

CITY OF HILLSBORO PAY PLAN

2011-12

Approved by City Council June 21, 2011

Employees who are ineligible to participate in the Oregon Public Employees Retirement System (PERS)/Oregon Public Service Retirement Plan (OPSRP) shall be paid at the shaded-line until eligibility is established.

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Administration Department

	#FTEs	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6				
● City Manager	1	32	11467					14635	-	-	-	-
● City Manager		32	10818					13807	-	-	-	-
● Assistant City Manager	2	29	9228	9689	10173	10682	11216	11777	-	-	-	-
● Assistant City Manager		29	8706	9141	9597	10077	10581	11110	-	-	-	-
● Administration Director	1	26	7430	7802	8192	8602	9032	9484	-	-	-	-
● Administration Director		26	7009	7360	7728	8115	8521	8947	-	-	-	-
● Project Manager II	2	24	6431	6753	7091	7446	7818	8209	-	-	-	-
● Project Manager II		24	6067	6371	6690	7025	7375	7744	-	-	-	-
● Public Affairs Manager	1	23	5980	6279	6593	6923	7269	7632	-	-	-	-
● Public Affairs Manager		23	5642	5924	6220	6531	6858	7200	-	-	-	-
● Project Manager I	0	22	5564	5842	6134	6441	6763	7101	-	-	-	-
● Project Manager I		22	5249	5511	5787	6076	6380	6699	-	-	-	-
● City Recorder	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
● City Recorder		21	4881	5125	5382	5651	5934	6231	-	-	-	-
● Executive Assistant	1	20	4814	5055	5308	5573	5852	6145	-	-	-	-
● Executive Assistant		20	4542	4769	5008	5258	5521	5797	-	-	-	-
● Management Analyst	1	20	4814	5055	5308	5573	5852	6145	-	-	-	-
● Management Analyst		20	4542	4769	5008	5258	5521	5797	-	-	-	-
Administration Project Specialist	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
Administration Project Specialist		18	3933	4129	4336	4553	4780	5019	-	-	-	-
Deputy City Recorder	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Deputy City Recorder		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Administration Management Assistant	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Administration Management Assistant		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Administrative Assistant II	1	14	3120	3276	3440	3612	3793	3983	-	-	-	-
Administrative Assistant II		14	2943	3091	3245	3408	3578	3758	-	-	-	-
Administrative Assistant I	2	12	2700	2835	2977	3126	3282	3446	-	-	-	-
Administrative Assistant I		12	2547	2675	2808	2949	3096	3251	-	-	-	-

Administration Department continues on the next page

- Overtime exempt
 - ❖ Change in title and/or pay range this year
 - ◆ New classification this year
- See Schedule A for details

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Administration Department (continued)

Risk Management

● Risk Manager	1	23	5980	6279	6593	6923	7269	7632	-	-	-	-
● Risk Manager		23	5642	5924	6220	6531	6858	7200	-	-	-	-
● Safety and Risk Officer	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
● Safety and Risk Officer		21	4881	5125	5382	5651	5934	6231	-	-	-	-
Risk Management Specialist	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
Risk Management Specialist		18	3933	4129	4336	4553	4780	5019	-	-	-	-
Human Resources/Risk Assistant	0.5	15	3355	3523	3699	3884	4078	4282	-	-	-	-
Human Resources/Risk Assistant		15	3165	3324	3490	3664	3847	4040	-	-	-	-

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	#FTEs	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6				
Building Department												
● Building Director	1	26	7430	7802	8192	8602	9032	9484	-	-	-	-
● Building Director		26	7009	7360	7728	8115	8521	8947	-	-	-	-
● Assistant Building Director	1	25	6909	7254	7617	7998	8398	8818	-	-	-	-
● Assistant Building Director		25	6518	6843	7186	7545	7923	8319	-	-	-	-
● Structural Engineer	2	24	6431	6753	7091	7446	7818	8209	-	-	-	-
● Structural Engineer		24	6067	6371	6690	7025	7375	7744	-	-	-	-
● Chief Building Inspector	2	23	5980	6279	6593	6923	7269	7632	-	-	-	-
● Chief Building Inspector		23	5642	5924	6220	6531	6858	7200	-	-	-	-
● Chief Plans Examiner	1	23	5980	6279	6593	6923	7269	7632	-	-	-	-
● Chief Plans Examiner		23	5642	5924	6220	6531	6858	7200	-	-	-	-
Plans Examiner III	6	21b	5433	5705	5990	6290	6605	6935	-	-	-	-
Plans Examiner III		21b	5125	5382	5651	5934	6231	6542	-	-	-	-
Plans Examiner II	2	21a	5303	5568	5846	6138	6445	6767	-	-	-	-
Plans Examiner II		21a	5003	5253	5515	5791	6080	6384	-	-	-	-
Plans Examiner I	0	21	5174	5433	5705	5990	6290	6605	-	-	-	-
Plans Examiner I		21	4881	5125	5382	5651	5934	6231	-	-	-	-
Inspector III	9	20b	5055	5308	5573	5852	6145	6452	-	-	-	-
Inspector III		20b	4769	5008	5258	5521	5797	6087	-	-	-	-
Inspector II	2	20a	4934	5181	5440	5712	5998	6298	-	-	-	-
Inspector II		20a	4655	4888	5132	5389	5658	5942	-	-	-	-
Inspector I	0	20	4814	5055	5308	5573	5852	6145	-	-	-	-
Inspector I		20	4542	4769	5008	5258	5521	5797	-	-	-	-
● Administrative Services Supervisor	0	18	4169	4377	4596	4826	5067	5320	-	-	-	-
● Administrative Services Supervisor		18	3933	4129	4336	4553	4780	5019	-	-	-	-
Building Permit Specialist	4	16	3604	3784	3973	4172	4381	4600	-	-	-	-
Building Permit Specialist		16	3400	3570	3748	3936	4133	4340	-	-	-	-
Administrative Assistant II	0	14	3120	3276	3440	3612	3793	3983	-	-	-	-
Administrative Assistant II		14	2943	3091	3245	3408	3578	3758	-	-	-	-
Administrative Assistant I	0	12	2700	2835	2977	3126	3282	3446	-	-	-	-
Administrative Assistant I		12	2547	2675	2808	2949	3096	3251	-	-	-	-

Note: 9 total inspectors (4 building, 2 plumbing, 2 electrical)

Intel Project - 1-Structural Eng, 2-PE(FLS & Plumb/Mech), Insp II, Insp III -Electrical (temporary ft)

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Economic Development

●	Economic Development Director	1	26	7430	7802	8192	8602	9032	9484	-	-	-	-
●	Economic Development Director		26	7009	7360	7728	8115	8521	8947	-	-	-	-
●	Economic Development Manager	1	24	6431	6753	7091	7446	7818	8209	-	-	-	-
●	Economic Development Manager		24	6067	6371	6690	7025	7375	7744	-	-	-	-
●	Project Manager I	2	22	5564	5842	6134	6441	6763	7101	-	-	-	-
●	Project Manager I		22	5249	5511	5787	6076	6380	6699	-	-	-	-
●	Business Development Coordinator	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
●	Business Development Coordinator		21	4881	5125	5382	5651	5934	6231	-	-	-	-
	Administrative Assistant II	1	14	3120	3276	3440	3612	3793	3983	-	-	-	-
	Administrative Assistant II		14	2943	3091	3245	3408	3578	3758	-	-	-	-

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Facilities and Fleet Department

	#FTEs	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6				
● Facilities and Fleet Director	1	26	7430	7802	8192	8602	9032	9484	-	-	-	-
● Facilities and Fleet Director		26	7009	7360	7728	8115	8521	8947	-	-	-	-
❖ ● Facilities Development Manager	1	24	6431	6753	7091	7446	7818	8209	-	-	-	-
❖ ● Facilities Development Manager		24	6067	6371	6690	7025	7375	7744	-	-	-	-
❖ ● Facilities Project Manager	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
❖ ● Facilities Project Manager		22	5249	5511	5787	6076	6380	6699	-	-	-	-
● Program and Support Manager	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
● Program and Support Manager		22	5249	5511	5787	6076	6380	6699	-	-	-	-
● Fleet Manager	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
● Fleet Manager		21	4881	5125	5382	5651	5934	6231	-	-	-	-
● Facilities Operations & Maintenance Manager	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
● Facilities Operations & Maintenance Manager		21	4881	5125	5382	5651	5934	6231	-	-	-	-
● Management Analyst	0	20	4814	5055	5308	5573	5852	6145	-	-	-	-
● Management Analyst		20	4542	4769	5008	5258	5521	5797	-	-	-	-
◆ Supervising Electrician	1	20	4814	5055	5308	5573	5852	6145	-	-	-	-
◆ Supervising Electrician		20	4542	4769	5008	5258	5521	5797	-	-	-	-
Electrician	1	19	4479	4703	4938	5185	5444	5716	-	-	-	-
Electrician		19	4225	4437	4658	4892	5136	5392	-	-	-	-
Facilities Maintenance Technician III	0	19	4479	4703	4938	5185	5444	5716	-	-	-	-
Facilities Maintenance Technician III		19	4225	4437	4658	4892	5136	5392	-	-	-	-
Fleet Maintenance Coordinator	1	19	4479	4703	4938	5185	5444	5716	-	-	-	-
Fleet Maintenance Coordinator		19	4225	4437	4658	4892	5136	5392	-	-	-	-
Facilities and Fleet Project Specialist	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
Facilities and Fleet Project Specialist		18	3933	4129	4336	4553	4780	5019	-	-	-	-
Vehicle / Equipment Mechanic	2	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Vehicle / Equipment Mechanic		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Facilities Maintenance Technician II	4	16	3604	3784	3973	4172	4381	4600	-	-	-	-
Facilities Maintenance Technician II		16	3400	3570	3748	3936	4133	4340	-	-	-	-
Facilities Maintenance Technician I	1	15	3355	3523	3699	3884	4078	4282	-	-	-	-
Facilities Maintenance Technician I		15	3165	3324	3490	3664	3847	4040	-	-	-	-
Administrative Assistant II	1	14	3120	3276	3440	3612	3793	3983	-	-	-	-
Administrative Assistant II		14	2943	3091	3245	3408	3578	3758	-	-	-	-
Administrative Assistant I	0	12	2700	2835	2977	3126	3282	3446	-	-	-	-
Administrative Assistant I		12	2547	2675	2808	2949	3096	3251	-	-	-	-

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Finance Department

●	Finance Director	1	28	8586	9015	9466	9939	10436	10958	-	-	-	-
●	Finance Director		28	8100	8505	8930	9376	9845	10338	-	-	-	-
●	Assistant Finance Director	1	25	6909	7254	7617	7998	8398	8818	-	-	-	-
●	Assistant Finance Director		25	6518	6843	7186	7545	7923	8319	-	-	-	-
●	Finance Project Manager II	0	24	6431	6753	7091	7446	7818	8209	-	-	-	-
●	Finance Project Manager II		24	6067	6371	6690	7025	7375	7744	-	-	-	-
●	Accounting Manager	1	23	5980	6279	6593	6923	7269	7632	-	-	-	-
●	Accounting Manager		23	5642	5924	6220	6531	6858	7200	-	-	-	-
●	Finance Project Manager I	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
●	Finance Project Manager I		22	5249	5511	5787	6076	6380	6699	-	-	-	-
●	Purchasing Agent	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
●	Purchasing Agent		21	4881	5125	5382	5651	5934	6231	-	-	-	-
●	Management Analyst	1	20	4814	5055	5308	5573	5852	6145	-	-	-	-
●	Management Analyst		20	4542	4769	5008	5258	5521	5797	-	-	-	-
●	Financial Analyst	0	20	4814	5055	5308	5573	5852	6145	-	-	-	-
●	Financial Analyst		20	4542	4769	5008	5258	5521	5797	-	-	-	-
●	Utility Billing Supervisor	1	19	4479	4703	4938	5185	5444	5716	-	-	-	-
●	Utility Billing Supervisor		19	4225	4437	4658	4892	5136	5392	-	-	-	-
	Payroll Administrator	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
	Payroll Administrator		18	3933	4129	4336	4553	4780	5019	-	-	-	-
❖	Accounting Specialist	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
❖	Accounting Specialist		18	3933	4129	4336	4553	4780	5019	-	-	-	-
	Buyer	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
	Buyer		17	3655	3838	4029	4231	4442	4664	-	-	-	-
	Accounting Technician III	2	16	3604	3784	3973	4172	4381	4600	-	-	-	-
	Accounting Technician III		16	3400	3570	3748	3936	4133	4340	-	-	-	-

Finance Department continues on the next page

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Finance Department (continued)

	#FTEs	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6				
Utility Billing Lead Technician	1	16	3604	3784	3973	4172	4381	4600	-	-	-	-
Utility Billing Lead Technician		16	3400	3570	3748	3936	4133	4340	-	-	-	-
Accounting Technician II	7	15	3355	3523	3699	3884	4078	4282	-	-	-	-
Accounting Technician II		15	3165	3324	3490	3664	3847	4040	-	-	-	-
Administrative Assistant II	2	14	3120	3276	3440	3612	3793	3983	-	-	-	-
Administrative Assistant II		14	2943	3091	3245	3408	3578	3758	-	-	-	-
Accounting Technician I	0	13	2902	3047	3199	3359	3527	3703	-	-	-	-
Accounting Technician I		13	2738	2875	3018	3169	3327	3493	-	-	-	-
Administrative Assistant I	0	12	2700	2835	2977	3126	3282	3446	-	-	-	-
Administrative Assistant I		12	2547	2675	2808	2949	3096	3251	-	-	-	-

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Fire Department

●	Fire Chief	1	28	8586	9015	9466	9939	10436	10958	-	-	-	-
●	Fire Chief		28	8100	8505	8930	9376	9845	10338	-	-	-	-
●	Deputy Fire Chief	1	26	7430	7802	8192	8602	9032	9484	-	-	-	-
●	Deputy Fire Chief		26	7009	7360	7728	8115	8521	8947	-	-	-	-
●	Fire Administrative Chief	1	25	6909	7254	7617	7998	8398	8818	-	-	-	-
●	Fire Administrative Chief		25	6518	6843	7186	7545	7923	8319	-	-	-	-
●	Fire Marshal	1	25	6909	7254	7617	7998	8398	8818	-	-	-	-
●	Fire Marshal		25	6518	6843	7186	7545	7923	8319	-	-	-	-
	Battalion Chief	5	24	6431	6753	7091	7446	7818	8209	-	-	-	-
	Battalion Chief		24	6067	6371	6690	7025	7375	7744	-	-	-	-
●	Emergency Program Manager	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
●	Emergency Program Manager		22	5249	5511	5787	6076	6380	6699	-	-	-	-
●	Public Information/Education Officer	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
●	Public Information/Education Officer		22	5249	5511	5787	6076	6380	6699	-	-	-	-
◆ ●	Program and Support Manager	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
◆ ●	Program and Support Manager		22	5249	5511	5787	6076	6380	6699	-	-	-	-
●	Administrative Services Supervisor	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
●	Administrative Services Supervisor		18	3933	4129	4336	4553	4780	5019	-	-	-	-
	Emergency Program Assistant	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
	Emergency Program Assistant		17	3655	3838	4029	4231	4442	4664	-	-	-	-
◆	Fire Logistics Technician	1	14	3120	3276	3440	3612	3793	3983	-	-	-	-
◆	Fire Logistics Technician		14	2943	3091	3245	3408	3578	3758	-	-	-	-
	Administrative Assistant II	5	14	3120	3276	3440	3612	3793	3983	-	-	-	-
	Administrative Assistant II		14	2943	3091	3245	3408	3578	3758	-	-	-	-
	Administrative Assistant I	0	12	2700	2835	2977	3126	3282	3446	-	-	-	-
	Administrative Assistant I		12	2547	2675	2808	2949	3096	3251	-	-	-	-

Fire Department continues on the next page

U Positions are covered by a collective bargaining agreement.

U See contract for pay incentives in addition to salary.

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Fire Department (continued)

	#FTEs	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6				
Fire Inspector II	6	U	5800	6091	6395	6721	7054	7337	-	-	-	-
Fire Inspector II		U	5471	5746	6033	6341	6654	6922	-	-	-	-
Fire Inspector I	1	U	5499	5773	6063	6369	6686	6953	-	-	-	-
Fire Inspector I		U	5188	5447	5720	6009	6308	6559	-	-	-	-
Fire Lieutenant	20	U	-	-	-	5964	6518	6843	-	-	-	-
Fire Lieutenant		U	-	-	-	5627	6149	6456	-	-	-	-
Fire Engineer	18	U	-	-	5295	5620	6104	6426	-	-	-	-
Fire Engineer		U	-	-	4995	5302	5758	6063	-	-	-	-
Firefighter	39	U	4508	4735	5021	5296	5876	6104	-	-	-	-
Firefighter		U	4253	4467	4736	4996	5543	5758	-	-	-	-
Fire Community Education Program Assistant	1	U	3640	3821	4012	4213	4424	4646	-	-	-	-
Fire Community Education Program Assistant		U	3434	3605	3785	3975	4174	4383	-	-	-	-

U Positions are covered by a collective bargaining agreement.

U See contract for pay incentives in addition to salary.

- Overtime exempt
 - ❖ Change in title and/or pay range this year
 - ◆ New classification this year
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CITY OF HILLSBORO PAY PLAN

2011-12

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Human Resources Department

●	Human Resources Director	1	27	7986	8385	8804	9244	9706	10191	-	-	-	-
●	Human Resources Director		27	7534	7910	8306	8721	9157	9614	-	-	-	-
●	Human Resources Manager	1	23	5980	6279	6593	6923	7269	7632	-	-	-	-
●	Human Resources Manager		23	5642	5924	6220	6531	6858	7200	-	-	-	-
●	Human Resources Program Manager	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
●	Human Resources Program Manager		22	5249	5511	5787	6076	6380	6699	-	-	-	-
●	Human Resources Analyst	2	20	4814	5055	5308	5573	5852	6145	-	-	-	-
●	Human Resources Analyst		20	4542	4769	5008	5258	5521	5797	-	-	-	-
	Human Resources Specialist	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
	Human Resources Specialist		18	3933	4129	4336	4553	4780	5019	-	-	-	-
	Human Resources/Risk Assistant	0.5	15	3355	3523	3699	3884	4078	4282	-	-	-	-
	Human Resources/Risk Assistant		15	3165	3324	3490	3664	3847	4040	-	-	-	-
	Administrative Assistant II	1	14	3120	3276	3440	3612	3793	3983	-	-	-	-
	Administrative Assistant II		14	2943	3091	3245	3408	3578	3758	-	-	-	-

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Information Services Department

●	Information Services Director	1	27	7986	8385	8804	9244	9706	10191	-	-	-	-
●	Information Services Director		27	7534	7910	8306	8721	9157	9614	-	-	-	-
●	Information Technology Manager	1	24	6431	6753	7091	7446	7818	8209	-	-	-	-
●	Information Technology Manager		24	6067	6371	6690	7025	7375	7744	-	-	-	-
●	Information Systems Manager	1	24	6431	6753	7091	7446	7818	8209	-	-	-	-
●	Information Systems Manager		24	6067	6371	6690	7025	7375	7744	-	-	-	-
●	Project Manager II	1	24	6431	6753	7091	7446	7818	8209				
●	Project Manager II		24	6067	6371	6690	7025	7375	7744				
●	Systems Support Supervisor	1	23	5980	6279	6593	6923	7269	7632	-	-	-	-
●	Systems Support Supervisor		23	5642	5924	6220	6531	6858	7200	-	-	-	-
●	Database Programmer	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
●	Database Programmer		22	5249	5511	5787	6076	6380	6699	-	-	-	-
●	Web Programmer	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
●	Web Programmer		22	5249	5511	5787	6076	6380	6699	-	-	-	-
●	Systems Analyst	3	22	5564	5842	6134	6441	6763	7101	-	-	-	-
●	Systems Analyst		22	5249	5511	5787	6076	6380	6699	-	-	-	-
●	Computer Support Supervisor	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
●	Computer Support Supervisor		21	4881	5125	5382	5651	5934	6231	-	-	-	-
●	Network Support Supervisor	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
●	Network Support Supervisor		21	4881	5125	5382	5651	5934	6231	-	-	-	-
●	GIS Analyst	2	20	4814	5055	5308	5573	5852	6145	-	-	-	-
●	GIS Analyst		20	4542	4769	5008	5258	5521	5797	-	-	-	-
●	Web Systems Administrator	1	20	4814	5055	5308	5573	5852	6145	-	-	-	-
●	Web Systems Administrator		20	4542	4769	5008	5258	5521	5797	-	-	-	-
●	Business Systems Administrator	1	20	4814	5055	5308	5573	5852	6145				
●	Business Systems Administrator		20	4542	4769	5008	5258	5521	5797				
	Network Specialist	2	19	4479	4703	4938	5185	5444	5716	-	-	-	-
	Network Specialist		19	4225	4437	4658	4892	5136	5392	-	-	-	-

Information Services Department continues on the next page

- Overtime exempt
 - ❖ Change in title and/or pay range this year
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CITY OF HILLSBORO PAY PLAN

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Information Services Department (continued)

	#FTEs	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6				
Computer Support Specialist II	3	19	4479	4703	4938	5185	5444	5716	-	-	-	-
Computer Support Specialist II		19	4225	4437	4658	4892	5136	5392	-	-	-	-
Telecommunications Specialist	1	19	4479	4703	4938	5185	5444	5716	-	-	-	-
Telecommunications Specialist		19	4225	4437	4658	4892	5136	5392	-	-	-	-
GIS Specialist	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
GIS Specialist		18	3933	4129	4336	4553	4780	5019	-	-	-	-
Computer Support Specialist I	2	18	4169	4377	4596	4826	5067	5320	-	-	-	-
Computer Support Specialist I		18	3933	4129	4336	4553	4780	5019	-	-	-	-
❖ Munis Support Specialist	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
❖ Munis Support Specialist		18	3933	4129	4336	4553	4780	5019	-	-	-	-
Audio Visual Technician	2	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Audio Visual Technician		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Administrative Assistant II	2	14	3120	3276	3440	3612	3793	3983	-	-	-	-
Administrative Assistant II		14	2943	3091	3245	3408	3578	3758	-	-	-	-
Administrative Assistant I	0	12	2700	2835	2977	3126	3282	3446	-	-	-	-
Administrative Assistant I		12	2547	2675	2808	2949	3096	3251	-	-	-	-

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CITY OF HILLSBORO PAY PLAN

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Library Department

	#FTEs	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6				
● Library Director	1	27	7986	8385	8804	9244	9706	10191	-	-	-	-
● Library Director		27	7534	7910	8306	8721	9157	9614	-	-	-	-
● Assistant Library Director	1	25	6909	7254	7617	7998	8398	8818	-	-	-	-
● Assistant Library Director		25	6518	6843	7186	7545	7923	8319	-	-	-	-
● Reader Services Manager	1	23	5980	6279	6593	6923	7269	7632	-	-	-	-
● Reader Services Manager		23	5642	5924	6220	6531	6858	7200	-	-	-	-
● Circulation Services Manager	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
● Circulation Services Manager		22	5249	5511	5787	6076	6380	6699	-	-	-	-
● Technical Services and Collection Dev Manager	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
● Technical Services and Collection Dev Manager		21	4881	5125	5382	5651	5934	6231	-	-	-	-
● Administrative Services Supervisor	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
● Administrative Services Supervisor		18	3933	4129	4336	4553	4780	5019	-	-	-	-
Librarian II	9	18	4169	4377	4596	4826	5067	5320	-	-	-	-
Librarian II		18	3933	4129	4336	4553	4780	5019	-	-	-	-
Librarian II		18	24.05	25.25	26.52	27.84	29.23	30.69	-	-	-	-
Librarian II		18	22.69	23.82	25.02	26.27	27.58	28.96	-	-	-	-
Librarian I	3	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Librarian I		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Librarian I		17	22.35	23.47	24.64	25.88	27.17	28.52	-	-	-	-
Librarian I		17	21.09	22.14	23.24	24.41	25.63	26.91	-	-	-	-
Circulation Supervisor	5	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Circulation Supervisor		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Public Information Liaison	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Public Information Liaison		17	3655	3838	4029	4231	4442	4664	-	-	-	-

Library Department continues on the next page

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CITY OF HILLSBORO PAY PLAN

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Library Department (continued)

Volunteer Services Coordinator	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Volunteer Services Coordinator		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Administrative Assistant II	3	14	3120	3276	3440	3612	3793	3983	-	-	-	-
Administrative Assistant II		14	2943	3091	3245	3408	3578	3758	-	-	-	-
Library Assistant I	8	13	2902	3047	3199	3359	3527	3703	-	-	-	-
Library Assistant I		13	2738	2875	3018	3169	3327	3493	-	-	-	-
Library Assistant I		13	16.74	17.58	18.46	19.38	20.35	21.36	-	-	-	-
Library Assistant I		13	15.80	16.59	17.41	18.28	19.19	20.15	-	-	-	-
Administrative Assistant I	1	12	2700	2835	2977	3126	3282	3446	-	-	-	-
Administrative Assistant I		12	2547	2675	2808	2949	3096	3251	-	-	-	-
Administrative Assistant I		12	15.58	16.36	17.18	18.03	18.93	19.88	-	-	-	-
Administrative Assistant I		12	14.69	15.43	16.20	17.01	17.86	18.76	-	-	-	-
Library Clerk	9	12	2700	2835	2977	3126	3282	3446	-	-	-	-
Library Clerk		12	2547	2675	2808	2949	3096	3251	-	-	-	-
Library Clerk		12	15.58	16.36	17.18	18.03	18.93	19.88	-	-	-	-
Library Clerk		12	14.69	15.43	16.20	17.01	17.86	18.76	-	-	-	-
Library Page	6	9	2172	2281	2395	2515	2641	2773	-	-	-	-
Library Page		9	2049	2152	2259	2373	2492	2616	-	-	-	-
Library Page		9	12.53	13.16	13.82	14.51	15.24	16.00	-	-	-	-
Library Page		9	11.82	12.42	13.03	13.69	14.38	15.09	-	-	-	-

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CITY OF HILLSBORO PAY PLAN

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Municipal Court

	#FTEs	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6				
Municipal Court Judge	32	62.41	65.53	68.80	72.25	75.86	79.66	-	-	-	-	-
● Municipal Court Supervisor	1	19	4479	4703	4938	5185	5444	5716	-	-	-	-
● Municipal Court Supervisor	19	4225	4437	4658	4892	5136	5392	-	-	-	-	-
Municipal Court Clerk	2	14	3120	3276	3440	3612	3793	3983	-	-	-	-
Municipal Court Clerk	14	2943	3091	3245	3408	3578	3758	-	-	-	-	-
Municipal Court Clerk (part-time)	0	14	18.00	18.90	19.85	20.84	21.88	22.98	-	-	-	-
Municipal Court Clerk (part-time)	14	16.98	17.83	18.72	19.66	20.64	21.68	-	-	-	-	-

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Parks & Recreation Department

	#FTEs	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6				
● Parks & Recreation Director	1	27	7986	8385	8804	9244	9706	10191	-	-	-	-
● Parks & Recreation Director		27	7534	7910	8306	8721	9157	9614	-	-	-	-
● Assistant Parks & Recreation Director	1	25	6909	7254	7617	7998	8398	8818	-	-	-	-
● Assistant Parks & Recreation Director		25	6518	6843	7186	7545	7923	8319	-	-	-	-
● Parks & Recreation Development Manager	1	24	6431	6753	7091	7446	7818	8209	-	-	-	-
● Parks & Recreation Development Manager		24	6067	6371	6690	7025	7375	7744	-	-	-	-
● Senior Facilities Manager	1	24	6431	6753	7091	7446	7818	8209	-	-	-	-
● Senior Facilities Manager		24	6067	6371	6690	7025	7375	7744	-	-	-	-
● P&R Community Resources Manager	1	23	5980	6279	6593	6923	7269	7632	-	-	-	-
● P&R Community Resources Manager		23	5642	5924	6220	6531	6858	7200	-	-	-	-
● Parks & Recreation Project Manager	2	22	5564	5842	6134	6441	6763	7101	-	-	-	-
● Parks & Recreation Project Manager		22	5249	5511	5787	6076	6380	6699	-	-	-	-
● Cultural Arts Program Manager	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
● Cultural Arts Program Manager		22	5249	5511	5787	6076	6380	6699	-	-	-	-
● Program and Support Manager	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
● Program and Support Manager		22	5249	5511	5787	6076	6380	6699	-	-	-	-
● Parks & Recreation Facilities Manager	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
● Parks & Recreation Facilities Manager		21	4881	5125	5382	5651	5934	6231	-	-	-	-
❖ ● Senior Center Manager	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
❖ ● Senior Center Manager		21	4881	5125	5382	5651	5934	6231	-	-	-	-
● Administrative Services Supervisor	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
● Administrative Services Supervisor		18	3933	4129	4336	4553	4780	5019	-	-	-	-
● Special Events and Outreach Supervisor	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
● Special Events and Outreach Supervisor		18	3933	4129	4336	4553	4780	5019	-	-	-	-
● Cultural Arts Program Supervisor	2.8	18	4169	4377	4596	4826	5067	5320	-	-	-	-
● Cultural Arts Program Supervisor		18	3933	4129	4336	4553	4780	5019	-	-	-	-

Parks and Recreation Department continues on the next page

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Parks & Recreation (continued)

	#FTEs	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6				
Parks & Recreation Project Specialist	2	18	4169	4377	4596	4826	5067	5320	-	-	-	-
Parks & Recreation Project Specialist		18	3933	4129	4336	4553	4780	5019	-	-	-	-
Volunteer Services Coordinator	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Volunteer Services Coordinator		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Administrative Assistant II	2	14	3120	3276	3440	3612	3793	3983	-	-	-	-
Administrative Assistant II		14	2943	3091	3245	3408	3578	3758	-	-	-	-
Custodian	1	10	2336	2453	2576	2705	2840	2982	-	-	-	-
Custodian		10	2204	2314	2430	2552	2679	2813	-	-	-	-

Parks and Recreation Department continues on the next page

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Parks & Recreation (continued)

Recreation Programs

●	Recreation Services Manager	1	23	5980	6279	6593	6923	7269	7632	-	-	-	-
●	Recreation Services Manager		23	5642	5924	6220	6531	6858	7200	-	-	-	-
●	Recreation Program Supervisor	5	18	4169	4377	4596	4826	5067	5320	-	-	-	-
●	Recreation Program Supervisor		18	3933	4129	4336	4553	4780	5019	-	-	-	-
	Administrative Assistant II	1	14	3120	3276	3440	3612	3793	3983	-	-	-	-
	Administrative Assistant II		14	2943	3091	3245	3408	3578	3758	-	-	-	-
	Administrative Assistant I	0	12	2700	2835	2977	3126	3282	3446	-	-	-	-
	Administrative Assistant I		12	2547	2675	2808	2949	3096	3251	-	-	-	-
	Instructor III		13	16.74	17.58	18.46	19.38	20.35	21.36	-	-	-	-
	Instructor III		13	15.80	16.59	17.41	18.28	19.19	20.15	-	-	-	-
	Facility Supervisor		12	15.58	16.36	17.18	18.03	18.93	19.88	-	-	-	-
	Facility Supervisor		12	14.69	15.43	16.20	17.01	17.86	18.76	-	-	-	-
❖	Instructor II		11	14.48	15.20	15.96	16.75	17.59	18.47	-	-	-	-
❖	Instructor II		11	13.66	14.34	15.05	15.81	16.59	17.42	-	-	-	-
	Instructor I		9	12.53	13.16	13.82	14.51	15.24	16.00	-	-	-	-
	Instructor I		9	11.82	12.42	13.03	13.69	14.38	15.09	-	-	-	-
	Recreation Aide		5	9.38	9.85	10.34	10.86	11.40	11.97	-	-	-	-
	Recreation Aide		5	8.85	9.29	9.76	10.24	10.75	11.30	-	-	-	-

Parks and Recreation Department continues on the next page

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Parks & Recreation (continued)

Parks Maintenance

● Parks Superintendent	1	23	5980	6279	6593	6923	7269	7632	-	-	-	-
● Parks Superintendent		23	5642	5924	6220	6531	6858	7200	-	-	-	-
Vehicle / Equipment Maintenance Coordinator	1	19	4479	4703	4938	5185	5444	5716	-	-	-	-
Vehicle / Equipment Maintenance Coordinator		19	4225	4437	4658	4892	5136	5392	-	-	-	-
Utility Worker III	5	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Utility Worker III		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Vehicle / Equipment Mechanic	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Vehicle / Equipment Mechanic		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Utility Worker II	17	15	3355	3523	3699	3884	4078	4282	-	-	-	-
Utility Worker II		15	3165	3324	3490	3664	3847	4040	-	-	-	-
Utility Worker I	10	14	3120	3276	3440	3612	3793	3983	-	-	-	-
Utility Worker I		14	2943	3091	3245	3408	3578	3758	-	-	-	-
Administrative Assistant II	1	14	3120	3276	3440	3612	3793	3983	-	-	-	-
Administrative Assistant II		14	2943	3091	3245	3408	3578	3758	-	-	-	-
Administrative Assistant I	0	12	2700	2835	2977	3126	3282	3446	-	-	-	-
Administrative Assistant I		12	2547	2675	2808	2949	3096	3251	-	-	-	-
Seasonal Utility Worker		9	12.53	13.16	13.82	14.51	15.24	16.00	-	-	-	-
Seasonal Utility Worker		9	11.82	12.42	13.03	13.69	14.38	15.09	-	-	-	-

Parks and Recreation Department continues on the next page

- Overtime exempt
 - ❖ Change in title and/or pay range this year
 - ◆ New classification this year
- See Schedule A for details

CITY OF HILLSBORO PAY PLAN

2011-12

Approved by City Council June 21, 2011

Employees who are ineligible to participate in the Oregon Public Employees Retirement System (PERS)/Oregon Public Service Retirement Plan (OPSRP) shall be paid at the shaded-line until eligibility is established.

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Parks & Recreation (continued)

Aquatic Center

● Aquatics Manager	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
● Aquatics Manager		21	4881	5125	5382	5651	5934	6231	-	-	-	-
● Recreation Program Supervisor	3	18	4169	4377	4596	4826	5067	5320	-	-	-	-
● Recreation Program Supervisor		18	3933	4129	4336	4553	4780	5019	-	-	-	-
Pool Operations Supervisor	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Pool Operations Supervisor		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Administrative Assistant II	1	14	3120	3276	3440	3612	3793	3983	-	-	-	-
Administrative Assistant II		14	2943	3091	3245	3408	3578	3758	-	-	-	-
Pool Operator	1	14	3120	3276	3440	3612	3793	3983	-	-	-	-
Pool Operator		14	2943	3091	3245	3408	3578	3758	-	-	-	-
Custodian	2	10	2336	2453	2576	2705	2840	2982	-	-	-	-
Custodian		10	2204	2314	2430	2552	2679	2813	-	-	-	-
Water Safety Coordinator		9b	13.16	13.82	14.51	15.24	16.00	16.80	-	-	-	-
Water Safety Coordinator		9b	12.42	13.04	13.69	14.38	15.09	15.85	-	-	-	-
Water Safety Coordinator		9a	12.84	13.48	14.16	14.87	15.61	16.39	-	-	-	-
Water Safety Coordinator		9a	12.11	12.72	13.36	14.03	14.73	15.46	-	-	-	-
Water Safety Coordinator		9	12.53	13.16	13.82	14.51	15.24	16.00	-	-	-	-
Water Safety Coordinator		9	11.82	12.42	13.03	13.69	14.38	15.09	-	-	-	-
Water Exercise Instructor II		8	11.68	12.26	12.87	13.52	14.19	14.90	-	-	-	-
Water Exercise Instructor II		8	11.01	11.57	12.14	12.75	13.39	14.06	-	-	-	-
Swim Instructor II		8	11.68	12.26	12.87	13.52	14.19	14.90	-	-	-	-
Swim Instructor II		8	11.01	11.57	12.14	12.75	13.39	14.06	-	-	-	-
Cashier/Receptionist		8	11.68	12.26	12.87	13.52	14.19	14.90	-	-	-	-
Cashier/Receptionist		8	11.01	11.57	12.14	12.75	13.39	14.06	-	-	-	-
Swim Instructor I		7	10.85	11.39	11.97	12.57	13.19	13.85	-	-	-	-
Swim Instructor I		7	10.24	10.75	11.29	11.86	12.45	13.07	-	-	-	-
Water Exercise Instructor I		7	10.85	11.39	11.97	12.57	13.19	13.85	-	-	-	-
Water Exercise Instructor I		7	10.24	10.75	11.29	11.86	12.45	13.07	-	-	-	-
Lifeguard		6	10.10	10.60	11.13	11.69	12.28	12.89	-	-	-	-
Lifeguard		6	9.53	10.00	10.51	11.03	11.58	12.16	-	-	-	-

Parks and Recreation Department continues on the next page

- Overtime exempt
 - ❖ Change in title and/or pay range this year
 - ◆ New classification this year
- See Schedule A for details

CITY OF HILLSBORO PAY PLAN

2011-12

Approved by City Council June 21, 2011

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Parks & Recreation (continued)

Jackson Bottom Wetlands

●	Natural Resources Manager	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
●	Natural Resources Manager		22	5249	5511	5787	6076	6380	6699	-	-	-	-
●	Recreation Program Supervisor	0	18	4169	4377	4596	4826	5067	5320	-	-	-	-
●	Recreation Program Supervisor		18	3933	4129	4336	4553	4780	5019	-	-	-	-
●	Administrative Services Supervisor	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
●	Administrative Services Supervisor		18	3933	4129	4336	4553	4780	5019	-	-	-	-
	Wetlands Education Specialist	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
	Wetlands Education Specialist		17	3655	3838	4029	4231	4442	4664	-	-	-	-
	Wetlands Education Specialist (part-time)	0	17	22.35	23.47	24.64	25.88	27.17	28.52	-	-	-	-
	Wetlands Education Specialist (part-time)		17	21.09	22.14	23.24	24.41	25.63	26.91	-	-	-	-
	Watershed Restoration Coordinator	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
	Watershed Restoration Coordinator		17	3655	3838	4029	4231	4442	4664	-	-	-	-
	Volunteer Services Coordinator	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
	Volunteer Services Coordinator		17	3655	3838	4029	4231	4442	4664	-	-	-	-
	Volunteer Services Coordinator (part-time)	0	17	22.35	23.47	24.64	25.88	27.17	28.52	-	-	-	-
	Volunteer Services Coordinator (part-time)		17	21.09	22.14	23.24	24.41	25.63	26.91	-	-	-	-

- Overtime exempt
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 - ◆ New classification this year
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CITY OF HILLSBORO PAY PLAN

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Planning Department

❖ ●	Planning Director	1	26b	7802	8192	8602	9032	9484	9958	-	-	-	-
❖ ●	Planning Director		26b	7360	7728	8115	8521	8947	9394	-	-	-	-
❖ ●	Planning Director	0	26a	7616	7997	8397	8817	9258	9721	-	-	-	-
❖ ●	Planning Director		26a	7185	7544	7922	8318	8734	9171	-	-	-	-
●	Planning Director	0	26	7430	7802	8192	8602	9032	9484	-	-	-	-
●	Planning Director		26	7009	7360	7728	8115	8521	8947	-	-	-	-
◆ ●	Assistant Planning Director	1	25	6909	7254	7617	7998	8398	8818	-	-	-	-
◆ ●	Assistant Planning Director		25	6518	6843	7186	7545	7923	8319	-	-	-	-
❖ ●	Transportation Planning Engineer	1	24a	6592	6922	7268	7631	8013	8414	-	-	-	-
❖ ●	Transportation Planning Engineer		24a	6219	6530	6857	7199	7559	7938	-	-	-	-
●	Transportation Planning Engineer	0	24	6431	6753	7091	7446	7818	8209	-	-	-	-
●	Transportation Planning Engineer		24	6067	6371	6690	7025	7375	7744	-	-	-	-
●	Planning Project Manager	1	24	6431	6753	7091	7446	7818	8209	-	-	-	-
●	Planning Project Manager		24	6067	6371	6690	7025	7375	7744	-	-	-	-
●	Planning Supervisor	2	23	5980	6279	6593	6923	7269	7632	-	-	-	-
●	Planning Supervisor		23	5642	5924	6220	6531	6858	7200	-	-	-	-
●	Traffic Analyst	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
●	Traffic Analyst		22	5249	5511	5787	6076	6380	6699	-	-	-	-
●	Transportation Planner	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
●	Transportation Planner		22	5249	5511	5787	6076	6380	6699	-	-	-	-
●	Urban Design Planner	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
●	Urban Design Planner		22	5249	5511	5787	6076	6380	6699	-	-	-	-
●	Urban Planner III	4	21	5174	5433	5705	5990	6290	6605	-	-	-	-
●	Urban Planner III		21	4881	5125	5382	5651	5934	6231	-	-	-	-
●	Urban Planner II	4	19	4479	4703	4938	5185	5444	5716	-	-	-	-
●	Urban Planner II		19	4225	4437	4658	4892	5136	5392	-	-	-	-
●	Planning Database Coordinator	1	19	4479	4703	4938	5185	5444	5716	-	-	-	-
●	Planning Database Coordinator		19	4225	4437	4658	4892	5136	5392	-	-	-	-
●	Administrative Services Supervisor	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
●	Administrative Services Supervisor		18	3933	4129	4336	4553	4780	5019	-	-	-	-

Planning Department continues on the next page

- Overtime exempt
 - ❖ Change in title and/or pay range this year
 - ◆ New classification this year
- See Schedule A for details

CITY OF HILLSBORO PAY PLAN

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Planning Department (continued)

	#FTEs	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6				
Urban Planner I	0	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Urban Planner I		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Planning Technician II	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Planning Technician II		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Planning Technician I	0	15	3355	3523	3699	3884	4078	4282	-	-	-	-
Planning Technician I		15	3165	3324	3490	3664	3847	4040	-	-	-	-
Administrative Assistant II	1	14	3120	3276	3440	3612	3793	3983	-	-	-	-
Administrative Assistant II		14	2943	3091	3245	3408	3578	3758	-	-	-	-
Administrative Assistant I	0	12	2700	2835	2977	3126	3282	3446	-	-	-	-
Administrative Assistant I		12	2547	2675	2808	2949	3096	3251	-	-	-	-

- Overtime exempt
 - ❖ Change in title and/or pay range this year
 - ◆ New classification this year
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CITY OF HILLSBORO PAY PLAN

2011-12

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Police Department

●	Police Chief	1	28	8586	9015	9466	9939	10436	10958	-	-	-	-
●	Police Chief		28	8100	8505	8930	9376	9845	10338	-	-	-	-
❖ ●	Deputy Chief	1	PM	7802	8192	8602	9032	9484	9958	-	-	-	-
❖ ●	Deputy Chief		PM	7360	7728	8115	8521	8947	9394	-	-	-	-
❖ ●	Police Commander	2	PM	7254	7617	7998	8398	8818	9259	-	-	-	-
❖ ●	Police Commander		PM	6843	7186	7545	7923	8319	8735	-	-	-	-
❖ ●	Police Support Services Division Manager	1	PM	7254	7617	7998	8398	8818	9259	-	-	-	-
❖ ●	Police Support Services Division Manager		PM	6843	7186	7545	7923	8319	8735	-	-	-	-
❖ ●	Police Lieutenant	8	PM	6753	7091	7446	7818	8209	8619	-	-	-	-
❖ ●	Police Lieutenant		PM	6371	6690	7025	7375	7744	8131	-	-	-	-
❖ ●	Police Administrative Services Manager	1	PM	6753	7091	7446	7818	8209	8619	-	-	-	-
❖ ●	Police Administrative Services Manager		PM	6371	6690	7025	7375	7744	8131	-	-	-	-
❖	Police Sergeant	21	PM	5842	6134	6441	6763	7101	7456	-	-	-	-
❖	Police Sergeant		PM	5511	5787	6076	6380	6699	7034	-	-	-	-

Police Department continues on the next page

* **Police Management = PM**

U Positions are covered by a collective bargaining agreement.

U See contract for pay incentives in addition to salary.

- Overtime exempt
 - ❖ Change in title and/or pay range this year
 - ◆ New classification this year
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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Police Department (continued)

●	Police Project Manager	2	22	5564	5842	6134	6441	6763	7101	-	-	-	-
●	Police Project Manager		22	5249	5511	5787	6076	6380	6699	-	-	-	-
●	Management Analyst	0	20	4814	5055	5308	5573	5852	6145	-	-	-	-
●	Management Analyst		20	4542	4769	5008	5258	5521	5797	-	-	-	-
●	Police Project Coordinator	1	19	4479	4703	4938	5185	5444	5716	-	-	-	-
●	Police Project Coordinator		19	4225	4437	4658	4892	5136	5392	-	-	-	-
●	Police Records Supervisor	1	19	4479	4703	4938	5185	5444	5716	-	-	-	-
●	Police Records Supervisor		19	4225	4437	4658	4892	5136	5392	-	-	-	-
●	Administrative Services Supervisor	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
●	Administrative Services Supervisor		18	3933	4129	4336	4553	4780	5019	-	-	-	-
	Police Administrative Specialist	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
	Police Administrative Specialist		17	3655	3838	4029	4231	4442	4664	-	-	-	-
	Park Ranger		8	11.68	12.26	12.87	13.52	14.19	14.90	-	-	-	-
	Park Ranger		8	11.01	11.57	12.14	12.75	13.39	14.06	-	-	-	-
	Police Officer	98	U	4507	4721	4942	5175	5418	5676	-	-	-	-
	Crime Analysis Specialist	1	U	4077	4280	4495	4721	4954	5203	-	-	-	-
	Police Program Specialist	3	U	3771	3961	4158	4366	4584	4814	-	-	-	-
	Police Crime Prevention Specialist	3	U	3769	3954	4154	4361	4578	4804	-	-	-	-
	Police Parks Patrol Specialist	1	U	3769	3954	4154	4361	4578	4804	-	-	-	-
	Police Field Operations Specialist	6	U	3769	3954	4154	4361	4578	4804	-	-	-	-
	Police Program Coordinator	1	U	3669	3852	4045	4247	4459	4682	-	-	-	-
❖	Police Domestic Violence Program Coordinator	1	U	3669	3852	4045	4247	4459	4682	-	-	-	-
	Police Evidence Technician	3	U	3483	3652	3837	4027	4229	4439	-	-	-	-
	Police Support Services Specialist	1	U	3483	3652	3837	4027	4229	4439	-	-	-	-
	Police Lead Records Specialist	2	U	3275	3432	3604	3785	3972	4174	-	-	-	-
	Secretary -Training, Investigations, Administration	3	U	3058	3211	3372	3540	3715	3904	-	-	-	-
	Police Records Specialist	13	U	3033	3184	3342	3511	3685	3871	-	-	-	-
	Parking Enforcement Agent	2	U	2630	2760	2900	3045	3198	3357	-	-	-	-

U Employer Paid PERS Pick-up (6%)

U Positions are covered by a collective bargaining agreement.

U See contract for pay incentives in addition to salary.

● Overtime exempt

❖ Change in title and/or pay range this year

◆ New classification this year

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Public Works Department

Engineering

	#FTEs	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6				
● Public Works Director	1	28	8586	9015	9466	9939	10436	10958	-	-	-	-
● Public Works Director		28	8100	8505	8930	9376	9845	10338	-	-	-	-
● Assistant Public Works Director	1	25	6909	7254	7617	7998	8398	8818	-	-	-	-
● Assistant Public Works Director		25	6518	6843	7186	7545	7923	8319	-	-	-	-
● Engineering Project Manager II	2	24	6431	6753	7091	7446	7818	8209	-	-	-	-
● Engineering Project Manager II		24	6067	6371	6690	7025	7375	7744	-	-	-	-
● Principal Engineer	1	23	5980	6279	6593	6923	7269	7632	-	-	-	-
● Principal Engineer		23	5642	5924	6220	6531	6858	7200	-	-	-	-
● Engineering Project Manager I	3	22	5564	5842	6134	6441	6763	7101	-	-	-	-
● Engineering Project Manager I		22	5249	5511	5787	6076	6380	6699	-	-	-	-
● Project Design Coordinator	0	21	5174	5433	5705	5990	6290	6605	-	-	-	-
● Project Design Coordinator		21	4881	5125	5382	5651	5934	6231	-	-	-	-
● Project Engineer	0	21	5174	5433	5705	5990	6290	6605	-	-	-	-
● Project Engineer		21	4881	5125	5382	5651	5934	6231	-	-	-	-
● City Surveyor	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
● City Surveyor		21	4881	5125	5382	5651	5934	6231	-	-	-	-
● Development Services Coordinator	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
● Development Services Coordinator		21	4881	5125	5382	5651	5934	6231	-	-	-	-
● Management Analyst	1	20	4814	5055	5308	5573	5852	6145	-	-	-	-
● Management Analyst		20	4542	4769	5008	5258	5521	5797	-	-	-	-
● Engineering Analyst	2	20	4814	5055	5308	5573	5852	6145	-	-	-	-
● Engineering Analyst		20	4542	4769	5008	5258	5521	5797	-	-	-	-
● Engineer-in-Training	1	20	4814	5055	5308	5573	5852	6145	-	-	-	-
● Engineer-in-Training		20	4542	4769	5008	5258	5521	5797	-	-	-	-
● Engineering Technician III	8	19	4479	4703	4938	5185	5444	5716	-	-	-	-
● Engineering Technician III		19	4225	4437	4658	4892	5136	5392	-	-	-	-

Public Works Department continues on the next page

- Overtime exempt
 - ❖ Change in title and/or pay range this year
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CITY OF HILLSBORO PAY PLAN

2011-12

Approved by City Council June 21, 2011

Employees who are ineligible to participate in the Oregon Public Employees Retirement System (PERS)/Oregon Public Service Retirement Plan (OPSRP) shall be paid at the shaded-line until eligibility is established.

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Public Works Department (continued)

Engineering (continued)

●	Administrative Services Supervisor	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
●	Administrative Services Supervisor		18	3933	4129	4336	4553	4780	5019	-	-	-	-
	Engineering Technician II	6	17	3874	4068	4271	4485	4709	4944	-	-	-	-
	Engineering Technician II		17	3655	3838	4029	4231	4442	4664	-	-	-	-
	Engineering Technician I	0	15	3355	3523	3699	3884	4078	4282	-	-	-	-
	Engineering Technician I		15	3165	3324	3490	3664	3847	4040	-	-	-	-
	Administrative Assistant II	1	14	3120	3276	3440	3612	3793	3983	-	-	-	-
	Administrative Assistant II		14	2943	3091	3245	3408	3578	3758	-	-	-	-
	Administrative Assistant I	0	12	2700	2835	2977	3126	3282	3446	-	-	-	-
	Administrative Assistant I		12	2547	2675	2808	2949	3096	3251	-	-	-	-

Public Works Department continues on the next page

- Overtime exempt
 - ❖ Change in title and/or pay range this year
 - ◆ New classification this year
- See Schedule A for details

CITY OF HILLSBORO PAY PLAN

2011-12

Approved by City Council June 21, 2011

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Public Works Department (continued)

Public Works Maintenance

●	Public Works Maintenance Superintendent	1	23	5980	6279	6593	6923	7269	7632	-	-	-	-
●	Public Works Maintenance Superintendent		23	5642	5924	6220	6531	6858	7200	-	-	-	-
●	Street Maintenance Supervisor	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
●	Street Maintenance Supervisor		21	4881	5125	5382	5651	5934	6231	-	-	-	-
●	Storm/Sanitary Sewer Supervisor	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
●	Storm/Sanitary Sewer Supervisor		21	4881	5125	5382	5651	5934	6231	-	-	-	-
●	Traffic Maintenance Supervisor	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
●	Traffic Maintenance Supervisor		21	4881	5125	5382	5651	5934	6231	-	-	-	-
●	Administrative Services Supervisor	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
●	Administrative Services Supervisor		18	3933	4129	4336	4553	4780	5019	-	-	-	-
	Utility Worker III	5	17	3874	4068	4271	4485	4709	4944	-	-	-	-
	Utility Worker III		17	3655	3838	4029	4231	4442	4664	-	-	-	-
	Signal Maintenance Technician II	1	16	3604	3784	3973	4172	4381	4600	-	-	-	-
	Signal Maintenance Technician II		16	3400	3570	3748	3936	4133	4340	-	-	-	-
	Utility Worker II	24	15	3355	3523	3699	3884	4078	4282	-	-	-	-
	Utility Worker II		15	3165	3324	3490	3664	3847	4040	-	-	-	-
	Utility Worker I	1	14	3120	3276	3440	3612	3793	3983	-	-	-	-
	Utility Worker I		14	2943	3091	3245	3408	3578	3758	-	-	-	-
	Administrative Assistant II	1	14	3120	3276	3440	3612	3793	3983	-	-	-	-
	Administrative Assistant II		14	2943	3091	3245	3408	3578	3758	-	-	-	-
	Administrative Assistant I	0	12	2700	2835	2977	3126	3282	3446	-	-	-	-
	Administrative Assistant I		12	2547	2675	2808	2949	3096	3251	-	-	-	-
	Seasonal Utility Worker		9	12.53	13.16	13.82	14.51	15.24	16.00	-	-	-	-
	Seasonal Utility Worker		9	11.82	12.42	13.03	13.69	14.38	15.09	-	-	-	-

- Overtime exempt
 - ❖ Change in title and/or pay range this year
 - ◆ New classification this year
- See Schedule A for details

CITY OF HILLSBORO PAY PLAN

2011-12

Approved by City Council June 21, 2011

Employees who are ineligible to participate in the Oregon Public Employees Retirement System (PERS)/Oregon Public Service Retirement Plan (OPSRP) shall be paid at the shaded-line until eligibility is established.

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

Water Department

	#FTEs	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6				
● Water Department Director	1	28	8586	9015	9466	9939	10436	10958	-	-	-	-
● Water Department Director		28	8100	8505	8930	9376	9845	10338	-	-	-	-
● Assistant Water Director	1	25b	7254	7617	7998	8398	8818	9259	-	-	-	-
● Assistant Water Director		25b	6843	7186	7545	7923	8319	8735	-	-	-	-
● Assistant Water Director	0	25	6909	7254	7617	7998	8398	8818	-	-	-	-
● Assistant Water Director		25	6518	6843	7186	7545	7923	8319	-	-	-	-
● Engineering Manager	1	24	6431	6753	7091	7446	7818	8209	-	-	-	-
● Engineering Manager		24	6067	6371	6690	7025	7375	7744	-	-	-	-
● Water Intergovernmental Relations Manager	1	24	6431	6753	7091	7446	7818	8209	-	-	-	-
● Water Intergovernmental Relations Manager		24	6067	6371	6690	7025	7375	7744	-	-	-	-
● Water Resources Manager	1	24	6431	6753	7091	7446	7818	8209	-	-	-	-
● Water Resources Manager		24	6067	6371	6690	7025	7375	7744	-	-	-	-
● Engineering Project Manager I	2	22	5564	5842	6134	6441	6763	7101	-	-	-	-
● Engineering Project Manager I		22	5249	5511	5787	6076	6380	6699	-	-	-	-
● Water Treatment Supervisor (Certificate IV)	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
● Water Treatment Supervisor (Certificate IV)		22	5249	5511	5787	6076	6380	6699	-	-	-	-
● Systems Analyst	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
● Systems Analyst		22	5249	5511	5787	6076	6380	6699	-	-	-	-
● Water Distribution Supervisor (Certificate IV)	1	22	5564	5842	6134	6441	6763	7101	-	-	-	-
● Water Distribution Supervisor (Certificate IV)		22	5249	5511	5787	6076	6380	6699	-	-	-	-
● Project Engineer	1	21	5174	5433	5705	5990	6290	6605	-	-	-	-
● Project Engineer		21	4881	5125	5382	5651	5934	6231	-	-	-	-
● Project Design Coordinator	2	21	5174	5433	5705	5990	6290	6605	-	-	-	-
● Project Design Coordinator		21	4881	5125	5382	5651	5934	6231	-	-	-	-
● Engineering Analyst	1	20	4814	5055	5308	5573	5852	6145	-	-	-	-
● Engineering Analyst		20	4542	4769	5008	5258	5521	5797	-	-	-	-
● Management Analyst	1	20	4814	5055	5308	5573	5852	6145	-	-	-	-
● Management Analyst		20	4542	4769	5008	5258	5521	5797	-	-	-	-
● Water Program Coordinator	1	20	4814	5055	5308	5573	5852	6145	-	-	-	-
● Water Program Coordinator		20	4542	4769	5008	5258	5521	5797	-	-	-	-

Water Department continues on the next page

- Overtime exempt
 - ❖ Change in title and/or pay range this year
 - ◆ New classification this year
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CITY OF HILLSBORO PAY PLAN

2011-12

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	#FTEs	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6				
● Water Treatment Plant Lead Operator (IV)	1	20	4814	5055	5308	5573	5852	6145	-	-	-	-
● Water Treatment Plant Lead Operator (IV)		20	4542	4769	5008	5258	5521	5797	-	-	-	-
Engineering Technician III	1	19	4479	4703	4938	5185	5444	5716	-	-	-	-
Engineering Technician III		19	4225	4437	4658	4892	5136	5392	-	-	-	-
Water Treatment Plant Lab Technician	1	19	4479	4703	4938	5185	5444	5716	-	-	-	-
Water Treatment Plant Lab Technician		19	4225	4437	4658	4892	5136	5392	-	-	-	-
Water Distribution Operator (Certificate IV)	10	19	4479	4703	4938	5185	5444	5716	-	-	-	-
Water Distribution Operator (Certificate IV)		19	4225	4437	4658	4892	5136	5392	-	-	-	-
Water Plant Operator (Certificate IV)	7	19	4479	4703	4938	5185	5444	5716	-	-	-	-
Water Plant Operator (Certificate IV)		19	4225	4437	4658	4892	5136	5392	-	-	-	-
Electrician	1	19	4479	4703	4938	5185	5444	5716	-	-	-	-
Electrician		19	4225	4437	4658	4892	5136	5392	-	-	-	-
Water Plant Instrumentation Technician	1	19	4479	4703	4938	5185	5444	5716	-	-	-	-
Water Plant Instrumentation Technician		19	4225	4437	4658	4892	5136	5392	-	-	-	-
Water Distribution Operator (Certificate III)	3	18	4169	4377	4596	4826	5067	5320	-	-	-	-
Water Distribution Operator (Certificate III)		18	3933	4129	4336	4553	4780	5019	-	-	-	-
Water Plant Operator (Certificate III)	2	18	4169	4377	4596	4826	5067	5320	-	-	-	-
Water Plant Operator (Certificate III)		18	3933	4129	4336	4553	4780	5019	-	-	-	-
● Administrative Services Supervisor	1	18	4169	4377	4596	4826	5067	5320	-	-	-	-
● Administrative Services Supervisor		18	3933	4129	4336	4553	4780	5019	-	-	-	-
Water Distribution Operator (Certificate II)	2	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Water Distribution Operator (Certificate II)		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Water Plant Operator (Certificate II)	0	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Water Plant Operator (Certificate II)		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Water Plant Maintenance Technician	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Water Plant Maintenance Technician		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Engineering Technician II	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Engineering Technician II		17	3655	3838	4029	4231	4442	4664	-	-	-	-

Water Department continues on the next page

- Overtime exempt
 - ❖ Change in title and/or pay range this year
 - ◆ New classification this year
- See Schedule A for details

CITY OF HILLSBORO PAY PLAN

2011-12

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	#FTEs	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6				
Water Department (continued)												
Utility Worker III	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Utility Worker III		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Water Resources Technician II	1	17	3874	4068	4271	4485	4709	4944	-	-	-	-
Water Resources Technician II		17	3655	3838	4029	4231	4442	4664	-	-	-	-
Water Distribution Operator (Certificate I)	2	16	3604	3784	3973	4172	4381	4600	-	-	-	-
Water Distribution Operator (Certificate I)		16	3400	3570	3748	3936	4133	4340	-	-	-	-
Water Plant Operator (Certificate I)	2	16	3604	3784	3973	4172	4381	4600				
Water Plant Operator (Certificate I)		16	3400	3570	3748	3936	4133	4340				
Water Resources Technician I	2	15	3355	3523	3699	3884	4078	4282	-	-	-	-
Water Resources Technician I		15	3165	3324	3490	3664	3847	4040	-	-	-	-
Engineering Technician I	1	15	3355	3523	3699	3884	4078	4282	-	-	-	-
Engineering Technician I		15	3165	3324	3490	3664	3847	4040	-	-	-	-
Utility Worker II	1	15	3355	3523	3699	3884	4078	4282	-	-	-	-
Utility Worker II		15	3165	3324	3490	3664	3847	4040	-	-	-	-
Water Meter Reader	2	14	3120	3276	3440	3612	3793	3983	-	-	-	-
Water Meter Reader		14	2943	3091	3245	3408	3578	3758	-	-	-	-
Utility Worker I	0	14	3120	3276	3440	3612	3793	3983	-	-	-	-
Utility Worker I		14	2943	3091	3245	3408	3578	3758	-	-	-	-
Administrative Assistant II	3	14	3120	3276	3440	3612	3793	3983	-	-	-	-
Administrative Assistant II		14	2943	3091	3245	3408	3578	3758	-	-	-	-
Administrative Assistant I	0	12	2700	2835	2977	3126	3282	3446	-	-	-	-
Administrative Assistant I		12	2547	2675	2808	2949	3096	3251	-	-	-	-
Security Guard		8	11.68	12.26	12.87	13.52	14.19	14.90	-	-	-	-
Security Guard		8	11.01	11.57	12.14	12.75	13.39	14.06	-	-	-	-

701.8

Total full-time equivalent employees eligible for benefits
 This number does not include part-time or temporary employees

- Overtime exempt
 - ❖ Change in title and/or pay range this year
 - ◆ New classification this year
- See Schedule A for details

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

NOTES

Management and non-represented employees occupying positions on the Pay Plan receive a 1.5% COLA adjustment effective July 1, 2011.

(The 1.5% COLA adjustment does not apply to employees covered by bargaining agreements.)

City will increase the VEBA contribution by one-half percent (0.5%) to two percent (2.0%) of base pay per month.

Effective August 1, 2011, the employee contribution for non-represented and management employees for health care costs will be:

\$65.00 per month for Regence Blue Cross Blue Shield Co-Pay Plan-A w/Alternative Care Rider, VSP Vision

\$65.00 per month for Kaiser w/Alternative Care Rider, Kaiser Vision

Hillsboro Police Officers' Assn Collective Bargaining agreement effective 7/1/2011 - 6/30/2014

Police Bargaining Unit employees' base salaries were increased by one percent (1.0%) effective June 24, 2011.

Effective January 9, 2012, employees' base salaries were increased by one percent (1.0%) .

Effective July 1, 2006, and each month thereafter the City will contribute two percent (2%) of base salary to a VEBA account.

Effective January 9, 2012, and each month thereafter, the City shall contribute an additional twenty five dollars (\$25.00) per month to each employee's VEBA account.

Effective October 1, 2011, the insurance benefit plan provided will be CIS BCBS Copay A Plan and Kaiser w/alternative care rider.

Effective the first pay period in October 2011, and each subsequent month, employees shall contribute seven and one-half percent (7.5%) not exceed and not less than sixty five dollars (\$65.00) of the CIS BC/BS medical, dental and vision premiums on a composite basis, and the City shall pay the remaining premium.

Effective August 1, 2011, the HPOA members contribution will be \$65.00/mo.

Local 2210 IAFF Bargaining Agreement effective 7/1/2009 - 6/30/2012

Effective June 24, 2011, Base salary ranges for Firefighter, Engineer, Lieutenant, Fire Inspector I, Fire Inspector II, and Community Education Program Assistant will be increased by 2.5%.

Effective June 24, 2010, Base salary ranges for Firefighter, Engineer, Lieutenant, Fire Inspector I, Fire Inspector II, and Community Education Program Assistant will be increased by 2.5%.

Effective 7/1/2009, Base salary ranges for Firefighter, Engineer, Lieutenant, Fire Inspector I, Fire Inspector II and Fire Community Education Program Assistant will remain status quo.

Effective August 1, 2010, employees shall pay seven and one-half percent (7.5%) not to exceed seventy-five dollars (\$75.00) of the medical, dental and vision premiums on a composite base and the City shall pay the remaining premium.

Effective August 1, 2011, the IAFF members contribution will be \$75.00/mo.

U Denotes positions that are covered by a collective bargaining agreement. See contracts for pay incentives in addition to salary.

Occasionally, interns will be hired by City departments, and paid an appropriate hourly wage based on qualifications and the field of study. Typically, interns are paid as low as minimum wage (2010 - \$8.40), and up to \$20.00 per hour.

- ❖ Denotes a change from FY 2010-2011 in position title and/or pay range.
- ◆ Denotes a new classification in FY 2011-12
- Denotes position is overtime exempt.

- Overtime exempt
 - ❖ Change in title and/or pay range this year
 - ◆ New classification this year
- See Schedule A for details

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#FTEs Range Step 1 Step 2 Step 3 Step 4 Step 5 Step 6

SCHEDULE A

Classifications and pay range adjustments:

Reclassify Fire Management Analyst (Range 20) to Program and Support Manager (Range 22) approved by City Council 10/18/2011
Downgrade Fire Logistic Battalion Chief (Range 24) to Administrative Assistant II (Range 14) approved by City Council 10/18/2011
Establish new pay range for Deputy Police Chief \$7802 - \$9958 (PERS eligible) approved by City Council 10/18/2011
Establish new pay range for Police Commander \$7254 - \$9259 (PERS eligible) approved by City Council 10/18/2011
Establish new pay range for Police Support Services Division Manager \$7254 - \$9259 (PERS eligible) approved by City Council 10/18/2011
Establish new pay range for Police Lieutenant \$6753 - \$8619 (PERS eligible) approved by City Council 10/18/2011
Establish new pay range for Police Administrative Services Manager \$6753 - \$8619 (PERS eligible) approved by City Council 10/18/2011
Establish new pay range for Police Sergeant \$5842 - \$7456 (PERS eligible) approved by City Council 10/18/2011
Reclassify Senior Center Director (Range 17) to Senior Center Manager (Range 21) approved by City Council 11/15/2011
Add one Administrative Assistant II (P&R Senior Center acquisition) approved by City Council 11/15/2011
Add one Custodian (P&R Senior Center acquisition) approved by City Council 11/15/2011
Instructor II/Program Supervisor title changed to Instructor II December 2011

- Overtime exempt
 - ❖ Change in title and/or pay range this year
 - ◆ New classification this year
- See Schedule A for details