



RIO DELL CITY COUNCIL
SPECIAL MEETING
MONDAY, JANUARY 27, 2025 – 12:00 P.M.
CITY COUNCIL CHAMBERS
675 WILDWOOD AVENUE, RIO DELL

***WELCOME** - Copies of this agenda, staff reports, and other materials available to the City Council are available at the City Clerk's office in City Hall, 675 Wildwood Avenue, and on the City's website at cityofriodell.ca.gov. Your City Government welcomes your interest and hopes you will attend and participate in Rio Dell City Council meetings often.*

**SPECIAL PUBLIC HEALTH EMERGENCY ALTERATIONS TO MEETING FORMAT
CORONAVIRUS (COVID-19)**

City Council meetings are held in City Hall Council Chambers to in-person attendance by the public. The public may also attend these meeting virtually through Zoom. The meetings will also be viewable via livestreaming through our partners at Access Humboldt via their YouTube channel or Suddenlink (Optimum) channels on Cable TV.

Public Comment by Email:

In balancing the health risks associated with COVID-19 and need to conduct government in an open and transparent manner, public comment on agenda items can be submitted via email at publiccomment@cityofriodell.ca.gov. Please note the agenda item the comment is directed to (example: Public Comments for items not on the agenda) **and email no later than one-hour prior to the start of the Council meeting**. Your comments will be read out loud, for up to three minutes.

Meetings can be viewed on Access Humboldt's website at <https://www.accesshumboldt.net/>. Suddenlink Channels 10, 11 & 12 or Access Humboldt's YouTube Channel at <https://www.youtube.com/user/accesshumboldt>.

Zoom Public Comment:

When the Mayor announces the agenda item that you wish to comment on, call the conference line and turn off your TV or live stream. Please call the toll-free number **1-888-475-4499**, enter meeting **ID 987 154 0944** and press star (*) 9 on your phone – this will raise your hand. You will continue to hear the meeting on the call. When it is time for public comment on the item you wish to speak on, the Clerk will unmute your phone. You will hear a prompt that will indicate your phone is unmuted. Please state your name and begin your comment. You will have 3 minutes to comment.

- A. CALL TO ORDER
- B. ROLL CALL
- C. PLEDGE OF ALLEGIANCE
- D. PUBLIC PRESENTATIONS

This time is for persons who wish to address the Council on any matter not on this agenda and over which the Council has jurisdiction. As such, a dialogue with the Council or staff is not allowed under the Ralph M. Brown Act. Items requiring Council action not listed on this agenda may be placed on the next regular agenda for consideration if the Council directs unless a finding is made by at least 2/3 of the Council that the item came up after the agenda was posted and is of an urgency nature requiring immediate action. Please limit comments to a maximum of 3 minutes.

E. SPECIAL MEETING MATTERS

- 1) 2025/0127.01 - Approve Employment Agreement with Chief of Police Joshua Phinney **(ACTION)**
- 2) 2025/0127.02 - Swearing in of Chief of Police Joshua Phinney

F. ADJOURNMENT

*The next regular City Council meeting is scheduled for
Tuesday, February 4, 2025 at 6:00 p.m.*

**CITY OF RIO DELL
CHIEF OF POLICE
EMPLOYMENT AGREEMENT**

This City of Rio Dell Chief of Police Employment Agreement (this "Agreement") is made and entered by and between the **CITY OF RIO DELL**, a municipal corporation of the State of California, hereinafter referred as the "Employer" or "City" and **JOSH PHINNEY**, hereinafter referred to as "Employee" or "Chief of Police", on this 27th day of January, 2025 (the "Effective Date"), both Employer and Employee understand and acknowledge as follows:

RECTIALS

- A. WHEREAS**, Employer desires to employ the services of Josh Phinney as Chief of Police of the City of Rio Dell;
- B. WHEREAS**, it is the desire of the Employer, to provide certain benefits, establish certain conditions of employment, and set working conditions of said Employee; and
- C. WHEREAS**, Employee desires to accept employment as the Chief of Police of the said City.

AGREEMENT

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

SECTION 1. DUTIES. Employer hereby agrees to employ Josh Phinney as Chief of Police of said Employer to perform the functions and duties specified in the Ordinances of the City of Rio Dell, including, without limitation, those set forth in Rio Dell Municipal Code ("RDMC") Title 2, Chapter 2.25, those prescribed by the laws of the State of California, and to perform other legally permissible and proper duties and functions as the City Manager may from time to time assign. Employer and Employee expressly acknowledge that the City's Police Department ("Department") is small in number, and active patrol in the community is an essential function and job duty of the Chief of Police. Employee shall be responsible for ensuring that the City's Police Department and its personnel remain current with all necessary law enforcement training, including that required by the California Commission on Peace Officer Standards and Training. In performing said duties, Employee shall report to the City Manager, except as to all issues related to law enforcement administration vested in the Chief of Police by the RDMC and state and local law. The Chief of Police shall be responsible for:

- A.** The Chief of Police is responsible for the maintenance and efficient operable condition of crime prevention and law enforcement systems and facilities in the City.
- B.** The Chief of Police is responsible to supervise and train sworn and non-sworn personnel, volunteers, and reserve personnel as may reasonably be required to perform the assignments of the Rio Dell Police Department.

- C. The Chief of Police is responsible for code enforcement, animal control, traffic regulations, special event permits, and other activities in the Chief of Police's responsibilities as recited in the RDMC and by law.
- D. The Chief of Police shall perform such other legal and reasonable duties as the City Manager may direct.

It is recognized that the Chief of Police's work schedule may call for unusual work hours. It is therefore agreed the Employee will set his own work hours while devoting the necessary amount of time and energy needed to faithfully perform the duties of the Chief of Police under this Agreement. The Employee will also have the ability to flex his work schedule and time off as he deems necessary in order to fulfil his mission and obligations

SECTION 2. TERM. This Agreement shall remain in effect for a three (3) year term from the Effective Date through January 27, 2028 ("Termination Date"), unless Employee's term of employment is terminated earlier (either voluntary or involuntary) as provided in this Section 2 or Section 3 of this Agreement, or by the voluntary resignation of Employee (the "Term"). Should Employee elect to voluntarily resign, Employee shall provide Employer with ninety (90) days written notice prior to resignation. Should Employee voluntarily resign prior to expiration of the first two and one-half years of the Term of employment with the City, Employee shall refund to the City all hiring incentive payments received by Employee pursuant to Section 5, below, prior to resignation.

- a. **Termination from Employment; 90 Day Limitation on Termination and Severance Pay.** Except in the event of immediate termination for cause as a result of a conviction or a plea of no contest to a felony as stated in Section 2.b. of this Agreement, below, the Chief of Police shall not be terminated from employment within the ninety (90) day period following the appointment of a new City Manager. The purpose of this provision is to allow any newly appointed City Manager to directly observe the actions and ability of the Chief of Police in the performance of the powers and duties of his office. In all other circumstances, the Chief of Police can be terminated from employment by the City **with or without cause and for any reason (or no reason at all)** at any time during the Term of this Agreement following two (2) weeks written notice from the City Manager to the Chief of Police, and without notice under Section 2.b. of this Agreement. In the case the City elects to terminate Employee's employment prior to expiration of the full Term of this Agreement (i.e., prior to January 27, 2028) by provision of two (2) weeks' notice Employee shall receive severance pay as follows: if employed for less than three (3) years, the Chief of Police shall be entitled to receive severance in a lump sum equal to four (4) months of Employees regular salary, if employed for three (3) or more years, the Chief of Police shall be entitled to receive severance in a lump sum equal to five (5) months of Employees regular salary. In addition to severance pay, Employee shall be paid for all unused vacation and executive leave time, **as the Chief of Police's sole and exclusive remedy and right(s) to payment at employment termination.**
- b. **Severance Payment Exception.** Should the Chief of Police be terminated for cause or as a result of a conviction or plea of no contest to a felony no severance pay will be

provided upon employment termination. If the Chief of Police voluntarily leaves employment with the City of Rio Dell or resigns, no severance pay will be provided upon separation.

SECTION 3. SUSPENSION OR REMOVAL. Subject to all terms of this Agreement, the Peace Officer Bill of Rights pursuant to the California Public Safety Officers Procedural Bill of Rights Act (California Government Code §§3300, et seq.) shall be followed by City in the event of suspension, demotion or dismissal. Without limitation on the forgoing, conviction of a felony shall be grounds for immediate termination without severance pay, as stated in this Agreement.

SECTION 4. DISABILITY. Employer may terminate Employee's employment if Employee suffers a disability that renders Employee unable, as determined in good faith by the City Manager, to perform the essential functions of the position, even with reasonable accommodation, for four months (twelve weeks) in any 12-month period. If Employee's employment is terminated under this Section 4, Employee shall be compensated for all accrued obligations through the Termination Date, which for purposes of this section shall be a date specified by the City Manager. Employer shall also pay to Employee a severance pay as set forth in Section 2 above. After the Termination Date, Employer shall not pay to Employee any other compensation or payment of any kind, or severance, or payment in lieu of notice. All benefits provided by Employer to Employee under this Agreement or otherwise shall cease on the Termination Date.

SECTION 5. SALARY. The salary for the Chief of Police shall be as follows: Effective January 27, 2025 through August 27, 2025, the salary schedule for the Chief of Police shall be set in accord with the longevity based salary steps set forth in the salary pay scale adopted by the Rio Dell City Council on March 19, 2024, as Resolution No. 1599-2024, a copy of which is attached hereto as **Exhibit "A"** and incorporated by reference (the "Salary Schedule").

The Employee shall begin employment on January 27, 2025, at Step B of the Salary Schedule (i.e., One Hundred Two Thousand Six Hundred Seventy One Dollars (\$102,671.00) per year (i.e., per twelve (12) month period)) payable in installments at the same time as other employees of the City.

After the first six (6) months of employment at Step B of the Salary Schedule, at the discretion of the City Council Employee may be promoted to Step C of the Salary Schedule following an employee performance evaluation conducted by the City Council.

In addition, Employee will receive a one-time hiring incentive payment equal to Fifty Thousand Dollars (\$50,000.00), payable as follows: \$10,000 paid upon the first pay period, and the remainder paid out in equal payments biweekly for 2.5 years, or 65 pay bi-weekly pay periods.

SECTION 6. PERFORMANCE EVALUATION. The City Manager shall review and evaluate the performance of the Employee not later than twelve (12) and twenty-four (24) months from the effective date of this Agreement. From time to time as may mutually be deemed appropriate, the City Manager and Employee shall define such goals and performance objectives in writing which are determined necessary for the proper operation of the Department and City. Such goals and performance objectives shall be considered as part of the annual performance review of Employee.

SECTION 7. HOURS OF WORK. It is recognized that Employee may be expected to work in excess of eighty (80) hours per pay period at the direction of the City Manager. Employee shall receive no overtime pay or compensatory time off. Employee acknowledges that the position of Chief of Police is an administrative level, supervisorial position exempt from rights to overtime pay under California Wage and Hour law and regulations.

SECTION 8. OTHER EMPLOYERS OR OUTSIDE ACTIVITIES. Employee agrees to remain in the exclusive employ of Employer and not to become employed by any other employer in other employment until termination of the employment relationship. The term "other employment" shall not be construed to include occasional teaching, writing, consulting, or military reserve service performed on Employee's time off. Employee shall not spend more than four (4) hours per week in teaching, counseling, or other non-employer connected business without the prior written approval of the City Manager.

SECTION 9. AUTOMOBILE; CELLPHONE AND LAPTOP. Employee shall be provided a fully equipped police patrol vehicle which Employee can utilize to travel to Employee's residence and maintain overnight. Employee shall maintain a valid driver's license and maintain insurable driving status as defined by City's insurance coverage. Employee shall provide Employer with a Department of Motor Vehicle H-6 report annually to verify minimum driving standards. Employee shall be provided with a City issued cell phone, a mobile WIFI device and laptop computer to utilize for City duties and City shall pay required service subscriptions.

SECTION 10. VACATION, SICK LEAVE, HOLIDAYS, AND EXECUTIVE TIME. For the health and welfare of its employees, it is the policy of the City of Rio Dell that employees be encouraged to use the vacation benefits granted by the City and shall take an annual vacation of at least 40 hours.

Employee will receive eighty (80) hours of executive leave each fiscal year in (2) installments; 40 hours on July 1 and 40 hours on January 1 ("Executive Leave"). The taking of vacation and executive leave time shall be coordinated with and approved by the City Manager, who shall not unreasonably withhold their approval.

Employee may cash out or utilize the Executive Leave installment beginning July 1. Employee shall be paid on the first pay period of June for each calendar year during the term of this agreement for accrued Executive Leave that remains unused or unpaid during the previous (12) months.

Employee accrues a sick leave benefit of eight (8) hours each calendar month actually worked by Employee, Rules pertaining to the use of sick leave are detailed in the Rio Dell Personnel Rules.

Upon the employee's separation from City service, he or she shall be paid for any accrued sick leave beginning after five years of full-time employment based upon the following schedule:

5 – 7 years	-	10%
8 – 12 years	-	15%
13 – 20 years	-	20%
21 + years	-	25%

The amount paid out under this Article shall not exceed 240 hours.

Vacation time shall accrue in accord with the following schedule based on years of continuous employment service to the City:

<u>Years of Continuous Service</u>	<u>Hours per Year</u>	<u>Accrual Max.</u>
One to three (1-3)	80 hours	120 hours
Four to ten (4-10)	120 hours	180 hours
Eleven to fifteen (11-15)	160 hours	240 hours
Sixteen to twenty (16-20)	200 hours	300 hours

Employee shall also be entitled to the same paid holidays as the Rio Dell Employees' Association.

SECTION 11. ACCRUED VACATION LEAVE. The amount of vacation time allowed to be accrued at the end of any pay period shall not exceed 1.5 times the annual amount of vacation time for the Employee's year of service stated in the schedule recited in Section 10 (not to exceed a maximum of 300 hours). Upon reaching the maximum vacation time accrual in accord with the schedule recited in Section 10, Employee will not earn or accumulate additional vacation time and shall be automatically cashed out of 40 hours of accrued vacation time to be paid in the next pay period.

Employee may elect to buy down his vacation time at any time, provided that he has scheduled a vacation leave with the City Manager as appropriate or has taken his annual vacation and the balance of his vacation time will be at least 40 hours after the buy down.

SECTION 12. WORK RELATED EXPENSES AND REIMBURSEMENT. Employee shall be paid for the maintenance, repair and replacement of a full insignia uniform at a rate of One Thousand Dollars (\$1,000.00) per calendar year, beginning with the first payment upon hire. This allowance is recognized to cover the additional cost of a uniform over civilian dress and shall be used strictly for the maintenance, repair, and purchase of uniforms.

Employer agrees to reimburse the Employee such verifiable work-related out-of-pocket expenses incurred by the Employee as approved by the City Manager. Employee shall submit an itemization schedule of his out-of-pocket expenses to the City Manager in writing in the form of a purchase order for payment.

SECTION 13. MEDICAL, DENTAL AND VISION INSURANCE REIMBURSEMENT. Medical, Dental and Vision Insurance shall be provided for the Chief of Police as the City provides for other management positions. The contribution amount by the City shall be 100% of the premium costs for these benefits for Employee and 70% of the total premium costs for Employee's dependents, depending on their age and status as a student as provided in the plan document. The

City reserves the right to choose, in the City's unilateral discretion, alternative medical coverage during the term of this Agreement. If the City elects to procure alternative medical coverage during the term of this Agreement, the City will seek to procure insurance of approximate comprehensive equivalency, but Employee acknowledges that Employee has no expectation that comparable coverage will continue since the City, like all insurance coverage procurers, is subject to significant fluctuations in the scope, availability and cost of insurance. Employee may elect to substitute compensation for health, dental, and vision insurance coverage. The level of compensation shall be \$125 per pay period for all health, vision and dental coverage, collectively. Proof of alternative health insurance must be provided to Employer before the requesting Employee may substitute compensation for insurance. If elected by Employee and if the Employee has a spouse/qualified dependent who has reached the age of 65 and is eligible for Medicare coverage, Employee shall be entitled to a stipend of One Hundred and Fifty (\$150.00) dollars (less applicable payroll taxes) per pay period in lieu of City provided health insurance coverage through the City's current medical plan for the spouse/qualified dependent and effective upon the spouse/qualified dependent's removal from the City's plan. The amount of the stipend is in addition to the Employee's regular salary and is subject to all payroll taxes as required by law, with Employee bearing and paying the regular portion of payroll tax allocated to Employee.

SECTION 14. DEFERRED COMPENSATION. The Employer does not participate in and is not a party to the Public Employees Retirement System of the State of California. The Employer participates in a deferred Compensation Plan. The Employer shall contribute to the Deferred Compensation Plan for Employee's benefit and pay the amounts set forth in the following schedule during the Term of this Agreement: a total of Twenty-Three Thousand, Five Hundred Dollars (\$23,500.00) for the first twelve (12) months of the Term; and a total of Twenty-Four Thousand Dollars (\$24,000.00) for the next twelve (12) months of the Term; and a total of Twenty-Four Thousand Five Hundred Dollars (\$24,500.00) for the next twelve (12) months of the Term; and a total of Twenty-Five Thousand Dollars (\$25,000.00) for the next twelve (12) months of the Term. Should Employee's employment end prior to expiration of the Term, a lesser amount shall be paid proportional to the amount of time worked during any given year by Employee prior to employment termination. At no time shall deferred compensation exceed applicable Internal Revenue Service ("IRS") contribution limits for the current year. Amounts in excess of the applicable IRS contribution limits may become compensable upon approval by the City Manager wherein these funds are directed towards post-employment retirement.

SECTION 15. LIFE INSURANCE. A term life insurance policy in the amount of Seventy-Five Thousand Dollars (\$75,000.00) shall be provided by the Employer for the Employee, with the Employee entitled to designate Employee's beneficiary.

SECTION 16. AGREEMENT EFFECTIVE. This Employment Agreement shall become effective on January 27, 2025 and shall remain in effect through January 27, 2028, subject to potential early termination as stated in Sections 2.a., 2.b., 3 and 4 of this Agreement and changes pursuant to amendments or adjustments made at mutually agreed upon times throughout Employee's Term of employment with Employer.

SECTION 17. INDEMNIFICATION. Employer shall defend, hold harmless and indemnify Employee against any tort, professional liability claim or demand or other legal action arising out

of an alleged act or omission occurring in the performance of Employee's duties as Chief of Police. Employer's indemnity obligation shall not apply to any claims or liabilities, of any type or nature, arising out of any intentional acts, criminal acts or willful misconduct of Employee.

SECTION 18. BONDING. Employer shall bear the full cost of any fidelity or other bonds required of the Employee under any law or ordinance.

SECTION 19. DUES AND SUBSCRIPTIONS. Employer agrees to budget and to pay for the professional dues and subscriptions of Employee for his contribution and participation in the:

- 1) California Police Officer's Association;
- 2) California Police Chief's Association;
- 3) Law Enforcement Chief's Association of Humboldt; and.
- 4) Legal Defense Fund

Employee shall distribute to and share with the City Manager written material and information distributed by the said associations. The list, above, may be amended by recommendation of the City Manager and approval from the City Council.

SECTION 20. LICENSING AND TRAINING. Employer agrees to budget and pay for the professional licensing and continued education of Employee for training provided by the California Peace Officers Association, The California Police Chief's Association, and the California Commission on Peace Officer Standards and Training ("POST"). Employee is encouraged to enroll in and complete the POST Management Course and the POST Executive Course as time permits.

SECTION 21. TRAVEL EXPENSES. Employer hereby agrees to budget for and to pay the travel and subsistence expenses of Employee for the official and professional travel of Employee while on City business, provided that the City Manager has first approved and authorized said travel and training expenses.

SECTION 22. ATTORNEY'S FEES. Should any litigation be commenced between the parties to this Agreement or the rights and duties of either relationship thereto, the prevailing party in such litigation shall be entitled in addition to such other relief as may be granted, to reasonable sum as and for attorney's fees which shall be determined by the court.

SECTION 23. OTHER TERMS AND CONDITIONS OF EMPLOYMENT. The City Manager may fix any such other terms and conditions of employment, not in conflict with City Ordinances, Rules or Policies, as he/she may determine from time to time, relating to the performance of Employee.

SECTION 24. NOTICES. Notices pursuant to this Agreement shall be given by deposit in the custody of the United States Postal Service, postage prepaid, addressed as follows:

EMPLOYER
City of Rio Dell

EMPLOYEE
Josh Phinney

Rio Dell City Hall
675 Wildwood Ave
Rio Dell, California 95562

675 Wildwood Avenue
Rio Dell, California 95562

Alternatively, notices required pursuant to this Agreement may be personally served in the same manner as is applicable to civil judicial practice. Notice shall be deemed given as of the date of personal service or as of the date of deposit of such written in the course of transmission in the United States Postal Service.

SECTION 25. GENERAL PROVISIONS.

- A. The text herein shall constitute the Agreement between parties.
- B. This Agreement shall be binding upon and inure to the benefit of the heirs at law and executors of Employee.
- C. This Agreement shall become effective commencing immediately, subject to Section 16 above.
- D. If any provision, or any portion thereof, contained in this Agreement is held unconstitutional, invalid or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable, shall not be affected and shall remain in full force and effect.
- E. This Agreement (including all Exhibits attached hereto) contains the entire agreement between the parties with respect to the subject matter hereof and supersedes all prior understandings with respect thereto. This Agreement may not be modified, changed, supplemented or amended except by written instrument signed by the party to be charged or by its agent duly authorized in writing or as otherwise expressly permitted herein.

SECTION 26. INCENTIVE PAY.

If Employee lives full time within the jurisdictional limits of the City of Rio Dell, employee shall receive a one-time three percent (3%) increase to their base salary. Employees who receive this incentive and subsequently move outside of City limits shall forfeit the incentive effective upon their move out date.


If Employee fluently speaks both Spanish and English languages, employee shall be entitled to a one-time, five percent (5%) increase to their base salary. Certification procedures shall be set by the City of Rio Dell, in its discretion, for third party verification of fluency.

If Employee obtains and retains any of the following Peace Officer's Standards and Training (POST) certifications, employee shall receive a one-time incentive pay increase equal to three percent (3%) of base pay for each certification: (1) Intermediate, (2) Advanced and (3) Supervisorial.

[Signature page to follow.]

IN WITNESS WHEREOF, the City of Rio Dell has caused this Agreement to be signed and executed on its behalf by its City Manager, and the Employee has signed and executed this Agreement, both in duplicate.

EMPLOYEE



Josh Phinney
Chief of Police

1/23/25
Date

EMPLOYER

Kyle Knopp
City Manager

Date

Approved as to form:

Russell Gans, City Attorney

Date

List of Exhibits:

Exhibit "A": Salary pay scale adopted as Resolution No. 1523-2022

Exhibit "A"
CITY OF RIO DELL COMPENSATION SCHEDULE
Resolution No. 1599 -2024

Peace Officers Association

JOB TITLE	Salary Range				
	A	B	C	D	E
Police Officer	54,766	57,296	59,953	62,742	65,671
Police Officer Recruit	50,165				
Police Corporal	62,847	65,782	68,863	72,098	75,495
Sergeant	68,939	72,178	75,579	79,150	82,899

Rio Dell Employee's Association

JOB TITLE	Salary Range				
	A	B	C	D	E
Accountant I	56,031	58,624	61,347	64,207	67,209
Accountant II	61,416	64,279	67,285	70,441	73,755
Admin. Assistant	40,870	42,706	44,633	46,657	48,782
Administrative Tech.	46,732	48,861	51,096	53,443	55,907
Community Service Officer	47,797	49,979	52,270	54,675	57,201
Fiscal Assistant I	39,102	40,849	42,683	44,609	46,632
Fiscal Assistant II	42,729	44,658	46,683	48,809	51,041
Management Analyst I	61,416	64,279	67,285	70,441	73,755
Office Assistant	35,815	37,397	39,059	40,804	42,636
PW Leadman	46,732	48,861	51,096	53,443	55,907
Records Tech.	42,729	44,658	46,683	48,809	51,041

Rio Dell Employee's Association (continued)

Sr. Fiscal Assistant	46,732	48,861	51,096	53,443	55,907
Utility Worker I	37,417	39,080	40,826	42,660	44,585
Utility Worker II	40,870	42,706	44,633	46,657	48,782
Utility Worker III	44,682	46,708	48,835	51,069	53,415
W/WW Plant Op. I	43,693	45,670	47,745	49,924	52,212
W/WW Plant Op. II	47,797	49,979	52,270	54,675	57,201
W/WW Plant Op. III	52,327	54,735	57,264	59,919	62,707
Operator In Training (OIT)	43,693				

Management/Confidential Employees

JOB TITLE	Salary Range				
	A	B	C	D	E
City Clerk	56,031	58,624	61,347	64,207	67,209
City Manager	111,522	117,099	122,953	129,101	135,556
Chief of Police	97,980	102,671	107,597	112,768	118,199
Finance Director	87,084	91,230	95,583	100,154	104,954
Community Dev. Dir.	87,084	91,230	95,583	100,154	104,954
Management Analyst II	67,359	70,519	73,837	77,321	80,979
Senior Management Analyst	73,921	77,409	81,071	84,917	88,955
Wastewater Sup.	72,219	75,622	79,195	82,947	86,886
Water/Streets Sup.	72,219	75,622	79,195	82,947	86,886