**

**REQUEST:** Approval of City Resolution No. 2026-18 to approve the proposed sale of vacant City-owned parcels located on North Centre City Parkway to KB Homes, declare the property as exempt from surplus property, and authorize the Mayor and all Authorized Officers to execute certain documents required to implement the sale for the purchase price of \$15,400.

**PROPERTY SIZE AND LOCATION:** The property is located in northern Escondido on both sides of Nutmeg Street between North Centre City Parkway and Interstate 15. The property spans two parcels: APN 224-260-23-00 and APN 224-260-46-00.

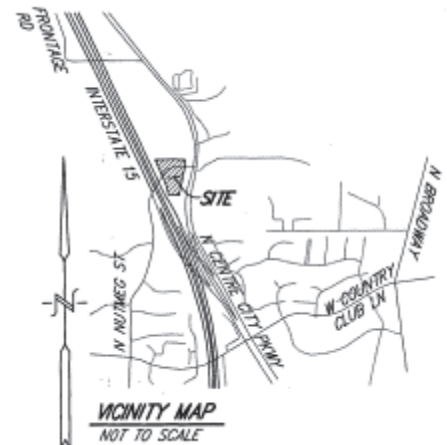
If you challenge this item in court, you may be limited to raising only those issues you or someone else raised at the public hearing described in this notice, or in written correspondence delivered to Engineering Services at, or prior to, the public hearing.

**PUBLIC COMMENT:** To submit comments in writing, please do so at the following link: <https://escondido-ca.municodemeetings.com/bc-citycouncil/webform/public-comment>. All comments received from the public will be made a part of the record of the meeting.

The City of Escondido remains committed to complying with the Americans with Disabilities Act (ADA). Qualified individuals with disabilities who wish to participate in City programs, services, or activities and who need accommodations are invited to present their requests to the City by filing out a Request for Accommodations Form or an Inclusion Support Request Form for Minors, or by calling 760-839-4643, preferably at least 72 hours in advance of the event or activity. Forms can be found on the City's website at: <https://escondido.gov/820/Americans-with-Disabilities-Act>.

The staff report will be available at City of Escondido's Engineering Services, 201 N. Broadway, Escondido, CA 92025; and on the City's website at <https://escondido-ca.municodemeetings.com/> after March 26, 2026.

**For additional information, please contact Leia Cabrera, Engineering Manager, at 760-839-4568, or via email at [leia.cabrera@escondido.gov](mailto:leia.cabrera@escondido.gov).**



DocuSigned by:

*Zack Beck*

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Zack Beck, City Clerk  
City of Escondido

DATED: March 19, 2026

Published in the ESCONDIDO TIMES-ADVOCATE: 3/19/26



CITY OF ESCONDIDO  
OFFICE OF THE CITY CLERK  
201 NORTH BROADWAY  
ESCONDIDO, CA 92025-2798  
(760) 839-4617

**NOTICE OF PUBLIC HEARING**

NOTICE IS HEREBY GIVEN on WEDNESDAY, APRIL 1, 2026 at 5 p.m., the Escondido City Council of the City of Escondido will hold a Public Hearing to consider the following item:

**REQUEST THE CITY COUNCIL HEAR THE PRESENTATION ON THE STATUS OF CITY VACANCIES AND RECRUITMENT AND RETENTION EFFORTS AS REQUIRED BY CALIFORNIA GOVERNMENT CODE SECTION 3502.3, CONDUCT A PUBLIC HEARING, AND PROVIDE FEEDBACK AS APPROPRIATE.**

During the Public Hearing, Escondido Human Resources Department staff will present information detailing:

- The status of vacancies and recruitment and retention efforts.

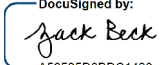
IF YOU CHALLENGE this item in court, you may be limited to raising only those issues you or someone else raised at the Public Hearing described in this notice, or in written correspondence delivered to the City Council, at or prior to the Public Hearing.

The City of Escondido recognizes its obligation to provide equal access to public services for those individuals with disabilities. Please contact the American Disabilities Act (A.D.A.) Coordinator (760) 839-4376 with any requests for reasonable accommodations, to include sign language interpreters, at least 24 hours prior to the meeting. The City of Escondido does not discriminate against any person with a handicapped status.

ALL INTERESTED PERSONS are invited to attend said Public Hearing to express their opinion in this matter. Said Public Hearing will be held in the Council Chambers, 201 N. Broadway, Escondido, California, 92025.

PUBLIC COMMENT: To submit comments in writing, please do so at the following link: <https://escondido-ca.municodemeetings.com/bc-citycouncil/webform/public-comment>.

**FOR ADDITIONAL INFORMATION**, please contact Daniel Alvarado, Human Resources Manager (760) 839-4589.

DocuSigned by:  
  
A58535D0BDC1430...  
ZACK BECK, City Clerk  
City of Escondido  
March 19, 2026

Published in the ESCONDIDO TIMES-ADVOCATE: 3/19/26



# STAFF REPORT

April 01, 2026  
File Number 0400-40

**SUBJECT**

**APPROVAL OF WARRANT REGISTER**

**DEPARTMENT**

Finance

**RECOMMENDATION**

Approval for City Council and Housing Successor Agency warrants issued between February 23, 2026 to March 22, 2026

Staff Recommendation: Approval (Finance Department: Christina Holmes)

**ESSENTIAL SERVICE** – Internal requirement per Municipal Code Section 10

**COUNCIL PRIORITY** –

**FISCAL ANALYSIS**

The total amount of the warrants for the following periods are as follows:

Dates	02/23/2026 to 03/22/2026
Total	\$18,440,608.49
Number of Warrants	889

**BACKGROUND**

The Escondido Municipal Code Section 10-49 states that warrants or checks may be issued and paid prior to audit by the City Council, provided the warrants or checks are certified and approved by the Director of Finance as conforming to the current budget. These warrants or checks must then be ratified and approved by the City Council at the next regular Council meeting.



# CITY of ESCONDIDO

## COUNCIL MEETING MINUTES

### CLOSED SESSION

4:30 PM

### CALL TO ORDER

1. Roll Call: Fitzgerald, C. Garcia, J. Garcia, Martinez, White

### ORAL COMMUNICATIONS

None

### CLOSED SESSION

- I. **CONFERENCE WITH REAL PROPERTY NEGOTIATORS (Government Code § 54956.8)**
  - a. Property: 340 N. Escondido Blvd., Escondido (California Center for the Arts, Escondido)  
Agency negotiator: Sean McGlynn, City Manager, or designees  
Negotiating Party: California Center for the Arts Foundation  
Under Negotiation: Terms of Management Agreement

### ADJOURNMENT

Mayor White adjourned the meeting at 4:50 p.m.

\_\_\_\_\_

MAYOR

\_\_\_\_\_

CITY CLERK



# CITY of ESCONDIDO

## COUNCIL MEETING MINUTES

### REGULAR SESSION

5:00 PM Regular Session

### MOMENT OF REFLECTION

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### FLAG SALUTE

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### CALL TO ORDER

Roll Call: Fitzgerald, C. Garcia, J. Garcia, Martinez, White

### PRESENTATION

#### **INFORMATION SESSION ON THE CITY OF ESCONDIDO POLICE DEPARTMENT FIRING RANGE AND CORRESPONDING CONTRACTS -**

The City Council will review current uses of the Police Department Firing Range.  
Presenter: Ken Plunkett, Chief of Police

Adam Hopps – Requested the City Council cancel the ICE Contract

Adriana Escobar – Requested the City Council cancel the ICE Contract

Adriana Esuvedo – Requested the City Council cancel the ICE Contract

Alejandra Ramos Almaraz – Requested the City Council cancel the ICE Contract

Alendra Valenez – Requested the City Council cancel the ICE Contract

Alma Martinez – Requested the City Council cancel the ICE Contract

Amalia – Requested the City Council cancel the ICE Contract

Ana Flores – Requested the City Council cancel the ICE Contract



# CITY of ESCONDIDO

## COUNCIL MEETING MINUTES

Anna Issa – Requested the City Council cancel the ICE Contract

Anthony DiMartino – Requested the City Council cancel the ICE Contract

Araceli Good – Requested the City Council cancel the ICE Contract

Austin De La Cruz – Requested the City Council cancel the ICE Contract

Ava Aguilera – Requested the City Council cancel the ICE Contract

Barbara Garcia – Requested the City Council cancel the ICE Contract

Barry Speer – Expressed support for the ICE Contract

Bonnie Sealey – Requested the City Council cancel the ICE Contract

Candy Romero – Requested the City Council cancel the ICE Contract

Carmen Ella – Requested the City Council cancel the ICE Contract

Caroline Theiss-Aird – Requested the City Council cancel the ICE Contract

Chase Munoz – Requested the City Council cancel the ICE Contract

Christina De La Cruz – Requested the City Council cancel the ICE Contract

Cody Barnes – Requested the City Council cancel the ICE Contract

Connie Kaess – Requested the City Council cancel the ICE Contract

Corinna Contreras – Requested the City Council cancel the ICE Contract

Cristine Spencer – Requested the City Council cancel the ICE Contract

Cynthia Lockyer – Requested the City Council cancel the ICE Contract

Daisy Lara – Requested the City Council cancel the ICE Contract

Delia Molina-Rivera – Requested the City Council cancel the ICE Contract

Delores McQuiston – Requested the City Council cancel the ICE Contract

Dr. Cynthia Cardona – Requested the City Council cancel the ICE Contract



# CITY of ESCONDIDO

## COUNCIL MEETING MINUTES

Elias Turner – Requested the City Council cancel the ICE Contract

Elias Velazquez – Requested the City Council cancel the ICE Contract

Erin Evans – Requested the City Council cancel the ICE Contract

Everardo Flores – Requested the City Council cancel the ICE Contract

Felicia Gomez – Requested the City Council cancel the ICE Contract

Gaia Acosta – Requested the City Council cancel the ICE Contract

Gavin Stewart – Requested the City Council cancel the ICE Contract

Gil Avira Millan – Requested the City Council cancel the ICE Contract

Gianna Giacalone – Requested the City Council cancel the ICE Contract

Gloria Conejo – Requested the City Council cancel the ICE Contract

Gloria Rosario – Requested the City Council cancel the ICE Contract

Ixta R Viz – Requested the City Council cancel the ICE Contract

James Amador – Requested the City Council cancel the ICE Contract

James Nelson – Requested the City Council cancel the ICE Contract

Janet Vetter – Requested the City Council cancel the ICE Contract

Jaren Harris – Requested the City Council cancel the ICE Contract

Jena Igo – Requested the City Council cancel the ICE Contract

Jessica – Requested the City Council cancel the ICE Contract

Jessica Islas – Requested the City Council cancel the ICE Contract

Joe Muga – Requested the City Council cancel the ICE Contract

Jonna Faulkner – Requested the City Council cancel the ICE Contract

Juan Vargas – Requested the City Council cancel the ICE Contract



# CITY of ESCONDIDO

## COUNCIL MEETING MINUTES

Julie Brooke – Requested the City Council cancel the ICE Contract

Julia Carbajal – Requested the City Council cancel the ICE Contract

Justin Grimm – Requested the City Council cancel the ICE Contract

Karen Backman – Requested the City Council cancel the ICE Contract

Kathleen Lamb – Requested the City Council cancel the ICE Contract

Katrina Kyvik – Requested the City Council cancel the ICE Contract

Kim Billman – Requested the City Council cancel the ICE Contract

Kimberly Cantran – Requested the City Council cancel the ICE Contract

Kyle Krahel – Requested the City Council cancel the ICE Contract

Leslie Cochran – Requested the City Council cancel the ICE Contract

Lillian Arjona – Requested the City Council cancel the ICE Contract

Liliana Serrano – Requested the City Council cancel the ICE Contract

Lisa Bellora – Requested the City Council cancel the ICE Contract

Lisa Richards – Requested the City Council cancel the ICE Contract

Luis Mendoza – Requested the City Council cancel the ICE Contract

Magallan Reyes – Requested the City Council cancel the ICE Contract

Margaret Decker – Requested the City Council cancel the ICE Contract

Maggie Olson – Requested the City Council cancel the ICE Contract

Mallory Powell – Requested the City Council cancel the ICE Contract

Maria Escobar – Requested the City Council cancel the ICE Contract

Maria Wallace – Requested the City Council cancel the ICE Contract

Mari Barosay – Requested the City Council cancel the ICE Contract



# CITY of ESCONDIDO

## COUNCIL MEETING MINUTES

Mark Skok – Requested the City Council cancel the ICE Contract

Martha Alvarado – Requested the City Council cancel the ICE Contract

Mary Davis – Expressed support for the ICE Contract

Maya Flores – Requested the City Council cancel the ICE Contract

Mayank Tyagi – Requested the City Council cancel the ICE Contract

Michael Crosby – Requested the City Council cancel the ICE Contract

Michael Vilpas – Requested the City Council cancel the ICE Contract

Michelle S – Requested the City Council cancel the ICE Contract

Patrick – Requested the City Council cancel the ICE Contract

Patrick Barrett – Requested the City Council cancel the ICE Contract

Patricia Serrano – Requested the City Council cancel the ICE Contract

Patricia Ward – Requested the City Council cancel the ICE Contract

Patti Fon Sacka – Requested the City Council cancel the ICE Contract

Richard Cannon – Requested the City Council cancel the ICE Contract

Rin Ramirez – Requested the City Council cancel the ICE Contract

River Nicklin – Requested the City Council cancel the ICE Contract

Robin Ferguson – Requested the City Council cancel the ICE Contract

Ronald Willis – Requested the City Council cancel the ICE Contract

Rory Fulton – Requested the City Council cancel the ICE Contract

Rose Stein – Requested the City Council cancel the ICE Contract

Samantha Trujillo – Requested the City Council cancel the ICE Contract

Sarah Dimon – Requested the City Council cancel the ICE Contract



# CITY of ESCONDIDO

## COUNCIL MEETING MINUTES

- Sasha Miller – Requested the City Council cancel the ICE Contract
- Sharon Aguire – Requested the City Council cancel the ICE Contract
- Simon Guzman – Requested the City Council cancel the ICE Contract
- So Go Sarmiento – Requested the City Council cancel the ICE Contract
- Stephanie Aguilar – Requested the City Council cancel the ICE Contract
- Stephen Wheeler – Requested the City Council cancel the ICE Contract
- Susie Hanson – Requested the City Council cancel the ICE Contract
- Vanessa Valenzuela – Requested the City Council cancel the ICE Contract
- Victor Mendoza – Requested the City Council cancel the ICE Contract
- Victoria Nayak – Requested the City Council cancel the ICE Contract
- William Stafford – Requested the City Council cancel the ICE Contract
- Yusef Miller – Requested the City Council cancel the ICE Contract

No Council action on this item.

### **CLOSED SESSION REPORT**

Approved 5-0 full and final settlement for \$20,000

### **ORAL COMMUNICATIONS**

None

### **CONSENT CALENDAR**

Motion: White; Second: Fitzgerald; Approved: 5-0

#### **1. AFFIDAVITS OF PUBLICATION, MAILING, AND POSTING (COUNCIL/RRB)**



# CITY of ESCONDIDO

## COUNCIL MEETING MINUTES

**2. APPROVAL OF WARRANT REGISTER**

Approval for City Council and Housing Successor Agency warrants issued between February 09, 2026 to February 15, 2026.

Staff Recommendation: Approval (Finance Department: Christina Holmes, Director of Finance)

**3. APPROVAL OF MINUTES: None**

**4. WAIVER OF READING OF ORDINANCES AND RESOLUTIONS**

### PUBLIC HEARINGS

**5. PL24-0157/PL25-0010/PL25-0011/PL25-0012/PL25-0013/PL25-0014/PL25-0015/PL25-0016: PARKVIEW TOWNHOMES**

Request the City Council adopt the following Resolutions and Ordinance: Resolution No. 2026-23 adopting the Final Initial Study/Mitigated Negative Declaration and Mitigation Monitoring and Reporting Program prepared for the Parkview Townhomes Project; Resolution No. 2026-28 approving an amendment to Chapter II: Land Use and Community Form of the adopted 2012 General Plan, changing the land use designation from Specific Planning Area #13 (SPA#13) to Urban IV (U4); Ordinance No. 2026-03 approving a Zone Map Amendment modifying the Citywide zoning map to change the zoning from Professional Commercial (CP) to High Multiple-Family Residential (R-4-24) (First Reading); and Resolution No. 2026-29 approving a Tentative Subdivision Map/Condominium Permit, Major Plot Plan Permit, Design Review Permit, Grading Exemption and Administrative Adjustment for the Parkview Townhomes Project. (File Number 0800-40)

Staff Recommendation: Approval (Development Services Department: Kevin Snyder, AICP, Director of Development Services)

Presenter: Ivan Flores, AICP, Principal Planner

- a) Resolution No. 2026-23
- b) Resolution No. 2026-28
- c) Resolution No. 2026-29
- d) Ordinance No. 2026-03 (First Reading and Introduction)

Motion: White; Second: J. Garcia; Approved: 5-0



# CITY of ESCONDIDO

## COUNCIL MEETING MINUTES

**6. APPROVE HOME INVESTMENT PARTNERSHIP PROGRAM ("HOME") ALLOCATION PROCESS FOR FISCAL YEAR 2026-2027 FUNDING**

Request the City Council conduct a Public Hearing to approve an allocation process for Fiscal Year 2026-2027 utilizing the maximum allowable allocation for administration of the HOME Program. (File Number 0875-55)

Staff Recommendation: Approval (Development Services Department: Kevin Snyder, Director of Development Services)

Presenters: Danielle Lopez, Neighborhood Services Manager and Norma Olquin, Management Analyst

### **FUTURE AGENDA**

**7. FUTURE AGENDA**

The purpose of this item is to identify issues presently known to staff or which members of the City Council wish to place on an upcoming City Council agenda. Council comment on these future agenda items is limited by California Government Code Section 54954.2 to clarifying questions, brief announcements, or requests for factual information in connection with an item when it is discussed.

Staff Recommendation: None (City Clerk's Office: Zack Beck)

### **COUNCILMEMBERS SUBCOMMITTEE REPORTS AND OTHER REPORTS**

#### **CITY MANAGER'S REPORT**

The most current information from the City Manager regarding Economic Development, Capital Improvement Projects, Public Safety, and Community Development.

#### **ORAL COMMUNICATIONS**

In addition to speaking during particular agenda items, the public may address the Council on any item which is not on the agenda provided the item is within the subject matter jurisdiction of the City Council. State law prohibits the Council from discussing or taking action on such items, but the matter may be referred to the City Manager/staff or scheduled on a subsequent agenda. Speakers are limited to only one opportunity to address the Council under Oral Communications.

#### **ADJOURNMENT**

Mayor White adjourned the meeting at 10:30 p.m.



# CITY *of* ESCONDIDO

COUNCIL MEETING MINUTES

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MAYOR

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CITY CLERK



# CITY of ESCONDIDO

## COUNCIL MEETING MINUTES

### REGULAR SESSION

5:00 PM Regular Session

### MOMENT OF REFLECTION

City Council agendas allow an opportunity for a moment of silence and reflection at the beginning of the evening meeting. The City does not participate in the selection of speakers for this portion of the agenda, and does not endorse or sanction any remarks made by individuals during this time. If you wish to be recognized during this portion of the agenda, please notify the City Clerk in advance.

### FLAG SALUTE

The City Council conducts the Pledge of Allegiance at the beginning of every City Council meeting.

### CALL TO ORDER

Roll Call: Fitzgerald, C. Garcia, J. Garcia, Martinez, White

### CLOSED SESSION REPORT

None

### ORAL COMMUNICATION

Purita Javier – Expressed concern regarding air pollution.

Cesar Javier – Expressed concern regarding air pollution.

Gregg Oliver – Expressed concern regarding the City Council listening to residents.

Luis – Requested the City Council do more to assist individuals experiencing homelessness in Escondido.

### CONSENT CALENDAR

Motion: White; Second: J. Garcia; Approved: 5-0

- 1. AFFIDAVITS OF PUBLICATION, MAILING, AND POSTING (COUNCIL/RRB)**



# CITY of ESCONDIDO

## COUNCIL MEETING MINUTES

### 2. APPROVAL OF WARRANT REGISTER

Approval for City Council and Housing Successor Agency warrants issued between February 16, 2026 to February 22, 2026.

Staff Recommendation: Approval (Finance Department: Christina Holmes, Director of Finance)

### 3. APPROVAL OF MINUTES: Regular meeting of February 18, 2026

### 4. WAIVER OF READING OF ORDINANCES AND RESOLUTIONS

### 5. PL25-0363: AUTHORIZATION REQUEST FOR A GENERAL PLAN AMENDMENT FOR HALLMARK COMMUNITIES TO SUBMIT A PRIVATE DEVELOPMENT APPLICATION FOR PURPOSES OF CONSTRUCTING UP TO 70 SINGLE FAMILY DWELLING UNITS IN THE IMPERIAL OAKES CORPORATE CENTER (SPA#13)

Request the City Council consider adoption of Resolution No. 2026-42 authorizing City Staff to intake and process a General Plan Amendment to amend the adopted 2012 General Plan to facilitate construction of up to 70 single-family dwelling units in the Imperial Oakes Corporate Center (SPA #13). (File Number 0830-20)

Staff recommendation: Provide Direction (Development Services Department: Kevin Snyder, AICP, Director of Development Services)

Presenter: Ivan Flores, AICP, Principal Planner

a) Resolution No. 2026-42

### 6. REQUEST APPROVAL FOR CONTRACT AMENDMENT TO THE CONSULTING AGREEMENT WITH KIMLEY HORN AND ASSOCIATES, INC. FOR THE JOHN MASSON MEMORIAL BIKE PARK PROJECT

Request the City Council adopt Resolution No. 2026-41, authorizing the Mayor, on behalf of the City, to execute the Third Amendment to Consulting Agreement with Kimley Horn for project management, and design services in the amount of \$93,185. (File Number 0600-10; A-3553-3)

Staff Recommendation: Approval (Development Services Department: Kevin Snyder, Development Services Director and Joseph Goulart, Public Works Director)

Presenter: Michael Tully, Project Manager

a) Resolution No. 2026-41



# CITY of ESCONDIDO

## COUNCIL MEETING MINUTES

**7. AMENDMENT NO. 4 TO THE 2003 RECYCLED WATER SERVICE AGREEMENT BETWEEN THE CITY OF ESCONDIDO, RINCON DEL DIABLO MUNICIPAL WATER DISTRICT, AND SAN DIEGO GAS & ELECTRIC COMPANY**

Request the City Council adopt Resolution No. 2026-20, authorizing the Mayor to execute, on behalf of the City of Escondido, the Fourth Amendment to the 2003 Recycled Water Service Agreement among the City of Escondido, Rincon del Diablo Municipal Water District, and San Diego Gas and Electric Company ("SDGE"). (File Number 0600-10; A-2707-4)

Staff Recommendation: Approval (Utilities Department: Daniel Peterson, Director of Utilities)

Presenter: Daniel Peterson, Director of Utilities

a) Resolution No. 2026-20

**8. CONTINUING REPAIR OF THE EMERGENCY REPAIR OF THE ESCONDIDO TRUNK SEWER MAIN**

Request the City Council adopt Resolution No. 2026-26 declaring that pursuant to the terms of Section 22050 of the California Public Contract Code, the City Council finds that there is a need to continue the emergency repair of the Escondido Trunk Sewer Main. (File Number 1330-85)

Staff Recommendation: Approval (Utilities Department: Daniel Peterson, Director of Utilities)

Presenter: Kyle Morgan, Assistant Director of Utilities, Wastewater

a) Resolution No. 2026-26

**9. PURCHASE ONE (1) MEDIX AMBULANCE FROM REPUBLIC EVS**

Request the City Council adopt Resolution No. 2026-30 authorizing the Fleet Services Division of the Public Works Department to purchase one (1) Medix Ambulance from Republic EVS of Huntington Beach, California, for \$395,137.95 by utilizing a cooperative purchase agreement through HGAC, Contract No. AM10-23. (File Number 0470-25)

Staff Recommendation: Approval (Public Works Department: Joseph Goulart, Director of Public Works)

Presenter: Jeramiah Jennings, Fleet Maintenance Manager

a) Resolution No. 2026-30

**10. ACCEPTANCE OF \$10,000 FROM CARNEGIE CORPORATION OF NEW YORK**

Request the City Council adopt Resolution No. 2026-31 authorizing the acceptance and appropriation of a \$10,000 gift from the Carnegie Corporation of New York on behalf of the Escondido Public Library. (File Number 1115-20)



# CITY of ESCONDIDO

## COUNCIL MEETING MINUTES

Staff Recommendation: Approval (Public Works Department: Joseph Goulart, Director of Public Works)

Presenter: Robert Rhoades, Assistant Director of Community Services

a) Resolution No. 2026-31

### PUBLIC HEARINGS

**11. PL24-0126/PL24-0127/PL25-0359: JUNIPER STREET OFFICE TO RESIDENTIAL CONVERSION**

Request the City Council adopt (1) Ordinance No. 2026-05 determining the project is exempt from further environmental review pursuant to the California Environmental Quality Act (CEQA) Guidelines, and adoption of a Master and Precise Development Plan allowing ground-floor residential uses for the project site and reduced setbacks for an existing building and (2) Resolution No. 2026-40 approving a Design Review Permit and Density Bonus Request to facilitate the conversion of an existing office building into 32 residential dwelling units. (File Number 0800-40)

Staff Recommendation: Approval (Development Services Department: Kevin Snyder, AICP, Director of Development Services)

Presenter: Ivan Flores, AICP, Principal Planner

a) Resolution No. 2026-40

b) Ordinance No. 2026-05 (First Reading and Introduction)

Motion: C. Garcia; Second: Martinez; Approved: 5-0

**12. PUBLIC HEARING TO CONSIDER ADOPTION OF SAFE SIDEWALK VENDING ORDINANCE NO. 2026-04**

Request the City Council adopt Ordinance 2026-04 Safe Sidewalk Vending Ordinance. (File Number 0680-10)

Staff Recommendation: Approval (Economic Development Department: Jennifer Schoeneck, Director of Economic Development)

Presenters: Jennifer Schoeneck, Director of Economic Development and Michael McGuinness, City Attorney

a) Ordinance No. 2026-04R (First Reading and Introduction)



# CITY of ESCONDIDO

## COUNCIL MEETING MINUTES

Motion to approve Ordinance No. 2026-04R with the following modifications: Reduce the prohibited vending distance from schools from 500 feet to 100 feet and change the residential hours from sunrise to sunset to instead be from 8:00 a.m. to 8:00 p.m.: White; Second: C. Garcia; Approved: 3-2 (Martinez, J. Garcia – No)

**13. PUBLIC HEARING TO APPROVE A SUBSTANTIAL AMENDMENT TO THE 2025-2029 CONSOLIDATED PLAN AND 2025-2026 ANNUAL ACTION PLAN TO EXPAND AND INCREASE HOME FUNDING FOR THE RENTAL SUBSIDY PROGRAM**

Request the City Council of the City of Escondido conduct a public hearing and adopt Resolution No. 2026-33 amending the 2025-2029 Consolidated Plan and 2025-2026 Annual Action Plan to expand and increase HOME funding for the Rental Subsidy Program. (File Number 0875-55)

Staff Recommendation: Approval (Development Services Department: Kevin Snyder, AICP, Director of Development Services)

Presenters: Danielle Lopez, Housing Manager and Norma Olquin, Management Analyst

a) Resolution No. 2026-33

Mirjana – Expressed support for this item

Victoria Nayak – Requested the City Council increase the rental subsidy

Amalia – Requested the City Council increase the rental subsidy

Motion to approve Resolution No. 2026-33 and increase the rental subsidy to \$500: White; Second: J. Garcia; Approved: 5-0

**14. PUBLIC HEARING TO CONSIDER A SECOND SUBSTANTIAL AMENDMENT TO THE 2025-2029 CONSOLIDATED PLAN AND 2025-2026 ANNUAL ACTION PLAN TO ALLOCATE HOME FUNDS TO AN AFFORDABLE HOUSING DEVELOPMENT PROJECT**

Request the City Council of the City of Escondido conduct a public hearing to receive a report from City staff describing the proposed second substantial amendment to the 2025-2029 Consolidated Plan and 2025-2026 Annual Action Plan and provide direction. (File Number 0875-55)

Staff Recommendation: Approval (Development Services Department: Kevin Snyder AICP, Director of Development Services)

Presenters: Danielle Lopez, Housing Manager and Norma Olquin, Management Analyst



# CITY of ESCONDIDO

## COUNCIL MEETING MINUTES

John Seymour – Expressed support for the item

Mirjana – Expressed support for the item

Victoria Nayak – Expressed support for the item

Council directed staff to proceed with Option 1

### CURRENT BUSINESS

**15. PL26-0019 SOUTH CENTRE CITY PARKWAY SPECIFIC PLAN – EFFORT ASSESSMENT FOR DRIVE-THROUGH USES**

Request the City Council receive the *Effort Assessment for Drive-Through Uses* presentation. No action is required at this time except to provide direction to staff as appropriate. (File Number 0800-90)

Staff Recommendation: Provide Direction (Development Services Department: Kevin Snyder, Director of Development Services)

Presenter: Sally Schifman, Principal Planner

Council directed the City Manager to incorporate the staff proposal to expedite the process for approving drive-through restaurants into the FY 25/26 Budget process.

**16. CALIFORNIA CENTER FOR THE ARTS, ESCONDIDO FOUNDATION – FINANCIAL REPORT AND UPDATE**

Request the City Council receive and file a financial report and update from the California Center for Arts, Escondido Foundation (CCAEF). The CCAEF is an independent 501(c)(3) nonprofit organization contracted by the City of Escondido to manage the City-owned California Center for the Arts, Escondido (CCA). (File Number 0137-10)

Staff Recommendation: Receive and File (City Manager's Office: Christopher McKinney, Deputy City Manager)

Presenter: Gina Lopez, Chief Executive Officer - CCAEF

**17. FISCAL YEAR 2025/26 MID-YEAR FINANCIAL STATUS REPORT AND BUDGET ADJUSTMENT REQUEST**

Request the City Council receive and file the second quarter financial report for Fiscal Year 2025/26 and adopt budget adjustments to amend the Fiscal Year 2025/26 operating and capital budget. (File Number 0430-80)



# CITY of ESCONDIDO

## COUNCIL MEETING MINUTES

Staff Recommendation: Approval (Finance Department: Christina Holmes, Director of Finance)

Presenter: Christina Holmes, Director of Finance

Motion: White; Second: Fitzgerald; Approved: 5-0

### FUTURE AGENDA

#### 18. FUTURE AGENDA

The purpose of this item is to identify issues presently known to staff or which members of the City Council wish to place on an upcoming City Council agenda. Council comment on these future agenda items is limited by California Government Code Section 54954.2 to clarifying questions, brief announcements, or requests for factual information in connection with an item when it is discussed.

Staff Recommendation: None (City Clerk's Office: Zack Beck)

### COUNCILMEMBERS SUBCOMMITTEE REPORTS AND OTHER REPORTS

#### CITY MANAGER'S REPORT

The most current information from the City Manager regarding Economic Development, Capital Improvement Projects, Public Safety, and Community Development.

#### ORAL COMMUNICATIONS

#### ADJOURNMENT

Mayor White adjourned the meeting at 8:50 p.m.

\_\_\_\_\_  
MAYOR

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



# STAFF REPORT

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## ITEM NO. 4

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### SUBJECT

### WAIVER OF READING OF ORDINANCES AND RESOLUTIONS –

### ANALYSIS

The City Council/RRB has adopted a policy that is sufficient to read the title of ordinances at the time of introduction and adoption, and that reading of the full text of ordinances and the full text and title of resolutions may be waived.

Approval of this consent calendar item allows the City Council/RRB to waive the reading of the full text and title of all resolutions agendaized in the Consent Calendar, as well as the full text of all ordinances agendaized in either the Introduction and Adoption of Ordinances or General Items sections. **This particular consent calendar item requires unanimous approval of the City Council/RRB.**

Upon approval of this item as part of the Consent Calendar, all resolutions included in the motion and second to approve the Consent Calendar shall be approved. Those resolutions removed from the Consent Calendar and considered under separate action may also be approved without the reading of the full text and title of the resolutions.

Also, upon the approval of this item, the Mayor will read the titles of all ordinances included in the Introduction and Adoption of Ordinances section. After reading of the ordinance titles, the City Council/RRB may introduce and/or adopt all the ordinances in one motion and second.

### RECOMMENDATION

Staff recommends that the City Council/RRB approve the waiving of reading of the text of all ordinances and the text and title of all resolutions included in this agenda. Unanimous approval of the City Council/RRB is required.

Respectfully Submitted,

Zack Beck  
City Clerk



# STAFF REPORT

April 1, 2026

File Number 0600-10; A- 3520-1

## SUBJECT

**FIRST AMENDMENT TO CONSULTANT AGREEMENT WITH MICHAEL BAKER INTERNATIONAL AND ADOPTION OF A FINAL INITIAL STUDY/MITIGATED NEGATIVE DECLARATION AND MITIGATION MONITORING AND REPORTING PROGRAM (MMRP) PREPARED FOR EAST VALLEY PARKWAY AND MIDWAY DRIVE IMPROVEMENT PROJECT**

## DEPARTMENT

Development Services

## RECOMMENDATION

Request the City Council adopt Resolution No. 2026-15 authorizing the First Amendment to an existing consultant agreement with Michael Baker International in the amount of \$36,310, and adopt Resolution No. 2026-16 for adoption of a FINAL Initial Study/Mitigated Negative Declaration and Mitigation Monitoring and Reporting Program (MMRP) prepared for the East Valley Parkway and Midway Drive Improvement Project ("Project").

Staff Recommendation: Approval (Kevin Snyder, Director of Development Services)

Presenter: Jason Christman, Interim-City Engineer and Ivan Flores, Principal Planner

**ESSENTIAL SERVICE** – Yes, Public Works/Infrastructure

**COUNCIL PRIORITY** – Improve Public Safety, Encourage Housing Development

## FISCAL ANALYSIS

FEMA approved the City's Hazard Mitigation Grant Program sub-application for \$2,205,000 in Federal funding towards Project design costs ("Phase 1"). The City received an additional \$3,469,011.56 in State grant funds through the Prepare California Match program to cover the 10 percent non-Federal cost share for both design and construction phases. The City also received \$122,500 in Federal funding from FEMA to cover management costs associated with the administration of the grant. Additional Gas Tax, Storm Drain and TransNet funds have been programmed in the Capital Improvement Project budget for the design and construction of the E. Valley Pkwy & Midway Drainage Improvements.

There are adequate funds remaining to pay for the additional services being provided in the First Amendment to Consulting Agreement with Michael Baker International.



# CITY of ESCONDIDO

## STAFF REPORT

### PREVIOUS ACTION

On May 8, 2019, the City Council adopted Resolution No. 2019-68 to analyze the floodplain zone in the vicinity of Midway Drive and East Valley Parkway, and provide preliminary plans and recommendations to support the City's Hazard Mitigation Grant Program sub-application.

On March 22, 2023, the City Council adopted Resolution No. 2023-36 empowering the Emergency Preparedness Manager, or the Director of Public Works, or the Director of Finance as its agents to execute all appropriate documents for and on behalf of the City of Escondido with the State of California Governor's Office of Emergency Services for State grants and disaster assistance.

On July 10, 2024, the City Council adopted Resolution No. 2024-84 authorizing the execution of a consulting agreement with Michael Baker International to provide engineering design services for the E. Valley Pkwy and Midway Dr. Drainage Improvement Project.

### BACKGROUND

The East Valley Parkway and Midway Drive Improvement Project will increase the capacity of the storm drain systems in three drainage basins (referred to as the Maywood, Midway, and Citrus Washes) to collect and convey flows up to a 100-year frequency storm event downstream to the Escondido Creek channel. The recommended storm drain improvements will remove flood hazards for over 600 homes and dozens of commercial buildings by containing the 100-year flood waters within the storm drain system and channel. Removing the flood hazard designation will also reduce barriers affecting property owners' ability to further develop their properties.

The scope of work for Phase 1 of this Project includes the preparation of environmental review documentation for CEQA and any required resource agency permits, the completion of the final hydrologic and hydraulic analyses, engineering plans and specifications, and the preparation of a Conditional Letter of Map Revision ("CLOMR") to re-designate 1,671 parcels completely or partially located within the FEMA 100-year floodplain. Phase 1 is currently at 90% design. Phase 2 of the project will include the construction of approximately four-miles of reinforced concrete storm drain pipeline, upsizing of inlets and other related improvements as designed in Phase 1. Once Phase 1 is complete, the City can apply for Phase 2 funding.

Due to the final alignment of storm drain improvements proposed in the design, two drainage easements and one temporary construction easement are needed to construct the project and maintain the improvements going forward. Michael Baker International's assistance is needed to provide and coordinate survey work, prepare easement agreements and legal descriptions, and complete appraisals for acquisition and escrow services for these easements.



# CITY of ESCONDIDO

## STAFF REPORT

### ENVIRONMENTAL REVIEW

The California Environmental Quality Act (“CEQA”) applies to proposed projects initiated by, funded by, or requiring discretionary approvals from state or local government agencies. CEQA Guidelines Section 15367 states that a lead agency, in this case the City of Escondido, is the agency that has the principal responsibility for carrying out or approving a project and is responsible for compliance with CEQA. As lead agency, the City must complete an environmental review to determine if implementation of the Project would result in significant adverse environmental impacts. In compliance with CEQA, an Initial Study (“IS”) has been prepared to assist in making that determination. Based on the nature and scope of the Project and the evaluation contained in the IS environmental checklist, the City has concluded that a Mitigated Negative Declaration (“MND”) is the appropriate level of analysis for the Project.

As provided in CEQA Statute Section 21064.5, and stated in CEQA Guidelines Section 15070, an MND can be prepared when “(a) the initial study shows that there is not substantial evidence, in light of the whole record before the agency, that the project may have a significant effect on the environment, or (b) the initial study identifies potentially significant effects, but (1) revisions in the project plans or proposals made by, or agreed to by the applicant before a proposed mitigated negative declaration and initial study are released for public review would avoid the effects or mitigate the effects to a point where clearly no significant effects would occur; and (2) there is no substantial evidence, in light of the whole record before the agency, that the project as revised may have a significant effect on the environment.” The MND prepared for the Project identified potentially significant impacts in the areas of Biological Resources, Geology and Soils, Tribal Cultural Resources, and Transportation. However, through incorporation of mitigation measures, the impacts can be reduced to a less-than-significant levels.

The City, acting as Lead Agency, released a Draft IS/MND (SCH #2025091353) for a 30-day public review period from October 02, 2025 to November 03, 2025. City staff received one comment during the public review period. The California Department of Transportation (“CalTrans”) submitted a comment letter regarding the requirement for a special permit to operate oversized/overweight vehicles on the State Highway Network. The Lead Agency prepared responses to those comments and incorporated those responses into a Final IS/MND. The Final IS/MND identifies no new environmental impacts which have not been addressed through the aforementioned mitigation measures. The Final IS/MND is included as Exhibit “A” to City Council Resolution No. 2026-16.

Should the City Council adopt the Final IS/MND, City staff will file a Notice of Determination with the County Clerk within five days of the Council’s action.

### RESOLUTIONS

- a. Resolution No. 2026-15
- b. Resolution No. 2026-15 – Exhibit “A” – First Amendment to Consultant Agreement
- c. Resolution No. 2026-16



# CITY *of* ESCONDIDO

## STAFF REPORT

- d. Resolution No. 2026-16 –Exhibit “A” – Initial Study/Mitigated Negative Declaration
- e. Resolution No. 2026-16—Exhibit “B” – Mitigation Monitoring and Reporting Program
- f. Resolution No. 2026-16—Exhibit “C” – Findings of Facts/Factors to Be Considered

## RESOLUTION NO. 2026-15

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ESCONDIDO, CALIFORNIA, AUTHORIZING THE MAYOR TO EXECUTE, ON BEHALF OF THE CITY, THE FIRST AMENDMENT TO CONSULTING AGREEMENT WITH MICHAEL BAKER INTERNATIONAL FOR DESIGN SERVICES FOR THE EAST VALLEY PARKWAY AND MIDWAY DRIVE IMPROVEMENT PROJECT

WHEREAS, the Federal Emergency Management Agency (“FEMA”) approved the City’s Hazard Mitigation Grant Program sub-application for the E. Valley Pkwy and Midway Dr. Drainage Improvement Project (“Project”); and

WHEREAS, the City Council on July 10, 2024, authorized the Mayor to execute a Consulting Agreement for engineering design services with Michael Baker International in the amount of \$3,553,590.00; and

WHEREAS, this City Council desires at this time and deems it to be in the best public interest to authorize First Amendment to Consulting Agreement with Michael Baker International in the amount of \$36,310.00.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Escondido, California, as follows:

1. That the above recitations are true.
2. That the City Council authorizes the Mayor to execute, on behalf of the City, the First Amendment to Consulting Agreement with Michael Baker International which is attached and incorporated to this Resolution as Exhibit “A,” and subject to final approval as to form by the City Attorney.



**CITY OF ESCONDIDO**  
**FIRST AMENDMENT TO CONSULTING AGREEMENT**

This First Amendment to Consulting Agreement ("First Amendment") is made and entered into as of the last signature date set forth below ("Effective Date"),

Between:                   CITY OF ESCONDIDO  
                                  a California municipal corporation  
                                  201 N. Broadway  
                                  Escondido, CA 92025  
                                  Attn: Jason Christman  
                                  760-839-4615  
                                  ("CITY")

And:                         MICHAEL BAKER INTERNATIONAL, INC.  
                                  a Pennsylvania corporation  
                                  5050 Avenida Encinas, Suite 260  
                                  Carlsbad, CA 92008  
                                  Attn: Tim Thiele  
                                  858-614-5000  
                                  ("CONSULTANT").

(The CITY and CONSULTANT each may be referred to herein as a "Party" and collectively as the "Parties.")

WHEREAS, the Parties entered into that certain Consulting Agreement dated July 22, 2024 ("Agreement"), wherein CITY retained CONSULTANT to provide services for professional services to provide engineering design services for the East Valley Parkway and Midway Drive Improvement Project, as more specifically described in the Agreement; and

WHEREAS, the Parties desire to amend the Agreement to include additional services as described in "Attachment A" to this First Amendment, which is attached hereto and incorporated herein by this reference.

NOW, THEREFORE, in consideration of the mutual covenants, promises, terms, and conditions set forth herein, and the mutual benefits derived therefrom, the Parties hereby agree as follows:

1. The CONSULTANT shall furnish all of the Services described in "Attachment A" to this First Amendment.
2. The CITY will compensate CONSULTANT in an additional amount not to exceed the sum of \$36,310, pursuant to the conditions contained in "Attachment A" to this First Amendment.
3. All other terms of the Agreement not referenced in this First Amendment shall remain unchanged

and in full force and effect. In the event of a conflict between a provision of the Agreement and this First, this First Amendment shall prevail.

4. This First Amendment and the Agreement, together with any attachments or other documents described or incorporated therein, if any, constitute the entire agreement and understanding of the Parties, and there are no other terms or conditions, written or oral, controlling this matter.
5. This First Amendment may be executed on separate counterparts that, upon completion, may be assembled into and shall be construed as one document. Delivery of an executed signature page of this First Amendment by electronic means, including an attachment to an email, shall be effective as delivery of an executed original.
6. Unless a different date is provided in this First Amendment, the effective date of this First Amendment shall be the latest date of execution set forth by the names of the signatories below.

(SIGNATURE PAGE FOLLOWS)

IN WITNESS WHEREOF, this First Amendment is executed by the Parties or their duly authorized representatives as of the Effective Date:

CITY OF ESCONDIDO

Date: \_\_\_\_\_

\_\_\_\_\_  
Dane White, Mayor

MICHAEL BAKER INTERNATIONAL, INC.

Date: \_\_\_\_\_

\_\_\_\_\_  
Signature

Tim Thiele, Vice President/Office Executive  
Name & Title (please print)

APPROVED AS TO FORM:  
OFFICE OF THE CITY ATTORNEY  
MICHAEL R. MCGUINNESS, CITY ATTORNEY

BY: \_\_\_\_\_

DATE: \_\_\_\_\_

THE CITY OF ESCONDIDO DOES NOT DISCRIMINATE AGAINST QUALIFIED PERSONS WITH DISABILITIES.

## **ATTACHMENT "A"**

### Scope of Work

#### **A. General**

This amendment adds real asset support to the project. This includes additional surveying work, preparation of legal descriptions, estimating value, coordination and managing work to acquire easements required for construction of the East Valley Parkway and Midway Drive Storm Drain Improvement Project. This work is required before agencies providing grants to the city will consider additional grants to construct the designed improvements. Michael Baker International is providing surveying, management and coordination efforts, and will seek outside assistance to estimate the value of finalized easements.

#### **B. Location**

This work will happen in locations where project design requires access or use of private property for project improvements (APN 231-022-51; APN 231-332-35; APN 231-070-084; All in Escondido)

#### **C. Services**

This amendment provides services to acquire two drainage easements and one temporary construction easement. The tasks as proposed include the following (please refer to attached proposal for greater detail):

1. Project Management
2. Easement Documents
3. Restricted Appraisal, Acquisition and Escrow Services

#### **D. Scheduling**

This work shall commence immediately upon acceptance of project alignment by City staff and FEMA, and shall be complete prior to final project submittal in October 2026.

#### **E. Contract Price and Payment Terms**

The contract price of this First Amendment shall be completed on a time and material basis not to exceed \$36,310. The contract price of this First Amendment (\$36,310) will bring the total contract price of the Agreement to \$3,589,900. The contract price of this First Amendment includes all labor, materials, equipment, and transportation required to perform the work. Services will be billed as services are performed. Payment will be made after services have been performed and within 30 days of receipt of an invoice for those services.

#### **F. Term**

The term of this First Amendment shall be from the Effective Date of the this First Amendment and extend through the original contract completion date of June 30, 2028.

RESOLUTION NO. 2026-16

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ESCONDIDO, CALIFORNIA, ADOPTING THE FINAL INITIAL STUDY/MITIGATED NEGATIVE DECLARATION AND MITIGATION MONITORING AND REPORTING PROGRAM PREPARED FOR THE EAST VALLEY PARKWAY AND MIDWAY DRIVE IMPROVEMENT PROJECT

WHEREAS, on May 8, 2019, the City Council adopted Resolution No. 2019-68 to analyze the floodplain zone in the vicinity of Midway Drive and East Valley Parkway, and provide preliminary plans and recommendations to support the City’s Hazard Mitigation Grant Program sub-application; and

WHEREAS, the Project will remove flood hazards for over 600 homes and dozens of commercial buildings by containing the 100-year flood waters within the storm drain system and channel thus removing the flood hazard designation that prevents property owners’ from developing their properties; and

WHEREAS, the Federal Emergency Management Agency (“FEMA”) approved the City’s Hazard Mitigation Grant Program sub-application for the E. Valley Pkwy and Midway Dr. Drainage Improvement Project (“Project”); and

WHEREAS, on March 22, 2023, the City Council adopted Resolution No. 2023-36 empowering the Emergency Preparedness Manager; or the Director of Public Works; or the Director of Finance as its agents to execute all appropriate documents for and on behalf of the City of Escondido with the State of California Governor’s Office of Emergency Services for State grants and disaster assistance; and

WHEREAS, the City Council on July 10, 2024, authorized the Mayor to execute a Consultant Agreement for engineering design services with Michael Baker International in the amount of \$3,553,590.00; and

WHEREAS, pursuant to CEQA and the CEQA Guidelines (Title 14 of California Code of Regulations, Section 15000 et. seq.), the City is the Lead Agency for the Project, as the public agency with principal responsibility for approving the proposed Project; and

WHEREAS, a Draft Initial Study and Mitigated Negative Declaration (“IS/MND”) (SCH# 2025091353) was prepared, circulated, and notice made of its availability for public review and comment during the period from October 02, 2025 to November 03, 2025; and

WHEREAS, during the 30-day public comment period of the Draft IS/MND, the City consulted with and requested comments from responsible and trustee agencies, other regulatory agencies, and others. The City received one public comment during the public review period and subsequently analyzed and considered all comments received during this public review comment period. Responses to comments, corrections/additions to the Draft IS/MND, and revisions and addition to the appendices or other referenced documents have been incorporated as part of the final response to comments; and

WHEREAS, the Final IS/MND, attached as Exhibit “A” and incorporated herein by this reference, was subsequently prepared, which is comprised of any and all public comment letters received during the public review period, response to comments, corrections/additions to the Draft IS/MND, and revisions and additions to the appendices or other referenced documents; and

WHEREAS, in addition to the Final IS/MND, a Mitigation Monitoring and Reporting Program (“MMRP”) has been prepared for the Project, attached as Exhibit “B” and incorporated herein by this reference, to ensure compliance with the required mitigation measures or project revisions during project implementation; and

WHEREAS, the City Council held a duly noticed public meeting on April 01, 2026, as prescribed by law, at which time the City Council received and considered the staff report, dated April 01, 2026 with

attachments, and gave all person's full opportunity to be heard and to present evidence and testimony regarding the Project. Evidence was submitted to and considered by the City Council, including, without limitation:

- a. Written information including plans, studies, written and graphical information, and other material;
- b. Oral testimony from City staff, interested parties, and the public;
- c. The City Council staff report, dated April 01, 2026, with its attachments as well as City staff's recommendation on the Project, which is incorporated herein as though fully set forth herein;
- d. Additional information submitted during the public meeting; and

WHEREAS, the City Clerk, whose office is located at 201 North Broadway, Escondido CA 92025, is hereby designated as the custodian of the documents and other materials which constitute the record of proceedings upon which the City Council's decision is based, which documents and material shall be available for public inspection and copying in accordance with the provisions of the California Public Records Act.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Escondido, California, as follows:

1. The above recitations are true and correct.
2. That the City Council has reviewed and considered the Final IS/MND prepared for the Project in conformance with CEQA, and Article 47 (Environmental Quality), the staff report dated April 01, 2026 and testimony given at the public meeting, and makes the environmental determinations included within the Factors to be Considered / Findings of Fact attached as Exhibit "C," hereto and incorporated by this reference. The Final IS/MND adequately addresses all environmental issues associated with the Project, and the Project would not result in any significant impacts to the environment.

3. That the MMRP identifies mitigation measures necessary to reduce all impacts to a less-than-significant level, and assigns on-going responsibility for carrying out mitigation responsibilities which are appropriate to address and mitigate Project-related impacts.

4. The City Council hereby adopts and approves the Final IS/MND prepared for the Project, and the Mitigation Monitoring and Reporting Program (MMRP).

5. The City Council, therefore, directs that a Notice of Determination be filed with the County Clerk of the County of San Diego in accordance with the CEQA Guidelines.

## **Exhibit "A"**

Due to the number of pages, the Final Initial Study/Mitigated Negative Declaration (SCH#2025091353) may be viewed on the Project website below, or they may be viewed at the Engineering Counter at the Escondido City Hall during business hours (8:00 am – 5:00 pm, Monday – Thursday, and 8:00 am – 12:00 pm Fridays). For more information, please contact the project manager Matt Souttere via phone at 760-214-4718

### **Final Initial Study/Mitigated Negative Declaration**

### **Appendix A – Air Quality, GHG Emissions, and Energy Consumption Technical Memo**

### **Appendix B – Biological & Aquatics Reports**

#### **Part 1**

#### **Part 2**

#### **Part 3**

#### **Appendix A to Biological & Aquatics Reports**

#### **Supplemental Memo to Biological & Aquatics Report**

### **Appendix C – Cultural Resource Assessment Memorandum**

### **Appendix D – Geotechnical Report**

### **Appendix E – Noise Vibration Assessment**



TABLE 1, MITIGATION AND MONITORING REPORTING PROGRAM

Mitigation Measure No.	Mitigation Measure	Time Frame for Implementation	Responsible Agency/Party	Verification of Compliance		
				Initials	Date	Remarks
<b>Biological Resources</b>						
BIO-1	<b>Preconstruction Nesting Bird Surveys.</b> If construction activity occurs during the bird nesting season (typically January 1 through August 31), a nesting bird survey shall be conducted within the project construction footprint and a 100-foot-wide buffer within 72 hours prior to construction. Preconstruction nesting bird surveys shall be required anytime construction begins in a new area outside a previously surveyed area. If any active nests are detected, the area shall be flagged and an appropriate buffer will be placed around the nest, as determined by the project biologist, and monitored throughout the nesting cycle. If the project biologist determines that project construction is causing a disturbance to the nest (e.g., adult birds appear agitated and are not returning to nest to incubate or feed young), the biologist may halt construction in the vicinity of the nest until the young have fledged or the nest has failed (is no longer active).	Prior to Ground Disturbance / During Construction as Applicable	City of Escondido Planning Division / Qualified Biologist / Construction Contractor			
BIO-2	<b>Potential Aquatic Resources Permitting.</b> Impacts to potential aquatic resources requires notification to the relevant federal and state agencies. The City of Escondido shall obtain the required federal and/or state permits from the USACE, RWQCB, and/or CDFW, pursuant to Sections 404 and 401 of the Clean Water Act and Section 1600 et seq. of the California Fish and Game Code, respectively. Permits are required to be obtained by the City of Escondido before the impact to the resources. Permits may include additional conditions of approval.	Prior to Ground Disturbance	City of Escondido Planning Division / Qualified Biologist / Construction Contractor			



Mitigation Measure No.	Mitigation Measure	Time Frame for Implementation	Responsible Agency/Party	Verification of Compliance		
				Initials	Date	Remarks
<b>Cultural Resources</b>						
CUL-1	<p><b>Archaeological and Native American Monitoring.</b>                      An archaeological monitor meeting the Secretary of the Interior's Professional Qualification Standards for archaeology (48 Federal Register 44738) and a Native American monitor representing one of the consulting tribes shall be present during ground-disturbing activities for project construction, including, but not limited to, site clearing, grubbing, demolition, boring, trenching, and excavation.</p> <p>Because soil underlying the construction area has been previously disturbed during the development of the roads and utility infrastructure, the archaeological monitor, in consultation with the Native American monitor, may determine that soils are sterile for resources. Upon such determination, monitoring frequency may be reduced or halted.</p> <p>The archaeological and Native American monitors shall log all monitoring activity and provide monitoring logs to the City on a minimum bi-weekly basis. If a discovery is made, the archaeological monitor shall notify the City within 24 hours.</p> <p>A final compiled monitoring report shall be submitted to the City that documents monitoring activities conducted by the archaeological and Native American monitors within 60 days of completion of monitoring. The report shall document impacts to any known resources on the property; describe how each mitigation measure was fulfilled; document the type of cultural resources recovered and the disposition of such resources; and, in a confidential appendix, include the monitoring logs. The final monitoring report</p>	Prior to Ground Disturbance / During Construction	City of Escondido Planning Division / Qualified Archaeologist / Archaeological Monitor / Native American Monitor / Construction Contractor			



Mitigation Measure No.	Mitigation Measure	Time Frame for Implementation	Responsible Agency/Party	Verification of Compliance		
				Initials	Date	Remarks
	shall be submitted to the City, the South Coastal Information Center, and any consulting tribes.					
CUL-2	<p><b>Unanticipated Discoveries.</b> If a potentially significant archaeological resource is unearthed during excavation activities, work shall stop immediately within 100 feet of the find and the discovery shall be evaluated by a qualified archaeologist meeting the Secretary of the Interior's Professional Qualification Standards for archaeology (48 Federal Register 44738), pursuant to the procedures set forth at California Environmental Quality Act Guidelines Section 15064.5. If the resource is determined not significant, no further work is needed. If the find is deemed to be potentially significant, the City shall make a determination of significance on the basis of the recommendations of the qualified archaeologist and submit this determination of significance to the consulting tribe(s) for review and comment. The consulting tribe(s) shall be notified within 24 hours of the discovery via email and phone. The consulting tribe(s) shall be allowed access to the discovery, in order to assist with the significance evaluation. Depending on the nature of the find, the determination of significance may require additional excavation, potentially including the preparation and execution of a Phase II archaeological testing plan and excavation. Repatriation (i.e., re-bury resources) shall be the preferred method of resource treatment for any tribal cultural resources. The City shall consult with the consulting tribe(s) to determine culturally appropriate repatriation locations and practices. The contents and location of repatriated resources shall be recorded to avoid future disturbance, but kept confidential.</p>	During Construction	City of Escondido Planning Division / Qualified Archaeologist / Archaeological Monitor / Native American Monitor / Construction Contractor			
<b>Geology and Soils</b>						
GEO-1	<b>Paleontological Resources Construction Monitoring.</b> Prior to the commencement of excavation	Prior to Ground Disturbance /	City of Escondido Planning Division /			



Mitigation Measure No.	Mitigation Measure	Time Frame for Implementation	Responsible Agency/Party	Verification of Compliance		
				Initials	Date	Remarks
	<p>activities, the City of Escondido shall retain a Society of Vertebrate Paleontology (SVP) qualified paleontologist (i.e., professional with a graduate degree in paleontology, geology, or related field, with demonstrated experience in the vertebrate, invertebrate, or botanical paleontology of California, as well as at least one year of full-time professional experience or equivalent specialized training in paleontological research and at least four months of supervised field and analytic experience in general North American paleontology as defined by the SVP) to conduct full-time paleontological monitoring during excavation activities in areas with the potential to support unknown buried paleontological resources. Monitoring logs shall be submitted monthly to the City of Escondido Director of Development Services, or their designee.</p> <p>A final report shall be prepared describing the results of the paleontological monitoring efforts associated with the project. The report shall include a summary of the field and/or laboratory methods, an overview of the project site geology and paleontology, a list of taxa recovered (if any), an analysis of fossils recovered (if any) and their scientific significance, and recommendations. The report shall be submitted to the City of Escondido Director of Development Services, or their designee. If the monitoring efforts produced fossils, a copy of the report shall also be submitted to the designated museum repository.</p> <p>If evidence of subsurface paleontological resources is found during construction activities, excavations within 50 feet of the find shall cease and the construction contractor shall contact the City of Escondido Director of Development Services, or their designee. With direction from the City of Escondido Director of</p>	During Construction	Qualified Paleontologist / Paleontological Monitor / Construction Contractor			



Mitigation Measure No.	Mitigation Measure	Time Frame for Implementation	Responsible Agency/Party	Verification of Compliance		
				Initials	Date	Remarks
	Development Services, or their designee, a qualified paleontologist shall be retained to evaluate the find prior to resuming construction activities in the immediate vicinity of the find. If the City of Escondido determines the resource is significant and cannot be immediately recovered, the qualified paleontologist shall prepare and execute a Paleontological Resources Mitigation Program (PRMP) for the salvage and curation of the identified resource(s). The PRMP shall specify the fieldwork and laboratory methods to be undertaken, curation requirements, proposed staff qualifications, and whether the entire resource is to be collected or a specified statistically significant sample.					
<b>Transportation</b>						
TR-1	<p><b>Prepare and Implement a Traffic Control Plan.</b> The construction contractor shall prepare a Traffic Control Plan for roadways and intersections affected by the proposed improvements for approval by the City Engineer. The Traffic Control Plan shall include, but not be limited to, the following elements based on local site and roadway conditions:</p> <ul style="list-style-type: none"> <li>• Provide street layout showing location of construction activity and surrounding streets to be used as detour routes, including "special signage." Post a minimum 72-hour advance warning of construction activities within affected roadways to allow motorists to select alternative routes.</li> <li>• Restrict delivery of construction materials to non-peak travel periods (9:00 a.m. to 3:00 p.m.) or as appropriate. Weekend and night work shifts shall be allowed in non-residential areas only.</li> <li>• Maintain the maximum travel-lane capacity during non-construction periods, and provide flagger-control at construction sites to manage traffic control and flows.</li> </ul>	Prior to Ground Disturbance / During Construction	City of Escondido Planning Division / City Engineer / Construction Contractor			



Mitigation Measure No.	Mitigation Measure	Time Frame for Implementation	Responsible Agency/Party	Verification of Compliance		
				Initials	Date	Remarks
	<ul style="list-style-type: none"> <li>• Limit the construction work zone in each block to a width that, at a minimum, maintains alternate one-way traffic flow past the construction zone.</li> <li>• Maintain access for driveways and private roads, except for brief periods of construction, in which case property owners will be notified.</li> <li>• Require temporary steel-plate trench crossings, as needed, to maintain reasonable access to homes, businesses, and streets. When required by the applicable encroachment permit, maintain the existing lane configuration during nonworking hours by covering the trench with steel plates or by using temporary backfill.</li> <li>• Require appropriate warning signage and safety lighting for construction zones.</li> <li>• Access for emergency vehicles shall be maintained at all times. Police, fire, and emergency services shall be notified of the timing, location, and duration of construction activities that could hinder and/or delay emergency access through the construction period.</li> <li>• Coordinate with the North County Transit District to plan, as needed, for the temporary relocation of bus stops and/or detour of transit routes on affected storm water drainage alignments.</li> <li>• Identify detours, where available, for bicyclists and pedestrians in areas potentially affected by project construction.</li> <li>• Provide adequate off-street parking locations for workers' vehicles and construction equipment in those areas where on-street parking availability is insufficient.</li> <li>• Repair and restore the roadway right-of-way to its original condition or better upon completion of work.</li> </ul>					

## Exhibit "C"

### PLANNING CASE NOS. PL24-0257

#### FACTORS TO BE CONSIDERED / FINDINGS OF FACT

##### Environmental Determinations:

1. Pursuant to the California Environmental Quality Act (Public Resources Code section 21000 et. seq.) ("CEQA"), and its implementing regulations (14 C.C.R. § 15000 et seq.) ("CEQA Guidelines"), the City of Escondido ("City") is the Lead Agency for the project ("Project"), as the public agency with the principal responsibility for approving the Project.
2. An Initial Study/Mitigated Negative Declaration ("IS/MND") (SCH# 2025091353) for the Project was prepared, published, circulated and reviewed in accordance with the requirements of CEQA, the CEQA Guidelines, and the local environmental procedures. The decision-making body of the Lead Agency shall adopt the proposed IS/MND only if:
  - It finds on the basis of the whole record before it that there is no substantial evidence the Project will have a significant effect on the environment, and
  - The IS/MND reflects the Lead Agency's independent judgment and analysis.
3. The IS/MND was circulated for a 30-day public review period beginning October 2, 2025 through November 3, 2025.
4. The Final IS/MND and Mitigation Monitoring and Reporting Plan ("MMRP"), collectively constitute the environmental documentation under and pursuant to CEQA, the CEQA Guidelines, and local environmental procedures relating to the project, and shall be referred to herein collectively as "CEQA Documents".
5. The City Council has received the material record supporting all of the CEQA documents for the Project. The City Council, finds the following:
  - The Final IS/MND reflects the City's independent judgment and analysis.
  - That there is no substantial evidence that the Project or any of its aspects could result in significant adverse impacts, or that cannot be fully mitigated. All previously identified impacts have been mitigated to less than a significant level.
  - The City Council also finds that the mitigation measures listed in the MMRP will not cause any potentially significant effects.
  - The Final IS/MND has been completed in compliance with CEQA and it constitutes a complete, accurate, adequate and good faith effort at full disclosure under CEQA.
6. Mitigation measures are recommended to be incorporated as part of the adoption of the Mitigated Negative Declaration. The approval of the Project also includes the adoption of the MMRP, attached hereto this Resolution.

7. Pursuant to Public Resources Code Section 21081.6(a)(2) and CEQA Guidelines section 15091(e), all documents and other materials which constitute the record of proceedings are located at the City of Escondido, City Hall. The City Clerk, whose office is located at 201 North Broadway, Escondido CA 92025, is hereby designated as the custodian of the documents and other materials which constitute the record of proceedings upon which the Planning Commission's decision is based, which documents and materials shall be available for public inspection and copying in accordance with the provisions of the California Public Records Act.



# STAFF REPORT

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April 1, 2026

File Number 0600-10; A- 3451-2

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## SUBJECT

**SECOND AMENDMENT TO THE CONSULTING AGREEMENT WITH HOCH CONSULTING FOR PROJECT MANAGEMENT AND ENGINEERING SERVICES FOR CAPITAL IMPROVEMENT PROGRAM AND PUBLIC WORKS PROJECTS**

## DEPARTMENT

Development Services, Engineering Services Division

## RECOMMENDATION

Request the City Council adopt Resolution No. 2026-27, authorizing the Second Amendment to the existing Consulting Agreement with Hoch Consulting in the amount of \$1,506,887 for continued project management and engineering services.

Staff Recommendation: Approval (Kevin Snyder, Director of Development Services; Jason Christman, Interim-City Engineer; and Joseph Goulart, Director of Public Works)

Presenter: Jason Christman, Interim-City Engineer

**ESSENTIAL SERVICE** – Yes, Public Works/Infrastructure

**COUNCIL PRIORITY** – Improve Public Safety/ Increase Retention and Attraction of People and Businesses to Escondido

## FISCAL ANALYSIS

The cost associated with the proposed Second Amendment will be fully paid from the Capital Improvement Program and Building Maintenance accounts, and will have no impact on the General Fund. There are adequate funds remaining in the following accounts to pay for the additional services being provided pursuant to the proposed Second Amendment:

Task 2: Grape Day Park Restroom – Fund 109 -402-501601 (Park Development)

Task 4: South Escondido Access Improvements Project – Fund 120-402-661901 (Traffic Impact)

Task 5: Storm Drain Pipe Lining and Rehabilitation Project Phase IV – Fund 108-402-647802 (Gas Tax)

Task 6: Annual Street Maintenance Program – Fund 230-402-687501 (TransNet)



# CITY of ESCONDIDO

## STAFF REPORT

Task 7: Citywide Energy Roadmap – Fund 650-450-53101 (Building Maintenance – Internal Service Fund Reserve to be used, and addressed in future FY 27 Operating Budget)

### PREVIOUS ACTION

On September 29, 2021, the City Council adopted Resolution No. 2021-146 accepting American Rescue Plan Act recovery funds and authorizing the funding of a number of programs and projects.

On June 8, 2022, the City Council adopted Resolution No. 2022-78 which adopted the Capital Improvement Program and Budget Document which included approximately \$106 million to fund infrastructure projects over the next five years.

On September 8, 2023, the City awarded RFP No. 23-04 to Climatec, LLC with the intent to work with the Energy Savings Company through three projected phases of the Citywide Energy Roadmap Project.

On April 19, 2023, the City Council adopted Resolution No. 2023-46 to award a consulting services agreement with Hoch Consulting for project management and engineering services in the amount of \$300,000. On May 1, 2023, the City executed said consulting services agreement as authorized by the City Council.

On March 20, 2024, the City Council adopted Resolution No. 2024-30 to execute Amendment No. 1 to the consulting services agreement with Hoch Consulting for project management and engineering services in the amount of \$2,012,366.85 and extended their contract until December 31, 2026. On March 27, 2024, the City executed said first amendment to the consulting services agreement as authorized by the City Council.

### BACKGROUND

At the time of Hoch Consulting original agreement execution, the City had secured over \$22-million in the previous five years in Active Transportation, Highway Safety Improvement, Smart Growth Incentive, State and Federal grant funding, had initiated the Citywide Energy Roadmap Project to upgrade a large number of the City’s facilities to be more energy efficient, and the Engineering Services and Public Works Departments were experiencing high staffing vacancy rates. The combination of additional funding to complete capital projects, the addition of the Citywide Energy Roadmap Project, and recruitment and retention difficulties had prompted the need for additional professional support to improve project delivery.

With their original agreement, Hoch Consulting began providing a project manager for CIP projects supporting the advancement of the South Escondido Gateway project, the FY22/23 Annual Street Maintenance Program, and completion of Phase III Corrugated Metal Storm Drain project.



# CITY of ESCONDIDO

## STAFF REPORT

Under the First Amendment, Hoch Consulting provided additional staffing resources of five full time equivalent staff members to manage, design and inspect several additional major capital improvement projects such as Grand Vision Improvements Phase II, Grape Day Park Restroom Project, FY23/24 Annual Street Maintenance Program, Corrugated Metal Pipe Rehabilitation Phase IV Project, Mountain View Pickleball Courts and Centre City Parkway/Brotherton Signalization Projects.

Pursuant to the proposed Second Amendment, the services shall be extended due to added scope of work to a number of the projects and the Citywide Energy Roadmap Project.

### CONCLUSION AND RECOMMENDATION

Staff recommends approval of Resolution No. 2026-27 authorizing Amendment No. 2 to the consulting agreement with Hoch Consulting that would allow for continued project management, design and inspection on multiple Capital Projects and engineering services to finalize scoping for the Citywide Energy Roadmap Project.

### RESOLUTIONS

- a. Resolution No. 2026-27
- b. Resolution No. 2026-27—Exhibit “A”— Second Amendment to the Consulting Agreement with Hoch Consulting

## RESOLUTION NO. 2026-27

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ESCONDIDO, CALIFORNIA, AUTHORIZING THE MAYOR TO EXECUTE, ON BEHALF OF THE CITY, A SECOND AMENDMENT TO THE CONSULTING AGREEMENT WITH HOCH CONSULTING FOR PROJECT MANAGEMENT AND ENGINEERING SERVICES

WHEREAS, the City Council has allocated funding in the adopted Capital Improvement Program (CIP) and Public Works budget for various infrastructure projects; and

WHEREAS, the City Council on April 19, 2023, authorized the Mayor to execute a Consulting Agreement for CIP project management and engineering services with Hoch Consulting in the amount of \$300,000; and

WHEREAS, the City Council on April 19, 2023, authorized the Mayor to execute a First Amendment to the Consulting Agreement with Hoch Consulting in the amount of \$2,012,366.85; and

WHEREAS, this City Council desires at this time and deems it to be in the best public interest to authorize the Mayor to execute a Second Amedment to the existing Consulting Agreement with Hoch Consulting in the amount of \$1,506,887 for continued CIP project management and engineering services.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Escondido, California, as follows:

1. That the above recitations are true.
2. That the City Council authorizes the Mayor to execute, on behalf of the City, a Second Amendment to the Consulting Agreement with Hoch Consulting, which is attached and incorporated to this Resolution as Exhibit "A", and subject to final approval as to form by the City Attorney.



CITY OF ESCONDIDO  
SECOND AMENDMENT TO CONSULTING AGREEMENT

This Second Amendment to Consulting Agreement ("Second Amendment") is made and entered into as of the last signature date set forth below ("Effective Date"),

Between: CITY OF ESCONDIDO  
a California municipal corporation  
201 N. Broadway  
Escondido, CA 92025  
Attn: Jason Christman  
760-839-4615  
("CITY")

And: Hoch Consulting, APC  
a California corporation  
804 Pier View Way, Suite 100  
Oceanside, CA 92054  
Attn: Adam Hoch  
858-431-9767  
("CONSULTANT").

(The CITY and CONSULTANT each may be referred to herein as a "Party" and collectively as the "Parties.")

WHEREAS, the Parties entered into that certain Consulting Agreement dated May 1, 2023, which was subsequently amended by a First Amendment dated March 27, 2024 (collectively, the "Agreement"), wherein CITY retained CONSULTANT to provide services for project management, engineering services, construction management, inspection services and public outreach for Capital Improvement Program projects, as more specifically described in the Agreement; and

WHEREAS, the Parties desire to amend the Agreement to include additional services as described in **Attachment A** to this Second Amendment, which is attached hereto and incorporated herein by this reference.

NOW, THEREFORE, in consideration of the mutual covenants, promises, terms, and conditions set forth herein, and the mutual benefits derived therefrom, the Parties hereby agree as follows:

1. The CONSULTANT shall furnish all of the Services described in **Attachment A** to this Second Amendment.
2. **Personnel**. The performance of the Services by certain professionals is significant to the CITY. As such, CONSULTANT shall only assign the persons listed on **Attachment B**, attached to this Second Amendment and incorporated herein by this reference ("Personnel List"), to perform the

Services. CONSULTANT shall not add or remove persons from the Personnel List without the City's prior written consent. If CONSULTANT has not designated a person to perform a component of the Services, CONSULTANT shall not assign such component of the Services to a person without obtaining the City's prior written consent. CONSULTANT shall not subcontract any component of the Services without obtaining the City's prior written consent.

3. The CITY will compensate CONSULTANT in an additional amount not to exceed the sum of **\$1,506,887**, pursuant to the conditions contained in Attachment A to this Second Amendment.
4. All other terms of the Agreement not referenced in this Second Amendment shall remain unchanged and in full force and effect. In the event of a conflict between a provision of the Agreement and this Second Amendment, this Second Amendment shall prevail.
5. This Second Amendment and the Agreement, together with any attachments or other documents described or incorporated therein, if any, constitute the entire agreement and understanding of the Parties, and there are no other terms or conditions, written or oral, controlling this matter.
6. This Second Amendment may be executed on separate counterparts that, upon completion, may be assembled into and shall be construed as one document. Delivery of an executed signature page of this Second Amendment by electronic means, including an attachment to an email, shall be effective as delivery of an executed original.
7. Unless a different date is provided in this Second Amendment, the effective date of this Second Amendment shall be the latest date of execution set forth by the names of the signatories below.

(SIGNATURE PAGE FOLLOWS)

IN WITNESS WHEREOF, this Second Amendment is executed by the Parties or their duly authorized representatives as of the Effective Date:

CITY OF ESCONDIDO

Date: \_\_\_\_\_

\_\_\_\_\_  
Dane White, Mayor

Hoch Consulting, APC

Date: \_\_\_\_\_

\_\_\_\_\_  
Adam Hoch, President

APPROVED AS TO FORM:  
OFFICE OF THE CITY ATTORNEY  
MICHAEL R. MCGUINNESS, CITY ATTORNEY

BY: \_\_\_\_\_

DATE: \_\_\_\_\_

THE CITY OF ESCONDIDO DOES NOT DISCRIMINATE AGAINST QUALIFIED PERSONS WITH DISABILITIES.

## **ATTACHMENT "A"**

### Scope of Work

#### **A. General**

Hoch Consulting, APC, a California corporation ("Consultant") will continue to provide the City of Escondido, a California municipal corporation ("City") with consulting services for the following Capital Improvement Program projects (referred to individually as "Project," and collectively as "Projects"): Grape Day Park Restroom, South Escondido Access Improvements, Storm Drain Rehabilitation Phase IV, Sierra Linda Drive Storm Drain Replacement, Annual Street Maintenance, and Citywide Energy Roadmap.

#### **B. Location**

Consultant shall provide services at various locations including the following Project sites:

1. 321 N. Broadway, Escondido, CA, 92025;
2. Along Centre City Parkway near the intersections of South Escondido Boulevard and Brotherton Road, Escondido, CA 92025;
3. The Storm Drain Rehabilitation Project includes multiple locations throughout the City of Escondido;
4. 1217 Sierra Linda Drive, Escondido, CA 92025; and
5. The Pavement Rehabilitation Project includes multiple locations throughout the City of Escondido.

#### **C. Services**

In addition to those services described in the Agreement, Consultant shall provide services as described in **Exhibit 1** to this Scope of Work, which is attached hereto and incorporated by this reference. In the event of a conflict between the Agreement (including this Second Amendment) and Exhibit 1, the terms of the Agreement shall prevail. Services under this Second Amendment shall generally include:

Project 1: Grape Day Park Restroom Services:

1. Provide Project Management ("PM") and Engineering Support During Design, Bidding, Construction and Closeout Phases of the Project;
2. Provide Public Outreach throughout all remaining Phases of Project;
3. Provide Construction Management ("CM") During the Bidding, Construction and Project Closeout Phases;
4. Provide Daily Inspection throughout Construction; and
5. Provide Specialty Inspection throughout Construction.

Project 2: South Escondido Access Improvements Services:

1. Provide PM and Engineering Support During Design, Bidding, Construction and Closeout Phases of the Project.

Project 3: Storm Drain Rehabilitation Phase IV Services:

1. Provide PM and Engineering Support During Construction and Project Closeout.

Project 4: Sierra Linda Drive Services:

1. Provide PM and Engineering Support through Design, Bidding Construction and Project Closeout.

Project 5: Pavement Rehabilitation Services:

1. Provide PM and Engineering Support through Construction and Project Closeout of the CN Phase;

2. Provide CM through Construction and Project Closeout; and
3. Provide Daily Inspection through Construction.

Project 6: Citywide Energy Roadmap Services:

1. Provide the below services on an as-needed basis during the design and Construction Phases of the Project:
  - a. Plan Check/ Design and Constructability Reviews
  - b. Construction Management
  - c. Daily Inspection
  - d. Specialty Inspection

**D. Scheduling**

Consultant to schedule specific dates of work in advance by contacting Jason Christman at 760-839-4615 or [jason.christman@escondido.gov](mailto:jason.christman@escondido.gov).

**E. Contract Price and Payment Terms**

The contract price of this Second Amendment shall not exceed **\$1,506,887**. The contract price of this Second Amendment (\$1,506,887) will bring the total contract price of the Agreement to **\$3,819,253.85**. The contract price of this Second Amendment includes all labor, materials, equipment, and transportation required to perform the work. Services will be billed monthly on a time and materials basis. Payment will be made after services have been performed and within 30 days of receipt of an invoice for those services.

**F. Term**

Pursuant to this Second Amendment, the Agreement term shall be extended through **December 31, 2028**.

## ATTACHMENT "B" Personnel List

Pursuant to Section 2 of this Second Amendment, CONSULTANT shall only assign performance of Services to persons listed below.

1. Adam Hoch, P.E., QSD, QISP, [ahoch@hochconsulting.com](mailto:ahoch@hochconsulting.com), Hoch Consulting; and
2. Nicholas Josten, P.E., [njosten@hochconsulting.com](mailto:njosten@hochconsulting.com), Hoch Consulting;
3. Cari Dale, [cdale@hochconsulting.com](mailto:cdale@hochconsulting.com), Hoch Consulting;
4. Jennifer Kerschbaum, [jkerschbaum@hochconsulting.com](mailto:jkerschbaum@hochconsulting.com), Hoch Consulting;
5. Dan Poulton, [dpoulton@hochconsulting.com](mailto:dpoulton@hochconsulting.com), Hoch Consulting;
6. Sarah Davis, [sdavis@hochconsulting.com](mailto:sdavis@hochconsulting.com), Hoch Consulting;
7. Skylar Stephen, [sstephens@hochconsulting.com](mailto:sstephens@hochconsulting.com), Hoch Consulting;
8. Richard Roth, [rroth@hochconsulting.com](mailto:rroth@hochconsulting.com), Hoch Consulting;
9. Dale Winterquist, [dwinterquist@hochconsulting.com](mailto:dwinterquist@hochconsulting.com), Hoch Consulting;
10. Solomon Sheikh, [ssheikh@hochconsulting.com](mailto:ssheikh@hochconsulting.com), Hoch Consulting;
11. Haley Currier, [hcurrier@hochconsulting.com](mailto:hcurrier@hochconsulting.com), Hoch Consulting;
12. Cody Van De Vrugt, [cvandevrugt@hochconsulting.com](mailto:cvandevrugt@hochconsulting.com), Hoch Consulting,
13. Stephen Bogs, [sbogs@hochconsulting.com](mailto:sbogs@hochconsulting.com), Hoch Consulting,
14. Robb Cowan, [rcowan@hochconsulting.com](mailto:rcowan@hochconsulting.com), Hoch Consulting,
15. Lukas Mosher, [lmosher@hochconsulting.com](mailto:lmosher@hochconsulting.com), Hoch Consulting,
16. Jim Tomasulo, [jtomasulo@hochconsulting.com](mailto:jtomasulo@hochconsulting.com), Hoch Consulting; and
17. Lena Bagnol, [lbagnol@hochconsulting.com](mailto:lbagnol@hochconsulting.com), Hoch Consulting

CONSULTANT shall not add or remove persons from this Personnel List without the City's prior written consent. If CONSULTANT has not designated a person to perform a component of the Services, CONSULTANT shall not assign such component of the Services to a person without obtaining the City's prior written consent. CONSULTANT shall not subcontract any component of the Services without obtaining the City's prior written consent.

Acknowledged by:

Date: \_\_\_\_\_

\_\_\_\_\_  
Adam Hoch P.E, QSD, QISP, President

## Amendment 2 Proposal



### Hoch Consulting

804 Pier View Way, Suite 100  
Oceanside, CA 92054  
(tel.) 858-431-9767  
[ahoch@hochconsulting.com](mailto:ahoch@hochconsulting.com)  
[www.hochconsulting.com](http://www.hochconsulting.com)

March 23, 2026

Jason Christman, P.E.  
Interim City Engineer  
City of Escondido  
201 North Broadway, Escondido, CA 92025  
Via email: [jason.christman@escondido.gov](mailto:jason.christman@escondido.gov)

Subject: City of Escondido Project Management, Construction Management, Inspection and Public Outreach Services – Amendment 2

Dear Mr. Christman:

On May 1, 2023, the City of Escondido (City) executed a contract with Hoch Consulting (Hoch) for Project Management and Engineering services. Throughout the execution of that contract, the City requested an Amendment to the contract to add additional services and extend the term of the contract to include additional Project Management, Engineering, Construction Management, Inspection and Public Outreach Services. On March 27, 2024, the City approved the First Amendment (Amendment 1) to our master contract which extended the services being provided on specific projects and extended the expiration date of the contract to December 31, 2026.

During the execution of the work, as described in Amendment 1, the City's needs evolved. At Hoch, we pride ourselves on being flexible with the scopes we propose in order to bring the greatest value to our clients and meet their needs as they evolve throughout the lifespan of our contract. As such, Hoch adjusted our efforts to meet the changing needs of the City. These changes included adding new projects and additional services based on changes to the scope and level of effort needed for existing projects. As a result of these changes, the City has requested that Hoch submit this Second Amendment (Amendment 2) proposal for your consideration. The proposed amendment to the scope of work, updated schedule and fee proposal are provided below.

### **AMENDED SCOPE OF WORK**

#### **Task 2: Grape Day Park Restroom**

The City has requested additional services for the Grape Day Park Restroom Project from Hoch in order to complete the design of the project and continue services through bidding, construction and project closeout. Services that Hoch will provide include:

- Project management and engineering support during design, bidding, construction and closeout phases of the project.
- Constructability review during the design phase.
- Construction management during the bidding, construction and project closeout phases.
- Daily inspection and specialty inspection during the construction phase.
- Public outreach for the project.

The additional fees requested in Amendment 2 for Task 2 reflect the additional services requested by the City for Project Management, Engineering Support, Construction Management, Inspection and Public Outreach.

#### **Task 4: South Escondido Access Improvements**

The City has requested additional services for the South Escondido Access Improvements Project from Hoch in order to complete the design of the project and continue services through bidding, construction and project closeout. Services that Hoch will provide include:

- Project management and engineering support during design, bidding, construction and closeout phases of the project.

The additional fees requested in Amendment 2 for Task 4 reflect the additional services requested by the City for Project Management and Engineering Support.

#### **Task 5: Storm Drain Rehabilitation**

The City has requested additional services for the Storm Drain Rehabilitation Project from Hoch in order to construction and project closeout for Phase IV of the project. The City has also requested Hoch provide services for a storm drain replacement project located on Sierra Linda Drive. Services that Hoch will provide include:

- Project management and engineering support during construction and closeout phases of the Storm Drain Rehabilitation Phase IV Project.
- Project management, engineering support during design, bidding, construction and closeout phases of the Sierra Linda Drive Project.

The additional fees requested in Amendment 2 for Task 5 reflect the additional services requested by the City for Project Management and Engineering Support for Phase IV and the Sierra Linda Drive Storm Drain Replacement Project.

#### **Task 6: Pavement Rehabilitation**

The City has requested additional services for the Pavement Rehabilitation Project from Hoch in order to continue to support the project through construction and project closeout. This includes additional services for \$2M worth of funding through Measure I in order to improve streets and infrastructure. Services that Hoch will provide include:

- Project management and engineering support during construction and closeout phases of the project.
- Construction management during the construction and project closeout phases.
- Daily inspection during the construction phase.

The additional fees requested in Amendment 2 for Task 6 reflect the additional services requested by the City for Project Management, Engineering Support, Construction Management and inspection.

#### **Task 7: Citywide Energy Roadmap**

##### Task 7.1 Project Management Support

The City's Public Works Department requested Hoch provide as-needed Project Management Services for the Citywide Energy Roadmap Project as it transitions from scoping into design, construction and project closeout. Given the as-needed nature of the work, Hoch will only utilize this task as authorized by the City.

### Task 7.2 Plan Check/Design and Constructability Review

The City has also requested that Hoch provide plan check/design and constructability review services on an as-needed basis. Hoch's plan check/design and constructability review process distinguishes our services by ensuring precision in every project we undertake. Our comprehensive process is designed to meticulously examine and refine every aspect of project documentation, including but not limited to engineering plans, specifications, geotechnical reports, hydrology reports, and project schedules, to minimize risks and enhance clarity. Overall, our process typically results in a narrow range of bid values and change orders that are below the industry average. This outcome is a testament to our commitment to eliminating confusion, inconsistencies and lack of coordination between bidding documents.

### Task 7.3 Construction Management and Inspection

In addition to the services described above, the City has requested Hoch provide construction management (CM) and inspection services on an as-needed basis to support the City of Escondido in achieving its ambitious energy efficiency goals. Our approach to construction management combines technical expertise, proactive oversight, and collaborative communication to ensure every phase of the Citywide Energy Roadmap Project is executed with precision, safety, and fiscal responsibility.

Hoch Consulting will perform, on an as-needed basis, all third-party specialty inspection, sampling and material testing services required for the Escondido Citywide Energy Roadmap Project. Our approach ensures that inspection, sampling and testing activities are seamlessly integrated into the construction schedule and meet all project specifications and regulatory standards. Given the potential for a wide range of scope for types of specialty inspecting, sampling and testing, Hoch will identify qualified testing firms and will contract directly with the firm once a scope of specialty inspection, sampling and testing services is identified. A 5% markup will be added to all work performed by third-party specialty inspection, sampling and material testing services.

### **Task 8: City Directed Work**

Task 8 will cover additional work directed in writing by the City Engineer. The funds under this task will only be utilized if Hoch is directed in writing by the City Engineer.

### **SCHEDULE**

Hoch's current contract is scheduled to expire on December 31, 2026. Due to the adjustments in the task schedules for individual projects, the added tasks and subtasks, and the modifications to the scope of services needed we propose extending our contract to December 31, 2028.

### **FEE PROPOSAL**

Hoch Consulting proposes to perform the services as described in this Second Amendment on a time and material basis not to exceed \$1,506,887.00 as detailed in the attached Attachment A Fee Proposal. Since our initial contract Amendment 1 was executed in early 2024, Hoch consulting has not requested a rate increase. Now that we are approaching 2026, we respectfully request a minor increase in the our billing rates, which you will find are still below industry average.

Role	Billing Rate (\$/hr)
Principal-in-Charge	\$250
Project Manager	\$180
Deputy Project Manager	\$170
Senior Engineer	\$175
Construction Manager	\$170
Inspectors (Prevailing Wage)*	\$160.71
Support Staff	\$150
Public Outreach	\$165

\* Rates listed for Prevailing Wage inspection services are for standard business hours. Any overtime work will be billed at 1.5X standard rate, 2X for double time, and +\$3.00/hr for off-shift work.

We are grateful for the opportunity to collaborate with the City and apply our expertise to your projects. At Hoch Consulting, we strive to provide excellent services that align with your goals and expectations. We treasure our partnership and look forward to continuing our work together. Please don't hesitate to contact us with any further inquiries or additional information. Thank you for entrusting us with your projects, and we eagerly look forward to playing a pivotal role in the continued success of the City.

Sincerely,  
HOCH CONSULTING



Adam Hoch, P.E., QSD  
President/Principal Engineer  
858-431-9767  
[ahoch@hochconsulting.com](mailto:ahoch@hochconsulting.com)



Nicholas Josten, P.E.  
Principal Engineer  
858-922-4078  
[njosten@hochconsulting.com](mailto:njosten@hochconsulting.com)

Enclosures: Attachment A Fee Proposal

City of Escondido Amendment 2											Hoch Consulting	
Attachment A												
Classification	Hoch Consulting Labor								Total Hoch Consulting Labor	Specialty Inspection, Sampling and Testing Sub	5% Markup on Subs	Total Fees
	PIC	PM	Senior Engineer	CM	Daily Inspection-Prevailing Wage*	Support Staff	Public Outreach	Total Hours by Task				
Rate (\$/hr)	\$250.00	\$180.00	\$175.00	\$170.00	\$160.71	\$150.00	\$165.00					
<b>Base Proposal</b>												
Task 2: Grape Day Park Restroom	0	425	0	105	38.75	255	110	933.75	\$ 156,977.51			\$ 156,977.51
Task 2: Added Scope/Rate Increase	0	425	0	105	38.75	255	110	933.75	\$ 156,977.51	\$ -	\$ -	\$ 156,977.51
Task 4: South Escondido Access Improvements Project	0	95	0	0	0	115	0	210	\$ 34,350.00			\$ 34,350.00
Task 4: Added Scope/Rate Increase/Added Scope	0	95	0	0	0	115	0	210	\$ 34,350.00	\$ -	\$ -	\$ 34,350.00
Task 5: Storm Drain Pipe Lining and Rehabilitation Project Phase IV	0	662	0	0	0	390	0	1052	\$ 177,660.00			\$ 177,660.00
Task 5: Extended Timeline/Rate Increase/Added Scope	0	102	0	0	0	140	0	242	\$ 39,360.00	\$ -	\$ -	\$ 39,360.00
Subtask 5.1: Sierra Linda Drive Storm Drain	0	560	0	0	0	250	0	810	\$ 138,300.00	\$ -	\$ -	\$ 138,300.00
Task 6: Annual Street Maintenance Program	0	555	0	240	540	487	0	1822	\$ 300,533.40			\$ 300,533.40
Task 6: Added Scope/Rate Increase/City Policy Changes	0	555	0	240	540	487	0	1822	\$ 300,533.40	\$ -	\$ -	\$ 300,533.40
Task 7: Citywide Energy Roadmap	60	605	220	1300	1235	440	0	3860	\$ 647,876.85			\$ 700,376.85
Task 7.1: Project Management Support	0	405	0	0	0	180	0	585	\$ 99,900.00	\$ -	\$ -	\$ 99,900.00
Task 7.2: Plan Check/Design and Constructability Review	60	120	220	200	0	260	0	860	\$ 148,100.00	\$ -	\$ -	\$ 148,100.00
Task 7.3: Construction Management and Inspection	0	80	0	1100	1235	0	0	2415	\$ 399,876.85	\$ 50,000.00	\$ 2,500.00	\$ 452,376.85
Task 8: City Directed Work	0	761.05133	0	0	0	0	0	761.0513	\$ 136,989.24			\$ 136,989.24
Task 8: City Directed Work	0	761.05133	0	0	0	0	0	761.0513	\$ 136,989.24	\$ -	\$ -	\$ 136,989.24
<b>Total Proposal</b>	<b>0</b>	<b>2498</b>	<b>0</b>	<b>345</b>	<b>579</b>	<b>1247</b>	<b>110</b>	<b>4779</b>				<b>\$ 1,506,887.00</b>

\* Rates listed for Prevailing Wage inspection services are for standard business hours. Any overtime work is at 1.5X standard rate, 2X for double time, and +\$3.00/hr for off-shift work



# STAFF REPORT

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April 1, 2026  
File Number 0170-57

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## **SUBJECT**

**APPROVAL OF CALPERS INDUSTRIAL DISABILITY RETIREMENT FOR POLICE OFFICER STEVEN BROWN**

## **DEPARTMENT**

Human Resources

## **RECOMMENDATION**

Request the City Council adopt Resolution No. 2026-44, approving the California Public Employees' Retirement System ("CalPERS") Industrial Disability Retirement for Police Officer Steven Brown.

Staff Recommendation: Approval (Human Resources: Jessica Perpetua, Director of Human Resources)

Presenter: Jessica Perpetua, Director of Human Resources

**ESSENTIAL SERVICE – No**

**COUNCIL PRIORITY –**

## **FISCAL ANALYSIS**

None

## **BACKGROUND**

Mr. Brown filed for Industrial Disability Retirement on February 11, 2026, as a 45-year-old Police Officer. He has been employed by the City of Escondido since March 2016. The basis for Mr. Brown's Industrial Disability Retirement application is confirmed by medical reports from Dr. Michael Takamura and Dr. Dominick Addario. Mr. Brown's condition is non-physical in nature. Accordingly, Mr. Brown is incapacitated within the meaning of the Public Employee's Retirement Law for performance of his usual and customary duties in the position of Police Officer.

Under state law, CalPERS requires the City Council to adopt a resolution stating that competent medical evidence supports the granting of an Industrial Disability Retirement. Based on medical evidence, staff recommends the City Council adopt Resolution No. 2026-44, approving the CalPERS Industrial Disability Retirement for Officer Steven Brown to be effective April 1, 2026.



# CITY *of* ESCONDIDO

STAFF REPORT

## RESOLUTIONS

- a. Resolution No. 2026-44

## RESOLUTION NO. 2026-44

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ESCONDIDO, CALIFORNIA, AUTHORIZING THE MAYOR TO EXECUTE, ON BEHALF OF THE CITY, APPROVING THE CALPERS INDUSTRIAL DISABILITY RETIREMENT FOR POLICE OFFICER STEVEN BROWN

WHEREAS, the City of Escondido (the "City") is a contracting agency of the California Public Employees' Retirement System ("CalPERS"); and

WHEREAS, the California Public Employees' Retirement Law (Government Code Section § 20000 et seq.) ("California law") requires that the City determine whether an employee classified as a local safety member is disabled for purpose of the California law and whether such disability is "industrial" within the meaning of such law; and

WHEREAS, Steven Brown ("Employee") filed an application with CalPERS on February 11, 2026, for an Industrial Disability Retirement due to a Post-Traumatic Stress Disorder injury; and

WHEREAS, the Employee, is employed by the City in the position of Police Officer; and

WHEREAS, the City Council of the City of Escondido has reviewed the medical and other evidence relevant to this industrial disability.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Escondido, California, as follows:

1. That the above recitations are true.

2. That the City Council does hereby find and determine that Employee is incapacitated within the meaning of the California Public Employees' Retirement Law for performance of his duties in the position of Police Officer.

3. That the City Council certifies Resolution No. 2026-44 in accordance with Government Code Section § 21156, that this determination was made on the basis of competent medical opinion, and was not used as a substitute for the disciplinary process.

4. That the Employee had filed a Workers' Compensation claim for his disabling condition. The City accepted the Employee's Workers' Compensation claim.

5. That neither Employee nor the City of Escondido has applied to the Worker's Compensation Appeals Board for a determination pursuant to Government Code Section § 21166 whether such disability is industrial.

6. That the Employee's retirement date will be effective April 01, 2026, and his last day on paid status is March 31, 2026.

7. That there is not a possibility of third-party liability.

8. That the City will make monthly Advanced Disability Pension Payments of \$5,964.13, beginning April 1, 2026, until CalPERS begins making retirement payments. CalPERS will send the reimbursement check to: City of Escondido Workers' Compensation Department 201 N. Broadway Escondido, CA 92025.

9. That the primary disabling condition is a non-physical mental health condition, and arose out of and in the course of employment.

10. That there is competent medical opinion certifying the disabling condition to be permanent.

11. That based on information and belief, and on the information provided by City staff, the City Council certifies under penalty of perjury that all statements in this Resolution are true and correct.



# STAFF REPORT

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April 1, 2026  
File Number 1330-85

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## SUBJECT

**CONTINUING REPAIR OF THE EMERGENCY REPAIR OF THE ESCONDIDO TRUNK SEWER MAIN**

## DEPARTMENT

Utilities

## RECOMMENDATION

Request the City Council adopt Resolution No. 2026-48 declaring that pursuant to the terms of Section 22050 of the California Public Contract Code, the City Council finds that there is a need to continue the emergency repair of the Escondido Trunk Sewer Main. The Resolution, which must be passed by four-fifths vote, also declares that public interest and necessity demand the immediate expenditure to safeguard life, health, or property.

Staff Recommendation: Approval (Utilities: Daniel Peterson, Director of Utilities)

Presenter: Randy Manns, Utilities Project Manager

**ESSENTIAL SERVICE** – Yes, Keep City Clean for Public Health and Safety; Sewer;

**COUNCIL PRIORITY** –Prioritize Public Safety

## FISCAL ANALYSIS

Funding for the Emergency Repair of the Escondido Trunk Sewer Main is available in the Wastewater Capital Improvement Project (“CIP”) budget for Sewer Trunk Main, CIP No. 801913.

## PREVIOUS ACTION

On June 26, 2024, the City Council adopted Resolution No. 2024-86, ratifying Proclamation No. 2024-02, affirming that it was appropriate for City staff to forego competitive bidding procedures and work with contractors for the necessary emergency repair of the failing trunk sewer main.

On July 10, 2024, the City Council adopted Resolution No. 2024-94, reaffirming that there was a need to continue efforts toward emergency repair of the failing trunk sewer main.

On July 17, 2024, the City Council adopted Resolution No. 2024-103, reaffirming that there was a need to continue efforts toward emergency repair of the failing trunk sewer main.



# CITY of ESCONDIDO

## STAFF REPORT

On July 23, 2024, a Public Improvement Agreement with CCL Contracting, Inc. was executed for the emergency repair of Section 2, from Beech Street to Grape Day Park, on a time and materials basis in an amount not to exceed \$10,240,691.

On August 7, 2024, the City Council adopted Resolution No. 2024-106, reaffirming that there was a need to continue efforts toward emergency repair of the failing trunk sewer main. In addition, City Council approved a budget adjustment in the amount of \$12,036,225 to fund the emergency repair of the failing trunk sewer main, consisting of \$7,036,225 from the unallocated Wastewater Reserves and \$5,000,000 from Capital Improvement Project No. 801508, Recycled Easterly Ag MFRO.

On August 21, 2024, a Public Improvement Agreement with J.R. Filanc Construction Company was executed for the emergency repair of Section 1, Ash Street from the Firestone Complete Auto Care parking lot to the Walmart Neighborhood Market parking lot, on a time and materials basis in an amount not to exceed \$1,795,534.

On August 28, 2024, the City Council adopted Resolution No. 2024-117, reaffirming that there was a need to continue efforts toward emergency repair of the failing trunk sewer main.

On September 11, 2024, the City Council adopted Resolution No. 2024-131, reaffirming that there was a need to continue efforts toward the emergency repair of the failing trunk sewer main.

On October 2, 2024, the City Council adopted Resolution No. 2024-141, reaffirming that there was a need to continue efforts toward the emergency repair of the failing trunk sewer main.

On October 23, 2024, the City Council adopted Resolution No. 2024-146, reaffirming that there was a need to continue efforts toward the emergency repair of the failing trunk sewer main.

On November 20, 2024, the City Council adopted Resolution No. 2024-162, reaffirming that there was a need to continue efforts toward the emergency repair of the failing trunk sewer main.

On December 4, 2024, the City Council adopted Resolution No. 2024-178, reaffirming that there was a need to continue efforts toward the emergency repair of the failing trunk sewer main.

On January 8, 2025, the City Council adopted Resolution No. 2025-03, reaffirming that there was a need to continue efforts toward the emergency repair of the failing trunk sewer main.

On January 29, 2025, the City Council adopted Resolution No. 2025-06, reaffirming that there was a need to continue efforts toward the emergency repair of the failing trunk sewer main.

On February 19, 2025, the City Council adopted Resolution No. 2025-08, reaffirming that there was a need to continue efforts toward the emergency repair of the failing trunk sewer line.



# CITY of ESCONDIDO

## STAFF REPORT

On March 19, 2025, the City Council adopted Resolution No. 2025-14, reaffirming that there was a need to continue efforts toward the emergency repair of the failing trunk sewer line.

On April 2, 2025, the City Council adopted Resolution No. 2025-19, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.

On April 16, 2025, the City Council adopted Resolution No. 2025-30, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.

On May 7, 2025, the City Council adopted Resolution No. 2025-38, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.

On May 21, 2025, the City Council adopted Resolution No. 2025-54, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.

On June 4, 2025, the City Council adopted Resolution No. 2025-58, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.

On June 18, 2025, the City Council adopted Resolution No. 2025-64, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.

On July 16, 2025, the City Council adopted Resolution No. 2025-86, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.

On August 13, 2025, the City Council adopted Resolution No. 2025-102, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line, authorized Change Order No. 01 to the Public Improvement agreement (“Agreement”) with CCL Contracting, Inc. for an amount not to exceed \$1, 397, 320.60; and approved a budget adjustment in the amount of \$1,397,320.60, from the Unallocated Reserves to the Wastewater Capital Improvement Project (“CIP”) budget for Trunk Main/Norlak-HARRF.

On August 27, 2025, the City Council adopted Resolution No. 2025-109, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.

On September 17, 2025, the City Council adopted Resolution No. 2025-113, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.

On October 1, 2025, the City Council adopted Resolution No. 2025-123, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.

On October 15, 2025, the City Council adopted Resolution No. 2025-127, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.



# CITY of ESCONDIDO

## STAFF REPORT

On November 5, 2025, the City Council adopted Resolution No. 2025-136, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.

On December 3, 2025, the City Council adopted Resolution No. 2025-156, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.

On December 17, 2025, the City Council adopted Resolution No. 2025-164, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.

On January 7, 2026, the City Council adopted Resolution No. 2026-03, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.

On January 28, 2026, the City Council adopted Resolution No. 2026-09, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.

On February 18, 2026, the City Council adopted Resolution No. 2026-19, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.

On March 4, 2026, the City Council adopted Resolution No. 2026-26, reaffirming that there was a need to continue efforts toward the emergency repair for the failing trunk sewer line.

### BACKGROUND

The City's trunk sewer mains, constructed in the 1950's, are a critical and integral part of the City's wastewater system. In June 2024, during routine closed-circuit television inspection, Utilities Staff identified multiple failed and severely deteriorated sections of 18-inch and 21-inch trunk sewer main. In order to act quickly to avoid catastrophic failure, a local emergency was proclaimed on June 20, 2024, by the City Manager, serving as the Director of Emergency Services. The original scope of work included two sections of severely deteriorated trunk sewer main that are in critical condition. These sections are shown in **Figure 1** below and defined as follows:

Section 1: Ash Street - paralleling the Escondido Creek, from the Firestone Complete Auto Care ("Firestone") parking lot to the Walmart Neighborhood Market ("Walmart") parking lot; and

Section 2: Beech Street to Grape Day Park - paralleling the Escondido Creek, traversing a short section of North Hickory Street, then continuing in East Pennsylvania Street from North Hickory and extending into Grape Day Park.



# CITY of ESCONDIDO

## STAFF REPORT

Figure 1



Section 1 emergency repair work began on August 7, 2024. All repairs to Section 1 are complete.

Section 2 emergency repair work began on July 25, 2024, and is anticipated to be complete by April 17, 2026. The contractor, CCL Contracting, Inc. ("CCL"), has installed approximately 6,050 linear feet of trunk main, from Grape Day Park to Hickory Street, within Pennsylvania Avenue; north within Hickory Street from the intersection of Pennsylvania Avenue and Hickory Street to just south of the intersection of Hickory Street and Lansing Circle; easterly through the Westmont Assisted Living Community; and continues easterly within the City's Escondido Creek private property/public utility easement, paralleling the south side of Escondido Creek to Grape Street. The additional restoration work at Westmont Assisted Living Community, which included abandonment and slurry fill of 2,000 feet of 21-inch sewer, abandonment and slurry fill of 14 manholes, and repair of 40 feet of 21-inch trunk sewer line within the bike path at Date Street, has been completed.

In June 2025, a construction conflict with a 36" diameter water transmission main along the bike path was identified. City staff determined that rerouting the sewer trunk main from the bike path into East Valley Parkway, provided the best value to the city from a cost, constructability, product longevity, and risk mitigation. Construction on North Fig Street, south of the channel bridge, between Washington Avenue and Valley Parkway, began on September 2, 2025, and was completed on September 19, 2025. Utilities Construction on East Valley Parkway, between Fig Street and Beech Street, began on September 23, 2025 with work occurring at night to minimize the impact to the community. Night work on E. Valley Parkway concluded on Thursday, January 29, and transitioned to daytime operations on Beech Street beginning Monday, February 2. CCL has completed installation of the new 24-inch pipe on East Valley Parkway, and



# CITY of ESCONDIDO

## STAFF REPORT

the line is now in service. Project work, including final paving and striping along East Valley Parkway, slurry coating of the bike path at Fig Street and the alley at Beech Street, epoxy coating of all ten new manholes, abandonment of the existing failing 21-inch pipeline with concrete, and installation of all customer laterals, was completed March 31, 2026.

Electronic message boards and signs updating the community are in place, where appropriate, throughout the construction project site and will remain through the duration of work.

Utilities Staff continues to communicate and coordinate with affected businesses and residents within the construction zone of influence, as well as other City Departments regarding current and upcoming construction, including the upcoming road closures.



### RESOLUTIONS

- a. Resolution No. 2026-48

## RESOLUTION NO. 2026-48

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ESCONDIDO, CALIFORNIA, FINDING THAT AN EMERGENCY CONTINUES TO REQUIRE THE IMMEDIATE REPAIR OF THE ESCONDIDO TRUNK SEWER MAIN

WHEREAS, the City Council recognizes that the City's trunk sewer main pipeline defined in the two following critical sections are at risk of imminent, catastrophic failure:

Section 1: Ash Street - paralleling the Escondido Creek, from the Firestone Complete Auto Care parking lot to the Walmart Neighborhood Market parking lot; and

Section 2: Beech Street to Grape Day Park - paralleling the Escondido Creek, traversing a short section of North Hickory Street, then continuing in East Pennsylvania Street from North Hickory and extending into Grape Day Park; and

WHEREAS, pursuant to the approval of Resolution No. 2024-86 on June 26, 2024, ratifying Proclamation No. 2024-02; Resolution No. 2024-94 on July 10, 2024; Resolution No. 2024-103 on July 17, 2024; Resolution No. 2024-106 on August 7, 2024; Resolution No. 2024-117 on August 28, 2024; Resolution No. 2024-131 on September 11, 2024; Resolution No. 2024-141 on October 2, 2024; Resolution No. 2024-146 on October 23, 2024; Resolution No. 2024-162 on November 20, 2024; Resolution 2024-178 on December 4, 2024; Resolution No. 2025-03 on January 8, 2025; Resolution No. 2025-06 on January 29, 2025; Resolution No. 2025-08 on February 19, 2025; Resolution No. 2025-14 On March 19, 2025; Resolution No. 2025-19 on April 2, 2025; Resolution No. 2025-30 on April 16, 2025; Resolution No. 2025-38 on May 7, 2025; Resolution No. 2025-54 on May 21, 2025; Resolution No. 2025-58 on June 4, 2025, Resolution No. 2025-64 on June 18, 2025, and Resolution No. 2025-86 on July 16, 2025, Resolution No. 2025-102 on August 13, 2025, Resolution No. 2025-109 on August 27, 2025, and

Resolution No. 2025-113 on September 17, 2025, Resolution No. 2025-123 on October 1, 2025, Resolution No. 2025-127 on October 15, 2025, Resolution No. 2025-136 on November 5, 2025, Resolution No. 2025-156 on December 3, 2025, Resolution No. 2025-164 on December 17, 2025, Resolution No. 026-03 on January 7, 2026, Resolution No. 2026-09 on January 28, 2026, Resolution No. 2026-19 on February 18, 2026, and Resolution No. 2026-26 on March 4, 2026, the City Council previously found that the failing trunk sewer risk constitutes an emergency and found it appropriate for Utilities Staff to proceed to contract services without adopting plans, specifications, working details, or giving notice of bids to award contracts; and

WHEREAS, on August 7, 2024, City Council approved a budget adjustment in the amount of twelve million, thirty-six thousand, two-hundred twenty-five dollars (\$12,036,225) to fund the emergency repair of the failing trunk sewer main, consisting of \$7,036,225 from the unallocated Wastewater Reserves and \$5,000,000 from Capital Improvement Project No. 801508, Recycled Easterly Ag MFRO; and

WHEREAS, the City entered into a Public Improvement Agreement (“Agreement”) with CCL Contracting, Inc., in an amount not to exceed ten million, two-hundred forty-thousand, six hundred ninety-one dollars (\$10,240,691) on July 23, 2024; and

WHEREAS, the City entered into a Public Improvement Agreement (“Agreement”) with J.R. Filanc Construction Company in an amount not to exceed one million, seven hundred ninety-five thousand, five hundred thirty-four dollars (\$1,795,534) on August 21, 2024; and

WHEREAS, the City Council approved Change Order No. 1 and a budget adjustment to the project in the amount of \$1,397,320.60 to fund the remaining portion of Section 2 emergency repairs due to a trunk sewer alignment conflict with the existing 36” water main, bringing the total contract value with CCL Contracting, Inc., resulting in a contract value of not to exceed eleven million, six-hundred thirty-eight thousand and eleven dollars and sixty cents (\$11,638,011.60); and

WHEREAS, pursuant to Section 22050 of the Public Contract Code, the City Council must review the emergency action every 14 days, or at its next regularly scheduled meeting, and determine by a four-fifths vote there is a need to continue the action; and

WHEREAS, this City Council desires at this time and deems it to be in the best public interest to continue the emergency action and approve the recommended change order and budget adjustment.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Escondido, California, as follows:

1. That the above recitations are true.
2. That the City Council finds the failure of the trunk sewer main is a public health and safety emergency; that this emergency will not permit the delay that would result from a competitive bidding process; and that the proposed action and expenditure is still necessary to respond to the emergency requiring immediate repair of the trunk sewer main.

ORDINANCE NO. 2026-03

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF ESCONDIDO, CALIFORNIA, APPROVING A ZONE MAP AMENDMENT TO AMEND THE CITY OF ESCONDIDO ZONING MAP IN SUPPORT OF THE PARKVIEW TOWNHOMES PROJECT

The City Council of the City of Escondido, California does ordain as follows:

SECTION 1. The City Council makes the following findings:

a) On June 18, 2024, Touchstone Communities (C/O Kerry Garza) (“Applicant”), filed a land use development application, Planning Case Nos. PL24-0157/PL25-0010/PL25-011/PL25-0012/PL25-0013/PL25-0014/PL25-0015 (“Application”) constituting a request for a General Plan Amendment to amend the land use designation of a parcel from Specific Plan Area (SPA#13) to Urban IV (U4); a Zone Map Amendment to change the zoning from Professional Commercial (CP) to High Multiple Family Residential (R-4-24); a Tentative Subdivision Map/Condominium Permit for the subdivision of air space to create 70 residential units; a Grading Exemption to allow fill slopes up to 42’-0” in height, cut slopes up to 22’-0” in height, and cut slopes steeper than 2:1; an Administrative Adjustment to reduce the required rear yard setback for the second- and third-stories of a residential building by 25 percent; and a Major Plot Plan and Design Permit to construct 70 “for-sale” dwelling units (“Project”) on a 4.96-acre site located at 550 W. El Norte Parkway (APN 226-380-48-00), in the Professional Commercial (CP) Zone; and

b) The subject property is all that real property described in Exhibit "A," which is attached hereto and made a part hereof by this reference as though fully set forth herein (“Property”); and

c) The Planning Service Area of the Development Services Department completed its review, and scheduled a public hearing regarding the Project before the Planning Commission on January 13, 2026. Following the public hearing on January 13, 2026, the Planning Commission adopted Resolution No. 2026-

A COMPLETE COPY OF THIS ORDINANCE IS ON FILE IN THE OFFICE OF THE CITY CLERK FOR YOUR REVIEW.

## ORDINANCE NO. 2026-04R

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF ESCONDIDO, CALIFORNIA, ADOPTING AND ADDING TO THE ESCONDIDO MUNICIPAL CODE CHAPTER 16, ARTICLE 9, SECTIONS 16-410 THROUGH 16-425; REPEALING SECTION 18-101; AMENDING SECTIONS 18-103, 23-4, AND 23-5, REGULATING SIDEWALK VENDING

The City Council of the City of Escondido, California does ordain as follows:

SECTION 1. The City Council makes the following findings:

- a) WHEREAS, in 2018, the California Legislature passed Senate Bill 946, the Safe Sidewalk Vending Act (“Act”) effective January 1, 2019, adding Chapter 6.2 to Part 1 of Division 1 of Title 5 of the California Government Code; and
- b) WHEREAS, certain sections of the Escondido Municipal Code restrict sidewalk vendors ability to do business in the City of Escondido (“City”) and may conflict with state law, including Government Code § 51037; and
- c) WHEREAS, the Escondido City Council (“City Council”) seeks to comply with state law and recognizes that sidewalk vending provides important entrepreneurship and economic development opportunities to low-income and immigrant communities, contribute to a vibrant and dynamic public space, and increase access to culturally significant goods and merchandise; and
- d) WHEREAS, the City Council also seeks to protect the health, safety and welfare of the public and the use and enjoyment of public spaces, natural resources and recreational opportunities with the City; and
- e) WHEREAS, the City Council finds that there is a need to regulate the sale of food and merchandise in the public right-of-way and ensure that trash and debris are removed; and

A COMPLETE COPY OF THIS  
ORDINANCE IS ON FILE IN  
THE OFFICE OF THE CITY  
CLERK FOR YOUR REVIEW.

## ORDINANCE NO. 2026-05

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF ESCONDIDO, CALIFORNIA, DETERMINING THE PROJECT IS EXEMPT FROM FURTHER ENVIRONMENTAL REVIEW PURSUANT TO THE CALIFORNIA ENVIRONMENTAL QUALITY ACT AND APPROVING A PLANNED DEVELOPMENT PERMIT (MASTER AND PRECISE PLAN) TO ALLOW FOR GROUND-FLOOR RESIDENTIAL USES AND REDUCED SETBACKS IN SUPPORT OF THE JUNIPER STREET OFFICE TO RESIDENTIAL CONVERSION

APPLICANT: Darshan Patel

CASE NO: PL24-0126/PL24-0127/PL25-0359

The City Council of the City of Escondido, California does ordain as follows:

SECTION 1. The City Council makes the following findings:

- a) On May 15, 2024, Darshan Patel ("Applicant") filed a land use development application, Planning Case Nos. PL24-0126/PL24-0127/PL25-0359 ("Application") constituting a request for a Planned Development Permit (Master and Precise Plan) to permit ground-floor residential uses, and Design Review Permit with a Density Bonus Request to facilitate the conversion of an existing office building into 32 residential dwelling units ("Project") on a 0.67 gross acre site located at 332 S. Juniper Street (APN: 229-472-11), with a Specific Planning Area #9 (SPA9) General Plan land use designation and zoned Specific Plan (S-P); and
- b) The subject property is all that real property described in Exhibit "A," which is attached hereto and made a part hereof by this reference as though fully set forth herein ("Property"); and
- c) The Planning Service Area of the Development Services Department completed its review, and scheduled a public hearing regarding the Project before the Planning Commission on February 10, 2026. Following the public hearing on February 10, 2026, the Planning Commission adopted Resolution No. 2026-02, which recommended that the City Council, among other things, approve the Project's



# STAFF REPORT

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April 1, 2026  
File Number 0690-20

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## SUBJECT

**APPROVE PROPOSED SALE OF VACANT CITY-OWNED PORTIONS OF PARCELS LOCATED ON NORTH CENTRE CITY PARKWAY TO KB HOMES AND DECLARE PROPERTY AS EXEMPT FROM SURPLUS PROPERTY**

## DEPARTMENT

Development Services

## RECOMMENDATION

Request the City Council adopt Resolution No. 2026-18 to approve the proposed sale of vacant City-owned portions of parcels located on North Centre City Parkway to KB Homes ("Property"), declare the Property as exempt from surplus property, and authorize the Mayor and all authorized officers to execute certain documents required to implement the sale for the purchase price of \$15,400.

Staff Recommendation: Approval (Development Services: Kevin Snyder, Director of Development Services)

Presenter: Leia Cabrera, Engineering Manager

**ESSENTIAL SERVICE** – Yes, Land Use/Development

**COUNCIL PRIORITY** – Drive Community and Land Development

## FISCAL ANALYSIS

Sales proceeds in the amount of the appraised value, \$15,400, will be deposited into the General Fund Reserve Account.

## PREVIOUS ACTION

On November 20, 2019, the City Council approved a development application to build 135 new homes located in northern Escondido on both sides of Nutmeg Street between North Centre City Parkway and Interstate 15. The City's relinquishment of right-of-way and sale of the underlying Property was anticipated and included in approved Resolution No. 2019-168.

On November 20, 2019, the City Council approved Ordinance No. 2019-19 to amend the Citywide Zoning Map to change the designation of the site from RE-20 to PD-R-18 and a Master and Precise Development Plan to support KB Homes' development proposal. The City Council also approved Resolution No. 2019-



# CITY of ESCONDIDO

## STAFF REPORT

166, certifying the Final Environmental Impact Report and Resolution No. 2019-167, approving the General Plan Amendment to support the developer's project proposal.

### BACKGROUND

On November 13, 1978, the California Department of Transportation relinquished the Property to the City of Escondido via Recorded Document No. 78-490227 and Relinquishment No. 24124 (Attachment "1").

The City of Escondido owns the 44,096 square foot property that spans over portions of two parcels (APN 224-260-23-00 and APN 224-260-46-00) and is currently vacant. Pursuant to KB Homes' approved development application, Resolution 2019-168, and the project's Conditions of Approval, KB Homes provided a fair market value appraisal of the property.

The Surplus Land Act ("Act"), Government Code sections 54220 et seq., applies when a local agency disposes of "surplus land", which is defined as land owned in fee simple by the City for which the City Council will take formal action in a regular public meeting to declare the land is surplus and not necessary for the City's use. The Act exempts certain surplus land that is a former street, right-of-way, or easement that is conveyed to the owner of the adjacent property. On March 6, 2026, Staff received written confirmation from California's Department of Housing and Community Development that the property qualifies for an exemption. Staff also received written confirmation from SDG&E, Cox, and AT&T representatives that their facilities are not present within the property under consideration for sale.

### RESOLUTIONS

- a. Resolution No. 2026-18
- b. Resolution No. 2026-18 — Exhibit "A" — Plat and Legal Description of the Property

### ATTACHMENTS

- a. Attachment "1" — Recorded Document No. 78-490227 and Relinquishment No. 24124

2198

78-490227

DATE \_\_\_\_\_  
STATE OF CALIFORNIA  
DEPT. OF TRANSPORTATION  
DISTRICT 11  
BY \_\_\_\_\_

RECORDING REQUESTED BY PAGE NO. \_\_\_\_\_  
BOOK 1378  
RECORDED REQUEST OF  
STATE OF CALIFORNIA  
When recorded mail to  
P. O. Box 81405  
San Diego, CA 92135  
Nov 13 11 15 AM '78  
ATTN: A. E. HETHCOCK  
OFFICIAL RECORDER  
SAN DIEGO COUNTY, CALIF.

RELINQUISHMENT OF HIGHWAY RIGHT OF WAY IN THE  
CITY OF ESCONDIDO, ROAD 11-SD-15-R33.6/R34.3  
REQUEST NO. 24124

NO FEE

WHEREAS, highway right of way within the City of Escondido, from Country Club Lane to the north city limits near Nutmeg Street, road 11-SD-15, hereinafter particularly described, has been superseded by a change in the location of said highway; and

WHEREAS, this Commission has found and determined, and does hereby find and determine, that it is desirable and in the public interest that said highway right of way so superseded be relinquished to the City of Escondido for use as city streets;

NOW, THEREFORE, IT IS VOTED by the California Transportation Commission that it relinquish, and it does hereby relinquish, to the City of Escondido, effective upon the recordation of a certified copy hereof with the Recorder of San Diego County, all of the State of California's right, title and interest in and to said superseded highway right of way in said City, together with the right of way and appurtenances thereof, described as follows:

TRANSPORTATION COMMISSION  
RESOLUTION NO.  
R 2 4 7 9

Passed By CTC  
OCT 27 1978

Entered on  
R/W Maps  
Date \_\_\_\_\_  
By \_\_\_\_\_  
Ch'd By \_\_\_\_\_

NO 490227

2199

All those portions of superseded State highway in the City of Escondido, State of California, delineated as PARCELS 1 and 2 on those certain Relinquishment Maps, Sheets 1 through 3, inclusive filed for record on September 14, 1978, as State Highway Map No. 183, File No. 78-392130, in the Office of the County Recorder of San Diego County.

EXCEPTING AND RESERVING to the State of California any and all rights of ingress to and egress from the highway hereby relinquished in and to the adjacent and adjoining freeway, except at such points as now are or may be established by resolution of this Commission.

THIS IS TO CERTIFY That the foregoing is a full and correct copy of the original resolution duly passed by the California Transportation Commission at its meeting regularly called and held on the 27th day of October, 1978, in the city of San Diego.

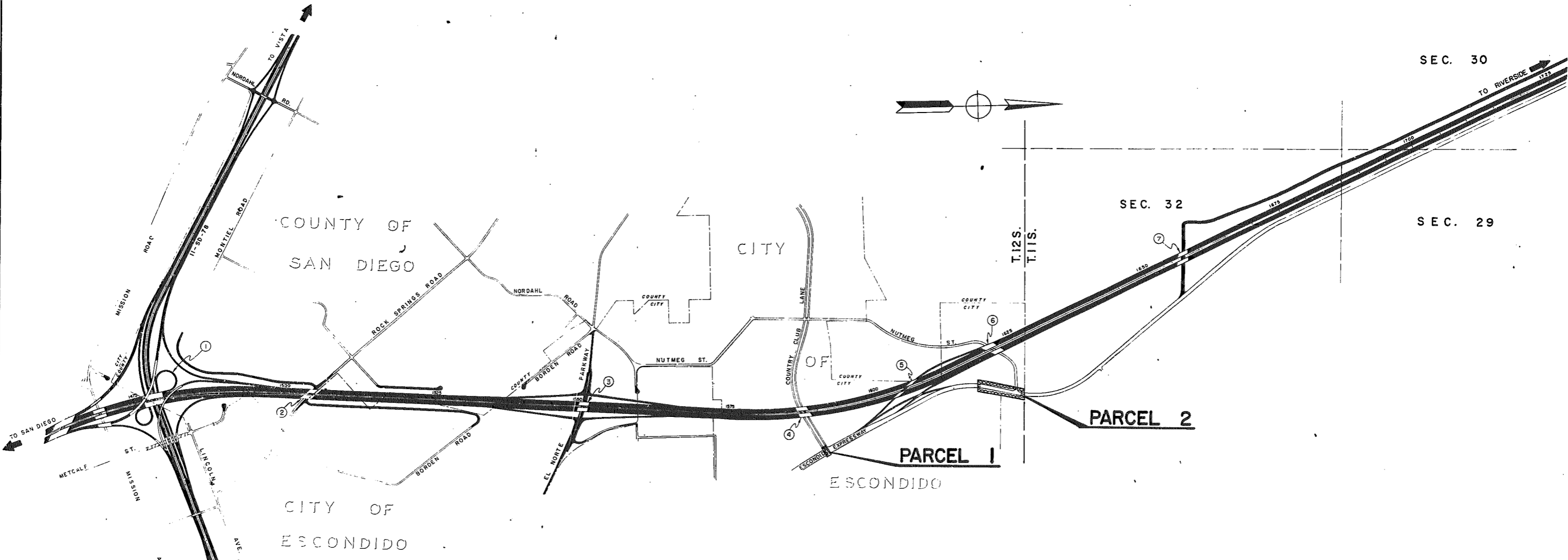
Dated this 30th day of October, 1978.

*Mary Jane Olsen*  
MARY JANE OLSEN  
Administrative Assistant  
to the Executive Secretary  
CALIFORNIA TRANSPORTATION COMMISSION

Entered on  
R/W Maps:  
Date: \_\_\_\_\_  
By: \_\_\_\_\_  
CHK'd By: \_\_\_\_\_

NO 490227

*W.C. Decker*  
DISTRICT RIGHT OF WAY ENGINEER, DISTRICT II



- ① RTE. 15/RTE. 78 INTERCHANGE
- ② ROCK SPRINGS ROAD UNDERCROSSING
- ③ EL NORTE PARKWAY INTERCHANGE
- ④ COUNTRY CLUB LANE UNDERCROSSING
- ⑤ DIRECT CONNECTION UNDERCROSSING
- ⑥ NUTMEG STREET UNDERCROSSING
- ⑦ FRONTAGE ROAD UNDERCROSSING

Note  
Transfer of title is not effected until  
recording of related CTC resolution

FILE NO. 78-392130  
Filed at the request of the State of California,  
Business and Transportation Agency, Department  
of Transportation, District II, this 14  
day of Sept 1978, at 9:45 a.m., County Recorder  
Sun Diego County, State of California.  
Fee: No Fee

HARILEY F. BLOOM, COUNTY RECORDER  
BY *Nancy McFarlane*  
DEPUTY COUNTY RECORDER

STATE OF CALIFORNIA  
BUSINESS AND TRANSPORTATION AGENCY  
DEPARTMENT OF TRANSPORTATION  
DISTRICT II

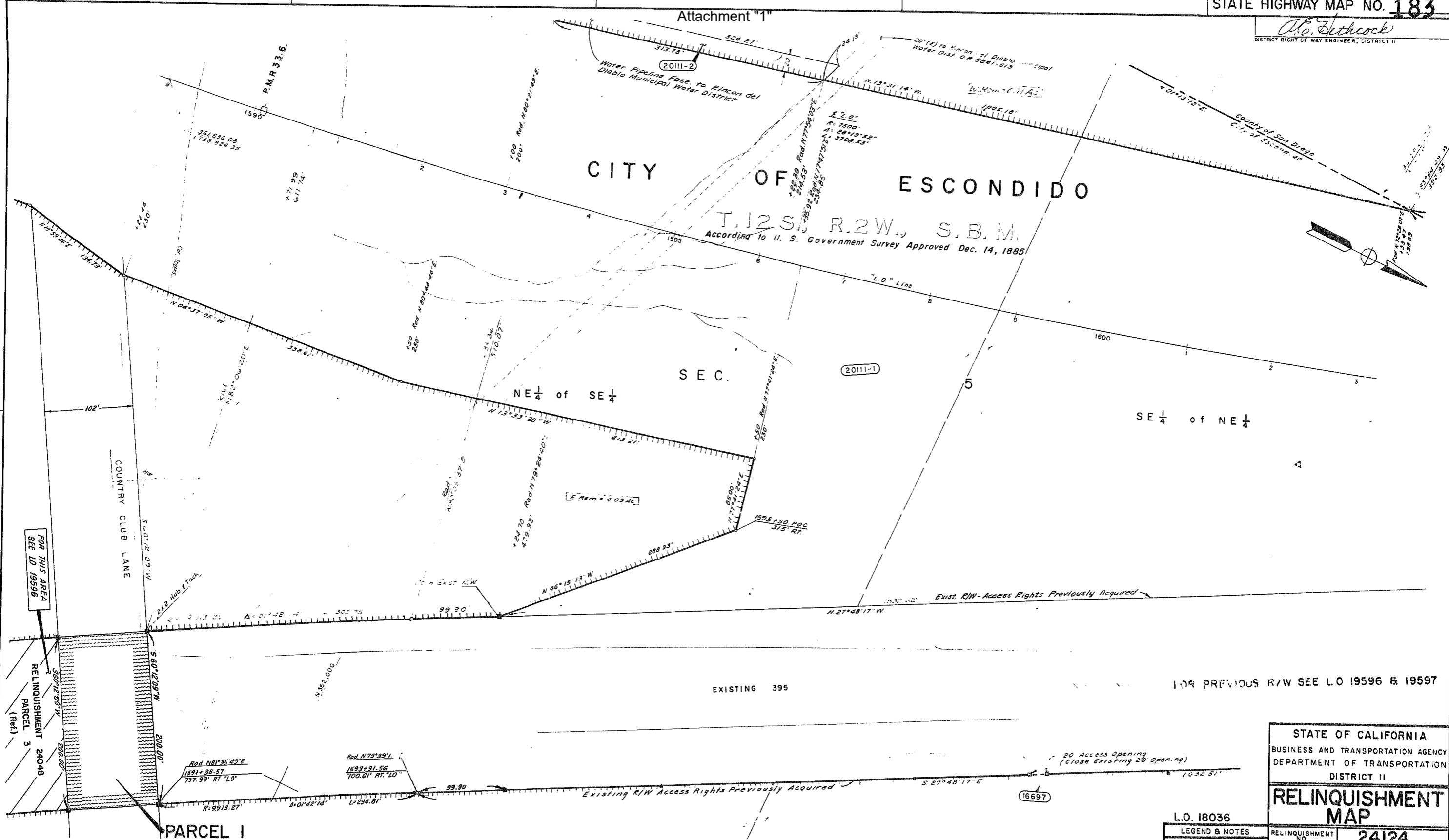
**RELINQUISHMENT  
KEY MAP**

L.O. 18019K

LEGEND & NOTES		RELINQUISHMENT NO.	24124	
—	Access Denied	COUNTY ROUTE	POST MILES	SCALE
—	Area to be relin-	SD 15	R33.6-R34.3	AS SHOWN
—	quished			
—	Access to be relin-			SHEET 1 OF 3
—	quished.			

Attachment "1"

*Ch. Hethcock*  
DISTRICT RIGHT OF WAY ENGINEER, DISTRICT II



FOR THIS AREA  
SEE LO 19596

RELINQUISHMENT  
PARCEL 3  
(Ref.)

PARCEL I

EXISTING 395

FOR PREVIOUS R/W SEE LO 19596 & 19597

COORDINATES, BEARINGS AND DISTANCES SHOWN ARE ON THE CALIFORNIA COORDINATE SYSTEM, ZONE 6  
MULTIPLY DISTANCES SHOWN BY 1.0000734 TO OBTAIN GROUND LEVEL DISTANCES

STATE OF CALIFORNIA  
BUSINESS AND TRANSPORTATION AGENCY  
DEPARTMENT OF TRANSPORTATION  
DISTRICT II

**RELINQUISHMENT  
MAP**

L.O. 18036

LEGEND & NOTES

	Access Denied
	Area to be relinquished

RELINQUISHMENT NO.	24124		
COUNTY	ROUTE	POST MILES	SCALE
SD	15	R33.6	0 50'
			SHEET 2 OF 3

16697

*W.C. Bethcock*  
DISTRICT RIGHT OF WAY ENGINEER, DISTRICT II

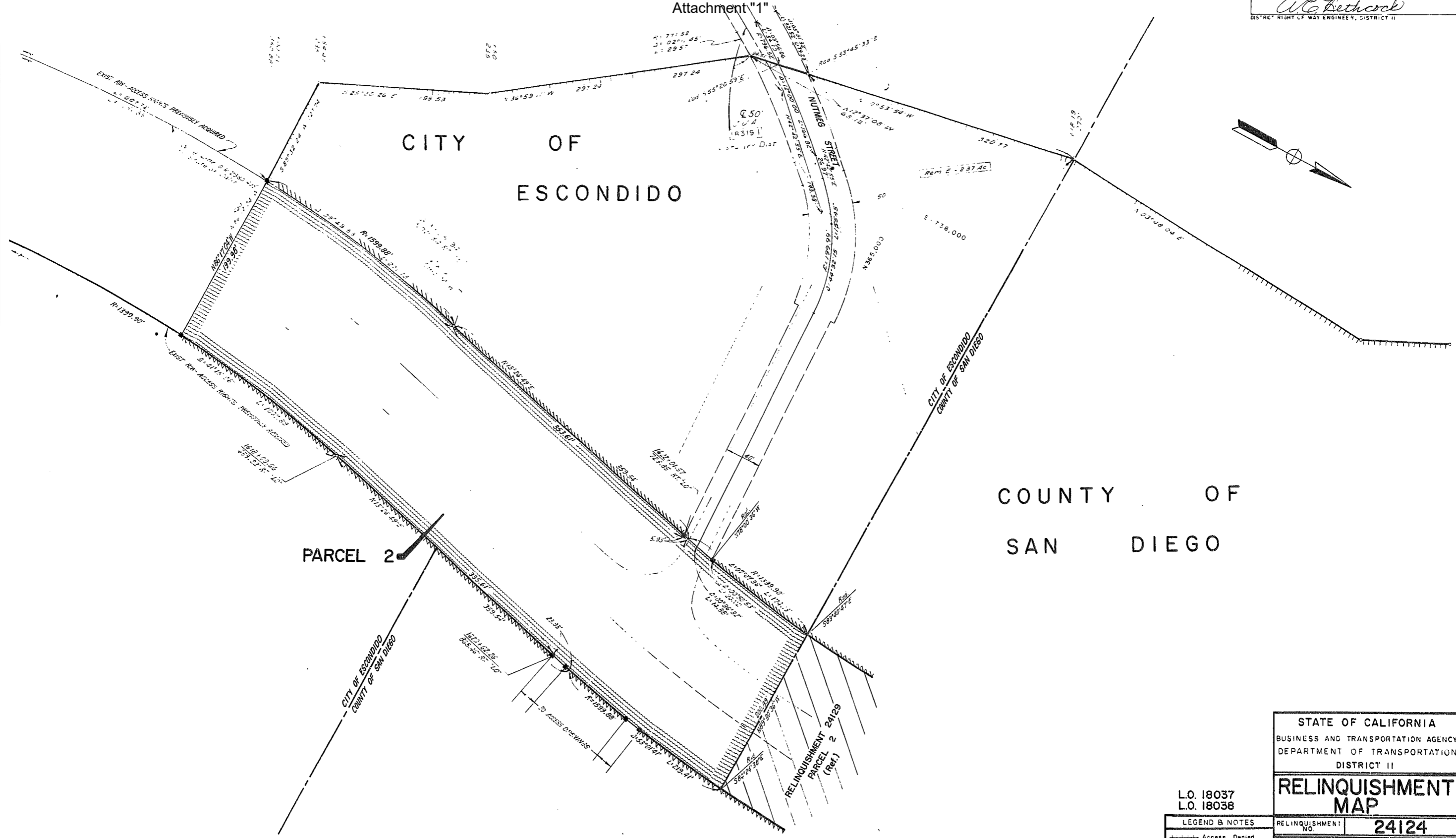
Attachment "1"

CITY OF ESCONDIDO

COUNTY OF SAN DIEGO

PARCEL 2

RELINQUISHMENT PARCEL 2 24129 (Ref.)



COORDINATES, BEARINGS AND DISTANCES SHOWN ARE ON THE CALIFORNIA COORDINATE SYSTEM, ZONE 6.  
MULTIPLY DISTANCES SHOWN BY 1.0000734 TO OBTAIN GROUND LEVEL DISTANCES

L.O. 18037  
L.O. 18038

STATE OF CALIFORNIA  
BUSINESS AND TRANSPORTATION AGENCY  
DEPARTMENT OF TRANSPORTATION  
DISTRICT II

**RELINQUISHMENT MAP**

LEGEND & NOTES		RELINQUISHMENT No.	24124	
<ul style="list-style-type: none"> <li>— Access Denied</li> <li>▭ Area to be relinquished</li> <li>▨ Access to be relinquished</li> </ul>	COUNTY ROUTE	POST MILES	SCALE	
	SD 15	R34.3	0	50
				SHEET 3 OF 3

## RESOLUTION NO. 2026-18

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ESCONDIDO, CALIFORNIA, AUTHORIZING THE MAYOR TO EXECUTE, ON BEHALF OF THE CITY, DOCUMENTS FOR THE SALE OF VACANT CITY OWNED PARCELS (PORTIONS OF APNs 224-260-23-00 AND 224-260-46-00) LOCATED ON NORTH CENTRE CITY PARKWAY TO KB HOMES, AND DECLARING THE SUBJECT PROPERTY AS EXEMPT SURPLUS PROPERTY

WHEREAS, the City of Escondido ("City") owns certain portions of real property of approximately 44,096 square feet, located on North Centre City Parkway. These vacant parcels are situated at the west side of North Centre City Parkway, within the County of San Diego, Assessor Parcel Numbers 224-260-23-00 and 224-260-46-00 ("Property") (refer to Exhibit "A"); and

WHEREAS, on November 20, 2019, the City Council approved a development application to build 135 new homes located in the north portion of Escondido on both sides of Nutmeg Street between North Centre City Parkway and Interstate 15 ("Project"); and

WHEREAS, the City's vacation of right-of-way and sale of the underlying title to the Property was an anticipated part of the Project and was included in the approved Resolution No. 2019-168 as well as included as a project condition; and

WHEREAS, Engineering Condition No. 14 for the Project lays out the process for said vacation and sale, which includes sale for the fair market value based on an appraisal paid for by the developer, and developer has paid for an appraisal which valued the Property at \$15,400; and

WHEREAS, the Surplus Land Act, Government Code sections 54220 et seq. (as amended, the "Act"), applies when a local agency disposes of "surplus land," as that term is defined in Government Code Section 54221; and

WHEREAS, the Property is “surplus land” under the Act, because it is land owned in fee simple by the City for which the City Council will take formal action (in the form of the adoption of this Resolution) in a regular public meeting declaring that the land is surplus and not necessary for the City’s use; and

WHEREAS, the Act exempts certain surplus land from its requirements, including pursuant to Government Code Section 54221(f)(1)(E) which exempts land that is a former street, right-of-way, or easement, that is conveyed to the owner of adjacent property; and

WHEREAS, the site does not include any of the characteristics listed in Government Code Section 54221(f)(2) because the site is not: within a coastal zone; adjacent to a historical unit of the State Parks System; listed on, or determined by the State Office of Historic Preservation to be eligible for, the National Register of Historic Places; or, within the Lake Tahoe region as defined in Government Code Section 66905; and

WHEREAS, the Property is not needed as City right-of-way and the City no longer has any use for the Property; and

WHEREAS, the City Council hereby further finds and determines, on that basis, that the Property is Exempt Surplus Land pursuant to Government Code section 54221(f)(1)(E); and

WHEREAS, this City Council desires at this time and deems it to be in the best public interest to dispose of the identified parcels by sale to the adjacent property owner as anticipated in the Project conditions.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Escondido, California, as follows:

1. That the above recitations are true.

2. That the Property is Exempt Surplus Land pursuant to Government Code Section 54221(f)(1)(E).

3. That the Mayor and all Authorized Officers are hereby authorized to execute, subject to final negotiation and approval as to form by the City Attorney, certain documents as may be required to implement the sale of the City-owned property located on APNs 224-260-23-00 and 224-260-46-00 to the adjacent landowner for the purchase price of \$15,400.

# EXHIBIT A

## RELINQUISHMENT OF RIGHT-OF-WAY APN 224-260-23-00

A PORTION OF PARCEL 2 OF THE STATE OF CALIFORNIA BUSINESS AND TRANSPORTATION DEPARTMENT DISTRICT 11 RELINQUISHMENT MAP TO THE CITY OF ESCONDIDO, RELINQUISHMENT NO. 24124 RECORDED IN THE OFFICE OF THE COUNTY RECORDER OF SAN DIEGO COUNTY SEPTEMBER 17, 1978, AS FILE NO. 78-392130. SAID PARCEL 2 WAS GRANTED TO THE CITY OF ESCONDIDO AS FILE NO. 78-490227, RECORDED NOVEMBER 13, 1978 IN THE OFFICE OF THE COUNTY RECORDER OF SAN DIEGO.

SAID PORTION OF PARCEL 2 BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS;

### PARCEL 'A'

**BEGINNING** AT NORTHWESTERLY CORNER OF SAID PARCEL 2 AND BEING ON THE NORTHERLY LINE OF SECTION 5, T.12S, R2W; THENCE ALONG THE NORTHERLY LINE OF SAID PARCEL SOUTH 89°30'36" EAST A DISTANCE OF 58.29 FEET TO THE BEGINNING OF A NON-TANGENT 1456.92 FOOT RADIUS CURVE, CONCAVE WESTERLY, A RADIAL TO SAID POINT BEARS NORTH 83°52'45" WEST, SAID CURVE BEING PARALLEL WITH THE WESTERLY LINE OF SAID PARCEL 2 AND THE WESTERLY RIGHT OF WAY OF CENTRE CITY PARKWAY; THENCE ALONG THE ARC OF SAID PARALLEL CURVE THROUGH A CENTRAL ANGLE OF 4°13'25", AN ARC LENGTH OF 107.40 FEET TO THE BEGINNING OF A COMPOUND 18.00 FOOT RADIUS CURVE, CONCAVE NORTHWESTERLY; THENCE LEAVING SAID PARALLEL CURVE AND ALONG THE ARC OF SAID 18.00 FOOT RADIUS CURVE THROUGH A CENTRAL ANGLE OF 76°56'16" A DISTANCE OF 24.17 FEET; THENCE SOUTH 87°15'43" WEST A DISTANCE OF 45.53 FEET TO A POINT LYING ON SAID WESTERLY RIGHT-OF-WAY OF CENTRE CITY PARKWAY AND THE WESTERLY BOUNDARY OF SAID PARCEL 2, SAID POINT BEING THE BEGINNING OF A NON-TANGENT 1400.05 FOOT RADIUS CURVE, CONCAVE WESTERLY, A RADIAL TO SAID POINT BEARS NORTH 78°32'37" WEST; THENCE CONTINUING NORTHERLY ALONG SAID WESTERLY RIGHT-OF-WAY OF CENTRE CITY PARKWAY, THE WESTERLY BOUNDARY OF PARCEL 2, AND ALONG THE ARC OF SAID CURVE THROUGH A CENTRAL ANGLE OF 5°07'30", AN ARC LENGTH OF 125.23 FEET TO THE **POINT OF BEGINNING**.

SAID PORTION OF LAND CONTAINING 0.16 ACRES OR 7,119.64 SQUARE FEET MORE OR LESS.

### PARCEL 'B'






**BEGINNING** AT THE SOUTHWESTERLY CORNER OF SAID PARCEL 2; THENCE ALONG THE WESTERLY LINE OF SAID PARCEL 2, THE WESTERLY RIGHT OF WAY OF CENTRE CITY PARKWAY, AND ALONG A 1599.88 FOOT CURVE, CONCAVE EASTERLY, A RADIAL TO SAID SOUTHWESTERLY CORNER BEARS NORTH 86°17'04" WEST; THENCE ALONG THE ARC OF SAID CURVE THROUGH A CENTRAL ANGLE OF 9°43'53" A DISTANCE OF 271.73 FEET; THENCE CONTINUING ALONG SAID WESTERLY LINE OF PARCEL 2 NORTH 13°26'49" EAST A DISTANCE OF 370.71 FEET; THENCE LEAVING SAID LINE NORTH 87°16'18" EAST A DISTANCE OF 38.82 FEET TO THE BEGINNING OF AN 18.00 FOOT CURVE, CONCAVE SOUTHWESTERLY; THENCE ALONG THE ARC OF SAID CURVE THROUGH A CENTRAL ANGLE OF 106°10'31", AND ARC LENGTH OF 33.36 FEET; THENCE ALONG A LINE PARALLEL WITH THE WESTERLY LINE OF SAID PARCEL 2 AND THE WESTERLY RIGHT OF WAY OF CENTRE CITY PARKWAY SOUTH 13°26'49" WEST A DISTANCE OF 334.24 FEET TO THE BEGINNING OF A 1539.70 FOOT RADIUS CURVE, CONCAVE SOUTHEASTERLY; THENCE ALONG SAID CURVE THROUGH A CENTRAL ANGLE OF 9°43'50", AN ARC LENGTH OF 261.49 FEET TO A POINT IN THE SOUTHERLY BOUNDARY OF SAID PARCEL 2; THENCE LEAVING SAID PARALLEL LINE AND ALSO WITH THE SOUTHERLY LINE OF SAID PARCEL 2 NORTH 86°17'04" WEST A DISTANCE OF 60.30 FEET TO **THE POINT OF BEGINNING**.

SAID PORTION CONTAINING 0.85 ACRES OR 37,017.59 SQUARE FEET, MORE OR LESS.

# EXHIBIT B

## RELINQUISHMENT OF RIGHT-OF-WAY

### LEGEND

-  BOUNDARY LINE
-  CENTERLINE
-  RIGHT-OF-WAY
-  TO BE VACATED
-  POINT OF BEGINNING

### BASIS OF BEARINGS:

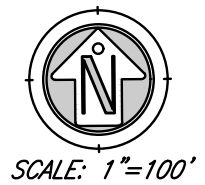
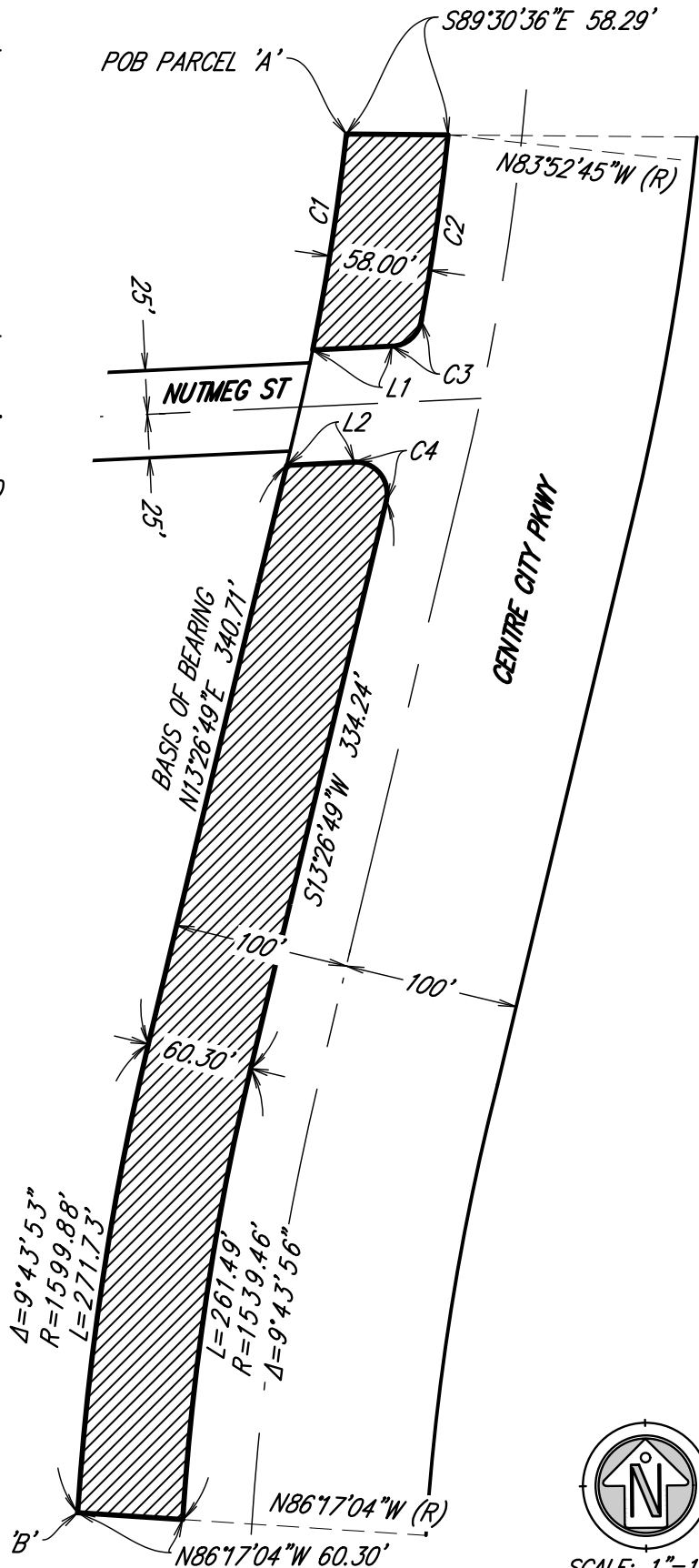
THE BASIS OF BEARINGS FOR THIS EXHIBIT IS THE WESTERLY LINE OF PARCEL 2 AS SHOWN ON RELINQUISHMENT MAP, RELINQUISHMENT NO. 24124 IN THE OFFICE OF THE COUNTY RECORDER OF SAN DIEGO COUNTY RECORDED SEPTEMBER 17, 1978 AS FILE NO. 78-392130 BEARING: N13°26'49"W

### PARCEL NET AREA

PARCEL A - 7,119.64 SQ. FT  
 PARCEL B - 37,017.59 SQ. FT

CURVE TABLE			
NO	DELTA	RADIUS	LENGTH
C1	$\Delta = 5^{\circ}07'30''$	1399.90'	125.22'
C2	$\Delta = 4^{\circ}11'33''$	1467.49'	107.38'
C3	$\Delta = 76^{\circ}58'30''$	18.00'	24.18'
C4	$\Delta = 106^{\circ}10'31''$	18.00'	33.36'

LINE TABLE		
NO	BEARING	LENGTH
L1	N87°16'56"E	45.50'
L2	N87°16'18"E	38.82'



# MAP CHECK REPORT

## PARCEL A

North: 5874.3932' East: 5178.7174'  
Segment #1 : Line  
Course: S89° 30' 36"E Length: 58.29'  
North: 5873.8947' East: 5237.0052'

Segment #2 : Curve  
Length: 107.38' Radius: 1467.49'  
Delta: 004°11'33" Tangent: 53.71'  
Chord: 107.35' Course: S08° 11' 51"W  
Course In: N83° 53' 56"W Course Out: S79° 42' 23"E  
RP North: 6029.8645' East: 3777.8273'  
End North: 5767.6416' East: 5221.6987'

Segment #3 : Curve  
Length: 24.18' Radius: 18.00'  
Delta: 076°58'30" Tangent: 14.31'  
Chord: 22.40' Course: S48° 47' 41"W  
Course In: N79° 41' 34"W Course Out: S02° 43' 04"E  
RP North: 5770.8622' East: 5203.9891'  
End North: 5752.8854' East: 5204.8459'

Segment #4 : Line  
Course: S87° 16' 56"W Length: 45.50'  
North: 5750.7279' East: 5159.3971'

Segment #5 : Curve  
Length: 125.22' Radius: 1399.90'  
Delta: 005°07'30" Tangent: 62.65'  
Chord: 125.17' Course: N08° 52' 57"E  
Course In: N78° 33' 18"W Course Out: S83° 40' 48"E  
RP North: 6028.5061' East: 3787.3332'  
End North: 5874.3968' East: 5178.7244'

Perimeter: 360.57' Area: 7120.46 Sq. Ft.  
Error Closure: 0.0079 Course: N63° 14' 03"E  
Error North: 0.00356 East: 0.00706

Precision 1: 45406.33

# MAP CHECK REPORT

## PARCEL B

North: 5084.9094' East: 5024.7421'

### Segment #1 : Curve

Length: 271.73' Radius: 1599.88'  
Delta: 009°43'53" Tangent: 136.19'  
Chord: 271.40' Course: N08° 34' 53"E  
Course In: S86° 17' 04"E Course Out: N76° 33' 11"W  
RP North: 4981.2320' East: 6621.2593'  
End North: 5353.2711' East: 5065.2388'

### Segment #2 : Line

Course: N13° 26' 49"E Length: 340.71'  
North: 5684.6407' East: 5144.4692'

### Segment #3 : Line

Course: N87° 16' 18"E Length: 38.82'  
North: 5686.4886' East: 5183.2452'

### Segment #4 : Curve

Length: 33.36' Radius: 18.00'  
Delta: 106°10'31" Tangent: 23.96'  
Chord: 28.78' Course: S39° 38' 27"E  
Course In: S02° 43' 42"E Course Out: S76° 33' 11"E  
RP North: 5668.5090' East: 5184.1020'  
End North: 5664.3263' East: 5201.6061'

### Segment #5 : Line

Course: S13° 26' 49"W Length: 334.24'  
North: 5339.2493' East: 5123.8803'

### Segment #6 : Curve

Length: 261.49' Radius: 1539.46'  
Delta: 009°43'56" Tangent: 131.06'  
Chord: 261.17' Course: S08° 34' 53"W  
Course In: S76° 33' 10"E Course Out: N86° 17' 05"W  
RP North: 4981.2485' East: 6621.1353'  
End North: 5081.0031' East: 5084.9100'

### Segment #7 : Line

Course: N86° 17' 04"W Length: 60.30'  
North: 5084.9107' East: 5024.7367'

Perimeter: 1340.65' Area: 37017.65 Sq. Ft.  
Error Closure: 0.0055 Course: N76° 26' 29"W  
Error North: 0.00129 East: -0.00537

Precision 1: 242803.64



# STAFF REPORT

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April 1, 2026  
File Number 0700-80

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## **SUBJECT**

### **CITY POSITION VACANCIES AND RECRUITMENT AND RETENTION EFFORTS**

## **DEPARTMENT**

Human Resources

## **RECOMMENDATION**

Request the City Council hear the presentation on the status of City vacancies and recruitment and retention efforts as required by California Government Code Section 3502.3, conduct the public hearing, and provide feedback as appropriate.

Staff Recommendation: Receive and File (Human Resources: Jessica Perpetua, Director of Human Resources)

Presenter: Daniel Alvarado, Human Resources Manager

**ESSENTIAL SERVICE** – Yes, internal requirement in support of Police Services; Fire/EMS Services; Keep City Clean for Public Health and Safety; Land Use/Development; Clean Water; Sewer; Public Works/Infrastructure; Maintenance of Parks facilities/Open Spaces

## **COUNCIL PRIORITY –**

## **FISCAL ANALYSIS**

There is no current-year fiscal impact as a result of this report.

## **PREVIOUS ACTION**

None

## **BACKGROUND**

Assembly Bill 2561 (“AB 2561”) became effective on January 1, 2025. The law, which added Section 3502.3 to the California Government Code, requires public agencies to present on the status of vacancies and recruitment and retention efforts during a public hearing before their governing board at least once per fiscal year, prior to the adoption of the final budget. The law also requires public agencies to present additional information regarding vacancies, upon request by an employee organization, if the vacancy



# CITY of ESCONDIDO

## STAFF REPORT

rate within a bargaining unit is at least 20%; and allow employee organizations to make a presentation to City Council.

The City has 875 full-time positions budgeted with 65 of these positions vacant as of January 7, 2026, for an approximately 7.43% vacancy rate. The Escondido Police Officers' Association – Non-Sworn has the highest vacancy rate on a percentage basis at approximately 23.81%. A summary table showing the number of vacancies and percentage of total vacancies by each City bargaining unit is provided below.

Bargaining Group	Budgeted Positions	Vacancies	Vacancy Rate
Teamsters 911 Administrative Clerical, Engineering (ACE)	91	7	7.69%
Teamsters 911 Maintenance and Operations (M&O)	198	9	4.55%
Escondido City Employees' Association (ECEA) – Supervisory (SUP)	46	3	6.52%
Escondido Police Officers' Association (POA)	153	6	3.92%
Escondido Police Officers' Association – Non-Sworn	42	10	23.81%
Escondido Firefighters' Association – Safety and Non-Safety	111	12	10.81%

The Human Resources Department works with operating departments to prioritize upcoming recruitments and ensure the City meets staffing needs.

The City posts all job announcements on the City's website as well as GovernmentJobs.com, CareersInGovernment.com, and Indeed.com to attract qualified applicants. The City also submits postings to industry-specific websites as appropriate. Additionally, the City accepts online interest cards that notify candidates when the City initiates a recruitment related to their interests. Human Resources also works in conjunction with the City's Communications team to add recruitment-related posts to the City's social media accounts to further engage and attract qualified candidates and enhance the City's branding as an employer of choice.



# STAFF REPORT

April 1, 2026  
File Number 0720-20

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## SUBJECT

### RE-APPROVAL OF CITY-WIDE SALARY SCHEDULES AND MANAGEMENT & UNCLASSIFIED SALARY AND BENEFITS PLANS

## DEPARTMENT

Human Resources

## RECOMMENDATION

Request the City Council adopt Resolution No. 2026-49 re-approving the City-wide salary schedules and the Management and Unclassified Salary and Benefits Plans for the prior five (5) fiscal years to ensure compliance with the California Public Employees' Retirement System ("CalPERS") requirements.

Staff Recommendation: Approval (Department Name: Jessica Perpetua, Director of Human Resources)

Presenter: Jessica Perpetua, Director of Human Resources

**ESSENTIAL SERVICE** – Yes, internal requirement in support of Police Services; Fire/EMS Services; Keep City Clean for Public Health and Safety; Land Use/Development; Clean Water; Sewer; Public Works/Infrastructure; Maintenance of Parks facilities/Open Spaces

## COUNCIL PRIORITY –

## FISCAL ANALYSIS

There is no fiscal impact associated with this action. The proposed resolutions do not modify salary amounts, benefits, or compensation structures. This action is administrative in nature and serves to formally re-approve previously implemented salary schedules and compensation plans in alignment with with CalPERS regulations.

## BACKGROUND

Under the CalPERS Public Employees' Retirement Law (PERL) and Public Employees' Pension Reform Act of 2013 (PEPRA), compensation earnable and pensionable compensation are determined in accordance with amounts identified on publicly available pay schedules.

Publicly available pay schedules must meet the following requirements:



# CITY of ESCONDIDO

## STAFF REPORT

1. Be approved and adopted by the employer's governing body.
2. Identify the position title for every employee position.
3. Show the pay rate as a single amount or multiple amounts within a range for each identified position.
4. Indicate the time base such as monthly or annual.
5. Be posted at the office the employer or be immediately accessible and available for public review or posted on the employer's website.
6. Indicate an effective date and date of any revisions.
7. Retained by the employer and available for inspection for not less than five years.
8. Does not reference another document in lieu of disclosing the pay rate.

Historically, the City has implemented City-wide salary schedules and the Management and Unclassified Salary and Benefits Plans as part of its regular compensation administration practices; bringing them forward to the City Council for formal adoption and approval on a recurring basis.

CalPERS has since determined the City's use of "As of" date and "Revision" Date on these documents must conform with "Effective Date". As a result, this item is being presented to the City Council to re-approve the applicable salary schedules and compensation plans to ensure alignment and compliance with CalPERS' requirements.

### RESOLUTIONS

- a. Resolution No. 2026-49
- b. Resolution No. 2026-49" — Exhibit "A" — Classification and Compensation Plan
- c. Resolution No. 2026-49" — Exhibit "B" — Management and Unclassified Salary and Benefits Plan

## RESOLUTION NO. 2026-49

## A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ESCONDIDO, CALIFORNIA AMENDING AND RE-ESTABLISHING THE CITY-WIDE SALARY SCHEDULES AND MANAGEMENT &amp; UNCLASSIFIED SALARY AND BENEFITS PLANS

WHEREAS, the City Council establishes salary schedules and compensation plans for City employees, and the California Public Employees' Retirement Law requires that compensation earnable and pensionable compensation are determined in accordance with amounts identified on publicly available pay schedules approved by the governing body; and

WHEREAS, the City has historically implemented City-wide salary schedules and the Management and Unclassified Salary and Benefits Plans as part of its regular compensation administration practices; and

WHEREAS, the California Public Employees' Retirement Law and applicable regulations require that compensation used for retirement eligibility and pension calculation purposes be based on pay rates reflected on salary schedules approved by the governing body, and that documentation clearly demonstrate an Effective Date of such governing body approval; and

WHEREAS, the Human Resources Department, after meeting with the California Public Employees' Retirement System ("CalPERS") and reviewing applicable compliance requirements, is requesting City Council action to re-approve the City-wide salary schedules and the Management and Unclassified Salary and Benefits Plans covering the prior five (5) fiscal years; and

WHEREAS, this action is administrative and corrective in nature and does not modify compensation levels, benefits, classifications, or employment terms previously in effect.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Escondido, California, as follows:

1. That the above recitations are true.
2. That the City-wide salary schedules for the prior five (5) fiscal years, as set forth in Exhibit "A," attached hereto and incorporated by this reference, are hereby re-approved for CalPERS compliance purposes.
3. That the Management and Unclassified Salary and Benefits Plans for the prior five (5) fiscal years, as set forth in Exhibit "B," attached hereto and incorporated by this reference, are hereby re-approved for CalPERS compliance purposes.



**PeopleSoft HRMS/Payroll  
Classification and Compensation Plan**

Item 14.

**Effective 7/11/2021**

**(all salaries shown as monthly)**

<b>Union Code</b>	<b># of Authorized Positions</b>	<b>Job Code</b>	<b>Job Description</b>	<b>Base</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
ACE		30100	Account Clerk I	2,644	2,777	2,915	3,061	3,214		
ACE		30110	Account Clerk II	2,429	2,550	2,678	2,812	2,952		
MGT		20090	Accountant I	Band 008	4,506	6,084				
MGT		20094	Accountant II	Band 012	5,477	7,394				
UCT		20091	Accounting Assistant	Band C	2,690	4,362				
ACE		21000	Administrative Aide	2,517	2,643	2,775	2,914	3,059		
ACE		21100	Administrative Assistant	2,919	3,065	3,218	3,379	3,548		
UCT		21330	Administrative Coordinator	4,185	4,394	4,614	4,844	5,087		
MGT		21333	Applications Development Mgr	Band 018	7,340	9,909				
ACE		30151	Associate Chemist	6,593	6,923	7,269	7,633	8,014		
SUP		50400	Associate Engineer	7,278	7,642	8,024	8,425	8,846		
SUP		50500	Associate Planner	5,223	5,484	5,758	6,046	6,348		
UCT		73000	Asst Canal Superintendent	4,735	4,971	5,220	5,481	5,755		
MGT		20000	Asst City Attorney	Band 031	13,840	18,684				
MGT		21060	Asst City Clerk	Band 014	6,038	8,152				
MGT		20180	Asst City Engineer	Band 024	9,836	13,279				
EM		10100	Asst City Manager	Band 032	14,532	19,618				
MGT		20192	Asst Dir of Community Svcs	Band 020	8,092	10,924				
MGT		20135	Asst Dir of Finance	Band 023	9,368	12,646				
UCT		20884	Asst Env Programs Specialist	4,083	4,287	4,501	4,726	4,963		
ACE		50300	Asst Planner I	4,333	4,550	4,777	5,016	5,267		
ACE		50301	Asst Planner II	4,783	5,022	5,273	5,537	5,814		
SUP		82210	Bldg Maintenance Supervisor	5,828	6,119	6,425	6,746	7,084		
MGT		20310	Bldg Maintenance Supt	Band 015	6,340	8,559				
MGT		20150	Bldg Official	Band 023	9,368	12,646				
MGT		20320	Budget Manager	Band 018	7,340	9,909				
ACE		50590	Building Inspector I	5,025	5,276	5,540	5,817	6,108		



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ACE		50600	Building Inspector II	5,828	6,119	6,425	6,746	7,084		
UCT		20826	Business Analyst I	4,853	5,096	5,350	5,618	5,899		
UCT		20827	Business Analyst II	5,357	5,625	5,906	6,201	6,511		
ACE		82061	Buyer	3,645	3,828	4,019	4,220	4,431		
UCT		73600	Canal Assistant I	3,189	3,349	3,516	3,692	3,877		
UCT		73650	Canal Assistant II	3,520	3,697	3,881	4,075	4,279		
MGT		73500	Canal Superintendent	Band 012	5,477	7,394				
EM		10650	Chief of Police	Band 034	16,022	21,629				
EM		10200	City Attorney	20,125						
EM		12000	City Clerk	Band 023	9,368	12,646				
COU		12050	City Council Member/Mayor	5,895						
COU		12100	City Council Member	2,088						
EM		10300	City Manager	23,333						
EM		00001	City of Escondido	0						
MGT		20140	City Planner	Band 023	9,368	12,646				
MGT		20691	City Traffic Engineer	Band 023	9,368	12,646				
EME		12200	City Treasurer	8,833						
ACE		50510	Code Enforcement Asst I	2,617	2,748	2,885	3,030	3,181		
ACE		50520	Code Enforcement Asst II	2,887	3,031	3,183	3,342	3,509		
MGT		50560	Code Enforcement Manager	Band 018	7,340	9,909				
ACE		50540	Code Enforcement Officer I	4,024	4,225	4,436	4,658	4,891		
ACE		50550	Code Enforcement Officer II	4,442	4,664	4,897	5,142	5,399		
UCT		21401	Collections Officer	3,886	4,080	4,284	4,498	4,723		
MGT		21020	Communications Mgr	Band 018	7,340	9,909				
MGT		21015	Communications Officer	Band 014	6,038	8,152				
NSP		40410	Community Service Officer	4,137	4,344	4,561	4,789	5,028		
MGT		50755	Community Services Manager	Band 012	5,477	7,394				



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Union Code	# of Authorized Positions	Job Code	Job Description	Base	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
UCT		82235	Control Systems Analyst	7,569	7,948	8,345	8,762	9,200		
SUP		81453	Control Systems Tech Supv	8,867	9,311	9,776	10,265	10,778		
M&O		81450	Control Systems Technician I	6,245	6,558	6,886	7,230	7,591		
M&O		81451	Control Systems Technician II	6,894	7,239	7,600	7,980	8,379		
M&O		81452	Control Systems Technician III	7,609	7,990	8,389	8,809	9,249		
MGT		40431	Crime Analyst	Band 008	4,506	6,084				
UCT		40432	Criminal Intelligence Analyst	6,061	6,364	6,682	7,016	7,367		
UCT		40433	Criminal Intelligence Sup	7,029	7,380	7,749	8,137	8,543		
M&O		81305	Cross Connection Technician I	5,001	5,251	5,514	5,789	6,079		
M&O		81310	Cross Connection Technician II	5,520	5,796	6,086	6,390	6,710		
SUP		80052	Custodial Supervisor	3,849	4,041	4,243	4,455	4,678		
M&O		80200	Custodian I	2,686	2,820	2,961	3,109	3,265		
M&O		80201	Custodian II	2,961	3,109	3,265	3,428	3,600		
ACE		30331	Customer Service Rep I - PD	2,848	2,990	3,140	3,297	3,461		
ACE		30330	Customer Service Rep I	2,848	2,990	3,140	3,297	3,461		
ACE		30341	Customer Service Rep II - PD	3,143	3,301	3,466	3,639	3,821		
ACE		30340	Customer Service Rep II	3,143	3,301	3,466	3,639	3,821		
MGT		21001	Dep Building Official	Band 016	6,658	8,988				
MGT		21199	Dep City Attorney I	Band 015	6,340	8,559				
MGT		21200	Dep City Attorney II	Band 018	7,340	9,909				
EM		10430	Dep City Manager	Band 030	13,181	17,795				
MGT		20441	Dep Dir of Communications	Band 020	8,092	10,924				
MGT		21261	Dep Dir Of Community Svs	Band 020	8,092	10,924				
MGT		20338	Dep Dir of Economic Dev	Band 020	8,092	10,924				
MGT		20440	Dep Dir of Information Systems	Band 023	9,368	12,646				
MGT		20336	Dep Dir of Pub Wks/Maintenance	Band 022	8,921	12,044				
MGT		20940	Dep Dir of Util/Const & Eng	Band 024	9,836	13,279				



**PeopleSoft HRMS/Payroll  
Classification and Compensation Plan**

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Union Code	# of Authorized Positions	Job Code	Job Description	Base	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
MGT		20970	Dep Dir of Util/Wastewater	Band 024	9,836	13,279				
MGT		20950	Dep Dir of Util/Water	Band 024	9,836	13,279				
FM		20160	Dep Fire Chief	Band 027	11,386	15,371				
UCT		60510	Dep Fire Marshal	6,933	7,280	7,644	8,026	8,428		
UCT		21430	Department Aide	2,618	2,749	2,886	3,030	3,182		
UCT		21440	Department Assistant	3,036	3,187	3,347	3,514	3,690		
UCT		21055	Deputy City Clerk	4,853	5,096	5,350	5,618	5,899		
EM		10443	Deputy City Mgr/Dir of CCS	Band 030	13,181	17,795				
EM		10442	Deputy City Mgr/Dir of IS	Band 030	13,181	17,795				
EM		10441	Deputy City Mgr/Dir of Util	Band 030	13,181	17,795				
MGT		20685	Design & Construction Proj Mgr	Band 016	6,658	8,988				
ACE		50841	Development Technician I	3,736	3,923	4,119	4,325	4,542		
ACE		50862	Development Technician II	4,124	4,331	4,547	4,774	5,013		
UCT		82255	Digital Media Coordinator	4,185	4,394	4,614	4,844	5,087		
UCT		82256	Digital Media Technician	3,608	3,789	3,978	4,177	4,386		
EM		10415	Dir of Comm & Community Svcs	Band 024	9,836	13,279				
EM		10480	Dir of Eng Svcs/City Eng	Band 028	11,956	16,140				
EM		10460	Dir of Finance	Band 027	11,386	15,371				
EM		10550	Dir of Human Resources	Band 027	11,386	15,371				
EM		10450	Dir of Info Systems	Band 027	11,386	15,371				
EM		10540	Dir of Public Works	Band 027	11,386	15,371				
EM		10575	Director of Utilities	Band 028	11,956	16,140				
UCT		21460	Division Coordinator	3,520	3,697	3,881	4,075	4,279		
M&O		80305	Electrician Assistant	4,531	4,757	4,995	5,245	5,507		
M&O		80307	Electrician	5,254	5,517	5,793	6,082	6,386		
UCT		60800	Emer Medical Svcs Coord	4,619	4,850	5,093	5,347	5,615		
MGT		50770	Emer/Disaster Preparedness Mgr	Band 014	6,038	8,152				



**PeopleSoft HRMS/Payroll**  
**Classification and Compensation Plan**  
**Effective 7/11/2021**  
**(all salaries shown as monthly)**

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Union Code	# of Authorized Positions	Job Code	Job Description	Base	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
TFT		60801	Emergency Medical Technician	3,519	3,696					
ACE		50660	Engineer I	5,025	5,276	5,540	5,817	6,108		
ACE		50670	Engineer II	5,547	5,824	6,115	6,421	6,742		
ACE		50710	Engineering Technician I	4,124	4,331	4,547	4,774	5,013		
ACE		50730	Engineering Technician II	4,553	4,780	5,019	5,270	5,534		
ACE		50815	Environmental Comp Insp I	4,227	4,439	4,661	4,894	5,139		
ACE		50825	Environmental Comp Insp II	4,666	4,900	5,145	5,402	5,672		
SUP		50835	Environmental Comp Supervisor	7,278	7,642	8,024	8,425	8,846		
MGT		20880	Environmental Prog Mgr/Util	Band 018	7,340	9,909				
UCT		20885	Environmental Prog Specialist	5,357	5,625	5,906	6,201	6,511		
M&O		80500	Equipment Mechanic I	5,047	5,300	5,565	5,843	6,135		
M&O		80501	Equipment Mechanic II	5,565	5,843	6,135	6,442	6,764		
UCT		21332	Executive Assistant-City Atty	5,628	5,909	6,205	6,515	6,841		
UCT		21331	Executive Assistant-City Mgr	5,913	6,209	6,519	6,845	7,187		
UCT		21336	Executive Asst-Chief of Police	5,628	5,909	6,205	6,515	6,841		
UCT		21334	Executive Office Coordinator	4,185	4,394	4,614	4,844	5,087		
UCT		21337	Executive Office Specialist	3,189	3,349	3,516	3,692	3,877		
ACE		40080	Facilities Project Coordinator	5,280	5,544	5,821	6,112	6,417		
ACE		50715	Field Engineering Inspector I	4,666	4,900	5,145	5,402	5,672		
ACE		50720	Field Engineering Inspector II	5,151	5,408	5,679	5,963	6,261		
SUP		50255	Field Engineering Supervisor	5,686	5,970	6,268	6,582	6,911		
MGT		50725	Finance Manager	Band 018	7,340	9,909				
MGT		50751	Fire Admin Services Manager	Band 014	6,038	8,152				
FM		20370	Fire Battalion Chief	Band 023	9,368	12,646				
FIR		60200	Fire Captain	7,308	7,674	8,057	8,460	8,883	9,327	9,794
EM		10600	Fire Chief	Band 030	13,181	17,795				
FM		20300	Fire Division Chief	Band 026	10,844	14,639				

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FIR		60300	Fire Engineer	6,227	6,538	6,865	7,208	7,568	7,947	8,344
MGT		20350	Fire Marshal	Band 022	8,921	12,044				
ACE		50750	Fire Prevention Specialist I	4,724	4,961	5,209	5,469	5,742		
ACE		50760	Fire Prevention Specialist II	5,209	5,469	5,743	6,030	6,332		
FIR		60700	Firefighter/Paramedic	5,930	6,227	6,538	6,865	7,208	7,568	7,947
MGT		20850	Fleet Maint Superintendent	Band 015	6,340	8,559				
UCT		20874	Forensic Services Supervisor	6,368	6,686	7,020	7,371	7,740		
MGT		50731	Geographic Information Sys Mgr	Band 015	6,340	8,559				
UCT		50735	GIS Analyst I	5,628	5,909	6,205	6,515	6,841		
UCT		50737	GIS Analyst II	6,212	6,523	6,849	7,191	7,551		
UCT		50785	GIS Technician I	3,791	3,981	4,180	4,389	4,608		
UCT		50786	GIS Technician II	4,185	4,394	4,614	4,844	5,087		
ACE		50780	Graphics Technician I	3,645	3,828	4,019	4,220	4,431		
ACE		50781	Graphics Technician II	4,024	4,225	4,436	4,658	4,891		
MGT		21190	Housing & Neigh Svs Manager	Band 018	7,340	9,909				
MGT		21081	Human Resources Analyst I	Band 009	4,730	6,387				
MGT		21083	Human Resources Analyst II	Band 011	5,215	7,041				
UCT		21650	Human Resources Coordinator	4,735	4,971	5,220	5,481	5,755		
MGT		21130	Human Resources Manager	Band 019	7,707	10,404				
UCT		21651	Human Resources Technician I	3,699	3,884	4,078	4,282	4,496		
UCT		21655	Human Resources Technician II	4,083	4,287	4,501	4,726	4,963		
M&O		80300	HVAC Technician	5,126	5,382	5,651	5,934	6,231		
MGT		20337	Insurance Manager	Band 019	7,707	10,404				
EM		10400	Interim Dir of Comm Dev	Band 027	11,386	15,371				
ACE		30885	Lab Quality Assurance Officer	6,123	6,429	6,750	7,088	7,442		
ACE		30850	Laboratory Assistant	2,514	2,640	2,772	2,910	3,056		
MGT		20800	Laboratory Superintendent	Band 019	7,707	10,404				



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ACE		30870	Laboratory Technician I	5,151	5,408	5,679	5,963	6,261		
ACE		30880	Laboratory Technician II	5,686	5,970	6,268	6,582	6,911		
SUP		82201	Lakes & Open Space Supervisor	5,547	5,824	6,115	6,421	6,742		
MGT		20501	Lakes & Open Space Supt.	Band 015	6,340	8,559				
UCT		20875	Latent Print & Evid Specialist	5,491	5,765	6,054	6,356	6,674		
UCT		20876	Latent Print Specialist	4,853	5,096	5,350	5,618	5,899		
M&O		80681	Lead Maintenance Technician	4,531	4,757	4,995	5,245	5,507		
M&O		81080	Lead Mechanic	6,245	6,558	6,886	7,230	7,591		
M&O		02130	Lead Ranger Specialist	3,453	3,626	3,807	3,997	4,197		
UCT		21580	Legal Assistant	4,974	5,223	5,484	5,758	6,046		
UCT		21585	Legal Specialist	5,226	5,487	5,762	6,050	6,352		
UCT		21470	Maintenance & Oper Coordinator	3,886	4,080	4,284	4,498	4,723		
UCT		81935	Maintenance Scheduler	6,527	6,853	7,196	7,556	7,933		
SUP		80050	Maintenance Supervisor	5,828	6,119	6,425	6,746	7,084		
M&O		81412	Maintenance Technician I	3,718	3,904	4,100	4,305	4,520		
M&O		81930	Maintenance Technician II	4,104	4,310	4,525	4,751	4,989		
MGT		21090	Management Analyst I	Band 009	4,730	6,387				
MGT		21092	Management Analyst II	Band 012	5,477	7,394				
SUP		80051	Meter Services Supervisor	6,593	6,923	7,269	7,633	8,014		
UCT		21317	Network Administrator I	5,357	5,625	5,906	6,201	6,511		
UCT		21318	Network Administrator II	5,913	6,209	6,519	6,845	7,187		
MGT		21801	Network Manager	Band 019	7,707	10,404				
UCT		21311	Network Systems Engineer	5,628	5,909	6,205	6,515	6,841		
UCT		21310	Network Systems Technician I	3,608	3,789	3,978	4,177	4,386		
UCT		21313	Network Systems Technician II	3,983	4,182	4,391	4,611	4,841		
UCT		21316	Network Systems Technician III	4,397	4,616	4,847	5,090	5,344		
NSF		60805	Paramedic	4,038	4,240	4,452	4,674	4,908		



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M&O		81420	Park Ranger I	3,737	3,924	4,120	4,326	4,542		
M&O		81421	Park Ranger II	4,136	4,343	4,560	4,788	5,028		
UCT		21661	Payroll Analyst	4,507	4,732	4,968	5,217	5,478		
UCT		21660	Payroll Technician I	3,608	3,789	3,978	4,177	4,386		
UCT		21662	Payroll Technician II	3,983	4,182	4,391	4,611	4,841		
SUP		81501	Plant Systems Tech Supervisor	7,278	7,642	8,024	8,425	8,846		
M&O		81480	Plant Systems Technician I	5,254	5,517	5,793	6,082	6,386		
M&O		81490	Plant Systems Technician II	5,800	6,089	6,394	6,714	7,049		
MGT		50752	Police Business Mgr	Band 016	6,658	8,988				
PM		20600	Police Captain	Band 026	10,844	14,639				
PM		20670	Police Lieutenant	Band 024	9,836	13,279				
POL		70250	Police Officer Trainee	5,836	6,128					
POL		70300	Police Officer	6,434	6,756	7,093	7,448	7,820	8,211	8,622
UCT		21550	Police Projects Specialist	4,289	4,504	4,729	4,965	5,214		
SUP		31215	Police Records Supervisor	4,553	4,780	5,019	5,270	5,534		
ACE		31210	Police Records Technician	3,222	3,383	3,552	3,730	3,916		
POL		70500	Police Sergeant	8,494	8,919	9,365	9,833	10,324	10,841	
MGT		50753	Police Services Analyst	Band 013	5,752	7,764				
UCT		21555	Police Training Coordinator	4,185	4,394	4,614	4,844	5,087		
MGT		20680	Principal Engineer	Band 022	8,921	12,044				
MGT		20690	Principal Planner	Band 019	7,707	10,404				
MGT		21240	Program Administrator	Band 009	4,730	6,387				
ACE		50733	Program Assistant	3,645	3,828	4,019	4,220	4,431		
ACE		50734	Program Coordinator	4,442	4,664	4,897	5,142	5,399		
UCT		21680	Programmer Analyst I	4,507	4,732	4,968	5,217	5,478		
UCT		21681	Programmer Analyst II	4,974	5,223	5,484	5,758	6,046		
SUP		80610	Property & Evidence Supervisor	4,553	4,780	5,019	5,270	5,534		



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ACE		40630	Property & Evidence Tech I	2,782	2,921	3,067	3,220	3,381		
ACE		40631	Property & Evidence Tech II	3,067	3,220	3,381	3,550	3,728		
MGT		40100	Pub Safety Communications Mgr	Band 017	6,990	9,437				
NSP		30250	Public Safety Dispatcher I	4,614	4,844	5,086	5,341	5,608	5,888	
NSP		30260	Public Safety Dispatcher II	5,086	5,341	5,608	5,888	6,183	6,492	
NSP		40090	Public Safety Shift Supervisor	5,844	6,136	6,443	6,765	7,104	7,459	
UCT		20822	Public Safety Systems Analyst	5,628	5,909	6,205	6,515	6,841		
MGT		21335	Public Safety Systems Manager	Band 016	6,658	8,988				
MGT		20500	Public Works Superintendent	Band 015	6,340	8,559				
UCT		30505	Publications Coordinator I	3,189	3,349	3,516	3,692	3,877		
UCT		30500	Publications Coordinator II	3,520	3,697	3,881	4,075	4,279		
SUP		40250	Purchasing Supervisor	4,519	4,744	4,982	5,231	5,492		
ACE		30750	Purchasing/Inventory Control	3,304	3,469	3,643	3,825	4,016		
MGT		21340	Real Property Manager	Band 019	7,707	10,404				
ACE		81416	Recreation Coord - Aquatics	3,067	3,220	3,381	3,550	3,728		
ACE		81415	Recreation Coord - Tiny Tots	3,067	3,220	3,381	3,550	3,728		
ACE		81411	Recreation Coordinator	3,067	3,220	3,381	3,550	3,728		
MGT		20001	Revenue Manager	Band 018	7,340	9,909				
UCT		20040	Risk & Safety Coordinator	4,507	4,732	4,968	5,217	5,478		
UCT		20345	Safety Trainer	4,974	5,223	5,484	5,758	6,046		
ACE		20095	Sr Account Clerk	3,385	3,554	3,732	3,919	4,115		
MGT		20860	Sr Accountant	Band 014	6,038	8,152				
UCT		20092	Sr Accounting Assistant	3,520	3,697	3,881	4,075	4,279		
SUP		50601	Sr Building Inspector	6,433	6,754	7,092	7,447	7,819		
SUP		50565	Sr Code Enforcement Officer	5,151	5,408	5,679	5,963	6,261		
MGT		50754	Sr Crime Analyst	Band 010	4,968	6,707				
M&O		81315	Sr Cross Connection Technician	6,726	7,062	7,415	7,786	8,175		



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ACE		30350	Sr Customer Service Rep	3,470	3,643	3,825	4,017	4,217		
MGT		21220	Sr Deputy City Attorney	Band 023	9,368	12,646				
MGT		20877	Sr Engineer	Band 019	7,707	10,404				
ACE		50821	Sr Environmental Com Inspector	6,276	6,590	6,919	7,265	7,628		
UCT		20887	Sr Environmental Prog Spec	5,913	6,209	6,519	6,845	7,187		
ACE		50930	Sr Graphics Technician	4,442	4,664	4,897	5,142	5,399		
MGT		21080	Sr Human Resources Analyst	Band 014	6,038	8,152				
ACE		50822	Sr Industrial Waste Inspector	5,151	5,408	5,679	5,963	6,261		
UCT		21590	Sr Legal Assistant	5,769	6,057	6,360	6,678	7,012		
M&O		81100	Sr Maintenance Technician	5,001	5,251	5,514	5,789	6,079		
MGT		21309	Sr Network Systems Engineer	Band 015	6,340	8,559				
MGT		20840	Sr Planner	Band 014	6,038	8,152				
M&O		81500	Sr Plant Systems Technician	6,726	7,062	7,415	7,786	8,175		
ACE		40632	Sr Property & Evidence Tech	3,385	3,554	3,732	3,919	4,115		
UCT		20347	Sr Safety Analyst	5,628	5,909	6,205	6,515	6,841		
SUP		82280	Sr Wastewater Coll Supervisor	7,278	7,642	8,024	8,425	8,846		
M&O		82251	Sr Wastewater Coll Technician	6,402	6,722	7,058	7,411	7,781		
M&O		82915	Sr Wastewater Trtmt Plant Oper	7,424	7,795	8,185	8,594	9,024		
SUP		82260	Sr Water Distribution Sup	7,460	7,833	8,225	8,636	9,068		
M&O		82660	Sr Water Distribution Tech	6,402	6,722	7,058	7,411	7,781		
M&O		82725	Sr Water Trtmnt Plant Oper	7,424	7,795	8,185	8,594	9,024		
SUP		30150	Supervising Chemist	7,646	8,029	8,430	8,852	9,294		
SUP		80061	Supervisor I (Comm Svs)	4,002	4,202	4,412	4,633	4,864		
SUP		40700	Supervisor II (Comm Svs)	4,402	4,622	4,853	5,096	5,351		
SUP		40710	Supervisor III (Comm Svs)	4,853	5,096	5,351	5,618	5,899		
UCT		20823	Systems Analyst I	6,212	6,523	6,849	7,191	7,551		
UCT		20825	Systems Analyst II	6,857	7,200	7,560	7,938	8,335		



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UCT		20965	Telecommunications Specialist	4,083	4,287	4,501	4,726	4,963		
MGT		21005	Tourism & Marketing Administra	Band 009	4,730	6,387				
MGT		82233	Utilities Analyst	Band 011	5,215	7,041				
MGT		20683	Utilities Constr Proj Mgr	Band 016	6,658	8,988				
UCT		82230	Utilities Construction Coord	4,619	4,850	5,093	5,347	5,615		
MGT		20920	Utilities Maintenance Supt	Band 022	8,921	12,044				
M&O		82220	Wastewater Collections Tech I	4,531	4,757	4,995	5,245	5,507		
M&O		82250	Wastewater Collections Tech II	5,001	5,251	5,514	5,789	6,079		
MGT		20975	Wastewater Operations Supt	Band 022	8,921	12,044				
SUP		82920	Wastewater Trmt Plnt Op Superv	8,651	9,084	9,538	10,015	10,516		
M&O		82901	Wastewater Trtmt Plant OIT	5,001	5,251	5,514	5,789	6,079		
M&O		83000	Wastewater Trtmt Plt Oper I	5,520	5,796	6,086	6,390	6,710		
M&O		82900	Wastewater Trtmt Plt Oper II	6,093	6,398	6,718	7,054	7,406		
M&O		82910	Wastewater Trtmt Plt Oper III	6,726	7,062	7,415	7,786	8,175		
MGT		20930	Water Distribution Supt	Band 020	8,092	10,924				
M&O		82620	Water Distribution Tech I	4,531	4,757	4,995	5,245	5,507		
M&O		82640	Water Distribution Tech II	5,001	5,251	5,514	5,789	6,079		
M&O		82600	Water Meter Reader	3,811	4,002	4,202	4,412	4,633		
M&O		82650	Water Service Representative	4,760	4,998	5,248	5,510	5,786		
M&O		82805	Water Treatment Plant OIT	5,001	5,251	5,514	5,789	6,079		
SUP		82750	Water Treatment Plant Op Sup	8,651	9,084	9,538	10,015	10,516		
M&O		82800	Water Treatment Plant Oper I	5,520	5,796	6,086	6,390	6,710		
M&O		82700	Water Treatment Plant Oper II	6,093	6,398	6,718	7,054	7,406		
M&O		82720	Water Treatment Plant Oper III	6,726	7,062	7,415	7,786	8,175		
MGT		20990	Water Treatment Plant Supt	Band 022	8,921	12,044				
UCT		20960	Web Design Technician I	3,608	3,789	3,978	4,177	4,386		
UCT		20961	Web Design Technician II	3,983	4,182	4,391	4,611	4,841		



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ACE		30100	Account Clerk I	2,750	2,888	3,032	3,184	3,343		
ACE		30110	Account Clerk II	2,429	2,550	2,678	2,812	2,952		
MGT		20090	Accountant I	Band 008	4,506	6,084				
MGT		20094	Accountant II	Band 012	5,477	7,394				
UCT		20091	Accounting Assistant	Band C	2,690	4,362				
ACE		21000	Administrative Aide	2,618	2,749	2,886	3,030	3,182		
ACE		21100	Administrative Assistant	3,036	3,187	3,347	3,514	3,690		
UCT		21330	Administrative Coordinator	4,185	4,394	4,614	4,844	5,087		
ACE		30151	Associate Chemist	6,857	7,200	7,560	7,938	8,335		
SUP		50400	Associate Engineer	7,569	7,948	8,345	8,762	9,200		
SUP		50500	Associate Planner	5,432	5,703	5,989	6,288	6,602		
UCT		73000	Asst Canal Superintendent	4,735	4,971	5,220	5,481	5,755		
MGT		20000	Asst City Attorney	Band 031	13,840	18,684				
MGT		21060	Asst City Clerk	Band 014	6,038	8,152				
MGT		20180	Asst City Engineer	Band 024	9,836	13,279				
EM		10100	Asst City Manager	Band 032	14,532	19,618				
MGT		20192	Asst Dir of Community Svs	Band 020	8,092	10,924				
UCT		20884	Asst Env Programs Specialist	4,083	4,287	4,501	4,726	4,963		
ACE		50300	Asst Planner I	4,507	4,732	4,968	5,217	5,478		
ACE		50301	Asst Planner II	4,974	5,223	5,484	5,758	6,046		
SUP		82210	Bldg Maintenance Supervisor	6,061	6,364	6,682	7,016	7,367		
MGT		20310	Bldg Maintenance Supt	Band 015	6,340	8,559				
MGT		20150	Bldg Official	Band 023	9,368	12,646				
MGT		20320	Budget Manager	Band 018	7,340	9,909				
ACE		50590	Building Inspector I	5,226	5,487	5,762	6,050	6,352		
ACE		50600	Building Inspector II	6,061	6,364	6,682	7,016	7,367		
UCT		20826	Business Analyst I	4,853	5,096	5,350	5,618	5,899		



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UCT		20827	Business Analyst II	5,357	5,625	5,906	6,201	6,511		
ACE		82061	Buyer	3,791	3,981	4,180	4,389	4,608		
UCT		73600	Canal Assistant I	3,189	3,349	3,516	3,692	3,877		
UCT		73650	Canal Assistant II	3,520	3,697	3,881	4,075	4,279		
MGT		73500	Canal Superintendent	Band 015	6,340	8,559				
EM		10650	Chief of Police	Band 034	16,022	21,629				
EM		10200	City Attorney	20,125						
EM		12000	City Clerk	Band 023	9,368	12,646				
COU		12050	City Council Member/Mayor	5,895						
COU		12100	City Council Member	2,088						
EM		10300	City Manager	23,333						
EM		00001	City of Escondido	0						
MGT		20140	City Planner	Band 023	9,368	12,646				
MGT		20691	City Traffic Engineer	Band 023	9,368	12,646				
EME		12200	City Treasurer	8,833						
ACE		50510	Code Compliance Asst I	2,722	2,858	3,001	3,151	3,308		
ACE		50520	Code Compliance Asst II	3,002	3,153	3,310	3,476	3,649		
MGT		50560	Code Compliance Manager	Band 018	7,340	9,909				
ACE		50540	Code Compliance Officer I	4,185	4,394	4,614	4,844	5,087		
ACE		50550	Code Compliance Officer II	4,619	4,850	5,093	5,347	5,615		
UCT		21401	Collections Officer	3,886	4,080	4,284	4,498	4,723		
MGT		21015	Communications Officer	Band 014	6,038	8,152				
NSP		40410	Community Service Officer	4,137	4,344	4,561	4,789	5,028		
UCT		82235	Control Systems Analyst	7,569	7,948	8,345	8,762	9,200		
SUP		81453	Control Systems Tech Supv	9,222	9,683	10,167	10,676	11,210		
M&O		81450	Control Systems Technician I	6,245	6,558	6,886	7,230	7,591		
M&O		81451	Control Systems Technician II	6,894	7,239	7,600	7,980	8,379		



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M&O		81452	Control Systems Technician III	7,609	7,990	8,389	8,809	9,249		
MGT		40431	Crime Analyst	Band 008	4,506	6,084				
UCT		40432	Criminal Intelligence Analyst	6,061	6,364	6,682	7,016	7,367		
UCT		40433	Criminal Intelligence Sup	7,029	7,380	7,749	8,137	8,543		
M&O		81305	Cross Connection Technician I	5,001	5,251	5,514	5,789	6,079		
M&O		81310	Cross Connection Technician II	5,520	5,796	6,086	6,390	6,710		
SUP		80052	Custodial Supervisor	4,003	4,203	4,413	4,633	4,865		
M&O		80200	Custodian I	2,686	2,820	2,961	3,109	3,265		
M&O		80201	Custodian II	2,961	3,109	3,265	3,428	3,600		
ACE		30331	Customer Service Rep I - PD	2,962	3,110	3,265	3,428	3,600		
ACE		30330	Customer Service Rep I	2,962	3,110	3,265	3,428	3,600		
ACE		30341	Customer Service Rep II - PD	3,269	3,433	3,604	3,784	3,974		
ACE		30340	Customer Service Rep II	3,269	3,433	3,604	3,784	3,974		
MGT		21001	Dep Building Official	Band 016	6,658	8,988				
MGT		21199	Dep City Attorney I	Band 015	6,340	8,559				
MGT		21200	Dep City Attorney II	Band 018	7,340	9,909				
EM		10430	Dep City Manager	Band 030	13,181	17,795				
MGT		20441	Dep Dir of Communications	Band 020	8,092	10,924				
MGT		21261	Dep Dir Of Community Svs	Band 020	8,092	10,924				
MGT		20338	Dep Dir of Economic Dev	Band 020	8,092	10,924				
MGT		20440	Dep Dir of Information Systems	Band 023	9,368	12,646				
MGT		20336	Dep Dir of Pub Wks/Maintenance	Band 022	8,921	12,044				
MGT		20940	Dep Dir of Util/Const & Eng	Band 024	9,836	13,279				
MGT		20970	Dep Dir of Util/Wastewater	Band 024	9,836	13,279				
MGT		20950	Dep Dir of Util/Water	Band 024	9,836	13,279				
FM		20160	Dep Fire Chief	Band 027	11,386	15,371				
UCT		60510	Dep Fire Marshal	6,933	7,280	7,644	8,026	8,428		



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UCT		21430	Department Aide	2,618	2,749	2,886	3,030	3,182		
UCT		21440	Department Assistant	3,036	3,187	3,347	3,514	3,690		
UCT		21055	Deputy City Clerk	4,853	5,096	5,350	5,618	5,899		
EM		10443	Deputy City Mgr/Dir of CCS	Band 030	13,181	17,795				
EM		10442	Deputy City Mgr/Dir of IS	Band 030	13,181	17,795				
EM		10441	Deputy City Mgr/Dir of Util	Band 030	13,181	17,795				
MGT		20685	Design & Construction Proj Mgr	Band 016	6,658	8,988				
ACE		50841	Development Technician I	3,886	4,080	4,284	4,498	4,723		
ACE		50862	Development Technician II	4,289	4,504	4,729	4,965	5,214		
UCT		82255	Digital Media Coordinator	4,185	4,394	4,614	4,844	5,087		
UCT		82256	Digital Media Technician	3,608	3,789	3,978	4,177	4,386		
EM		10415	Dir of Comm & Community Svcs	Band 024	9,836	13,279				
EM		10480	Dir of Eng Svcs/City Eng	Band 028	11,956	16,140				
EM		10460	Dir of Finance	Band 027	11,386	15,371				
EM		10550	Dir of Human Resources	Band 027	11,386	15,371				
EM		10450	Dir of Info Systems	Band 027	11,386	15,371				
EM		10540	Dir of Public Works	Band 027	11,386	15,371				
EM		10575	Director of Utilities	Band 028	11,956	16,140				
UCT		21460	Division Coordinator	3,520	3,697	3,881	4,075	4,279		
M&O		80305	Electrician Assistant	4,531	4,757	4,995	5,245	5,507		
M&O		80307	Electrician	5,254	5,517	5,793	6,082	6,386		
UCT		60800	Emer Medical Svcs Coord	4,619	4,850	5,093	5,347	5,615		
MGT		50770	Emer/Disaster Preparedness Mgr	Band 014	6,038	8,152				
INT		60801	Emergency Medical Technician	3,761	3,949	4,147	4,354	4,572		
ACE		50660	Engineer I	5,226	5,487	5,762	6,050	6,352		
ACE		50670	Engineer II	5,769	6,057	6,360	6,678	7,012		
ACE		50710	Engineering Technician I	4,289	4,504	4,729	4,965	5,214		



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ACE		50730	Engineering Technician II	4,735	4,971	5,220	5,481	5,755		
ACE		50815	Environmental Comp Insp I	4,397	4,616	4,847	5,090	5,344		
ACE		50825	Environmental Comp Insp II	4,853	5,096	5,350	5,618	5,899		
SUP		50835	Environmental Comp Supervisor	7,569	7,948	8,345	8,762	9,200		
MGT		20880	Environmental Prog Mgr/Util	Band 018	7,340	9,909				
UCT		20885	Environmental Prog Specialist	5,357	5,625	5,906	6,201	6,511		
M&O		80500	Equipment Mechanic I	5,047	5,300	5,565	5,843	6,135		
M&O		80501	Equipment Mechanic II	5,565	5,843	6,135	6,442	6,764		
UCT		21332	Executive Assistant-City Atty	5,628	5,909	6,205	6,515	6,841		
UCT		21331	Executive Assistant-City Mgr	5,913	6,209	6,519	6,845	7,187		
UCT		21336	Executive Asst-Chief of Police	5,628	5,909	6,205	6,515	6,841		
UCT		21334	Executive Office Coordinator	4,185	4,394	4,614	4,844	5,087		
UCT		21337	Executive Office Specialist	3,189	3,349	3,516	3,692	3,877		
ACE		40080	Facilities Project Coordinator	5,491	5,765	6,054	6,356	6,674		
ACE		50715	Field Engineering Inspector I	4,974	5,223	5,484	5,758	6,046		
ACE		50720	Field Engineering Inspector II	5,491	5,765	6,054	6,356	6,674		
SUP		50255	Field Engineering Supervisor	6,212	6,523	6,849	7,191	7,551		
MGT		50725	Finance Manager	Band 018	7,340	9,909				
MGT		50751	Fire Admin Services Manager	Band 014	6,038	8,152				
FM		20370	Fire Battalion Chief	Band 023	9,368	12,646				
FIR		60200	Fire Captain	7,308	7,674	8,057	8,460	8,883	9,327	9,794
EM		10600	Fire Chief	Band 030	13,181	17,795				
FM		20300	Fire Division Chief	Band 026	10,844	14,639				
FIR		60300	Fire Engineer	6,227	6,538	6,865	7,208	7,568	7,947	8,344
MGT		20350	Fire Marshal	Band 022	8,921	12,044				
ACE		50750	Fire Prevention Specialist I	4,913	5,159	5,417	5,688	5,972		
ACE		50760	Fire Prevention Specialist II	5,417	5,688	5,973	6,271	6,585		

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FIR		60700	Firefighter/Paramedic	5,930	6,227	6,538	6,865	7,208	7,568	7,947
MGT		20850	Fleet Maint Superintendent	Band 015	6,340	8,559				
UCT		20874	Forensic Services Supervisor	6,368	6,686	7,020	7,371	7,740		
MGT		50731	Geographic Information Sys Mgr	Band 015	6,340	8,559				
UCT		50735	GIS Analyst I	5,628	5,909	6,205	6,515	6,841		
UCT		50737	GIS Analyst II	6,212	6,523	6,849	7,191	7,551		
UCT		50785	GIS Technician I	3,791	3,981	4,180	4,389	4,608		
UCT		50786	GIS Technician II	4,185	4,394	4,614	4,844	5,087		
ACE		50780	Graphics Technician I	3,791	3,981	4,180	4,389	4,608		
ACE		50781	Graphics Technician II	4,185	4,394	4,614	4,844	5,087		
MGT		21190	Housing & Neigh Svs Manager	Band 018	7,340	9,909				
MGT		21081	Human Resources Analyst I	Band 009	4,730	6,387				
MGT		21083	Human Resources Analyst II	Band 011	5,215	7,041				
UCT		21650	Human Resources Coordinator	4,735	4,971	5,220	5,481	5,755		
MGT		21130	Human Resources Manager	Band 019	7,707	10,404				
UCT		21651	Human Resources Technician I	3,699	3,884	4,078	4,282	4,496		
UCT		21655	Human Resources Technician II	4,083	4,287	4,501	4,726	4,963		
M&O		80300	HVAC Technician	5,126	5,382	5,651	5,934	6,231		
EM		10400	Interim Dir of Comm Dev	Band 027	11,386	15,371				
ACE		30885	Lab Quality Assurance Officer	6,368	6,686	7,020	7,371	7,740		
ACE		30850	Laboratory Assistant	2,615	2,745	2,883	3,027	3,178		
MGT		20800	Laboratory Superintendent	Band 019	7,707	10,404				
ACE		30870	Laboratory Technician I	5,357	5,625	5,906	6,201	6,511		
ACE		30880	Laboratory Technician II	5,913	6,209	6,519	6,845	7,187		
SUP		82201	Lakes & Open Space Supervisor	5,769	6,057	6,360	6,678	7,012		
MGT		20501	Lakes & Open Space Supt.	Band 015	6,340	8,559				
UCT		20875	Latent Print & Evid Specialist	5,491	5,765	6,054	6,356	6,674		



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UCT		20876	Latent Print Specialist	4,853	5,096	5,350	5,618	5,899		
M&O		80681	Lead Maintenance Technician	4,531	4,757	4,995	5,245	5,507		
M&O		81080	Lead Mechanic	6,245	6,558	6,886	7,230	7,591		
M&O		02130	Lead Ranger Specialist	3,453	3,626	3,807	3,997	4,197		
UCT		21580	Legal Assistant	4,974	5,223	5,484	5,758	6,046		
UCT		21585	Legal Specialist	5,226	5,487	5,762	6,050	6,352		
UCT		21470	Maintenance & Oper Coordinator	3,886	4,080	4,284	4,498	4,723		
UCT		81935	Maintenance Scheduler	6,527	6,853	7,196	7,556	7,933		
SUP		80050	Maintenance Supervisor	6,061	6,364	6,682	7,016	7,367		
M&O		81412	Maintenance Technician I	3,718	3,904	4,100	4,305	4,520		
M&O		81930	Maintenance Technician II	4,104	4,310	4,525	4,751	4,989		
MGT		21090	Management Analyst I	Band 009	4,730	6,387				
MGT		21092	Management Analyst II	Band 012	5,477	7,394				
SUP		80051	Meter Services Supervisor	6,857	7,200	7,560	7,938	8,335		
UCT		21317	Network Administrator I	5,357	5,625	5,906	6,201	6,511		
UCT		21318	Network Administrator II	5,913	6,209	6,519	6,845	7,187		
MGT		21801	Network Manager	Band 019	7,707	10,404				
UCT		21311	Network Systems Engineer	5,628	5,909	6,205	6,515	6,841		
UCT		21310	Network Systems Technician I	3,608	3,789	3,978	4,177	4,386		
UCT		21313	Network Systems Technician II	3,983	4,182	4,391	4,611	4,841		
UCT		21316	Network Systems Technician III	4,397	4,616	4,847	5,090	5,344		
NSF		60805	Paramedic	4,038	4,240	4,452	4,674	4,908		
M&O		81420	Park Ranger I	3,737	3,924	4,120	4,326	4,542		
M&O		81421	Park Ranger II	4,136	4,343	4,560	4,788	5,028		
UCT		21661	Payroll Analyst	4,507	4,732	4,968	5,217	5,478		
UCT		21660	Payroll Technician I	3,608	3,789	3,978	4,177	4,386		
UCT		21662	Payroll Technician II	3,983	4,182	4,391	4,611	4,841		



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SUP		81501	Plant Systems Tech Supervisor	7,569	7,948	8,345	8,762	9,200		
M&O		81480	Plant Systems Technician I	5,254	5,517	5,793	6,082	6,386		
M&O		81490	Plant Systems Technician II	5,800	6,089	6,394	6,714	7,049		
MGT		50752	Police Business Mgr	Band 016	6,658	8,988				
PM		20600	Police Captain	Band 026	10,844	14,639				
PM		20670	Police Lieutenant	Band 024	9,836	13,279				
POL		70250	Police Officer Trainee	5,836	6,128					
POL		70300	Police Officer	6,434	6,756	7,093	7,448	7,820	8,211	8,622
UCT		21550	Police Projects Specialist	4,289	4,504	4,729	4,965	5,214		
SUP		31215	Police Records Supervisor	4,735	4,971	5,220	5,481	5,755		
ACE		31210	Police Records Technician	3,351	3,518	3,694	3,879	4,073		
POL		70500	Police Sergeant	8,494	8,919	9,365	9,833	10,324	10,841	
MGT		50753	Police Services Analyst	Band 013	5,752	7,764				
UCT		21555	Police Training Coordinator	4,185	4,394	4,614	4,844	5,087		
MGT		20680	Principal Engineer	Band 022	8,921	12,044				
MGT		20690	Principal Planner	Band 019	7,707	10,404				
MGT		21240	Program Administrator	Band 009	4,730	6,387				
ACE		50733	Program Assistant	3,791	3,981	4,180	4,389	4,608		
ACE		50734	Program Coordinator	4,619	4,850	5,093	5,347	5,615		
UCT		21680	Programmer Analyst I	4,507	4,732	4,968	5,217	5,478		
UCT		21681	Programmer Analyst II	4,974	5,223	5,484	5,758	6,046		
SUP		80610	Property & Evidence Supervisor	4,735	4,971	5,220	5,481	5,755		
ACE		40630	Property & Evidence Tech I	2,893	3,038	3,189	3,349	3,516		
ACE		40631	Property & Evidence Tech II	3,189	3,349	3,516	3,692	3,877		
MGT		40100	Pub Safety Communications Mgr	Band 017	6,990	9,437				
NSP		30250	Public Safety Dispatcher I	4,614	4,844	5,086	5,341	5,608	5,888	
NSP		30260	Public Safety Dispatcher II	5,086	5,341	5,608	5,888	6,183	6,492	



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NSP		40090	Public Safety Shift Supervisor	5,844	6,136	6,443	6,765	7,104	7,459	
UCT		20822	Public Safety Systems Analyst	5,628	5,909	6,205	6,515	6,841		
MGT		21335	Public Safety Systems Manager	Band 016	6,658	8,988				
MGT		20500	Public Works Superintendent	Band 015	6,340	8,559				
UCT		30505	Publications Coordinator I	3,189	3,349	3,516	3,692	3,877		
UCT		30500	Publications Coordinator II	3,520	3,697	3,881	4,075	4,279		
SUP		40250	Purchasing Supervisor	4,699	4,934	5,181	5,440	5,712		
ACE		30750	Purchasing/Inventory Control	3,436	3,608	3,788	3,978	4,177		
MGT		21340	Real Property Manager	Band 019	7,707	10,404				
ACE		81416	Recreation Coord - Aquatics	3,189	3,349	3,516	3,692	3,877		
ACE		81415	Recreation Coord - Tiny Tots	3,189	3,349	3,516	3,692	3,877		
ACE		81411	Recreation Coordinator	3,189	3,349	3,516	3,692	3,877		
MGT		20001	Revenue Manager	Band 018	7,340	9,909				
UCT		20040	Risk & Safety Coordinator	4,507	4,732	4,968	5,217	5,478		
MGT		20337	Risk & Safety Manager	Band 019	7,707	10,404				
UCT		20345	Safety Trainer	4,974	5,223	5,484	5,758	6,046		
ACE		20095	Sr Account Clerk	3,520	3,697	3,881	4,075	4,279		
UCT		20092	Sr Accounting Assistant	3,520	3,697	3,881	4,075	4,279		
SUP		50601	Sr Building Inspector	6,690	7,024	7,376	7,744	8,132		
SUP		50565	Sr Code Compliance Officer	5,357	5,625	5,906	6,201	6,511		
MGT		50754	Sr Crime Analyst	Band 010	4,968	6,707				
M&O		81315	Sr Cross Connection Technician	6,726	7,062	7,415	7,786	8,175		
ACE		30350	Sr Customer Service Rep	3,608	3,789	3,978	4,177	4,386		
MGT		21220	Sr Deputy City Attorney	Band 023	9,368	12,646				
MGT		20877	Sr Engineer	Band 019	7,707	10,404				
ACE		50821	Sr Environmental Com Inspector	6,527	6,853	7,196	7,556	7,933		
UCT		20887	Sr Environmental Prog Spec	5,913	6,209	6,519	6,845	7,187		



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ACE		50930	Sr Graphics Technician	4,619	4,850	5,093	5,347	5,615		
MGT		21080	Sr Human Resources Analyst	Band 014	6,038	8,152				
ACE		50822	Sr Industrial Waste Inspector	5,357	5,625	5,906	6,201	6,511		
UCT		21590	Sr Legal Assistant	5,769	6,057	6,360	6,678	7,012		
M&O		81100	Sr Maintenance Technician	5,001	5,251	5,514	5,789	6,079		
MGT		21309	Sr Network Systems Engineer	Band 015	6,340	8,559				
MGT		20840	Sr Planner	Band 014	6,038	8,152				
M&O		81500	Sr Plant Systems Technician	6,726	7,062	7,415	7,786	8,175		
ACE		40632	Sr Property & Evidence Tech	3,520	3,697	3,881	4,075	4,279		
UCT		20347	Sr Safety Analyst	5,628	5,909	6,205	6,515	6,841		
SUP		82280	Sr Wastewater Coll Supervisor	7,569	7,948	8,345	8,762	9,200		
M&O		82251	Sr Wastewater Coll Technician	6,402	6,722	7,058	7,411	7,781		
M&O		82915	Sr Wastewater Trtmt Plant Oper	7,424	7,795	8,185	8,594	9,024		
SUP		82260	Sr Water Distribution Sup	7,758	8,146	8,554	8,981	9,430		
M&O		82660	Sr Water Distribution Tech	6,402	6,722	7,058	7,411	7,781		
M&O		82725	Sr Water Trtmnt Plant Oper	7,424	7,795	8,185	8,594	9,024		
SUP		30150	Supervising Chemist	7,952	8,350	8,767	9,206	9,666		
SUP		80061	Supervisor I (Comm Svs)	4,162	4,370	4,589	4,818	5,059		
SUP		40700	Supervisor II (Comm Svs)	4,578	4,807	5,048	5,300	5,565		
SUP		40710	Supervisor III (Comm Svs)	5,048	5,300	5,565	5,843	6,135		
UCT		20823	Systems Analyst I	6,212	6,523	6,849	7,191	7,551		
UCT		20825	Systems Analyst II	6,857	7,200	7,560	7,938	8,335		
UCT		20965	Telecommunications Specialist	4,083	4,287	4,501	4,726	4,963		
MGT		21005	Tourism & Marketing Administra	Band 009	4,730	6,387				
MGT		82233	Utilities Analyst	Band 011	5,215	7,041				
MGT		20683	Utilities Constr Proj Mgr	Band 016	6,658	8,988				
UCT		82230	Utilities Construction Coord	4,619	4,850	5,093	5,347	5,615		



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MGT		20920	Utilities Maintenance Supt	Band 022	8,921	12,044				
M&O		82220	Wastewater Collections Tech I	4,531	4,757	4,995	5,245	5,507		
M&O		82250	Wastewater Collections Tech II	5,001	5,251	5,514	5,789	6,079		
MGT		20975	Wastewater Operations Supt	Band 022	8,921	12,044				
SUP		82920	Wastewater Trmt Plnt Op Superv	8,997	9,447	9,919	10,415	10,936		
M&O		82901	Wastewater Trtmt Plant OIT	5,001	5,251	5,514	5,789	6,079		
M&O		83000	Wastewater Trtmt Plt Oper I	5,520	5,796	6,086	6,390	6,710		
M&O		82900	Wastewater Trtmt Plt Oper II	6,093	6,398	6,718	7,054	7,406		
M&O		82910	Wastewater Trtmt Plt Oper III	6,726	7,062	7,415	7,786	8,175		
MGT		20930	Water Distribution Supt	Band 020	8,092	10,924				
M&O		82620	Water Distribution Tech I	4,531	4,757	4,995	5,245	5,507		
M&O		82640	Water Distribution Tech II	5,001	5,251	5,514	5,789	6,079		
M&O		82600	Water Meter Reader	3,811	4,002	4,202	4,412	4,633		
M&O		82650	Water Service Representative	4,760	4,998	5,248	5,510	5,786		
M&O		82805	Water Treatment Plant OIT	5,001	5,251	5,514	5,789	6,079		
SUP		82750	Water Treatment Plant Op Sup	8,997	9,447	9,919	10,415	10,936		
M&O		82800	Water Treatment Plant Oper I	5,520	5,796	6,086	6,390	6,710		
M&O		82700	Water Treatment Plant Oper II	6,093	6,398	6,718	7,054	7,406		
M&O		82720	Water Treatment Plant Oper III	6,726	7,062	7,415	7,786	8,175		
MGT		20990	Water Treatment Plant Supt	Band 022	8,921	12,044				
UCT		20960	Web Design Technician I	3,608	3,789	3,978	4,177	4,386		
UCT		20961	Web Design Technician II	3,983	4,182	4,391	4,611	4,841		



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ACE		30100	Account Clerk I	2,819	2,960	3,108	3,263	3,426		
ACE		30110	Account Clerk II	2,429	2,550	2,678	2,812	2,952		
MGT		20090	Accountant I	Band 008	4,619	6,236				
MGT		20094	Accountant II	Band 012	5,614	7,579				
UCT		20091	Accounting Assistant	Band C	2,757	4,471				
ACE		21000	Administrative Aide	2,683	2,817	2,958	3,106	3,261		
ACE		21100	Administrative Assistant	3,112	3,267	3,431	3,602	3,782		
UCT		21330	Administrative Coordinator	4,289	4,504	4,729	4,965	5,214		
ACE		30151	Associate Chemist	7,029	7,380	7,749	8,137	8,543		
SUP		50400	Associate Engineer	7,758	8,146	8,554	8,981	9,430		
SUP		50500	Associate Planner	5,568	5,846	6,138	6,445	6,767		
UCT		73000	Asst Canal Superintendent	4,853	5,096	5,350	5,618	5,899		
MGT		20000	Asst City Attorney	Band 031	14,186	19,151				
MGT		21060	Asst City Clerk	Band 014	6,189	8,356				
MGT		20180	Asst City Engineer	Band 024	10,082	13,611				
EM		10100	Asst City Manager	Band 032	14,895	20,109				
MGT		20192	Asst Dir of Community Svs	Band 020	8,295	11,197				
UCT		20884	Asst Env Programs Specialist	4,185	4,394	4,614	4,844	5,087		
ACE		50300	Asst Planner I	4,619	4,850	5,093	5,347	5,615		
ACE		50301	Asst Planner II	5,099	5,354	5,621	5,902	6,198		
SUP		82210	Bldg Maintenance Supervisor	6,212	6,523	6,849	7,191	7,551		
MGT		20310	Bldg Maintenance Supt	Band 015	6,499	8,773				
MGT		20150	Bldg Official	Band 023	9,602	12,962				
MGT		20320	Budget Manager	Band 018	7,523	10,157				
ACE		50590	Building Inspector I	5,357	5,625	5,906	6,201	6,511		
ACE		50600	Building Inspector II	6,212	6,523	6,849	7,191	7,551		
UCT		20826	Business Analyst I	4,974	5,223	5,484	5,758	6,046		



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UCT		20827	Business Analyst II	5,491	5,765	6,054	6,356	6,674		
ACE		82061	Buyer	3,886	4,080	4,284	4,498	4,723		
UCT		73600	Canal Assistant I	3,269	3,433	3,604	3,784	3,974		
UCT		73650	Canal Assistant II	3,608	3,789	3,978	4,177	4,386		
MGT		73500	Canal Superintendent	Band 015	6,499	8,773				
EM		10650	Chief of Police	Band 034	16,423	22,170				
EM		10200	City Attorney	20,125						
EM		12000	City Clerk	Band 023	9,602	12,962				
COU		12050	City Council Member/Mayor	5,895						
COU		12100	City Council Member	2,088						
MGT		10480	City Engineer	Band 028	12,255	16,544				
EM		10300	City Manager	23,333						
EM		00001	City of Escondido	0						
MGT		20140	City Planner	Band 023	9,602	12,962				
MGT		20691	City Traffic Engineer	Band 023	9,602	12,962				
EME		12200	City Treasurer	8,833						
ACE		50510	Code Compliance Asst I	2,790	2,929	3,076	3,230	3,391		
ACE		50520	Code Compliance Asst II	3,077	3,231	3,393	3,563	3,741		
MGT		50560	Code Compliance Manager	Band 018	7,523	10,157				
ACE		50540	Code Compliance Officer I	4,289	4,504	4,729	4,965	5,214		
ACE		50550	Code Compliance Officer II	4,735	4,971	5,220	5,481	5,755		
SUP		50565	Code Compliance Supervisor	6,061	6,364	6,682	7,016	7,367		
UCT		21401	Collections Officer	3,983	4,182	4,391	4,611	4,841		
MGT		21015	Communications Officer	Band 014	6,189	8,356				
NSP		40410	Community Service Officer	4,220	4,431	4,652	4,885	5,129		
UCT		82235	Control Systems Analyst	9,689	10,173	10,682	11,216	11,777		
SUP		81453	Control Systems Tech Supv	9,453	9,925	10,422	10,943	11,490		



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M&O		81450	Control Systems Technician I	6,433	6,754	7,092	7,447	7,819		
M&O		81451	Control Systems Technician II	7,101	7,456	7,828	8,220	8,631		
M&O		81452	Control Systems Technician III	7,838	8,230	8,641	9,073	9,527		
MGT		40431	Crime Analyst	Band 008	4,619	6,236				
UCT		40432	Criminal Intelligence Analyst	6,212	6,523	6,849	7,191	7,551		
UCT		40433	Criminal Intelligence Sup	7,204	7,565	7,943	8,340	8,757		
M&O		81305	Cross Connection Technician I	5,280	5,544	5,821	6,112	6,418		
M&O		81310	Cross Connection Technician II	5,828	6,119	6,425	6,746	7,084		
SUP		80052	Custodial Supervisor	4,103	4,308	4,523	4,749	4,987		
M&O		80200	Custodian I	2,766	2,905	3,050	3,203	3,363		
M&O		80201	Custodian II	3,050	3,203	3,363	3,531	3,708		
ACE		30331	Customer Service Rep I - PD	3,036	3,187	3,347	3,514	3,690		
ACE		30330	Customer Service Rep I	3,036	3,187	3,347	3,514	3,690		
ACE		30341	Customer Service Rep II - PD	3,351	3,518	3,694	3,879	4,073		
ACE		30340	Customer Service Rep II	3,351	3,518	3,694	3,879	4,073		
MGT		21001	Dep Building Official	Band 016	6,824	9,213				
MGT		21199	Dep City Attorney I	Band 015	6,499	8,773				
MGT		21200	Dep City Attorney II	Band 018	7,523	10,157				
EM		10430	Dep City Manager	Band 030	13,511	18,239				
MGT		20441	Dep Dir of Communications	Band 020	8,295	11,197				
MGT		21261	Dep Dir Of Community Svs	Band 020	8,295	11,197				
MGT		20338	Dep Dir of Economic Dev	Band 020	8,295	11,197				
MGT		20440	Dep Dir of Information Systems	Band 023	9,602	12,962				
MGT		20442	Dep Dir of Police Support Svc	Band 020	8,295	11,197				
MGT		20336	Dep Dir of Pub Wks/Maintenance	Band 022	9,144	12,345				
MGT		20940	Dep Dir of Util/Const & Eng	Band 024	10,082	13,611				
MGT		20970	Dep Dir of Util/Wastewater	Band 024	10,082	13,611				



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MGT		20950	Dep Dir of Util/Water	Band 024	10,082	13,611				
FM		20160	Dep Fire Chief	Band 027	11,671	15,756				
UCT		60510	Dep Fire Marshal	7,107	7,462	7,835	8,227	8,638		
UCT		21430	Department Aide	2,683	2,817	2,958	3,106	3,261		
UCT		21440	Department Assistant	3,112	3,267	3,431	3,602	3,782		
UCT		21055	Deputy City Clerk	4,974	5,223	5,484	5,758	6,046		
EM		10443	Deputy City Mgr/Dir of CCS	Band 030	13,511	18,239				
EM		10442	Deputy City Mgr/Dir of IS	Band 030	13,511	18,239				
EM		10441	Deputy City Mgr/Dir of Util	Band 030	13,511	18,239				
MGT		20685	Design & Construction Proj Mgr	Band 016	6,824	9,213				
ACE		50841	Development Technician I	3,983	4,182	4,391	4,611	4,841		
ACE		50862	Development Technician II	4,397	4,616	4,847	5,090	5,344		
UCT		82255	Digital Media Coordinator	4,289	4,504	4,729	4,965	5,214		
UCT		82256	Digital Media Technician	3,699	3,884	4,078	4,282	4,496		
EM		10415	Dir of Comm & Community Svcs	Band 024	10,082	13,611				
EM		10460	Dir of Finance	Band 027	11,671	15,756				
EM		10550	Dir of Human Resources	Band 027	11,671	15,756				
EM		10450	Dir of Info Systems	Band 027	11,671	15,756				
EM		10540	Dir of Public Works	Band 027	11,671	15,756				
EM		10575	Director of Utilities	Band 028	12,255	16,544				
UCT		21460	Division Coordinator	3,608	3,789	3,978	4,177	4,386		
M&O		80305	Electrician Assistant	4,666	4,900	5,145	5,402	5,672		
M&O		80307	Electrician	5,412	5,682	5,966	6,265	6,578		
UCT		60800	Emer Medical Svcs Coord	4,735	4,971	5,220	5,481	5,755		
MGT		50770	Emer/Disaster Preparedness Mgr	Band 014	6,189	8,356				
INT		60801	Emergency Medical Technician	3,761	3,949	4,147	4,354	4,572		
ACE		50660	Engineer I	5,357	5,625	5,906	6,201	6,511		



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ACE		50670	Engineer II	5,913	6,209	6,519	6,845	7,187		
ACE		50710	Engineering Technician I	4,397	4,616	4,847	5,090	5,344		
ACE		50730	Engineering Technician II	4,853	5,096	5,350	5,618	5,899		
ACE		50815	Environmental Comp Insp I	4,507	4,732	4,968	5,217	5,478		
ACE		50825	Environmental Comp Insp II	4,974	5,223	5,484	5,758	6,046		
SUP		50835	Environmental Comp Supervisor	7,758	8,146	8,554	8,981	9,430		
MGT		20880	Environmental Prog Mgr/Util	Band 018	7,523	10,157				
UCT		20885	Environmental Prog Specialist	5,491	5,765	6,054	6,356	6,674		
M&O		80500	Equipment Mechanic I	5,356	5,624	5,905	6,200	6,510		
M&O		80501	Equipment Mechanic II	5,905	6,200	6,510	6,836	7,178		
UCT		21332	Executive Assistant-City Atty	5,769	6,057	6,360	6,678	7,012		
UCT		21331	Executive Assistant-City Mgr	6,061	6,364	6,682	7,016	7,367		
UCT		21336	Executive Asst-Chief of Police	5,769	6,057	6,360	6,678	7,012		
UCT		21334	Executive Office Coordinator	4,289	4,504	4,729	4,965	5,214		
UCT		21337	Executive Office Specialist	3,269	3,433	3,604	3,784	3,974		
ACE		40080	Facilities Project Coordinator	5,628	5,909	6,205	6,515	6,841		
ACE		50715	Field Engineering Inspector I	5,099	5,354	5,621	5,902	6,198		
ACE		50720	Field Engineering Inspector II	5,628	5,909	6,205	6,515	6,841		
SUP		50255	Field Engineering Supervisor	6,368	6,686	7,020	7,371	7,740		
MGT		50725	Finance Manager	Band 018	7,523	10,157				
MGT		50751	Fire Admin Services Manager	Band 014	6,189	8,356				
FM		20370	Fire Battalion Chief	Band 023	9,602	12,962				
FIR		60200	Fire Captain	7,491	7,865	8,259	8,672	9,105	9,561	10,039
EM		10600	Fire Chief	Band 031	14,186	19,151				
FM		20300	Fire Division Chief	Band 026	11,115	15,005				
FIR		60300	Fire Engineer	6,382	6,701	7,036	7,388	7,758	8,146	8,553
MGT		20350	Fire Marshal	Band 022	9,144	12,345				



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ACE		50750	Fire Prevention Specialist I	5,036	5,288	5,552	5,830	6,121		
ACE		50760	Fire Prevention Specialist II	5,553	5,830	6,122	6,428	6,749		
FIR		60700	Firefighter/Paramedic	6,078	6,382	6,701	7,036	7,388	7,758	8,146
MGT		20850	Fleet Maint Superintendent	Band 015	6,499	8,773				
UCT		20874	Forensic Services Supervisor	6,527	6,853	7,196	7,556	7,933		
MGT		50731	Geographic Information Sys Mgr	Band 015	6,499	8,773				
UCT		50735	GIS Analyst I	5,769	6,057	6,360	6,678	7,012		
UCT		50737	GIS Analyst II	6,368	6,686	7,020	7,371	7,740		
UCT		50785	GIS Technician I	3,886	4,080	4,284	4,498	4,723		
UCT		50786	GIS Technician II	4,289	4,504	4,729	4,965	5,214		
ACE		50780	Graphics Technician I	3,886	4,080	4,284	4,498	4,723		
ACE		50781	Graphics Technician II	4,289	4,504	4,729	4,965	5,214		
MGT		21190	Housing & Neigh Svs Manager	Band 019	7,899	10,665				
MGT		21081	Human Resources Analyst I	Band 009	4,849	6,547				
MGT		21083	Human Resources Analyst II	Band 011	5,346	7,217				
UCT		21650	Human Resources Coordinator	5,357	5,625	5,906	6,201	6,511		
MGT		21130	Human Resources Manager	Band 019	7,899	10,665				
UCT		21651	Human Resources Technician I	4,289	4,504	4,729	4,965	5,214		
UCT		21655	Human Resources Technician II	4,735	4,971	5,220	5,481	5,755		
M&O		80300	HVAC Technician	5,280	5,544	5,821	6,112	6,418		
EM		10651	Interim Chief of Police	Band 034	16,423	22,170				
EM		10400	Interim Dir of Dev Services	Band 030	13,511	18,239				
ACE		30885	Lab Quality Assurance Officer	6,527	6,853	7,196	7,556	7,933		
ACE		30850	Laboratory Assistant	2,680	2,814	2,955	3,102	3,258		
MGT		20800	Laboratory Superintendent	Band 019	7,899	10,665				
ACE		30870	Laboratory Technician I	5,491	5,765	6,054	6,356	6,674		
ACE		30880	Laboratory Technician II	6,061	6,364	6,682	7,016	7,367		



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SUP		82201	Lakes & Open Space Supervisor	5,913	6,209	6,519	6,845	7,187		
MGT		20501	Lakes & Open Space Supt.	Band 015	6,499	8,773				
UCT		20875	Latent Print & Evid Specialist	5,628	5,909	6,205	6,515	6,841		
UCT		20876	Latent Print Specialist	4,974	5,223	5,484	5,758	6,046		
M&O		80681	Lead Maintenance Technician	4,666	4,900	5,145	5,402	5,672		
M&O		81080	Lead Mechanic	6,594	6,923	7,269	7,633	8,015		
M&O		02130	Lead Ranger Specialist	3,557	3,734	3,921	4,117	4,323		
UCT		21580	Legal Assistant	5,099	5,354	5,621	5,902	6,198		
UCT		21585	Legal Specialist	5,357	5,625	5,906	6,201	6,511		
UCT		21470	Maintenance & Oper Coordinator	3,983	4,182	4,391	4,611	4,841		
UCT		81935	Maintenance Scheduler	6,690	7,024	7,376	7,744	8,132		
SUP		80050	Maintenance Supervisor	6,212	6,523	6,849	7,191	7,551		
M&O		81412	Maintenance Technician I	3,830	4,022	4,223	4,434	4,655		
M&O		81930	Maintenance Technician II	4,228	4,439	4,661	4,894	5,139		
MGT		21090	Management Analyst I	Band 009	4,849	6,547				
MGT		21092	Management Analyst II	Band 012	5,614	7,579				
SUP		80051	Meter Services Supervisor	7,029	7,380	7,749	8,137	8,543		
UCT		21317	Network Administrator I	6,368	6,686	7,020	7,371	7,740		
UCT		21318	Network Administrator II	7,029	7,380	7,749	8,137	8,543		
MGT		21801	Network Manager	Band 019	7,899	10,665				
UCT		21311	Network Systems Engineer	6,690	7,024	7,376	7,744	8,132		
UCT		21310	Network Systems Technician I	4,507	4,732	4,968	5,217	5,478		
UCT		21313	Network Systems Technician II	4,974	5,223	5,484	5,758	6,046		
UCT		21316	Network Systems Technician III	5,491	5,765	6,054	6,356	6,674		
NSF		60805	Paramedic	4,139	4,346	4,563	4,791	5,031		
M&O		81420	Park Ranger I	3,849	4,041	4,243	4,455	4,678		
M&O		81421	Park Ranger II	4,260	4,473	4,697	4,932	5,179		



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UCT		21661	Payroll Analyst	5,226	5,487	5,762	6,050	6,352		
UCT		21660	Payroll Technician I	4,185	4,394	4,614	4,844	5,087		
UCT		21662	Payroll Technician II	4,619	4,850	5,093	5,347	5,615		
SUP		81501	Plant Systems Tech Supervisor	7,758	8,146	8,554	8,981	9,430		
M&O		81480	Plant Systems Technician I	5,412	5,682	5,966	6,265	6,578		
M&O		81490	Plant Systems Technician II	5,974	6,272	6,586	6,915	7,261		
PM		20600	Police Captain	Band 026	11,115	15,005				
PM		20670	Police Lieutenant	Band 024	10,082	13,611				
POL		70250	Police Officer Trainee	6,012	6,312					
POL		70300	Police Officer	6,627	6,958	7,306	7,671	8,055	8,458	8,881
UCT		21550	Police Projects Specialist	4,397	4,616	4,847	5,090	5,344		
SUP		31215	Police Records Supervisor	4,853	5,096	5,350	5,618	5,899		
ACE		31210	Police Records Technician	3,435	3,606	3,787	3,976	4,175		
POL		70500	Police Sergeant	8,681	9,115	9,571	10,049	10,552	11,079	
MGT		50753	Police Services Analyst	Band 013	5,895	7,958				
UCT		21555	Police Training Coordinator	4,289	4,504	4,729	4,965	5,214		
MGT		20680	Principal Engineer	Band 022	9,144	12,345				
MGT		20690	Principal Planner	Band 019	7,899	10,665				
MGT		21240	Program Administrator	Band 009	4,849	6,547				
ACE		50733	Program Assistant	3,886	4,080	4,284	4,498	4,723		
ACE		50734	Program Coordinator	4,735	4,971	5,220	5,481	5,755		
UCT		21680	Programmer Analyst I	4,619	4,850	5,093	5,347	5,615		
UCT		21681	Programmer Analyst II	5,099	5,354	5,621	5,902	6,198		
SUP		80610	Property & Evidence Supervisor	4,853	5,096	5,350	5,618	5,899		
ACE		40630	Property & Evidence Tech I	2,965	3,113	3,269	3,433	3,604		
ACE		40631	Property & Evidence Tech II	3,269	3,433	3,604	3,784	3,974		
MGT		40100	Pub Safety Communications Mgr	Band 017	7,165	9,673				



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NSP		30250	Public Safety Dispatcher I	4,706	4,941	5,188	5,448	5,720	6,006	
NSP		30260	Public Safety Dispatcher II	5,188	5,448	5,720	6,006	6,306	6,622	
NSP		40090	Public Safety Shift Supervisor	5,961	6,259	6,572	6,901	7,246	7,608	
UCT		20822	Public Safety Systems Analyst	5,769	6,057	6,360	6,678	7,012		
MGT		21335	Public Safety Systems Manager	Band 016	6,824	9,213				
MGT		20500	Public Works Superintendent	Band 015	6,499	8,773				
SUP		40250	Purchasing Supervisor	4,817	5,058	5,311	5,576	5,855		
ACE		30750	Purchasing/Inventory Control	3,522	3,698	3,883	4,077	4,281		
MGT		21340	Real Property Manager	Band 019	7,899	10,665				
ACE		81416	Recreation Coord - Aquatics	3,269	3,433	3,604	3,784	3,974		
ACE		81415	Recreation Coord - Tiny Tots	3,269	3,433	3,604	3,784	3,974		
ACE		81411	Recreation Coordinator	3,269	3,433	3,604	3,784	3,974		
MGT		20001	Revenue Manager	Band 018	7,523	10,157				
UCT		20040	Risk & Safety Coordinator	4,619	4,850	5,093	5,347	5,615		
MGT		20337	Risk & Safety Manager	Band 019	7,899	10,665				
UCT		20345	Safety Trainer	5,099	5,354	5,621	5,902	6,198		
ACE		20095	Sr Account Clerk	3,608	3,789	3,978	4,177	4,386		
UCT		20092	Sr Accounting Assistant	3,608	3,789	3,978	4,177	4,386		
SUP		50601	Sr Building Inspector	6,857	7,200	7,560	7,938	8,335		
MGT		50754	Sr Crime Analyst	Band 010	5,092	6,875				
M&O		81315	Sr Cross Connection Technician	7,101	7,456	7,828	8,220	8,631		
ACE		30350	Sr Customer Service Rep	3,699	3,884	4,078	4,282	4,496		
MGT		21220	Sr Deputy City Attorney	Band 023	9,602	12,962				
ACE		50863	Sr Development Technician	5,099	5,354	5,621	5,902	6,198		
MGT		20877	Sr Engineer	Band 019	7,899	10,665				
ACE		50821	Sr Environmental Com Inspector	6,690	7,024	7,376	7,744	8,132		
UCT		20887	Sr Environmental Prog Spec	6,061	6,364	6,682	7,016	7,367		



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ACE		50930	Sr Graphics Technician	4,735	4,971	5,220	5,481	5,755		
MGT		21080	Sr Human Resources Analyst	Band 014	6,189	8,356				
UCT		21590	Sr Legal Assistant	5,913	6,209	6,519	6,845	7,187		
M&O		81100	Sr Maintenance Technician	5,151	5,408	5,679	5,963	6,261		
MGT		21309	Sr Network Systems Engineer	Band 016	6,824	9,213				
MGT		20840	Sr Planner	Band 014	6,189	8,356				
M&O		81500	Sr Plant Systems Technician	6,927	7,274	7,638	8,019	8,420		
ACE		40632	Sr Property & Evidence Tech	3,608	3,789	3,978	4,177	4,386		
UCT		20347	Sr Safety Analyst	5,769	6,057	6,360	6,678	7,012		
SUP		82280	Sr Wastewater Coll Supervisor	7,758	8,146	8,554	8,981	9,430		
M&O		82251	Sr Wastewater Coll Technician	6,758	7,096	7,451	7,824	8,215		
M&O		82915	Sr Wastewater Trtmt Plant Oper	7,647	8,029	8,430	8,852	9,294		
SUP		82260	Sr Water Distribution Sup	7,952	8,350	8,767	9,206	9,666		
M&O		82660	Sr Water Distribution Tech	6,758	7,096	7,451	7,824	8,215		
M&O		82725	Sr Water Trtmnt Plant Oper	7,647	8,029	8,430	8,852	9,294		
SUP		30150	Supervising Chemist	8,151	8,559	8,987	9,436	9,908		
SUP		80061	Supervisor I (Comm Svs)	4,266	4,479	4,703	4,939	5,186		
SUP		40700	Supervisor II (Comm Svs)	4,693	4,927	5,174	5,432	5,704		
SUP		40710	Supervisor III (Comm Svs)	5,174	5,432	5,704	5,989	6,289		
UCT		20823	Systems Analyst I	6,368	6,686	7,020	7,371	7,740		
UCT		20825	Systems Analyst II	7,029	7,380	7,749	8,137	8,543		
UCT		20965	Telecommunications Specialist	4,185	4,394	4,614	4,844	5,087		
MGT		82233	Utilities Analyst	Band 011	5,346	7,217				
MGT		20683	Utilities Constr Proj Mgr	Band 016	6,824	9,213				
UCT		82230	Utilities Construction Coord	4,735	4,971	5,220	5,481	5,755		
MGT		20920	Utilities Maintenance Supt	Band 022	9,144	12,345				
M&O		82220	Wastewater Collections Tech I	4,783	5,022	5,273	5,537	5,814		



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M&O		82250	Wastewater Collections Tech II	5,280	5,544	5,821	6,112	6,418		
MGT		20975	Wastewater Operations Supt	Band 022	9,144	12,345				
SUP		82920	Wastewater Trmt Plnt Op Superv	9,222	9,683	10,167	10,676	11,210		
M&O		82901	Wastewater Trtmt Plant OIT	5,151	5,408	5,679	5,963	6,261		
M&O		83000	Wastewater Trtmt Plt Oper I	5,686	5,970	6,268	6,582	6,911		
M&O		82900	Wastewater Trtmt Plt Oper II	6,276	6,590	6,919	7,265	7,628		
M&O		82910	Wastewater Trtmt Plt Oper III	6,927	7,274	7,638	8,019	8,420		
MGT		20930	Water Distribution Supt	Band 020	8,295	11,197				
M&O		82620	Water Distribution Tech I	4,783	5,022	5,273	5,537	5,814		
M&O		82640	Water Distribution Tech II	5,280	5,544	5,821	6,112	6,418		
M&O		82600	Water Meter Reader	4,024	4,225	4,436	4,658	4,891		
M&O		82650	Water Service Representative	5,025	5,277	5,540	5,817	6,108		
M&O		82805	Water Treatment Plant OIT	5,151	5,408	5,679	5,963	6,261		
SUP		82750	Water Treatment Plant Op Sup	9,222	9,683	10,167	10,676	11,210		
M&O		82800	Water Treatment Plant Oper I	5,686	5,970	6,268	6,582	6,911		
M&O		82700	Water Treatment Plant Oper II	6,276	6,590	6,919	7,265	7,628		
M&O		82720	Water Treatment Plant Oper III	6,927	7,274	7,638	8,019	8,420		
MGT		20990	Water Treatment Plant Supt	Band 022	9,144	12,345				
SUP		82751	Water Treatment Plt Maint Sup	9,453	9,925	10,422	10,943	11,490		
UCT		20960	Web Design Technician I	3,699	3,884	4,078	4,282	4,496		
UCT		20961	Web Design Technician II	4,083	4,287	4,501	4,726	4,963		



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ACE		30100	Account Clerk I	2,819	2,960	3,108	3,263	3,426		
ACE		30110	Account Clerk II	2,429	2,550	2,678	2,812	2,952		
MGT		20090	Accountant I	Band 008	4,619	6,236				
MGT		20094	Accountant II	Band 012	5,614	7,579				
UCT		20091	Accounting Assistant	Band C	2,757	4,471				
ACE		21000	Administrative Aide	2,683	2,817	2,958	3,106	3,261		
ACE		21100	Administrative Assistant	3,112	3,267	3,431	3,602	3,782		
UCT		21330	Administrative Coordinator	4,289	4,504	4,729	4,965	5,214		
ACE		30151	Associate Chemist	7,029	7,380	7,749	8,137	8,543		
SUP		50400	Associate Engineer	7,758	8,146	8,554	8,981	9,430		
SUP		50500	Associate Planner	5,568	5,846	6,138	6,445	6,767		
UCT		73000	Asst Canal Superintendent	4,853	5,096	5,350	5,618	5,899		
MGT		20000	Asst City Attorney	Band 031	14,186	19,151				
MGT		21060	Asst City Clerk	Band 014	6,189	8,356				
MGT		20180	Asst City Engineer	Band 024	10,082	13,611				
EM		10100	Asst City Manager	Band 032	14,895	20,109				
MGT		20192	Asst Dir of Community Svs	Band 020	8,295	11,197				
UCT		20884	Asst Env Programs Specialist	4,185	4,394	4,614	4,844	5,087		
ACE		50300	Asst Planner I	4,619	4,850	5,093	5,347	5,615		
ACE		50301	Asst Planner II	5,099	5,354	5,621	5,902	6,198		
SUP		82210	Bldg Maintenance Supervisor	6,212	6,523	6,849	7,191	7,551		
MGT		20310	Bldg Maintenance Supt	Band 015	6,499	8,773				
MGT		20150	Bldg Official	Band 023	9,602	12,962				
MGT		20320	Budget Manager	Band 018	7,523	10,157				
ACE		50590	Building Inspector I	5,357	5,625	5,906	6,201	6,511		
ACE		50600	Building Inspector II	6,212	6,523	6,849	7,191	7,551		
UCT		20826	Business Analyst I	4,974	5,223	5,484	5,758	6,046		



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UCT		20827	Business Analyst II	5,491	5,765	6,054	6,356	6,674		
ACE		82061	Buyer	3,886	4,080	4,284	4,498	4,723		
UCT		73600	Canal Assistant I	3,269	3,433	3,604	3,784	3,974		
UCT		73650	Canal Assistant II	3,608	3,789	3,978	4,177	4,386		
MGT		73500	Canal Superintendent	Band 015	6,499	8,773				
EM		10442	Chief Information Officer	Band 028	12,255	16,544				
EM		10650	Chief of Police	Band 034	16,423	22,170				
EM		10200	City Attorney	20,125						
EM		12000	City Clerk	Band 023	9,602	12,962				
COU		12050	City Council Member/Mayor	5,895						
COU		12100	City Council Member	2,088						
MGT		10480	City Engineer	Band 028	12,255	16,544				
EM		10300	City Manager	23,333						
EM		00001	City of Escondido	0						
MGT		20140	City Planner	Band 023	9,602	12,962				
MGT		20691	City Traffic Engineer	Band 023	9,602	12,962				
EME		12200	City Treasurer	8,833						
ACE		50510	Code Compliance Asst I	2,790	2,929	3,076	3,230	3,391		
ACE		50520	Code Compliance Asst II	3,077	3,231	3,393	3,563	3,741		
MGT		50560	Code Compliance Manager	Band 020	8,295	11,197				
ACE		50540	Code Compliance Officer I	4,289	4,504	4,729	4,965	5,214		
ACE		50550	Code Compliance Officer II	4,735	4,971	5,220	5,481	5,755		
SUP		50565	Code Compliance Supervisor	6,061	6,364	6,682	7,016	7,367		
UCT		21401	Collections Officer	3,983	4,182	4,391	4,611	4,841		
MGT		21020	Communications Mgr	Band 018	7,523	10,157				
MGT		21015	Communications Officer	Band 014	6,189	8,356				
NSP		40410	Community Service Officer	4,220	4,431	4,652	4,885	5,129		



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UCT		82235	Control Systems Analyst	9,689	10,173	10,682	11,216	11,777		
SUP		81453	Control Systems Tech Supv	9,453	9,925	10,422	10,943	11,490		
M&O		81450	Control Systems Technician I	6,433	6,754	7,092	7,447	7,819		
M&O		81451	Control Systems Technician II	7,101	7,456	7,828	8,220	8,631		
M&O		81452	Control Systems Technician III	7,838	8,230	8,641	9,073	9,527		
MGT		40431	Crime Analyst	Band 008	4,619	6,236				
UCT		40432	Criminal Intelligence Analyst	6,212	6,523	6,849	7,191	7,551		
UCT		40433	Criminal Intelligence Sup	7,204	7,565	7,943	8,340	8,757		
M&O		81305	Cross Connection Technician I	5,280	5,544	5,821	6,112	6,418		
M&O		81310	Cross Connection Technician II	5,828	6,119	6,425	6,746	7,084		
SUP		80052	Custodial Supervisor	4,103	4,308	4,523	4,749	4,987		
M&O		80200	Custodian I	2,766	2,905	3,050	3,203	3,363		
M&O		80201	Custodian II	3,050	3,203	3,363	3,531	3,708		
ACE		30331	Customer Service Rep I - PD	3,036	3,187	3,347	3,514	3,690		
ACE		30330	Customer Service Rep I	3,036	3,187	3,347	3,514	3,690		
ACE		30341	Customer Service Rep II - PD	3,351	3,518	3,694	3,879	4,073		
ACE		30340	Customer Service Rep II	3,351	3,518	3,694	3,879	4,073		
MGT		21001	Dep Building Official	Band 016	6,824	9,213				
MGT		21199	Dep City Attorney I	Band 019	7,899	10,665				
MGT		21200	Dep City Attorney II	Band 022	9,144	12,345				
EM		10430	Dep City Manager	Band 030	13,511	18,239				
MGT		20441	Dep Dir of Communications	Band 020	8,295	11,197				
MGT		21261	Dep Dir Of Community Svs	Band 020	8,295	11,197				
MGT		20338	Dep Dir of Economic Dev	Band 020	8,295	11,197				
MGT		20440	Dep Dir of Information Systems	Band 023	9,602	12,962				
MGT		20442	Dep Dir of Police Support Svc	Band 020	8,295	11,197				
MGT		20336	Dep Dir of Pub Wks/Maintenance	Band 022	9,144	12,345				



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MGT		20940	Dep Dir of Util/Const & Eng	Band 024	10,082	13,611				
MGT		20970	Dep Dir of Util/Wastewater	Band 024	10,082	13,611				
MGT		20950	Dep Dir of Util/Water	Band 024	10,082	13,611				
FM		20160	Dep Fire Chief	Band 027	11,671	15,756				
UCT		60510	Dep Fire Marshal	7,107	7,462	7,835	8,227	8,638		
UCT		21430	Department Aide	2,683	2,817	2,958	3,106	3,261		
UCT		21440	Department Assistant	3,112	3,267	3,431	3,602	3,782		
UCT		21055	Deputy City Clerk	4,974	5,223	5,484	5,758	6,046		
EM		10443	Deputy City Mgr/Dir of CCS	Band 030	13,511	18,239				
EM		10441	Deputy City Mgr/Dir of Util	Band 030	13,511	18,239				
MGT		20685	Design & Construction Proj Mgr	Band 016	6,824	9,213				
ACE		50841	Development Technician I	3,983	4,182	4,391	4,611	4,841		
ACE		50862	Development Technician II	4,397	4,616	4,847	5,090	5,344		
UCT		82255	Digital Media Coordinator	4,289	4,504	4,729	4,965	5,214		
UCT		82256	Digital Media Technician	3,699	3,884	4,078	4,282	4,496		
EM		10415	Dir of Comm & Community Svcs	Band 024	10,082	13,611				
EM		10400	Dir of Dev Services	Band 030	13,511	18,239				
EM		10460	Dir of Finance	Band 027	11,671	15,756				
EM		10550	Dir of Human Resources	Band 027	11,671	15,756				
EM		10540	Dir of Public Works	Band 027	11,671	15,756				
EM		10575	Director of Utilities	Band 028	12,255	16,544				
UCT		21460	Division Coordinator	3,608	3,789	3,978	4,177	4,386		
M&O		80305	Electrician Assistant	4,666	4,900	5,145	5,402	5,672		
M&O		80307	Electrician	5,412	5,682	5,966	6,265	6,578		
UCT		60800	Emer Medical Svcs Coord	4,735	4,971	5,220	5,481	5,755		
MGT		50770	Emer/Disaster Preparedness Mgr	Band 014	6,189	8,356				
INT		60801	Emergency Medical Technician	3,761	3,949	4,147	4,354	4,572		



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ACE		50660	Engineer I	5,357	5,625	5,906	6,201	6,511		
ACE		50670	Engineer II	5,913	6,209	6,519	6,845	7,187		
ACE		50710	Engineering Technician I	4,397	4,616	4,847	5,090	5,344		
ACE		50730	Engineering Technician II	4,853	5,096	5,350	5,618	5,899		
ACE		50815	Environmental Comp Insp I	4,507	4,732	4,968	5,217	5,478		
ACE		50825	Environmental Comp Insp II	4,974	5,223	5,484	5,758	6,046		
SUP		50835	Environmental Comp Supervisor	7,758	8,146	8,554	8,981	9,430		
MGT		20880	Environmental Prog Mgr/Util	Band 018	7,523	10,157				
UCT		20885	Environmental Prog Specialist	5,491	5,765	6,054	6,356	6,674		
M&O		80500	Equipment Mechanic I	5,356	5,624	5,905	6,200	6,510		
M&O		80501	Equipment Mechanic II	5,905	6,200	6,510	6,836	7,178		
UCT		21332	Executive Assistant-City Atty	5,769	6,057	6,360	6,678	7,012		
UCT		21331	Executive Assistant-City Mgr	6,061	6,364	6,682	7,016	7,367		
UCT		21336	Executive Asst-Chief of Police	5,769	6,057	6,360	6,678	7,012		
UCT		21334	Executive Office Coordinator	4,289	4,504	4,729	4,965	5,214		
UCT		21337	Executive Office Specialist	3,269	3,433	3,604	3,784	3,974		
ACE		40080	Facilities Project Coordinator	5,628	5,909	6,205	6,515	6,841		
ACE		50715	Field Engineering Inspector I	5,099	5,354	5,621	5,902	6,198		
ACE		50720	Field Engineering Inspector II	5,628	5,909	6,205	6,515	6,841		
SUP		50255	Field Engineering Supervisor	6,368	6,686	7,020	7,371	7,740		
MGT		50725	Finance Manager	Band 018	7,523	10,157				
MGT		50751	Fire Admin Services Manager	Band 014	6,189	8,356				
FM		20370	Fire Battalion Chief	Band 023	9,602	12,962				
FIR		60200	Fire Captain	7,491	7,865	8,259	8,672	9,105	9,561	10,039
EM		10600	Fire Chief	Band 031	14,186	19,151				
FM		20300	Fire Division Chief	Band 026	11,115	15,005				
FIR		60300	Fire Engineer	6,382	6,701	7,036	7,388	7,758	8,146	8,553



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MGT		20350	Fire Marshal	Band 022	9,144	12,345				
ACE		50750	Fire Prevention Specialist I	5,036	5,288	5,552	5,830	6,121		
ACE		50760	Fire Prevention Specialist II	5,553	5,830	6,122	6,428	6,749		
FIR		60700	Firefighter/Paramedic	6,078	6,382	6,701	7,036	7,388	7,758	8,146
MGT		20850	Fleet Maint Superintendent	Band 016	6,824	9,213				
UCT		20874	Forensic Services Supervisor	6,527	6,853	7,196	7,556	7,933		
MGT		50731	Geographic Information Sys Mgr	Band 015	6,499	8,773				
UCT		50735	GIS Analyst I	5,769	6,057	6,360	6,678	7,012		
UCT		50737	GIS Analyst II	6,368	6,686	7,020	7,371	7,740		
ACE		50780	Graphics Technician I	3,886	4,080	4,284	4,498	4,723		
ACE		50781	Graphics Technician II	4,289	4,504	4,729	4,965	5,214		
MGT		21190	Housing & Neigh Svs Manager	Band 020	8,295	11,197				
MGT		21081	Human Resources Analyst I	Band 009	4,849	6,547				
MGT		21083	Human Resources Analyst II	Band 011	5,346	7,217				
UCT		21650	Human Resources Coordinator	5,357	5,625	5,906	6,201	6,511		
MGT		21130	Human Resources Manager	Band 021	8,710	11,758				
UCT		21651	Human Resources Technician I	4,289	4,504	4,729	4,965	5,214		
UCT		21655	Human Resources Technician II	4,735	4,971	5,220	5,481	5,755		
M&O		80300	HVAC Technician	5,280	5,544	5,821	6,112	6,418		
EM		10651	Interim Chief of Police	Band 034	16,423	22,170				
ACE		30885	Lab Quality Assurance Officer	6,527	6,853	7,196	7,556	7,933		
ACE		30850	Laboratory Assistant	2,680	2,814	2,955	3,102	3,258		
MGT		20800	Laboratory Superintendent	Band 019	7,899	10,665				
ACE		30870	Laboratory Technician I	5,491	5,765	6,054	6,356	6,674		
ACE		30880	Laboratory Technician II	6,061	6,364	6,682	7,016	7,367		
SUP		82201	Lakes & Open Space Supervisor	5,913	6,209	6,519	6,845	7,187		
MGT		20501	Lakes & Open Space Supt.	Band 015	6,499	8,773				



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UCT		20875	Latent Print & Evid Specialist	5,628	5,909	6,205	6,515	6,841		
UCT		20876	Latent Print Specialist	4,974	5,223	5,484	5,758	6,046		
M&O		80681	Lead Maintenance Technician	4,666	4,900	5,145	5,402	5,672		
M&O		81080	Lead Mechanic	6,594	6,923	7,269	7,633	8,015		
M&O		02130	Lead Ranger Specialist	3,557	3,734	3,921	4,117	4,323		
UCT		21580	Legal Assistant	5,099	5,354	5,621	5,902	6,198		
UCT		21585	Legal Specialist	5,357	5,625	5,906	6,201	6,511		
UCT		21470	Maintenance & Oper Coordinator	3,983	4,182	4,391	4,611	4,841		
UCT		81935	Maintenance Scheduler	6,690	7,024	7,376	7,744	8,132		
SUP		80050	Maintenance Supervisor	6,212	6,523	6,849	7,191	7,551		
M&O		81412	Maintenance Technician I	3,830	4,022	4,223	4,434	4,655		
M&O		81930	Maintenance Technician II	4,228	4,439	4,661	4,894	5,139		
MGT		21090	Management Analyst I	Band 009	4,849	6,547				
MGT		21092	Management Analyst II	Band 012	5,614	7,579				
SUP		80051	Meter Services Supervisor	7,029	7,380	7,749	8,137	8,543		
UCT		21317	Network Administrator I	6,368	6,686	7,020	7,371	7,740		
UCT		21318	Network Administrator II	7,029	7,380	7,749	8,137	8,543		
MGT		21801	Network Manager	Band 021	8,710	11,758				
UCT		21311	Network Systems Engineer	6,690	7,024	7,376	7,744	8,132		
UCT		21310	Network Systems Technician I	4,507	4,732	4,968	5,217	5,478		
UCT		21313	Network Systems Technician II	4,974	5,223	5,484	5,758	6,046		
UCT		21316	Network Systems Technician III	5,491	5,765	6,054	6,356	6,674		
NSF		60805	Paramedic	4,139	4,346	4,563	4,791	5,031		
M&O		81420	Park Ranger I	3,849	4,041	4,243	4,455	4,678		
M&O		81421	Park Ranger II	4,260	4,473	4,697	4,932	5,179		
UCT		21661	Payroll Analyst	5,226	5,487	5,762	6,050	6,352		
UCT		21660	Payroll Technician I	4,185	4,394	4,614	4,844	5,087		



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UCT		21662	Payroll Technician II	4,619	4,850	5,093	5,347	5,615		
SUP		81501	Plant Systems Tech Supervisor	7,758	8,146	8,554	8,981	9,430		
M&O		81480	Plant Systems Technician I	5,412	5,682	5,966	6,265	6,578		
M&O		81490	Plant Systems Technician II	5,974	6,272	6,586	6,915	7,261		
PM		20600	Police Captain	Band 026	11,115	15,005				
PM		20670	Police Lieutenant	Band 024	10,082	13,611				
POL		70250	Police Officer Trainee	6,012	6,312					
POL		70300	Police Officer	6,627	6,958	7,306	7,671	8,055	8,458	8,881
UCT		21550	Police Projects Specialist	4,397	4,616	4,847	5,090	5,344		
SUP		31215	Police Records Supervisor	4,853	5,096	5,350	5,618	5,899		
ACE		31210	Police Records Technician	3,435	3,606	3,787	3,976	4,175		
POL		70500	Police Sergeant	8,681	9,115	9,571	10,049	10,552	11,079	
MGT		50753	Police Services Analyst	Band 013	5,895	7,958				
UCT		21555	Police Training Coordinator	4,289	4,504	4,729	4,965	5,214		
MGT		20680	Principal Engineer	Band 022	9,144	12,345				
MGT		20690	Principal Planner	Band 019	7,899	10,665				
MGT		21240	Program Administrator	Band 009	4,849	6,547				
ACE		50733	Program Assistant	3,886	4,080	4,284	4,498	4,723		
ACE		50734	Program Coordinator	4,735	4,971	5,220	5,481	5,755		
UCT		21680	Programmer Analyst I	4,619	4,850	5,093	5,347	5,615		
UCT		21681	Programmer Analyst II	5,099	5,354	5,621	5,902	6,198		
SUP		80610	Property & Evidence Supervisor	4,853	5,096	5,350	5,618	5,899		
ACE		40630	Property & Evidence Tech I	2,965	3,113	3,269	3,433	3,604		
ACE		40631	Property & Evidence Tech II	3,269	3,433	3,604	3,784	3,974		
MGT		40100	Pub Safety Communications Mgr	Band 017	7,165	9,673				
NSP		30250	Public Safety Dispatcher I	4,706	4,941	5,188	5,448	5,720	6,006	
NSP		30260	Public Safety Dispatcher II	5,188	5,448	5,720	6,006	6,306	6,622	



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NSP		40090	Public Safety Shift Supervisor	5,961	6,259	6,572	6,901	7,246	7,608	
MGT		21335	Public Safety Systems Manager	Band 016	6,824	9,213				
MGT		20500	Public Works Superintendent	Band 015	6,499	8,773				
SUP		40250	Purchasing Supervisor	4,817	5,058	5,311	5,576	5,855		
ACE		30750	Purchasing/Inventory Control	3,522	3,698	3,883	4,077	4,281		
MGT		21340	Real Property Manager	Band 019	7,899	10,665				
ACE		81416	Recreation Coord - Aquatics	3,269	3,433	3,604	3,784	3,974		
ACE		81415	Recreation Coord - Tiny Tots	3,269	3,433	3,604	3,784	3,974		
ACE		81411	Recreation Coordinator	3,269	3,433	3,604	3,784	3,974		
MGT		20001	Revenue Manager	Band 018	7,523	10,157				
UCT		20040	Risk & Safety Coordinator	4,619	4,850	5,093	5,347	5,615		
MGT		20337	Risk & Safety Manager	Band 021	8,710	11,758				
UCT		20345	Safety Trainer	5,099	5,354	5,621	5,902	6,198		
ACE		20095	Sr Account Clerk	3,608	3,789	3,978	4,177	4,386		
UCT		20092	Sr Accounting Assistant	3,608	3,789	3,978	4,177	4,386		
SUP		50601	Sr Building Inspector	6,857	7,200	7,560	7,938	8,335		
MGT		50754	Sr Crime Analyst	Band 010	5,092	6,875				
M&O		81315	Sr Cross Connection Technician	7,101	7,456	7,828	8,220	8,631		
ACE		30350	Sr Customer Service Rep	3,699	3,884	4,078	4,282	4,496		
MGT		21220	Sr Deputy City Attorney	Band 027	11,671	15,756				
ACE		50863	Sr Development Technician	5,099	5,354	5,621	5,902	6,198		
MGT		20877	Sr Engineer	Band 019	7,899	10,665				
ACE		50821	Sr Environmental Com Inspector	6,690	7,024	7,376	7,744	8,132		
UCT		20887	Sr Environmental Prog Spec	6,061	6,364	6,682	7,016	7,367		
ACE		50930	Sr Graphics Technician	4,735	4,971	5,220	5,481	5,755		
MGT		21080	Sr Human Resources Analyst	Band 014	6,189	8,356				
UCT		21590	Sr Legal Assistant	5,913	6,209	6,519	6,845	7,187		



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M&O		81100	Sr Maintenance Technician	5,151	5,408	5,679	5,963	6,261		
MGT		21309	Sr Network Systems Engineer	Band 016	6,824	9,213				
MGT		20840	Sr Planner	Band 014	6,189	8,356				
M&O		81500	Sr Plant Systems Technician	6,927	7,274	7,638	8,019	8,420		
ACE		40632	Sr Property & Evidence Tech	3,608	3,789	3,978	4,177	4,386		
UCT		20347	Sr Safety Analyst	5,769	6,057	6,360	6,678	7,012		
SUP		82280	Sr Wastewater Coll Supervisor	7,758	8,146	8,554	8,981	9,430		
M&O		82251	Sr Wastewater Coll Technician	6,758	7,096	7,451	7,824	8,215		
M&O		82915	Sr Wastewater Trtmt Plant Oper	7,647	8,029	8,430	8,852	9,294		
SUP		82260	Sr Water Distribution Sup	7,952	8,350	8,767	9,206	9,666		
M&O		82660	Sr Water Distribution Tech	6,758	7,096	7,451	7,824	8,215		
M&O		82725	Sr Water Trtmnt Plant Oper	7,647	8,029	8,430	8,852	9,294		
SUP		30150	Supervising Chemist	8,151	8,559	8,987	9,436	9,908		
SUP		80061	Supervisor I (Comm Svs)	4,266	4,479	4,703	4,939	5,186		
SUP		40700	Supervisor II (Comm Svs)	4,693	4,927	5,174	5,432	5,704		
SUP		40710	Supervisor III (Comm Svs)	5,174	5,432	5,704	5,989	6,289		
UCT		20823	Systems Analyst I	6,368	6,686	7,020	7,371	7,740		
UCT		20825	Systems Analyst II	7,029	7,380	7,749	8,137	8,543		
UCT		20965	Telecommunications Specialist	4,185	4,394	4,614	4,844	5,087		
MGT		82233	Utilities Analyst	Band 011	5,346	7,217				
MGT		20683	Utilities Constr Proj Mgr	Band 016	6,824	9,213				
UCT		82230	Utilities Construction Coord	4,735	4,971	5,220	5,481	5,755		
MGT		20920	Utilities Maintenance Supt	Band 022	9,144	12,345				
M&O		82220	Wastewater Collections Tech I	4,783	5,022	5,273	5,537	5,814		
M&O		82250	Wastewater Collections Tech II	5,280	5,544	5,821	6,112	6,418		
MGT		20975	Wastewater Operations Supt	Band 022	9,144	12,345				
SUP		82920	Wastewater Trmt Plnt Op Superv	9,222	9,683	10,167	10,676	11,210		



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M&O		82901	Wastewater Trtmt Plant OIT	5,151	5,408	5,679	5,963	6,261		
M&O		83000	Wastewater Trtmt Plt Oper I	5,686	5,970	6,268	6,582	6,911		
M&O		82900	Wastewater Trtmt Plt Oper II	6,276	6,590	6,919	7,265	7,628		
M&O		82910	Wastewater Trtmt Plt Oper III	6,927	7,274	7,638	8,019	8,420		
MGT		20930	Water Distribution Supt	Band 020	8,295	11,197				
M&O		82620	Water Distribution Tech I	4,783	5,022	5,273	5,537	5,814		
M&O		82640	Water Distribution Tech II	5,280	5,544	5,821	6,112	6,418		
M&O		82600	Water Meter Reader	4,024	4,225	4,436	4,658	4,891		
M&O		82650	Water Service Representative	5,025	5,277	5,540	5,817	6,108		
M&O		82805	Water Treatment Plant OIT	5,151	5,408	5,679	5,963	6,261		
SUP		82750	Water Treatment Plant Op Sup	9,222	9,683	10,167	10,676	11,210		
M&O		82800	Water Treatment Plant Oper I	5,686	5,970	6,268	6,582	6,911		
M&O		82700	Water Treatment Plant Oper II	6,276	6,590	6,919	7,265	7,628		
M&O		82720	Water Treatment Plant Oper III	6,927	7,274	7,638	8,019	8,420		
MGT		20990	Water Treatment Plant Supt	Band 022	9,144	12,345				
SUP		82751	Water Treatment Plt Maint Sup	9,453	9,925	10,422	10,943	11,490		
UCT		20960	Web Design Technician I	3,699	3,884	4,078	4,282	4,496		
UCT		20961	Web Design Technician II	4,083	4,287	4,501	4,726	4,963		



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ACE		30100	Account Clerk I	2,819	2,960	3,108	3,263	3,426		
ACE		30110	Account Clerk II	2,429	2,550	2,678	2,812	2,952		
MGT		20090	Accountant I	Band 008	4,619	6,236				
MGT		20094	Accountant II	Band 012	5,614	7,579				
UCT		20091	Accounting Assistant	Band C	2,757	4,471				
ACE		21000	Administrative Aide	2,750	2,888	3,032	3,184	3,343		
ACE		21100	Administrative Assistant	3,112	3,267	3,431	3,602	3,782		
UCT		21330	Administrative Coordinator	4,289	4,504	4,729	4,965	5,214		
ACE		30151	Associate Chemist	7,029	7,380	7,749	8,137	8,543		
SUP		50400	Associate Engineer	7,758	8,146	8,554	8,981	9,430		
SUP		50500	Associate Planner	6,690	7,024	7,376	7,744	8,132		
UCT		73000	Asst Canal Superintendent	4,853	5,096	5,350	5,618	5,899		
MGT		20000	Asst City Attorney	Band 031	14,186	19,151				
MGT		21060	Asst City Clerk	Band 014	6,189	8,356				
MGT		20180	Asst City Engineer	Band 024	10,082	13,611				
EM		10100	Asst City Manager	Band 032	14,895	20,109				
MGT		20192	Asst Dir of Community Svs	Band 020	8,295	11,197				
UCT		20884	Asst Env Programs Specialist	4,185	4,394	4,614	4,844	5,087		
ACE		50300	Asst Planner I	4,619	4,850	5,093	5,347	5,615		
ACE		50301	Asst Planner II	5,099	5,354	5,621	5,902	6,198		
SUP		82210	Bldg Maintenance Supervisor	6,212	6,523	6,849	7,191	7,551		
MGT		20310	Bldg Maintenance Supt	Band 015	6,499	8,773				
MGT		20150	Bldg Official	Band 023	9,602	12,962				
MGT		20320	Budget Manager	Band 018	7,523	10,157				
ACE		50590	Building Inspector I	5,357	5,625	5,906	6,201	6,511		
ACE		50600	Building Inspector II	6,212	6,523	6,849	7,191	7,551		
UCT		20826	Business Analyst I	4,974	5,223	5,484	5,758	6,046		



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UCT		20827	Business Analyst II	5,491	5,765	6,054	6,356	6,674		
ACE		82061	Buyer	3,886	4,080	4,284	4,498	4,723		
UCT		73600	Canal Assistant I	3,269	3,433	3,604	3,784	3,974		
UCT		73650	Canal Assistant II	3,608	3,789	3,978	4,177	4,386		
MGT		73500	Canal Superintendent	Band 015	6,499	8,773				
EM		10442	Chief Information Officer	Band 028	12,255	16,544				
EM		10650	Chief of Police	Band 034	16,423	22,170				
EM		10200	City Attorney	20,125						
EM		12000	City Clerk	Band 023	9,602	12,962				
COU		12050	City Council Member/Mayor	5,895						
COU		12100	City Council Member	2,088						
MGT		10480	City Engineer	Band 028	12,255	16,544				
EM		10300	City Manager	23,333						
EM		00001	City of Escondido	0						
MGT		20140	City Planner	Band 024	10,082	13,611				
MGT		20691	City Traffic Engineer	Band 023	9,602	12,962				
EME		12200	City Treasurer	8,833						
ACE		50510	Code Compliance Asst I	2,790	2,929	3,076	3,230	3,391		
ACE		50520	Code Compliance Asst II	3,077	3,231	3,393	3,563	3,741		
MGT		50560	Code Compliance Manager	Band 020	8,295	11,197				
ACE		50540	Code Compliance Officer I	4,289	4,504	4,729	4,965	5,214		
ACE		50550	Code Compliance Officer II	4,735	4,971	5,220	5,481	5,755		
SUP		50565	Code Compliance Supervisor	6,061	6,364	6,682	7,016	7,367		
UCT		21401	Collections Officer	3,983	4,182	4,391	4,611	4,841		
MGT		21020	Communications Mgr	Band 018	7,523	10,157				
MGT		21015	Communications Officer	Band 014	6,189	8,356				
NSP		40410	Community Service Officer	4,304	4,519	4,745	4,982	5,231		



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UCT		82235	Control Systems Analyst	9,689	10,173	10,682	11,216	11,777		
SUP		81453	Control Systems Tech Supv	9,453	9,925	10,422	10,943	11,490		
M&O		81450	Control Systems Technician I	6,433	6,754	7,092	7,447	7,819		
M&O		81451	Control Systems Technician II	7,101	7,456	7,828	8,220	8,631		
M&O		81452	Control Systems Technician III	7,838	8,230	8,641	9,073	9,527		
MGT		40431	Crime Analyst	Band 008	4,619	6,236				
UCT		40432	Criminal Intelligence Analyst	6,212	6,523	6,849	7,191	7,551		
UCT		40433	Criminal Intelligence Sup	7,204	7,565	7,943	8,340	8,757		
M&O		81305	Cross Connection Technician I	5,280	5,544	5,821	6,112	6,418		
M&O		81310	Cross Connection Technician II	5,828	6,119	6,425	6,746	7,084		
SUP		80052	Custodial Supervisor	4,103	4,308	4,523	4,749	4,987		
M&O		80200	Custodian I	2,766	2,905	3,050	3,203	3,363		
M&O		80201	Custodian II	3,050	3,203	3,363	3,531	3,708		
ACE		30331	Customer Service Rep I - PD	3,036	3,187	3,347	3,514	3,690		
ACE		30330	Customer Service Rep I	3,036	3,187	3,347	3,514	3,690		
ACE		30341	Customer Service Rep II - PD	3,351	3,518	3,694	3,879	4,073		
ACE		30340	Customer Service Rep II	3,351	3,518	3,694	3,879	4,073		
MGT		21001	Dep Building Official	Band 018	7,523	10,157				
MGT		21199	Dep City Attorney I	Band 019	7,899	10,665				
MGT		21200	Dep City Attorney II	Band 022	9,144	12,345				
EM		10430	Dep City Manager	Band 030	13,511	18,239				
MGT		20441	Dep Dir of Communications	Band 020	8,295	11,197				
MGT		21261	Dep Dir Of Community Svs	Band 020	8,295	11,197				
MGT		20338	Dep Dir of Economic Dev	Band 020	8,295	11,197				
MGT		20440	Dep Dir of Information Systems	Band 023	9,602	12,962				
MGT		20442	Dep Dir of Police Support Svc	Band 020	8,295	11,197				
MGT		20336	Dep Dir of Pub Wks/Maintenance	Band 022	9,144	12,345				



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MGT		20940	Dep Dir of Util/Const & Eng	Band 024	10,082	13,611				
MGT		20970	Dep Dir of Util/Wastewater	Band 024	10,082	13,611				
MGT		20950	Dep Dir of Util/Water	Band 024	10,082	13,611				
FM		20160	Dep Fire Chief	Band 1	12,227	18,907				
UCT		60510	Dep Fire Marshal	7,107	7,462	7,835	8,227	8,638		
UCT		21430	Department Aide	2,750	2,888	3,032	3,184	3,343		
UCT		21440	Department Assistant	3,112	3,267	3,431	3,602	3,782		
UCT		21055	Deputy City Clerk	4,974	5,223	5,484	5,758	6,046		
EM		10443	Deputy City Mgr/Dir of CCS	Band 030	13,511	18,239				
EM		10441	Deputy City Mgr/Dir of Util	Band 030	13,511	18,239				
MGT		20685	Design & Construction Proj Mgr	Band 017	7,165	9,673				
ACE		50841	Development Technician I	3,983	4,182	4,391	4,611	4,841		
ACE		50862	Development Technician II	4,397	4,616	4,847	5,090	5,344		
UCT		82255	Digital Media Coordinator	4,289	4,504	4,729	4,965	5,214		
UCT		82256	Digital Media Technician	3,699	3,884	4,078	4,282	4,496		
EM		10415	Dir of Comm & Community Svcs	Band 024	10,082	13,611				
EM		10400	Dir of Dev Services	Band 030	13,511	18,239				
EM		10460	Dir of Finance	Band 027	11,671	15,756				
EM		10550	Dir of Human Resources	Band 027	11,671	15,756				
EM		10540	Dir of Public Works	Band 027	11,671	15,756				
EM		10575	Director of Utilities	Band 028	12,255	16,544				
UCT		21460	Division Coordinator	3,608	3,789	3,978	4,177	4,386		
M&O		80305	Electrician Assistant	4,666	4,900	5,145	5,402	5,672		
M&O		80307	Electrician	5,412	5,682	5,966	6,265	6,578		
UCT		60800	Emer Medical Svcs Coord	4,735	4,971	5,220	5,481	5,755		
MGT		50770	Emer/Disaster Preparedness Mgr	Band 014	6,189	8,356				
INT		60801	Emergency Medical Technician	4,004	4,210	4,414	4,635	4,867		



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ACE		50660	Engineer I	5,357	5,625	5,906	6,201	6,511		
ACE		50670	Engineer II	5,913	6,209	6,519	6,845	7,187		
ACE		50710	Engineering Technician I	4,397	4,616	4,847	5,090	5,344		
ACE		50730	Engineering Technician II	4,853	5,096	5,350	5,618	5,899		
ACE		50815	Environmental Comp Insp I	5,769	6,057	6,360	6,678	7,012		
ACE		50825	Environmental Comp Insp II	6,368	6,686	7,020	7,371	7,740		
SUP		50835	Environmental Comp Supervisor	7,758	8,146	8,554	8,981	9,430		
MGT		20880	Environmental Prog Mgr/Util	Band 018	7,523	10,157				
UCT		20885	Environmental Prog Specialist	5,491	5,765	6,054	6,356	6,674		
M&O		80500	Equipment Mechanic I	5,373	5,642	5,924	6,220	6,531		
M&O		80501	Equipment Mechanic II	5,924	6,220	6,531	6,858	7,201		
UCT		21332	Executive Assistant-City Atty	5,769	6,057	6,360	6,678	7,012		
UCT		21331	Executive Assistant-City Mgr	6,061	6,364	6,682	7,016	7,367		
UCT		21336	Executive Asst-Chief of Police	5,769	6,057	6,360	6,678	7,012		
UCT		21334	Executive Office Coordinator	4,289	4,504	4,729	4,965	5,214		
UCT		21337	Executive Office Specialist	3,269	3,433	3,604	3,784	3,974		
ACE		40080	Facilities Project Coordinator	5,628	5,909	6,205	6,515	6,841		
ACE		50715	Field Engineering Inspector I	5,628	5,909	6,205	6,515	6,841		
ACE		50720	Field Engineering Inspector II	6,212	6,523	6,849	7,191	7,551		
SUP		50255	Field Engineering Supervisor	7,029	7,380	7,749	8,137	8,543		
MGT		50725	Finance Manager	Band 018	7,523	10,157				
MGT		50751	Fire Admin Services Manager	Band 014	6,189	8,356				
FM		20370	Fire Battalion Chief	Band 3	10,562	15,554				
FIR		60200	Fire Captain	8,889	9,333	9,800	10,290	10,804	11,344	11,911
EM		10600	Fire Chief	Band 031	14,186	19,151				
FM		20300	Fire Division Chief	Band 2	12,227	18,006				
FIR		60300	Fire Engineer	7,573	7,952	8,349	8,767	9,205	9,665	10,149



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MGT		20350	Fire Marshal	Band 022	9,144	12,345				
ACE		50750	Fire Prevention Specialist I	5,036	5,288	5,552	5,830	6,121		
ACE		50760	Fire Prevention Specialist II	5,553	5,830	6,122	6,428	6,749		
FIR		60700	Firefighter/Paramedic	7,212	7,573	7,952	8,349	8,767	9,205	9,665
MGT		20850	Fleet Maint Superintendent	Band 016	6,824	9,213				
UCT		20874	Forensic Services Supervisor	6,527	6,853	7,196	7,556	7,933		
MGT		50731	Geographic Information Sys Mgr	Band 019	7,899	10,665				
UCT		50735	GIS Analyst I	5,769	6,057	6,360	6,678	7,012		
UCT		50737	GIS Analyst II	6,368	6,686	7,020	7,371	7,740		
ACE		50780	Graphics Technician I	3,886	4,080	4,284	4,498	4,723		
ACE		50781	Graphics Technician II	4,289	4,504	4,729	4,965	5,214		
MGT		21190	Housing & Neigh Svs Manager	Band 020	8,295	11,197				
MGT		21081	Human Resources Analyst I	Band 009	4,849	6,547				
MGT		21083	Human Resources Analyst II	Band 011	5,346	7,217				
UCT		21650	Human Resources Coordinator	5,357	5,625	5,906	6,201	6,511		
MGT		21130	Human Resources Manager	Band 021	8,710	11,758				
UCT		21651	Human Resources Technician I	4,289	4,504	4,729	4,965	5,214		
UCT		21655	Human Resources Technician II	4,735	4,971	5,220	5,481	5,755		
M&O		80300	HVAC Technician	5,280	5,544	5,821	6,112	6,418		
ACE		30885	Lab Quality Assurance Officer	6,527	6,853	7,196	7,556	7,933		
ACE		30850	Laboratory Assistant	2,687	2,821	2,962	3,110	3,266		
MGT		20800	Laboratory Superintendent	Band 020	8,295	11,197				
ACE		30870	Laboratory Technician I	5,491	5,765	6,054	6,356	6,674		
ACE		30880	Laboratory Technician II	6,061	6,364	6,682	7,016	7,367		
SUP		82201	Lakes & Open Space Supervisor	5,913	6,209	6,519	6,845	7,187		
MGT		20501	Lakes & Open Space Supt.	Band 015	6,499	8,773				
MGT		21093	Landscape Project Mgr	Band 015	6,499	8,773				



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UCT		20875	Latent Print & Evid Specialist	5,628	5,909	6,205	6,515	6,841		
UCT		20876	Latent Print Specialist	4,974	5,223	5,484	5,758	6,046		
M&O		80681	Lead Maintenance Technician	4,666	4,900	5,145	5,402	5,672		
M&O		81080	Lead Mechanic	6,594	6,923	7,269	7,633	8,015		
M&O		02130	Lead Ranger Specialist	3,557	3,734	3,921	4,117	4,323		
UCT		21580	Legal Assistant	5,099	5,354	5,621	5,902	6,198		
UCT		21585	Legal Specialist	5,357	5,625	5,906	6,201	6,511		
UCT		21470	Maintenance & Oper Coordinator	3,983	4,182	4,391	4,611	4,841		
UCT		81935	Maintenance Scheduler	6,690	7,024	7,376	7,744	8,132		
SUP		80050	Maintenance Supervisor	6,212	6,523	6,849	7,191	7,551		
M&O		81412	Maintenance Technician I	3,830	4,022	4,223	4,434	4,655		
M&O		81930	Maintenance Technician II	4,228	4,439	4,661	4,894	5,139		
MGT		21090	Management Analyst I	Band 009	4,849	6,547				
MGT		21092	Management Analyst II	Band 012	5,614	7,579				
SUP		80051	Meter Services Supervisor	7,029	7,380	7,749	8,137	8,543		
UCT		21317	Network Administrator I	6,368	6,686	7,020	7,371	7,740		
UCT		21318	Network Administrator II	7,029	7,380	7,749	8,137	8,543		
MGT		21801	Network Manager	Band 021	8,710	11,758				
UCT		21311	Network Systems Engineer	6,690	7,024	7,376	7,744	8,132		
UCT		21310	Network Systems Technician I	4,507	4,732	4,968	5,217	5,478		
UCT		21313	Network Systems Technician II	4,974	5,223	5,484	5,758	6,046		
UCT		21316	Network Systems Technician III	5,491	5,765	6,054	6,356	6,674		
NSF		60805	Paramedic	4,911	5,157	5,414	5,685	5,969		
M&O		81420	Park Ranger I	3,849	4,041	4,243	4,455	4,678		
M&O		81421	Park Ranger II	4,260	4,473	4,697	4,932	5,179		
UCT		21661	Payroll Analyst	5,226	5,487	5,762	6,050	6,352		
UCT		21660	Payroll Technician I	4,185	4,394	4,614	4,844	5,087		

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UCT		21662	Payroll Technician II	4,619	4,850	5,093	5,347	5,615		
SUP		81501	Plant Systems Tech Supervisor	7,758	8,146	8,554	8,981	9,430		
M&O		81480	Plant Systems Technician I	5,412	5,682	5,966	6,265	6,578		
M&O		81490	Plant Systems Technician II	5,974	6,272	6,586	6,915	7,261		
PM		20600	Police Captain	Band 1	12,227	18,006				
PM		20670	Police Lieutenant	Band 2	10,562	15,554				
POL		70250	Police Officer Trainee	6,150	6,457					
POL		70300	Police Officer	7,474	7,848	8,240	8,652	9,085	9,539	10,016
UCT		21550	Police Projects Specialist	4,397	4,616	4,847	5,090	5,344		
SUP		31215	Police Records Supervisor	4,853	5,096	5,350	5,618	5,899		
ACE		31210	Police Records Technician	3,435	3,606	3,787	3,976	4,175		
POL		70500	Police Sergeant	9,915	10,411	10,931	11,478	12,052	12,654	
MGT		50753	Police Services Analyst	Band 013	5,895	7,958				
UCT		21555	Police Training Coordinator	4,289	4,504	4,729	4,965	5,214		
MGT		20680	Principal Engineer	Band 022	9,144	12,345				
MGT		20690	Principal Planner	Band 021	8,710	11,758				
ACE		50733	Program Assistant	3,886	4,080	4,284	4,498	4,723		
ACE		50734	Program Coordinator	4,735	4,971	5,220	5,481	5,755		
UCT		21680	Programmer Analyst I	4,619	4,850	5,093	5,347	5,615		
UCT		21681	Programmer Analyst II	5,099	5,354	5,621	5,902	6,198		
SUP		80610	Property & Evidence Supervisor	4,853	5,096	5,350	5,618	5,899		
ACE		40630	Property & Evidence Tech I	2,965	3,113	3,269	3,433	3,604		
ACE		40631	Property & Evidence Tech II	3,269	3,433	3,604	3,784	3,974		
MGT		40100	Pub Safety Communications Mgr	Band 017	7,165	9,673				
NSP		30250	Public Safety Dispatcher I	4,800	5,040	5,292	5,557	5,834	6,126	
NSP		30260	Public Safety Dispatcher II	5,292	5,557	5,834	6,126	6,432	6,754	
NSP		40090	Public Safety Shift Supervisor	6,080	6,384	6,704	7,039	7,391	7,760	



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MGT		21335	Public Safety Systems Manager	Band 016	6,824	9,213				
MGT		20500	Public Works Superintendent	Band 015	6,499	8,773				
SUP		40250	Purchasing Supervisor	4,817	5,058	5,311	5,576	5,855		
ACE		30750	Purchasing/Inventory Control	3,522	3,698	3,883	4,077	4,281		
MGT		21340	Real Property Manager	Band 019	7,899	10,665				
ACE		81415	Recreation Coord - Tiny Tots	3,269	3,433	3,604	3,784	3,974		
ACE		81411	Recreation Coordinator	3,269	3,433	3,604	3,784	3,974		
MGT		20001	Revenue Manager	Band 018	7,523	10,157				
UCT		20040	Risk & Safety Coordinator	4,619	4,850	5,093	5,347	5,615		
MGT		20337	Risk & Safety Manager	Band 021	8,710	11,758				
UCT		20345	Safety Trainer	5,099	5,354	5,621	5,902	6,198		
ACE		20095	Sr Account Clerk	3,608	3,789	3,978	4,177	4,386		
UCT		20092	Sr Accounting Assistant	3,608	3,789	3,978	4,177	4,386		
SUP		50601	Sr Building Inspector	6,857	7,200	7,560	7,938	8,335		
MGT		50754	Sr Crime Analyst	Band 010	5,092	6,875				
M&O		81315	Sr Cross Connection Technician	7,101	7,456	7,828	8,220	8,631		
ACE		30350	Sr Customer Service Rep	3,699	3,884	4,078	4,282	4,496		
MGT		21220	Sr Deputy City Attorney	Band 027	11,671	15,756				
ACE		50863	Sr Development Technician	5,099	5,354	5,621	5,902	6,198		
MGT		20877	Sr Engineer	Band 019	7,899	10,665				
ACE		50821	Sr Environmental Com Inspector	7,029	7,380	7,749	8,137	8,543		
UCT		20887	Sr Environmental Prog Spec	6,061	6,364	6,682	7,016	7,367		
ACE		50930	Sr Graphics Technician	4,735	4,971	5,220	5,481	5,755		
MGT		21080	Sr Human Resources Analyst	Band 014	6,189	8,356				
UCT		21590	Sr Legal Assistant	5,913	6,209	6,519	6,845	7,187		
M&O		81100	Sr Maintenance Technician	5,151	5,408	5,679	5,963	6,261		
MGT		21309	Sr Network Systems Engineer	Band 016	6,824	9,213				



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MGT		20840	Sr Planner	Band 016	6,824	9,213				
M&O		81500	Sr Plant Systems Technician	6,927	7,274	7,638	8,019	8,420		
ACE		40632	Sr Property & Evidence Tech	3,608	3,789	3,978	4,177	4,386		
UCT		20347	Sr Safety Analyst	5,769	6,057	6,360	6,678	7,012		
SUP		82280	Sr Wastewater Coll Supervisor	7,758	8,146	8,554	8,981	9,430		
M&O		82251	Sr Wastewater Coll Technician	6,758	7,096	7,451	7,824	8,215		
M&O		82915	Sr Wastewater Trtmt Plant Oper	7,647	8,029	8,430	8,852	9,294		
SUP		82260	Sr Water Distribution Sup	7,952	8,350	8,767	9,206	9,666		
M&O		82660	Sr Water Distribution Tech	6,758	7,096	7,451	7,824	8,215		
M&O		82725	Sr Water Trtmt Plant Oper	7,647	8,029	8,430	8,852	9,294		
SUP		30150	Supervising Chemist	8,151	8,559	8,987	9,436	9,908		
SUP		80061	Supervisor I (Comm Svs)	4,266	4,479	4,703	4,939	5,186		
SUP		40700	Supervisor II (Comm Svs)	4,693	4,927	5,174	5,432	5,704		
SUP		40710	Supervisor III (Comm Svs)	5,174	5,432	5,704	5,989	6,289		
UCT		20823	Systems Analyst I	6,368	6,686	7,020	7,371	7,740		
UCT		20825	Systems Analyst II	7,029	7,380	7,749	8,137	8,543		
UCT		20965	Telecommunications Specialist	4,185	4,394	4,614	4,844	5,087		
MGT		82233	Utilities Analyst	Band 011	5,346	7,217				
MGT		20683	Utilities Constr Proj Mgr	Band 017	7,165	9,673				
UCT		82230	Utilities Construction Coord	4,735	4,971	5,220	5,481	5,755		
MGT		20920	Utilities Maintenance Supt	Band 022	9,144	12,345				
M&O		82220	Wastewater Collections Tech I	4,783	5,022	5,273	5,537	5,814		
M&O		82250	Wastewater Collections Tech II	5,280	5,544	5,821	6,112	6,418		
MGT		20975	Wastewater Operations Supt	Band 022	9,144	12,345				
SUP		82920	Wastewater Trmt Plnt Op Superv	9,222	9,683	10,167	10,676	11,210		
M&O		82901	Wastewater Trtmt Plant OIT	5,151	5,408	5,679	5,963	6,261		
M&O		83000	Wastewater Trtmt Plt Oper I	5,686	5,970	6,268	6,582	6,911		



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M&O		82900	Wastewater Trtmt Plt Oper II	6,276	6,590	6,919	7,265	7,628		
M&O		82910	Wastewater Trtmt Plt Oper III	6,927	7,274	7,638	8,019	8,420		
MGT		20930	Water Distribution Supt	Band 020	8,295	11,197				
M&O		82620	Water Distribution Tech I	4,783	5,022	5,273	5,537	5,814		
M&O		82640	Water Distribution Tech II	5,280	5,544	5,821	6,112	6,418		
M&O		82600	Water Meter Reader	4,024	4,225	4,436	4,658	4,891		
M&O		82650	Water Service Representative	5,025	5,277	5,540	5,817	6,108		
M&O		82805	Water Treatment Plant OIT	5,151	5,408	5,679	5,963	6,261		
SUP		82750	Water Treatment Plant Op Sup	9,222	9,683	10,167	10,676	11,210		
M&O		82800	Water Treatment Plant Oper I	5,686	5,970	6,268	6,582	6,911		
M&O		82700	Water Treatment Plant Oper II	6,276	6,590	6,919	7,265	7,628		
M&O		82720	Water Treatment Plant Oper III	6,927	7,274	7,638	8,019	8,420		
MGT		20990	Water Treatment Plant Supt	Band 022	9,144	12,345				
SUP		82751	Water Treatment Plt Maint Sup	9,453	9,925	10,422	10,943	11,490		
UCT		20960	Web Design Technician I	3,699	3,884	4,078	4,282	4,496		
UCT		20961	Web Design Technician II	4,083	4,287	4,501	4,726	4,963		



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ACE		30100	Account Clerk I	2,819	2,960	3,108	3,263	3,426		
ACE		30110	Account Clerk II	2,429	2,550	2,678	2,812	2,952		
MGT		20090	Accountant I	Band 008	4,619	6,236				
MGT		20094	Accountant II	Band 012	5,614	7,579				
UCT		20091	Accounting Assistant	Band C	2,757	4,471				
ACE		21000	Administrative Aide	2,750	2,888	3,032	3,184	3,343		
ACE		21100	Administrative Assistant	3,112	3,267	3,431	3,602	3,782		
UCT		21330	Administrative Coordinator	4,289	4,504	4,729	4,965	5,214		
ACE		30151	Associate Chemist	7,029	7,380	7,749	8,137	8,543		
SUP		50400	Associate Engineer	7,758	8,146	8,554	8,981	9,430		
SUP		50500	Associate Planner	6,690	7,024	7,376	7,744	8,132		
UCT		73000	Asst Canal Superintendent	4,853	5,096	5,350	5,618	5,899		
MGT		20000	Asst City Attorney	Band 031	14,186	19,151				
MGT		21060	Asst City Clerk	Band 014	6,189	8,356				
MGT		20180	Asst City Engineer	Band 024	10,082	13,611				
EM		10100	Asst City Manager	Band 032	14,895	20,109				
MGT		20192	Asst Dir of Community Svs	Band 020	8,295	11,197				
UCT		20884	Asst Env Programs Specialist	4,185	4,394	4,614	4,844	5,087		
ACE		50300	Asst Planner I	4,619	4,850	5,093	5,347	5,615		
ACE		50301	Asst Planner II	5,099	5,354	5,621	5,902	6,198		
SUP		82210	Bldg Maintenance Supervisor	6,212	6,523	6,849	7,191	7,551		
MGT		20310	Bldg Maintenance Supt	Band 015	6,499	8,773				
MGT		20150	Bldg Official	Band 023	9,602	12,962				
MGT		20320	Budget Manager	Band 018	7,523	10,157				
ACE		50590	Building Inspector I	5,357	5,625	5,906	6,201	6,511		
ACE		50600	Building Inspector II	6,212	6,523	6,849	7,191	7,551		
UCT		20826	Business Analyst I	4,974	5,223	5,484	5,758	6,046		



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UCT		20827	Business Analyst II	5,491	5,765	6,054	6,356	6,674		
ACE		82061	Buyer	3,886	4,080	4,284	4,498	4,723		
UCT		73600	Canal Assistant I	3,269	3,433	3,604	3,784	3,974		
UCT		73650	Canal Assistant II	3,608	3,789	3,978	4,177	4,386		
MGT		73500	Canal Superintendent	Band 015	6,499	8,773				
EM		10442	Chief Information Officer	Band 028	12,255	16,544				
EM		10650	Chief of Police	Band 034	16,423	22,170				
EM		10200	City Attorney	20,125						
EM		12000	City Clerk	Band 023	9,602	12,962				
COU		12050	City Council Member/Mayor	0						
COU		12100	City Council Member	0						
MGT		10480	City Engineer	Band 028	12,255	16,544				
EM		10300	City Manager	23,333						
EM		00001	City of Escondido	0						
MGT		20140	City Planner	Band 024	10,082	13,611				
MGT		20691	City Traffic Engineer	Band 023	9,602	12,962				
EME		12200	City Treasurer	8,833						
ACE		50510	Code Compliance Asst I	2,790	2,929	3,076	3,230	3,391		
ACE		50520	Code Compliance Asst II	3,077	3,231	3,393	3,563	3,741		
MGT		50560	Code Compliance Manager	Band 020	8,295	11,197				
ACE		50540	Code Compliance Officer I	4,289	4,504	4,729	4,965	5,214		
ACE		50550	Code Compliance Officer II	4,735	4,971	5,220	5,481	5,755		
SUP		50565	Code Compliance Supervisor	6,061	6,364	6,682	7,016	7,367		
UCT		21401	Collections Officer	3,983	4,182	4,391	4,611	4,841		
MGT		21020	Communications Mgr	Band 018	7,523	10,157				
NSP		40410	Community Service Officer	4,304	4,519	4,745	4,982	5,231		
UCT		82235	Control Systems Analyst	9,689	10,173	10,682	11,216	11,777		



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SUP		81453	Control Systems Tech Supv	9,453	9,925	10,422	10,943	11,490		
M&O		81450	Control Systems Technician I	6,433	6,754	7,092	7,447	7,819		
M&O		81451	Control Systems Technician II	7,101	7,456	7,828	8,220	8,631		
M&O		81452	Control Systems Technician III	7,838	8,230	8,641	9,073	9,527		
MGT		40431	Crime Analyst	Band 008	4,619	6,236				
UCT		40432	Criminal Intelligence Analyst	6,212	6,523	6,849	7,191	7,551		
UCT		40433	Criminal Intelligence Sup	7,204	7,565	7,943	8,340	8,757		
M&O		81305	Cross Connection Technician I	5,280	5,544	5,821	6,112	6,418		
M&O		81310	Cross Connection Technician II	5,828	6,119	6,425	6,746	7,084		
SUP		80052	Custodial Supervisor	4,103	4,308	4,523	4,749	4,987		
M&O		80200	Custodian I	2,766	2,905	3,050	3,203	3,363		
M&O		80201	Custodian II	3,050	3,203	3,363	3,531	3,708		
ACE		30331	Customer Service Rep I - PD	3,036	3,187	3,347	3,514	3,690		
ACE		30330	Customer Service Rep I	3,036	3,187	3,347	3,514	3,690		
ACE		30341	Customer Service Rep II - PD	3,351	3,518	3,694	3,879	4,073		
ACE		30340	Customer Service Rep II	3,351	3,518	3,694	3,879	4,073		
MGT		21001	Dep Building Official	Band 018	7,523	10,157				
MGT		21199	Dep City Attorney I	Band 019	7,899	10,665				
MGT		21200	Dep City Attorney II	Band 022	9,144	12,345				
EM		10430	Dep City Manager	Band 030	13,511	18,239				
MGT		20441	Dep Dir of Communications	Band 020	8,295	11,197				
MGT		21261	Dep Dir Of Community Svs	Band 020	8,295	11,197				
MGT		20440	Dep Dir of Information Systems	Band 023	9,602	12,962				
MGT		20442	Dep Dir of Police Support Svc	Band 020	8,295	11,197				
MGT		20336	Dep Dir of Pub Wks/Maintenance	Band 022	9,144	12,345				
MGT		20940	Dep Dir of Util/Const & Eng	Band 024	10,082	13,611				
MGT		20970	Dep Dir of Util/Wastewater	Band 024	10,082	13,611				



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MGT		20950	Dep Dir of Util/Water	Band 024	10,082	13,611				
FM		20160	Dep Fire Chief	Band 1	12,227	18,907				
UCT		60510	Dep Fire Marshal	7,107	7,462	7,835	8,227	8,638		
UCT		21430	Department Aide	2,750	2,888	3,032	3,184	3,343		
UCT		21440	Department Assistant	3,112	3,267	3,431	3,602	3,782		
UCT		21055	Deputy City Clerk	4,974	5,223	5,484	5,758	6,046		
EM		10443	Deputy City Mgr/Dir of CCS	Band 030	13,511	18,239				
EM		10441	Deputy City Mgr/Dir of Util	Band 030	13,511	18,239				
MGT		20685	Design & Construction Proj Mgr	Band 017	7,165	9,673				
ACE		50841	Development Technician I	3,983	4,182	4,391	4,611	4,841		
ACE		50862	Development Technician II	4,397	4,616	4,847	5,090	5,344		
UCT		82255	Digital Media Coordinator	4,289	4,504	4,729	4,965	5,214		
UCT		82256	Digital Media Technician	3,699	3,884	4,078	4,282	4,496		
EM		10415	Dir of Comm & Community Svs	Band 024	10,082	13,611				
EM		10400	Dir of Dev Services	Band 030	13,511	18,239				
EM		20338	Dir of Economic Dev	Band 027	11,671	15,756				
EM		10460	Dir of Finance	Band 027	11,671	15,756				
EM		10550	Dir of Human Resources	Band 027	11,671	15,756				
EM		10540	Dir of Public Works	Band 027	11,671	15,756				
UCT		21460	Division Coordinator	3,608	3,789	3,978	4,177	4,386		
M&O		80305	Electrician Assistant	4,666	4,900	5,145	5,402	5,672		
M&O		80307	Electrician	5,412	5,682	5,966	6,265	6,578		
UCT		60800	Emer Medical Svs Coord	4,735	4,971	5,220	5,481	5,755		
MGT		50770	Emer/Disaster Preparedness Mgr	Band 014	6,189	8,356				
INT		60801	Emergency Medical Technician	4,004	4,210	4,414	4,635	4,867		
ACE		50660	Engineer I	5,357	5,625	5,906	6,201	6,511		
ACE		50670	Engineer II	5,913	6,209	6,519	6,845	7,187		



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ACE		50710	Engineering Technician I	4,397	4,616	4,847	5,090	5,344		
ACE		50730	Engineering Technician II	4,853	5,096	5,350	5,618	5,899		
ACE		50815	Environmental Comp Insp I	5,769	6,057	6,360	6,678	7,012		
ACE		50825	Environmental Comp Insp II	6,368	6,686	7,020	7,371	7,740		
SUP		50835	Environmental Comp Supervisor	7,758	8,146	8,554	8,981	9,430		
MGT		20880	Environmental Prog Mgr/Util	Band 018	7,523	10,157				
UCT		20885	Environmental Prog Specialist	5,491	5,765	6,054	6,356	6,674		
M&O		80500	Equipment Mechanic I	5,373	5,642	5,924	6,220	6,531		
M&O		80501	Equipment Mechanic II	5,924	6,220	6,531	6,858	7,201		
UCT		21332	Executive Assistant-City Atty	5,769	6,057	6,360	6,678	7,012		
UCT		21331	Executive Assistant-City Mgr	6,061	6,364	6,682	7,016	7,367		
UCT		21336	Executive Asst-Chief of Police	5,769	6,057	6,360	6,678	7,012		
UCT		21334	Executive Office Coordinator	4,289	4,504	4,729	4,965	5,214		
ACE		40080	Facilities Project Coordinator	5,628	5,909	6,205	6,515	6,841		
ACE		50715	Field Engineering Inspector I	5,628	5,909	6,205	6,515	6,841		
ACE		50720	Field Engineering Inspector II	6,212	6,523	6,849	7,191	7,551		
SUP		50255	Field Engineering Supervisor	7,029	7,380	7,749	8,137	8,543		
MGT		50725	Finance Manager	Band 018	7,523	10,157				
MGT		50751	Fire Admin Services Manager	Band 014	6,189	8,356				
FM		20370	Fire Battalion Chief	Band 3	10,562	15,554				
FIR		60200	Fire Captain	8,889	9,333	9,800	10,290	10,804	11,344	11,911
EM		10600	Fire Chief	Band 031	14,186	19,151				
FM		20300	Fire Division Chief	Band 2	12,227	18,006				
FIR		60300	Fire Engineer	7,573	7,952	8,349	8,767	9,205	9,665	10,149
MGT		20350	Fire Marshal	Band 022	9,144	12,345				
ACE		50750	Fire Prevention Specialist I	5,036	5,288	5,552	5,830	6,121		
ACE		50760	Fire Prevention Specialist II	5,553	5,830	6,122	6,428	6,749		



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FIR		60700	Firefighter/Paramedic	7,212	7,573	7,952	8,349	8,767	9,205	9,665
MGT		20850	Fleet Maint Superintendent	Band 016	6,824	9,213				
UCT		20874	Forensic Services Supervisor	6,527	6,853	7,196	7,556	7,933		
MGT		50731	Geographic Information Sys Mgr	Band 019	7,899	10,665				
UCT		50735	GIS Analyst I	5,769	6,057	6,360	6,678	7,012		
UCT		50737	GIS Analyst II	6,368	6,686	7,020	7,371	7,740		
ACE		50780	Graphics Technician I	3,886	4,080	4,284	4,498	4,723		
ACE		50781	Graphics Technician II	4,289	4,504	4,729	4,965	5,214		
MGT		21190	Housing & Neigh Svs Mgr	Band 020	8,295	11,197				
MGT		21081	Human Resources Analyst I	Band 009	4,849	6,547				
MGT		21083	Human Resources Analyst II	Band 011	5,346	7,217				
UCT		21650	Human Resources Coordinator	5,357	5,625	5,906	6,201	6,511		
MGT		21130	Human Resources Manager	Band 021	8,710	11,758				
UCT		21651	Human Resources Technician I	4,289	4,504	4,729	4,965	5,214		
UCT		21655	Human Resources Technician II	4,735	4,971	5,220	5,481	5,755		
M&O		80300	HVAC Technician	5,280	5,544	5,821	6,112	6,418		
EM		10575	Interim Director of Utilities	Band 028	12,255	16,544				
ACE		30885	Lab Quality Assurance Officer	6,527	6,853	7,196	7,556	7,933		
ACE		30850	Laboratory Assistant	2,687	2,821	2,962	3,110	3,266		
MGT		20800	Laboratory Superintendent	Band 020	8,295	11,197				
ACE		30870	Laboratory Technician I	5,491	5,765	6,054	6,356	6,674		
ACE		30880	Laboratory Technician II	6,061	6,364	6,682	7,016	7,367		
SUP		82201	Lakes & Open Space Supervisor	5,913	6,209	6,519	6,845	7,187		
MGT		20501	Lakes & Open Space Supt.	Band 015	6,499	8,773				
MGT		21093	Landscape Project Mgr	Band 015	6,499	8,773				
UCT		20875	Latent Print & Evid Specialist	5,628	5,909	6,205	6,515	6,841		
UCT		20876	Latent Print Specialist	4,974	5,223	5,484	5,758	6,046		



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M&O		80681	Lead Maintenance Technician	4,666	4,900	5,145	5,402	5,672		
M&O		81080	Lead Mechanic	6,594	6,923	7,269	7,633	8,015		
M&O		02130	Lead Ranger Specialist	3,557	3,734	3,921	4,117	4,323		
UCT		21580	Legal Assistant	5,099	5,354	5,621	5,902	6,198		
UCT		21585	Legal Specialist	5,357	5,625	5,906	6,201	6,511		
UCT		21470	Maintenance & Oper Coordinator	3,983	4,182	4,391	4,611	4,841		
UCT		81935	Maintenance Scheduler	6,690	7,024	7,376	7,744	8,132		
SUP		80050	Maintenance Supervisor	6,212	6,523	6,849	7,191	7,551		
M&O		81412	Maintenance Technician I	3,830	4,022	4,223	4,434	4,655		
M&O		81930	Maintenance Technician II	4,228	4,439	4,661	4,894	5,139		
MGT		21090	Management Analyst I	Band 009	4,849	6,547				
MGT		21092	Management Analyst II	Band 012	5,614	7,579				
SUP		80051	Meter Services Supervisor	7,029	7,380	7,749	8,137	8,543		
UCT		21317	Network Administrator I	6,368	6,686	7,020	7,371	7,740		
UCT		21318	Network Administrator II	7,029	7,380	7,749	8,137	8,543		
MGT		21801	Network Manager	Band 021	8,710	11,758				
UCT		21311	Network Systems Engineer	6,690	7,024	7,376	7,744	8,132		
UCT		21310	Network Systems Technician I	4,507	4,732	4,968	5,217	5,478		
UCT		21313	Network Systems Technician II	4,974	5,223	5,484	5,758	6,046		
UCT		21316	Network Systems Technician III	5,491	5,765	6,054	6,356	6,674		
NSF		60805	Paramedic	4,911	5,157	5,414	5,685	5,969		
M&O		81420	Park Ranger I	3,849	4,041	4,243	4,455	4,678		
M&O		81421	Park Ranger II	4,260	4,473	4,697	4,932	5,179		
UCT		21661	Payroll Analyst	5,226	5,487	5,762	6,050	6,352		
UCT		21660	Payroll Technician I	4,185	4,394	4,614	4,844	5,087		
UCT		21662	Payroll Technician II	4,619	4,850	5,093	5,347	5,615		
SUP		81501	Plant Systems Tech Supervisor	7,758	8,146	8,554	8,981	9,430		



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M&O		81480	Plant Systems Technician I	5,412	5,682	5,966	6,265	6,578		
M&O		81490	Plant Systems Technician II	5,974	6,272	6,586	6,915	7,261		
MGT		50753	Police Business Manager	Band 016	6,824	9,213				
PM		20600	Police Captain	Band 1	12,227	18,006				
PM		20670	Police Lieutenant	Band 2	10,562	15,554				
POL		70250	Police Officer Trainee	6,150	6,457					
POL		70300	Police Officer	7,474	7,848	8,240	8,652	9,085	9,539	10,016
UCT		21550	Police Projects Specialist	4,397	4,616	4,847	5,090	5,344		
SUP		31215	Police Records Supervisor	4,853	5,096	5,350	5,618	5,899		
ACE		31210	Police Records Technician	3,435	3,606	3,787	3,976	4,175		
POL		70500	Police Sergeant	9,915	10,411	10,931	11,478	12,052	12,654	
MGT		50758	Police Support Services Mgr	Band 017	7,165	9,673				
UCT		21555	Police Training Coordinator	4,289	4,504	4,729	4,965	5,214		
MGT		20680	Principal Engineer	Band 022	9,144	12,345				
MGT		20690	Principal Planner	Band 021	8,710	11,758				
ACE		50733	Program Assistant	3,886	4,080	4,284	4,498	4,723		
ACE		50734	Program Coordinator	4,735	4,971	5,220	5,481	5,755		
UCT		21680	Programmer Analyst I	4,619	4,850	5,093	5,347	5,615		
UCT		21681	Programmer Analyst II	5,099	5,354	5,621	5,902	6,198		
MGT		20686	Project Manager	Band 019	7,899	10,665				
SUP		80610	Property & Evidence Supervisor	4,853	5,096	5,350	5,618	5,899		
ACE		40630	Property & Evidence Tech I	2,965	3,113	3,269	3,433	3,604		
ACE		40631	Property & Evidence Tech II	3,269	3,433	3,604	3,784	3,974		
MGT		40100	Pub Safety Communications Mgr	Band 017	7,165	9,673				
NSP		30250	Public Safety Dispatcher I	4,800	5,040	5,292	5,557	5,834	6,126	
NSP		30260	Public Safety Dispatcher II	5,292	5,557	5,834	6,126	6,432	6,754	
NSP		40090	Public Safety Shift Supervisor	6,080	6,384	6,704	7,039	7,391	7,760	



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<b>Union Code</b>	<b># of Authorized Positions</b>	<b>Job Code</b>	<b>Job Description</b>	<b>Base</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
MGT		21335	Public Safety Systems Manager	Band 016	6,824	9,213				
MGT		20500	Public Works Superintendent	Band 015	6,499	8,773				
SUP		40250	Purchasing Supervisor	4,817	5,058	5,311	5,576	5,855		
ACE		30750	Purchasing/Inventory Control	3,522	3,698	3,883	4,077	4,281		
MGT		21340	Real Property Manager	Band 019	7,899	10,665				
ACE		81415	Recreation Coord - Tiny Tots	3,269	3,433	3,604	3,784	3,974		
ACE		81411	Recreation Coordinator	3,269	3,433	3,604	3,784	3,974		
MGT		20001	Revenue Manager	Band 018	7,523	10,157				
UCT		20040	Risk & Safety Coordinator	4,619	4,850	5,093	5,347	5,615		
MGT		20337	Risk & Safety Manager	Band 021	8,710	11,758				
UCT		20345	Safety Trainer	5,099	5,354	5,621	5,902	6,198		
ACE		20095	Sr Account Clerk	3,608	3,789	3,978	4,177	4,386		
UCT		20092	Sr Accounting Assistant	3,608	3,789	3,978	4,177	4,386		
SUP		50601	Sr Building Inspector	6,857	7,200	7,560	7,938	8,335		
M&O		81315	Sr Cross Connection Technician	7,101	7,456	7,828	8,220	8,631		
ACE		30350	Sr Customer Service Rep	3,699	3,884	4,078	4,282	4,496		
MGT		21220	Sr Deputy City Attorney	Band 027	11,671	15,756				
ACE		50863	Sr Development Technician	5,099	5,354	5,621	5,902	6,198		
MGT		20877	Sr Engineer	Band 019	7,899	10,665				
ACE		50821	Sr Environmental Com Inspector	7,029	7,380	7,749	8,137	8,543		
UCT		20887	Sr Environmental Prog Spec	6,061	6,364	6,682	7,016	7,367		
ACE		50930	Sr Graphics Technician	4,735	4,971	5,220	5,481	5,755		
MGT		21080	Sr Human Resources Analyst	Band 014	6,189	8,356				
UCT		21590	Sr Legal Assistant	5,913	6,209	6,519	6,845	7,187		
M&O		81100	Sr Maintenance Technician	5,151	5,408	5,679	5,963	6,261		
MGT		21309	Sr Network Systems Engineer	Band 016	6,824	9,213				
MGT		20840	Sr Planner	Band 016	6,824	9,213				



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M&O		81500	Sr Plant Systems Technician	6,927	7,274	7,638	8,019	8,420		
ACE		40632	Sr Property & Evidence Tech	3,608	3,789	3,978	4,177	4,386		
UCT		20347	Sr Safety Analyst	5,769	6,057	6,360	6,678	7,012		
SUP		82280	Sr Wastewater Coll Supervisor	7,758	8,146	8,554	8,981	9,430		
M&O		82251	Sr Wastewater Coll Technician	6,758	7,096	7,451	7,824	8,215		
M&O		82915	Sr Wastewater Trtmt Plant Oper	7,647	8,029	8,430	8,852	9,294		
SUP		82260	Sr Water Distribution Sup	7,952	8,350	8,767	9,206	9,666		
M&O		82660	Sr Water Distribution Tech	6,758	7,096	7,451	7,824	8,215		
M&O		82725	Sr Water Trtmt Plant Oper	7,647	8,029	8,430	8,852	9,294		
SUP		30150	Supervising Chemist	8,151	8,559	8,987	9,436	9,908		
SUP		80061	Supervisor I (Comm Svs)	4,266	4,479	4,703	4,939	5,186		
SUP		40700	Supervisor II (Comm Svs)	4,693	4,927	5,174	5,432	5,704		
SUP		40710	Supervisor III (Comm Svs)	5,174	5,432	5,704	5,989	6,289		
UCT		20823	Systems Analyst I	6,368	6,686	7,020	7,371	7,740		
UCT		20825	Systems Analyst II	7,029	7,380	7,749	8,137	8,543		
UCT		20965	Telecommunications Specialist	4,185	4,394	4,614	4,844	5,087		
MGT		82233	Utilities Analyst	Band 011	5,346	7,217				
MGT		20683	Utilities Constr Proj Mgr	Band 017	7,165	9,673				
UCT		82230	Utilities Construction Coord	4,735	4,971	5,220	5,481	5,755		
MGT		20920	Utilities Maintenance Supt	Band 022	9,144	12,345				
M&O		82220	Wastewater Collections Tech I	4,783	5,022	5,273	5,537	5,814		
M&O		82250	Wastewater Collections Tech II	5,280	5,544	5,821	6,112	6,418		
MGT		20975	Wastewater Operations Supt	Band 022	9,144	12,345				
SUP		82920	Wastewater Trmt Plnt Op Superv	9,222	9,683	10,167	10,676	11,210		
M&O		82901	Wastewater Trtmt Plant OIT	5,151	5,408	5,679	5,963	6,261		
M&O		83000	Wastewater Trtmt Plt Oper I	5,686	5,970	6,268	6,582	6,911		
M&O		82900	Wastewater Trtmt Plt Oper II	6,276	6,590	6,919	7,265	7,628		



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M&O		82910	Wastewater Trtmt Plt Oper III	6,927	7,274	7,638	8,019	8,420		
MGT		20930	Water Distribution Supt	Band 020	8,295	11,197				
M&O		82620	Water Distribution Tech I	4,783	5,022	5,273	5,537	5,814		
M&O		82640	Water Distribution Tech II	5,280	5,544	5,821	6,112	6,418		
M&O		82600	Water Meter Reader	4,024	4,225	4,436	4,658	4,891		
M&O		82650	Water Service Representative	5,025	5,277	5,540	5,817	6,108		
M&O		82805	Water Treatment Plant OIT	5,151	5,408	5,679	5,963	6,261		
SUP		82750	Water Treatment Plant Op Sup	9,222	9,683	10,167	10,676	11,210		
M&O		82800	Water Treatment Plant Oper I	5,686	5,970	6,268	6,582	6,911		
M&O		82700	Water Treatment Plant Oper II	6,276	6,590	6,919	7,265	7,628		
M&O		82720	Water Treatment Plant Oper III	6,927	7,274	7,638	8,019	8,420		
MGT		20990	Water Treatment Plant Supt	Band 022	9,144	12,345				
SUP		82751	Water Treatment Plt Maint Sup	9,453	9,925	10,422	10,943	11,490		
UCT		20960	Web Design Technician I	3,699	3,884	4,078	4,282	4,496		
UCT		20961	Web Design Technician II	4,083	4,287	4,501	4,726	4,963		



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MGT		20090	Accountant I	Band M11	5,216	7,759				
MGT		20094	Accountant II	Band M16	6,658	9,903				
ACE		20095	Accounting Specialist	4,397	4,616	4,847	5,090	5,344	5,611	5,892
UCT		21430	Administrative Assistant (UCT)	3,269	3,433	3,604	3,784	3,974	4,172	4,381
ACE		21000	Administrative Asst (clssfd)	3,269	3,433	3,604	3,784	3,974	4,172	4,381
UCT		21330	Administrative Coordinator	4,853	5,096	5,350	5,618	5,899	6,194	6,504
MGT		21001	Assistant Building Official	Band M18	7,340	10,918				
MGT		20000	Assistant City Attorney	Band M31	13,840	20,586				
MGT		21060	Assistant City Clerk	Band M14	6,038	8,982				
MGT		20180	Assistant City Engineer	Band M26	10,844	16,131				
EM		10100	Assistant City Manager	Band E32	14,895	22,170				
ACE		50300	Assistant Planner I	4,974	5,223	5,484	5,758	6,046	6,349	6,666
ACE		50301	Assistant Planner II	5,491	5,765	6,054	6,356	6,674	7,008	7,358
ACE		30151	Associate Chemist	7,029	7,380	7,749	8,137	8,543	8,970	9,419
SUP		50400	Associate Engineer	7,758	8,146	8,554	8,981	9,430	9,902	10,397
SUP		50500	Associate Planner	6,690	7,024	7,376	7,744	8,132	8,538	8,965
MGT		20441	Asst Dir of Communications	Band M25	10,328	15,362				
MGT		20192	Asst Dir of Community Svcs	Band M24	9,836	14,631				
MGT		20440	Asst Dir of Information Sys	Band M25	10,328	15,362				
MGT		20442	Asst Dir of Police Support Svc	Band M25	10,328	15,362				
MGT		20336	Asst Dir of Public Works	Band M24	9,836	14,631				
MGT		20970	Asst Dir of Util - Wastewater	Band M28	11,956	17,784				
MGT		20950	Asst Dir of Util -Water	Band M28	11,956	17,784				
MGT		20320	Budget Manager	Band M22	8,921	13,270				
SUP		50601	Building Inspection Sup	7,029	7,380	7,749	8,137	8,543	8,970	9,419
ACE		50590	Building Inspector I	5,357	5,625	5,906	6,201	6,511	6,837	7,179
ACE		50600	Building Inspector II	6,212	6,523	6,849	7,191	7,551	7,929	8,325



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MGT		20150	Building Official	Band M23	9,368	13,934				
ACE		50841	Building Permit Tech I	4,397	4,616	4,847	5,090	5,344	5,611	5,892
ACE		50862	Building Permit Tech II	4,974	5,223	5,484	5,758	6,046	6,349	6,666
ACE		50864	Building Permit Tech III	5,491	5,765	6,054	6,356	6,674	7,008	7,358
UCT		20826	Business Analyst I	5,769	6,057	6,360	6,678	7,012	7,363	7,731
UCT		20827	Business Analyst II	7,029	7,380	7,749	8,137	8,543	8,970	9,419
MGT		73500	Canal Maintenance Mgr	Band M20	8,092	12,036				
UCT		73000	Canal Maintenance Supervisor	6,212	6,523	6,849	7,191	7,551	7,929	8,325
UCT		73600	Canal Maintenance Tech I	3,983	4,182	4,391	4,611	4,841	5,084	5,338
UCT		73650	Canal Maintenance Tech II	4,397	4,616	4,847	5,090	5,344	5,611	5,892
EM		10442	Chief Information Officer	Band E31	14,186	21,114				
EM		10650	Chief of Police	Band E34	16,423	24,442				
EM		10200	City Attorney	20,125						
EM		12000	City Clerk	Band E26	11,115	16,544				
COU		12050	City Council Member/Mayor	5,895						
COU		12100	City Council Member	2,088						
EM		10300	City Manager	23,333						
EM		00001	City of Escondido	0						
MGT		20140	City Planner	Band M24	9,836	14,631				
MGT		20691	City Traffic Engineer	Band M23	9,368	13,934				
EME		12200	City Treasurer	8,833						
MGT		50560	Code Compliance Manager	Band M19	7,707	11,463				
ACE		50540	Code Compliance Officer I	4,853	5,096	5,350	5,618	5,899	6,194	6,504
ACE		50550	Code Compliance Officer II	5,357	5,625	5,906	6,201	6,511	6,837	7,179
SUP		50565	Code Compliance Supervisor	6,212	6,523	6,849	7,191	7,551	7,929	8,325
UCT		21401	Collections Specialist	4,185	4,394	4,614	4,844	5,087	5,341	5,608
MGT		21020	Communications Mgr	Band M19	7,707	11,463				



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NSP		40410	Community Service Officer	4,304	4,519	4,745	4,982	5,232	5,493	5,768
MGT		50755	Community Services Manager	Band M20	8,092	12,036				
SUP		40700	Community Services Supervisor	5,769	6,057	6,360	6,678	7,012	7,363	7,731
SUP		81453	Control Systems Supervisor	9,931	10,428	10,949	11,497	12,071	12,675	13,309
M&O		81450	Control Systems Technician I	6,433	6,754	7,092	7,447	7,819	8,210	8,621
M&O		81451	Control Systems Technician II	7,101	7,456	7,828	8,220	8,631	9,062	9,516
M&O		81452	Control Systems Technician III	8,440	8,862	9,306	9,771	10,259	10,772	11,311
UCT		40432	Criminal Intell Analyst I	6,212	6,523	6,849	7,191	7,551	7,929	8,325
UCT		40434	Criminal Intell Analyst II	6,527	6,853	7,196	7,556	7,933	8,330	8,746
UCT		40433	Criminal Intelligence Sup	8,151	8,559	8,987	9,436	9,908	10,403	10,923
M&O		81305	Cross Connection Technician I	5,686	5,970	6,268	6,582	6,911	7,257	7,619
M&O		81310	Cross Connection Technician II	6,594	6,923	7,269	7,633	8,015	8,415	8,836
SUP		80052	Custodial Supervisor	4,185	4,394	4,614	4,844	5,087	5,341	5,608
M&O		80200	Custodian I	3,222	3,383	3,552	3,730	3,916	4,112	4,318
M&O		80201	Custodian II	3,557	3,734	3,921	4,117	4,323	4,539	4,766
ACE		30331	Customer Service Rep I - PD	3,435	3,606	3,787	3,976	4,175	4,384	4,603
ACE		30330	Customer Service Rep I	3,435	3,606	3,787	3,976	4,175	4,384	4,603
ACE		30341	Customer Service Rep II - PD	3,886	4,080	4,284	4,498	4,723	4,960	5,208
ACE		30340	Customer Service Rep II	3,886	4,080	4,284	4,498	4,723	4,960	5,208
SUP		20097	Customer Service Supervisor	7,029	7,380	7,749	8,137	8,543	8,970	9,419
MGT		21199	Dep City Attorney I	Band M19	7,707	11,463				
MGT		21200	Dep City Attorney II	Band M23	9,368	13,934				
EM		10430	Dep City Manager	Band E32	14,895	22,170				
EM		10441	Dep City Mgr/Int Dir of Dev Sv	Band E32	14,895	22,170				
FM		20160	Dep Fire Chief	Band 1	12,227	18,907				
UCT		60510	Dep Fire Marshal	7,569	7,948	8,345	8,762	9,200	9,660	10,143
UCT		21055	Deputy City Clerk	5,491	5,765	6,054	6,356	6,674	7,008	7,358



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MGT		20685	Design & Construction Proj Mgr	Band M20	8,092	12,036				
UCT		82255	Digital Media Coordinator	5,769	6,057	6,360	6,678	7,012	7,363	7,731
UCT		82256	Digital Media Technician	4,397	4,616	4,847	5,090	5,344	5,611	5,892
EM		10400	Director of Dev Services	Band E30	13,511	20,109				
EM		20338	Director of Economic Dev	Band E30	13,511	20,109				
EM		10460	Director of Finance	Band E30	13,511	20,109				
EM		10550	Director of Human Resources	Band E30	13,511	20,109				
EM		10540	Director of Public Works	Band E30	13,511	20,109				
EM		10575	Director of Utilities	Band E30	13,511	20,109				
UCT		21460	Division Support Coordinator	4,289	4,504	4,729	4,965	5,214	5,474	5,748
ACE		50738	Economic Development Coord	4,853	5,096	5,350	5,618	5,899	6,194	6,504
M&O		80305	Electrician Assistant	4,903	5,148	5,405	5,676	5,959	6,257	6,570
M&O		80307	Electrician	5,412	5,682	5,966	6,265	6,578	6,907	7,252
MGT		50770	Emer/Disaster Preparedness Mgr	Band M15	6,340	9,430				
UCT		60800	Emergency Medical Svs Coord	4,853	5,096	5,350	5,618	5,899	6,194	6,504
INT		60801	Emergency Medical Technician	4,414	4,635	4,867	5,110	5,366	5,500	5,637
ACE		50660	Engineer I	5,913	6,209	6,519	6,845	7,187	7,547	7,924
ACE		50670	Engineer II	6,527	6,853	7,196	7,556	7,933	8,330	8,746
MGT		50675	Engineering Manager	Band M24	9,836	14,631				
ACE		50844	Engineering Permit Tech I	4,397	4,616	4,847	5,090	5,344	5,611	5,892
ACE		50845	Engineering Permit Tech II	4,974	5,223	5,484	5,758	6,046	6,349	6,666
ACE		50710	Engineering Technician I	5,226	5,487	5,762	6,050	6,352	6,670	7,004
ACE		50730	Engineering Technician II	5,769	6,057	6,360	6,678	7,012	7,363	7,731
UCT		20885	Env Program Specialist II	5,913	6,209	6,519	6,845	7,187	7,547	7,924
UCT		20884	Env Programs Specialist I	4,735	4,971	5,220	5,481	5,755	6,043	6,345
UCT		20887	Env Programs Supervisor	6,857	7,200	7,560	7,938	8,335	8,752	9,189
ACE		50815	Environmental Comp Insp I	5,769	6,057	6,360	6,678	7,012	7,363	7,731



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ACE		50825	Environmental Comp Insp II	6,368	6,686	7,020	7,371	7,740	8,127	8,533
SUP		50835	Environmental Comp Supervisor	8,151	8,559	8,987	9,436	9,908	10,403	10,923
M&O		80500	Equipment Mechanic I	5,686	5,970	6,268	6,582	6,911	7,257	7,619
M&O		80501	Equipment Mechanic II	5,974	6,272	6,586	6,915	7,261	7,624	8,005
UCT		21441	Executive Assistant	3,699	3,884	4,078	4,282	4,496	4,721	4,957
UCT		21334	Executive Coordinator	5,226	5,487	5,762	6,050	6,352	6,670	7,004
SUP		82210	Facilities Maint Supervisor	6,368	6,686	7,020	7,371	7,740	8,127	8,533
MGT		20310	Facilities Maintenance Mgr	Band M20	8,092	12,036				
ACE		40080	Facilities Project Coordinator	5,628	5,909	6,205	6,515	6,841	7,183	7,542
ACE		50715	Field Engineering Inspector I	5,628	5,909	6,205	6,515	6,841	7,183	7,542
ACE		50720	Field Engineering Inspector II	6,212	6,523	6,849	7,191	7,551	7,929	8,325
SUP		50255	Field Engineering Supervisor	7,204	7,565	7,943	8,340	8,757	9,195	9,654
MGT		50725	Finance Manager	Band M22	8,921	13,270				
MGT		50751	Fire Admin Services Manager	Band M16	6,658	9,903				
FM		20370	Fire Battalion Chief	Band 3	10,562	15,554				
FIR		60200	Fire Captain	8,889	9,333	9,800	10,290	10,804	11,344	11,911
EM		10600	Fire Chief	Band E31	14,186	21,114				
FM		20300	Fire Division Chief	Band 2	12,227	18,006				
FIR		60300	Fire Engineer	7,573	7,952	8,349	8,767	9,205	9,665	10,149
MGT		20350	Fire Marshal	Band M23	9,368	13,934				
ACE		50870	Fire Permit Tech I	4,397	4,616	4,847	5,090	5,344	5,611	5,892
ACE		50871	Fire Permit Tech II	4,974	5,223	5,484	5,758	6,046	6,349	6,666
ACE		50750	Fire Prevention Specialist I	5,491	5,765	6,054	6,356	6,674	7,008	7,358
ACE		50760	Fire Prevention Specialist II	6,061	6,364	6,682	7,016	7,367	7,735	8,122
FIR		60700	Firefighter/Paramedic	7,212	7,573	7,952	8,349	8,767	9,205	9,665
MGT		20850	Fleet Maint Manager	Band M20	8,092	12,036				
UCT		20874	Forensic Services Supervisor	7,204	7,565	7,943	8,340	8,757	9,195	9,654



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Union Code	# of Authorized Positions	Job Code	Job Description	Base	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
MGT		50731	Geographic Information Sys Mgr	Band M19	7,707	11,463				
UCT		50735	GIS Analyst I	5,769	6,057	6,360	6,678	7,012	7,363	7,731
UCT		50737	GIS Analyst II	6,527	6,853	7,196	7,556	7,933	8,330	8,746
ACE		50780	Graphics Technician I	3,983	4,182	4,391	4,611	4,841	5,084	5,338
ACE		50781	Graphics Technician II	4,507	4,732	4,968	5,217	5,478	5,752	6,039
ACE		21280	Housing & Neigh Svcs Prog Coor	4,853	5,096	5,350	5,618	5,899	6,194	6,504
MGT		21190	Housing & Neigh Svs Mgr	Band M20	8,092	12,036				
MGT		21081	Human Resources Analyst I	Band M11	5,216	7,759				
MGT		21083	Human Resources Analyst II	Band M14	6,038	8,982				
UCT		21650	Human Resources Coordinator	5,491	5,765	6,054	6,356	6,674	7,008	7,358
MGT		21130	Human Resources Manager	Band M23	9,368	13,934				
UCT		21651	Human Resources Technician I	4,289	4,504	4,729	4,965	5,214	5,474	5,748
UCT		21655	Human Resources Technician II	4,853	5,096	5,350	5,618	5,899	6,194	6,504
M&O		80300	HVAC Technician	5,412	5,682	5,966	6,265	6,578	6,907	7,252
MGT		20940	Int Asst Dir Util-Const & Eng	Band M28	11,956	17,784				
MGT		10480	Interim City Engineer	Band M30	13,181	19,607				
ACE		30885	Lab Quality Assurance Officer	6,527	6,853	7,196	7,556	7,933	8,330	8,746
ACE		30850	Laboratory Assistant	3,269	3,433	3,604	3,784	3,974	4,172	4,381
MGT		20800	Laboratory Manager	Band M20	8,092	12,036				
ACE		30870	Laboratory Technician I	5,491	5,765	6,054	6,356	6,674	7,008	7,358
ACE		30880	Laboratory Technician II	6,061	6,364	6,682	7,016	7,367	7,735	8,122
MGT		20501	Lakes & Open Space Mgr	Band M17	6,990	10,398				
SUP		82201	Lakes & Open Space Supervisor	6,061	6,364	6,682	7,016	7,367	7,735	8,122
UCT		20875	Latent Print & Evid Specialist	6,061	6,364	6,682	7,016	7,367	7,735	8,122
UCT		20876	Latent Print Specialist	5,357	5,625	5,906	6,201	6,511	6,837	7,179
SUP		80061	Lead Comm Svs Coordinator	5,099	5,354	5,621	5,902	6,198	6,507	6,833
ACE		50930	Lead Graphics Technician	4,974	5,223	5,484	5,758	6,046	6,349	6,666



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M&O		81100	Lead Maintenance Technician	5,280	5,544	5,821	6,112	6,418	6,738	7,075
M&O		81080	Lead Mechanic	6,758	7,096	7,451	7,824	8,215	8,626	9,057
MGT		21309	Lead Network Systems Engineer	Band M20	8,092	12,036				
M&O		81500	Lead Plant Systems Technician	7,278	7,642	8,024	8,425	8,847	9,289	9,753
M&O		02130	Lead Ranger Specialist	3,830	4,022	4,223	4,434	4,655	4,888	5,133
M&O		82251	Lead Wastewater Coll Tech	6,758	7,096	7,451	7,824	8,215	8,626	9,057
M&O		82915	Lead Wastewater Trtmt Plant Op	7,647	8,029	8,430	8,852	9,294	9,759	10,247
M&O		82660	Lead Water Distribution Tech	6,758	7,096	7,451	7,824	8,215	8,626	9,057
M&O		82725	Lead Water Trtmnt Plant Oper	7,647	8,029	8,430	8,852	9,294	9,759	10,247
UCT		21580	Legal Assistant	5,099	5,354	5,621	5,902	6,198	6,507	6,833
UCT		21585	Legal Specialist	5,357	5,625	5,906	6,201	6,511	6,837	7,179
UCT		21470	Maintenance & Oper Coordinator	4,619	4,850	5,093	5,347	5,615	5,895	6,190
M&O		81412	Maintenance Technician I	3,926	4,122	4,328	4,545	4,772	5,010	5,261
M&O		81930	Maintenance Technician II	4,333	4,550	4,777	5,016	5,267	5,531	5,807
MGT		21090	Management Analyst I	Band M13	5,752	8,554				
MGT		21092	Management Analyst II	Band M15	6,340	9,430				
UCT		21317	Network Administrator I	6,368	6,686	7,020	7,371	7,740	8,127	8,533
UCT		21318	Network Administrator II	7,204	7,565	7,943	8,340	8,757	9,195	9,654
MGT		21801	Network Manager	Band M23	9,368	13,934				
UCT		21311	Network Systems Engineer	7,029	7,380	7,749	8,137	8,543	8,970	9,419
UCT		21310	Network Systems Technician I	5,226	5,487	5,762	6,050	6,352	6,670	7,004
UCT		21313	Network Systems Technician II	5,628	5,909	6,205	6,515	6,841	7,183	7,542
UCT		21316	Network Systems Technician III	5,913	6,209	6,519	6,845	7,187	7,547	7,924
ACE		50834	Older Adlt Nutrition Prg Coord	4,853	5,096	5,350	5,618	5,899	6,194	6,504
NSF		60805	Paramedic	5,083	5,337	5,604	5,884	6,178	6,333	6,491
M&O		81420	Park Ranger I	4,228	4,439	4,661	4,894	5,139	5,396	5,665
M&O		81421	Park Ranger II	4,666	4,900	5,145	5,402	5,672	5,956	6,254



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UCT		21661	Payroll Supervisor	5,491	5,765	6,054	6,356	6,674	7,008	7,358
UCT		21660	Payroll Technician I	4,289	4,504	4,729	4,965	5,214	5,474	5,748
UCT		21662	Payroll Technician II	4,853	5,096	5,350	5,618	5,899	6,194	6,504
ACE		50842	Planning Permit Tech I	4,397	4,616	4,847	5,090	5,344	5,611	5,892
ACE		50843	Planning Permit Tech II	4,974	5,223	5,484	5,758	6,046	6,349	6,666
ACE		50920	Plans Examiner I	6,212	6,523	6,849	7,191	7,551	7,929	8,325
ACE		50921	Plans Examiner II	6,857	7,200	7,560	7,938	8,335	8,752	9,189
M&O		81480	Plant Systems Technician I	5,686	5,970	6,268	6,582	6,911	7,257	7,619
M&O		81490	Plant Systems Technician II	6,433	6,754	7,092	7,447	7,819	8,210	8,621
SUP		81501	Plant Systems Technician Sup	8,564	8,992	9,441	9,914	10,409	10,930	11,476
MGT		50753	Police Business Manager	Band M19	7,707	11,463				
PM		20600	Police Captain	Band 1	12,227	18,006				
PM		20670	Police Lieutenant	Band 2	10,562	15,554				
POL		70250	Police Officer Trainee	6,150	6,457					
POL		70300	Police Officer	7,474	7,848	8,240	8,652	9,085	9,539	10,016
ACE		50739	Police Program Coordinator	4,853	5,096	5,350	5,618	5,899	6,194	6,504
UCT		21550	Police Projects Specialist I	5,099	5,354	5,621	5,902	6,198	6,507	6,833
UCT		21551	Police Projects Specialist II	5,628	5,909	6,205	6,515	6,841	7,183	7,542
SUP		31215	Police Records Supervisor	4,853	5,096	5,350	5,618	5,899	6,194	6,504
PAC		31210	Police Records Technician	3,520	3,697	3,881	4,075	4,279	4,493	4,718
POL		70500	Police Sergeant	9,915	10,411	10,931	11,478	12,052	12,654	
MGT		50758	Police Support Services Mgr	Band M19	7,707	11,463				
UCT		21555	Police Training Coordinator	4,853	5,096	5,350	5,618	5,899	6,194	6,504
MGT		20680	Principal Engineer	Band M23	9,368	13,934				
MGT		20690	Principal Planner	Band M21	8,497	12,638				
ACE		50733	Program Assistant	4,083	4,287	4,501	4,726	4,963	5,211	5,471
ACE		50734	Program Coordinator	4,853	5,096	5,350	5,618	5,899	6,194	6,504



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UCT		21680	Programmer Analyst I	5,099	5,354	5,621	5,902	6,198	6,507	6,833
UCT		21681	Programmer Analyst II	5,628	5,909	6,205	6,515	6,841	7,183	7,542
MGT		20686	Project Manager	Band M19	7,707	11,463				
SUP		80610	Property & Evidence Supervisor	5,099	5,354	5,621	5,902	6,198	6,507	6,833
PAC		40630	Property & Evidence Tech I	3,435	3,606	3,787	3,976	4,175	4,384	4,603
PAC		40631	Property & Evidence Tech II	3,791	3,981	4,180	4,389	4,608	4,839	5,081
NSP		30250	Public Safety Dispatcher I	4,937	5,183	5,442	5,715	6,001	6,300	6,615
NSP		30260	Public Safety Dispatcher II	5,442	5,715	6,001	6,300	6,616	6,946	7,294
NSP		40090	Public Safety Shift Supervisor	6,317	6,633	6,964	7,312	7,678	8,062	8,465
MGT		21335	Public Safety Systems Manager	Band M19	7,707	11,463				
MGT		40100	Public Sfty Communications Mgr	Band M20	8,092	12,036				
MGT		20500	Public Works Manager	Band M20	8,092	12,036				
SUP		80050	Public Works Supervisor	6,212	6,523	6,849	7,191	7,551	7,929	8,325
ACE		30750	Purchasing & Inv Control Coord	4,507	4,732	4,968	5,217	5,478	5,752	6,039
SUP		40250	Purchasing Supervisor	5,628	5,909	6,205	6,515	6,841	7,183	7,542
MGT		21340	Real Property Manager	Band M20	8,092	12,036				
ACE		81415	Recreation Coord - Tiny Tots	3,983	4,182	4,391	4,611	4,841	5,084	5,338
ACE		81411	Recreation Coordinator	3,983	4,182	4,391	4,611	4,841	5,084	5,338
SUP		50742	Recycling Program Supervisor	6,212	6,523	6,849	7,191	7,551	7,929	8,325
ACE		50740	Recycling Programs Spec I	4,619	4,850	5,093	5,347	5,615	5,895	6,190
ACE		50741	Recycling Programs Spec II	5,491	5,765	6,054	6,356	6,674	7,008	7,358
MGT		20001	Revenue Manager	Band M22	8,921	13,270				
UCT		20040	Risk & Safety Coordinator	4,974	5,223	5,484	5,758	6,046	6,349	6,666
MGT		20337	Risk & Safety Manager	Band M21	8,497	12,638				
UCT		20345	Safety & Training Specialist	5,491	5,765	6,054	6,356	6,674	7,008	7,358
UCT		82235	SCADA Engineer	8,997	9,447	9,919	10,415	10,936	11,483	12,057
ACE		21100	Sr Administrative Asst (clsfd)	3,608	3,789	3,978	4,177	4,386	4,605	4,836



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UCT		21440	Sr Administrative Asst (UCT)	3,608	3,789	3,978	4,177	4,386	4,605	4,836
M&O		81315	Sr Cross Connection Technician	7,460	7,816	8,225	8,636	9,068	9,521	9,997
MGT		21220	Sr Deputy City Attorney	Band M27	11,386	16,937				
MGT		20877	Sr Engineer	Band M21	8,497	12,638				
ACE		50821	Sr Environmental Com Inspector	7,029	7,380	7,749	8,137	8,543	8,970	9,419
UCT		21331	Sr Executive Assistant	6,690	7,024	7,376	7,744	8,132	8,538	8,965
ACE		50721	Sr Field Engineering Inspector	6,527	6,853	7,196	7,556	7,933	8,330	8,746
MGT		21080	Sr Human Resources Analyst	Band M17	6,990	10,398				
UCT		21590	Sr Legal Assistant	5,913	6,209	6,519	6,845	7,187	7,547	7,924
M&O		80681	Sr Maintenance Technician	4,783	5,022	5,273	5,537	5,814	6,105	6,410
MGT		20840	Sr Planner	Band M16	6,658	9,903				
PAC		40632	Sr Property & Evidence Tech	4,185	4,394	4,614	4,844	5,087	5,341	5,608
UCT		20347	Sr Safety Analyst	6,368	6,686	7,020	7,371	7,740	8,127	8,533
SUP		30150	Supervising Chemist	8,151	8,559	8,987	9,436	9,908	10,403	10,923
UCT		20823	Systems Analyst I	6,690	7,024	7,376	7,744	8,132	8,538	8,965
UCT		20825	Systems Analyst II	7,758	8,146	8,554	8,981	9,430	9,902	10,397
UCT		20965	Telecommunications Specialist	4,974	5,223	5,484	5,758	6,046	6,349	6,666
MGT		82233	Utilities Analyst	Band M17	6,990	10,398				
UCT		82230	Utilities Construction Coord	5,357	5,625	5,906	6,201	6,511	6,837	7,179
MGT		20683	Utilities Construction Mgr	Band M21	8,497	12,638				
UCT		81935	Utilities Maint Scheduler	6,857	7,200	7,560	7,938	8,335	8,752	9,189
ACE		30350	Utility Billing Technician	4,853	5,096	5,350	5,618	5,899	6,194	6,504
MGT		20880	Utility Environmental Prog Mgr	Band M19	7,707	11,463				
SUP		82280	Wastewater Coll Supervisor	7,952	8,350	8,767	9,206	9,666	10,149	10,657
M&O		82220	Wastewater Collections Tech I	4,783	5,022	5,273	5,537	5,814	6,105	6,410
M&O		82250	Wastewater Collections Tech II	5,280	5,544	5,821	6,112	6,418	6,738	7,075
MGT		20920	Wastewater Maintenance Mgr	Band M23	9,368	13,934				



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MGT		20975	Wastewater Operations Mgr	Band M23	9,368	13,934				
SUP		82920	Wastewater Trmt Plnt Op Superv	9,453	9,925	10,422	10,943	11,490	12,064	12,668
M&O		82901	Wastewater Trt Plant Op Trnee	5,151	5,408	5,679	5,963	6,261	6,574	6,903
M&O		83000	Wastewater Trtmt Plt Oper I	5,686	5,970	6,268	6,582	6,911	7,257	7,619
M&O		82900	Wastewater Trtmt Plt Oper II	6,276	6,590	6,919	7,265	7,628	8,010	8,410
M&O		82910	Wastewater Trtmt Plt Oper III	6,927	7,274	7,638	8,019	8,420	8,841	9,283
MGT		20930	Water Distribution Mgr	Band M23	9,368	13,934				
SUP		82260	Water Distribution Sup	7,952	8,350	8,767	9,206	9,666	10,149	10,657
M&O		82620	Water Distribution Tech I	4,783	5,022	5,273	5,537	5,814	6,105	6,410
M&O		82640	Water Distribution Tech II	5,280	5,544	5,821	6,112	6,418	6,738	7,075
M&O		82600	Water Meter Reader	4,783	5,022	5,273	5,537	5,814	6,105	6,410
SUP		80051	Water Meter Services Sup	7,204	7,565	7,943	8,340	8,757	9,195	9,654
M&O		82650	Water Service Representative	5,025	5,277	5,540	5,817	6,108	6,414	6,734
MGT		20990	Water Treatment Plant Mgr	Band M23	9,368	13,934				
SUP		82750	Water Treatment Plant Op Sup	9,222	9,683	10,167	10,676	11,210	11,770	12,359
M&O		82800	Water Treatment Plant Oper I	5,686	5,970	6,268	6,582	6,911	7,257	7,619
M&O		82700	Water Treatment Plant Oper II	6,276	6,590	6,919	7,265	7,628	8,010	8,410
M&O		82720	Water Treatment Plant Oper III	6,927	7,274	7,638	8,019	8,420	8,841	9,283
M&O		82805	Water Treatment Plant Trainee	5,151	5,408	5,679	5,963	6,261	6,574	6,903
SUP		82751	Water Treatment Plt Maint Sup	9,931	10,428	10,949	11,497	12,071	12,675	13,309



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Union Code	# of Authorized Positions	Job Code	Job Description	Base	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
MGT		20090	Accountant I	Band M11	5,216	7,759				
MGT		20094	Accountant II	Band M16	6,658	9,903				
ACE		20095	Accounting Specialist	4,397	4,616	4,847	5,090	5,344	5,611	5,892
UCT		21430	Administrative Assistant (UCT)	3,269	3,433	3,604	3,784	3,974	4,172	4,381
ACE		21000	Administrative Asst (clssfd)	3,269	3,433	3,604	3,784	3,974	4,172	4,381
UCT		21330	Administrative Coordinator	4,853	5,096	5,350	5,618	5,899	6,194	6,504
MGT		21001	Assistant Building Official	Band M18	7,340	10,918				
MGT		20000	Assistant City Attorney	Band M31	13,840	20,586				
MGT		21060	Assistant City Clerk	Band M14	6,038	8,982				
MGT		20180	Assistant City Engineer	Band M26	10,844	16,131				
EM		10100	Assistant City Manager	Band E32	14,895	22,170				
ACE		50300	Assistant Planner I	4,974	5,223	5,484	5,758	6,046	6,349	6,666
ACE		50301	Assistant Planner II	5,491	5,765	6,054	6,356	6,674	7,008	7,358
ACE		30151	Associate Chemist	7,029	7,380	7,749	8,137	8,543	8,970	9,419
SUP		50400	Associate Engineer	7,758	8,146	8,554	8,981	9,430	9,902	10,397
SUP		50500	Associate Planner	6,690	7,024	7,376	7,744	8,132	8,538	8,965
MGT		20441	Asst Dir of Communications	Band M25	10,328	15,362				
MGT		20192	Asst Dir of Community Svs	Band M24	9,836	14,631				
MGT		20440	Asst Dir of Information Sys	Band M25	10,328	15,362				
MGT		20442	Asst Dir of Police Support Svc	Band M25	10,328	15,362				
MGT		20336	Asst Dir of Public Works	Band M24	9,836	14,631				
MGT		20940	Asst Dir of Util - Const & Eng	Band M28	11,956	17,784				
MGT		20970	Asst Dir of Util - Wastewater	Band M28	11,956	17,784				
MGT		20950	Asst Dir of Util -Water	Band M28	11,956	17,784				
MGT		20320	Budget Manager	Band M22	8,921	13,270				
SUP		50601	Building Inspection Sup	7,029	7,380	7,749	8,137	8,543	8,970	9,419
ACE		50590	Building Inspector I	5,357	5,625	5,906	6,201	6,511	6,837	7,178
ACE		50600	Building Inspector II	6,212	6,523	6,849	7,191	7,551	7,929	8,325

MGT	20150	Building Official	Band M23	9,368	13,934				
ACE	50841	Building Permit Tech I		4,397	4,616	4,847	5,090	5,344	5,611
ACE	50862	Building Permit Tech II		4,974	5,223	5,484	5,758	6,046	6,349
ACE	50864	Building Permit Tech III		5,491	5,765	6,054	6,356	6,674	7,008
UCT	20826	Business Analyst I		5,769	6,057	6,360	6,678	7,012	7,363
UCT	20827	Business Analyst II		7,029	7,380	7,749	8,137	8,543	8,970
MGT	73500	Canal Maintenance Mgr	Band M20	8,092	12,036				
UCT	73000	Canal Maintenance Supervisor		6,212	6,523	6,849	7,191	7,551	7,929
UCT	73600	Canal Maintenance Tech I		3,983	4,182	4,391	4,611	4,841	5,084
UCT	73650	Canal Maintenance Tech II		4,397	4,616	4,847	5,090	5,344	5,611
EM	10442	Chief Information Officer	Band E31	14,186	21,114				
EM	10650	Chief of Police	Band E34	16,423	24,442				
EM	10200	City Attorney		20,125					
EM	12000	City Clerk	Band E26	11,115	16,544				
COU	12050	City Council Member/Mayor		0					
COU	12100	City Council Member		0					
MGT	10480	City Engineer	Band M30	13,181	19,607				
EM	10300	City Manager		23,333					
EM	00001	City of Escondido		0					
MGT	20140	City Planner	Band M24	9,836	14,631				
MGT	20691	City Traffic Engineer	Band M23	9,368	13,934				
EME	12200	City Treasurer		8,833					
MGT	50560	Code Compliance Manager	Band M19	7,707	11,463				
ACE	50540	Code Compliance Officer I		4,853	5,096	5,350	5,618	5,899	6,194
ACE	50550	Code Compliance Officer II		5,357	5,625	5,906	6,201	6,511	6,837
SUP	50565	Code Compliance Supervisor		6,212	6,523	6,849	7,191	7,551	7,929
UCT	21401	Collections Specialist		4,185	4,394	4,614	4,844	5,087	5,341
MGT	21020	Communications Mgr	Band M19	7,707	11,463				
NSP	40410	Community Service Officer		4,304	4,519	4,745	4,982	5,232	5,493
MGT	50755	Community Services Manager	Band M20	8,092	12,036				
SUP	40700	Community Services Supervisor		5,769	6,057	6,360	6,678	7,012	7,363
SUP	81453	Control Systems Supervisor		9,931	10,428	10,949	11,497	12,071	12,675
M&O	81450	Control Systems Technician I		6,433	6,754	7,092	7,447	7,819	8,210

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M&O	81451	Control Systems Technician II	7,101	7,456	7,828	8,220	8,631	9,062	9,325
M&O	81452	Control Systems Technician III	8,440	8,862	9,306	9,771	10,259	10,772	11,311
UCT	40432	Criminal Intell Analyst I	6,212	6,523	6,849	7,191	7,551	7,929	8,325
UCT	40434	Criminal Intell Analyst II	6,527	6,853	7,196	7,556	7,933	8,330	8,746
UCT	40433	Criminal Intelligence Sup	8,151	8,559	8,987	9,436	9,908	10,403	10,923
M&O	81305	Cross Connection Technician I	5,686	5,970	6,268	6,582	6,911	7,257	7,619
M&O	81310	Cross Connection Technician II	6,594	6,923	7,269	7,633	8,015	8,415	8,836
SUP	80052	Custodial Supervisor	4,185	4,394	4,614	4,844	5,087	5,341	5,608
M&O	80200	Custodian I	3,222	3,383	3,552	3,730	3,916	4,112	4,318
M&O	80201	Custodian II	3,557	3,734	3,921	4,117	4,323	4,539	4,766
ACE	30331	Customer Service Rep I - PD	3,435	3,606	3,787	3,976	4,175	4,384	4,603
ACE	30330	Customer Service Rep I	3,435	3,606	3,787	3,976	4,175	4,384	4,603
ACE	30341	Customer Service Rep II - PD	3,886	4,080	4,284	4,498	4,723	4,960	5,208
ACE	30340	Customer Service Rep II	3,886	4,080	4,284	4,498	4,723	4,960	5,208
SUP	20097	Customer Service Supervisor	7,029	7,380	7,749	8,137	8,543	8,970	9,419
MGT	21199	Dep City Attorney I	Band M19	7,707	11,463				
MGT	21200	Dep City Attorney II	Band M23	9,368	13,934				
EM	10430	Dep City Manager	Band E32	14,895	22,170				
EM	10441	Dep City Mgr/Int Dir of Dev Sv	Band E32	14,895	22,170				
FM	20160	Dep Fire Chief	Band 1	12,227	18,907				
UCT	60510	Dep Fire Marshal	7,569	7,948	8,345	8,762	9,200	9,660	10,143
UCT	21055	Deputy City Clerk	5,491	5,765	6,054	6,356	6,674	7,008	7,358
MGT	20685	Design & Construction Proj Mgr	Band M20	8,092	12,036				
UCT	82255	Digital Media Coordinator	5,769	6,057	6,360	6,678	7,012	7,363	7,731
UCT	82256	Digital Media Technician	4,397	4,616	4,847	5,090	5,344	5,611	5,892
EM	10400	Director of Dev Services	Band E30	13,511	20,109				
EM	20338	Director of Economic Dev	Band E30	13,511	20,109				
EM	10460	Director of Finance	Band E30	13,511	20,109				
EM	10550	Director of Human Resources	Band E30	13,511	20,109				
EM	10540	Director of Public Works	Band E30	13,511	20,109				
EM	10575	Director of Utilities	Band E30	13,511	20,109				
UCT	21460	Division Support Coordinator	4,289	4,504	4,729	4,965	5,214	5,474	5,744
ACE	50738	Economic Development Coord	4,853	5,096	5,350	5,618	5,899	6,194	6,504

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M&O	80305	Electrician Assistant	4,903	5,148	5,405	5,676	5,959	6,257	6,504
M&O	80307	Electrician	5,412	5,682	5,966	6,265	6,578	6,907	7,236
MGT	50770	Emer/Disaster Preparedness Mgr	Band M15	6,340	9,430				
UCT	60800	Emergency Medical Svs Coord	4,853	5,096	5,350	5,618	5,899	6,194	6,504
INT	60801	Emergency Medical Technician	4,414	4,635	4,867	5,110	5,366	5,500	5,637
ACE	50660	Engineer I	5,913	6,209	6,519	6,845	7,187	7,547	7,924
ACE	50670	Engineer II	6,527	6,853	7,196	7,556	7,933	8,330	8,746
MGT	50675	Engineering Manager	Band M24	9,836	14,631				
ACE	50844	Engineering Permit Tech I	4,397	4,616	4,847	5,090	5,344	5,611	5,892
ACE	50845	Engineering Permit Tech II	4,974	5,223	5,484	5,758	6,046	6,349	6,666
ACE	50710	Engineering Technician I	5,226	5,487	5,762	6,050	6,352	6,670	7,004
ACE	50730	Engineering Technician II	5,769	6,057	6,360	6,678	7,012	7,363	7,731
UCT	20885	Env Program Specialist II	5,913	6,209	6,519	6,845	7,187	7,547	7,924
UCT	20884	Env Programs Specialist I	4,735	4,971	5,220	5,481	5,755	6,043	6,345
UCT	20887	Env Programs Supervisor	6,857	7,200	7,560	7,938	8,335	8,752	9,189
ACE	50815	Environmental Comp Insp I	5,769	6,057	6,360	6,678	7,012	7,363	7,731
ACE	50825	Environmental Comp Insp II	6,368	6,686	7,020	7,371	7,740	8,127	8,533
SUP	50835	Environmental Comp Supervisor	8,151	8,559	8,987	9,436	9,908	10,403	10,923
M&O	80500	Equipment Mechanic I	5,686	5,970	6,268	6,582	6,911	7,257	7,619
M&O	80501	Equipment Mechanic II	5,974	6,272	6,586	6,915	7,261	7,624	8,005
UCT	21441	Executive Assistant	3,699	3,884	4,078	4,282	4,496	4,721	4,957
UCT	21334	Executive Coordinator	5,226	5,487	5,762	6,050	6,352	6,670	7,004
SUP	82210	Facilities Maint Supervisor	6,368	6,686	7,020	7,371	7,740	8,127	8,533
MGT	20310	Facilities Maintenance Mgr	Band M20	8,092	12,036				
ACE	40080	Facilities Project Coordinator	5,628	5,909	6,205	6,515	6,841	7,183	7,542
ACE	50715	Field Engineering Inspector I	5,628	5,909	6,205	6,515	6,841	7,183	7,542
ACE	50720	Field Engineering Inspector II	6,212	6,523	6,849	7,191	7,551	7,929	8,325
SUP	50255	Field Engineering Supervisor	7,204	7,565	7,943	8,340	8,757	9,195	9,654
MGT	50725	Finance Manager	Band M22	8,921	13,270				
MGT	50751	Fire Admin Services Manager	Band M16	6,658	9,903				
FM	20370	Fire Battalion Chief	Band 3	10,562	15,554				
FIR	60200	Fire Captain	8,889	9,333	9,800	10,290	10,804	11,344	11,868
EM	10600	Fire Chief	Band E31	14,186	21,114				

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FM	20300	Fire Division Chief	Band 2	12,227	18,006				
FIR	60300	Fire Engineer		7,573	7,952	8,349	8,767	9,205	9,665
MGT	20350	Fire Marshal	Band M23	9,368	13,934				
ACE	50870	Fire Permit Tech I		4,397	4,616	4,847	5,090	5,344	5,611
ACE	50871	Fire Permit Tech II		4,974	5,223	5,484	5,758	6,046	6,349
ACE	50750	Fire Prevention Specialist I		5,491	5,765	6,054	6,356	6,674	7,008
ACE	50760	Fire Prevention Specialist II		6,061	6,364	6,682	7,016	7,367	7,735
FIR	60700	Firefighter/Paramedic		7,212	7,573	7,952	8,349	8,767	9,205
MGT	20850	Fleet Maint Manager	Band M20	8,092	12,036				
UCT	20874	Forensic Services Supervisor		7,204	7,565	7,943	8,340	8,757	9,195
MGT	50731	Geographic Information Sys Mgr	Band M19	7,707	11,463				
UCT	50735	GIS Analyst I		5,769	6,057	6,360	6,678	7,012	7,363
UCT	50737	GIS Analyst II		6,527	6,853	7,196	7,556	7,933	8,330
ACE	50780	Graphics Technician I		3,983	4,182	4,391	4,611	4,841	5,084
ACE	50781	Graphics Technician II		4,507	4,732	4,968	5,217	5,478	5,752
ACE	21280	Housing & Neigh Svcs Prog Coord		4,853	5,096	5,350	5,618	5,899	6,194
MGT	21190	Housing & Neigh Svcs Mgr	Band M20	8,092	12,036				
MGT	21081	Human Resources Analyst I	Band M11	5,216	7,759				
MGT	21083	Human Resources Analyst II	Band M14	6,038	8,982				
UCT	21650	Human Resources Coordinator		5,491	5,765	6,054	6,356	6,674	7,008
MGT	21130	Human Resources Manager	Band M23	9,368	13,934				
UCT	21651	Human Resources Technician I		4,289	4,504	4,729	4,965	5,214	5,474
UCT	21655	Human Resources Technician II		4,853	5,096	5,350	5,618	5,899	6,194
M&O	80300	HVAC Technician		5,412	5,682	5,966	6,265	6,578	6,907
ACE	30885	Lab Quality Assurance Officer		6,527	6,853	7,196	7,556	7,933	8,330
ACE	30850	Laboratory Assistant		3,269	3,433	3,604	3,784	3,974	4,172
MGT	20800	Laboratory Manager	Band M20	8,092	12,036				
ACE	30870	Laboratory Technician I		5,491	5,765	6,054	6,356	6,674	7,008
ACE	30880	Laboratory Technician II		6,061	6,364	6,682	7,016	7,367	7,735
MGT	20501	Lakes & Open Space Mgr	Band M17	6,990	10,398				
SUP	82201	Lakes & Open Space Supervisor		6,061	6,364	6,682	7,016	7,367	7,735
UCT	20875	Latent Print & Evid Specialist		6,061	6,364	6,682	7,016	7,367	7,735
UCT	20876	Latent Print Specialist		5,357	5,625	5,906	6,201	6,511	6,837

SUP	80061	Lead Comm Svs Coordinator	5,099	5,354	5,621	5,902	6,198	6,507	6,833
ACE	50930	Lead Graphics Technician	4,974	5,223	5,484	5,758	6,046	6,349	6,652
M&O	81100	Lead Maintenance Technician	5,280	5,544	5,821	6,112	6,418	6,738	7,075
M&O	81080	Lead Mechanic	6,758	7,096	7,451	7,824	8,215	8,626	9,057
MGT	21309	Lead Network Systems Engineer	Band M20	8,092	12,036				
M&O	81500	Lead Plant Systems Technician	7,278	7,642	8,024	8,425	8,847	9,289	9,753
M&O	02130	Lead Ranger Specialist	3,830	4,022	4,223	4,434	4,655	4,888	5,133
M&O	82251	Lead Wastewater Coll Tech	6,758	7,096	7,451	7,824	8,215	8,626	9,057
M&O	82915	Lead Wastewater Trtmt Plant Op	7,647	8,029	8,430	8,852	9,294	9,759	10,247
M&O	82660	Lead Water Distribution Tech	6,758	7,096	7,451	7,824	8,215	8,626	9,057
M&O	82725	Lead Water Trtmnt Plant Oper	7,647	8,029	8,430	8,852	9,294	9,759	10,247
UCT	21580	Legal Assistant	5,099	5,354	5,621	5,902	6,198	6,507	6,833
UCT	21585	Legal Specialist	5,357	5,625	5,906	6,201	6,511	6,837	7,179
UCT	21470	Maintenance & Oper Coordinator	4,619	4,850	5,093	5,347	5,615	5,895	6,190
M&O	81412	Maintenance Technician I	3,926	4,122	4,328	4,545	4,772	5,010	5,261
M&O	81930	Maintenance Technician II	4,333	4,550	4,777	5,016	5,267	5,531	5,807
MGT	21090	Management Analyst I	Band M13	5,752	8,554				
MGT	21092	Management Analyst II	Band M15	6,340	9,430				
UCT	21317	Network Administrator I	6,368	6,686	7,020	7,371	7,740	8,127	8,533
UCT	21318	Network Administrator II	7,204	7,565	7,943	8,340	8,757	9,195	9,654
MGT	21801	Network Manager	Band M23	9,368	13,934				
UCT	21311	Network Systems Engineer	7,029	7,380	7,749	8,137	8,543	8,970	9,419
UCT	21310	Network Systems Technician I	5,226	5,487	5,762	6,050	6,352	6,670	7,004
UCT	21313	Network Systems Technician II	5,628	5,909	6,205	6,515	6,841	7,183	7,542
UCT	21316	Network Systems Technician III	5,913	6,209	6,519	6,845	7,187	7,547	7,924
ACE	50834	Older Adlt Nutrition Prg Coord	4,853	5,096	5,350	5,618	5,899	6,194	6,504
NSF	60805	Paramedic	5,083	5,337	5,604	5,884	6,178	6,333	6,491
M&O	81420	Park Ranger I	4,228	4,439	4,661	4,894	5,139	5,396	5,665
M&O	81421	Park Ranger II	4,666	4,900	5,145	5,402	5,672	5,956	6,254
UCT	21661	Payroll Supervisor	5,491	5,765	6,054	6,356	6,674	7,008	7,358
UCT	21660	Payroll Technician I	4,289	4,504	4,729	4,965	5,214	5,474	5,748
UCT	21662	Payroll Technician II	4,853	5,096	5,350	5,618	5,899	6,194	6,504
ACE	50842	Planning Permit Tech I	4,397	4,616	4,847	5,090	5,344	5,611	5,892

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ACE	50843	Planning Permit Tech II	4,974	5,223	5,484	5,758	6,046	6,319	6,592
ACE	50920	Plans Examiner I	6,212	6,523	6,849	7,191	7,551	7,929	8,317
ACE	50921	Plans Examiner II	6,857	7,200	7,560	7,938	8,335	8,752	9,189
M&O	81480	Plant Systems Technician I	5,686	5,970	6,268	6,582	6,911	7,257	7,619
M&O	81490	Plant Systems Technician II	6,433	6,754	7,092	7,447	7,819	8,210	8,621
SUP	81501	Plant Systems Technician Sup	8,564	8,992	9,441	9,914	10,409	10,930	11,476
MGT	50753	Police Business Manager	Band M19	7,707	11,463				
PM	20600	Police Captain	Band 1	12,227	18,006				
PM	20670	Police Lieutenant	Band 2	10,562	15,554				
POL	70250	Police Officer Trainee	6,150	6,457					
POL	70300	Police Officer	7,474	7,848	8,240	8,652	9,085	9,539	10,016
ACE	50739	Police Program Coordinator	4,853	5,096	5,350	5,618	5,899	6,194	6,504
UCT	21550	Police Projects Specialist I	5,099	5,354	5,621	5,902	6,198	6,507	6,833
UCT	21551	Police Projects Specialist II	5,628	5,909	6,205	6,515	6,841	7,183	7,542
SUP	31215	Police Records Supervisor	4,853	5,096	5,350	5,618	5,899	6,194	6,504
PAC	31210	Police Records Technician	3,520	3,697	3,881	4,075	4,279	4,493	4,718
POL	70500	Police Sergeant	9,915	10,411	10,931	11,478	12,052	12,654	
MGT	50758	Police Support Services Mgr	Band M19	7,707	11,463				
UCT	21555	Police Training Coordinator	4,853	5,096	5,350	5,618	5,899	6,194	6,504
MGT	20680	Principal Engineer	Band M23	9,368	13,934				
MGT	20690	Principal Planner	Band M21	8,497	12,638				
ACE	50733	Program Assistant	4,083	4,287	4,501	4,726	4,963	5,211	5,471
ACE	50734	Program Coordinator	4,853	5,096	5,350	5,618	5,899	6,194	6,504
UCT	21680	Programmer Analyst I	5,099	5,354	5,621	5,902	6,198	6,507	6,833
UCT	21681	Programmer Analyst II	5,628	5,909	6,205	6,515	6,841	7,183	7,542
MGT	20686	Project Manager	Band M19	7,707	11,463				
SUP	80610	Property & Evidence Supervisor	5,099	5,354	5,621	5,902	6,198	6,507	6,833
PAC	40630	Property & Evidence Tech I	3,435	3,606	3,787	3,976	4,175	4,384	4,603
PAC	40631	Property & Evidence Tech II	3,791	3,981	4,180	4,389	4,608	4,839	5,081
NSP	30250	Public Safety Dispatcher I	4,937	5,183	5,442	5,715	6,001	6,300	6,615
NSP	30260	Public Safety Dispatcher II	5,442	5,715	6,001	6,300	6,616	6,946	7,294
NSP	40090	Public Safety Shift Supervisor	6,317	6,633	6,964	7,312	7,678	8,062	8,456
MGT	21335	Public Safety Systems Manager	Band M19	7,707	11,463				

MGT	40100	Public Sfty Communications Mgr	Band M20	8,092	12,036					
MGT	20500	Public Works Manager	Band M20	8,092	12,036					
SUP	80050	Public Works Supervisor		6,212	6,523	6,849	7,191	7,551	7,929	8,325
ACE	30750	Purchasing & Inv Control Coord		4,507	4,732	4,968	5,217	5,478	5,752	6,039
SUP	40250	Purchasing Supervisor		5,628	5,909	6,205	6,515	6,841	7,183	7,542
MGT	21340	Real Property Manager	Band M20	8,092	12,036					
ACE	81415	Recreation Coord - Tiny Tots		3,983	4,182	4,391	4,611	4,841	5,084	5,338
ACE	81411	Recreation Coordinator		3,983	4,182	4,391	4,611	4,841	5,084	5,338
SUP	50742	Recycling Program Supervisor		6,212	6,523	6,849	7,191	7,551	7,929	8,325
ACE	50740	Recycling Programs Spec I		4,619	4,850	5,093	5,347	5,615	5,895	6,190
ACE	50741	Recycling Programs Spec II		5,491	5,765	6,054	6,356	6,674	7,008	7,358
MGT	20001	Revenue Manager	Band M22	8,921	13,270					
UCT	20040	Risk & Safety Coordinator		4,974	5,223	5,484	5,758	6,046	6,349	6,666
MGT	20337	Risk & Safety Manager	Band M21	8,497	12,638					
UCT	20345	Safety & Training Specialist		5,491	5,765	6,054	6,356	6,674	7,008	7,358
UCT	82235	SCADA Engineer		8,997	9,447	9,919	10,415	10,936	11,483	12,057
ACE	21100	Sr Administrative Asst (clsfd)		3,608	3,789	3,978	4,177	4,386	4,605	4,836
UCT	21440	Sr Administrative Asst (UCT)		3,608	3,789	3,978	4,177	4,386	4,605	4,836
M&O	81315	Sr Cross Connection Technician		7,460	7,816	8,225	8,636	9,068	9,521	9,997
MGT	21220	Sr Deputy City Attorney	Band M27	11,386	16,937					
MGT	20877	Sr Engineer	Band M21	8,497	12,638					
ACE	50821	Sr Environmental Com Inspector		7,029	7,380	7,749	8,137	8,543	8,970	9,419
UCT	21331	Sr Executive Assistant		6,690	7,024	7,376	7,744	8,132	8,538	8,965
MGT	21080	Sr Human Resources Analyst	Band M17	6,990	10,398					
UCT	21590	Sr Legal Assistant		5,913	6,209	6,519	6,845	7,187	7,547	7,924
M&O	80681	Sr Maintenance Technician		4,783	5,022	5,273	5,537	5,814	6,105	6,410
MGT	20840	Sr Planner	Band M16	6,658	9,903					
PAC	40632	Sr Property & Evidence Tech		4,185	4,394	4,614	4,844	5,087	5,341	5,608
UCT	20347	Sr Safety Analyst		6,368	6,686	7,020	7,371	7,740	8,127	8,533
SUP	30150	Supervising Chemist		8,151	8,559	8,987	9,436	9,908	10,403	10,923
UCT	20823	Systems Analyst I		6,690	7,024	7,376	7,744	8,132	8,538	8,965
UCT	20825	Systems Analyst II		7,758	8,146	8,554	8,981	9,430	9,902	
UCT	20965	Telecommunications Specialist		4,974	5,223	5,484	5,758	6,046	6,349	

MGT	82233	Utilities Analyst	Band M17	6,990	10,398				
UCT	82230	Utilities Construction Coord		5,357	5,625	5,906	6,201	6,511	6,837
MGT	20683	Utilities Construction Mgr	Band M21	8,497	12,638				
UCT	81935	Utilities Maint Scheduler		6,857	7,200	7,560	7,938	8,335	8,752
ACE	30350	Utility Billing Technician		4,853	5,096	5,350	5,618	5,899	6,194
MGT	20880	Utility Environmental Prog Mgr	Band M19	7,707	11,463				
SUP	82280	Wastewater Coll Supervisor		7,952	8,350	8,767	9,206	9,666	10,149
M&O	82220	Wastewater Collections Tech I		4,783	5,022	5,273	5,537	5,814	6,105
M&O	82250	Wastewater Collections Tech II		5,280	5,544	5,821	6,112	6,418	6,738
MGT	20920	Wastewater Maintenance Mgr	Band M23	9,368	13,934				
MGT	20975	Wastewater Operations Mgr	Band M23	9,368	13,934				
SUP	82920	Wastewater Trmt Plnt Op Superv		9,453	9,925	10,422	10,943	11,490	12,064
M&O	82901	Wastewater Trt Plant Op Trnee		5,151	5,408	5,679	5,963	6,261	6,574
M&O	83000	Wastewater Trtmt Plt Oper I		5,686	5,970	6,268	6,582	6,911	7,257
M&O	82900	Wastewater Trtmt Plt Oper II		6,276	6,590	6,919	7,265	7,628	8,010
M&O	82910	Wastewater Trtmt Plt Oper III		6,927	7,274	7,638	8,019	8,420	8,841
MGT	20930	Water Distribution Mgr	Band M23	9,368	13,934				
SUP	82260	Water Distribution Sup		7,952	8,350	8,767	9,206	9,666	10,149
M&O	82620	Water Distribution Tech I		4,783	5,022	5,273	5,537	5,814	6,105
M&O	82640	Water Distribution Tech II		5,280	5,544	5,821	6,112	6,418	6,738
M&O	82600	Water Meter Reader		4,783	5,022	5,273	5,537	5,814	6,105
SUP	80051	Water Meter Services Sup		7,204	7,565	7,943	8,340	8,757	9,195
M&O	82650	Water Service Representative		5,025	5,277	5,540	5,817	6,108	6,414
MGT	20990	Water Treatment Plant Mgr	Band M23	9,368	13,934				
SUP	82750	Water Treatment Plant Op Sup		9,222	9,683	10,167	10,676	11,210	11,770
M&O	82800	Water Treatment Plant Oper I		5,686	5,970	6,268	6,582	6,911	7,257
M&O	82700	Water Treatment Plant Oper II		6,276	6,590	6,919	7,265	7,628	8,010
M&O	82720	Water Treatment Plant Oper III		6,927	7,274	7,638	8,019	8,420	8,841
M&O	82805	Water Treatment Plant Trainee		5,151	5,408	5,679	5,963	6,261	6,574
SUP	82751	Water Treatment Plt Maint Sup		9,931	10,428	10,949	11,497	12,071	12,675

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20090	Accountant I	MGT	M11	\$5,216.40	\$7,759.34							
20094	Accountant II	MGT	M16	\$6,658.00	\$9,903.08							
20095	Accounting Specialist	T_ACE	A31	\$4,660.39	\$6,245.37	\$4,660.39	\$4,893.41	\$5,138.08	\$5,394.98	\$5,664.73	\$5,947.97	\$6,245.37
21430	Administrative Assistant (UCT)	UCT	U19	\$3,465.26	\$4,643.78	\$3,465.26	\$3,638.52	\$3,820.45	\$4,011.47	\$4,212.05	\$4,422.65	\$4,643.78
21000	Administrative Asst (clssfd)	T_ACE	A19	\$3,465.26	\$4,643.78	\$3,465.26	\$3,638.52	\$3,820.45	\$4,011.47	\$4,212.05	\$4,422.65	\$4,643.78
21330	Administrative Coordinator	UCT	U35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
21001	Assistant Building Official	MGT	M18	\$7,340.00	\$10,917.84							
20000	Assistant City Attorney	MGT	M31	\$13,840.00	\$20,586.24							
21060	Assistant City Clerk	MGT	M14	\$6,038.00	\$8,981.96							
20180	Assistant City Engineer	MGT	M26	\$10,844.19	\$16,130.62							
10100	Assistant City Manager	EM	E32	\$14,895.00	\$22,170.17							
20441	Assistant Director of Communications	MGT	M25	\$10,327.80	\$15,362.49							
20192	Assistant Director of Community Services	MGT	M24	\$9,836.00	\$14,630.95							
20440	Assistant Director of Information Systems	MGT	M25	\$10,327.80	\$15,362.49							
20442	Assistant Director of Police Support Services	MGT	M25	\$10,327.80	\$15,362.49							
20336	Assistant Director of Public Works	MGT	M24	\$9,836.00	\$14,630.95							
20940	Assistant Director of Utilities - Construction & Engineering	MGT	M28	\$11,955.72	\$17,784.01							
20970	Assistant Director of Utilities - Wastewater	MGT	M28	\$11,955.72	\$17,784.01							
20950	Assistant Director of Utilities -Water	MGT	M28	\$11,955.72	\$17,784.01							
50300	Assistant Planner I	T_ACE	A36	\$5,272.80	\$7,066.06	\$5,272.80	\$5,536.44	\$5,813.27	\$6,103.93	\$6,409.12	\$6,729.58	\$7,066.06
50301	Assistant Planner II	T_ACE	A40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
30151	Associate Chemist	T_ACE	A50	\$7,450.33	\$9,984.16	\$7,450.33	\$7,822.85	\$8,213.99	\$8,624.69	\$9,055.93	\$9,508.72	\$9,984.16
50400	Associate Engineer	SUP	S58	\$8,563.69	\$11,476.16	\$8,563.69	\$8,991.87	\$9,441.46	\$9,913.54	\$10,409.21	\$10,929.67	\$11,476.16
50500	Associate Planner	SUP	S48	\$6,689.94	\$8,965.16	\$6,689.94	\$7,024.43	\$7,375.66	\$7,744.44	\$8,131.66	\$8,538.24	\$8,965.16
20130	Asst Dir of Human Resources	MGT	M23	\$9,368.00	\$13,933.50							



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50601	Building Inspection Supervisor	SUP		\$7,384.44	\$9,895.85	\$7,384.44	\$7,753.66	\$8,141.34	\$8,548.41	\$8,975.83	\$9,424.62	\$9,895.85
50590	Building Inspector I	T_ACE	A39	\$5,678.23	\$7,609.37	\$5,678.23	\$5,962.14	\$6,260.25	\$6,573.26	\$6,901.93	\$7,247.02	\$7,609.37
50600	Building Inspector II	T_ACE	A45	\$6,585.01	\$8,824.54	\$6,585.01	\$6,914.26	\$7,259.97	\$7,622.97	\$8,004.12	\$8,404.32	\$8,824.54
20150	Building Official	MGT	M25	\$10,327.80	\$15,362.49							
50841	Building Permit Technician I	T_ACE	A31	\$4,660.39	\$6,245.37	\$4,660.39	\$4,893.41	\$5,138.08	\$5,394.98	\$5,664.73	\$5,947.97	\$6,245.37
50862	Building Permit Technician II	T_ACE	A36	\$5,272.80	\$7,066.06	\$5,272.80	\$5,536.44	\$5,813.27	\$6,103.93	\$6,409.12	\$6,729.58	\$7,066.06
50864	Building Permit Technician III	T_ACE	A40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
20826	Business Analyst I	UCT	U42	\$6,114.84	\$8,194.46	\$6,114.84	\$6,420.58	\$6,741.61	\$7,078.69	\$7,432.62	\$7,804.25	\$8,194.46
20827	Business Analyst II	UCT	U50	\$7,450.33	\$9,984.16	\$7,450.33	\$7,822.85	\$8,213.99	\$8,624.69	\$9,055.93	\$9,508.72	\$9,984.16
73500	Canal Maintenance Manager	MGT	M20	\$8,092.00	\$12,036.18							
73000	Canal Maintenance Supervisor	UCT	U45	\$6,585.01	\$8,824.54	\$6,585.01	\$6,914.26	\$7,259.97	\$7,622.97	\$8,004.12	\$8,404.32	\$8,824.54
73600	Canal Maintenance Tech I	UCT	U27	\$4,222.08	\$5,657.99	\$4,222.08	\$4,433.19	\$4,654.85	\$4,887.59	\$5,131.97	\$5,388.57	\$5,657.99
73650	Canal Maintenance Technician II	UCT	U31	\$4,660.39	\$6,245.37	\$4,660.39	\$4,893.41	\$5,138.08	\$5,394.98	\$5,664.73	\$5,947.97	\$6,245.37
10442	Chief Information Officer	EM	E31	\$14,186.00	\$21,113.98							
10200	City Attorney	EM	1	\$2,773.33	\$26,000.00							
12000	City Clerk	EM	E26	\$11,115.40	\$16,544.26							
12100	City Council Member	COU	2	\$2,245.06	\$2,245.06							
12050	City Council Member/Mayor	COU	1	\$6,280.12	\$6,280.12							
10480	City Engineer	MGT	M30	\$13,181.18	\$19,606.87							
10300	City Manager	EM	1	\$2,773.33	\$26,000.00							
20140	City Planner	MGT	M24	\$9,836.00	\$14,630.95							
20691	City Traffic Engineer	MGT	M23	\$9,368.00	\$13,933.50							
12200	City Treasurer	EME	2	\$2,245.06	\$2,245.06							
50560	Code Compliance Manager	MGT	M19	\$7,707.00	\$11,463.24							
50540	Code Compliance Officer I	T_ACE	A35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72



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50550	Code Compliance Officer II	T_ACE	A39	\$5,678.23	\$7,609.37	\$5,678.23	\$5,962.14	\$6,260.25	\$6,573.26	\$6,901.93	\$7,247.02	\$7,609.37
50565	Code Compliance Supervisor	SUP	S47	\$6,526.77	\$8,746.49	\$6,526.77	\$6,853.11	\$7,195.76	\$7,555.55	\$7,933.33	\$8,329.99	\$8,746.49
21401	Collections Specialist	UCT	U29	\$4,435.83	\$5,944.43	\$4,435.83	\$4,657.62	\$4,890.50	\$5,135.02	\$5,391.77	\$5,661.36	\$5,944.43
21020	Communications Manager	MGT	M19	\$7,707.00	\$11,463.24							
40410	Community Service Officer	NSP	001	\$4,562.21	\$6,113.89	\$4,562.24	\$4,790.14	\$5,029.70	\$5,280.92	\$5,545.48	\$5,822.75	\$6,113.89
50755	Community Services Manager	MGT	M20	\$8,092.00	\$12,036.18							
40700	Community Services Supervisor	SUP	S47	\$6,526.77	\$8,746.49	\$6,526.77	\$6,853.11	\$7,195.76	\$7,555.55	\$7,933.33	\$8,329.99	\$8,746.49
81453	Control Systems Supervisor	SUP	S66	\$10,434.02	\$13,982.58	\$10,434.02	\$10,955.72	\$11,503.51	\$12,078.68	\$12,682.62	\$13,316.75	\$13,982.58
81450	Control Systems Technician I	M&O	T44	\$6,989.25	\$9,366.27	\$6,989.25	\$7,338.72	\$7,705.65	\$8,090.94	\$8,495.48	\$8,920.26	\$9,366.27
81451	Control Systems Technician II	M&O	T47	\$7,526.66	\$10,086.45	\$7,526.66	\$7,903.00	\$8,298.15	\$8,713.05	\$9,148.71	\$9,606.14	\$10,086.45
81452	Control Systems Technician III	M&O	T54	\$8,946.84	\$11,989.62	\$8,946.84	\$9,394.18	\$9,863.89	\$10,357.08	\$10,874.94	\$11,418.68	\$11,989.62
40432	Criminal Intelligence Analyst I	UCT	U45	\$6,585.01	\$8,824.54	\$6,585.01	\$6,914.26	\$7,259.97	\$7,622.97	\$8,004.12	\$8,404.32	\$8,824.54
40434	Criminal Intelligence Analyst II	UCT	U47	\$6,918.37	\$9,271.28	\$6,918.37	\$7,264.29	\$7,627.51	\$8,008.88	\$8,409.33	\$8,829.79	\$9,271.28
40433	Criminal Intelligence Supervisor	UCT	U56	\$8,640.10	\$11,578.56	\$8,640.10	\$9,072.11	\$9,525.71	\$10,002.00	\$10,502.10	\$11,027.20	\$11,578.56
81305	Cross Connection Technician I	M&O	T38	\$6,026.81	\$8,076.51	\$6,026.81	\$6,328.15	\$6,644.56	\$6,976.79	\$7,325.63	\$7,691.91	\$8,076.51
81310	Cross Connection Technician II	M&O	T44	\$6,989.25	\$9,366.27	\$6,989.25	\$7,338.72	\$7,705.65	\$8,090.94	\$8,495.48	\$8,920.26	\$9,366.27
80052	Custodial Supervisor	SUP	S29	\$4,184.67	\$5,607.87	\$4,184.67	\$4,393.92	\$4,613.67	\$4,844.33	\$5,086.50	\$5,340.82	\$5,607.87
80200	Custodian I	M&O	T15	\$3,415.38	\$4,576.93	\$3,415.38	\$3,586.15	\$3,765.45	\$3,953.73	\$4,151.41	\$4,358.98	\$4,576.93
80201	Custodian II	M&O	T19	\$3,769.94	\$5,052.08	\$3,769.94	\$3,958.43	\$4,156.36	\$4,364.17	\$4,582.38	\$4,811.50	\$5,052.08
30330	Customer Service Rep I	T_ACE	A21	\$3,640.69	\$4,878.87	\$3,640.69	\$3,822.72	\$4,013.86	\$4,214.55	\$4,425.28	\$4,646.54	\$4,878.87
30331	Customer Service Rep I - PD	T_ACE	A21	\$3,640.69	\$4,878.87	\$3,640.69	\$3,822.72	\$4,013.86	\$4,214.55	\$4,425.28	\$4,646.54	\$4,878.87
30340	Customer Service Representative II	T_ACE	A26	\$4,119.11	\$5,520.00	\$4,119.11	\$4,325.06	\$4,541.31	\$4,768.38	\$5,006.80	\$5,257.14	\$5,520.00
30341	Customer Service Representative II - Police Department	T_ACE	A26	\$4,119.11	\$5,520.00	\$4,119.11	\$4,325.06	\$4,541.31	\$4,768.38	\$5,006.80	\$5,257.14	\$5,520.00
20097	Customer Service Supervisor	SUP	S56	\$8,151.04	\$10,923.17	\$8,151.04	\$8,558.59	\$8,986.52	\$9,435.85	\$9,907.64	\$10,403.02	\$10,923.17
21199	Deputy City Attorney I	MGT	M19	\$7,707.00	\$11,463.24							



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21200	Deputy City Attorney II	MGT	M23	\$9,368.00	\$13,933.50							
21055	Deputy City Clerk	UCT	U40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
10430	Deputy City Manager	EM	E32	\$14,895.00	\$22,170.17							
10441	Deputy City Manager/Interim Director of Development Services	EM	E32	\$14,895.00	\$22,170.17							
20160	Deputy Fire Chief	FM	1	\$12,839.17	\$18,907.17							
60510	Deputy Fire Marshal	UCT	U53	\$8,023.19	\$10,751.85	\$8,023.19	\$8,424.35	\$8,845.57	\$9,287.85	\$9,752.24	\$10,239.85	\$10,751.85
20685	Design & Construction Project Manager	MGT	M20	\$8,092.00	\$12,036.18							
82255	Digital Media Coordinator	UCT	U42	\$6,114.84	\$8,194.46	\$6,114.84	\$6,420.58	\$6,741.61	\$7,078.69	\$7,432.62	\$7,804.25	\$8,194.46
82256	Digital Media Technician	UCT	U31	\$4,660.39	\$6,245.37	\$4,660.39	\$4,893.41	\$5,138.08	\$5,394.98	\$5,664.73	\$5,947.97	\$6,245.37
10415	Dir of Comm & Community Svs	EM	E28	\$12,255.00	\$18,239.76							
10400	Dir of Dev Services	EM	E30	\$13,511.00	\$20,108.50							
10475	Dir of Economic Dev & Comm Rel	EM	M26	\$10,844.19	\$16,130.62							
20338	Director of Economic Development	EM	E30	\$13,511.00	\$20,108.50							
10460	Director of Finance	EM	E30	\$13,511.00	\$20,108.50							
10550	Director of Human Resources	EM	E30	\$13,511.00	\$20,108.50							
10540	Director of Public Works	EM	E30	\$13,511.00	\$20,108.50							
10575	Director of Utilities	EM	E30	\$13,511.00	\$20,108.50							
21460	Division Support Coordinator	UCT	U30	\$4,546.72	\$6,093.04	\$4,546.72	\$4,774.06	\$5,012.76	\$5,263.40	\$5,526.57	\$5,802.90	\$6,093.04
50738	Economic Development Coordinator	T_ACE	A35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
80307	Electrician	M&O	T36	\$5,736.41	\$7,687.33	\$5,736.41	\$6,023.23	\$6,324.39	\$6,640.61	\$6,972.64	\$7,321.27	\$7,687.33
80305	Electrician Assistant	M&O	T32	\$5,196.90	\$6,964.34	\$5,196.90	\$5,456.75	\$5,729.58	\$6,016.06	\$6,316.87	\$6,632.71	\$6,964.34
60800	Emergency Medical Services Coordinator	UCT	U35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
60801	Emergency Medical Technician	NSF	001	\$4,679.27	\$5,975.63	\$4,679.27	\$4,913.24	\$5,416.85	\$5,687.69	\$5,829.88	\$5,975.63	
50770	Emergency Preparedness Manager	MGT	M21	\$8,496.60	\$12,637.99							
50660	Engineer I	T_ACE	A43	\$6,267.71	\$8,399.33	\$6,267.71	\$6,581.09	\$6,910.15	\$7,255.65	\$7,618.44	\$7,999.36	\$8,399.33



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50670	Engineer II	T_ACE	A47	\$6,918.37	\$9,271.28	\$6,918.37	\$7,264.29	\$7,627.51	\$8,008.88	\$8,409.33	\$8,829.79	\$9,271.28
50675	Engineering Manager	MGT	M24	\$9,836.00	\$14,630.95							
50844	Engineering Permit Tech I	T_ACE	A31	\$4,660.39	\$6,245.37	\$4,660.39	\$4,893.41	\$5,138.08	\$5,394.98	\$5,664.73	\$5,947.97	\$6,245.37
50845	Engineering Permit Technician II	T_ACE	A36	\$5,272.80	\$7,066.06	\$5,272.80	\$5,536.44	\$5,813.27	\$6,103.93	\$6,409.12	\$6,729.58	\$7,066.06
30450	Engineering Projects Manager	MGT	023	\$9,601.99	\$12,962.19							
50710	Engineering Technician I	T_ACE	A38	\$5,539.74	\$7,423.78	\$5,539.74	\$5,816.73	\$6,107.56	\$6,412.94	\$6,733.59	\$7,070.27	\$7,423.78
50730	Engineering Technician II	T_ACE	A42	\$6,114.84	\$8,194.46	\$6,114.84	\$6,420.58	\$6,741.61	\$7,078.69	\$7,432.62	\$7,804.25	\$8,194.46
50815	Environmental Compliance Inspector I	T_ACE	A42	\$6,114.84	\$8,194.46	\$6,114.84	\$6,420.58	\$6,741.61	\$7,078.69	\$7,432.62	\$7,804.25	\$8,194.46
50825	Environmental Compliance Inspector II	T_ACE	A46	\$6,749.63	\$9,045.15	\$6,749.63	\$7,087.12	\$7,441.47	\$7,813.54	\$8,204.22	\$8,614.43	\$9,045.15
50835	Environmental Compliance Supervisor	SUP	S58	\$8,563.69	\$11,476.16	\$8,563.69	\$8,991.87	\$9,441.46	\$9,913.54	\$10,409.21	\$10,929.67	\$11,476.16
20884	Environmental Programs Specialist I	UCT	U34	\$5,018.73	\$6,725.58	\$5,018.73	\$5,269.67	\$5,533.15	\$5,809.81	\$6,100.30	\$6,405.31	\$6,725.58
20885	Environmental Programs Specialist II	UCT	U43	\$6,267.71	\$8,399.33	\$6,267.71	\$6,581.09	\$6,910.15	\$7,255.65	\$7,618.44	\$7,999.36	\$8,399.33
20887	Environmental Programs Supervisor	UCT	U49	\$7,268.62	\$9,740.64	\$7,268.62	\$7,632.05	\$8,013.65	\$8,414.33	\$8,835.05	\$9,276.80	\$9,740.64
80500	Equipment Mechanic I	M&O	T38	\$6,026.81	\$8,076.51	\$6,026.81	\$6,328.15	\$6,644.56	\$6,976.79	\$7,325.63	\$7,691.91	\$8,076.51
80501	Equipment Mechanic II	M&O	T40	\$6,331.92	\$8,485.38	\$6,331.92	\$6,648.52	\$6,980.94	\$7,329.99	\$7,696.49	\$8,081.31	\$8,485.38
21334	Executive Coordinator	UCT	U38	\$5,539.74	\$7,423.78	\$5,539.74	\$5,816.73	\$6,107.56	\$6,412.94	\$6,733.59	\$7,070.27	\$7,423.78
20310	Facilities Maintenance Manager	MGT	M20	\$8,092.00	\$12,036.18							
82210	Facilities Maintenance Supervisor	SUP	S50	\$7,028.62	\$9,419.02	\$7,028.62	\$7,380.05	\$7,749.05	\$8,136.50	\$8,543.33	\$8,970.49	\$9,419.02
40080	Facilities Project Coordinator	T_ACE	A41	\$5,965.69	\$7,994.60	\$5,965.69	\$6,263.98	\$6,577.18	\$6,906.03	\$7,251.34	\$7,613.90	\$7,994.60
50715	Field Engineering Inspector I	T_ACE	A41	\$5,965.69	\$7,994.60	\$5,965.69	\$6,263.98	\$6,577.18	\$6,906.03	\$7,251.34	\$7,613.90	\$7,994.60
50720	Field Engineering Inspector II	T_ACE	A45	\$6,585.01	\$8,824.54	\$6,585.01	\$6,914.26	\$7,259.97	\$7,622.97	\$8,004.12	\$8,404.32	\$8,824.54
50255	Field Engineering Supervisor	SUP		\$7,384.44	\$9,895.85	\$7,384.44	\$7,753.66	\$8,141.34	\$8,548.41	\$8,975.83	\$9,424.62	\$9,895.85
50725	Finance Manager	MGT	M22	\$8,921.00	\$13,270.21							
50751	Fire Administrative Services Manager	MGT	M16	\$6,658.00	\$9,903.08							
20370	Fire Battalion Chief	FM	3	\$14,787.03	\$21,776.18							



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20371	Fire Battalion Chief - 40 Hour	FM	4 - 40 hour BC	\$14,787.03	\$21,776.18							
60200	Fire Captain	FIR	003	\$9,421.81	\$12,626.13	\$9,421.81	\$9,892.90	\$10,387.55	\$10,906.92	\$11,452.27	\$12,024.88	
10600	Fire Chief	EM	E32	\$14,895.00	\$22,170.17							
20300	Fire Division Chief	FM	2	\$12,226.50	\$18,006.00							
60300	Fire Engineer	FIR	021	\$8,027.37	\$10,757.44	\$8,027.37	\$8,428.74	\$8,850.17	\$9,292.68	\$9,757.32	\$10,245.18	
50871	Fire Permit Tech II	T_ACE	A36	\$5,272.80	\$7,066.06	\$5,272.80	\$5,536.44	\$5,813.27	\$6,103.93	\$6,409.12	\$6,729.58	\$7,066.06
50870	Fire Permit Technician I	T_ACE	A31	\$4,660.39	\$6,245.37	\$4,660.39	\$4,893.41	\$5,138.08	\$5,394.98	\$5,664.73	\$5,947.97	\$6,245.37
50750	Fire Prevention Specialist I	T_ACE	A40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
50760	Fire Prevention Specialist II	T_ACE	A44	\$6,424.40	\$8,609.31	\$6,424.40	\$6,745.62	\$7,082.90	\$7,437.04	\$7,808.90	\$8,199.34	\$8,609.31
60700	Firefighter/Paramedic	FIR	002	\$7,212.37	\$9,665.27	\$7,645.11	\$8,027.37	\$8,428.74	\$8,850.17	\$9,292.68	\$9,757.32	
20850	Fleet Maintenance Manager	MGT	M20	\$8,092.00	\$12,036.18							
20874	Forensic Services Supervisor	UCT	U56	\$8,640.10	\$11,578.56	\$8,640.10	\$9,072.11	\$9,525.71	\$10,002.00	\$10,502.10	\$11,027.20	\$11,578.56
50731	Geographic Information Systems Manager	MGT	M19	\$7,707.00	\$11,463.24							
50735	GIS Analyst I	UCT	U42	\$6,114.84	\$8,194.46	\$6,114.84	\$6,420.58	\$6,741.61	\$7,078.69	\$7,432.62	\$7,804.25	\$8,194.46
50737	GIS Analyst II	UCT	U47	\$6,918.37	\$9,271.28	\$6,918.37	\$7,264.29	\$7,627.51	\$8,008.88	\$8,409.33	\$8,829.79	\$9,271.28
50780	Graphics Technician I	T_ACE	A27	\$4,222.08	\$5,657.99	\$4,222.08	\$4,433.19	\$4,654.85	\$4,887.59	\$5,131.97	\$5,388.57	\$5,657.99
50781	Graphics Technician II	T_ACE	A32	\$4,776.90	\$6,401.50	\$4,776.90	\$5,015.74	\$5,266.53	\$5,529.86	\$5,806.35	\$6,096.67	\$6,401.50
21190	Housing & Neighborhood Services Manager	MGT	M20	\$8,092.00	\$12,036.18							
21280	Housing & Neighborhood Services Program Coordinator	T_ACE	A35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
21081	Human Resources Analyst I	MGT	M11	\$5,216.40	\$7,759.34							
21083	Human Resources Analyst II	MGT	M14	\$6,038.00	\$8,981.96							
21650	Human Resources Coordinator	UCT	U40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
21130	Human Resources Manager	MGT	M23	\$9,368.00	\$13,933.50							
21651	Human Resources Technician I	UCT	U30	\$4,546.72	\$6,093.04	\$4,546.72	\$4,774.06	\$5,012.76	\$5,263.40	\$5,526.57	\$5,802.90	\$6,093.04
21655	Human Resources Technician II	UCT	U35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72



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80300	HVAC Technician	M&O	T36	\$5,736.41	\$7,687.33	\$5,736.41	\$6,023.23	\$6,324.39	\$6,640.61	\$6,972.64	\$7,321.27	\$7,687.33
10650	Interim Chief of Police	EM	E34	\$16,423.00	\$24,442.42							
30850	Laboratory Assistant	T_ACE	A19	\$3,465.26	\$4,643.78	\$3,465.26	\$3,638.52	\$3,820.45	\$4,011.47	\$4,212.05	\$4,422.65	\$4,643.78
20800	Laboratory Manager	MGT	M20	\$8,092.00	\$12,036.18							
30885	Laboratory Quality Assurance Officer	T_ACE	A47	\$6,918.37	\$9,271.28	\$6,918.37	\$7,264.29	\$7,627.51	\$8,008.88	\$8,409.33	\$8,829.79	\$9,271.28
30870	Laboratory Technician I	T_ACE	A40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
30880	Laboratory Technician II	T_ACE	A44	\$6,424.40	\$8,609.31	\$6,424.40	\$6,745.62	\$7,082.90	\$7,437.04	\$7,808.90	\$8,199.34	\$8,609.31
20501	Lakes & Open Space Manager	MGT	M17	\$6,990.00	\$10,397.79							
82201	Lakes & Open Space Supervisor	SUP	S47	\$6,526.77	\$8,746.49	\$6,526.77	\$6,853.11	\$7,195.76	\$7,555.55	\$7,933.33	\$8,329.99	\$8,746.49
20875	Latent Print & Evidence Specialist	UCT	U53	\$8,023.19	\$10,751.85	\$8,023.19	\$8,424.35	\$8,845.57	\$9,287.85	\$9,752.24	\$10,239.85	\$10,751.85
20876	Latent Print Specialist	UCT	U51	\$7,636.59	\$10,233.76	\$7,636.59	\$8,018.42	\$8,419.34	\$8,840.31	\$9,282.32	\$9,746.44	\$10,233.76
50930	Lead Graphics Technician	T_ACE	A36	\$5,272.80	\$7,066.06	\$5,272.80	\$5,536.44	\$5,813.27	\$6,103.93	\$6,409.12	\$6,729.58	\$7,066.06
81100	Lead Maintenance Technician	M&O	T35	\$5,596.49	\$7,499.84	\$5,596.49	\$5,876.32	\$6,170.13	\$6,478.64	\$6,802.57	\$7,142.70	\$7,499.84
81080	Lead Mechanic	M&O	T45	\$7,163.99	\$9,600.43	\$7,163.99	\$7,522.18	\$7,898.29	\$8,293.21	\$8,707.87	\$9,143.26	\$9,600.43
21309	Lead Network Systems Engineer	MGT	M20	\$8,092.00	\$12,036.18							
81500	Lead Plant Systems Technician	M&O	T48	\$7,714.83	\$10,338.61	\$7,714.83	\$8,100.57	\$8,505.60	\$8,930.88	\$9,377.42	\$9,846.29	\$10,338.61
82251	Lead Wastewater Collections Technician	M&O	T45	\$7,163.99	\$9,600.43	\$7,163.99	\$7,522.18	\$7,898.29	\$8,293.21	\$8,707.87	\$9,143.26	\$9,600.43
82915	Lead Wastewater Treatment Plant Operator	M&O	T50	\$8,105.39	\$10,862.00	\$8,105.39	\$8,510.66	\$8,936.20	\$9,383.00	\$9,852.16	\$10,344.76	\$10,862.00
82660	Lead Water Distribution Technician	M&O	T45	\$7,163.99	\$9,600.43	\$7,163.99	\$7,522.18	\$7,898.29	\$8,293.21	\$8,707.87	\$9,143.26	\$9,600.43
82725	Lead Water Treatment Plant Operator	M&O	T50	\$8,105.39	\$10,862.00	\$8,105.39	\$8,510.66	\$8,936.20	\$9,383.00	\$9,852.16	\$10,344.76	\$10,862.00
21580	Legal Assistant	UCT	U37	\$5,404.62	\$7,242.71	\$5,404.62	\$5,674.85	\$5,958.60	\$6,256.53	\$6,569.35	\$6,897.82	\$7,242.71
21585	Legal Specialist	UCT	U39	\$5,678.23	\$7,609.37	\$5,678.23	\$5,962.14	\$6,260.25	\$6,573.26	\$6,901.93	\$7,247.02	\$7,609.37
21470	Maintenance & Operations Coordinator	UCT	U33	\$4,896.32	\$6,561.54	\$4,896.32	\$5,141.14	\$5,398.19	\$5,668.10	\$5,951.51	\$6,249.09	\$6,561.54
81412	Maintenance Technician I	M&O	T23	\$4,161.31	\$5,576.55	\$4,161.31	\$4,369.37	\$4,587.84	\$4,817.23	\$5,058.09	\$5,311.00	\$5,576.55
81930	Maintenance Technician II	M&O	T27	\$4,593.30	\$6,155.47	\$4,593.30	\$4,822.97	\$5,064.12	\$5,317.32	\$5,583.19	\$5,862.35	\$6,155.47



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21090	Management Analyst I	MGT	M13	\$5,752.00	\$8,554.46							
21092	Management Analyst II	MGT	M15	\$6,340.00	\$9,430.40							
81070	Mechanic Supervisor	SUP	S29	\$4,184.67	\$5,607.87	\$4,184.67	\$4,393.92	\$4,613.67	\$4,844.33	\$5,086.50	\$5,340.82	\$5,607.87
21317	Network Administrator I	UCT	U46	\$6,749.63	\$9,045.15	\$6,749.63	\$7,087.08	\$7,441.47	\$7,813.54	\$8,204.22	\$8,614.43	\$9,045.15
21318	Network Administrator II	UCT	U51	\$7,636.59	\$10,233.76	\$7,636.59	\$8,018.42	\$8,419.34	\$8,840.31	\$9,282.32	\$9,746.44	\$10,233.76
21801	Network Manager	MGT	M23	\$9,368.00	\$13,933.50							
21311	Network Systems Engineer	UCT	U50	\$7,450.33	\$9,984.16	\$7,450.33	\$7,822.85	\$8,213.99	\$8,624.69	\$9,055.93	\$9,508.72	\$9,984.16
21310	Network Systems Technician I	UCT	U38	\$5,539.74	\$7,423.78	\$5,539.74	\$5,816.73	\$6,107.56	\$6,412.94	\$6,733.59	\$7,070.27	\$7,423.78
21313	Network Systems Technician II	UCT	U41	\$5,965.69	\$7,994.60	\$5,965.69	\$6,263.98	\$6,577.18	\$6,906.03	\$7,251.34	\$7,613.90	\$7,994.60
21316	Network Systems Technician III	UCT	U43	\$6,267.71	\$8,399.33	\$6,267.71	\$6,581.09	\$6,910.15	\$7,255.65	\$7,618.44	\$7,999.36	\$8,399.33
50834	Older Adult Nutrition Program Coordinator	T_ACE	A35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
60805	Paramedic	NSF	001	\$5,387.86	\$6,880.11	\$5,387.86	\$5,657.25	\$5,940.11	\$6,237.12	\$6,548.98	\$6,712.70	
81420	Park Ranger I	M&O	T26	\$4,481.27	\$6,005.33	\$4,481.27	\$4,705.33	\$4,940.60	\$5,187.63	\$5,447.01	\$5,719.36	\$6,005.33
81421	Park Ranger II	M&O	T30	\$4,946.49	\$6,628.76	\$4,946.49	\$5,193.81	\$5,453.50	\$5,726.18	\$6,012.48	\$6,313.11	\$6,628.76
21661	Payroll Supervisor	UCT	U40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
21660	Payroll Technician I	UCT	U30	\$4,546.72	\$6,093.04	\$4,546.72	\$4,774.06	\$5,012.76	\$5,263.40	\$5,526.57	\$5,802.90	\$6,093.04
21662	Payroll Technician II	UCT	U35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
50842	Planning Permit Tech I	T_ACE	A31	\$4,660.39	\$6,245.37	\$4,660.39	\$4,893.41	\$5,138.08	\$5,394.98	\$5,664.73	\$5,947.97	\$6,245.37
50843	Planning Permit Technician II	T_ACE	A36	\$5,272.80	\$7,066.06	\$5,272.80	\$5,536.44	\$5,813.27	\$6,103.93	\$6,409.12	\$6,729.58	\$7,066.06
50920	Plans Examiner I	T_ACE	A45	\$6,585.01	\$8,824.54	\$6,585.01	\$6,914.26	\$7,259.97	\$7,622.97	\$8,004.12	\$8,404.32	\$8,824.54
81480	Plant Systems Technician I	M&O	T38	\$6,026.81	\$8,076.51	\$6,026.81	\$6,328.15	\$6,644.56	\$6,976.79	\$7,325.63	\$7,691.91	\$8,076.51
81490	Plant Systems Technician II	M&O	T43	\$6,818.78	\$9,137.82	\$6,818.78	\$7,159.72	\$7,517.71	\$7,893.60	\$8,288.27	\$8,702.69	\$9,137.82
81501	Plant Systems Technician Supervisor	SUP	S61	\$9,222.15	\$12,358.57	\$9,222.15	\$9,683.26	\$10,167.42	\$10,675.79	\$11,209.58	\$11,770.06	\$12,358.57
50753	Police Business Manager	MGT	M19	\$7,707.00	\$11,463.24							
20600	Police Captain	PM	1	\$15,459.58	\$19,324.00							



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20670	Police Lieutenant	PM	2	\$13,354.24	\$16,692.08							
70300	Police Officer	POL	002	\$7,997.34	\$10,717.21	\$7,997.34	\$8,397.21	\$8,817.07	\$9,257.93	\$9,720.82	\$10,206.86	\$10,717.21
70250	Police Officer Trainee	POL	001	\$6,580.28	\$6,909.29	\$6,580.28	\$6,909.29					
50739	Police Program Coordinator	T_ACE	A35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
21550	Police Projects Specialist I	UCT	U37	\$5,404.62	\$7,242.71	\$5,404.62	\$5,674.85	\$5,958.60	\$6,256.53	\$6,569.35	\$6,897.82	\$7,242.71
31215	Police Records Supervisor	SUP	S37	\$5,098.70	\$6,832.75	\$5,098.70	\$5,353.64	\$5,621.32	\$5,902.38	\$6,197.50	\$6,507.38	\$6,832.75
31210	Police Records Technician	P_ACE	A26	\$4,119.11	\$5,520.00	\$4,119.11	\$4,325.06	\$4,541.31	\$4,768.38	\$5,006.80	\$5,257.14	\$5,520.00
70500	Police Sergeant	POL	008	\$10,609.17	\$14,217.30	\$10,609.17	\$11,139.63	\$11,696.61	\$12,281.44	\$12,895.51	\$13,540.29	\$14,217.30
50758	Police Support Services Manager	MGT	M20	\$8,092.00	\$12,036.18							
21555	Police Training Coordinator	UCT	U35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
20680	Principal Engineer	MGT	M23	\$9,368.00	\$13,933.50							
20690	Principal Planner	MGT	M21	\$8,496.60	\$12,637.99							
50733	Program Assistant	T_ACE	A28	\$4,327.63	\$5,799.44	\$4,327.63	\$4,544.02	\$4,771.22	\$5,009.78	\$5,260.27	\$5,523.28	\$5,799.44
21680	Programmer Analyst I	UCT	U37	\$5,404.62	\$7,242.71	\$5,404.62	\$5,674.85	\$5,958.60	\$6,256.53	\$6,569.35	\$6,897.82	\$7,242.71
21681	Programmer Analyst II	UCT	U41	\$5,965.69	\$7,994.60	\$5,965.69	\$6,263.98	\$6,577.18	\$6,906.03	\$7,251.34	\$7,613.90	\$7,994.60
20686	Project Manager	MGT	M19	\$7,707.00	\$11,463.24							
80610	Property & Evidence Supervisor	SUP	S45	\$6,212.27	\$8,325.04	\$6,212.27	\$6,522.89	\$6,849.03	\$7,191.48	\$7,551.06	\$7,928.61	\$8,325.04
40630	Property & Evidence Tech I	P_ACE	A23	\$3,825.00	\$5,125.86	\$3,825.00	\$4,016.25	\$4,217.06	\$4,427.91	\$4,649.31	\$4,881.78	\$5,125.86
40631	Property & Evidence Technician II	P_ACE	A27	\$4,222.08	\$5,657.99	\$4,222.08	\$4,433.19	\$4,654.85	\$4,887.59	\$5,131.97	\$5,388.57	\$5,657.99
40100	Public Safety Communications Manager	MGT	M20	\$8,092.00	\$12,036.18							
30250	Public Safety Dispatcher I	NSP	001	\$5,233.20	\$7,012.08	\$5,390.19	\$5,658.89	\$5,941.60	\$6,239.49	\$6,551.41	\$6,878.51	\$7,222.44
30260	Public Safety Dispatcher II	NSP	002	\$5,941.60	\$7,963.33	\$5,941.60	\$6,239.49	\$6,551.41	\$6,878.51	\$7,223.14	\$7,584.12	\$7,963.33
40090	Public Safety Shift Supervisor	NSP	007	\$6,896.54	\$9,242.00	\$6,896.54	\$7,241.36	\$7,603.43	\$7,983.60	\$8,382.78	\$8,801.92	\$9,242.00
20822	Public Safety Systems Analyst	UCT	U42	\$6,114.84	\$8,194.46	\$6,114.84	\$6,420.58	\$6,741.61	\$7,078.69	\$7,432.62	\$7,804.25	\$8,194.46
21335	Public Safety Systems Manager	MGT	M19	\$7,707.00	\$11,463.24							



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20500	Public Works Manager	MGT	M20	\$8,092.00	\$12,036.18							
80050	Public Works Supervisor	SUP	S47	\$6,526.77	\$8,746.49	\$6,526.77	\$6,853.11	\$7,195.76	\$7,555.55	\$7,933.33	\$8,329.99	\$8,746.49
30500	Publications Coordinator II	UCT	U23	\$3,825.00	\$5,125.86	\$3,825.00	\$4,016.25	\$4,217.06	\$4,427.91	\$4,649.31	\$4,881.78	\$5,125.86
30750	Purchasing & Inventory Control Coordinator	T_ACE	A32	\$4,776.90	\$6,401.50	\$4,776.90	\$5,015.74	\$5,266.53	\$5,529.86	\$5,806.35	\$6,096.67	\$6,401.50
40250	Purchasing Supervisor	SUP	S48	\$6,689.94	\$8,965.16	\$6,689.94	\$7,024.43	\$7,375.66	\$7,744.44	\$8,131.66	\$8,538.24	\$8,965.16
21340	Real Property Manager	MGT	M20	\$8,092.00	\$12,036.18							
81411	Recreation Coordinator	T_ACE	A27	\$4,222.08	\$5,657.99	\$4,222.08	\$4,433.19	\$4,654.85	\$4,887.59	\$5,131.97	\$5,388.57	\$5,657.99
50742	Recycling Program Supervisor	SUP	S47	\$6,526.77	\$8,746.49	\$6,526.77	\$6,853.11	\$7,195.76	\$7,555.55	\$7,933.33	\$8,329.99	\$8,746.49
50740	Recycling Programs Specialist I	T_ACE	A33	\$4,896.32	\$6,561.54	\$4,896.32	\$5,141.14	\$5,398.19	\$5,668.10	\$5,951.51	\$6,249.09	\$6,561.54
50741	Recycling Specialist II	T_ACE	A40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
20001	Revenue Manager	MGT	M22	\$8,921.00	\$13,270.21							
20040	Risk & Safety Coordinator	UCT	U36	\$5,272.80	\$7,066.06	\$5,272.80	\$5,536.44	\$5,813.27	\$6,103.93	\$6,409.13	\$6,729.58	\$7,066.06
20337	Risk & Safety Manager	MGT	M21	\$8,496.60	\$12,637.99							
20345	Safety & Training Specialist	UCT	U40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
82235	SCADA Engineer	UCT	U63	\$10,270.37	\$13,763.27	\$10,270.37	\$10,783.88	\$11,323.08	\$11,889.23	\$12,483.69	\$13,107.88	\$13,763.27
21100	Senior Administrative Asst (Classified)	T_ACE	A23	\$3,825.00	\$5,125.86	\$3,825.00	\$4,016.25	\$4,217.06	\$4,427.91	\$4,649.31	\$4,881.78	\$5,125.86
21440	Senior Administrative Asst (UCT)	UCT	U23	\$3,825.00	\$5,125.86	\$3,825.00	\$4,016.25	\$4,217.06	\$4,427.91	\$4,649.31	\$4,881.78	\$5,125.86
81315	Senior Cross Connection Technician	M&O	T49	\$7,907.70	\$10,597.07	\$7,907.70	\$8,284.71	\$8,718.24	\$9,154.15	\$9,611.86	\$10,092.45	\$10,597.07
50821	Senior Environmental Compliance Inspector	T_ACE	A50	\$7,450.33	\$9,984.16	\$7,450.33	\$7,822.85	\$8,213.99	\$8,624.69	\$9,055.93	\$9,508.72	\$9,984.16
21331	Senior Executive Assistant	UCT	U48	\$7,091.33	\$9,503.07	\$7,091.33	\$7,445.90	\$7,818.20	\$8,209.11	\$8,619.56	\$9,050.54	\$9,503.07
21590	Senior Legal Assistant	UCT	U43	\$6,267.71	\$8,399.33	\$6,267.71	\$6,581.09	\$6,910.15	\$7,255.65	\$7,618.44	\$7,999.36	\$8,399.33
80681	Senior Maintenance Technician	M&O	T31	\$5,070.15	\$6,794.48	\$5,070.15	\$5,323.84	\$5,589.84	\$5,869.33	\$6,162.80	\$6,470.94	\$6,794.48
20840	Senior Planner	MGT	M16	\$6,658.00	\$9,903.08							
40632	Senior Property & Evidence Technician	P_ACE	A31	\$4,660.39	\$6,245.37	\$4,660.39	\$4,893.41	\$5,138.08	\$5,394.98	\$5,664.73	\$5,947.97	\$6,245.37
21220	Sr Deputy City Attorney	MGT	M27	\$11,386.40	\$16,937.15							



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20877	Sr Engineer	MGT	M21	\$8,496.60	\$12,637.99							
21080	Sr Human Resources Analyst	MGT	M17	\$6,990.00	\$10,397.79							
30150	Supervising Chemist	SUP	S58	\$8,563.69	\$11,476.16	\$8,563.69	\$8,991.87	\$9,441.46	\$9,913.54	\$10,409.21	\$10,929.67	\$11,476.16
20823	Systems Analyst I	UCT	U48	\$7,091.33	\$9,503.07	\$7,091.33	\$7,445.90	\$7,818.20	\$8,209.11	\$8,619.56	\$9,050.54	\$9,503.07
20825	Systems Analyst II	UCT	U54	\$8,223.77	\$11,020.64	\$8,223.77	\$8,634.96	\$9,066.71	\$9,520.05	\$9,996.05	\$10,495.85	\$11,020.64
20965	Telecommunications Specialist	UCT	U36	\$5,272.80	\$7,066.06	\$5,272.80	\$5,536.44	\$5,813.27	\$6,103.93	\$6,409.13	\$6,729.58	\$7,066.06
82233	Utilities Analyst	MGT	M17	\$6,990.00	\$10,397.79							
82230	Utilities Construction Coordinator	T_ACE	A39	\$5,678.23	\$7,609.37	\$5,678.23	\$5,962.14	\$6,260.25	\$6,573.26	\$6,901.93	\$7,247.02	\$7,609.37
20683	Utilities Construction Manager	MGT	M21	\$8,496.60	\$12,637.99							
81935	Utilities Maintenance Scheduler	UCT	U49	\$7,268.62	\$9,740.64	\$7,268.62	\$7,632.05	\$8,013.65	\$8,414.33	\$8,835.05	\$9,276.80	\$9,740.64
30350	Utility Billing Technician	T_ACE	A35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
20880	Utility Environmental Programs Manager	MGT	M19	\$7,707.00	\$11,463.24							
82280	Wastewater Collections Supervisor	SUP	S58	\$8,563.69	\$11,476.16	\$8,563.69	\$8,991.87	\$9,441.46	\$9,913.54	\$10,409.21	\$10,929.67	\$11,476.16
82220	Wastewater Collections Technician I	M&O	T31	\$5,070.15	\$6,794.48	\$5,070.15	\$5,323.84	\$5,589.84	\$5,869.33	\$6,162.80	\$6,470.94	\$6,794.48
82250	Wastewater Collections Technician II	M&O	T35	\$5,596.49	\$7,499.84	\$5,596.49	\$5,876.32	\$6,170.13	\$6,478.64	\$6,802.57	\$7,142.70	\$7,499.84
20920	Wastewater Maintenance Manager	MGT	M23	\$9,368.00	\$13,933.50							
20975	Wastewater Operations Manager	MGT	M23	\$9,368.00	\$13,933.50							
82920	Wastewater Treatment Plant Operations Supervisor	SUP	S62	\$9,452.71	\$12,667.53	\$9,452.71	\$9,925.34	\$10,421.61	\$10,942.69	\$11,489.82	\$12,064.32	\$12,667.53
83000	Wastewater Treatment Plant Operator I	M&O	T38	\$6,026.81	\$8,076.51	\$6,026.81	\$6,328.15	\$6,644.56	\$6,976.79	\$7,325.63	\$7,691.91	\$8,076.51
82900	Wastewater Treatment Plant Operator II	M&O	T42	\$6,652.47	\$8,914.95	\$6,652.47	\$6,985.10	\$7,334.35	\$7,701.07	\$8,086.12	\$8,490.43	\$8,914.95
82910	Wastewater Treatment Plant Operator III	M&O	T46	\$7,343.09	\$9,840.44	\$7,343.09	\$7,710.24	\$8,095.75	\$8,500.54	\$8,925.57	\$9,371.84	\$9,840.44
82901	Wastewater Treatment Plant Operator Trainee	M&O	T34	\$5,459.99	\$7,316.91	\$5,459.99	\$5,732.99	\$6,019.64	\$6,320.63	\$6,636.66	\$6,968.49	\$7,316.91
20930	Water Distribution Manager	MGT	M23	\$9,368.00	\$13,933.50							
82260	Water Distribution Supervisor	SUP	S61	\$9,222.15	\$12,358.57	\$9,222.15	\$9,683.26	\$10,167.42	\$10,675.79	\$11,209.58	\$11,770.06	\$12,358.57
82620	Water Distribution Technician I	M&O	T31	\$5,070.15	\$6,794.48	\$5,070.15	\$5,323.84	\$5,589.84	\$5,869.33	\$6,162.80	\$6,470.94	\$6,794.48



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82640	Water Distribution Technician II	M&O	T35	\$5,596.49	\$7,499.84	\$5,596.49	\$5,876.32	\$6,170.13	\$6,478.64	\$6,802.57	\$7,142.70	\$7,499.84
82600	Water Meter Reader	M&O	T31	\$5,070.15	\$6,794.48	\$5,070.15	\$5,323.84	\$5,589.84	\$5,869.33	\$6,162.80	\$6,470.94	\$6,794.48
80051	Water Meter Services Supervisor	SUP	S55	\$7,952.23	\$10,656.75	\$7,952.23	\$8,349.85	\$8,767.34	\$9,205.70	\$9,665.99	\$10,149.29	\$10,656.75
82650	Water Service Representative	M&O	T33	\$5,326.82	\$7,138.45	\$5,326.82	\$5,593.16	\$5,872.82	\$6,166.46	\$6,474.79	\$6,798.58	\$7,138.45
82751	Water Treatment Plant Maintenance Supervisor	SUP	S66	\$10,434.02	\$13,982.58	\$10,434.02	\$10,955.72	\$11,503.51	\$12,078.68	\$12,682.62	\$13,316.75	\$13,982.58
20990	Water Treatment Plant Manager	MGT	M23	\$9,368.00	\$13,933.50							
82800	Water Treatment Plant Oper I	M&O	T38	\$6,026.81	\$8,076.51	\$6,026.81	\$6,328.15	\$6,644.56	\$6,976.79	\$7,325.63	\$7,691.91	\$8,076.51
82750	Water Treatment Plant Operations Supervisor	SUP	S66	\$10,434.02	\$13,982.58	\$10,434.02	\$10,955.72	\$11,503.51	\$12,078.68	\$12,682.62	\$13,316.75	\$13,982.58
82700	Water Treatment Plant Operator II	M&O	T42	\$6,652.47	\$8,914.95	\$6,652.47	\$6,985.10	\$7,334.35	\$7,701.07	\$8,086.12	\$8,490.43	\$8,914.95
82720	Water Treatment Plant Operator III	M&O	T46	\$7,343.09	\$9,840.44	\$7,343.09	\$7,710.24	\$8,095.75	\$8,500.54	\$8,925.57	\$9,371.84	\$9,840.44
82805	Water Treatment Plant Trainee	M&O	T34	\$5,459.99	\$7,316.91	\$5,459.99	\$5,732.99	\$6,019.64	\$6,320.63	\$6,636.66	\$6,968.49	\$7,316.91



**Classification and Compensation Plan  
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Job Code	Job Profile	Union Code	Compensation Grade	Pay Range Minimum Monthly	Pay Range Maximum Monthly	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly	Step 6 Monthly	Step 7 Monthly
20090	Accountant I	MGT	M11	\$5,529.38	\$8,224.90							
20094	Accountant II	MGT	M16	\$7,057.48	\$10,497.26							
20095	Accounting Specialist	T_ACE	A31	\$4,660.39	\$6,245.37	\$4,660.39	\$4,893.41	\$5,138.08	\$5,394.98	\$5,664.73	\$5,947.97	\$6,245.37
21000	Administrative Assistant (Classified)	T_ACE	A19	\$3,465.26	\$4,643.78	\$3,465.26	\$3,638.52	\$3,820.45	\$4,011.47	\$4,212.05	\$4,422.65	\$4,643.78
21430	Administrative Assistant (UCT)	UCT	U19	\$3,465.26	\$4,643.78	\$3,465.26	\$3,638.52	\$3,820.45	\$4,011.47	\$4,212.05	\$4,422.65	\$4,643.78
21330	Administrative Coordinator	UCT	U35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
21001	Assistant Building Official	MGT	M18	\$7,780.40	\$11,572.92							
20000	Assistant City Attorney	MGT	M31	\$14,670.40	\$21,821.41							
21060	Assistant City Clerk	MGT	M14	\$6,400.28	\$9,520.88							
20180	Assistant City Engineer	MGT	M27	\$12,069.58	\$17,953.38							
10100	Assistant City Manager	EM	E32	\$15,788.70	\$23,500.38							
20441	Assistant Director of Communications	MGT	M25	\$10,947.47	\$16,284.24							
20192	Assistant Director of Community Services	MGT	M24	\$10,426.16	\$15,508.80							
10401	Assistant Director of Development Services	MGT	M28	\$12,673.06	\$18,851.05							
20440	Assistant Director of Information Systems	MGT	M26	\$11,494.84	\$17,098.46							
20442	Assistant Director of Police Support Services	MGT	M25	\$10,947.47	\$16,284.24							
20336	Assistant Director of Public Works	MGT	M24	\$10,426.16	\$15,508.80							
20940	Assistant Director of Utilities - Construction & Engineering	MGT	M28	\$12,673.06	\$18,851.05							
20970	Assistant Director of Utilities - Wastewater	MGT	M28	\$12,673.06	\$18,851.05							
20950	Assistant Director of Utilities - Water	MGT	M28	\$12,673.06	\$18,851.05							
50300	Assistant Planner I	T_ACE	A36	\$5,272.80	\$7,066.06	\$5,272.80	\$5,536.44	\$5,813.27	\$6,103.93	\$6,409.12	\$6,729.58	\$7,066.06
50301	Assistant Planner II	T_ACE	A40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
30151	Associate Chemist	T_ACE	A50	\$7,450.33	\$9,984.16	\$7,450.33	\$7,822.85	\$8,213.99	\$8,624.69	\$9,055.93	\$9,508.72	\$9,984.16
50400	Associate Engineer	SUP	S58	\$9,077.51	\$12,164.73	\$9,077.51	\$9,531.38	\$10,007.95	\$10,508.35	\$11,033.77	\$11,585.45	\$12,164.73
50500	Associate Planner	SUP	S48	\$7,091.33	\$9,503.07	\$7,091.33	\$7,445.90	\$7,818.20	\$8,209.11	\$8,619.56	\$9,050.54	\$9,503.07



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Job Code	Job Profile	Union Code	Compensation Grade	Pay Range Minimum Monthly	Pay Range Maximum Monthly	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly	Step 6 Monthly	Step 7 Monthly
50601	Building Inspection Supervisor	SUP	S52	\$7,827.04	\$10,489.34	\$7,827.51	\$8,218.88	\$8,629.83	\$9,061.32	\$9,514.38	\$9,990.10	\$10,489.61
50590	Building Inspector I	T_ACE	A39	\$5,678.23	\$7,609.37	\$5,678.23	\$5,962.14	\$6,260.25	\$6,573.26	\$6,901.93	\$7,247.02	\$7,609.37
50600	Building Inspector II	T_ACE	A45	\$6,585.01	\$8,824.54	\$6,585.01	\$6,914.26	\$7,259.97	\$7,622.97	\$8,004.12	\$8,404.32	\$8,824.54
20150	Building Official	MGT	M25	\$10,947.47	\$16,284.24							
50841	Building Permit Technician I	T_ACE	A31	\$4,660.39	\$6,245.37	\$4,660.39	\$4,893.41	\$5,138.08	\$5,394.98	\$5,664.73	\$5,947.97	\$6,245.37
50862	Building Permit Technician II	T_ACE	A36	\$5,272.80	\$7,066.06	\$5,272.80	\$5,536.44	\$5,813.27	\$6,103.93	\$6,409.12	\$6,729.58	\$7,066.06
50864	Building Permit Technician III	T_ACE	A40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
20826	Business Analyst I	UCT	U42	\$6,114.84	\$8,194.46	\$6,114.84	\$6,420.58	\$6,741.61	\$7,078.69	\$7,432.62	\$7,804.25	\$8,194.46
20827	Business Analyst II	UCT	U50	\$7,450.33	\$9,984.16	\$7,450.33	\$7,822.85	\$8,213.99	\$8,624.69	\$9,055.93	\$9,508.72	\$9,984.16
73500	Canal Maintenance Manager	MGT	M20	\$8,577.52	\$12,758.35							
73000	Canal Maintenance Supervisor	UCT	U45	\$6,585.01	\$8,824.54	\$6,585.01	\$6,914.26	\$7,259.97	\$7,622.97	\$8,004.12	\$8,404.32	\$8,824.54
73600	Canal Maintenance Technician I	UCT	U27	\$4,222.08	\$5,657.99	\$4,222.08	\$4,433.19	\$4,654.85	\$4,887.59	\$5,131.97	\$5,388.57	\$5,657.99
73650	Canal Maintenance Technician II	UCT	U31	\$4,660.39	\$6,245.37	\$4,660.39	\$4,893.41	\$5,138.08	\$5,394.98	\$5,664.73	\$5,947.97	\$6,245.37
10442	Chief Information Officer	EM	E31	\$15,037.16	\$22,380.82							
10650	Chief of Police	EM	E34	\$17,408.38	\$25,908.97							
10200	City Attorney	EM	1	\$3,466.67	\$34,666.67							
12000	City Clerk	EM	E30	\$14,321.66	\$21,315.01							
12100	City Council Member	COU	2	\$2,245.06	\$2,245.06							
12050	City Council Member/Mayor	COU	1	\$6,280.12	\$6,280.12							
10480	City Engineer	MGT	M28	\$12,673.06	\$18,851.05							
10300	City Manager	EM	1	\$3,466.67	\$34,666.67							
20140	City Planner	MGT	M24	\$10,426.16	\$15,508.80							
20691	City Traffic Engineer	MGT	M23	\$9,930.08	\$14,769.51							
12200	City Treasurer	EME	2	\$2,245.06	\$2,245.06							
50560	Code Compliance Manager	MGT	M19	\$8,169.42	\$12,151.04							



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50540	Code Compliance Officer I	T_ACE	A35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
50550	Code Compliance Officer II	T_ACE	A39	\$5,678.23	\$7,609.37	\$5,678.23	\$5,962.14	\$6,260.25	\$6,573.26	\$6,901.93	\$7,247.02	\$7,609.37
50565	Code Compliance Supervisor	SUP	S47	\$6,918.37	\$9,271.28	\$6,918.37	\$7,264.29	\$7,627.51	\$8,008.88	\$8,409.33	\$8,829.79	\$9,271.28
21401	Collections Specialist	UCT	U29	\$4,435.83	\$5,944.43	\$4,435.83	\$4,657.62	\$4,890.50	\$5,135.02	\$5,391.77	\$5,661.36	\$5,944.43
21020	Communications Manager	MGT	M19	\$8,169.42	\$12,151.04							
40410	Community Service Officer	NSP	001	\$4,562.21	\$6,113.89	\$4,562.24	\$4,790.14	\$5,029.70	\$5,280.92	\$5,545.48	\$5,822.75	\$6,113.89
50755	Community Services Manager	MGT	M21	\$9,006.40	\$13,396.27							
40700	Community Services Supervisor	SUP	S47	\$6,918.37	\$9,271.28	\$6,918.37	\$7,264.29	\$7,627.51	\$8,008.88	\$8,409.33	\$8,829.79	\$9,271.28
81453	Control Systems Supervisor	SUP	S66	\$11,060.06	\$14,821.54	\$11,060.06	\$11,613.06	\$12,193.72	\$12,803.40	\$13,443.57	\$14,115.75	\$14,821.54
81450	Control Systems Technician I	M&O	T44	\$6,989.25	\$9,366.27	\$6,989.25	\$7,338.72	\$7,705.65	\$8,090.94	\$8,495.48	\$8,920.26	\$9,366.27
81451	Control Systems Technician II	M&O	T47	\$7,526.66	\$10,086.45	\$7,526.66	\$7,903.00	\$8,298.15	\$8,713.05	\$9,148.71	\$9,606.14	\$10,086.45
81452	Control Systems Technician III	M&O	T54	\$8,946.84	\$11,989.62	\$8,946.84	\$9,394.18	\$9,863.89	\$10,357.08	\$10,874.94	\$11,418.68	\$11,989.62
40432	Criminal Intelligence Analyst I	UCT	U45	\$6,585.01	\$8,824.54	\$6,585.01	\$6,914.26	\$7,259.97	\$7,622.97	\$8,004.12	\$8,404.32	\$8,824.54
40434	Criminal Intelligence Analyst II	UCT	U47	\$6,918.37	\$9,271.28	\$6,918.37	\$7,264.29	\$7,627.51	\$8,008.88	\$8,409.33	\$8,829.79	\$9,271.28
40433	Criminal Intelligence Supervisor	UCT	U56	\$8,640.10	\$11,578.56	\$8,640.10	\$9,072.11	\$9,525.71	\$10,002.00	\$10,502.10	\$11,027.20	\$11,578.56
81305	Cross Connection Technician I	M&O	T38	\$6,026.81	\$8,076.51	\$6,026.81	\$6,328.15	\$6,644.56	\$6,976.79	\$7,325.63	\$7,691.91	\$8,076.51
81310	Cross Connection Technician II	M&O	T44	\$6,989.25	\$9,366.27	\$6,989.25	\$7,338.72	\$7,705.65	\$8,090.94	\$8,495.48	\$8,920.26	\$9,366.27
80052	Custodial Supervisor	SUP	S29	\$4,435.75	\$5,944.34	\$4,435.75	\$4,657.55	\$4,890.49	\$5,134.99	\$5,391.69	\$5,661.27	\$5,944.34
80200	Custodian I	M&O	T15	\$3,415.38	\$4,576.93	\$3,415.38	\$3,586.15	\$3,765.45	\$3,953.73	\$4,151.41	\$4,358.98	\$4,576.93
80201	Custodian II	M&O	T19	\$3,769.94	\$5,052.08	\$3,769.94	\$3,958.43	\$4,156.36	\$4,364.17	\$4,582.38	\$4,811.50	\$5,052.08
30330	Customer Service Representative I	T_ACE	A21	\$3,640.69	\$4,878.87	\$3,640.69	\$3,822.72	\$4,013.86	\$4,214.55	\$4,425.28	\$4,646.54	\$4,878.87
30340	Customer Service Representative II	T_ACE	A26	\$4,119.11	\$5,520.00	\$4,119.11	\$4,325.06	\$4,541.31	\$4,768.38	\$5,006.80	\$5,257.14	\$5,520.00
20097	Customer Service Supervisor	SUP	S56	\$8,640.10	\$11,578.56	\$8,640.10	\$9,072.11	\$9,525.71	\$10,002.00	\$10,502.10	\$11,027.20	\$11,578.56
21199	Deputy City Attorney I	MGT	M20	\$8,577.52	\$12,758.35							
21200	Deputy City Attorney II	MGT	M24	\$10,426.16	\$15,508.80							



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21055	Deputy City Clerk	UCT	U40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
10430	Deputy City Manager	EM	E32	\$15,788.70	\$23,500.38							
10441	Deputy City Manager/Interim Director of Development Services	EM	E32	\$15,788.70	\$23,500.38							
20160	Deputy Fire Chief	FM	1	\$13,609.52	\$20,041.60							
60510	Deputy Fire Marshal	UCT	U53	\$8,023.19	\$10,751.85	\$8,023.19	\$8,424.35	\$8,845.57	\$9,287.85	\$9,752.24	\$10,239.85	\$10,751.85
20685	Design & Construction Project Manager	MGT	M20	\$8,577.52	\$12,758.35							
82255	Digital Media Coordinator	UCT	U42	\$6,114.84	\$8,194.46	\$6,114.84	\$6,420.58	\$6,741.61	\$7,078.69	\$7,432.62	\$7,804.25	\$8,194.46
82256	Digital Media Technician	UCT	U31	\$4,660.39	\$6,245.37	\$4,660.39	\$4,893.41	\$5,138.08	\$5,394.98	\$5,664.73	\$5,947.97	\$6,245.37
10400	Director of Development Services	EM	E30	\$14,321.66	\$21,315.01							
20338	Director of Economic Development	EM	E30	\$14,321.66	\$21,315.01							
10460	Director of Finance	EM	E30	\$14,321.66	\$21,315.01							
10550	Director of Human Resources	EM	E30	\$14,321.66	\$21,315.01							
10540	Director of Public Works	EM	E30	\$14,321.66	\$21,315.01							
10575	Director of Utilities	EM	E30	\$14,321.66	\$21,315.01							
21460	Division Support Coordinator	UCT	U30	\$4,546.72	\$6,093.04	\$4,546.72	\$4,774.06	\$5,012.76	\$5,263.40	\$5,526.57	\$5,802.90	\$6,093.04
50738	Economic Development Coordinator	T_ACE	A35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
20339	Economic Development Manager	MGT	M21	\$9,006.40	\$13,396.27							
80307	Electrician	M&O	T36	\$5,736.41	\$7,687.33	\$5,736.41	\$6,023.23	\$6,324.39	\$6,640.61	\$6,972.64	\$7,321.27	\$7,687.33
80305	Electrician Assistant	M&O	T32	\$5,196.90	\$6,964.34	\$5,196.90	\$5,456.75	\$5,729.58	\$6,016.06	\$6,316.87	\$6,632.71	\$6,964.34
60800	Emergency Medical Services Coordinator	UCT	U35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
60801	Emergency Medical Technician	NSF	001	\$4,679.27	\$5,975.63	\$4,679.27	\$4,913.24	\$5,416.85	\$5,687.69	\$5,829.88	\$5,975.63	
50770	Emergency Preparedness Manager	MGT	M21	\$9,006.40	\$13,396.27							
50660	Engineer I	T_ACE	A43	\$6,267.71	\$8,399.33	\$6,267.71	\$6,581.09	\$6,910.15	\$7,255.65	\$7,618.44	\$7,999.36	\$8,399.33
50670	Engineer II	T_ACE	A47	\$6,918.37	\$9,271.28	\$6,918.37	\$7,264.29	\$7,627.51	\$8,008.88	\$8,409.33	\$8,829.79	\$9,271.28
50675	Engineering Manager	MGT	M24	\$10,426.16	\$15,508.80							



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50844	Engineering Permit Technician I	T_ACE	A31	\$4,660.39	\$6,245.37	\$4,660.39	\$4,893.41	\$5,138.08	\$5,394.98	\$5,664.73	\$5,947.97	\$6,245.37
50845	Engineering Permit Technician II	T_ACE	A36	\$5,272.80	\$7,066.06	\$5,272.80	\$5,536.44	\$5,813.27	\$6,103.93	\$6,409.12	\$6,729.58	\$7,066.06
50710	Engineering Technician I	T_ACE	A38	\$5,539.74	\$7,423.78	\$5,539.74	\$5,816.73	\$6,107.56	\$6,412.94	\$6,733.59	\$7,070.27	\$7,423.78
50730	Engineering Technician II	T_ACE	A42	\$6,114.84	\$8,194.46	\$6,114.84	\$6,420.58	\$6,741.61	\$7,078.69	\$7,432.62	\$7,804.25	\$8,194.46
50815	Environmental Compliance Inspector I	T_ACE	A42	\$6,114.84	\$8,194.46	\$6,114.84	\$6,420.58	\$6,741.61	\$7,078.69	\$7,432.62	\$7,804.25	\$8,194.46
50825	Environmental Compliance Inspector II	T_ACE	A46	\$6,749.63	\$9,045.15	\$6,749.63	\$7,087.12	\$7,441.47	\$7,813.54	\$8,204.22	\$8,614.43	\$9,045.15
50835	Environmental Compliance Supervisor	SUP	S58	\$9,077.51	\$12,164.73	\$9,077.51	\$9,531.38	\$10,007.95	\$10,508.35	\$11,033.77	\$11,585.45	\$12,164.73
20884	Environmental Programs Specialist I	UCT	U34	\$5,018.73	\$6,725.58	\$5,018.73	\$5,269.67	\$5,533.15	\$5,809.81	\$6,100.30	\$6,405.31	\$6,725.58
20885	Environmental Programs Specialist II	UCT	U43	\$6,267.71	\$8,399.33	\$6,267.71	\$6,581.09	\$6,910.15	\$7,255.65	\$7,618.44	\$7,999.36	\$8,399.33
20887	Environmental Programs Supervisor	UCT	U49	\$7,268.62	\$9,740.64	\$7,268.62	\$7,632.05	\$8,013.65	\$8,414.33	\$8,835.05	\$9,276.80	\$9,740.64
80500	Equipment Mechanic I	M&O	T38	\$6,026.81	\$8,076.51	\$6,026.81	\$6,328.15	\$6,644.56	\$6,976.79	\$7,325.63	\$7,691.91	\$8,076.51
80501	Equipment Mechanic II	M&O	T40	\$6,331.92	\$8,485.38	\$6,331.92	\$6,648.52	\$6,980.94	\$7,329.99	\$7,696.49	\$8,081.31	\$8,485.38
21334	Executive Coordinator	UCT	U38	\$5,539.74	\$7,423.78	\$5,539.74	\$5,816.73	\$6,107.56	\$6,412.94	\$6,733.59	\$7,070.27	\$7,423.78
20310	Facilities Maintenance Manager	MGT	M20	\$8,577.52	\$12,758.35							
82210	Facilities Maintenance Supervisor	SUP	S50	\$7,450.33	\$9,984.16	\$7,450.33	\$7,822.85	\$8,213.99	\$8,624.69	\$9,055.93	\$9,508.72	\$9,984.16
40080	Facilities Project Coordinator	T_ACE	A41	\$5,965.69	\$7,994.60	\$5,965.69	\$6,263.98	\$6,577.18	\$6,906.03	\$7,251.34	\$7,613.90	\$7,994.60
50715	Field Engineering Inspector I	T_ACE	A41	\$5,965.69	\$7,994.60	\$5,965.69	\$6,263.98	\$6,577.18	\$6,906.03	\$7,251.34	\$7,613.90	\$7,994.60
50720	Field Engineering Inspector II	T_ACE	A45	\$6,585.01	\$8,824.54	\$6,585.01	\$6,914.26	\$7,259.97	\$7,622.97	\$8,004.12	\$8,404.32	\$8,824.54
50255	Field Engineering Supervisor	SUP	S52	\$7,827.04	\$10,489.34	\$7,827.51	\$8,218.88	\$8,629.83	\$9,061.32	\$9,514.38	\$9,990.10	\$10,489.61
50725	Finance Manager	MGT	M22	\$9,456.26	\$14,066.42							
50751	Fire Administrative Services Manager	MGT	M16	\$7,057.48	\$10,497.26							
20370	Fire Battalion Chief	FM	3	\$11,196.69	\$16,488.21							
20371	Fire Battalion Chief - 40 Hour	FM	4 - 40 hour BC	\$11,196.69	\$16,488.21							
60200	Fire Captain	FIR	003	\$9,421.81	\$12,626.13	\$9,421.81	\$9,892.90	\$10,387.55	\$10,906.92	\$11,452.27	\$12,024.88	
10600	Fire Chief	EM	E32	\$15,788.70	\$23,500.38							



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20300	Fire Division Chief	FM	2	\$12,960.09	\$19,086.36							
60300	Fire Engineer	FIR	021	\$8,027.37	\$10,757.44	\$8,027.37	\$8,428.74	\$8,850.17	\$9,292.68	\$9,757.32	\$10,245.18	
50870	Fire Permit Technician I	T_ACE	A31	\$4,660.39	\$6,245.37	\$4,660.39	\$4,893.41	\$5,138.08	\$5,394.98	\$5,664.73	\$5,947.97	\$6,245.37
50871	Fire Permit Technician II	T_ACE	A36	\$5,272.80	\$7,066.06	\$5,272.80	\$5,536.44	\$5,813.27	\$6,103.93	\$6,409.12	\$6,729.58	\$7,066.06
50750	Fire Prevention Specialist I	T_ACE	A40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
50760	Fire Prevention Specialist II	T_ACE	A44	\$6,424.40	\$8,609.31	\$6,424.40	\$6,745.62	\$7,082.90	\$7,437.04	\$7,808.90	\$8,199.34	\$8,609.31
60700	Firefighter/Paramedic	FIR	002	\$7,645.11	\$10,245.18	\$7,645.11	\$8,027.37	\$8,428.74	\$8,850.17	\$9,292.68	\$9,757.32	
20850	Fleet Maintenance Manager	MGT	M20	\$8,577.52	\$12,758.35							
20874	Forensic Services Supervisor	UCT	U56	\$8,640.10	\$11,578.56	\$8,640.10	\$9,072.11	\$9,525.71	\$10,002.00	\$10,502.10	\$11,027.20	\$11,578.56
50731	Geographic Information Systems Manager	MGT	M21	\$9,006.40	\$13,396.27							
50735	GIS Analyst I	UCT	U42	\$6,114.84	\$8,194.46	\$6,114.84	\$6,420.58	\$6,741.61	\$7,078.69	\$7,432.62	\$7,804.25	\$8,194.46
50737	GIS Analyst II	UCT	U47	\$6,918.37	\$9,271.28	\$6,918.37	\$7,264.29	\$7,627.51	\$8,008.88	\$8,409.33	\$8,829.79	\$9,271.28
50780	Graphics Technician I	T_ACE	A27	\$4,222.08	\$5,657.99	\$4,222.08	\$4,433.19	\$4,654.85	\$4,887.59	\$5,131.97	\$5,388.57	\$5,657.99
50781	Graphics Technician II	T_ACE	A32	\$4,776.90	\$6,401.50	\$4,776.90	\$5,015.74	\$5,266.53	\$5,529.86	\$5,806.35	\$6,096.67	\$6,401.50
21190	Housing & Neighborhood Services Manager	MGT	M20	\$8,577.52	\$12,758.35							
21280	Housing & Neighborhood Services Program Coordinator	T_ACE	A35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
21081	Human Resources Analyst I	MGT	M11	\$5,529.38	\$8,224.90							
21083	Human Resources Analyst II	MGT	M14	\$6,400.28	\$9,520.88							
21650	Human Resources Coordinator	UCT	U40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
21130	Human Resources Manager	MGT	M24	\$10,426.16	\$15,508.80							
21651	Human Resources Technician I	UCT	U30	\$4,546.72	\$6,093.04	\$4,546.72	\$4,774.06	\$5,012.76	\$5,263.40	\$5,526.57	\$5,802.90	\$6,093.04
21655	Human Resources Technician II	UCT	U35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
80300	HVAC Technician	M&O	T36	\$5,736.41	\$7,687.33	\$5,736.41	\$6,023.23	\$6,324.39	\$6,640.61	\$6,972.64	\$7,321.27	\$7,687.33
30850	Laboratory Assistant	T_ACE	A19	\$3,465.26	\$4,643.78	\$3,465.26	\$3,638.52	\$3,820.45	\$4,011.47	\$4,212.05	\$4,422.65	\$4,643.78
20800	Laboratory Manager	MGT	M23	\$9,930.08	\$14,769.51							



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30885	Laboratory Quality Assurance Officer	T_ACE	A47	\$6,918.37	\$9,271.28	\$6,918.37	\$7,264.29	\$7,627.51	\$8,008.88	\$8,409.33	\$8,829.79	\$9,271.28
30870	Laboratory Technician I	T_ACE	A40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
30880	Laboratory Technician II	T_ACE	A44	\$6,424.40	\$8,609.31	\$6,424.40	\$6,745.62	\$7,082.90	\$7,437.04	\$7,808.90	\$8,199.34	\$8,609.31
20501	Lakes & Open Space Manager	MGT	M17	\$7,409.40	\$11,021.66							
82201	Lakes & Open Space Supervisor	SUP	S47	\$6,918.37	\$9,271.28	\$6,918.37	\$7,264.29	\$7,627.51	\$8,008.88	\$8,409.33	\$8,829.79	\$9,271.28
20875	Latent Print & Evidence Specialist	UCT	U53	\$8,023.19	\$10,751.85	\$8,023.19	\$8,424.35	\$8,845.57	\$9,287.85	\$9,752.24	\$10,239.85	\$10,751.85
20876	Latent Print Specialist	UCT	U51	\$7,636.59	\$10,233.76	\$7,636.59	\$8,018.42	\$8,419.34	\$8,840.31	\$9,282.32	\$9,746.44	\$10,233.76
50930	Lead Graphics Technician	T_ACE	A36	\$5,272.80	\$7,066.06	\$5,272.80	\$5,536.44	\$5,813.27	\$6,103.93	\$6,409.12	\$6,729.58	\$7,066.06
81100	Lead Maintenance Technician	M&O	T35	\$5,596.49	\$7,499.84	\$5,596.49	\$5,876.32	\$6,170.13	\$6,478.64	\$6,802.57	\$7,142.70	\$7,499.84
81080	Lead Mechanic	M&O	T45	\$7,163.99	\$9,600.43	\$7,163.99	\$7,522.18	\$7,898.29	\$8,293.21	\$8,707.87	\$9,143.26	\$9,600.43
21309	Lead Network Systems Engineer	MGT	M20	\$8,577.52	\$12,758.35							
81500	Lead Plant Systems Technician	M&O	T48	\$7,714.83	\$10,338.61	\$7,714.83	\$8,100.57	\$8,505.60	\$8,930.88	\$9,377.42	\$9,846.29	\$10,338.61
82251	Lead Wastewater Collections Technician	M&O	T45	\$7,163.99	\$9,600.43	\$7,163.99	\$7,522.18	\$7,898.29	\$8,293.21	\$8,707.87	\$9,143.26	\$9,600.43
82915	Lead Wastewater Treatment Plant Operator	M&O	T50	\$8,105.39	\$10,862.00	\$8,105.39	\$8,510.66	\$8,936.20	\$9,383.00	\$9,852.16	\$10,344.76	\$10,862.00
82660	Lead Water Distribution Technician	M&O	T45	\$7,163.99	\$9,600.43	\$7,163.99	\$7,522.18	\$7,898.29	\$8,293.21	\$8,707.87	\$9,143.26	\$9,600.43
82725	Lead Water Treatment Plant Operator	M&O	T50	\$8,105.39	\$10,862.00	\$8,105.39	\$8,510.66	\$8,936.20	\$9,383.00	\$9,852.16	\$10,344.76	\$10,862.00
21580	Legal Assistant	UCT	U37	\$5,404.62	\$7,242.71	\$5,404.62	\$5,674.85	\$5,958.60	\$6,256.53	\$6,569.35	\$6,897.82	\$7,242.71
21585	Legal Specialist	UCT	U39	\$5,678.23	\$7,609.37	\$5,678.23	\$5,962.14	\$6,260.25	\$6,573.26	\$6,901.93	\$7,247.02	\$7,609.37
21470	Maintenance & Operations Coordinator	UCT	U33	\$4,896.32	\$6,561.54	\$4,896.32	\$5,141.14	\$5,398.19	\$5,668.10	\$5,951.51	\$6,249.09	\$6,561.54
81412	Maintenance Technician I	M&O	T23	\$4,161.31	\$5,576.55	\$4,161.31	\$4,369.37	\$4,587.84	\$4,817.23	\$5,058.09	\$5,311.00	\$5,576.55
81930	Maintenance Technician II	M&O	T27	\$4,593.30	\$6,155.47	\$4,593.30	\$4,822.97	\$5,064.12	\$5,317.32	\$5,583.19	\$5,862.35	\$6,155.47
21090	Management Analyst I	MGT	M13	\$6,097.12	\$9,067.73							
21092	Management Analyst II	MGT	M15	\$6,720.40	\$9,996.22							
21317	Network Administrator I	UCT	U46	\$6,749.63	\$9,045.15	\$6,749.63	\$7,087.08	\$7,441.47	\$7,813.54	\$8,204.22	\$8,614.43	\$9,045.15
21318	Network Administrator II	UCT	U51	\$7,636.59	\$10,233.76	\$7,636.59	\$8,018.42	\$8,419.34	\$8,840.31	\$9,282.32	\$9,746.44	\$10,233.76



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21801	Network Manager	MGT	M24	\$10,426.16	\$15,508.80							
21311	Network Systems Engineer	UCT	U50	\$7,450.33	\$9,984.16	\$7,450.33	\$7,822.85	\$8,213.99	\$8,624.69	\$9,055.93	\$9,508.72	\$9,984.16
21310	Network Systems Technician I	UCT	U38	\$5,539.74	\$7,423.78	\$5,539.74	\$5,816.73	\$6,107.56	\$6,412.94	\$6,733.59	\$7,070.27	\$7,423.78
21313	Network Systems Technician II	UCT	U41	\$5,965.69	\$7,994.60	\$5,965.69	\$6,263.98	\$6,577.18	\$6,906.03	\$7,251.34	\$7,613.90	\$7,994.60
21316	Network Systems Technician III	UCT	U43	\$6,267.71	\$8,399.33	\$6,267.71	\$6,581.09	\$6,910.15	\$7,255.65	\$7,618.44	\$7,999.36	\$8,399.33
50834	Older Adult Nutrition Program Coordinator	T_ACE	A35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
60805	Paramedic	NSF	001	\$5,387.86	\$6,880.11	\$5,387.86	\$5,657.25	\$5,940.11	\$6,237.12	\$6,548.98	\$6,712.70	
81420	Park Ranger I	M&O	T26	\$4,481.27	\$6,005.33	\$4,481.27	\$4,705.33	\$4,940.60	\$5,187.63	\$5,447.01	\$5,719.36	\$6,005.33
81421	Park Ranger II	M&O	T30	\$4,946.49	\$6,628.76	\$4,946.49	\$5,193.81	\$5,453.50	\$5,726.18	\$6,012.48	\$6,313.11	\$6,628.76
21661	Payroll Supervisor	UCT	U40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
21660	Payroll Technician I	UCT	U30	\$4,546.72	\$6,093.04	\$4,546.72	\$4,774.06	\$5,012.76	\$5,263.40	\$5,526.57	\$5,802.90	\$6,093.04
21662	Payroll Technician II	UCT	U35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
50842	Planning Permit Technician I	T_ACE	A31	\$4,660.39	\$6,245.37	\$4,660.39	\$4,893.41	\$5,138.08	\$5,394.98	\$5,664.73	\$5,947.97	\$6,245.37
50843	Planning Permit Technician II	T_ACE	A36	\$5,272.80	\$7,066.06	\$5,272.80	\$5,536.44	\$5,813.27	\$6,103.93	\$6,409.12	\$6,729.58	\$7,066.06
50920	Plans Examiner I	T_ACE	A45	\$6,585.01	\$8,824.54	\$6,585.01	\$6,914.26	\$7,259.97	\$7,622.97	\$8,004.12	\$8,404.32	\$8,824.54
50921	Plans Examiner II	T_ACE	A49	\$7,268.62	\$9,740.64	\$7,268.62	\$7,632.05	\$8,013.65	\$8,414.33	\$8,835.05	\$9,276.80	\$9,740.64
81480	Plant Systems Technician I	M&O	T38	\$6,026.81	\$8,076.51	\$6,026.81	\$6,328.15	\$6,644.56	\$6,976.79	\$7,325.63	\$7,691.91	\$8,076.51
81490	Plant Systems Technician II	M&O	T43	\$6,818.78	\$9,137.82	\$6,818.78	\$7,159.72	\$7,517.71	\$7,893.60	\$8,288.27	\$8,702.69	\$9,137.82
81501	Plant Systems Technician Supervisor	SUP	S61	\$9,775.48	\$13,100.08	\$9,775.48	\$10,264.26	\$10,777.47	\$11,316.34	\$11,882.16	\$12,476.27	\$13,100.08
50753	Police Business Manager	MGT	M19	\$8,169.42	\$12,151.04							
20600	Police Captain	PM	1	\$15,459.58	\$19,324.00							
20670	Police Lieutenant	PM	2	\$13,354.24	\$16,692.08							
70300	Police Officer	POL	002	\$7,997.34	\$10,717.21	\$7,997.34	\$8,397.21	\$8,817.07	\$9,257.93	\$9,720.82	\$10,206.86	\$10,717.21
70250	Police Officer Trainee	POL	001	\$6,580.28	\$6,909.29	\$6,580.28	\$6,909.29					
50739	Police Program Coordinator	T_ACE	A35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72



**Classification and Compensation Plan  
Effective December 17, 2025**

Item 14.

Job Code	Job Profile	Union Code	Compensation Grade	Pay Range Minimum Monthly	Pay Range Maximum Monthly	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly	Step 6 Monthly	Step 7 Monthly
21550	Police Projects Specialist	UCT	U37	\$5,404.62	\$7,242.71	\$5,404.62	\$5,674.85	\$5,958.60	\$6,256.53	\$6,569.35	\$6,897.82	\$7,242.71
31215	Police Records Supervisor	SUP	S37	\$5,404.62	\$7,242.71	\$5,404.62	\$5,674.85	\$5,958.60	\$6,256.53	\$6,569.35	\$6,897.82	\$7,242.71
31210	Police Records Technician	P_ACE	A26	\$4,119.11	\$5,520.00	\$4,119.11	\$4,325.06	\$4,541.31	\$4,768.38	\$5,006.80	\$5,257.14	\$5,520.00
70500	Police Sergeant	POL	008	\$10,609.17	\$14,217.30	\$10,609.17	\$11,139.63	\$11,696.61	\$12,281.44	\$12,895.51	\$13,540.29	\$14,217.30
50758	Police Support Services Manager	MGT	M20	\$8,577.52	\$12,758.35							
21555	Police Training Coordinator	UCT	U35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
20680	Principal Engineer	MGT	M23	\$9,930.08	\$14,769.51							
20690	Principal Planner	MGT	M21	\$9,006.40	\$13,396.27							
50733	Program Assistant	T_ACE	A28	\$4,327.63	\$5,799.44	\$4,327.63	\$4,544.02	\$4,771.22	\$5,009.78	\$5,260.27	\$5,523.28	\$5,799.44
20686	Project Manager	MGT	M19	\$8,169.42	\$12,151.04							
80610	Property & Evidence Supervisor	SUP	S45	\$6,585.01	\$8,824.54	\$6,585.01	\$6,914.26	\$7,259.97	\$7,622.97	\$8,004.12	\$8,404.32	\$8,824.54
40630	Property & Evidence Technician I	P_ACE	A23	\$3,825.00	\$5,125.86	\$3,825.00	\$4,016.25	\$4,217.06	\$4,427.91	\$4,649.31	\$4,881.78	\$5,125.86
40631	Property & Evidence Technician II	P_ACE	A27	\$4,222.08	\$5,657.99	\$4,222.08	\$4,433.19	\$4,654.85	\$4,887.59	\$5,131.97	\$5,388.57	\$5,657.99
40100	Public Safety Communications Manager	MGT	M20	\$8,577.52	\$12,758.35							
30250	Public Safety Dispatcher I	NSP	001	\$5,390.19	\$7,222.44	\$5,390.19	\$5,658.89	\$5,941.60	\$6,239.49	\$6,551.41	\$6,878.51	\$7,222.44
30260	Public Safety Dispatcher II	NSP	002	\$5,941.60	\$7,963.33	\$5,941.60	\$6,239.49	\$6,551.41	\$6,878.51	\$7,223.14	\$7,584.12	\$7,963.33
40090	Public Safety Shift Supervisor	NSP	007	\$6,896.54	\$9,242.00	\$6,896.54	\$7,241.36	\$7,603.43	\$7,983.60	\$8,382.78	\$8,801.92	\$9,242.00
20822	Public Safety Systems Analyst	UCT	U42	\$6,114.84	\$8,194.46	\$6,114.84	\$6,420.58	\$6,741.61	\$7,078.69	\$7,432.62	\$7,804.25	\$8,194.46
21335	Public Safety Systems Manager	MGT	M21	\$9,006.40	\$13,396.27							
20500	Public Works Manager	MGT	M20	\$8,577.52	\$12,758.35							
80050	Public Works Supervisor	SUP	S47	\$6,918.37	\$9,271.28	\$6,918.37	\$7,264.29	\$7,627.51	\$8,008.88	\$8,409.33	\$8,829.79	\$9,271.28
30750	Purchasing & Inventory Control Coordinator	T_ACE	A32	\$4,776.90	\$6,401.50	\$4,776.90	\$5,015.74	\$5,266.53	\$5,529.86	\$5,806.35	\$6,096.67	\$6,401.50
40250	Purchasing Supervisor	SUP	S48	\$7,091.33	\$9,503.07	\$7,091.33	\$7,445.90	\$7,818.20	\$8,209.11	\$8,619.56	\$9,050.54	\$9,503.07
21340	Real Property Manager	MGT	M20	\$8,577.52	\$12,758.35							
81411	Recreation Coordinator	T_ACE	A27	\$4,222.08	\$5,657.99	\$4,222.08	\$4,433.19	\$4,654.85	\$4,887.59	\$5,131.97	\$5,388.57	\$5,657.99



**Classification and Compensation Plan  
Effective December 17, 2025**

Item 14.

Job Code	Job Profile	Union Code	Compensation Grade	Pay Range Minimum Monthly	Pay Range Maximum Monthly	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly	Step 6 Monthly	Step 7 Monthly
50742	Recycling Program Supervisor	SUP	S47	\$6,918.37	\$9,271.28	\$6,918.37	\$7,264.29	\$7,627.51	\$8,008.88	\$8,409.33	\$8,829.79	\$9,271.28
50740	Recycling Programs Specialist I	T_ACE	A33	\$4,896.32	\$6,561.54	\$4,896.32	\$5,141.14	\$5,398.19	\$5,668.10	\$5,951.51	\$6,249.09	\$6,561.54
50741	Recycling Programs Specialist II	T_ACE	A40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
20001	Revenue Manager	MGT	M22	\$9,456.26	\$14,066.42							
20040	Risk & Safety Coordinator	UCT	U36	\$5,272.80	\$7,066.06	\$5,272.80	\$5,536.44	\$5,813.27	\$6,103.93	\$6,409.13	\$6,729.58	\$7,066.06
20337	Risk & Safety Manager	MGT	M22	\$9,456.26	\$14,066.42							
20345	Safety & Training Specialist	UCT	U40	\$5,820.19	\$7,799.61	\$5,820.19	\$6,111.20	\$6,416.76	\$6,737.59	\$7,074.47	\$7,428.20	\$7,799.61
82235	SCADA Engineer	UCT	U63	\$10,270.37	\$13,763.27	\$10,270.37	\$10,783.88	\$11,323.08	\$11,889.23	\$12,483.69	\$13,107.88	\$13,763.27
21100	Senior Administrative Assistant (Classified)	T_ACE	A23	\$3,825.00	\$5,125.86	\$3,825.00	\$4,016.25	\$4,217.06	\$4,427.91	\$4,649.31	\$4,881.78	\$5,125.86
21440	Senior Administrative Assistant (UCT)	UCT	U23	\$3,825.00	\$5,125.86	\$3,825.00	\$4,016.25	\$4,217.06	\$4,427.91	\$4,649.31	\$4,881.78	\$5,125.86
81315	Senior Cross Connection Technician	M&O	T49	\$7,907.70	\$10,597.07	\$7,907.70	\$8,284.71	\$8,718.24	\$9,154.15	\$9,611.86	\$10,092.45	\$10,597.07
21220	Senior Deputy City Attorney	MGT	M27	\$12,069.58	\$17,953.38							
20877	Senior Engineer	MGT	M21	\$9,006.40	\$13,396.27							
50821	Senior Environmental Compliance Inspector	T_ACE	A50	\$7,450.33	\$9,984.16	\$7,450.33	\$7,822.85	\$8,213.99	\$8,624.69	\$9,055.93	\$9,508.72	\$9,984.16
21331	Senior Executive Assistant	UCT	U48	\$7,091.33	\$9,503.07	\$7,091.33	\$7,445.90	\$7,818.20	\$8,209.11	\$8,619.56	\$9,050.54	\$9,503.07
21080	Senior Human Resources Analyst	MGT	M17	\$7,409.40	\$11,021.66							
21590	Senior Legal Assistant	UCT	U43	\$6,267.71	\$8,399.33	\$6,267.71	\$6,581.09	\$6,910.15	\$7,255.65	\$7,618.44	\$7,999.36	\$8,399.33
80681	Senior Maintenance Technician	M&O	T31	\$5,070.15	\$6,794.48	\$5,070.15	\$5,323.84	\$5,589.84	\$5,869.33	\$6,162.80	\$6,470.94	\$6,794.48
20840	Senior Planner	MGT	M16	\$7,057.48	\$10,497.26							
40632	Senior Property & Evidence Technician	P_ACE	A31	\$4,660.39	\$6,245.37	\$4,660.39	\$4,893.41	\$5,138.08	\$5,394.98	\$5,664.73	\$5,947.97	\$6,245.37
30150	Supervising Chemist	SUP	S58	\$9,077.51	\$12,164.73	\$9,077.51	\$9,531.38	\$10,007.95	\$10,508.35	\$11,033.77	\$11,585.45	\$12,164.73
20823	Systems Analyst I	UCT	U48	\$7,091.33	\$9,503.07	\$7,091.33	\$7,445.90	\$7,818.20	\$8,209.11	\$8,619.56	\$9,050.54	\$9,503.07
20825	Systems Analyst II	UCT	U54	\$8,223.77	\$11,020.64	\$8,223.77	\$8,634.96	\$9,066.71	\$9,520.05	\$9,996.05	\$10,495.85	\$11,020.64
20965	Telecommunications Specialist	UCT	U36	\$5,272.80	\$7,066.06	\$5,272.80	\$5,536.44	\$5,813.27	\$6,103.93	\$6,409.13	\$6,729.58	\$7,066.06
82233	Utilities Analyst	MGT	M17	\$7,409.40	\$11,021.66							



**Classification and Compensation Plan  
Effective December 17, 2025**

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Job Code	Job Profile	Union Code	Compensation Grade	Pay Range Minimum Monthly	Pay Range Maximum Monthly	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly	Step 6 Monthly	Step 7 Monthly
82230	Utilities Construction Coordinator	T_ACE	A39	\$5,678.23	\$7,609.37	\$5,678.23	\$5,962.14	\$6,260.25	\$6,573.26	\$6,901.93	\$7,247.02	\$7,609.37
20683	Utilities Construction Manager	MGT	M21	\$9,006.40	\$13,396.27							
81935	Utilities Maintenance Scheduler	UCT	U49	\$7,268.62	\$9,740.64	\$7,268.62	\$7,632.05	\$8,013.65	\$8,414.33	\$8,835.05	\$9,276.80	\$9,740.64
30350	Utility Billing Technician	T_ACE	A35	\$5,144.20	\$6,893.72	\$5,144.20	\$5,401.41	\$5,671.48	\$5,955.05	\$6,252.81	\$6,565.45	\$6,893.72
20880	Utility Environmental Programs Manager	MGT	M19	\$8,169.42	\$12,151.04							
82280	Wastewater Collections Supervisor	SUP	S58	\$9,077.51	\$12,164.73	\$9,077.51	\$9,531.38	\$10,007.95	\$10,508.35	\$11,033.77	\$11,585.45	\$12,164.73
82220	Wastewater Collections Technician I	M&O	T31	\$5,070.15	\$6,794.48	\$5,070.15	\$5,323.84	\$5,589.84	\$5,869.33	\$6,162.80	\$6,470.94	\$6,794.48
82250	Wastewater Collections Technician II	M&O	T35	\$5,596.49	\$7,499.84	\$5,596.49	\$5,876.32	\$6,170.13	\$6,478.64	\$6,802.57	\$7,142.70	\$7,499.84
20920	Wastewater Maintenance Manager	MGT	M24	\$10,426.16	\$15,508.80							
20975	Wastewater Operations Manager	MGT	M24	\$10,426.16	\$15,508.80							
82920	Wastewater Treatment Plant Operations Supervisor	SUP	S62	\$10,019.87	\$13,427.58	\$10,019.87	\$10,520.86	\$11,046.91	\$11,599.25	\$12,179.21	\$12,788.17	\$13,427.58
83000	Wastewater Treatment Plant Operator I	M&O	T38	\$6,026.81	\$8,076.51	\$6,026.81	\$6,328.15	\$6,644.56	\$6,976.79	\$7,325.63	\$7,691.91	\$8,076.51
82900	Wastewater Treatment Plant Operator II	M&O	T42	\$6,652.47	\$8,914.95	\$6,652.47	\$6,985.10	\$7,334.35	\$7,701.07	\$8,086.12	\$8,490.43	\$8,914.95
82910	Wastewater Treatment Plant Operator III	M&O	T46	\$7,343.09	\$9,840.44	\$7,343.09	\$7,710.24	\$8,095.75	\$8,500.54	\$8,925.57	\$9,371.84	\$9,840.44
82901	Wastewater Treatment Plant Operator Trainee	M&O	T34	\$5,459.99	\$7,316.91	\$5,459.99	\$5,732.99	\$6,019.64	\$6,320.63	\$6,636.66	\$6,968.49	\$7,316.91
20930	Water Distribution Manager	MGT	M24	\$10,426.16	\$15,508.80							
82260	Water Distribution Supervisor	SUP	S61	\$9,775.48	\$13,100.08	\$9,775.48	\$10,264.26	\$10,777.47	\$11,316.34	\$11,882.16	\$12,476.27	\$13,100.08
82620	Water Distribution Technician I	M&O	T31	\$5,070.15	\$6,794.48	\$5,070.15	\$5,323.84	\$5,589.84	\$5,869.33	\$6,162.80	\$6,470.94	\$6,794.48
82640	Water Distribution Technician II	M&O	T35	\$5,596.49	\$7,499.84	\$5,596.49	\$5,876.32	\$6,170.13	\$6,478.64	\$6,802.57	\$7,142.70	\$7,499.84
82600	Water Meter Reader	M&O	T31	\$5,070.15	\$6,794.48	\$5,070.15	\$5,323.84	\$5,589.84	\$5,869.33	\$6,162.80	\$6,470.94	\$6,794.48
80051	Water Meter Services Supervisor	SUP	S55	\$8,429.37	\$11,296.16	\$8,429.37	\$8,850.84	\$9,293.38	\$9,758.05	\$10,245.95	\$10,758.25	\$11,296.16
82650	Water Service Representative	M&O	T33	\$5,326.82	\$7,138.45	\$5,326.82	\$5,593.16	\$5,872.82	\$6,166.46	\$6,474.79	\$6,798.58	\$7,138.45
82751	Water Treatment Plant Maintenance Supervisor	SUP	S66	\$11,060.06	\$14,821.54	\$11,060.06	\$11,613.06	\$12,193.72	\$12,803.40	\$13,443.57	\$14,115.75	\$14,821.54
20990	Water Treatment Plant Manager	MGT	M24	\$10,426.16	\$15,508.80							
82750	Water Treatment Plant Operations Supervisor	SUP	S66	\$11,060.06	\$14,821.54	\$11,060.06	\$11,613.06	\$12,193.72	\$12,803.40	\$13,443.57	\$14,115.75	\$14,821.54



**Classification and Compensation Plan  
Effective December 17, 2025**

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Job Code	Job Profile	Union Code	Compensation Grade	Pay Range Minimum Monthly	Pay Range Maximum Monthly	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly	Step 6 Monthly	Step 7 Monthly
82800	Water Treatment Plant Operator I	M&O	T38	\$6,026.81	\$8,076.51	\$6,026.81	\$6,328.15	\$6,644.56	\$6,976.79	\$7,325.63	\$7,691.91	\$8,076.51
82700	Water Treatment Plant Operator II	M&O	T42	\$6,652.47	\$8,914.95	\$6,652.47	\$6,985.10	\$7,334.35	\$7,701.07	\$8,086.12	\$8,490.43	\$8,914.95
82720	Water Treatment Plant Operator III	M&O	T46	\$7,343.09	\$9,840.44	\$7,343.09	\$7,710.24	\$8,095.75	\$8,500.54	\$8,925.57	\$9,371.84	\$9,840.44
82805	Water Treatment Plant Trainee	M&O	T34	\$5,459.99	\$7,316.91	\$5,459.99	\$5,732.99	\$6,019.64	\$6,320.63	\$6,636.66	\$6,968.49	\$7,316.91



**MANAGEMENT AND UNCLASSIFIED  
SALARY AND BENEFITS PLAN  
2021 – 2022**

**Prepared by:  
The Human Resources Department  
Effective: September 1, 2021**

Pa

*Item 14.*

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## MANAGEMENT AND UCT SALARY AND BENEFITS PLAN

### I. INTRODUCTION

This document constitutes the Compensation and Benefits Plan for Management and Unclassified Clerical and Technical (UCT) employees. This Plan shall in no manner be interpreted as a guaranteed or implied contract, and is continually subject to change as a result of City Council and/or City Manager action. For additional information regarding terms and conditions of employment, please refer to specific sections of the City of Escondido Personnel Rules and Regulations that apply to unclassified employees, the City Manager Administrative Directives or contact the Human Resources Department.

#### **Definitions:**

Appointing Authority – The person(s) having authority to appoint or remove persons from positions in City service or subordinates to whom this authority is delegated. The appointing authority is usually the City Manager.

Immediate Family – The immediate family shall consist of a member of the employee's immediate family or individuals whose relationship to the employee is that of a dependent or near dependent, member of the immediate household, or a person who is significant to the employee.

Management Employees – Management employees are classifications that are listed on the City's Compensation Plan as MGT (Management), EM (Executive Management), FM (Fire Management), and PM (Police Management). These employees are unclassified and serve at the will of their appointing authority. Management employees can be terminated at any time, with or without advance notice, and with or without cause or right of appeal. Management employees are FLSA exempt.

The EM positions of City Manager and City Attorney report directly to the City Council. The salary and benefits provisions for those positions are established by contract or ordinance; therefore, they are not included in this Salary and Benefits Plan.

Unclassified Clerical and Technical Employees – Classifications that are listed on the City’s Compensation Plan as UCT. These employees are unclassified and serve at the will of their appointing authority. UCT employees can be terminated at any time, with or without advance notice, and with or without cause or right of appeal. UCT employees are not FLSA exempt.

## II. SALARY

### **Salary Adjustments:**

Management employees are paid on a salary basis versus UCT employees who are paid on an hourly basis.

### **Merit Increases:**

Management – Merit increases are based on job performance and are at the discretion of the employee’s appointing authority. All management employees are reviewed and evaluated based on specific job competencies and goals using the City’s Performance Evaluation Form. Performance evaluations are due by May 31<sup>st</sup> of each year.

Competencies are the knowledge, skills, abilities, and behaviors that are essential to the success of each management employee. Goals describe how the employee’s contribution aligns with their department goals, objectives and ultimately, with those of the City Council. Goals are established at the beginning of the performance review period, and the employee is evaluated at the end of the period as to how well their assigned tasks were accomplished.

Merit increases result in an adjustment to the employee’s base rate of pay.

UCT – Merit increases are granted per the City of Escondido Personnel Rules and Regulations.

### **Salary Bands and Ranges:**

All salary bands and ranges for Management and UCT classifications are listed on the City’s Compensation Plan.

### III. EMPLOYEE LEAVES

#### **Donated Leave:**

##### Management and UCT

Employees may donate vacation hours to other employees in need of sick leave based upon the City Manager's approval.

#### **Injury or Illness Leave Without Pay Under FMLA/CFRA:**

##### Management and UCT

In the event of a leave of absence due to injury or illness, all employees who meet the qualifying criteria are eligible for up to twelve weeks of Family Medical leave and California Family Rights leave per calendar year. Employees who are ill for more than seven calendar days must file for disability benefits. The Benefits Division can assist employees with coordinating available leave balances.

#### **Short-Term (STD) & Long-Term (LTD) Disability:**

MGT and UCT (Fire and Police Management excluded).

STD – Employee pays 0.715% of salary (7-day elimination period).

LTD – Employee pays 0.500% of salary (90-day elimination period).

The STD benefit provides 66.67% of basic weekly earnings and the LTD benefit provides 60% of basic weekly earnings. Upon eligibility, benefits are provided for employees who miss more than seven consecutive calendar days due to illness or injury. Employees are required to file for short-term/long-term disability upon eligibility. Benefits are affected if an employee is off of work for more than six months: Vacation, sick leave and holiday compensation will cease to accrue after a six-month period. Medical, Dental, Life and Dependent Life insurances will be paid by the City for a period not to exceed nine months after the twelve-week FMLA/CFRA period has elapsed (total payment of twelve months).

Additional benefits may apply and can be explained by the Benefits Division. Fire Management is provided an LTD benefit through their Association. Police Management is provided an STD and LTD benefit option through their Association.

**Jury Duty and Witness Leave:**

Management and UCT

Any employee who is called or required to serve as a trial juror shall be entitled to absent themselves from their duties with the City during the period of such service or while necessarily being present in court as a result of such call. Under such circumstances, the employee shall be paid their full salary and any payment received by them from the court for such duty. Employees shall provide their supervisor with a copy of the call to jury duty and other documentary evidence of service as required by the City.

Any employee who is called or required to serve as a witness shall be entitled to absent themselves from their duties with the City during the period of such service or while necessarily being present in court as a result of a proper subpoena. Under such circumstances, the employee shall be paid the difference between their full salary and any payment received by them, except travel and subsistence pay, for such duty. Witness leave will not be granted to employees who are litigants in civil cases or defendants in criminal cases. Employees shall provide their supervisor with a copy of the legal subpoena and other documentary evidence of service as required by the City.

**Leave of Absence Without Pay:**

Management and UCT

The City Manager may grant employees a leave of absence without pay, seniority, or benefit accruals not to exceed six months. For special educational purposes, however, the City Manager may grant leaves of absence not to exceed one year, without pay, provided such study is related to City employment. When such special educational leave of absence is granted, the employee must agree in writing that they will return to regular, full-time employment with the City for a minimum of one year. No such leave

shall be granted except upon written request of the employee, setting forth the reason for the request, and the approval will be in writing. Upon expiration of a regularly approved leave or within a reasonable period of time after notice of return to duty, the employee shall be reinstated in the position held at the time leave was granted. Failure on the part of an employee on leave to report promptly at its expiration, or within a reasonable time after notice to return to duty shall be cause for discharge.

When an employee is in a leave of absence without pay status due to having exhausted all accrued sick leave and vacation credit, their revised hire date or date of promotion for purposes of merit increases, sick leave, and vacation credit, will be the number of working days absent added to their former hire or promotion date, whenever such leave exceeds 30 consecutive working days. An employee is responsible for the full cost of benefits while on an unpaid leave other than for a disability.

Employees in good standing may, with supervisory permission and five days' prior notice, take time off without pay and without having to exhaust any leave balances. No employee shall exceed ten work days off (two shifts without pay for Fire Battalion Chiefs on a shift schedule) within a calendar month.

In the event of a leave of absence due to injury or illness, an employee must file for disability benefits. The Benefits Division can assist employees with coordinating available leave balances.

**Holiday Leave:**

Management and UCT (Shift Fire Battalion Chief excluded)

The following 10 holidays are observed:

- |                            |                        |
|----------------------------|------------------------|
| New Year's Day             | Labor Day              |
| Martin Luther King Jr. Day | Veterans' Day          |
| Presidents' Day            | Thanksgiving Day       |
| Memorial Day               | Day after Thanksgiving |
| Independence Day           | Christmas Day          |

When a holiday falls on a Sunday, it is observed on the Monday immediately following. When a holiday falls on a Saturday, it will be observed on the preceding Friday.

Fire Battalion Chief on Shift Only - Holiday Leave is equivalent to Fire Safety Personnel – 11.5 hours/month. Maximum pay off of 138 hours occurs on the last pay date each October.

**Holiday Compensation:**

UCT

An employee whose regularly scheduled workday or work shift falls on a holiday and who actually works such a holiday shall receive their regular rate of pay and time and one-half pay for time worked. Employees may request a cash payout of all or any portion each October.

Management and UCT

If the holiday occurs on an employee's normal day off, they have the following two options:

1. Float the holiday hours into their holiday bank to be used as a day off at a later date or cashed out in October.
2. Flex the holiday within the same pay period by taking an additional day off with pay. If an employee flexes an 8-hour holiday to a 9-hour workday, the employee will need to use 1 hour of other leave time.

**Management Leave:**

Management Only (Police Lieutenants excluded)

Management employees are exempt from overtime requirements under the Fair Labor Standards Act.

In lieu of overtime compensation, management employees (except Police Lieutenants – see Overtime) receive management leave as follows:

**Assistant City Manager, Deputy City Manager, Dept. Directors, Executive Mgt.** – 72 hours / year  
**Deputy and Division Fire Chief** – 63 hours / year

**Division Heads, Senior Mgt., Police Captain and Fire Battalion Chief** – 54 hours / year  
**All other Management Staff** – 36 hours / year  
**Other exceptions, per City Manager**

Management Leave is credited on July 1 of each fiscal year. Unused Management Leave will be forfeited at the end of the fiscal year.

**Maternity/Paternity/Adoption Leave:**

Employees are eligible for leave without pay as provided under State or Federal laws. All employees who meet the qualifying criteria are eligible for up to twelve weeks of family medical leave per calendar year and/or twelve weeks of bonding leave. Employees may use accumulated paid leave (floating holiday, vacation, and comp time) and up to 108 hours of sick leave while on leave to care for/bond with a family member.

In the case of adoption and paternity leave, employees may request up to a maximum of six months of leave.

**Military Leave:**

Management and UCT

Upon verification of military orders, employees who are members of the military or National Guard who have been called to active duty during National Security, after the standard Military Leave Policy, shall receive the difference between the amount the employee would have received from their regular City gross bi-weekly wage (not including overtime) and the amount the employee receives from the military.

Health benefits will be continued for the employee and family. An employee would continue to pay their respective portion of the benefit programs (including any premiums for family coverage), unless benefits are waived.

### **Reserve Leave:**

All personnel hired in an unclassified position prior to July 1, 1991, shall be eligible to accumulate up to 720 hours of reserve leave.

Employees hired or promoted in an unclassified personnel capacity on or after July 1, 1991 will be allowed to accumulate Reserve Leave as follows:

- Exec. Mgt. and designated Sr. Mgt. = 360 hours
- Other Sr. Mgt. and Mid-Mgt. = 240 hours
- All other MGT, UCT, Canal/Asst Canal Supt = 160 hours

Sick leave hours converted to vacation hours may be transferred to the Reserve Leave Fund account based upon usage during the prior fiscal year, ending June 30.

Vacation hours not to exceed one-half of the annual vacation accrual may be transferred to the Reserve Leave Fund account based upon usage during the prior fiscal year, ending June 30.

Transfers to the Reserve Leave Fund will be elected by the employee in conjunction with notification from Payroll on or about November 1<sup>st</sup>.

Reserve Leave can only be used after an employee's vacation balance has been exhausted.

### **Sick Leave/Family Assistance/Bereavement Leave:**

#### Management and UCT

Sick leave shall be earned at the rate 4.15 hours per pay period, or 108 hours per year (Fire Battalion Chiefs on a day shift are included; Fire Battalion Chiefs on a shift schedule are excluded).

Fire Battalion Chiefs on Shift accrue 5.54 hours per pay period, or 144 hours per year (same as Fire Safety-56 hrs.).

Sick leave shall be earned from the date of hire and unused sick leave shall be accumulated indefinitely.

Sick leave shall not be considered as an entitlement which employees may use at their discretion, but shall be allowed only in case of necessity, including instances where employees are victims of domestic violence, sexual assault, or stalking (per AB 1522).

All of an employee's annual accrual of sick leave may be taken when an employee's presence is required elsewhere due to sickness/bereavement for immediate family members. Immediate family consists of a member of the employee's immediate family or individuals whose relationship to the employee is that of a dependent or near dependent, member of the immediate household, or a person who is significant to the employee. Exceptions to exceed the authorized accrual are subject to consideration by the City Manager on a case-by-case basis. In no event shall an employee be granted sick leave time to oversee children who are not ill (babysitting).

**Sick Leave Conversion:**

Management and UCT

Wellness Leave up to 108 hours per year – an employee may convert sick leave hours to vacation hours based on the following:

108 hours (144 hours for Fire Battalion Chiefs on shift) minus sick leave hours used within the year may be eligible for vacation conversion at a ratio of 2 sick leave hours for 1 hour of vacation. Sick leave conversion occurs once annually, during the sixty days following the end of the fiscal year.

**Vacation Leave:**

Management and UCT (Shift Fire Battalion Chief excluded)

Each employee shall accrue vacation leave from the date of hire according to the following schedule:

- 1 – 5 years of service = 96 hours
- 6 – 10 years of service = 136 hours
- 11 – 15 years of service = 176 hours

16+ years of service = 216 hours

Plus 24 additional hours of vacation credited each July 1 and an additional 4 hours credited each October.

New employees may use vacation hours that have been accrued and reflected on their pay statement with approval from their supervisor.

Maximum allowable vacation accrual:  
Management = 3 years; UCT = 2 years.

Each July and December, management employees may cash-out up to 40 hours of vacation leave, and UCT employees may cash-out up to 24 hours of vacation leave. Employees must maintain a minimum balance of 80 hours of vacation leave after the requested payoff to ensure a sufficient balance to cover future planned time off requests.

Fire Battalion Chief on Shift Only – Vacation leave accruals are equivalent to Fire Safety personnel:

1 – 5 years of service = 5 shifts (120 hours)

6 – 10 years of service = 7 shifts (168 hours)

11 – 15 years of service = 9 shifts (216 hours)

16 - 20 years of service = 11 shifts (264 hours)

21+ years of service = 13 shifts (312 hours)

New employees may use vacation hours that have been accrued and reflected on their pay statement with approval from their supervisor.

Maximum allowable vacation accrual for Fire Battalion Chief on shift = 732 hours.

Each July and December, Fire Battalion Chiefs (shift and days) may cash-out up to 40 hours of vacation leave.

#### **IV. BENEFITS & OTHER SPECIAL COMPENSATION**

The information described below may not include all details regarding the benefits that are provided to City employees.

If there is a discrepancy between this plan booklet and the benefit's formal plan or policy documents, the language within the formal plan or policy will govern.

**Automobile Allowance:**

Management Only

Assistant City Manager, Deputy City Manager,  
Assistant City Attorney - \$450/month  
City Clerk, Department Directors - \$425/month

**Bilingual Pay (Spanish):**

Management and UCT

\$50 per pay period for verbal bilingual skills. \$25 per pay period for written bilingual skills. Written approval for bilingual pay from the employee's Department Director must be provided to Human Resources.

**Cafeteria Plan / Flex Plan Credits:**

Management and UCT

\$100 per month plus 4.0% of monthly salary for benefits.

Executive Management positions receive an additional \$25 per month (in lieu of physical exam) for a total of \$125 per month plus 4.0% of monthly salary.

Cafeteria Plan benefits are calculated at the time of hire and promotion/progression. Step increase changes or adjustments are calculated and applied in January.

**Callback Overtime:**

UCT Only

Information Systems - Minimum of 2 hours or actual time worked, whichever is greater, at the rate of time and one-half of the employee's base rate of pay for each incident of callback. Mileage reimbursement may apply.

Canal Assistants – Minimum of 3 hours or actual time worked, whichever is greater, at the rate of time and one-half of the employee's base rate of pay for each incident of callback.

**Certification Pay:**

Fire Battalion Chief (Fire Mgt.) – Chief Officer Cert 3% of salary.

Deputy Fire Marshal (UCT) – Fire Prevention Cert \$75 per month.

**Compensatory Time:**

Police Lieutenants Only

At the employee's option, overtime may be accrued as compensatory time at the rate of time and one – half (see Overtime provision). The employee may request cash payout of up to a maximum of 80 hours, twice a year consistent with shift change.

UCT Only

At the employee's option, overtime may be accrued as compensatory time at the rate of time and one – half (see Overtime provision). Compensatory time off is subject to the needs of the service and may not be taken without prior approval by the employee's supervisor. UCT employees may accrue a maximum of 80 hours of compensatory time. Each October, the employee may request a cash payout of all or any portion of their compensatory time balance.

**Deferred Compensation Plans:**

Management and UCT

Management and UCT employees may contribute to 457, 401(k) and/or Payroll Roth IRA deferred compensation plans.

**Dental Insurance:**

Management and UCT

The City provides dental insurance coverage. Employees may purchase dental insurance coverage through payroll deduction.

Any PPO or DMO employee only dental insurance premium increase will be shared equally by the City and

the employee. The employee's share of dental insurance premium increases will be added to the employee's insurance contribution. The City's contribution is based on the cost share of the employee only premium rate for PPO or DMO dental insurance. Employees choosing more expensive dental coverage levels are required to pay the cost difference between the employee only level and the coverage level selected.

The 2021 calendar year City contribution for PPO dental insurance is \$43.36 per month; the dental DMO City contribution is \$22.16 per month.

**Flexible Spending Accounts & Pre-Tax Premiums:**

Management and UCT

Employees have the option to contribute to tax-free flexible spending accounts (FSA) for health care and dependent day care as provided by Section 125, plus pre-tax premium benefit.

Annual Minimum of \$240 - both Health & Dependent FSA's  
Annual Maximum of \$2,700 - Health FSA  
Annual Maximum of \$5,000 - Dependent FSA

**Health Insurance:**

Management and UCT

The City provides the lowest cost medical plan as recommended by the Health Insurance Committee (HIC) and approved by the City Council. Any medical insurance premium increases will be shared equally by the City and the employee for the lowest cost HMO medical plan. Employees choosing more expensive medical plans are required to pay the increased cost between that plan and the lowest cost plan. The employee's share of any medical insurance premium increases will be added to the employee's insurance contribution. The City's maximum contribution in medical coverage for calendar year 2021 is:

Employee Only -	\$495.70 per month
Employee Plus 1 Dependent -	\$991.40 per month
Family Coverage -	\$1,399.78 per month

The City will deduct health insurance premiums 24 times a year. Consistent with State law, the City provides registered Domestic Partner benefits and Same Sex marriage benefits.

Waiving Health Insurance

Employees who waive a level of City medical coverage with proof of coverage elsewhere, will receive a \$75 monthly waiver benefit. In the event two City employees are married and both employees waive a level of coverage, only one spouse will receive the \$75 monthly waiver.

**Life Insurance and AD&D:**

Management and UCT

Greater of: \$50,000 Life Insurance and \$50,000 AD&D, or Life Insurance of \$25,000 plus one-half annual salary. Same amount for AD&D. Additional \$1,000 dependent life coverage. Supplemental Life Insurance is available at the employee's cost.

**Medicare:**

Management and UCT

Employees hired prior to 4/1/86 that have elected Medicare, and all employees hired after said date:

City pays – 1.45% of salary

Employee pays – 1.45% of salary

**Mileage Reimbursement:**

Management and UCT

When employees travel in their personal vehicle for City business purposes, the City will reimburse mileage at the reimbursement rate allowed by the Internal Revenue Service; however, the total mileage reimbursement cannot exceed the price of a coach airfare ticket to and/or from the same destination.

City officers who receive an automobile allowance are only eligible for mileage reimbursement for travel beyond San Diego, Riverside, San Bernardino, Imperial, Los Angeles, and Orange Counties when their personal vehicle is used

in lieu of public transportation. Travel between those designated counties is considered compensated by the auto allowance. Mileage will be reimbursed only up to the lowest cost transportation available.

### **Out of Class Compensation:**

#### Management and UCT

An Out-of-Class assignment is a temporary assignment of a regular employee to an authorized position at a higher level of pay which requires the employee to perform all of the duties of the higher classification. Employees directed to continuously perform duties in a vacant higher-level position shall be entitled to a salary rate increase at 5% above their regular rate, or the minimum salary of the Out-of-Class position, whichever is greater, commencing after five consecutive work days in the Out-of-Class assignment. For Fire Safety: after any full shift or at least 12 hours of the shift must be worked Out-of-Class; for Police Sworn: in excess of 127.5 hours worked. Compensation will be retroactive to the first day of the Out-of-Class assignment.

Once the initial out-of-class assignment terminates, the five consecutive workday waiting period will be waived for any additional out-of-class assignments that occur within six months provided that the employee is working in the same out-of-class classification regardless or area assignment.

The Department Head shall complete the Out-of-Class Assignment Form and submit to the Human Resources Department that the employee meets the minimum requirements of the higher-level position and is held responsible for performing all of the duties normally associated with the higher-level position without limitation as to difficulty or complexity of assignment. The employee shall also be required to meet standards for satisfactory performance normally required at the higher-level position. Benefits of the higher classification are not available; the employee will continue to receive the benefits of the employee's regular position. All Out-of-Class assignments are limited to a maximum of 960 hours.

**Overtime Compensation:**

Management employees are exempt from overtime requirements under the Fair Labor Standards Act (FLSA). UCT employees are FLSA non-exempt. However, specific management classes are eligible to receive additional compensation as stated below:

Fire Battalion Chiefs Only

Straight time for hours worked in excess of 56 hours (shift) or 80 hours (day shift) per work period. Overtime compensation will be paid at time and one-half while on strike team assignments, either strike team leader or strike team leader trainee, or positions within the Incident Command System (ICS) required to manage an emergency incident (an approved incident overhead position). Battalion Chiefs backfilling a vacated position assigned to the above incidents will also be paid at time and one-half.

Police Lieutenants Only

Time and one-half for hours worked in excess of 40 hours in a 7-day work period. Police Lieutenants do not receive management leave.

UCT Only

FLSA non-exempt UCT employees are eligible for overtime compensation at time and one-half of their regular rate of pay for all hours worked in excess of 40 hours in a work week. Employees may opt for compensatory time in lieu of overtime payment (see Compensatory Time provision). Payment for overtime compensation shall be made on the first pay date following the pay period in which such overtime is worked, unless overtime compensation cannot be computed until some later date, in which case overtime compensation will be paid on the next regular pay date after such computation can be made.

**Police Officer Standard Training Incentive Pay (P.O.S.T.):**

Police Management Only - Monthly

Advanced POST: 4.25% of base pay  
Supervisory POST: 1.00% of base pay

Management POST: 0.50% of base pay

Supervisory POST and Management POST is additional to the Advanced POST certification level held by the incumbent.

**Retirement Benefit:**

Management and UCT (Fire and Police Management excluded) All employees shall participate in the California Public Employee's Retirement System (CalPERS). The City provides the following:

**Misc. Tier I**

1. Existing employees
2. Rehired City of Escondido employees who were in Tier I and did not receive a refund
  - 3% @ 60 CalPERS retirement benefit
  - 100% employee paid contribution (currently 8%) on a pre-tax basis. No EPMC.
  - The CalPERS Single Highest Year Benefit.
  - The compensation limit for classic members for the 2020 calendar year is \$285,000. Employees with membership dates prior to July 1, 1996, are not impacted by these limits.

**Misc. Tier II**

1. Rehired City of Escondido employees who were in Tier II and did not receive a refund.
2. New employees with no public service hired on or after pay period beginning 12/23/2012 and before 12/31/2012.
3. New employees with reciprocal public service and six months or less of a "break in service" hired after pay period beginning 12/23/2012.
  - 2% @ 60 CalPERS retirement benefit (maximum benefit factor of 2.4% @ 63).
  - 100% employee paid contribution (currently 7%) on a pre-tax basis. No EPMC.
  - Average highest three-year calculation.

- Per PEPRRA, beginning 1/1/18, employer may unilaterally require employee contribution rate up to 8% maximum.
- The compensation limit for classic members for the 2020 calendar year is \$285,000. Employees with membership dates prior to July 1, 1996, are not impacted by these limits.

### **Misc. Tier III**

1. New employees with no public service (becomes a member of a public retirement system for the first time) and hired on or after 01/01/2013.
2. New employees with reciprocal public service and more than a six month "break in service" hired on or after 01/01/2013.
  - 2% @ 62 CalPERS retirement benefit (maximum benefit factor of 2.5% @ 67).
  - Employees pay 50/50 split of normal cost, currently 6.25%, on a pre-tax basis. No EPMC.
  - Average highest three-year calculation.
  - Pensionable compensation – calculated based on their base pay, defined as normal monthly rate of pay paid in cash to similarly situated members in the same class of employment. Some forms of compensation will still be included; such as shift pay. Some forms will be excluded, such as uniform allowance and bonuses.
  - The compensation limit for new members for the 2020 calendar year is \$151,549.

### **Safety – Tier I (Fire and Police Management)**

All employees shall participate in the California Public Employee's Retirement System (CalPERS), as follows:

1. Existing employees
2. Rehired City of Escondido employees who were in Tier I and did not receive a refund.
  - 3% @ 50 CalPERS retirement benefit.
  - The CalPERS Single Highest Year Benefit.
  - **Police** – 100% employee paid contribution (currently 9%) and "0" EPMC.

- **Fire** – 100% employee paid contribution (currently 9%), on a pre-tax basis. No EPMC.
- Per PEPRA, beginning 1/1/18, employer may unilaterally require employee contribution rate up to 12% maximum.

### **Safety – Tier II (Fire and Police Management)**

1. Rehired City of Escondido employees who were in Tier II and did not receive a refund.
2. New employees with no public service hired on or after pay period beginning 12/23/2012 and before 12/31/2012.
3. New employees with reciprocal public service and six months or less of a "break in service" after pay period beginning 12/23/2012.
  - 2% @ 50 CalPERS retirement benefit (maximum benefit factor of 2.7% @ 55).
  - Average highest three-year calculation.
  - **Police** – 100% employee contribution (currently 9%), on a pre-tax basis, and "0" EPMC.
  - **Fire** – 100% employee contribution, (currently 9%), on a pre-tax basis. No EPMC.
  - Per PEPRA, beginning 1/1/18, employer may unilaterally require employee contribution rate up to 12% maximum.
  - The compensation limit for classic members for the 2020 calendar year is \$285,000. Employees with membership dates prior to July 1, 1996, are not impacted by these limits.

### **Safety – Tier III (Fire and Police Management)**

1. New employees with no public service (become a member of a public retirement system for the first time) and hired on or after 01/01/2013.
2. New employees with reciprocal public service and more than a six month "break in service" hired on or after 01/01/2013.
  - 2.7% @ 57 CalPERS retirement benefit.
  - Average highest three-year calculation.

- **Police** – Employer pays 50/50 split of normal cost, currently 12.25%. As of 1/1/14, employee pays 12.25% on a pre-tax basis, and “0” EPMC.  
**Fire** – Employee pays 50/50 split of normal cost, currently 12.25%, on a pre-tax basis. No EPMC.
- Pensionable compensation – calculated based on their base pay, defined as normal monthly rate of pay paid in cash to similarly situated members in the same class of employment. Some forms of compensation will still be included; such as shift pay. Some forms will be excluded, such as uniform allowance and bonuses.
- The compensation limit for new members for the 2020 calendar year is \$151,549.

### **Unused Sick Leave Credit (GC 20965)**

Employees may convert any unused sick leave hours to service credit upon retirement. To be eligible, the employee must retire within 120 days from the last day of employment.

Eight hours of sick leave = 1 day of service credit or 0.004 years of service credit

### **Safety Shoe Allowance:**

The following classifications receive an annual allowance of \$150.00 for safety shoes:

#### **MGT**

Canal Superintendent

#### **UCT**

Assistant Canal Superintendent

Canal Assistant I/II

Sr. Safety Analyst

Safety Trainer

**Shift Differential:**

UCT Only

Employees receive an additional \$1.00 per hour for the entire work shift if one-half of the shift is worked after 6:00 p.m. or before 7:00 a.m.

Network Systems Technician, Network Administrator, Network Engineer, Telecommunications Specialist

Employees receive \$30 per day for standby duty (an additional \$50 of compensation for each designated holiday served during the standby period). If called into work during standby – minimum of 4 hours of overtime pay at the rate of time and one-half. Support calls during standby - 2 hours of overtime pay at the rate of time and one-half. Mileage reimbursement applies.

**Standby Pay:**

Deputy Fire Marshal

\$200 per week plus an additional \$25 for holidays during the standby tour.

UCT Canal Employees

Employees on standby receive a \$200 weekly stipend, plus \$50 additional for holiday standby. Telephonic Consultation Pay receives overtime pay in fifteen-minute increments. When a holiday falls on a Wednesday, the standby employees who are trading out a standby vehicle shall both receive a minimum of 3 hours of overtime and the standby holiday pay of \$50.

**Temporary Assignment Pay:**

Management and UCT

Temporary Assignment Pay allows for temporary increases in pay beyond an employee's base rate of pay when duties performed by the employee support such additional pay for specific periods of time. Increases in pay may be granted to recognize the temporary assignment requiring a greater level of skill and out of the scope of their current classification. "Temporary assignment" shall mean a

period of six months or less. Requests for temporary assignment compensation may be initiated by the Department Head or designee. Employees directed to continuously perform higher level duties shall be entitled to a salary rate increase at 5% above their regular rate of pay.

The Department Head shall complete the Temporary Assignment Pay Form and submit documentation to the Human Resources Department stating that the employee is performing duties requiring a higher level of skill and outside the scope of their current classification.

**Tuition Reimbursement:**

Management and UCT

Due to the current budget impact, this program will be suspended until further notice.

**Uniforms:**

Management

Uniform allowance is provided for the following positions:

Police Chief, Police Captain and Police Lieutenant – \$700 per year (\$26.92 per pay period).

Fire Chief, Deputy Fire Chief, Fire Division Chief and Fire Battalion Chief – \$700 per year (\$26.92 per pay period).

Fire Marshal – \$800 per year (\$30.77 per pay period). Station safety boots are required. Must purchase Class A Uniform by fifth year of employment.

Lakes & Open Space Superintendent – \$650 per year (\$25.00 per pay period).

Unclassified

Deputy Fire Marshal – \$800 per year (\$30.77 per pay period). Station safety boots are required. Must purchase Class A Uniform by fifth year of employment.

EMS Program Coordinator – \$650 per year (\$25.00 per pay period).

**Voluntary Plans:**Management and UCT

The City provides voluntary medical, dental, vision, Aflac, legal, and life plans for employees. Information regarding these voluntary plans can be obtained from the City's Benefits Division.

**Workers' Compensation:**Management and UCT

Employees are covered under the State Workers' Compensation Law. This on-the-job injury insurance is paid for by the City of Escondido. When employees are unable to work due to a job-related illness or injury, this program pays the employee's medical bills and replaces a portion of the employee's income until the benefit terminates by law.

**Work-Life Benefits:**Management and UCT

The following work-life benefits are provided to employees. Details can be obtained from the Benefits Division:

- Annual Health and Wellness Expo
- Employee Assistance Program
- 529 College Savings Program
- Employee Discounts –
  - ✓ Benefithub Discount Portal
  - ✓ Gym memberships
  - ✓ Dell and Apple Computers
  - ✓ AT&T, T-Mobile, and Verizon Wireless Cell Phones and Plans
  - ✓ Working Advantage Discount Program – entertainment services
  - ✓ Fun Express Discount Program
  - ✓ National University Tuition Discount of 15%
  - ✓ Waldorf University Tuition Discount of 10%
  - ✓ Grand Canyon University Tuition Discount of 10%

***Please contact the Human Resources Department at  
(760) 839-4643 for assistance.***

Last Updated: 9/16/2021



**MANAGEMENT AND UNCLASSIFIED  
SALARY AND BENEFITS PLAN  
2022 – 2023**

**Prepared by:  
The Human Resources Department  
Effective: April 1, 2022**



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## MANAGEMENT AND UCT SALARY AND BENEFITS PLAN

### I. INTRODUCTION

This document constitutes the Compensation and Benefits Plan for Management and Unclassified Clerical and Technical (UCT) employees. This Plan shall in no manner be interpreted as a guaranteed or implied contract, and is continually subject to change as a result of City Council and/or City Manager action. For additional information regarding terms and conditions of employment, please refer to specific sections of the City of Escondido Personnel Rules and Regulations that apply to unclassified employees, the City Manager Administrative Directives or contact the Human Resources Department.

#### **Definitions:**

Appointing Authority – The person(s) having authority to appoint or remove persons from positions in City service or subordinates to whom this authority is delegated. The appointing authority is usually the City Manager.

Immediate Family – The immediate family shall consist of a member of the employee's immediate family or individuals whose relationship to the employee is that of a dependent or near dependent, member of the immediate household, or a person who is significant to the employee.

Management Employees – Management employees are classifications that are listed on the City's Compensation Plan as MGT (Management), EM (Executive Management), FM (Fire Management), and PM (Police Management). These employees are unclassified and serve at the will of their appointing authority. Management employees can be terminated at any time, with or without advance notice, and with or without cause or right of appeal. Management employees are FLSA exempt.

The EM positions of City Manager and City Attorney report directly to the City Council. The salary and benefits provisions for those positions are established by contract or ordinance; therefore, they are not included in this Salary and Benefits Plan.

Unclassified Clerical and Technical Employees – Classifications that are listed on the City's Compensation Plan as UCT. These employees are unclassified and serve at the will of their appointing authority. UCT employees can be terminated at any time, with or without advance notice, and with or without cause or right of appeal. UCT employees are not FLSA exempt.

## II. SALARY

### **Salary Adjustments:**

Management employees are paid on a salary basis versus UCT employees who are paid on an hourly basis.

### **Merit Increases:**

Management – Merit increases are based on job performance and are at the discretion of the employee's appointing authority. All management employees are reviewed and evaluated based on specific job competencies and goals using the City's Performance Evaluation Form. Performance evaluations are due by May 31<sup>st</sup> of each year.

Competencies are the knowledge, skills, abilities, and behaviors that are essential to the success of each management employee. Goals describe how the employee's contribution aligns with their department goals, objectives and ultimately, with those of the City Council. Goals are established at the beginning of the performance review period, and the employee is evaluated at the end of the period as to how well their assigned tasks were accomplished.

Merit increases result in an adjustment to the employee's base rate of pay.

UCT – Merit increases are granted per the City of Escondido Personnel Rules and Regulations.

### **Salary Bands and Ranges:**

All salary bands and ranges for Management and UCT classifications are listed on the City's Compensation Plan.

### III. EMPLOYEE LEAVES

#### **Donated Leave:**

##### Management and UCT

Employees may donate vacation hours to other employees in need of sick leave based upon the City Manager's approval.

#### **Injury or Illness Leave Without Pay Under FMLA/CFRA:**

##### Management and UCT

In the event of a leave of absence due to injury or illness, all employees who meet the qualifying criteria are eligible for up to twelve weeks of Family Medical leave and California Family Rights leave per calendar year. Employees who are ill for more than seven calendar days must file for disability benefits. The Benefits Division can assist employees with coordinating available leave balances.

#### **Short-Term (STD) & Long-Term (LTD) Disability:**

MGT and UCT (Fire and Police Management excluded).

STD – Employee pays 0.715% of salary (7-day elimination period).

LTD – Employee pays 0.500% of salary (90-day elimination period).

The STD benefit provides 66.67% of basic weekly earnings and the LTD benefit provides 60% of basic weekly earnings. Upon eligibility, benefits are provided for employees who miss more than seven consecutive calendar days due to illness or injury. Employees are required to file for short-term/long-term disability upon eligibility. Benefits are affected if an employee is off of work for more than six months: Vacation, sick leave and holiday compensation will cease to accrue after a six-month period. Medical, Dental, Life and Dependent Life insurances will be paid by the City for a period not to exceed nine months after the twelve-week FMLA/CFRA period has elapsed (total payment of twelve months).

Additional benefits may apply and can be explained by the Benefits Division. Fire Management is provided an LTD benefit through their Association. Police Management is provided an STD and LTD benefit option through their Association.

### **Jury Duty and Witness Leave:**

#### Management and UCT

Any employee who is called or required to serve as a trial juror shall be entitled to absent themselves from their duties with the City during the period of such service or while necessarily being present in court as a result of such call. Under such circumstances, the employee shall be paid their full salary and any payment received by them from the court for such duty. Employees shall provide their supervisor with a copy of the call to jury duty and other documentary evidence of service as required by the City.

Any employee who is called or required to serve as a witness shall be entitled to absent themselves from their duties with the City during the period of such service or while necessarily being present in court as a result of a proper subpoena. Under such circumstances, the employee shall be paid the difference between their full salary and any payment received by them, except travel and subsistence pay, for such duty. Witness leave will not be granted to employees who are litigants in civil cases or defendants in criminal cases. Employees shall provide their supervisor with a copy of the legal subpoena and other documentary evidence of service as required by the City.

### **Leave of Absence Without Pay:**

#### Management and UCT

The City Manager may grant employees a leave of absence without pay, seniority, or benefit accruals not to exceed six months. For special educational purposes, however, the City Manager may grant leaves of absence not to exceed one year, without pay, provided such study is related to City employment. When such special educational leave of absence is granted, the employee must agree in writing that they will return to regular, full-time employment with the City for a minimum of one year. No such leave

shall be granted except upon written request of the employee, setting forth the reason for the request, and the approval will be in writing. Upon expiration of a regularly approved leave or within a reasonable period of time after notice of return to duty, the employee shall be reinstated in the position held at the time leave was granted. Failure on the part of an employee on leave to report promptly at its expiration, or within a reasonable time after notice to return to duty shall be cause for discharge.

When an employee is in a leave of absence without pay status due to having exhausted all accrued sick leave and vacation credit, their revised hire date or date of promotion for purposes of merit increases, sick leave, and vacation credit, will be the number of working days absent added to their former hire or promotion date, whenever such leave exceeds 30 consecutive working days. An employee is responsible for the full cost of benefits while on an unpaid leave other than for a disability.

Employees in good standing may, with supervisory permission and five days' prior notice, take time off without pay and without having to exhaust any leave balances. No employee shall exceed ten work days off (two shifts without pay for Fire Battalion Chiefs on a shift schedule) within a calendar month.

In the event of a leave of absence due to injury or illness, an employee must file for disability benefits. The Benefits Division can assist employees with coordinating available leave balances.

**Holiday Leave:**

Management and UCT (Shift Fire Battalion Chief excluded)

The following 10 holidays are observed:

- |                            |                        |
|----------------------------|------------------------|
| New Year's Day             | Labor Day              |
| Martin Luther King Jr. Day | Veterans' Day          |
| Presidents' Day            | Thanksgiving Day       |
| Memorial Day               | Day after Thanksgiving |
| Independence Day           | Christmas Day          |

When a holiday falls on a Sunday, it is observed on the Monday immediately following. When a holiday falls on a Saturday, it will be observed on the preceding Friday.

Fire Battalion Chief on Shift Only - Holiday Leave is equivalent to Fire Safety Personnel – 11.5 hours/month. Maximum pay off of 138 hours occurs on the last pay date each October.

**Holiday Compensation:**

UCT

An employee whose regularly scheduled workday or work shift falls on a holiday and who actually works such a holiday shall receive their regular rate of pay and time and one-half pay for time worked. Employees may request a cash payout of all or any portion each October.

Management and UCT

If the holiday occurs on an employee's normal day off, they have the following two options:

1. Float the holiday hours into their holiday bank to be used as a day off at a later date or cashed out in October.
2. Flex the holiday within the same pay period by taking an additional day off with pay. If an employee flexes an 8-hour holiday to a 9-hour workday, the employee will need to use 1 hour of other leave time.

**Management Leave:**

Management Only (Police Lieutenants excluded)

Management employees are exempt from overtime requirements under the Fair Labor Standards Act.

In lieu of overtime compensation, management employees (except Police Lieutenants – see Overtime) receive management leave as follows:

**Assistant City Manager, Deputy City Manager, Dept. Directors, Executive Mgt.** – 72 hours / year  
**Deputy and Division Fire Chief** – 63 hours / year

**Division Heads, Senior Mgt., Police Captain and Fire  
Battalion Chief** – 54 hours / year  
**All other Management Staff** – 36 hours / year  
**Other exceptions, per City Manager**

Management Leave is credited on July 1 of each fiscal year. Unused Management Leave will be forfeited at the end of the fiscal year.

**Maternity/Paternity/Adoption Leave:**

Employees are eligible for leave without pay as provided under State or Federal laws. All employees who meet the qualifying criteria are eligible for up to twelve weeks of family medical leave per calendar year and/or twelve weeks of bonding leave. Employees may use accumulated paid leave (floating holiday, vacation, and comp time) and up to 108 hours of sick leave while on leave to care for/bond with a family member.

In the case of adoption and paternity leave, employees may request up to a maximum of six months of leave.

**Military Leave:**

Management and UCT

Upon verification of military orders, employees who are members of the military or National Guard who have been called to active duty during National Security, after the standard Military Leave Policy, shall receive the difference between the amount the employee would have received from their regular City gross bi-weekly wage (not including overtime) and the amount the employee receives from the military.

Health benefits will be continued for the employee and family. An employee would continue to pay their respective portion of the benefit programs (including any premiums for family coverage), unless benefits are waived.

### **Reserve Leave:**

All personnel hired in an unclassified position prior to July 1, 1991, shall be eligible to accumulate up to 720 hours of reserve leave.

Employees hired or promoted in an unclassified personnel capacity on or after July 1, 1991 will be allowed to accumulate Reserve Leave as follows:

- Exec. Mgt. and designated Sr. Mgt. = 360 hours
- Other Sr. Mgt. and Mid-Mgt. = 240 hours
- All other MGT, UCT, Canal/Asst Canal Supt = 160 hours

Sick leave hours converted to vacation hours may be transferred to the Reserve Leave Fund account based upon usage during the prior fiscal year, ending June 30.

Vacation hours not to exceed one-half of the annual vacation accrual may be transferred to the Reserve Leave Fund account based upon usage during the prior fiscal year, ending June 30.

Transfers to the Reserve Leave Fund will be elected by the employee in conjunction with notification from Payroll on or about November 1<sup>st</sup>.

Reserve Leave can only be used after an employee's vacation balance has been exhausted.

### **Sick Leave/Family Assistance/Bereavement Leave:**

#### Management and UCT

Sick leave shall be earned at the rate 4.15 hours per pay period, or 108 hours per year (Fire Battalion Chiefs on a day shift are included; Fire Battalion Chiefs on a shift schedule are excluded).

Fire Battalion Chiefs on Shift accrue 5.54 hours per pay period, or 144 hours per year (same as Fire Safety-56 hrs.).

Sick leave shall be earned from the date of hire and unused sick leave shall be accumulated indefinitely.

Sick leave shall not be considered as an entitlement which employees may use at their discretion, but shall be allowed only in case of necessity, including instances where employees are victims of domestic violence, sexual assault, or stalking (per AB 1522).

All of an employee's annual accrual of sick leave may be taken when an employee's presence is required elsewhere due to sickness/bereavement for immediate family members. Immediate family consists of a member of the employee's immediate family or individuals whose relationship to the employee is that of a dependent or near dependent, member of the immediate household, or a person who is significant to the employee. Exceptions to exceed the authorized accrual are subject to consideration by the City Manager on a case-by-case basis. In no event shall an employee be granted sick leave time to oversee children who are not ill (babysitting).

**Sick Leave Conversion:**

Management and UCT

Wellness Leave up to 108 hours per year – an employee may convert sick leave hours to vacation hours based on the following:

108 hours (144 hours for Fire Battalion Chiefs on shift) minus sick leave hours used within the year may be eligible for vacation conversion at a ratio of 2 sick leave hours for 1 hour of vacation. Sick leave conversion occurs once annually, during the sixty days following the end of the fiscal year.

**Vacation Leave:**

Management and UCT (Shift Fire Battalion Chief excluded)

Each employee shall accrue vacation leave from the date of hire according to the following schedule:

- 1 – 5 years of service = 96 hours
- 6 – 10 years of service = 136 hours
- 11 – 15 years of service = 176 hours

16+ years of service = 216 hours

Plus 24 additional hours of vacation credited each July 1 and an additional 4 hours credited each October.

New employees may use vacation hours that have been accrued and reflected on their pay statement with approval from their supervisor.

Maximum allowable vacation accrual:  
Management = 3 years; UCT = 2 years.

Each July and December, management employees may cash-out up to 40 hours of vacation leave, and UCT employees may cash-out up to 24 hours of vacation leave. Employees must maintain a minimum balance of 80 hours of vacation leave after the requested payoff to ensure a sufficient balance to cover future planned time off requests.

Fire Battalion Chief on Shift Only – Vacation leave accruals are equivalent to Fire Safety personnel:

1 – 5 years of service = 5 shifts (120 hours)

6 – 10 years of service = 7 shifts (168 hours)

11 – 15 years of service = 9 shifts (216 hours)

16 - 20 years of service = 11 shifts (264 hours)

21+ years of service = 13 shifts (312 hours)

New employees may use vacation hours that have been accrued and reflected on their pay statement with approval from their supervisor.

Maximum allowable vacation accrual for Fire Battalion Chief on shift = 732 hours.

Each July and December, Fire Battalion Chiefs (shift and days) may cash-out up to 40 hours of vacation leave.

#### **IV. BENEFITS & OTHER SPECIAL COMPENSATION**

The information described below may not include all details regarding the benefits that are provided to City employees.

If there is a discrepancy between this plan booklet and the benefit's formal plan or policy documents, the language within the formal plan or policy will govern.

**Automobile Allowance:**

Management Only

Assistant City Manager, Deputy City Manager,  
Assistant City Attorney - \$450/month  
City Clerk, Department Directors - \$425/month

**Bilingual Pay (Spanish):**

Management and UCT

\$50 per pay period for verbal bilingual skills. \$25 per pay period for written bilingual skills. Written approval for bilingual pay from the employee's Department Director must be provided to Human Resources.

**Cafeteria Plan / Flex Plan Credits:**

Management and UCT

\$100 per month plus 4.0% of monthly salary for benefits.

Executive Management positions receive an additional \$25 per month (in lieu of physical exam) for a total of \$125 per month plus 4.0% of monthly salary.

Cafeteria Plan benefits are calculated at the time of hire and promotion/progression. Step increase changes or adjustments are calculated and applied in January.

**Callback Overtime:**

UCT Only

Information Systems - Minimum of 2 hours or actual time worked, whichever is greater, at the rate of time and one-half of the employee's base rate of pay for each incident of callback. Mileage reimbursement may apply.

Canal Assistants – Minimum of 3 hours or actual time worked, whichever is greater, at the rate of time and one-half of the employee's base rate of pay for each incident of callback.

**Certification Pay:**

Fire Battalion Chief (Fire Mgt.) – Chief Officer Cert 3% of salary.

Deputy Fire Marshal (UCT) – Fire Prevention Cert \$75 per month.

**Compensatory Time:**

Police Lieutenants Only

At the employee's option, overtime may be accrued as compensatory time at the rate of time and one – half (see Overtime provision). The employee may request cash payout of up to a maximum of 80 hours, twice a year consistent with shift change.

UCT Only

At the employee's option, overtime may be accrued as compensatory time at the rate of time and one – half (see Overtime provision). Compensatory time off is subject to the needs of the service and may not be taken without prior approval by the employee's supervisor. UCT employees may accrue a maximum of 80 hours of compensatory time. Each October, the employee may request a cash payout of all or any portion of their compensatory time balance.

**Deferred Compensation Plans:**

Management and UCT

Management and UCT employees may contribute to 457, 401(k) and/or Payroll Roth IRA deferred compensation plans.

**Dental Insurance:**

Management and UCT

The City provides dental insurance coverage. Employees may purchase dental insurance coverage through payroll deduction.

Any PPO or DMO employee only dental insurance premium increase will be shared equally by the City and

the employee. The employee's share of dental insurance premium increases will be added to the employee's insurance contribution. The City's contribution is based on the cost share of the employee only premium rate for PPO or DMO dental insurance. Employees choosing more expensive dental coverage levels are required to pay the cost difference between the employee only level and the coverage level selected.

The 2021 calendar year City contribution for PPO dental insurance is \$43.36 per month; the dental DMO City contribution is \$22.16 per month.

**Flexible Spending Accounts & Pre-Tax Premiums:**

Management and UCT

Employees have the option to contribute to tax-free flexible spending accounts (FSA) for health care and dependent day care as provided by Section 125, plus pre-tax premium benefit.

Annual Minimum of \$240 - both Health & Dependent FSA's  
Annual Maximum of \$2,700 - Health FSA  
Annual Maximum of \$5,000 - Dependent FSA

**Health Insurance:**

Management and UCT

The City provides the lowest cost medical plan as recommended by the Health Insurance Committee (HIC) and approved by the City Council. Any medical insurance premium increases will be shared equally by the City and the employee for the lowest cost HMO medical plan. Employees choosing more expensive medical plans are required to pay the increased cost between that plan and the lowest cost plan. The employee's share of any medical insurance premium increases will be added to the employee's insurance contribution. The City's maximum contribution in medical coverage for calendar year 2021 is:

Employee Only -	\$495.70 per month
Employee Plus 1 Dependent -	\$991.40 per month
Family Coverage -	\$1,399.78 per month

The City will deduct health insurance premiums 24 times a year. Consistent with State law, the City provides registered Domestic Partner benefits and Same Sex marriage benefits.

Waiving Health Insurance

Employees who waive a level of City medical coverage with proof of coverage elsewhere, will receive a \$75 monthly waiver benefit. In the event two City employees are married and both employees waive a level of coverage, only one spouse will receive the \$75 monthly waiver.

**Life Insurance and AD&D:**

Management and UCT

Greater of: \$50,000 Life Insurance and \$50,000 AD&D, or Life Insurance of \$25,000 plus one-half annual salary. Same amount for AD&D. Additional \$1,000 dependent life coverage. Supplemental Life Insurance is available at the employee's cost.

**Medicare:**

Management and UCT

Employees hired prior to 4/1/86 that have elected Medicare, and all employees hired after said date:

City pays – 1.45% of salary

Employee pays – 1.45% of salary

**Mileage Reimbursement:**

Management and UCT

When employees travel in their personal vehicle for City business purposes, the City will reimburse mileage at the reimbursement rate allowed by the Internal Revenue Service; however, the total mileage reimbursement cannot exceed the price of a coach airfare ticket to and/or from the same destination.

City officers who receive an automobile allowance are only eligible for mileage reimbursement for travel beyond San Diego, Riverside, San Bernardino, Imperial, Los Angeles, and Orange Counties when their personal vehicle is used

in lieu of public transportation. Travel between those designated counties is considered compensated by the auto allowance. Mileage will be reimbursed only up to the lowest cost transportation available.

### **Out of Class Compensation:**

#### Management and UCT

An Out-of-Class assignment is a temporary assignment of a regular employee to an authorized position at a higher level of pay which requires the employee to perform all of the duties of the higher classification. Employees directed to continuously perform duties in a vacant higher-level position shall be entitled to a salary rate increase at 5% above their regular rate, or the minimum salary of the Out-of-Class position, whichever is greater, commencing after five consecutive work days in the Out-of-Class assignment. For Fire Safety: after any full shift or at least 12 hours of the shift must be worked Out-of-Class; for Police Sworn: in excess of 127.5 hours worked. Compensation will be retroactive to the first day of the Out-of-Class assignment.

Once the initial out-of-class assignment terminates, the five consecutive workday waiting period will be waived for any additional out-of-class assignments that occur within six months provided that the employee is working in the same out-of-class classification regardless or area assignment.

The Department Head shall complete the Out-of-Class Assignment Form and submit to the Human Resources Department that the employee meets the minimum requirements of the higher-level position and is held responsible for performing all of the duties normally associated with the higher-level position without limitation as to difficulty or complexity of assignment. The employee shall also be required to meet standards for satisfactory performance normally required at the higher-level position. Benefits of the higher classification are not available; the employee will continue to receive the benefits of the employee's regular position. All Out-of-Class assignments are limited to a maximum of 960 hours.

**Overtime Compensation:**

Management employees are exempt from overtime requirements under the Fair Labor Standards Act (FLSA). UCT employees are FLSA non-exempt. However, specific management classes are eligible to receive additional compensation as stated below:

Fire Battalion Chiefs Only

Straight time for hours worked in excess of 56 hours (shift) or 80 hours (day shift) per work period. Overtime compensation will be paid at time and one-half while on strike team assignments, either strike team leader or strike team leader trainee, or positions within the Incident Command System (ICS) required to manage an emergency incident (an approved incident overhead position). Battalion Chiefs backfilling a vacated position assigned to the above incidents will also be paid at time and one-half.

Police Lieutenants Only

Time and one-half for hours worked in excess of 40 hours in a 7-day work period. Police Lieutenants do not receive management leave.

UCT Only

FLSA non-exempt UCT employees are eligible for overtime compensation at time and one-half of their regular rate of pay for all hours worked in excess of 40 hours in a work week. Employees may opt for compensatory time in lieu of overtime payment (see Compensatory Time provision). Payment for overtime compensation shall be made on the first pay date following the pay period in which such overtime is worked, unless overtime compensation cannot be computed until some later date, in which case overtime compensation will be paid on the next regular pay date after such computation can be made.

**Police Officer Standard Training Incentive Pay (P.O.S.T.):**

Police Management Only - Monthly

Advanced POST: 4.25% of base pay  
Supervisory POST: 1.00% of base pay

Management POST: 0.50% of base pay

Supervisory POST and Management POST is additional to the Advanced POST certification level held by the incumbent.

**Retirement Benefit:**

Management and UCT (Fire and Police Management excluded) All employees shall participate in the California Public Employee's Retirement System (CalPERS). The City provides the following:

**Misc. Tier I**

1. Existing employees
2. Rehired City of Escondido employees who were in Tier I and did not receive a refund
  - 3% @ 60 CalPERS retirement benefit
  - 100% employee paid contribution (currently 8%) on a pre-tax basis. No EPMC.
  - The CalPERS Single Highest Year Benefit.
  - The compensation limit for classic members for the 2020 calendar year is \$285,000. Employees with membership dates prior to July 1, 1996, are not impacted by these limits.

**Misc. Tier II**

1. Rehired City of Escondido employees who were in Tier II and did not receive a refund.
2. New employees with no public service hired on or after pay period beginning 12/23/2012 and before 12/31/2012.
3. New employees with reciprocal public service and six months or less of a "break in service" hired after pay period beginning 12/23/2012.
  - 2% @ 60 CalPERS retirement benefit (maximum benefit factor of 2.4% @ 63).
  - 100% employee paid contribution (currently 7%) on a pre-tax basis. No EPMC.
  - Average highest three-year calculation.

- Per PEPRRA, beginning 1/1/18, employer may unilaterally require employee contribution rate up to 8% maximum.
- The compensation limit for classic members for the 2020 calendar year is \$285,000. Employees with membership dates prior to July 1, 1996, are not impacted by these limits.

### **Misc. Tier III**

1. New employees with no public service (becomes a member of a public retirement system for the first time) and hired on or after 01/01/2013.
2. New employees with reciprocal public service and more than a six month "break in service" hired on or after 01/01/2013.
  - 2% @ 62 CalPERS retirement benefit (maximum benefit factor of 2.5% @ 67).
  - Employees pay 50/50 split of normal cost, currently 6.25%, on a pre-tax basis. No EPMC.
  - Average highest three-year calculation.
  - Pensionable compensation – calculated based on their base pay, defined as normal monthly rate of pay paid in cash to similarly situated members in the same class of employment. Some forms of compensation will still be included; such as shift pay. Some forms will be excluded, such as uniform allowance and bonuses.
  - The compensation limit for new members for the 2020 calendar year is \$151,549.

### **Safety – Tier I (Fire and Police Management)**

All employees shall participate in the California Public Employee's Retirement System (CalPERS), as follows:

1. Existing employees
2. Rehired City of Escondido employees who were in Tier I and did not receive a refund.
  - 3% @ 50 CalPERS retirement benefit.
  - The CalPERS Single Highest Year Benefit.
  - **Police** – 100% employee paid contribution (currently 9%) and "0" EPMC.

- **Fire** – 100% employee paid contribution (currently 9%), on a pre-tax basis. No EPMC.
- Per PEPRA, beginning 1/1/18, employer may unilaterally require employee contribution rate up to 12% maximum.

**Safety – Tier II (Fire and Police Management)**

1. Rehired City of Escondido employees who were in Tier II and did not receive a refund.
2. New employees with no public service hired on or after pay period beginning 12/23/2012 and before 12/31/2012.
3. New employees with reciprocal public service and six months or less of a “break in service” after pay period beginning 12/23/2012.
  - 2% @ 50 CalPERS retirement benefit (maximum benefit factor of 2.7% @ 55).
  - Average highest three-year calculation.
  - **Police** –100% employee contribution (currently 9%), on a pre-tax basis, and “0” EPMC.
  - **Fire** – 100% employee contribution, (currently 9%), on a pre-tax basis. No EPMC.
  - Per PEPRA, beginning 1/1/18, employer may unilaterally require employee contribution rate up to 12% maximum.
  - The compensation limit for classic members for the 2020 calendar year is \$285,000. Employees with membership dates prior to July 1, 1996, are not impacted by these limits.

**Safety – Tier III (Fire and Police Management)**

1. New employees with no public service (become a member of a public retirement system for the first time) and hired on or after 01/01/2013.
2. New employees with reciprocal public service and more than a six month “break in service” hired on or after 01/01/2013.
  - 2.7% @ 57 CalPERS retirement benefit.
  - Average highest three-year calculation.

- **Police** – Employer pays 50/50 split of normal cost, currently 12.25%. As of 1/1/14, employee pays 12.25% on a pre-tax basis, and “0” EPMC.  
**Fire** – Employee pays 50/50 split of normal cost, currently 12.25%, on a pre-tax basis. No EPMC.
- Pensionable compensation – calculated based on their base pay, defined as normal monthly rate of pay paid in cash to similarly situated members in the same class of employment. Some forms of compensation will still be included; such as shift pay. Some forms will be excluded, such as uniform allowance and bonuses.
- The compensation limit for new members for the 2020 calendar year is \$151,549.

### **Unused Sick Leave Credit (GC 20965)**

Employees may convert any unused sick leave hours to service credit upon retirement. To be eligible, the employee must retire within 120 days from the last day of employment.

Eight hours of sick leave = 1 day of service credit or 0.004 years of service credit

Sick Leave has no cash value.

### **Safety Shoe Allowance:**

The following classifications receive an annual allowance of \$150.00 for safety shoes:

#### **MGT**

Canal Superintendent

#### **UCT**

Assistant Canal Superintendent  
Canal Assistant I/II  
Sr. Safety Analyst  
Safety Trainer

**Shift Differential:**

Network Systems Technician, Network Administrator,  
Network Engineer, Telecommunications Specialist

Employees receive \$30 per day for standby duty (an additional \$50 of compensation for each designated holiday served during the standby period). If called into work during standby – minimum of 4 hours of overtime pay at the rate of time and one-half. Support calls during standby - 2 hours of overtime pay at the rate of time and one-half. Mileage reimbursement applies.

**Standby Pay:**

Deputy Fire Marshal

\$200 per week plus an additional \$25 for holidays during the standby tour.

UCT Canal Employees

Employees on standby receive a \$200 weekly stipend, plus \$50 additional for holiday standby. Telephonic Consultation Pay receives overtime pay in fifteen-minute increments. When a holiday falls on a Wednesday, the standby employees who are trading out a standby vehicle shall both receive a minimum of 3 hours of overtime and the standby holiday pay of \$50.

**Temporary Assignment Pay:**

Management and UCT

Temporary Assignment Pay allows for temporary increases in pay beyond an employee's base rate of pay when duties performed by the employee support such additional pay for specific periods of time. Increases in pay may be granted to recognize the temporary assignment requiring a greater level of skill and out of the scope of their current classification. "Temporary assignment" shall mean a period of six months or less. Requests for temporary assignment compensation may be initiated by the Department Head or designee. Employees directed to continuously perform higher level duties shall be entitled to

a salary rate increase at 5% above their regular rate of pay.

The Department Head shall complete the Temporary Assignment Pay Form and submit documentation to the Human Resources Department stating that the employee is performing duties requiring a higher level of skill and outside the scope of their current classification.

**Tuition Reimbursement:**

Management and UCT

Due to the current budget impact, this program will be suspended until further notice.

**Uniforms:**

Management

Uniform allowance is provided for the following positions:

Police Chief, Police Captain and Police Lieutenant – \$700 per year (\$26.92 per pay period).

Fire Chief, Deputy Fire Chief, Fire Division Chief and Fire Battalion Chief – \$700 per year (\$26.92 per pay period).

Fire Marshal – \$800 per year (\$30.77 per pay period). Station safety boots are required. Must purchase Class A Uniform by fifth year of employment.

Lakes & Open Space Superintendent – \$650 per year (\$25.00 per pay period).

Unclassified

Deputy Fire Marshal – \$800 per year (\$30.77 per pay period). Station safety boots are required. Must purchase Class A Uniform by fifth year of employment.

EMS Program Coordinator – \$650 per year (\$25.00 per pay period).

### **Voluntary Plans:**

#### Management and UCT

The City provides voluntary medical, dental, vision, Aflac, legal, and life plans for employees. Information regarding these voluntary plans can be obtained from the City's Benefits Division.

### **Workers' Compensation:**

#### Management and UCT

Employees are covered under the State Workers' Compensation Law. This on-the-job injury insurance is paid for by the City of Escondido. When employees are unable to work due to a job-related illness or injury, this program pays the employee's medical bills and replaces a portion of the employee's income until the benefit terminates by law.

### **Work-Life Benefits:**

#### Management and UCT

The following work-life benefits are provided to employees. Details can be obtained from the Benefits Division:

- Annual Health and Wellness Expo
- Employee Assistance Program
- 529 College Savings Program
- Employee Discounts –
  - ✓ Benefithub Discount Portal
  - ✓ Gym memberships
  - ✓ Dell and Apple Computers
  - ✓ AT&T, T-Mobile, and Verizon Wireless Cell Phones and Plans
  - ✓ Working Advantage Discount Program – entertainment services
  - ✓ Fun Express Discount Program
  - ✓ National University Tuition Discount of 15%
  - ✓ Waldorf University Tuition Discount of 10%
  - ✓ Grand Canyon University Tuition Discount of 10%

***Please contact the Human Resources Department at  
(760) 839-4643 for assistance.***

Last Updated: 4/28/2022



**MANAGEMENT AND UNCLASSIFIED  
SALARY AND BENEFITS PLAN  
2023 – 2024**

**Prepared by:  
The Human Resources Department  
Effective: 12/06/2023**



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## MANAGEMENT AND UCT SALARY AND BENEFITS PLAN

### I. INTRODUCTION

This document constitutes the Compensation and Benefits Plan for Management and Unclassified Clerical and Technical (UCT) employees. This Plan shall in no manner be interpreted as a guaranteed or implied contract, and is continually subject to change as a result of City Council and/or City Manager action. For additional information regarding terms and conditions of employment, please refer to specific sections of the City of Escondido Personnel Rules and Regulations that apply to unclassified employees, the City Manager Administrative Directives or contact the Human Resources Department.

#### **Definitions:**

Appointing Authority – The person(s) having authority to appoint or remove persons from positions in City service or subordinates to whom this authority is delegated. The appointing authority is usually the City Manager.

Immediate Family – The immediate family shall consist of a member of the employee's immediate family or individuals whose relationship to the employee is that of a dependent or near dependent, member of the immediate household, or a person who is significant to the employee.

Management Employees – Management employees are classifications that are listed on the City's Compensation Plan as MGT (Management), EM (Executive Management), FM (Fire Management), and PM (Police Management). These employees are unclassified and serve at the will of their appointing authority. Management employees can be terminated at any time, with or without advance notice, and with or without cause or right of appeal. Management employees are FLSA exempt.

The EM positions of City Manager and City Attorney report directly to the City Council. The salary and benefits provisions for those positions are established by contract or ordinance; therefore, they are not included in this Salary and Benefits Plan.

Unclassified Clerical and Technical Employees – Classifications that are listed on the City's Compensation Plan as UCT. These employees are unclassified and serve at the will of their appointing authority. UCT employees can be terminated at any time, with or without advance notice, and with or without cause or right of appeal. UCT employees are not FLSA exempt.

## II. SALARY

### **Salary Adjustments:**

Management employees are paid on a salary basis versus UCT employees who are paid on an hourly basis.

### **Merit Increases:**

Management – Merit increases are based on job performance and are at the discretion of the employee's appointing authority. All management employees are reviewed and evaluated based on specific job competencies and goals using the City's Performance Evaluation Form. Performance evaluations are due by May 31<sup>st</sup> of each year.

Competencies are the knowledge, skills, abilities, and behaviors that are essential to the success of each management employee. Goals describe how the employee's contribution aligns with their department goals, objectives and ultimately, with those of the City Council. Goals are established at the beginning of the performance review period, and the employee is evaluated at the end of the period as to how well their assigned tasks were accomplished.

Merit increases result in an adjustment to the employee's base rate of pay.

UCT – Merit increases are granted per the City of Escondido Personnel Rules and Regulations.

### **Salary Bands and Ranges:**

All salary bands and ranges for Management and UCT classifications are listed on the City's Compensation Plan.

### III. EMPLOYEE LEAVES

#### **Donated Leave:**

##### Management and UCT

Employees may donate vacation hours to other employees in need of sick leave based upon the City Manager's approval.

#### **Injury or Illness Leave Without Pay Under FMLA/CFRA:**

##### Management and UCT

In the event of a leave of absence due to injury or illness, all employees who meet the qualifying criteria are eligible for up to twelve weeks of Family Medical leave and California Family Rights leave per calendar year. Employees who are ill for more than seven calendar days must file for disability benefits. The Benefits Division can assist employees with coordinating available leave balances.

#### **Short-Term (STD) & Long-Term (LTD) Disability:**

MGT and UCT (Fire and Police Management excluded).

STD – Employee pays 0.715% of salary (7 calendar – day elimination period).

LTD – Employee pays 0.500% of salary (90 calendar – day elimination period).

The STD benefit provides 66.67% of basic weekly earnings and the LTD benefit provides 60% of basic weekly earnings. Upon eligibility, benefits are provided for employees who miss more than seven consecutive calendar days due to illness or injury. Employees are required to file for short-term/long-term disability upon eligibility. Benefits are affected if an employee is off work for more than six months: Vacation, sick leave and holiday compensation will cease to accrue after a six-month period. Medical, Dental, Life and Dependent Life insurances will be paid by the City for a period not to exceed nine months after the twelve-week FMLA/CFRA period has elapsed (total payment of twelve months).

Additional benefits may apply and can be explained by the Benefits Division. Fire Management is provided an LTD benefit through their Association. Police Management is provided an STD and LTD benefit option through their Association.

**Jury Duty and Witness Leave:**

Management and UCT

Any employee who is called or required to serve as a trial juror shall be entitled to absent themselves from their duties with the City during the period of such service or while necessarily being present in court as a result of such call. Under such circumstances, the employee shall be paid their full salary and any payment received by them from the court for such duty. Employees shall provide their supervisor with a copy of the call to jury duty and other documentary evidence of service as required by the City.

**Leave of Absence Without Pay:**

Management and UCT

The City Manager may grant employees a leave of absence without pay, seniority, or benefit accruals not to exceed six months. For special educational purposes, however, the City Manager may grant leaves of absence not to exceed one year, without pay, provided such study is related to City employment. When such special educational leave of absence is granted, the employee must agree in writing that they will return to regular, full-time employment with the City for a minimum of one year. No such leave shall be granted except upon written request of the employee, setting forth the reason for the request, and the approval will be in writing. Upon expiration of a regularly approved leave or within a reasonable period of time after notice of return to duty, the employee shall be reinstated in the position held at the time leave was granted. Failure on the part of an employee on leave to report promptly at its expiration, or within a reasonable time after notice to return to duty shall be cause for discharge.

When an employee is in a leave of absence without pay status due to having exhausted all accrued sick leave and vacation credit, their revised hire date or date of promotion

for purposes of merit increases, sick leave, and vacation credit, will be the number of working days absent added to their former hire or promotion date, whenever such leave exceeds 30 consecutive working days. An employee is responsible for the full cost of benefits while on an unpaid leave other than for a disability.

Employees in good standing may, with supervisory permission and five days' prior notice, take time off without pay and without having to exhaust any leave balances. No employee shall exceed ten work days off (two shifts without pay for Fire Battalion Chiefs on a shift schedule) within a calendar month.

In the event of a leave of absence due to injury or illness, an employee must file for disability benefits. The Benefits Division can assist employees with coordinating available leave balances.

**Holiday Leave:**

Management and UCT (Shift Fire Battalion Chief excluded)

The following 10 holidays are observed:

- |                            |                        |
|----------------------------|------------------------|
| New Year's Day             | Labor Day              |
| Martin Luther King Jr. Day | Veterans' Day          |
| Presidents' Day            | Thanksgiving Day       |
| Memorial Day               | Day after Thanksgiving |
| Independence Day           | Christmas Day          |

When a holiday falls on a Sunday, it is observed on the Monday immediately following. When a holiday falls on a Saturday, it will be observed on the preceding Friday.

Fire Battalion Chief on Shift Only - Holiday Leave is equivalent to Fire Safety Personnel – 11.5 hours/month and is paid as 5.31 hours per pay period.

**Holiday Compensation:**

UCT

An employee whose regularly scheduled workday or work shift falls on a holiday and who actually works such a holiday shall receive their regular rate of pay and time and

one-half pay for time worked. Employees may request a cash payout of all or any portion each October.

Management and UCT

If the holiday occurs on an employee's normal day off, they have the following two options:

1. Float the holiday hours into their holiday bank to be used as a day off at a later date or cashed out in October.
2. Flex the holiday within the same pay period by taking an additional day off with pay. If an employee flexes an 8-hour holiday to a 9-hour workday, the employee will need to use 1 hour of other leave time.

**Management Leave:**

Management Only (Police Lieutenants and Fire Battalion Chiefs excluded)

Management employees are exempt from overtime requirements under the Fair Labor Standards Act.

In lieu of overtime compensation, management employees (except Police Lieutenants and Fire Battalion Chiefs – see Overtime) receive management leave as follows:

**Assistant City Manager, Deputy City Manager, Dept. Directors, Executive Mgt.** – 72 hours / year  
**Deputy and Division Fire Chief** – 63 hours / year  
**Division Heads, Senior Mgt., Police Captain and All other Management Staff** – 36 hours / year  
**Other exceptions, per City Manager**

Management Leave is credited on July 1 of each fiscal year. Unused Management Leave will be forfeited at the end of the fiscal year.

**Parental Leave:**

Employees are eligible for leave without pay as provided under State or Federal laws. All employees who meet the qualifying criteria are eligible for up to twelve weeks of family medical leave per calendar year and/or twelve weeks of bonding leave. Employees may use accumulated

paid leave (floating holiday, vacation, and comp time) and up to 108 hours of sick leave while on leave to care for/bond with a family member.

### **Military Leave:**

#### Management and UCT

Upon verification of military orders, military leave will be granted in accordance with federal and state law.

Health benefits will be continued for the employee and family. An employee would continue to pay their respective portion of the benefit programs (including any premiums for family coverage), unless benefits are waived.

### **Reserve Leave:**

All personnel hired in an unclassified position prior to July 1, 1991, shall be eligible to accumulate up to 720 hours of reserve leave.

Employees hired or promoted in an unclassified personnel capacity on or after July 1, 1991 will be allowed to accumulate Reserve Leave as follows:

- Exec. Mgt. and designated Sr. Mgt. = 360 hours
- Other Sr. Mgt. and Mid-Mgt. = 240 hours
- All other MGT, UCT, Canal/Asst Canal Supt = 160 hours

Sick leave hours converted to vacation hours may be transferred to the Reserve Leave Fund account based upon usage during the prior fiscal year, ending June 30.

Vacation hours not to exceed one-half of the annual vacation accrual may be transferred to the Reserve Leave Fund account based upon usage during the prior fiscal year, ending June 30.

Transfers to the Reserve Leave Fund will be elected by the employee in conjunction with notification from Payroll on or about November 1<sup>st</sup>.

Reserve Leave can only be used after an employee's vacation balance has been exhausted.

## **Sick Leave/Family Assistance/Bereavement Leave:**

### Management and UCT

Sick leave shall be earned at the rate 4.15 hours per pay period, or 108 hours per year (Fire Battalion Chiefs on a day shift are included; Fire Battalion Chiefs on a shift schedule are excluded).

Fire Battalion Chiefs on Shift accrue 5.54 hours per pay period, or 144 hours per year (same as Fire Safety-56 hrs.).

Sick leave shall be earned from the date of hire and unused sick leave shall be accumulated indefinitely.

Sick leave shall not be considered as an entitlement which employees may use at their discretion, but shall be allowed only in case of necessity, including instances where employees are victims of domestic violence, sexual assault, or stalking (per AB 1522).

All of an employee's annual accrual of sick leave may be taken when an employee's presence is required elsewhere due to sickness/bereavement for immediate family members. Immediate family consists of a member of the employee's immediate family or individuals whose relationship to the employee is that of a dependent or near dependent, member of the immediate household, or a person who is significant to the employee. Exceptions to exceed the authorized accrual are subject to consideration by the City Manager on a case-by-case basis. In no event shall an employee be granted sick leave time to oversee children who are not ill (babysitting).

## **Sick Leave Conversion:**

### Management and UCT

Wellness Leave up to 108 hours per year – an employee may convert sick leave hours to vacation hours based on the following:

108 hours (144 hours for Fire Battalion Chiefs on shift) minus sick leave hours used within the year may be eligible for vacation conversion at a ratio of 2 sick leave hours for 1 hour of vacation. Sick leave conversion occurs once

annually, during the sixty days following the end of the fiscal year.

**Vacation Leave:**

Management and UCT (Shift Fire Battalion Chief excluded)  
Each employee shall accrue vacation leave from the date of hire according to the following schedule:

1 – 5 years of service = 96 hours

6 – 10 years of service = 136 hours

11 – 15 years of service = 176 hours

16+ years of service = 216 hours

Plus 24 additional hours of vacation credited each July 1 and an additional 4 hours credited each October.

New employees may use vacation hours that have been accrued and reflected on their pay statement with approval from their supervisor.

Maximum allowable vacation accrual:  
Management = 3 years; UCT = 2 years.

Each July and December, management employees may cash-out up to 40 hours of vacation leave, and UCT employees may cash-out up to 24 hours of vacation leave. Employees must maintain a minimum balance of 80 hours of vacation leave after the requested payoff to ensure a sufficient balance to cover future planned time off requests.

Fire Battalion Chief on Shift Only – Vacation leave accruals are equivalent to Fire Safety personnel:

1 – 5 years of service = 5 shifts (120 hours)

6 – 10 years of service = 7 shifts (168 hours)

11 – 15 years of service = 9 shifts (216 hours)

16 - 20 years of service = 11 shifts (264 hours)

21+ years of service = 13 shifts (312 hours)

New employees may use vacation hours that have been accrued and reflected on their pay statement with approval from their supervisor.

Maximum allowable vacation accrual for Fire Battalion Chief on shift = 732 hours.

Each July and December, Fire Battalion Chiefs (shift and days) may cash-out up to 40 hours of vacation leave.

#### **IV. BENEFITS & OTHER SPECIAL COMPENSATION**

The information described below may not include all details regarding the benefits that are provided to City employees. If there is a discrepancy between this plan booklet and the benefit's formal plan or policy documents, the language within the formal plan or policy will govern.

##### **Automobile Allowance:**

###### Management Only

Assistant City Manager, Deputy City Manager,  
Assistant City Attorney - \$450/month  
Department Directors - \$425/month

##### **Bilingual Pay (Spanish):**

###### Management and UCT

\$50 per pay period for verbal bilingual skills. \$25 per pay period for written bilingual skills. Written approval for bilingual pay from the employee's Department Director must be provided to Human Resources.

##### **Cafeteria Plan / Flex Plan Credits:**

###### Management and UCT

\$100 per month plus 4.0% of monthly salary for benefits.

Executive Management positions receive an additional \$25 per month (in lieu of physical exam) for a total of \$125 per month plus 4.0% of monthly salary.

**Callback Overtime:**

UCT Only

Information Systems - Minimum of 2 hours or actual time worked, whichever is greater, at the rate of time and one-half of the employee's base rate of pay for each incident of callback. Mileage reimbursement may apply.

Canal Assistants – Minimum of 3 hours or actual time worked, whichever is greater, at the rate of time and one-half of the employee's base rate of pay for each incident of callback.

**Certification Pay:**

Fire Battalion Chief (Fire Mgt.) – Chief Officer Cert 3% of salary.

Deputy Fire Marshal (UCT) – Fire Prevention Cert \$75 per month.

**Compensatory Time:**

Police Lieutenants and Fire Battalion Chief Only

At the employee's option, overtime may be accrued as compensatory time at the rate of time and one – half (see Overtime provision). The employee may request cash payout of up to a maximum of 80 hours, twice a year consistent with shift change.

UCT Only

At the employee's option, overtime may be accrued as compensatory time at the rate of time and one – half (see Overtime provision). Compensatory time off is subject to the needs of the service and may not be taken without prior approval by the employee's supervisor. UCT employees may accrue a maximum of 80 hours of compensatory time. Each October, the employee may request a cash payout of all or any portion of their compensatory time balance.

### **Deferred Compensation Plans:**

#### Management and UCT

Management and UCT employees may contribute to 457, 401(k) and/or Payroll Roth IRA deferred compensation plans.

### **Dental Insurance:**

#### Management and UCT

The City provides dental insurance coverage. Employees may purchase dental insurance coverage through payroll deduction.

Any PPO or DMO employee only dental insurance premium increase will be shared equally by the City and the employee. The employee's share of dental insurance premium increases will be added to the employee's insurance contribution. The City's contribution is based on the cost share of the employee only premium rate for PPO or DMO dental insurance. Employees choosing more expensive dental coverage levels are required to pay the cost difference between the employee only level and the coverage level selected.

City contribution for PPO and DMO dental insurance can be found on the [Employee Benefit Summary Sheets](#).

### **Flexible Spending Accounts & Pre-Tax Premiums:**

#### Management and UCT

Employees have the option to contribute to tax-free flexible spending accounts (FSA) for health care and dependent day care as provided by Section 125, plus pre-tax premium benefit.

Annual Minimum of \$240 - both Health & Dependent FSA's  
Annual Maximum of \$3,050 - Health FSA  
Annual Maximum of \$5,000 - Dependent FSA

**Health Insurance:**

Management and UCT

The City provides the lowest cost medical plan as recommended by the Health Insurance Committee (HIC). Any medical insurance premium increases will be shared equally by the City and the employee for the lowest cost HMO medical plan. Employees choosing more expensive medical plans are required to pay the increased cost between that plan and the lowest cost plan. The employee's share of any medical insurance premium increases will be added to the employee's insurance contribution. The City's contribution in medical coverage can be found on the [Employee Benefit Summary Sheets](#).

The City will deduct health insurance premiums 24 times a year. Consistent with State law, the City provides registered Domestic Partner benefits and Same Sex marriage benefits.

Waiving Health Insurance

Employees who waive a level of City medical coverage with proof of coverage elsewhere, will receive a \$75 monthly waiver benefit. In the event two City employees are married and both employees waive a level of coverage, only one spouse will receive the \$75 monthly waiver.

**Life Insurance and AD&D:**

Management and UCT

Greater of: \$50,000 Life Insurance and \$50,000 AD&D, or Life Insurance of \$25,000 plus one-half annual salary. Same amount for AD&D. Additional \$1,000 dependent life coverage. Supplemental Life Insurance is available at the employee's cost.

**Medicare:**

Management and UCT

Employees hired prior to 4/1/86 that have elected Medicare, and all employees hired after said date:  
City pays – 1.45% of salary  
Employee pays – 1.45% of salary

**Mileage Reimbursement:**Management and UCT

When employees travel in their personal vehicle for City business purposes, the City will reimburse mileage at the reimbursement rate allowed by the Internal Revenue Service; however, the total mileage reimbursement cannot exceed the price of a coach airfare ticket to and/or from the same destination.

City officers who receive an automobile allowance are only eligible for mileage reimbursement for travel beyond San Diego, Riverside, San Bernardino, Imperial, Los Angeles, and Orange Counties when their personal vehicle is used in lieu of public transportation. Travel between those designated counties is considered compensated by the auto allowance. Mileage will be reimbursed only up to the lowest cost transportation available.

**Out of Class Compensation:**Management and UCT

An Out-of-Class assignment is a temporary assignment of a regular employee to an authorized position at a higher level of pay which requires the employee to perform all of the duties of the higher classification. Employees directed to continuously perform duties in a vacant higher-level position shall be entitled to a salary rate increase at 5% above their regular rate, or the minimum salary of the Out-of-Class position, whichever is greater, commencing after five consecutive work days in the Out-of-Class assignment. For Fire Safety: after any full shift or at least 12 hours of the shift must be worked Out-of-Class; for Police Sworn: in excess of 127.5 hours worked. Compensation will be retroactive to the first day of the Out-of-Class assignment.

Once the initial out-of-class assignment terminates, the five consecutive workday waiting period will be waived for any additional out-of-class assignments that occur within six months provided that the employee is working in the same out-of-class classification regardless or area assignment.

The Department Head shall complete the Out-of-Class Assignment Form and submit to the Human Resources

Department that the employee meets the minimum requirements of the higher-level position and is held responsible for performing all of the duties normally associated with the higher-level position without limitation as to difficulty or complexity of assignment. The employee shall also be required to meet standards for satisfactory performance normally required at the higher-level position. Benefits of the higher classification are not available; the employee will continue to receive the benefits of the employee's regular position. All Out-of-Class assignments are limited to a maximum of 960 hours.

### **Overtime Compensation:**

Management employees are exempt from overtime requirements under the Fair Labor Standards Act (FLSA). UCT employees are FLSA non-exempt. However, specific management classes are eligible to receive additional compensation as stated below:

#### Fire Battalion Chiefs Only

Time and one-half for hours worked in excess of 56 hours (shift) or 40 hours (day shift) per work period.

Time and one-half while on strike team assignments, either strike team leader or strike team leader trainee, or positions within the Incident Command System (ICS) required to manage an emergency incident (an approved incident overhead position).

Battalion Chiefs backfilling a vacated position assigned to the above incidents will also be paid at time and one-half.

#### Police Lieutenants Only

Time and one-half for hours worked in excess of 40 hours in a 7-day work period. Police Lieutenants do not receive management leave.

#### UCT Only

FLSA non-exempt UCT employees are eligible for overtime compensation at time and one-half of their regular rate of pay for all hours worked in excess of 40 hours in a work week. Employees may opt for compensatory time in lieu of overtime payment (see Compensatory Time provision).

Payment for overtime compensation shall be made on the first pay date following the pay period in which such overtime is worked, unless overtime compensation cannot be computed until some later date, in which case overtime compensation will be paid on the next regular pay date after such computation can be made.

**Police Officer Standard Training Incentive Pay (P.O.S.T.):**

Police Management Only - Monthly

Advanced POST:	4.25% of base pay
Supervisory POST:	1.00% of base pay
Management POST:	0.50% of base pay

Supervisory POST and Management POST is additional to the Advanced POST certification level held by the incumbent.

**Retirement Benefit:**

Management and UCT (Fire and Police Management excluded) All employees shall participate in the California Public Employee's Retirement System (CalPERS). The City provides the following:

**Misc. Tier I**

1. Existing employees
2. Rehired City of Escondido employees who were in Tier I and did not receive a refund
  - 3% @ 60 CalPERS retirement benefit
  - 100% employee paid contribution (currently 8%) on a pre-tax basis.
  - One-year final compensation benefit
  - The compensation limit for classic members for the 2023 calendar year is \$330,000. Employees with membership dates prior to July 1, 1996, are not impacted by these limits.

**Misc. Tier II**

1. Rehired City of Escondido employees who were in Tier II and did not receive a refund.

2. New employees with no public service hired on or after pay period beginning 12/23/2012 and before 12/31/2012.
3. New employees with reciprocal public service and six months or less of a "break in service" hired after pay period beginning 12/23/2012.
  - 2% @ 60 CalPERS retirement benefit 100% employee paid contribution (currently 7%) on a pre-tax basis.
  - Three year final compensation benefit
  - Per PEPRA, beginning 1/1/18, employer may unilaterally require employee contribution rate up to 8% maximum.
  - The compensation limit for classic members for the 2023 calendar year is \$330,000. Employees with membership dates prior to July 1, 1996, are not impacted by these limits.

### **Misc. Tier III**

1. New employees with no public service (becomes a member of a public retirement system for the first time) and hired on or after 01/01/2013.
2. New employees with reciprocal public service and more than a six month "break in service" hired on or after 01/01/2013.
  - 2% @ 62 CalPERS retirement benefit
  - Employees pay 50/50 split of normal cost, currently 7.75%, on a pre-tax basis.
  - Three-year final compensation benefit
  - Pensionable compensation – calculated based on their base pay, defined as normal monthly rate of pay paid in cash to similarly situated members in the same class of employment. Some forms of compensation will still be included; such as shift pay. Some forms will be excluded, such as uniform allowance and bonuses.
  - The compensation limit for new members for the 2023 calendar year is \$175,250.

**Safety – Tier I (Fire and Police Management)**

All employees shall participate in the California Public Employee's Retirement System (CalPERS), as follows:

1. Existing employees
2. Rehired City of Escondido employees who were in Tier I and did not receive a refund.
  - 3% @ 50 CalPERS retirement benefit
  - One-year final compensation benefit
  - **Police** – 100% employee paid contribution (currently 9%, on a pre-tax basis)
  - **Fire** – 100% employee paid contribution (currently 9%), on a pre-tax basis

**Safety – Tier II (Fire and Police Management)**

1. Rehired City of Escondido employees who were in Tier II and did not receive a refund.
2. New employees with no public service hired on or after pay period beginning 12/23/2012 and before 12/31/2012.
3. New employees with reciprocal public service and six months or less of a "break in service" after pay period beginning 12/23/2012.
  - 2% @ 50 CalPERS retirement benefit
  - Three-year final compensation benefit
  - **Police** – 100% employee contribution (currently 9%), on a pre-tax basis
  - **Fire** – 100% employee contribution, (currently 9%), on a pre-tax basis.
  - The compensation limit for classic members for the 2023 calendar year is \$330,000. Employees with membership dates prior to July 1, 1996, are not impacted by these limits.

**Safety – Tier III (Fire and Police Management)**

1. New employees with no public service (become a member of a public retirement system for the first time) and hired on or after 01/01/2013.
2. New employees with reciprocal public service and more than a six month "break in service" hired on or after 01/01/2013.
  - 2.7% @ 57 CalPERS retirement benefit.
  - Three year final compensation benefit

- **Police** – Employees pay 50/50 split of normal cost, currently 14%, on a pre-tax basis.
- **Fire** – Employees pay 50/50 split of normal cost, currently 14%, on a pre-tax basis.
- Pensionable compensation – calculated based on their base pay, defined as normal monthly rate of pay paid in cash to similarly situated members in the same class of employment. Some forms of compensation will still be included; such as shift pay. Some forms will be excluded, such as uniform allowance and bonuses.
- The compensation limit for new members for the 2023 calendar year is \$175,250.

### **Unused Sick Leave Credit (GC 20965)**

Employees may convert any unused sick leave hours to service credit upon retirement. To be eligible, the employee must retire within 120 days from the last day of employment.

Eight hours of sick leave = 1 day of service credit or 0.004 years of service credit

Sick Leave has no cash value.

### **Safety Shoe Allowance:**

The following classifications receive an annual allowance of \$150.00 for safety shoes:

#### **MGT**

Canal Superintendent

#### **UCT**

Assistant Canal Superintendent  
Canal Assistant I/II  
Sr. Safety Analyst  
Safety Trainer

**Standby Pay:**

Deputy Fire Marshal

\$200 per week plus an additional \$25 for holidays during the standby tour.

Network Systems Technician, Network Administrator, Network Engineer, Telecommunications Specialist

Employees receive \$210 per seven-day standby duty (\$30 per day, with an additional \$50 of compensation for each designated holiday served during the standby period). If called into work during standby – minimum of 4 hours of overtime pay at the rate of time and one-half. Support calls during standby - 2 hours of overtime pay at the rate of time and one-half. Mileage reimbursement applies.

UCT Canal Employees

Employees on standby receive a \$300 weekly stipend, plus \$50 additional for holiday standby. Telephonic Consultation Pay receives overtime pay in fifteen-minute increments. When a holiday falls on a Wednesday, the standby employees who are trading out a standby vehicle shall both receive a minimum of 3 hours of overtime and the standby holiday pay of \$50.

**Temporary Assignment Pay:**

Management and UCT

Temporary Assignment Pay allows for temporary increases in pay beyond an employee's base rate of pay when duties performed by the employee support such additional pay for specific periods of time. Increases in pay may be granted to recognize the temporary assignment requiring a greater level of skill and out of the scope of their current classification. "Temporary Assignment" shall mean a period of six months or less. Requests for temporary assignment compensation may be initiated by the Department Head or designee. Employees directed to continuously perform higher level duties shall be entitled to a salary rate increase at 5% above their regular rate of pay.

The Department Head shall complete the Temporary Assignment Pay Form and submit documentation to the Human Resources Department stating that the employee is performing duties requiring a higher level of skill and outside the scope of their current classification.

**Tuition Reimbursement:**

Management and UCT

Due to the current budget impact, this program is suspended until further notice.

**Uniforms:**

Management

Uniform allowance is provided for the following positions:

Police Chief, Police Captain and Police Lieutenant – \$700 per year (\$26.92 per pay period).

Fire Chief, Deputy Fire Chief, Fire Division Chief and Fire Battalion Chief – \$700 per year (\$26.92 per pay period).

Fire Marshal – \$800 per year (\$30.77 per pay period). Station safety boots are required. Must purchase Class A Uniform by fifth year of employment.

Lakes & Open Space Superintendent – \$650 per year (\$25.00 per pay period).

Unclassified

Deputy Fire Marshal – \$800 per year (\$30.77 per pay period). Station safety boots are required. Must purchase Class A Uniform by fifth year of employment.

EMS Program Coordinator – \$650 per year (\$25.00 per pay period).

**Voluntary Plans:**

Management and UCT

The City provides voluntary medical, dental, vision, critical illness, accident, hospital indemnity, legal, and life plans for employees. Information regarding these voluntary plans can be obtained from the City's Benefits Division.

## **Workers' Compensation:**

### Management and UCT

Employees are covered under the State Workers' Compensation Law. This on-the-job injury insurance is paid for by the City of Escondido. When employees are unable to work due to a job-related illness or injury, this program pays the employee's medical bills and replaces a portion of the employee's income until the benefit terminates by law.

## **Work-Life Benefits:**

### Management and UCT

The following work-life benefits are provided to employees. Details can be obtained from the Benefits Division:

- Annual Health and Wellness Expo
- Employee Assistance Program
- 529 College Savings Program
- Employee Discounts –
  - ✓ Benefithub Discount Portal
  - ✓ Gym memberships
  - ✓ Dell and Apple Computers
  - ✓ AT&T, T-Mobile, and Verizon Wireless Cell Phones and Plans
  - ✓ Working Advantage Discount Program entertainment services
  - ✓ National University Tuition Discount of 25%
  - ✓ Waldorf University Tuition Discount of 10%
  - ✓ Grand Canyon University Tuition Discount of 10%

***Please contact the Human Resources Department at  
(760) 839-4643 for assistance.***

Last Updated: 11/27/2023



**MANAGEMENT AND UNCLASSIFIED  
SALARY AND BENEFITS PLAN  
2024 – 2025**

**Prepared by:  
The Human Resources Department  
Effective: 12/04/2024**



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## MANAGEMENT AND UCT SALARY AND BENEFITS PLAN

### I. INTRODUCTION

This document constitutes the Compensation and Benefits Plan for Management and Unclassified Clerical and Technical (UCT) employees. This Plan shall in no manner be interpreted as a guaranteed or implied contract, and is continually subject to change as a result of City Council and/or City Manager action. For additional information regarding terms and conditions of employment, please refer to specific sections of the City of Escondido Personnel Rules and Regulations that apply to unclassified employees, the City Manager Administrative Directives or contact the Human Resources Department.

#### **Definitions:**

Appointing Authority – The person(s) having authority to appoint or remove persons from positions in City service or subordinates to whom this authority is delegated. The appointing authority is usually the City Manager.

Immediate Family – The immediate family shall consist of a member of the employee's immediate family or individuals whose relationship to the employee is that of a dependent or near dependent, member of the immediate household, or a person who is significant to the employee.

Management Employees – Management employees are classifications that are listed on the City's Compensation Plan as MGT (Management), EM (Executive Management), FM (Fire Management), and PM (Police Management). These employees are unclassified and serve at the will of their appointing authority. Management employees can be terminated at any time, with or without advance notice, and with or without cause or right of appeal. Management employees are FLSA exempt.

The EM positions of City Manager and City Attorney report directly to the City Council. The salary and benefits provisions for those positions are established by contract or ordinance; therefore, they are not included in this Salary and Benefits Plan.

Unclassified Clerical and Technical Employees – Classifications that are listed on the City’s Compensation Plan as UCT. These employees are unclassified and serve at the will of their appointing authority. UCT employees can be terminated at any time, with or without advance notice, and with or without cause or right of appeal. UCT employees are not FLSA exempt.

## II. SALARY

### **Salary Adjustments:**

Management employees are paid on a salary basis versus UCT employees who are paid on an hourly basis.

### **Merit Increases:**

Management – Merit increases are based on job performance and are at the discretion of the employee’s appointing authority. All management employees are reviewed and evaluated based on specific job competencies and goals using the City’s Performance Evaluation Form.

Competencies are the knowledge, skills, abilities, and behaviors that are essential to the success of each management employee. Goals describe how the employee’s contribution aligns with their department goals, objectives and ultimately, with those of the City Council. Goals are established at the beginning of the performance review period, and the employee is evaluated at the end of the period as to how well their assigned tasks were accomplished.

Merit increases result in an adjustment to the employee’s base rate of pay.

UCT – Employees are on a seven-step salary plan. Step increases are granted annually based on the date that an employee entered their current classification.

### **Salary Bands and Ranges:**

All salary bands and ranges for Management and UCT classifications are listed on the City’s Compensation Plan.

### III. EMPLOYEE LEAVES

#### **Donated Leave:**

##### Management and UCT

Employees may donate vacation hours to other employees in need of sick leave based upon the City Manager's approval.

#### **Injury or Illness Leave Without Pay Under FMLA/CFRA:**

##### Management and UCT

In the event of a leave of absence due to injury or illness, all employees who meet the qualifying criteria are eligible for up to twelve weeks of Family Medical leave and California Family Rights leave per calendar year. Employees who are ill for more than seven calendar days must file for disability benefits. The Benefits Division can assist employees with coordinating available leave balances.

#### **Short-Term (STD) & Long-Term (LTD) Disability:**

MGT and UCT (Fire and Police Management excluded).

STD – Employee pays 0.715% of salary (7 calendar – day elimination period).

LTD – Employee pays 0.500% of salary (90 calendar – day elimination period).

The STD benefit provides 66.67% of basic weekly earnings and the LTD benefit provides 60% of basic weekly earnings. Upon eligibility, benefits are provided for employees who miss more than seven consecutive calendar days due to illness or injury. Employees are required to file for short-term/long-term disability upon eligibility. Benefits are affected if an employee is off work for more than six months: Vacation, sick leave and holiday compensation will cease to accrue after a six-month period. Medical, Dental, Life and Dependent Life insurances will be paid by the City for a period not to exceed nine months after the twelve-week FMLA/CFRA period has elapsed (total payment of twelve months).

Additional benefits may apply and can be explained by the Benefits Division. Fire Management is provided an LTD benefit through their Association. Police Management is provided an STD and LTD benefit option through their Association.

### **Jury Duty and Witness Leave:**

#### Management and UCT

Any employee who is called or required to serve as a trial juror shall be entitled to absent themselves from their duties with the City during the period of such service or while necessarily being present in court as a result of such call. Under such circumstances, the employee shall be paid their full salary and any payment received by them from the court for such duty. Employees shall provide their supervisor with a copy of the call to jury duty and other documentary evidence of service as required by the City.

### **Leave of Absence Without Pay:**

#### Management and UCT

The City Manager may grant employees a leave of absence without pay, seniority, or benefit accruals not to exceed six months. For special educational purposes, however, the City Manager may grant leaves of absence not to exceed one year, without pay, provided such study is related to City employment. When such special educational leave of absence is granted, the employee must agree in writing that they will return to regular, full-time employment with the City for a minimum of one year. No such leave shall be granted except upon written request of the employee, setting forth the reason for the request, and the approval will be in writing. Upon expiration of a regularly approved leave or within a reasonable period of time after notice of return to duty, the employee shall be reinstated in the position held at the time leave was granted. Failure on the part of an employee on leave to report promptly at its expiration, or within a reasonable time after notice to return to duty shall be cause for discharge.

When an employee is in a leave of absence without pay status due to having exhausted all accrued sick leave and vacation credit, their revised hire date or date of promotion

for purposes of merit increases, sick leave, and vacation credit, will be the number of working days absent added to their former hire or promotion date, whenever such leave exceeds 30 consecutive working days. An employee is responsible for the full cost of benefits while on an unpaid leave other than for a disability.

Employees in good standing may, with supervisory permission and five days' prior notice, take time off without pay and without having to exhaust any leave balances. No employee shall exceed ten work days off (two shifts without pay for Fire Battalion Chiefs on a shift schedule) within a calendar month.

In the event of a leave of absence due to injury or illness, an employee must file for disability benefits. The Benefits Division can assist employees with coordinating available leave balances.

**Holiday Leave:**

Management and UCT (Shift Fire Battalion Chief excluded)

The following 11 holidays are observed (10 Fixed and 1 Floating):

New Year's Day	Labor Day
Martin Luther King Jr. Day	Veterans' Day
Presidents' Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Day
Floating Holiday	

When a holiday falls on a Sunday, it is observed on the Monday immediately following. When a holiday falls on a Saturday, it will be observed on the preceding Friday.

Fire Battalion Chief on Shift Only - Holiday Leave is equivalent to Fire Safety Personnel – 11.5 hours/month and is paid as 5.31 hours per pay period.

**Holiday Compensation:**

UCT

An employee whose regularly scheduled workday or work shift falls on a holiday and who actually works such a holiday shall receive their regular rate of pay and time and one-half pay for time worked. Employees may request a cash payout of all or any portion each October.

Management and UCT

If the holiday occurs on an employee's normal day off, they have the following two options:

1. Float the holiday hours into their holiday bank to be used as a day off at a later date or cashed out in October.
2. Flex the holiday within the same pay period by taking an additional day off with pay. If an employee flexes an 8-hour holiday to a 9-hour workday, the employee will need to use 1 hour of other leave time.

**Management Leave:**

Management Only (Police Lieutenants and Fire Battalion Chiefs excluded)

Management employees are exempt from overtime requirements under the Fair Labor Standards Act.

In lieu of overtime compensation, management employees (except Police Lieutenants and Fire Battalion Chiefs – see Overtime) receive management leave as follows:

- Assistant City Manager, Deputy City Manager, Dept. Directors, Executive Mgt.** – 72 hours/year
- Deputy and Division Fire Chief** – 63 hours/year
- Division Heads, Sr. Mgt., Police Captain** – 54 hours/year
- All other Management Staff** – 36 hours/year
- Other exceptions, per City Manager**

Management Leave is credited on July 1 of each fiscal year. Unused Management Leave will be forfeited at the end of the fiscal year.

**Parental Leave:**

Employees are eligible for leave without pay as provided under State or Federal laws. All employees who meet the qualifying criteria are eligible for up to twelve weeks of family medical leave per calendar year and/or twelve weeks of bonding leave. Employees may use accumulated paid leave (floating holiday, vacation, and comp time) and up to 108 hours of sick leave while on leave to care for/bond with a family member.

**Military Leave:**

Management and UCT

Upon verification of military orders, military leave will be granted in accordance with federal and state law.

Health benefits will be continued for the employee and family. An employee would continue to pay their respective portion of the benefit programs (including any premiums for family coverage), unless benefits are waived.

**Reserve Leave:**

All personnel hired in an unclassified position prior to July 1, 1991, shall be eligible to accumulate up to 720 hours of reserve leave.

Employees hired or promoted in an unclassified personnel capacity on or after July 1, 1991 will be allowed to accumulate Reserve Leave as follows:

- Exec. Mgt. and designated Sr. Mgt. = 360 hours
- Other Sr. Mgt. and Mid-Mgt. = 240 hours
- All other MGT, UCT, Canal Maintenance Manager/Supervisor = 160 hours

Sick leave hours converted to vacation hours may be transferred to the Reserve Leave Fund account based upon usage during the prior fiscal year, ending June 30.

Vacation hours not to exceed one-half of the annual vacation accrual may be transferred to the Reserve Leave

Fund account based upon usage during the prior fiscal year, ending June 30.

Transfers to the Reserve Leave Fund will be elected by the employee in conjunction with notification from Payroll on or about November 1<sup>st</sup>.

Reserve Leave can only be used after an employee's vacation balance has been exhausted.

**Sick Leave/Family Assistance/Bereavement Leave:**

Management and UCT

Sick leave shall be earned at the rate 4.15 hours per pay period, or 108 hours per year. (Fire Battalion Chiefs on a day shift are included; Fire Battalion Chiefs on a shift schedule are excluded.)

Fire Battalion Chiefs on Shift accrue 5.54 hours per pay period, or 144 hours per year (same as Fire Safety-56 hrs.).

Sick leave shall be earned from the date of hire and unused sick leave shall be accumulated indefinitely.

Sick leave shall not be considered as an entitlement which employees may use at their discretion, but shall be allowed only in case of necessity, including instances where employees are victims of domestic violence, sexual assault, or stalking (per AB 1522).

All of an employee's annual accrual of sick leave may be taken when an employee's presence is required elsewhere due to sickness/bereavement for immediate family members. Immediate family consists of a member of the employee's immediate family or individuals whose relationship to the employee is that of a dependent or near dependent, member of the immediate household, or a person who is significant to the employee. Exceptions to exceed the authorized accrual are subject to consideration by the City Manager on a case-by-case basis. In no event shall an employee be granted sick leave time to oversee children who are not ill (baby-sitting).

**Sick Leave Conversion:**

Management and UCT

Wellness Leave up to 108 hours per year – an employee may convert sick leave hours to vacation hours based on the following:

108 hours (144 hours for Fire Battalion Chiefs on shift) minus sick leave hours used within the year may be eligible for vacation conversion at a ratio of 2 sick leave hours for 1 hour of vacation. Sick leave conversion occurs once annually, during the sixty days following the end of the fiscal year.

**Vacation Leave:**

Management and UCT (Shift Fire Battalion Chief excluded)

Each employee shall accrue vacation leave from the date of hire according to the following schedule:

1 – 5 years of service = 96 hours

6 – 10 years of service = 136 hours

11 – 15 years of service = 176 hours

16+ years of service = 216 hours

Plus 24 additional hours of vacation credited each July 1 and an additional 4 hours credited each October.

New employees may use vacation hours that have been accrued and reflected on their pay statement with approval from their supervisor.

Maximum allowable vacation accrual:

Management = 3 years; UCT = 2 years.

Each July and December, management employees may cash-out up to 40 hours of vacation leave, and UCT employees may cash-out up to 24 hours of vacation leave. Employees must maintain a minimum balance of 80 hours of vacation leave after the requested payoff to ensure a sufficient balance to cover future planned time off requests.

Fire Battalion Chief on Shift Only – Vacation leave accruals are equivalent to Fire Safety personnel:

1 – 5 years of service = 5 shifts (120 hours)

6 – 10 years of service = 7 shifts (168 hours)

11 – 15 years of service = 9 shifts (216 hours)

16 - 20 years of service = 11 shifts (264 hours)

21+ years of service = 13 shifts (312 hours)

New employees may use vacation hours that have been accrued and reflected on their pay statement with approval from their supervisor.

Maximum allowable vacation accrual for Fire Battalion Chief on shift = 732 hours.

Each July and December, Fire Battalion Chiefs (shift and days) may cash-out up to 40 hours of vacation leave.

#### **IV. BENEFITS & OTHER SPECIAL COMPENSATION**

The information described below may not include all details regarding the benefits that are provided to City employees. If there is a discrepancy between this plan booklet and the benefit's formal plan or policy documents, the language within the formal plan or policy will govern.

##### **Automobile Allowance:**

###### Management Only

Assistant City Manager, Deputy City Manager,

Assistant City Attorney - \$450/month

Department Directors - \$425/month

##### **Bilingual Pay (Spanish):**

###### Management and UCT

\$50 per pay period for verbal bilingual skills. \$25 per pay period for written bilingual skills. Written approval for bilingual pay from the employee's Department Director must be provided to Human Resources.

**Cafeteria Plan / Flex Plan Credits:**Management and UCT

\$100 per month plus 4.0% of monthly salary for benefits.

Executive Management positions receive an additional \$25 per month (in lieu of physical exam) for a total of \$125 per month plus 4.0% of monthly salary.

**Callback Overtime:**UCT Only

Information Systems - Minimum of 2 hours or actual time worked, whichever is greater, at the rate of time and one-half of the employee's base rate of pay for each incident of callback. Mileage reimbursement may apply.

Canal Maintenance Technicians – Minimum of 3 hours or actual time worked, whichever is greater, at the rate of time and one-half of the employee's base rate of pay for each incident of callback.

**Certification Pay:**

Fire Battalion Chief (Fire Mgt.) – Chief Officer Cert 3% of salary.

Deputy Fire Marshal (UCT) – Fire Prevention Cert \$75 per month.

**Compensatory Time:**Police Lieutenants and Fire Battalion Chief Only

At the employee's option, overtime may be accrued as compensatory time at the rate of time and one – half (see Overtime provision). The employee may request cash payout of up to a maximum of 80 hours, twice a year consistent with shift change.

UCT Only

At the employee's option, overtime may be accrued as compensatory time at the rate of time and one – half (see Overtime provision). Compensatory time off is subject to the needs of the service and may not be taken without prior

approval by the employee's supervisor. UCT employees may accrue a maximum of 80 hours of compensatory time. Each October, the employee may request a cash payout of all or any portion of their compensatory time balance.

**Deferred Compensation Plans:**

Management and UCT

Management and UCT employees may contribute to 457, 401(k) and/or Payroll Roth IRA deferred compensation plans.

**Dental Insurance:**

Management and UCT

The City provides dental insurance coverage. Employees may purchase dental insurance coverage through payroll deduction.

Any PPO or DMO employee only dental insurance premium increase will be shared equally by the City and the employee. The employee's share of dental insurance premium increases will be added to the employee's insurance contribution. The City's contribution is based on the cost share of the employee only premium rate for PPO or DMO dental insurance. Employees choosing more expensive dental coverage levels are required to pay the cost difference between the employee only level and the coverage level selected.

City contribution for PPO and DMO dental insurance can be found on the [Employee Benefit Summary Sheets](#).

**Flexible Spending Accounts & Pre-Tax Premiums:**

Management and UCT

Employees have the option to contribute to tax-free flexible spending accounts (FSA) for health care and dependent day care as provided by Section 125, plus pre-tax premium benefit.

Annual Minimum of \$240 - both Health & Dependent FSA's  
Annual Maximum of \$3,050 - Health FSA  
Annual Maximum of \$5,000 - Dependent FSA

**Health Insurance:**Management and UCT

The City provides the lowest cost medical plan as recommended by the Health Insurance Committee (HIC). Any medical insurance premium increases will be shared equally by the City and the employee for the lowest cost HMO medical plan. Employees choosing more expensive medical plans are required to pay the increased cost between that plan and the lowest cost plan. The employee's share of any medical insurance premium increases will be added to the employee's insurance contribution. The City's contribution in medical coverage can be found on the [Employee Benefit Summary Sheets](#).

The City will deduct health insurance premiums 24 times a year. Consistent with State law, the City provides registered Domestic Partner benefits and Same Sex marriage benefits.

Waiving Health Insurance

Employees who waive a level of City medical coverage with proof of coverage elsewhere, will receive a \$75 monthly waiver benefit. In the event two City employees are married and both employees waive a level of coverage, only one spouse will receive the \$75 monthly waiver.

**Life Insurance and AD&D:**Management and UCT

Greater of: \$50,000 Life Insurance and \$50,000 AD&D, or Life Insurance of \$25,000 plus one-half annual salary. Same amount for AD&D. Additional \$1,000 dependent life coverage. Supplemental Life Insurance is available at the employee's cost.

**Medicare:**Management and UCT

Employees hired prior to 4/1/86 that have elected Medicare, and all employees hired after said date:

City pays – 1.45% of salary

Employee pays – 1.45% of salary

### **Mileage Reimbursement:**

#### Management and UCT

When employees travel in their personal vehicle for City business purposes, the City will reimburse mileage at the reimbursement rate allowed by the Internal Revenue Service; however, the total mileage reimbursement cannot exceed the price of a coach airfare ticket to and/or from the same destination.

City officers who receive an automobile allowance are only eligible for mileage reimbursement for travel beyond San Diego, Riverside, San Bernardino, Imperial, Los Angeles, and Orange Counties when their personal vehicle is used in lieu of public transportation. Travel between those designated counties is considered compensated by the auto allowance. Mileage will be reimbursed only up to the lowest cost transportation available.

### **Out of Class Compensation:**

#### Management and UCT

An Out-of-Class assignment is a temporary assignment of a regular employee to an authorized position at a higher level of pay which requires the employee to perform all of the duties of the higher classification. Employees directed to continuously perform duties in a vacant higher-level position shall be entitled to a salary rate increase at 5% above their regular rate, or the minimum salary of the Out-of-Class position, whichever is greater, commencing after five consecutive work days in the Out-of-Class assignment. For Fire Safety: after any full shift or at least 12 hours of the shift must be worked Out-of-Class; for Police Sworn: in excess of 127.5 hours worked. Compensation will be retroactive to the first day of the Out-of-Class assignment.

Once the initial out-of-class assignment terminates, the five consecutive workday waiting period will be waived for any additional out-of-class assignments that occur within six months provided that the employee is working in the same out-of-class classification regardless or area assignment.

The Department Head shall complete the Out-of-Class Assignment Form and submit to the Human Resources

Department that the employee meets the minimum requirements of the higher-level position and is held responsible for performing all of the duties normally associated with the higher-level position without limitation as to difficulty or complexity of assignment. The employee shall also be required to meet standards for satisfactory performance normally required at the higher-level position. Benefits of the higher classification are not available; the employee will continue to receive the benefits of the employee's regular position. All Out-of-Class assignments are limited to a maximum of 960 hours.

### **Overtime Compensation:**

Management employees are exempt from overtime requirements under the Fair Labor Standards Act (FLSA). UCT employees are FLSA non-exempt. However, specific management classes are eligible to receive additional compensation as stated below:

#### Fire Battalion Chiefs Only

Time and one-half for hours worked in excess of 56 hours (shift) or 40 hours (day shift) per work period.

Time and one-half while on strike team assignments, either strike team leader or strike team leader trainee, or positions within the Incident Command System (ICS) required to manage an emergency incident (an approved incident overhead position).

Battalion Chiefs backfilling a vacated position assigned to the above incidents will also be paid at time and one-half.

#### Fire Chief Officers Only

The Chief Officer who responds to a call for automatic or mutual aid incidents (reimbursable incidents only) will receive the hourly reimbursement provided by California Fire Assistance Agreement to the City for the Chief Officer. The City will deduct the portion of reimbursement covering administrative services, workers' compensation, SUI, and vehicle cost. Hours will be calculated on a portal to portal basis as outlined in The California Fire Assistance Agreement.

Fire Deputy and Division Chiefs Only

With Fire Chief approval, the Deputy or Division Chief may work down as the shift Battalion Chief when faced with staffing challenges in the rank of Battalion Chief. Deputy or Division Chief will be paid at the maximum Battalion Chief hourly rate when working down as shift Battalion Chief.

Police Lieutenants Only

Time and one-half for hours worked in excess of 40 hours in a 7-day work period. Police Lieutenants do not receive management leave.

UCT Only

FLSA non-exempt UCT employees are eligible for overtime compensation at time and one-half of their regular rate of pay for all hours worked in excess of 40 hours in a work week. Employees may opt for compensatory time in lieu of overtime payment (see Compensatory Time provision). Payment for overtime compensation shall be made on the first pay date following the pay period in which such overtime is worked, unless overtime compensation cannot be computed until some later date, in which case overtime compensation will be paid on the next regular pay date after such computation can be made.

**Police Officer Standard Training Incentive Pay (P.O.S.T.):**

Police Management Only - Monthly

Advanced POST:	4.25% of base pay
Supervisory POST:	1.00% of base pay
Management POST:	0.50% of base pay

Supervisory POST and Management POST is additional to the Advanced POST certification level held by the incumbent.

**Retirement Benefit:**

Management and UCT (Fire and Police Management excluded) All employees shall participate in the California Public Employee's Retirement System (CalPERS). The City provides the following:

**Misc. Tier I**

1. Existing employees
2. Rehired City of Escondido employees who were in Tier I and did not receive a refund
  - 3% @ 60 CalPERS retirement benefit
  - 100% employee paid contribution (currently 8%) on a pre-tax basis.
  - One-year final compensation benefit
  - The compensation limit for classic members for the 2024 calendar year is \$345,000. Employees with membership dates prior to July 1, 1996, are not impacted by these limits.

**Misc. Tier II**

1. Rehired City of Escondido employees who were in Tier II and did not receive a refund.
2. New employees with no public service hired on or after pay period beginning 12/23/2012 and before 12/31/2012.
3. New employees with reciprocal public service and six months or less of a "break in service" hired after pay period beginning 12/23/2012.
  - 2% @ 60 CalPERS retirement benefit
  - 100% employee paid contribution (currently 7%) on a pre-tax basis.
  - Three year final compensation benefit
  - Per PEPRA, beginning 1/1/18, employer may unilaterally require employee contribution rate up to 8% maximum.
  - The compensation limit for classic members for the 2024 calendar year is \$345,000. Employees with membership dates prior to July 1, 1996, are not impacted by these limits.

**Misc. Tier III**

1. New employees with no public service (becomes a member of a public retirement system for the first time) and hired on or after 1/1/2013.

2. New employees with reciprocal public service and more than a six month "break in service" hired on or after 1/1/2013.
  - 2% @ 62 CalPERS retirement benefit
  - Employees pay 50/50 split of normal cost, currently 7.75%, on a pre-tax basis.
  - Three-year final compensation benefit
  - Pensionable compensation – calculated based on their base pay, defined as normal monthly rate of pay paid in cash to similarly situated members in the same class of employment. Some forms of compensation will still be included; such as shift pay. Some forms will be excluded, such as uniform allowance and bonuses.
  - The compensation limit for new members for the 2023 calendar year is \$181,734.

**Safety – Tier I (Fire and Police Management)**

All employees shall participate in the California Public Employee's Retirement System (CalPERS), as follows:

1. Existing employees
2. Rehired City of Escondido employees who were in Tier I and did not receive a refund.
  - 3% @ 50 CalPERS retirement benefit
  - One-year final compensation benefit
  - **Police** – 100% employee paid contribution (currently 9%, on a pre-tax basis)
  - **Fire** – 100% employee paid contribution (currently 9%), on a pre-tax basis

**Safety – Tier II (Fire and Police Management)**

1. Rehired City of Escondido employees who were in Tier II and did not receive a refund.
2. New employees with no public service hired on or after pay period beginning 12/23/2012 and before 12/31/2012.
3. New employees with reciprocal public service and six months or less of a "break in service" after pay period beginning 12/23/2012.
  - 2% @ 50 CalPERS retirement benefit

- Three-year final compensation benefit
- **Police** – 100% employee contribution (currently 9%), on a pre-tax basis
- **Fire** – 100% employee contribution, (currently 9%), on a pre-tax basis.
- The compensation limit for classic members for the 2024 calendar year is \$345,000. Employees with membership dates prior to July 1, 1996, are not impacted by these limits.

**Safety – Tier III (Fire and Police Management)**

1. New employees with no public service (become a member of a public retirement system for the first time) and hired on or after 01/01/2013.
2. New employees with reciprocal public service and more than a six month “break in service” hired on or after 01/01/2013.
  - 2.7% @ 57 CalPERS retirement benefit.
  - Three year final compensation benefit
  - **Police** – Employees pay 50/50 split of normal cost, currently 14.50%, on a pre-tax basis.
  - **Fire** – Employees pay 50/50 split of normal cost, currently 14.50%, on a pre-tax basis.
  - Pensionable compensation – calculated based on their base pay, defined as normal monthly rate of pay paid in cash to similarly situated members in the same class of employment. Some forms of compensation will still be included; such as shift pay. Some forms will be excluded, such as uniform allowance and bonuses.
  - The compensation limit for new members for the 2024 calendar year is \$181,734.

**Unused Sick Leave Credit (GC 20965)**

Employees may convert any unused sick leave hours to service credit upon retirement. To be eligible, the employee must retire within 120 days from the last day of employment.

Eight hours of sick leave = 1 day of service credit or 0.004 years of service credit

Sick Leave has no cash value.

**Safety Shoe Allowance:**

The following classifications receive an annual allowance of \$225.00 for safety shoes:

**MGT**

Canal Maintenance Manager

**UCT**

Canal Maintenance Supervisor  
Canal Maintenance Technician I/II  
Sr. Safety Analyst  
Safety & Training Specialist

**Specialty Pay:**

**Canal Maintenance Supervisor and Canal Maintenance Technicians – Confined Space Entry Team**

Upon successful completion of training, will receive a differential of \$0.83 per hour for all hours worked. While assigned to the team, and to continue receiving specialty pay, team members must maintain satisfactory job performance in their normal work assignment as well as continue to meet all requirements of the Confined Space Entry Team.

**Canal Maintenance Technicians – Concrete Crew**

\$0.98 per hour for all hours assigned to the concrete crew. This specialty pay will not be granted during leave time, such as sick leave, compensatory time off, or vacation.

**Standby Pay:**

**Deputy Fire Marshal**

\$200 per week plus an additional \$25 for holidays during the standby tour.

Network Systems Technician, Network Administrator,  
Network Engineer, Telecommunications Specialist

Employees receive \$210 per seven-day standby duty (\$30 per day, with an additional \$50 of compensation for each designated holiday served during the standby period). If called into work during standby – minimum of 4 hours of overtime pay at the rate of time and one-half. Support calls during standby - 2 hours of overtime pay at the rate of time and one-half. Mileage reimbursement applies.

UCT Canal Employees

Employees on standby receive a \$300 weekly stipend, plus \$50 additional for holiday standby. Telephonic Consultation Pay receives overtime pay in fifteen-minute increments. When a holiday falls on a Wednesday, the standby employees who are trading out a standby vehicle shall both receive a minimum of 3 hours of overtime and the standby holiday pay of \$50.

**Temporary Assignment Pay:**

Management and UCT

Temporary Assignment Pay allows for temporary increases in pay beyond an employee's base rate of pay when duties performed by the employee support such additional pay for specific periods of time. Increases in pay may be granted to recognize the temporary assignment requiring a greater level of skill and out of the scope of their current classification. "Temporary Assignment" shall mean a period of six months or less. Requests for temporary assignment compensation may be initiated by the Department Head or designee. Employees directed to continuously perform higher level duties shall be entitled to a salary rate increase at 5% above their regular rate of pay.

The Department Head shall complete the Temporary Assignment Pay Form and submit documentation to the Human Resources Department stating that the employee is performing duties requiring a higher level of skill and outside the scope of their current classification.

**Tuition Reimbursement:**

Management and UCT

Due to the current budget impact, this program is suspended until further notice.

**Uniforms:**

Management

Uniform allowance is provided for the following positions:

Police Chief, Police Captain and Police Lieutenant – \$700 per year (\$26.92 per pay period).

Fire Chief, Deputy Fire Chief, Fire Division Chief and Fire Battalion Chief – \$700 per year (\$26.92 per pay period).

Fire Marshal – \$800 per year (\$30.77 per pay period). Station safety boots are required. Must purchase Class A Uniform by fifth year of employment.

Lakes & Open Space Superintendent – \$650 per year (\$25.00 per pay period).

Unclassified

Deputy Fire Marshal – \$800 per year (\$30.77 per pay period). Station safety boots are required. Must purchase Class A Uniform by fifth year of employment.

EMS Program Coordinator – \$650 per year (\$25.00 per pay period).

**Voluntary Plans:**

Management and UCT

The City provides voluntary medical, dental, vision, critical illness, accident, hospital indemnity, legal, and life plans for employees. Information regarding these voluntary plans can be obtained from the City's Benefits Division.

## **Workers' Compensation:**

### Management and UCT

Employees are covered under the State Workers' Compensation Law. This on-the-job injury insurance is paid for by the City of Escondido. When employees are unable to work due to a job-related illness or injury, this program pays the employee's medical bills and replaces a portion of the employee's income until the benefit terminates by law.

## **Work-Life Benefits:**

### Management and UCT

The following work-life benefits are provided to employees. Details can be obtained from the Benefits Division:

- Annual Health and Wellness Expo
- Employee Assistance Program
- 529 College Savings Program
- Employee Discounts –
  - ✓ Benefithub Discount Portal
  - ✓ Gym memberships
  - ✓ Dell and Apple Computers
  - ✓ AT&T, T-Mobile, and Verizon Wireless Cell Phones and Plans
  - ✓ Working Advantage Discount Program entertainment services
  - ✓ National University Tuition Discount of 25%
  - ✓ Waldorf University Tuition Discount of 10%
  - ✓ Grand Canyon University Tuition Discount of 10%

***Please contact the Human Resources Department at (760) 839-4643 for assistance.***

Last Updated: 11/19/2024



**MANAGEMENT AND UNCLASSIFIED  
SALARY AND BENEFITS PLAN  
2025 – 2026**

**Prepared by:  
The Human Resources Department  
Effective: December 17, 2025**



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## MANAGEMENT AND UCT SALARY AND BENEFITS PLAN

### I. INTRODUCTION

This document constitutes the Compensation and Benefits Plan for Management and Unclassified Clerical and Technical (UCT) employees. This Plan shall in no manner be interpreted as a guaranteed or implied contract, and is continually subject to change as a result of City Council and/or City Manager action. For additional information regarding terms and conditions of employment, please refer to specific sections of the City of Escondido Personnel Rules and Regulations that apply to unclassified employees, the City Manager Administrative Directives or contact the Human Resources Department.

#### **Definitions:**

Appointing Authority – The person(s) having authority to appoint or remove persons from positions in City service or subordinates to whom this authority is delegated. The appointing authority is usually the City Manager.

Immediate Family – The immediate family shall consist of a member of the employee's immediate family or individuals whose relationship to the employee is that of a dependent or near dependent, member of the immediate household, or a person who is significant to the employee.

Management Employees – Management employees are classifications that are listed on the City's Compensation Plan as MGT (Management), EM (Executive Management), FM (Fire Management), and PM (Police Management). These employees are unclassified and serve at the will of their appointing authority. Management employees can be terminated at any time, with or without advance notice, and with or without cause or right of appeal. Management employees are FLSA exempt.

The EM positions of City Manager and City Attorney report directly to the City Council. The salary and benefits provisions for those positions are established by contract or ordinance; therefore, they are not included in this Salary and Benefits Plan.

Unclassified Clerical and Technical Employees – Classifications that are listed on the City’s Compensation Plan as UCT. These employees are unclassified and serve at the will of their appointing authority. UCT employees can be terminated at any time, with or without advance notice, and with or without cause or right of appeal. UCT employees are not FLSA exempt.

## **II. SALARY**

### **Salary Adjustments:**

Management employees are paid on a salary basis versus UCT employees who are paid on an hourly basis.

### **Merit Increases:**

Management – Merit increases are based on job performance and are at the discretion of the employee’s appointing authority. All management employees are reviewed and evaluated based on specific job competencies and goals using the City’s Performance Evaluation Form.

Competencies are the knowledge, skills, abilities, and behaviors that are essential to the success of each management employee. Goals describe how the employee’s contribution aligns with their department goals, objectives and ultimately, with those of the City Council. Goals are established at the beginning of the performance review period, and the employee is evaluated at the end of the period as to how well their assigned tasks were accomplished.

Merit increases result in an adjustment to the employee’s base rate of pay.

UCT – Employees are on a seven-step salary plan. Step increases are granted annually based on the date that an employee entered their current classification.

### **Salary Bands and Ranges:**

All salary bands and ranges for Management and UCT classifications are listed on the City’s Compensation Plan.

## **III. EMPLOYEE LEAVES**

**Donated Leave:**

Management and UCT

Employees may donate vacation hours to other employees in need of sick leave based upon the City Manager's approval.

**Injury or Illness Leave Without Pay Under FMLA/CFRA:**

Management and UCT

In the event of a leave of absence due to injury or illness, all employees who meet the qualifying criteria are eligible for up to twelve weeks of Family Medical leave and California Family Rights leave per calendar year. Employees who are ill for more than seven calendar days must file for disability benefits. The Benefits Division can assist employees with coordinating available leave balances.

**Short-Term (STD) & Long-Term (LTD) Disability:**

MGT and UCT (Fire and Police Management excluded).

STD – Employee pays 0.610% of salary (7 calendar – day elimination period).

LTD – Employee pays 0.310% of salary (90 calendar – day elimination period).

The STD benefit provides 66.67% of basic weekly earnings and the LTD benefit provides 60% of basic weekly earnings. Upon eligibility, benefits are provided for employees who miss more than seven consecutive calendar days due to illness or injury. Employees are required to file for short-term/long-term disability upon eligibility. Benefits are affected if an employee is off work for more than six months: Vacation, sick leave and holiday compensation will cease to accrue after a six-month period. Medical, Dental, Life and Dependent Life insurances will be paid by the City for a period not to exceed nine months after the twelve-week FMLA/CFRA period has elapsed (total payment of twelve months). Additional benefits may apply and can be explained by the Benefits Division. Fire Management is provided an LTD benefit through their Association. Police

Management is provided an STD and LTD benefit option through their Association.

### **Jury Duty and Witness Leave:**

#### Management and UCT

Any employee who is called or required to serve as a trial juror shall be entitled to absent themselves from their duties with the City during the period of such service or while necessarily being present in court as a result of such call. Under such circumstances, the employee shall be paid their full salary and any payment received by them from the court for such duty. Employees shall provide their supervisor with a copy of the call to jury duty and other documentary evidence of service as required by the City.

### **Leave of Absence Without Pay:**

#### Management and UCT

The City Manager may grant employees a leave of absence without pay, seniority, or benefit accruals not to exceed six months. For special educational purposes, however, the City Manager may grant leaves of absence not to exceed one year, without pay, provided such study is related to City employment. When such special educational leave of absence is granted, the employee must agree in writing that they will return to regular, full-time employment with the City for a minimum of one year. No such leave shall be granted except upon written request of the employee, setting forth the reason for the request, and the approval will be in writing. Upon expiration of a regularly approved leave or within a reasonable period of time after notice of return to duty, the employee shall be reinstated in the position held at the time leave was granted. Failure on the part of an employee on leave to report promptly at its expiration, or within a reasonable time after notice to return to duty shall be cause for discharge.

When an employee is in a leave of absence without pay status due to having exhausted all accrued sick leave and vacation credit, their revised hire date or date of promotion for purposes of merit increases, sick leave, and vacation credit, will be the number of working days absent added to their former hire or promotion date, whenever such leave

exceeds 30 consecutive working days. An employee is responsible for the full cost of benefits while on an unpaid leave other than for a disability.

Employees in good standing may, with supervisory permission and five days' prior notice, take time off without pay and without having to exhaust any leave balances. No employee shall exceed ten work days off (two shifts without pay for Fire Battalion Chiefs on a shift schedule) within a calendar month.

In the event of a leave of absence due to injury or illness, an employee must file for disability benefits. The Benefits Division can assist employees with coordinating available leave balances.

**Holiday Leave:**

Management and UCT (Shift Fire Battalion Chief excluded)

The following 13 holidays are observed (10 Fixed and 3 Floating):

New Year's Day	Labor Day
Martin Luther King Jr. Day	Veterans' Day
Presidents' Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Day
(3) Floating Holidays	

When a holiday falls on a Sunday, it is observed on the Monday immediately following. When a holiday falls on a Saturday, it will be observed on the preceding Friday.

Fire Battalion Chief on Shift Only - Holiday Leave is equivalent to Fire Safety Personnel – 11.5 hours/month and is paid as 5.31 hours per pay period.

**Holiday Compensation:**

UCT

An employee whose regularly scheduled workday or work shift falls on a holiday and who actually works such a holiday shall receive their regular rate of pay and time and one-half pay for time worked. Employees may request a cash payout of all or any portion each October.

Management and UCT

If the holiday occurs on an employee's normal day off, they have the following two options:

1. Float the holiday hours into their holiday bank to be used as a day off at a later date or cashed out in October.
2. Flex the holiday within the same pay period by taking an additional day off with pay. If an employee flexes an 8-hour holiday to a 9-hour workday, the employee will need to use 1 hour of other leave time.

**Management Leave:**

Management Only (Police Lieutenants and Fire Battalion Chiefs excluded)

Management employees are exempt from overtime requirements under the Fair Labor Standards Act.

In lieu of overtime compensation, management employees (except Police Lieutenants and Fire Battalion Chiefs – see Overtime) receive management leave as follows:

**Assistant City Manager, Deputy City Manager, Dept. Directors, Executive Mgt.** – 72 hours/year  
**Deputy and Division Fire Chief** – 63 hours/year  
**Division Heads, Sr. Mgt., Police Captain, and 40-hour Battalion Chief** – 54 hours/year  
**All other Management Staff** – 36 hours/year  
**Other exceptions, per City Manager**

Management Leave is credited on July 1 of each fiscal year. Unused Management Leave will be forfeited at the end of the fiscal year.

**Parental Leave:**

Employees are eligible for leave without pay as provided under State or Federal laws. All employees who meet the qualifying criteria are eligible for up to twelve weeks of family medical leave per calendar year and/or twelve weeks of bonding leave. Employees may use accumulated paid leave (floating holiday, vacation, and comp time) and up to 108 hours of sick leave while on leave to care for/bond with a family member.

**Military Leave:**Management and UCT

Upon verification of military orders, military leave will be granted in accordance with federal and state law.

Health benefits will be continued for the employee and family. An employee would continue to pay their respective portion of the benefit programs (including any premiums for family coverage), unless benefits are waived.

**Reserve Leave:**

All personnel hired in an unclassified position prior to July 1, 1991, shall be eligible to accumulate up to 720 hours of reserve leave.

Employees hired or promoted in an unclassified personnel capacity on or after July 1, 1991 will be allowed to accumulate Reserve Leave as follows:

- Exec. Mgt. and designated Sr. Mgt. = 360 hours
- Other Sr. Mgt. and Mid-Mgt. = 240 hours
- All other MGT, UCT, Canal Maintenance Manager/Supervisor = 160 hours

Sick leave hours converted to vacation hours may be transferred to the Reserve Leave Fund account based upon usage during the prior fiscal year, ending June 30.

Vacation hours not to exceed one-half of the annual vacation accrual may be transferred to the Reserve Leave Fund account based upon usage during the prior fiscal year, ending June 30.

Transfers to the Reserve Leave Fund will be elected by the employee in conjunction with notification from Payroll on or about November 1<sup>st</sup>.

Reserve Leave can only be used after an employee's vacation balance has been exhausted.

**Sick Leave/Family Assistance/Bereavement Leave:**

Management and UCT

Sick leave shall be earned at the rate 4.15 hours per pay period, or 108 hours per year. (Fire Battalion Chiefs on a day shift are included; Fire Battalion Chiefs on a shift schedule are excluded.)

Fire Battalion Chiefs on Shift accrue 5.54 hours per pay period, or 144 hours per year (same as Fire Safety-56 hrs.).

Sick leave shall be earned from the date of hire and unused sick leave shall be accumulated indefinitely.

Sick leave shall not be considered as an entitlement which employees may use at their discretion, but shall be allowed only in case of necessity, including instances where employees are victims of domestic violence, sexual assault, or stalking (per AB 1522).

Effective July 1, 2025, all employees will be credited twenty-seven (27) hours into a bereavement leave bank annually on July 1. Any unused bereavement leave credit will not carry over to the next fiscal year, has no cash value, and thus cannot be paid out upon separation of employment.

All of an employee's annual accrual of sick leave may be taken when an employee's presence is required elsewhere due to sickness/bereavement for immediate family members. Immediate family consists of a member of the employee's immediate family or individuals whose relationship to the employee is that of a dependent or near dependent, member of the immediate household, or a person who is significant to the employee. Exceptions to exceed the authorized accrual are subject to consideration by the City Manager on a case-by-case basis. In no event

shall an employee be granted sick leave time to oversee children who are not ill (baby-sitting).

**Sick Leave Conversion:**

Management and UCT

Wellness Leave up to 108 hours per year – an employee may convert sick leave hours to vacation hours based on the following:

108 hours (144 hours for Fire Battalion Chiefs on shift) minus sick leave hours used within the year may be eligible for vacation conversion at a ratio of 2 sick leave hours for 1 hour of vacation. Sick leave conversion occurs once annually, during the sixty days following the end of the fiscal year.

**Vacation Leave:**

Management and UCT (Shift Fire Battalion Chief excluded)

Each employee shall accrue vacation leave from the date of hire according to the following schedule:

First 5 years = 100 hours/ year (3.85 hours per pay period)

5 – 10 years of service = 140 hours/ year (5.38 hours per pay period)

10 – 15 years of service = 180 hours/ year (6.92 hours per pay period)

15+ years of service = 220 hours/ year (8.46 hours per pay period)

Plus 24 additional hours of vacation credited each July 1.

New employees may use vacation hours that have been accrued and reflected on their pay statement with approval from their supervisor.

Maximum allowable vacation accrual:

Management =

1-5 years: 372 hrs.

6-10 years: 492 hrs.  
11-15 years: 612 hrs.  
16+ years: 732 hrs.

UCT =

1-5 years: 248 hrs.  
6-10 years: 327 hrs.  
11-15 years: 407 hrs.  
16+ years: 487 hrs.

Each July and December, management employees may cash-out up to 40 hours of vacation leave, and UCT employees may cash-out up to 24 hours of vacation leave. Employees must maintain a minimum balance of 80 hours of vacation leave after the requested payoff to ensure a sufficient balance to cover future planned time off requests.

Fire Battalion Chief on Shift Only – Vacation leave accruals are equivalent to Fire Safety personnel:

First 5 years of service = 7 shifts (168 hours)  
5 – 10 years of service = 9 shifts (216 hours)  
10 – 15 years of service = 11 shifts (264 hours)  
15+ years of service = 13 shifts (312 hours)

New employees may use vacation hours that have been accrued and reflected on their pay statement with approval from their supervisor.

Maximum allowable vacation accrual for Fire Battalion Chief on shift = 732 hours.

Each July and December, Fire Battalion Chiefs (shift and days) may cash-out up to 40 hours of vacation leave.

#### **IV. BENEFITS & OTHER SPECIAL COMPENSATION**

The information described below may not include all details regarding the benefits that are provided to City employees. If there is a discrepancy between this plan booklet and the

benefit's formal plan or policy documents, the language within the formal plan or policy will govern.

**Automobile Allowance:**

Management Only

Assistant City Manager, Deputy City Manager,  
Assistant City Attorney - \$450/month  
Department Directors - \$425/month

**Bilingual Pay (Spanish):**

Management and UCT

\$50 per pay period for verbal bilingual skills. \$25 per pay period for written bilingual skills. Written approval for bilingual pay from the employee's Department Director must be provided to Human Resources.

**Cafeteria Plan / Flex Plan Credits:**

Management and UCT

\$100 per month plus 4.0% of monthly salary for benefits.

Executive Management positions receive an additional \$25 per month (in lieu of physical exam) for a total of \$125 per month plus 4.0% of monthly salary.

**Callback Overtime:**

UCT Only

Information Systems - Minimum of 2 hours or actual time worked, whichever is greater, at the rate of time and one-half of the employee's base rate of pay for each incident of callback. Mileage reimbursement may apply.

Canal Maintenance Technicians – Minimum of 3 hours or actual time worked, whichever is greater, at the rate of time and one-half of the employee's base rate of pay for each incident of callback.

**Certification Pay:**

Fire Battalion Chief (Fire Mgt.) – Chief Officer Cert 3% of salary.

Deputy Fire Marshal (UCT) – Fire Prevention Cert \$75 per month.

**Compensatory Time:**

Police Lieutenants and Fire Battalion Chief Only

At the employee's option, overtime may be accrued as compensatory time at the rate of time and one – half (see Overtime provision). The employee may request cash payout of up to a maximum of 80 hours, twice a year consistent with shift change.

UCT Only

At the employee's option, overtime may be accrued as compensatory time at the rate of time and one – half (see Overtime provision). Compensatory time off is subject to the needs of the service and may not be taken without prior approval by the employee's supervisor. UCT employees may accrue a maximum of 100 hours of compensatory time. Each October, the employee may request a cash payout of all or any portion of their compensatory time balance.

**Deferred Compensation Plans:**

Management and UCT

Management and UCT employees may contribute to 457, 401(k) and/or Payroll Roth IRA deferred compensation plans.

**Dental Insurance:**

Management and UCT

The City provides dental insurance coverage. Employees may purchase dental insurance coverage through payroll deduction.

Any PPO or DMO employee only dental insurance premium increase will be shared equally by the City and the employee. The employee's share of dental insurance premium increases will be added to the employee's insurance contribution. The City's contribution is based on the cost share of the employee only premium rate for PPO or DMO dental insurance. Employees choosing more expensive dental coverage levels are required to pay the

cost difference between the employee only level and the coverage level selected.

City contribution for PPO and DMO dental insurance can be found on the [Employee Benefit Summary Sheets](#).

### **Flexible Spending Accounts & Pre-Tax Premiums:**

#### Management and UCT

Employees have the option to contribute to tax-free flexible spending accounts (FSA) for health care and dependent day care as provided by Section 125, plus pre-tax premium benefit.

Annual Minimum of \$240 - both Health & Dependent FSA's

Annual Maximum of \$3,300 - Health FSA

Annual Maximum of \$5,000 - Dependent FSA

### **Health Insurance:**

#### Management and UCT

The City provides the lowest cost medical plan as recommended by the Health Insurance Committee (HIC). Any medical insurance premium increases will be shared equally by the City and the employee for the lowest cost HMO medical plan. Employees choosing more expensive medical plans are required to pay the increased cost between that plan and the lowest cost plan. The employee's share of any medical insurance premium increases will be added to the employee's insurance contribution. The City's contribution in medical coverage can be found on the [Employee Benefit Summary Sheets](#).

The City will deduct health insurance premiums 24 times a year. Consistent with State law, the City provides registered Domestic Partner benefits and Same Sex marriage benefits.

#### Waiving Health Insurance

Employees who waive a level of City medical coverage with proof of coverage elsewhere, will receive a \$75 monthly waiver benefit. Employees who fully waive City medical coverage for themselves and eligible dependents, with proof of coverage elsewhere will receive a \$200 monthly waiver benefit. In the event two City employees

are married and both employees waive a level of coverage, only one spouse will receive the \$75 monthly waiver.

**Life Insurance and AD&D:**

Management and UCT

Greater of: \$50,000 Life Insurance and \$50,000 AD&D, or Life Insurance of \$25,000 plus one-half annual salary. Same amount for AD&D. Additional \$1,000 dependent life coverage. Supplemental Life Insurance is available at the employee's cost.

**Medicare:**

Management and UCT

Employees hired prior to 4/1/86 that have elected Medicare, and all employees hired after said date:

City pays – 1.45% of salary

Employee pays – 1.45% of salary

**Mileage Reimbursement:**

Management and UCT

When employees travel in their personal vehicle for City business purposes, the City will reimburse mileage at the reimbursement rate allowed by the Internal Revenue Service; however, the total mileage reimbursement cannot exceed the price of a coach airfare ticket to and/or from the same destination.

City officers who receive an automobile allowance are only eligible for mileage reimbursement for travel beyond San Diego, Riverside, San Bernardino, Imperial, Los Angeles, and Orange Counties when their personal vehicle is used in lieu of public transportation. Travel between those designated counties is considered compensated by the auto allowance. Mileage will be reimbursed only up to the lowest cost transportation available.

**Out of Class Compensation:**

Management and UCT

An Out-of-Class assignment is a temporary assignment of a regular employee to an authorized position at a higher level

of pay which requires the employee to perform all of the duties of the higher classification. Employees directed to continuously perform duties in a vacant higher-level position shall be entitled to a salary rate increase at 5% above their regular rate, or the minimum salary of the Out-of-Class position, whichever is greater, commencing after five consecutive work days in the Out-of-Class assignment. For Fire Safety: after any full shift or at least 12 hours of the shift must be worked Out-of-Class; for Police Sworn: in excess of 127.5 hours worked. Compensation will be retroactive to the first day of the Out-of-Class assignment.

Once the initial out-of-class assignment terminates, the five consecutive workday waiting period will be waived for any additional out-of-class assignments that occur within six months provided that the employee is working in the same out-of-class classification regardless or area assignment. The Department Head shall complete the Out-of-Class Assignment Form and submit to the Human Resources Department that the employee meets the minimum requirements of the higher-level position and is held responsible for performing all of the duties normally associated with the higher-level position without limitation as to difficulty or complexity of assignment. The employee shall also be required to meet standards for satisfactory performance normally required at the higher-level position. Benefits of the higher classification are not available; the employee will continue to receive the benefits of the employee's regular position. All Out-of-Class assignments are limited to a maximum of 960 hours.

### **Overtime Compensation:**

Management employees are exempt from overtime requirements under the Fair Labor Standards Act (FLSA). UCT employees are FLSA non-exempt. However, specific management classes are eligible to receive additional compensation as stated below:

#### Fire Battalion Chiefs Only

Time and one-half for hours worked in excess of 56 hours (shift) or 40 hours (day shift) per work period.

Time and one-half while on strike team assignments, either strike team leader or strike team leader trainee, or positions within the Incident Command System (ICS) required to manage an emergency incident (an approved incident overhead position).

Battalion Chiefs backfilling a vacated position assigned to the above incidents will also be paid at time and one-half.

#### Fire Chief Officers Only

The Chief Officer who responds to a call for automatic or mutual aid incidents (reimbursable incidents only) will receive the hourly reimbursement provided by California Fire Assistance Agreement to the City for the Chief Officer. The City will deduct the portion of reimbursement covering administrative services, workers' compensation, SUI, and vehicle cost. Hours will be calculated on a portal to portal basis as outlined in The California Fire Assistance Agreement.

#### Fire 40-hour Battalion, Deputy and Division Chiefs Only

With Fire Chief approval, the 40-hour Battalion, Deputy or Division Chief may work down as the shift Battalion Chief when faced with staffing challenges in the rank of Battalion Chief. Deputy or Division Chief will be paid at the maximum Battalion Chief hourly rate when working down as shift Battalion Chief. The 40-hour Fire Battalion Chief will be paid at the shift Battalion Chief hourly rate.

#### Police Lieutenants Only

Time and one-half for hours worked in excess of 40 hours in a 7-day work period. Police Lieutenants do not receive management leave.

#### UCT Only

FLSA non-exempt UCT employees are eligible for overtime compensation at time and one-half of their regular rate of pay for all hours worked in excess of 40 hours in a work week. Employees may opt for compensatory time in lieu of overtime payment (see Compensatory Time provision). Payment for overtime compensation shall be made on the first pay date following the pay period in which such overtime is worked, unless overtime compensation cannot be computed until some later date, in which case overtime

compensation will be paid on the next regular pay date after such computation can be made.

**Police Officer Standard Training Incentive Pay (P.O.S.T.):**

Police Management Only - Monthly

Advanced POST:	4.25% of base pay
Supervisory POST:	1.00% of base pay
Management POST:	0.50% of base pay

Supervisory POST and Management POST is additional to the Advanced POST certification level held by the incumbent.

**Retirement Benefit:**

Management and UCT (Fire and Police Management excluded) All employees shall participate in the California Public Employee's Retirement System (CalPERS). The City provides the following:

**Misc. Tier I**

1. Existing employees
2. Rehired City of Escondido employees who were in Tier I and did not receive a refund
  - 3% @ 60 CalPERS retirement benefit
  - 100% employee paid contribution (currently 8%) on a pre-tax basis.
  - One-year final compensation benefit
  - The compensation limit for classic members for the 2025 calendar year is \$350,000. Employees with membership dates prior to July 1, 1996, are not impacted by these limits.

**Misc. Tier II**

1. Rehired City of Escondido employees who were in Tier II and did not receive a refund.
2. New employees with no public service hired on or after pay period beginning 12/23/2012 and before 12/31/2012.

3. New employees with reciprocal public service and six months or less of a "break in service" hired after pay period beginning 12/23/2012.
  - 2% @ 60 CalPERS retirement benefit 100% employee paid contribution (currently 7%) on a pre-tax basis.
  - Three year final compensation benefit
  - Per PEPR, beginning 1/1/18, employer may unilaterally require employee contribution rate up to 8% maximum.
  - The compensation limit for classic members for the 2025 calendar year is \$350,000. Employees with membership dates prior to July 1, 1996, are not impacted by these limits.

**Misc. Tier III**

1. New employees with no public service (becomes a member of a public retirement system for the first time) and hired on or after 1/1/2013.
2. New employees with reciprocal public service and more than a six month "break in service" hired on or after 1/1/2013.
  - 2% @ 62 CalPERS retirement benefit
  - Employees pay 50/50 split of normal cost, currently 7.75%, on a pre-tax basis.
  - Three-year final compensation benefit
  - Pensionable compensation – calculated based on their base pay, defined as normal monthly rate of pay paid in cash to similarly situated members in the same class of employment. Some forms of compensation will still be included; such as shift pay. Some forms will be excluded, such as uniform allowance and bonuses.
  - The compensation limit for new members for the 2025 calendar year is \$186,096.

**Safety – Tier I (Fire and Police Management)**

All employees shall participate in the California Public Employee's Retirement System (CalPERS), as follows:

1. Existing employees
2. Rehired City of Escondido employees who were in Tier I and did not receive a refund.
  - 3% @ 50 CalPERS retirement benefit
  - One-year final compensation benefit
  - **Police** – 100% employee paid contribution (currently 9%, on a pre-tax basis)
  - **Fire** – 100% employee paid contribution (currently 9%), on a pre-tax basis

**Safety – Tier II (Fire and Police Management)**

1. Rehired City of Escondido employees who were in Tier II and did not receive a refund.
2. New employees with no public service hired on or after pay period beginning 12/23/2012 and before 12/31/2012.
3. New employees with reciprocal public service and six months or less of a “break in service” after pay period beginning 12/23/2012.
  - 2% @ 50 CalPERS retirement benefit
  - Three-year final compensation benefit
  - **Police** – 100% employee contribution (currently 9%), on a pre-tax basis
  - **Fire** – 100% employee contribution, (currently 9%), on a pre-tax basis.
  - The compensation limit for classic members for the 2025 calendar year is \$350,000. Employees with membership dates prior to July 1, 1996, are not impacted by these limits.

**Safety – Tier III (Fire and Police Management)**

1. New employees with no public service (become a member of a public retirement system for the first time) and hired on or after 01/01/2013.
2. New employees with reciprocal public service and more than a six month “break in service” hired on or after 01/01/2013.
  - 2.7% @ 57 CalPERS retirement benefit.
  - Three year final compensation benefit
  - **Police** – Employees pay 50/50 split of normal cost, currently 14.50%, on a pre-tax basis.

- **Fire** – Employees pay 50/50 split of normal cost, currently 14.50%, on a pre-tax basis.
- Pensionable compensation – calculated based on their base pay, defined as normal monthly rate of pay paid in cash to similarly situated members in the same class of employment. Some forms of compensation will still be included; such as shift pay. Some forms will be excluded, such as uniform allowance and bonuses.
- The compensation limit for new members for the 2025 calendar year is \$186,096.

**Unused Sick Leave Credit (GC 20965)**

Employees may convert any unused sick leave hours to service credit upon retirement. To be eligible, the employee must retire within 120 days from the last day of employment.

Eight hours of sick leave = 1 day of service credit or 0.004 years of service credit

Sick Leave has no cash value.

**Safety Shoe Allowance:**

The following classifications receive an annual allowance of \$300.00 for safety shoes:

**MGT**

Canal Maintenance Manager

**UCT**

Canal Maintenance Supervisor  
Canal Maintenance Technician I/II  
Sr. Safety Analyst  
Safety & Training Specialist

**Specialty Pay:**

Canal Maintenance Supervisor and Canal Maintenance Technicians – Confined Space Entry Team

Upon successful completion of training, will receive a differential of \$0.83 per hour for all hours worked. While

assigned to the team, and to continue receiving specialty pay, team members must maintain satisfactory job performance in their normal work assignment as well as continue to meet all requirements of the Confined Space Entry Team.

Canal Maintenance Technicians – Concrete Crew

\$0.98 per hour for all hours assigned to the concrete crew. This specialty pay will not be granted during leave time, such as sick leave, compensatory time off, or vacation.

**Standby Pay:**

Deputy Fire Marshal

\$300 per week plus an additional \$50 for holidays during the standby tour.

Network Systems Technician, Network Administrator, Network Engineer, Telecommunications Specialist

Employees receive \$300 per seven-day standby duty (\$30 per day, with an additional \$50 of compensation for each designated holiday served during the standby period). If called into work during standby – minimum of 4 hours of overtime pay at the rate of time and one-half. Support calls during standby - 2 hours of overtime pay at the rate of time and one-half. Mileage reimbursement applies.

UCT Canal Employees

Employees on standby receive a \$300 weekly stipend, plus \$50 additional for holiday standby. Telephonic Consultation Pay receives overtime pay in fifteen-minute increments. When a holiday falls on a Wednesday, the standby employees who are trading out a standby vehicle shall both receive a minimum of 3 hours of overtime and the standby holiday pay of \$50.

**Temporary Assignment Pay:**

Management and UCT

Temporary Assignment Pay allows for temporary increases in pay beyond an employee's base rate of pay when duties performed by the employee support such additional pay for specific periods of time. Increases in pay may be granted to

recognize the temporary assignment requiring a greater level of skill and out of the scope of their current classification. "Temporary Assignment" shall mean a period of six months or less. Requests for temporary assignment compensation may be initiated by the Department Head or designee. Employees directed to continuously perform higher level duties shall be entitled to a salary rate increase at 5% above their regular rate of pay.

The Department Head shall complete the Temporary Assignment Pay Form and submit documentation to the Human Resources Department stating that the employee is performing duties requiring a higher level of skill and outside the scope of their current classification.

### **Tuition Reimbursement:**

#### Management and EM

Budgeted funds up to a max. of \$8,000 per fiscal year.  
\$2,500 per employee per fiscal year.

#### UCT

Budgeted funds up to a max. of \$8,000 per fiscal year.  
\$2,500 per employee per fiscal year.

#### Police MGT

Budgeted funds up to a max. of \$4,000 per fiscal year.  
\$2,500 per employee per fiscal year.

#### Fire MGT

Budgeted funds up to a max. of \$4,000 per fiscal year.  
\$2,500 per employee per fiscal year.

### **Uniforms:**

#### Management

Uniform allowance is provided for the following positions:

Police Chief, Police Captain and Police Lieutenant – \$800 per year, payable in equal pay period increments.

Fire Chief, Deputy Fire Chief, Fire Division Chief and Fire Battalion Chief – \$1,100 per year, payable in equal pay period increments.

Fire Marshal – \$800 per year, payable in equal pay period increments. Station safety boots are required. Must purchase Class A Uniform by fifth year of employment.

Lakes & Open Space Manager – \$650 per year , payable in equal pay period increments.

Unclassified

Deputy Fire Marshal – \$800 per year, payable in equal pay period increments Station safety boots are required. Must purchase Class A Uniform by fifth year of employment.

EMS Coordinator – \$700 per year, payable in equal pay period increments.

**Voluntary Plans:**

Management and UCT

The City provides voluntary medical, dental, vision, critical illness, accident, hospital indemnity, legal, and life plans for employees. Information regarding these voluntary plans can be obtained from the City's Benefits Division.

**Workers' Compensation:**

Management and UCT

Employees are covered under the State Workers' Compensation Law. This on-the-job injury insurance is paid for by the City of Escondido. When employees are unable to work due to a job-related illness or injury, this program pays the employee's medical bills and replaces a portion of the employee's income until the benefit terminates by law.

**Work-Life Benefits:**

Management and UCT

The following work-life benefits are provided to employees. Details can be obtained from the Benefits Division:

- Annual Health and Wellness Expo

- Employee Assistance Program
- 529 College Savings Program
- Employee Discounts –
  - ✓ Benefithub Discount Portal
  - ✓ Gym memberships
  - ✓ Dell and Apple Computers
  - ✓ AT&T, T-Mobile, and Verizon Wireless Cell Phones and Plans
  - ✓ Working Advantage Discount Program entertainment services
  - ✓ National University Tuition Discount of 25%
  - ✓ Waldorf University Tuition Discount of 10%
  - ✓ Grand Canyon University Tuition Discount of 10%

***Please contact the Human Resources Department at  
(760) 839-4643 for assistance.***

Last Updated: 11/26/2025



# STAFF REPORT

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April 1, 2026  
File Number 1020-72

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## SUBJECT

### 211 SAN DIEGO PRESENTATION ON SERVICES AND POTENTIAL PARTNERSHIP

## DEPARTMENT

City Manager

## RECOMMENDATION

Receive an informational presentation from 211 San Diego regarding its services and regional role, including a profile of services used and needs relevant to the City of Escondido. Following the presentation, City Council should provide direction to staff regarding potential next steps, including whether to explore a formal agreement.

Staff Recommendation: Provide Direction (City Manager: Christopher McKinney, Deputy City Manager)

Presenter: Nicole Lindsay, Management Analyst

**ESSENTIAL SERVICE** – Yes, Fire/EMS Services; Public Works/Infrastructure

**COUNCIL PRIORITY** – Build Trust and Accountability; Financial Stewardship; Prioritize Public Safety; Restore Organizational Capacity

## FISCAL ANALYSIS

There is no fiscal impact associated with receiving this presentation.

Any future fiscal impacts related to a potential agreement with 211 San Diego would be subject to City Council review and approval and would be presented in a subsequent staff report.

If the City were to consider a partnership with financial obligations, certain 211 services may be eligible for funding under existing U.S. Department of Housing and Urban Development (“HUD”) programs, including Community Development Block Grant (“CDBG”), subject to eligibility requirements, reporting obligations, and City prioritization.

## PREVIOUS ACTION

None



# CITY of ESCONDIDO

## STAFF REPORT

### BACKGROUND

[211 San Diego](#) is a nonprofit organization that operates a free, confidential, 24-hour resource and referral service for San Diego County residents. Services are accessible by dialing 211, through online search tools, and via live chat, and are available 24 hours a day, seven days a week.

The organization functions as a centralized information hub, connecting individuals and families to community-based health, housing, and disaster-related services. 211 San Diego maintains and continuously updates a database of more than 6,000 community service programs offered by over 1,200 agencies throughout the region.

Cities, including the City of Escondido, and public agencies across San Diego County utilize 211 San Diego as a referral partner, outreach resource, and data source to help residents access services related to housing stability, food security, health care, public benefits, and emergency assistance.

### Overview of Services

211 San Diego provides information and referral services across a broad range of needs, including but not limited to:

- Food assistance, utilities, and financial support
- Housing resources and homelessness prevention
- Health care access, behavioral health, and wellness services
- Enrollment assistance for public benefits such as CalFresh and Medi-Cal
- Services for older adults, veterans, families, and other specific populations
- Disaster response and recovery information during emergencies

These services are delivered by trained specialists who assess individual needs and connect callers or online users to appropriate local resources.

### Relevance to the City of Escondido

Residents of the City of Escondido use 211 San Diego as a regional resource for housing, homelessness, and basic needs assistance, and the City's public facing materials routinely direct residents to the service for information and referrals, even though the City does not have a contract with 211 San Diego.

The table below highlights the level of service provided to clients calling from Escondido during Fiscal Year 2024-2025.



# CITY of ESCONDIDO

## STAFF REPORT

Fiscal Year 24/25	
Clients calling 211 from the City of Escondido	
Unique clients with a documented need	6,438
Average documented calls per client	2.8
Percentage of clients with 1 call	55%
Percentage of clients with 2-3 calls	24%
Percentage of clients with 4+ calls	22%
<b>Total documented calls</b>	<b>17,959</b>

For the 6,438 unique Escondido callers, 211 San Diego provided 18,290 referrals to community resources across San Diego and/or Imperial County, across 569 unique agencies and 1,431 unique services.

As part of the City Council presentation, 211 San Diego has been invited to provide more details on the City's community profile, including high-level information on service demand trends and areas of need, as available. This information may help inform City policy discussions related to community wellbeing, homelessness prevention, and access to services.

### Potential Partnership Considerations

The community's existing reliance on 211 provides context for considering whether the City's current informal relationship should be reevaluated. The City Council may wish to consider whether a formal partnership, including financial support, would further advance City service delivery goals including more control to activate the command center, more City-specific data, and guaranteed resources for localized emergencies.

While the City does not currently have a formal agreement or fund 211 San Diego, Escondido residents clearly benefit from their services. The City's public facing and marketing materials routinely direct residents to 211 San Diego as a resource for housing, homelessness, and basic needs assistance. Additionally, under the County's existing contracts with 211 San Diego, residents have access to 24/7 information, referral, and disaster support services during both day-to-day operations and activated emergencies. For localized incidents that do not trigger a County Emergency Operations Center activation, the City would not have access to dedicated 211 phone lines or staff.

By contracting with 211 San Diego, the City could directly activate emergency services for localized events, maintain greater control over communications, access City specific data, and ensure faster, guaranteed support for City-only events. The existing reliance on 211 provides context for the City Council to consider whether a formal partnership, including financial support, would further advance City service delivery goals. As a nonprofit organization, 211 San Diego relies on partnerships with local jurisdictions to sustain and tailor services, and a formal City partnership would reflect a shared commitment to supporting residents.



# CITY *of* ESCONDIDO

## STAFF REPORT

Depending on City Council direction, potential future discussions could include:

- Formalizing referral or outreach coordination
- Data sharing or reporting to support City planning and policy decisions
- Targeted outreach or enrollment assistance for Escondido residents
- Support during emergencies or disaster response efforts

Any such options would be evaluated by staff and, if appropriate, brought back to City Council for consideration in a future staff report.

### Next Steps

Following the presentation, City Council may:

1. Receive the information and take no further action at this time; or
2. Provide direction to staff to explore potential partnership options with 211 San Diego and return to City Council with additional analysis and recommendations.



# CITY of ESCONDIDO

FUTURE AGENDA

4/8/2026

**PROCLAMATION** - COMMUNITY DEVELOPMENT WEEK

**PRESENTATION** - POLICE DEPARTMENT RESTRUCTURE

**CONSENT CALENDAR** - (K. SNYDER) – PL25-0333 AUTHORIZE THE MAYOR TO EXECUTE AN OUT-OF-AGENCY SEWER SERVICE AGREEMENT AND ESTABLISH RESIDENTIAL ESTATE PREZONING FOR AN UNINCORPORATED PROPERTY ADDRESSED AS 2417 HASS ST AGREEMENT FOR ONE UNINCORPORATED PROPERTY ADDRESSED AS 2417 HAAS STREET

**CONSENT CALENDAR** - (K. SNYDER) – PL25-0131 AUTHORIZE THE MAYOR TO EXECUTE AN OUT-OF-AGENCY SEWER SERVICE AGREEMENT AND ESTABLISH RESIDENTIAL ESTATE PREZONING FOR AN UNINCORPORATED PROPERTY ADDRESSED AS 3216 N BROADWAY

**CONSENT CALENDAR** - (K. SNYDER) – PL24-0263 AUTHORIZE THE MAYOR TO EXECUTE AN OUT-OF-AGENCY SEWER SERVICE AGREEMENT AND ESTABLISH RESIDENTIAL ESTATE PREZONING FOR AN UNINCORPORATED PROPERTY ADDRESSED AS 452 BEAR VELLE PARKWAY

**CONSENT CALENDAR** - (K. SNYDER) – DEEM DASH CONSTRUCTION NON-RESPONSIVE AND AWARD CONTRACT FOR THE WINDSOR GARDENS FENCE PROJECT TO SB GENERAL ENGINEERING

**CONSENT CALENDAR** - (K. SNYDER) – APPROVE PROPOSED SAN DIEGO GAS AND ELECTRIC EASEMENTS AT 272 E. VIA RANCHO PARKWAY

**PUBLIC HEARING** - (K.SNYDER) - CONDITIONAL USE PERMIT (CUP) MODIFICATION TERMINATING TRAFFIC SIGNAL INSTALLATION STIPULATION SPECIFIED IN EXHIBIT "E" OF CITY COUNCIL RESOLUTION NO. 2024-183R –CASE NO. PL26-0088

**PUBLIC HEARING** - (K. SNYDER) - PUBLIC HEARING TO CONSIDER A SECOND SUBSTANTIAL AMENDMENT TO THE 2025-2029 CONSOLIDATED PLAN AND 2025-2026 ANNUAL ACTION PLAN TO ALLOCATE HOME FUNDS TO VALLEY CREEK SENIOR APARTMENTS, AN AFFORDABLE HOUSING DEVELOPMENT PROJECT. - It is requested that the City Council of the City of Escondido conduct a public hearing and adopt Resolution No. 2026-XX amending the 2025-2029 Consolidated Plan and 2025-2026 Annual Action Plan to allocate HOME funds to Valley Creek Senior Apartments, an affordable housing development

**CURRENT BUSINESS** - (M. MCGUINNESS) - APPOINTMENT OF CAMPAIGN ENFORCEMENT AUTHORITY

**CURRENT BUSINESS** - (K. SNYDER) - 2025 HOUSING ELEMENT ANNUAL PROGRESS REPORT

**CURRENT BUSINESS** - (C. MCKINNEY) - DONATION POLICY - Request the City Council adopt the Donation Policy establishing a formal, Citywide framework for evaluating, accepting, documenting, and acknowledging donations to the City of Escondido.

**CURRENT BUSINESS** - (K. PLUNKETT) - ANIMAL CONTROL CONTRACT

4/15/2026

**PRESENTATION** - (D. WHITE) - WORKFORCE HOUSING

**PRESENTATION**- (K. SNYDER) - MISSING MIDDLE HOUSING STRATEGY

**PRESENTATION** - ANNUAL VOLUNTEER PROGRAM UPDATE

**CONSENT CALENDAR** - (K. SNYDER) – AMENDMENT 3 TO MAKELELE PSA

**CONSENT CALENDAR** - (D. PETERSON) - NOTICE OF COMPLETION FOR THE EMERGENCY TRUNK SEWER REPAIR - Request the City Council adopt Resolution No. 2026-51, authorizing the Director of Utilities to file a Notice of Completion for the Emergency Repair of the Escondido Trunk Sewer Main.

**PUBLIC HEARING** - (T. BATSON) - BATTERY ENERGY STORAGE SYSTEM ORDINANCE - Request the City Council Approve Ordinance 2026-09, adopting the County of San Diego Battery Energy Storage System (BESS) guidelines as a local amendment to the California Fire Code.

**CURRENT BUSINESS** - (K. SNYDER) - CURRENT FISCAL YEAR CAPITAL IMPROVEMENT PROGRAM STATUS BRIEFING

**CURRENT BUSINESS** -(K. SNYDER) – LMD ORDER / APPROVE PRELIM REPORT FOR NON-PROP 218 ZONES

**CURRENT BUSINESS** - (J. GOULART) - COMMUNITY SERVICES DEPARTMENT USER FEES UPDATE

KEY-

CONSENT CALENDAR CURRENT BUSINESS  
PUBLIC HEARING WORKSHOP PROCLAMATION

CURRENT BUSINESS - (Z. BECK) - BOARD AND COMMISSION INTERVIEWS

Item 16.

4/22/2026 - NO MEETING

4/29/2026 - NO MEETING