

RESOLUTION NUMBER 6019

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PERRIS, COUNTY OF RIVERSIDE, STATE OF CALIFORNIA, AMENDING AND RESTATING THE PREVIOUSLY ADOPTED “CITY OF PERRIS SCHEDULE OF SALARY AND BENEFITS FOR MANAGEMENT EMPLOYEES” AND MAKING CERTAIN BENEFITS APPLICABLE TO THE CITY MANAGER AND ASSISTANT CITY MANAGER; AND APPROVING, ADOPTING, AND IMPLEMENTING THE 2022-2023, 2023-2024, AND 2024-2025 CITY OF PERRIS SALARY RANGE PLACEMENT SCHEDULES (MANAGEMENT ONLY)

WHEREAS, Section 36506 of the California Government Code requires that the City Council fix the compensation of all appointive officers and employees by resolution or ordinance; and

WHEREAS, the City Council has historically adopted a resolution, as amended and restated from time to time, referred to as the "City of Perris Schedule of Salary and Benefits For Management Employees" to memorialize the salaries and benefits to be provided to certain designated and unrepresented management employees as distinguished from represented, classified, confidential and/or other City employees; and

WHEREAS, on November 9, 2021, the City Council most recently adopted the “City of Perris Schedule of Salary and Benefits For Management Employees” with approval of Resolution No. 5873, which amended and restated the “City of Perris Amended Schedule of Salary and Benefits For Management Employees;” and

WHEREAS, the City Council now desires to further amend and restate by resolution the prior “City of Perris Schedule of Salary and Benefits For Management Employees;” and

WHEREAS, the City Council adopted a resolution approving a Tentative Agreement and a successor Memorandum of Understanding between the City of Perris and the California Teamsters Public, Professional And Medical Employees Union, Local 911 (“Union”) for the period of July 1, 2022 through June 30, 2025 (“Teamsters MOU 2022-25”) and further approving the same level of benefits under applicable Teamsters MOU 2022-25 provisions for unrepresented Confidential Employees; and

WHEREAS, in accordance with the Schedule of Salary and Benefits for Management Employees Article I Section 1.3, management employees shall receive at minimal certain specified benefits as those offered to City employees who are covered by the Teamsters MOU 2022-25, including bilingual compensation, educational incentive pay, longevity pay, holidays, vacation leave, sick leave, uniform/work shoe reimbursement, pay day and parking, training school fees, education reimbursement, fringe benefits, State disability insurance, and retirement benefits (“Schedule”); and

WHEREAS, by this Resolution, the “City of Perris Amended Schedule of Salary and Benefits for Management Employees” will be further amended and restated as follows:

Salary and Wage Increases:

Affected Employees will receive a salary increase of 5% effective July 10, 2022, a 4% salary increase effective the first full payroll period in July 2023, and 2% salary increase effective the first full payroll period in July 2024.

Bilingual Pay:

Supervisory Class Employees only, will receive the monthly premium pay for oral Spanish translation \$125 and the monthly oral and written Spanish translation \$150.

Uniforms:

Supervisory Class Employees only, who supervise field employees, will receive same work shoe reimbursement allowance as provided by the Teamsters MOU 2022-25.

PhD (2%) Educational Incentive Pay:

Affected Employees will receive the same educational incentive pay as offered to City employees who are covered by the Teamsters MOU 2022-25.

Sick Leave Cash Out:

Affected Employees will be eligible to convert up to eighty (80) hours of accrued sick leave time at the current hourly rate of the Affected Employee, which is an amendment to the existing provision of eligibility to cash out the first forty (40) hours at the current hourly rate of the Affected Employee, and any additional hours converted shall be at one-half (1/2) of the current hourly rate under the same terms and conditions as applied under the Teamsters MOU 2022-25.

WHEREAS, the City Manager’s contract and the Assistant City Manager’s contract provide that they shall receive certain benefits as provided to management employees in the Schedule as described herein; and

WHEREAS, the City Council desires to amend certain other provisions of the City of Perris Amended Schedule of Salary and Benefits – Management Employees; and

WHEREAS, the City contracts with the California Public Employees’ Retirement System (“CalPERS”) to provide retirement benefits for its employees; and

WHEREAS, California Code of Regulations, Title 2, Section 570.5 requires governing bodies of local agencies contracting with CalPERS to approve and adopt a publicly available pay schedule in accordance with public meeting laws; and

WHEREAS, the pay schedule must identify each position by title, the individual pay rate amount or ranges for that position, and the time base upon which the amounts are based; and

WHEREAS, the City Council now desires to update its publicly available pay schedule to reflect, where applicable, the changes made in the “City of Perris Amended Schedule of Salary

and Benefits – Management Employees” in accordance with the requirements of California Code of Regulations, Title 2, Section 570.5; and

WHEREAS, the City Council desires to approve, adopt, and implement the 2022-2023, 2023-2024, and 2024-2025 City of Perris Salary Range Placement Schedules (Management Only) pursuant to the requirements of California Code of Regulations, Title 2, Section 570.5.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF PERRIS, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. The “City of Perris Amended Schedule of Salary and Benefits – Management Employees,” attached hereto as Exhibit “A” is hereby approved and adopted to be effective commencing July 1, 2022 and continuing until otherwise amended by resolution of the City Council.

Section 2. Except as otherwise governed by the written contract between the City and the City Manager and the Assistant City Manager, the City Manager and Assistant City Manager shall receive the same benefits as the benefits provided in Section 1.3 of the “City of Perris Amended Schedule of Salary and Benefits – Management Employees.” For the purposes of the provision of such benefits, the City Manager and Assistant City Manager shall be considered to be in the “Executive Class.”

Section 3. In accordance with California Code of Regulations, Title 2, Section 570.5, the City Council of the City of Perris does hereby approve, adopt, and implement the publicly available 2022-2023, 2023-2024, and 2024-2025 City of Perris Salary Range Placement Schedules (Management Only) (“Schedule”) for management employees (as more particular described in the Schedule), a copy of said Schedules being attached hereto as Exhibit “B” and by this reference made a part hereof. The 2022-2023 Schedule shall be effective the first full payroll after July 1, 2022.

Section 4. Any and all prior resolutions or agreements establishing salary and benefits for Management Employees designated in Exhibit “A” are hereby replaced and superseded by the 2022-2023 City of Perris Salary Range Placement Schedule (Management Only).

ADOPTED, SIGNED and APPROVED this 26th day of July 2022.

Mayor, Michael M. Vargas

ATTEST:

City Clerk, Nancy Salazar

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) §
CITY OF PERRIS)

I, Nancy Salazar, CITY CLERK OF THE CITY OF PERRIS, CALIFORNIA, DO HEREBY CERTIFY that the foregoing Resolution Number 6019 was duly and regularly adopted by the City Council of the City of Perris at a regular meeting thereof held the 26th day of July, 2022, and that it was so adopted by the following called vote:

AYES: RABB, ROGERS, CORONA, NAVA, VARGAS

NOES: NONE

ABSENT: NONE

ABSTAIN: NONE

City Clerk, Nancy Salazar

Exhibit A: Amended Schedule of Salary and Benefits – Management Employees
Exhibit B: Salary Range Placement Schedules (Management Only) 2022-2023, 2023-2024,
2024-2025

Exhibit “A”

City of Perris Amended Schedule of Salary and Benefits –
Management Employees

Exhibit “B”

City of Perris
Salary Range Placement Schedule (Management Only)
2022-2023, 2023-2024, 2024-2025

EXHIBIT "A"
RESOLUTION NUMBER (NEXT IN ORDER)

CITY OF PERRIS
AMENDED SCHEDULE OF SALARY AND BENEFITS --
MANAGEMENT EMPLOYEES

ARTICLE I

GENERAL

Section 1.1 AFFECTED EMPLOYEES. This Schedule of Salary and Benefits (the "Schedule") shall be in force and effect for the following classifications of Management Employees with the City of Perris, herein the "Affected Employees":

Executive Class:

Assistant City Manager
Deputy City Manager
Director of Administrative Services
Director of Building and Code Enforcement
Director of Community Services and Housing
Director of Development Services
Director of Finance
Director of Planning and Economic Development
Director of Public Works

Management Class

Assistant Director of Administrative Services
Assistant Director of Community Services and Housing
Assistant Director of Development Services
Assistant Director of Finance
Assistant Director of Public Works
Chief Information Officer
Building Official
Building and Safety Manager
Capital Improvement Project Manager
Code Enforcement Manager
Community Services Manager
Economic Development and Housing Manager
Finance Manager
Housing Manager
Human Resources and Risk Manager
Information Technology Manager
Park Services Manager
Planning Manager

Public Works Manager

Supervisory Class:

Accounting Supervisor
Code Compliance Supervisor
Community Services Supervisor
Counter Services Supervisor
Human Resources and Risk Supervisor
Information Technology Supervisor
Operations Supervisor
Principal Management Analyst
Principal Planner
Public Health Supervisor
Public Works Supervisor
Parks Supervisor
Special Districts Supervisor

Section 1.2 NEW POSITIONS/CLASSIFICATIONS. For future new Management Employee positions/classifications not listed in this Section at the time this Schedule is adopted, the City Manager shall be authorized to add, reclassify, eliminate and determine the applicable Class (Executive, Management, or Supervisory) until such time as this Schedule is amended to reflect the new position/classification.

Section 1.3 GENERAL BENEFITS AND CONDITIONS. Except as expressly modified or provided in this Schedule or by written contract, Affected Employees shall receive the same benefits as those offered to City employees who are covered by the Memorandum of Understanding between the City of Perris and the Local 911 of the California Teamsters Union effective July 1, 2022 through June 30, 2025 (the "MOU") under the following specified provisions of the MOU:

- (a) 12.0 – Bilingual Compensation (Supervisory Class);
- (b) 15.3 – Educational Incentive Pay;
- (c) 16.0 – Longevity Pay;
- (d) 17.0 – Holidays;
- (e) 18.0 – Vacation Leave;
- (f) 19.0 – Sick-Related Leave;
- (g) 26.7 – Uniforms/Work Shoe (Supervisory Class);
- (h) 28.0 – Pay Day and Parking;
- (i) 30.0 – Training School Fees;

- (j) 31.0 – Educational Reimbursement;
- (k) 32.0 – Fringe Benefits;
- (l) 33.0 – State Disability Insurance;
- (m) 34.0 – Retirement Benefits.

As an example, only medical insurance and retirement benefits are the same for Affected Employees and employees covered by the MOU.

Section 1.4 FLSA EXEMPT STATUS. The City designates Affected Employees as exempt employees for purposes of the Fair Labor Standards Act. The City shall comply with all applicable State and Federal standards, regulations and laws relative to its designations of Affected Employees as exempt employees for FLSA purposes.

Section 1.5 SERVICE. The word "service," as used in this Schedule, shall be defined to mean continuous, full-time service in the Affected Employee's present classification, service in a higher classification, or service in a classification allocated to the same salary range and having generally similar duties and requirements. A lapse of service by an Affected Employee for a period of time longer than thirty (30) calendar days by reason of resignation or discharge, shall serve to eliminate the accumulated length of service time of such Affected Employee for the purpose of compensation eligibility and leave accrual under this Schedule. Such Affected Employee reentering service with the City shall be considered as a new employee.

Section 1.6 EMPLOYMENT STATUS. The following positions works are deemed to be "at-will" employees serving solely at the pleasure of the City Manager and are subject to dismissal at the pleasure of the City Manager: Assistant City Manager, Deputy City Manager, Director Administrative Services, Director of Building and Code Enforcement, Director of Community Services and Housing, Director of Development Services, Director of Finance, Director of Planning and Economic Development and the Director of Public Works. Any Affected Employee an at-will position may be terminated from his/her service with the City without any cause whatsoever, with or without notice, and without any right to a hearing, including any so-called "Skelly" rights. In the event of such termination, the sole and entire right of any Affected Employee shall be to receive any compensation which vested prior to the date of the termination. The remaining Affected Employees within the Management and Supervisory Classes are deemed to be in the Classified Service and subject to the employment status provided in the City of Perris' Personnel Rules and Regulations (the "Personnel Rules").

Section 1.7 INTERPRETATION. The City Manager shall be authorized to make any interpretation necessary to implement this Schedule, including but not limited to resolving any conflicts with the MOU or Personnel Rules. The City Manager's determination shall be final.

ARTICLE II

SALARY

Section 2.1 BASIC SALARY SCHEDULE. The basic salary schedule for all Affected Employees who are now employed, or will in the future be employed, is contained in the City of Perris

Salary Range Placement, which originated in 2004 and is most recently amended as provided herein. The salary schedule pertaining to Affected Employees consists of a range of pay available and identified by a position number and is attached hereto as Exhibit "B". The City Manager shall be authorized to establish or amend salary ranges consistent with labor market salaries for any new or existing positions to effectively manage City operations.

For the purpose of calculating hourly wages as they pertain to payment of accrued leaves specifically provided for in this Schedule or for any other hourly rate determination, the hourly rate of pay shall be the monthly rate identified in the Salary Range Placement Schedule, multiplied by twelve (12) and divided by 2080 rounded to the nearest cent.

Section 2.2 LEVEL OF COMPENSATION. Affected Employees shall initially be placed, at time of appointment by the City Manager, at a level of compensation at any step within the applicable ranges set forth in the Salary Range Placement Schedule. Initial placement, periodic evaluations, and periodic increases or decreases shall be determined by the City Manager on a merit basis in accordance with the City's Personnel Rules, as applicable to Affected Employees.

Section 2.3 WAGE INCREASES. In accordance with Section 1.2 of this Schedule and the MOU, Affected Employees shall receive a salary increase of five percent (5%) Cost of Living (COLA) effective retroactive to the date of July 10, 2022, four percent (4%) COLA effective the first full payroll period in July 2023, and two percent (2%) COLA effective the first full payroll in July 2024.

Section 2.4 MASTER'S DEGREE INCENTIVE PROGRAM. Effective with the first full payroll in July, 2017, each Affected Employee who holds a verified Master's degree from an Accredited University will be eligible to receive a seven (7%) percent incentive pay to their annual salary.

Section 2.5 BACHELOR'S DEGREE INCENTIVE PROGRAM. Effective with the first full payroll in July, 2017, each Affected Employee who holds a verified Bachelor's degree from an Accredited University, who's current position's classification specification does not require a Bachelor's degree as a minimum qualification, will be eligible to receive a five (5%) percent incentive pay to their annual salary.

ARTICLE III

OTHER COMPENSATION AND BENEFITS

Section 3.1 EDUCATIONAL REIMBURSEMENT. Affected Employees shall be eligible to receive educational reimbursement up to a maximum amount of two thousand five hundred (\$2,500) dollars per fiscal year. Specific courses, degree and certificate programs require authorization by the City Manager prior to enrollment.

Section 3.2 AUTOMOBILE ALLOWANCE. Affected Employees shall receive a monthly automobile allowance or be assigned a City-owned vehicle as follows:

Executive Class: \$500
Management Class: \$500

For employees hired after October 27, 2020 into the positions of Director of Administrative Services, Director of Finance, and/or Finance Manager, they are excluded from automobile allowance benefits. The City Manager may in his or her discretion assign a City-owned vehicle to any Affected Employee whose primary duties require extensive field work. An assigned vehicle shall be in lieu of a cash automobile allowance.

Section 3.3 CELL PHONES. The City Manager may in his or her discretion assign a City-owned cell phone to any Affected Employee.

Section 3.4 LIFE INSURANCE. The City shall contribute the full amount of the premium for an Affected Employee for minimal insurance coverage that is sufficient to provide no less than two (2) times the Affected Employee's annual base salary.

Section 3.5 LONG TERM DISABILITY INSURANCE. The City shall contribute the full amount of the premium for a policy of group long-term disability insurance for Affected Employees.

Section 3.6 FLEXIBLE SAVINGS ACCOUNT (FSA). Affected Employees will receive a pre-tax Flexible Spending Account (FSA) for medical expenses and a pre-tax Flexible Spending Account (FSA) for dependent care expenses, effective as soon as practicable.

Section 3.7 DENTAL PLAN. The City shall contribute up to \$200 for monthly premiums toward either a Health Maintenance Organization (HMO) or Preferred Plan Option (PPO) dental plan for each Affected Employee, as elected by the Affected Employee.

Section 3.8 VISION CARE REIMBURSEMENT. Affected Employees shall be eligible for vision care reimbursement not to exceed the following annual amounts per fiscal year:

Executive Class:	\$850
Management Class:	\$850
Supervisory Class:	\$850

Section 3.9 DEFERRED COMPENSATION – MATCHING CONTRIBUTIONS. The City shall match the contributions of Affected Employees to the deferred compensation program up to the following amounts:

Executive Class:	up to six (6%) percent of annual salary
Management Class:	up to five (5%) percent of annual salary
Supervisory Class:	up to five (5%) percent of annual salary

ARTICLE IV

VACATION LEAVE

Section 4.1 VACATION LEAVE ACCRUAL. Affected Employees shall accrue vacation leave in accordance with the formula contained in the MOU.

Section 4.2 MAXIMUM ACCRUAL. An Affected Employee may accrue vacation leave up to the following maximum amounts:

Executive Class: 540 hours
Management Class: 500 hours
Supervisory Class: 460 hours

When an Affected Employee has reached the applicable maximum accrual he/she shall cease to accrue vacation leave until the balance of accrued vacation leave has fallen below this maximum accrual, at which time such Affected Employee shall resume accrual at the rate provided for herein. Any vacation leave accrued by an Affected Employee shall remain vested to the Affected Employee and shall not be changed or altered by the City.

Section 4.3 UTILIZATION OF VACATION LEAVE. Utilization of vacation leave shall be scheduled through the City Manager and/or his or her designee, who shall, in his or her sole discretion, determine when and whether to permit such leave. In making a determination when and whether to permit utilization of vacation leave, the City Manager may consider such factors as the preferences of an Affected Employee, the availability of staff to assume the duties of the Affected Employee, the factors of City business on the portion of the Affected Employee, and the overall staffing and other needs of the City. No Affected Employee shall be eligible to utilize accrued vacation leave during the Affected Employee's initial probationary period, unless explicitly approved by the City Manager.

Section 4.4 ANNUAL CONVERSION OF UNUSED VACATION LEAVE. Once annually, all vacation leave accrued and unused above one hundred twenty (120) hours may be converted into a cash payment at the current hourly rate of the Affected Employee, but not to exceed one hundred twenty (120) hours in any one (1) fiscal year. No request for conversion shall be granted unless first approved by the City Manager.

Section 4.5 CONVERSION OF UNUSED VACATION LEAVE AT SEPARATION. Affected Employees who voluntarily or involuntarily separate from employment with the City shall be paid in a lump sum for all accrued vacation leave earned to the effective date of the separation, up to the maximum prescribed in Section 4.2 of this Schedule. Payment shall be at the same hourly rate of pay as was authorized for the Affected Employee at the effective date of termination. In the event of the death of an Affected Employee, payment for accrued and unused vacation leave shall be paid to the beneficiary designated by the Affected Employee or as provided by law. Such designation shall have been in writing, signed by the Affected Employee and filed with the Personnel Officer. In the event an Affected Employee has not designated a beneficiary, the payment shall be made to the spouse or estate of the Affected Employee as required by law.

ARTICLE V

ADMINISTRATIVE LEAVE

Section 5.1 ADMINISTRATIVE LEAVE ACCRUAL. Affected Employees shall accrue administrative leave at the rate of twelve (12) days per year of service.

Section 5.2 MAXIMUM ACCRUAL. An Affected Employee may accrue administrative leave up to the following maximum amounts:

Executive Class: 420 hours
Management Class: 380 hours
Supervisory Class: 340 hours

When an Affected Employee has reached the applicable maximum accrual he/she shall cease to accrue administrative leave until the balance of accrued administrative leave has fallen below this maximum accrual, at which time such Affected Employee shall resume accrual at the rate provided for herein. Any administrative leave accrued by an Affected Employee shall remain vested to the Affected Employee and shall not be changed or altered by the City.

Section 5.3 UTILIZATION OF ADMINISTRATIVE LEAVE. Utilization of administrative leave shall be scheduled through the City Manager who shall, in his or her sole discretion, determine when and whether to permit such leave. In making a determination when and whether to permit utilization of administrative leave, the City Manager may consider such factors as the preferences of an Affected Employee, the availability of staff to assume the duties of the Affected Employee, the factors of City business on the portion of the Affected Employee, and the overall staffing and other needs of the City.

Section 5.4 ANNUAL CONVERSION OF UNUSED ADMINISTRATIVE LEAVE. Once annually, all administrative leave accrued and unused above one hundred twenty (120) hours may be converted into a cash payment at the then current hourly rate of the Affected Employee, but not to exceed one hundred twenty (120) hours in any one (1) fiscal year. No request for conversion shall be granted unless first approved by the City Manager.

Section 5.5 CONVERSION OF UNUSED ADMINISTRATIVE LEAVE AT SEPARATION. Affected Employees who voluntarily or involuntarily separate from employment with the City shall be paid in a lump sum for all accrued administrative leave earned to the effective date of the separation, up to the maximum prescribed in Section 5.2 of this Schedule. Payment shall be at the same hourly rate of pay as was authorized for the Affected Employee at the effective date of termination. In the event of the death of an Affected Employee, payment for accrued and unused administrative leave shall be paid to the beneficiary designated by the Affected Employee or as otherwise required by law. Such designation shall have been in writing, signed by the Affected Employee and filed with the Personnel Officer. In the event an Affected Employee has not designated a beneficiary, the payment shall be made to the spouse or estate of the Affected Employee as required by law.

ARTICLE VI

SICK LEAVE

Section 6.1 SICK LEAVE ACCRUAL. Affected Employees shall accrue sick leave in accordance with the formula contained in the MOU.

Section 6.2 MAXIMUM ACCRUAL. An Affected Employee may accrue sick leave up to the following maximum amounts:

Executive Class: 460 hours
Management Class: 420 hours
Supervisory Class: 380 hours

When an Affected Employee has reached the applicable maximum accrual he/she shall cease to accrue sick leave until the balance of accrued sick leave has fallen below this maximum accrual, at which time such Affected Employee shall resume accrual at the rate provided for herein.

Section 6.3 REPORTING AND UTILIZATION OF SICK LEAVE. An Affected Employee shall submit a "Leave Request" form to the City Manager no less than twenty-four (24) hours prior to taking sick leave for pre-scheduled medical appointments.

An Affected Employee unable to report to work due to illness shall inform the City Manager of his/her absence no later than one-half (1/2) hour after the regular start of the Affected Employee's workday. Failure to report the intended absence may result in disciplinary action.

The City Manager, in his or her sole discretion, may require an Affected Employee to submit a Doctor's verification of an Affected Employee's illness and inability to perform assigned duties prior to approving sick leave with pay.

The City Manager, in his or her sole discretion, may permit an Affected Employee to utilize sick leave for medically related issues of the Affected Employee or of a family member.

Section 6.4 ANNUAL CONVERSION OF ACCRUED SICK LEAVE. Once annually, all sick leave accrued and unused above eighty (80) hours may be converted into a cash payment, but not to exceed one hundred twenty (120) hours in any one (1) fiscal year. The first eighty (80) hours converted shall be at the current hourly rate of the Affected Employee, and any additional hours converted shall be at one-half (1/2) of the current hourly rate. No request for conversion shall be granted unless first approved by the City Manager.

Section 6.5 CONVERSION OF UNUSED SICK LEAVE UPON SEPARATION. Affected Employees who voluntarily or involuntarily separate from employment with the City shall be paid in a lump sum for all accrued sick leave earned to the effective date of the separation, up to the maximum prescribed in Section 6.2 of this Schedule. Payment for the first eighty (80) hours of unused sick leave shall be at the same hourly rate of pay as was authorized for the Affected Employee at the effective date of termination, and any remaining hours converted shall be at one-half (1/2) of the hourly rate. In the event of the death of an Affected Employee, payment for accrued and unused sick leave shall be paid to the beneficiary designated by the Affected Employee. Such designation shall have been in writing, signed by the Affected Employee and filed with the Personnel Officer. In the event an Affected Employee has not designated a beneficiary, the payment shall be made to the estate of the Affected Employee.

ARTICLE VII

EFFECTIVE DATE

EFFECTIVE DATE; AMENDMENTS. This Schedule of Salary and Benefits shall be effective as of July 1, 2022 and until June 30, 2025, or until amended. This Schedule authorizes the City by means of the City Manager to execute, implement, modify as permitted and interpret the Schedule as deemed necessary to effectively manage City operations during the time period covered by this Resolution. The City Council retains the right to amend, modify or supersede the benefits contained herein, by resolution of the Council.

CITY OF PERRIS
SALARY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)

Annual Adjustment
(MOU INCREASE) **5.00%**

APPROXIMATELY 2.5% BETWEEN RANGES
FIVE STEPS; APPROXIMATELY 5% BETWEEN STEPS
APPROXIMATELY 20% BETWEEN SALARY MINIMUM AND MAXIMUM

STARTING FIRST FULL PAY PERIOD AFTER JULY 1, 2022
Fiscal Year 2022-2023 - WITH 5% MOU INCREASE

Range #	Recommended Title	Pay Period	Step A	Step B	Step C	Step D	Step E
63	Community Services Supervisor	Hourly	\$40.5111	\$42.5367	\$44.6635	\$46.8967	\$49.2415
	Information Technology Supervisor	Bi-weekly	\$3,240.89	\$3,402.94	\$3,573.08	\$3,751.74	\$3,939.32
	Parks Supervisor	Monthly	\$7,022	\$7,373	\$7,742	\$8,129	\$8,535
	Public Health Supervisor	Annual	\$84,263	\$88,476	\$92,900	\$97,545	\$102,422
	Public Works Supervisor						
	Operations Supervisor Special Districts Supervisor						
70	Accounting Supervisor	Hourly	\$48.1551	\$50.5628	\$53.0910	\$55.7455	\$58.5328
		Bi-weekly	\$3,852.41	\$4,045.03	\$4,247.28	\$4,459.64	\$4,682.62
		Monthly	\$8,347	\$8,764	\$9,202	\$9,663	\$10,146
		Annual	\$100,163	\$105,171	\$110,429	\$115,951	\$121,748
71		Hourly	\$49.3589	\$51.8268	\$54.4183	\$57.1392	\$59.9960
		Bi-weekly	\$3,948.71	\$4,146.14	\$4,353.46	\$4,571.13	\$4,799.68
		Monthly	\$8,556	\$8,983	\$9,432	\$9,904	\$10,399
		Annual	\$102,666	\$107,800	\$113,190	\$118,849	\$124,792
72	Code Compliance Supervisor Counter Services Supervisor Human Resources and Risk Supervisor Principal Management Analyst	Hourly	\$50.5928	\$53.1225	\$55.7786	\$58.5676	\$61.4959
		Bi-weekly	\$4,047.43	\$4,249.80	\$4,462.29	\$4,685.41	\$4,919.67
		Monthly	\$8,769	\$9,208	\$9,668	\$10,152	\$10,659
		Annual	\$105,233	\$110,495	\$116,020	\$121,821	\$127,912
73	Principal Planner	Hourly	\$51.8577	\$54.4505	\$57.1731	\$60.0317	\$63.0334
		Bi-weekly	\$4,148.61	\$4,356.04	\$4,573.85	\$4,802.53	\$5,042.67
		Monthly	\$8,989	\$9,438	\$9,910	\$10,405	\$10,926
		Annual	\$107,864	\$113,257	\$118,920	\$124,866	\$131,109
74		Hourly	\$53.1541	\$55.8119	\$58.6024	\$61.5326	\$64.6092
		Bi-weekly	\$4,252.33	\$4,464.95	\$4,688.19	\$4,922.61	\$5,168.73
		Monthly	\$9,213	\$9,674	\$10,158	\$10,666	\$11,199
		Annual	\$110,561	\$116,089	\$121,893	\$127,988	\$134,387
75		Hourly	\$54.4829	\$57.2071	\$60.0675	\$63.0709	\$66.2244
		Bi-weekly	\$4,358.63	\$4,576.56	\$4,805.40	\$5,045.67	\$5,297.95
		Monthly	\$9,444	\$9,916	\$10,412	\$10,932	\$11,479
		Annual	\$113,324	\$118,991	\$124,940	\$131,187	\$137,747
76		Hourly	\$55.8450	\$58.6374	\$61.5691	\$64.6476	\$67.8800
		Bi-weekly	\$4,467.60	\$4,690.99	\$4,925.53	\$5,171.80	\$5,430.40
		Monthly	\$9,680	\$10,164	\$10,672	\$11,206	\$11,766
		Annual	\$116,158	\$121,966	\$128,064	\$134,467	\$141,190
77		Hourly	\$57.2412	\$60.1033	\$63.1084	\$66.2638	\$69.5770
		Bi-weekly	\$4,579.29	\$4,808.27	\$5,048.67	\$5,301.10	\$5,566.16
		Monthly	\$9,922	\$10,418	\$10,939	\$11,486	\$12,060
		Annual	\$119,062	\$125,015	\$131,266	\$137,829	\$144,720
78		Hourly	\$58.6722	\$61.6058	\$64.6861	\$67.9205	\$71.3164
		Bi-weekly	\$4,693.77	\$4,928.46	\$5,174.89	\$5,433.64	\$5,705.31
		Monthly	\$10,170	\$10,678	\$11,212	\$11,773	\$12,362
		Annual	\$122,038	\$128,140	\$134,547	\$141,275	\$148,338

CITY OF PERRIS

SALARY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)

Annual Adjustment
(MOU INCREASE)

5.00%

APPROXIMATELY 2.5% BETWEEN RANGES
FIVE STEPS; APPROXIMATELY 5% BETWEEN STEPS
APPROXIMATELY 20% BETWEEN SALARY MINIMUM AND MAXIMUM

STARTING FIRST FULL PAY PERIOD AFTER JULY 1, 2022

Fiscal Year 2022-2023 - WITH 5% MOU INCREASE

Range #	Recommended Title	Pay Period	Step A	Step B	Step C	Step D	Step E
79		Hourly	\$60.1390	\$63.1460	\$66.3032	\$69.6184	\$73.0994
		Bi-weekly	\$4,811.12	\$5,051.68	\$5,304.26	\$5,569.47	\$5,847.95
		Monthly	\$10,424	\$10,945	\$11,493	\$12,067	\$12,671
		Annual	\$125,089	\$131,344	\$137,911	\$144,806	\$152,047
80	Building Official	Hourly	\$61.6425	\$64.7247	\$67.9609	\$71.3588	\$74.9268
	Building and Safety Manager	Bi-weekly	\$4,931.40	\$5,177.97	\$5,436.87	\$5,708.71	\$5,994.15
	Code Enforcement Manager	Monthly	\$10,685	\$11,219	\$11,780	\$12,369	\$12,987
	Capital Improvement Project Manager	Annual	\$128,216	\$134,627	\$141,359	\$148,426	\$155,848
	Community Services Manager						
	Economic Development and Housing Manager						
	Finance Manager						
	Human Resources and Risk Manager						
	Information Technology Manager						
	Parks Services Manager						
	Planning Manager						
	Public Works Manager						
Water System Superintendent							
81		Hourly	\$63.1835	\$66.3428	\$69.6599	\$73.1429	\$76.8000
		Bi-weekly	\$5,054.68	\$5,307.42	\$5,572.79	\$5,851.43	\$6,144.00
		Monthly	\$10,952	\$11,499	\$12,074	\$12,678	\$13,312
		Annual	\$131,422	\$137,993	\$144,893	\$152,137	\$159,744
82		Hourly	\$64.7632	\$68.0013	\$71.4013	\$74.9714	\$78.7200
		Bi-weekly	\$5,181.06	\$5,440.11	\$5,712.11	\$5,997.71	\$6,297.60
		Monthly	\$11,226	\$11,787	\$12,376	\$12,995	\$13,645
		Annual	\$134,707	\$141,443	\$148,515	\$155,940	\$163,738
83		Hourly	\$66.3822	\$69.7013	\$73.1864	\$76.8457	\$80.6880
		Bi-weekly	\$5,310.57	\$5,576.11	\$5,854.91	\$6,147.66	\$6,455.04
		Monthly	\$11,506	\$12,082	\$12,686	\$13,320	\$13,986
		Annual	\$138,075	\$144,979	\$152,228	\$159,839	\$167,831
84		Hourly	\$68.0418	\$71.4438	\$75.0161	\$78.7669	\$82.7053
		Bi-weekly	\$5,443.34	\$5,715.50	\$6,001.28	\$6,301.35	\$6,616.42
		Monthly	\$11,794	\$12,384	\$13,003	\$13,653	\$14,336
		Annual	\$141,527	\$148,603	\$156,033	\$163,835	\$172,027
85		Hourly	\$69.7428	\$73.2299	\$76.8914	\$80.7361	\$84.7729
		Bi-weekly	\$5,579.42	\$5,858.39	\$6,151.31	\$6,458.89	\$6,781.83
		Monthly	\$12,089	\$12,693	\$13,328	\$13,994	\$14,694
		Annual	\$145,065	\$152,318	\$159,934	\$167,931	\$176,328
86	Chief Information Officer	Hourly	\$71.4864	\$75.0608	\$78.8137	\$82.7544	\$86.8921
		Bi-weekly	\$5,718.91	\$6,004.86	\$6,305.09	\$6,620.35	\$6,951.37
		Monthly	\$12,391	\$13,011	\$13,661	\$14,344	\$15,061
		Annual	\$148,692	\$156,126	\$163,932	\$172,129	\$180,736
87		Hourly	\$73.2736	\$76.9373	\$80.7840	\$84.8234	\$89.0645
		Bi-weekly	\$5,861.89	\$6,154.98	\$6,462.72	\$6,785.87	\$7,125.16
		Monthly	\$12,701	\$13,336	\$14,003	\$14,703	\$15,438
		Annual	\$152,409	\$160,030	\$168,031	\$176,433	\$185,254

CITY OF PERRIS
SALARY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)

Annual Adjustment
(MOU INCREASE) **5.00%**

APPROXIMATELY 2.5% BETWEEN RANGES
FIVE STEPS; APPROXIMATELY 5% BETWEEN STEPS
APPROXIMATELY 20% BETWEEN SALARY MINIMUM AND MAXIMUM

STARTING FIRST FULL PAY PERIOD AFTER JULY 1, 2022
Fiscal Year 2022-2023 - WITH 5% MOU INCREASE

Range #	Recommended Title	Pay Period	Step A	Step B	Step C	Step D	Step E
88		Hourly	\$75,105.4	\$78,860.6	\$82,803.7	\$86,943.8	\$91,291.0
		Bi-weekly	\$6,008.44	\$6,308.85	\$6,624.30	\$6,955.51	\$7,303.28
		Monthly	\$13,018	\$13,669	\$14,353	\$15,070	\$15,824
		Annual	\$156,219	\$164,030	\$172,232	\$180,843	\$189,885
89	Assistant Director of Development Services	Hourly	\$76,983.0	\$80,832.1	\$84,873.8	\$89,117.5	\$93,573.4
	Assistant Director of Finance	Bi-weekly	\$6,158.64	\$6,466.57	\$6,789.91	\$7,129.40	\$7,485.87
	Assistant Director of Community Services and Housing	Monthly	\$13,344	\$14,011	\$14,711	\$15,447	\$16,219
	Assistant Director of Administrative Services	Annual	\$160,125	\$168,131	\$176,538	\$185,364	\$194,633
	Assistant Director of Public Works						
90		Hourly	\$78,907.7	\$82,853.0	\$86,995.7	\$91,345.5	\$95,912.7
		Bi-weekly	\$6,312.61	\$6,628.24	\$6,959.65	\$7,307.64	\$7,673.02
		Monthly	\$13,677	\$14,361	\$15,079	\$15,833	\$16,625
		Annual	\$164,128	\$172,334	\$180,951	\$189,999	\$199,498
91		Hourly	\$80,880.2	\$84,924.3	\$89,170.6	\$93,629.0	\$98,310.6
		Bi-weekly	\$6,470.42	\$6,793.95	\$7,133.65	\$7,490.32	\$7,864.84
		Monthly	\$14,019	\$14,720	\$15,456	\$16,229	\$17,040
		Annual	\$168,231	\$176,643	\$185,475	\$194,748	\$204,486
92		Hourly	\$82,902.3	\$87,047.4	\$91,399.7	\$95,969.7	\$100,768.3
		Bi-weekly	\$6,632.18	\$6,963.79	\$7,311.98	\$7,677.58	\$8,061.46
		Monthly	\$14,370	\$15,088	\$15,843	\$16,635	\$17,466
		Annual	\$172,437	\$181,059	\$190,111	\$199,617	\$209,598
93		Hourly	\$84,974.8	\$89,223.6	\$93,684.8	\$98,369.1	\$103,287.6
		Bi-weekly	\$6,797.99	\$7,137.89	\$7,494.78	\$7,869.53	\$8,263.00
		Monthly	\$14,729	\$15,465	\$16,239	\$17,051	\$17,903
		Annual	\$176,748	\$185,585	\$194,864	\$204,808	\$214,838
94	Director of Administrative Services	Hourly	\$87,099.2	\$91,454.1	\$96,026.8	\$100,828.3	\$105,869.6
	Director of Building and Code Enforcement	Bi-weekly	\$6,967.94	\$7,316.33	\$7,682.15	\$8,066.27	\$8,469.57
	Director of Community Services and Housing	Monthly	\$15,097	\$15,852	\$16,645	\$17,477	\$18,351
	Director of Development Services	Annual	\$181,166	\$190,225	\$199,736	\$209,723	\$220,209
	Director of Finance						
Director of Planning and Economic Development							
Director of Public Works							
95		Hourly	\$89,276.7	\$93,740.6	\$98,427.6	\$103,349.0	\$108,516.3
		Bi-weekly	\$7,142.13	\$7,499.25	\$7,874.21	\$8,267.92	\$8,681.31
		Monthly	\$15,475	\$16,248	\$17,061	\$17,914	\$18,809
		Annual	\$185,695	\$194,980	\$204,729	\$214,966	\$225,714
96	Deputy City Manager	Hourly	\$91,508.7	\$96,084.0	\$100,888.2	\$105,932.7	\$111,229.4
		Bi-weekly	\$7,320.70	\$7,686.72	\$8,071.05	\$8,474.62	\$8,898.35
		Monthly	\$15,862	\$16,655	\$17,487	\$18,362	\$19,280
		Annual	\$190,338	\$199,855	\$209,847	\$220,340	\$231,357
97		Hourly	\$93,796.6	\$98,486.1	\$103,410.4	\$108,581.1	\$114,010.1
		Bi-weekly	\$7,503.73	\$7,878.89	\$8,272.83	\$8,686.49	\$9,120.81
		Monthly	\$16,258	\$17,071	\$17,924	\$18,821	\$19,762
		Annual	\$195,097	\$204,851	\$215,094	\$225,849	\$237,141

CITY OF PERRIS SALARY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)						Annual Adjustment (MOU INCREASE)	5.00%
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APPROXIMATELY 2.5% BETWEEN RANGES
 FIVE STEPS; APPROXIMATELY 5% BETWEEN STEPS
 APPROXIMATELY 20% BETWEEN SALARY MINIMUM AND MAXIMUM

STARTING FIRST FULL PAY PERIOD AFTER JULY 1, 2022
Fiscal Year 2022-2023 - WITH 5% MOU INCREASE

Range #	Recommended Title	Pay Period	Step A	Step B	Step C	Step D	Step E
98	Assistant City Manager	Hourly	\$96,1413	\$100,9483	\$105,9956	\$111,2956	\$116,8604
		Bi-weekly	\$7,691.30	\$8,075.86	\$8,479.65	\$8,903.65	\$9,348.83
		Monthly	\$16,664	\$17,498	\$18,373	\$19,291	\$20,256
		Annual	\$199,974	\$209,972	\$220,471	\$231,495	\$243,070
99		Hourly	\$98,5449	\$103,4719	\$108,6455	\$114,0780	\$119,7819
		Bi-weekly	\$7,883.59	\$8,277.75	\$8,691.64	\$9,126.24	\$9,582.55
		Monthly	\$17,081	\$17,935	\$18,832	\$19,774	\$20,762
		Annual	\$204,973	\$215,222	\$225,983	\$237,282	\$249,146
100		Hourly	\$101,0084	\$106,0588	\$111,3617	\$116,9299	\$122,7764
		Bi-weekly	\$8,080.67	\$8,484.70	\$8,908.94	\$9,354.39	\$9,822.11
		Monthly	\$17,508	\$18,384	\$19,303	\$20,268	\$21,281
		Annual	\$210,098	\$220,602	\$231,632	\$243,214	\$255,375
N/A	City Manager Salary set by agreement Range placement is not applicable	Hourly					\$127,6119
		Bi-weekly					\$10,208.95
		Monthly					\$22,119
		Annual					\$265,433

CITY OF PERRIS

SALARY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)

Annual Adjustment
(MOU INCREASE) **4.00%**

APPROXIMATELY 2.5% BETWEEN RANGES
FIVE STEPS; APPROXIMATELY 5% BETWEEN STEPS
APPROXIMATELY 20% BETWEEN SALARY MINIMUM AND MAXIMUM

STARTING FIRST FULL PAY PERIOD AFTER JULY 1, 2023

Fiscal Year 2023-2024 - WITH 4% MOU INCREASE

Range #	Recommended Title	Pay Period	Step A	Step B	Step C	Step D	Step E
63	Community Services Supervisor	Hourly	\$42,1315	\$44,2382	\$46,4500	\$48,7726	\$51,2112
	Information Technology Supervisor	Bi-weekly	\$3,370.52	\$3,539.05	\$3,716.00	\$3,901.81	\$4,096.89
	Parks Supervisor	Monthly	\$7,303	\$7,668	\$8,051	\$8,454	\$8,877
	Public Health Supervisor	Annual	\$87,634	\$92,015	\$96,616	\$101,447	\$106,519
	Public Works Supervisor						
	Operations Supervisor Special Districts Supervisor						
70	Accounting Supervisor	Hourly	\$50.0813	\$52.5853	\$55.2146	\$57.9754	\$60.8741
		Bi-weekly	\$4,006.50	\$4,206.83	\$4,417.17	\$4,638.03	\$4,869.93
		Monthly	\$8,681	\$9,115	\$9,571	\$10,049	\$10,552
		Annual	\$104,169	\$109,377	\$114,846	\$120,589	\$126,618
71		Hourly	\$51.3332	\$53.8999	\$56.5950	\$59.4247	\$62.3959
		Bi-weekly	\$4,106.66	\$4,311.99	\$4,527.60	\$4,753.98	\$4,991.67
		Monthly	\$8,898	\$9,343	\$9,810	\$10,300	\$10,815
		Annual	\$106,773	\$112,112	\$117,718	\$123,603	\$129,783
72	Code Compliance Supervisor Counter Services Supervisor Human Resources and Risk Supervisor Principal Management Analyst	Hourly	\$52.6166	\$55.2474	\$58.0098	\$60.9103	\$63.9558
		Bi-weekly	\$4,209.32	\$4,419.79	\$4,640.78	\$4,872.82	\$5,116.46
		Monthly	\$9,120	\$9,576	\$10,055	\$10,558	\$11,086
		Annual	\$109,442	\$114,915	\$120,660	\$126,693	\$133,028
73	Principal Planner	Hourly	\$53.9320	\$56.6285	\$59.4600	\$62.4329	\$65.5547
		Bi-weekly	\$4,314.56	\$4,530.28	\$4,756.80	\$4,994.64	\$5,244.38
		Monthly	\$9,348	\$9,816	\$10,306	\$10,822	\$11,363
		Annual	\$112,179	\$117,787	\$123,677	\$129,861	\$136,354
74		Hourly	\$55.2803	\$58.0444	\$60.9465	\$63.9939	\$67.1935
		Bi-weekly	\$4,422.42	\$4,643.55	\$4,875.72	\$5,119.51	\$5,375.48
		Monthly	\$9,582	\$10,061	\$10,564	\$11,092	\$11,647
		Annual	\$114,983	\$120,732	\$126,769	\$133,107	\$139,763
75		Hourly	\$56.6622	\$59.4953	\$62.4702	\$65.5937	\$68.8734
		Bi-weekly	\$4,532.98	\$4,759.63	\$4,997.62	\$5,247.50	\$5,509.87
		Monthly	\$9,821	\$10,313	\$10,828	\$11,370	\$11,938
		Annual	\$117,857	\$123,750	\$129,938	\$136,435	\$143,257
76		Hourly	\$58.0788	\$60.9829	\$64.0319	\$67.2335	\$70.5952
		Bi-weekly	\$4,646.30	\$4,878.63	\$5,122.55	\$5,378.68	\$5,647.62
		Monthly	\$10,067	\$10,570	\$11,099	\$11,654	\$12,237
		Annual	\$120,804	\$126,844	\$133,186	\$139,846	\$146,838
77		Hourly	\$59.5308	\$62.5075	\$65.6328	\$68.9144	\$72.3600
		Bi-weekly	\$4,762.47	\$5,000.60	\$5,250.62	\$5,513.15	\$5,788.80
		Monthly	\$10,319	\$10,835	\$11,376	\$11,945	\$12,542
		Annual	\$123,824	\$130,016	\$136,516	\$143,342	\$150,509
78		Hourly	\$61.0190	\$64.0700	\$67.2736	\$70.6373	\$74.1690
		Bi-weekly	\$4,881.52	\$5,125.60	\$5,381.88	\$5,650.98	\$5,933.52
		Monthly	\$10,577	\$11,105	\$11,661	\$12,244	\$12,856
		Annual	\$126,920	\$133,266	\$139,929	\$146,926	\$154,272
79		Hourly	\$62.5445	\$65.6718	\$68.9553	\$72.4032	\$76.0234
		Bi-weekly	\$5,003.56	\$5,253.74	\$5,516.43	\$5,792.25	\$6,081.87
		Monthly	\$10,841	\$11,383	\$11,952	\$12,550	\$13,177
		Annual	\$130,093	\$136,597	\$143,427	\$150,599	\$158,129
80	Building Official	Hourly	\$64.1082	\$67.3136	\$70.6793	\$74.2132	\$77.9239

CITY OF PERRIS

SALARY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)

Annual Adjustment
(MOU INCREASE)

4.00%

APPROXIMATELY 2.5% BETWEEN RANGES
FIVE STEPS; APPROXIMATELY 5% BETWEEN STEPS
APPROXIMATELY 20% BETWEEN SALARY MINIMUM AND MAXIMUM

STARTING FIRST FULL PAY PERIOD AFTER JULY 1, 2023

Fiscal Year 2023-2024 - WITH 4% MOU INCREASE

Range #	Recommended Title	Pay Period	Step A	Step B	Step C	Step D	Step E
	Building and Safety Manager	Bi-weekly	\$5,128.65	\$5,385.09	\$5,654.35	\$5,937.06	\$6,233.91
	Code Enforcement Manager	Monthly	\$11,112	\$11,668	\$12,251	\$12,864	\$13,507
	Capital Improvement Project Manager	Annual	\$133,345	\$140,012	\$147,013	\$154,363	\$162,082
	Community Services Manager						
	Economic Development and Housing Manager						
	Finance Manager						
	Human Resources and Risk Manager						
	Information Technology Manager						
	Parks Services Manager						
	Planning Manager						
Public Works Manager							
Water System Superintendent							
81		Hourly	\$65,710.8	\$68,996.5	\$72,446.3	\$76,068.6	\$79,872.0
		Bi-weekly	\$5,256.87	\$5,519.72	\$5,795.70	\$6,085.49	\$6,389.76
		Monthly	\$11,390	\$11,959	\$12,557	\$13,185	\$13,844
		Annual	\$136,678	\$143,513	\$150,688	\$158,223	\$166,134
82		Hourly	\$67,353.7	\$70,721.4	\$74,257.4	\$77,970.2	\$81,868.8
		Bi-weekly	\$5,388.30	\$5,657.71	\$5,940.59	\$6,237.62	\$6,549.51
		Monthly	\$11,675	\$12,258	\$12,871	\$13,515	\$14,191
		Annual	\$140,096	\$147,100	\$154,455	\$162,178	\$170,287
83		Hourly	\$69,037.5	\$72,489.4	\$76,113.9	\$79,919.5	\$83,915.5
		Bi-weekly	\$5,523.00	\$5,799.15	\$6,089.11	\$6,393.56	\$6,713.24
		Monthly	\$11,966	\$12,565	\$13,193	\$13,853	\$14,545
		Annual	\$143,598	\$150,778	\$158,317	\$166,233	\$174,544
84		Hourly	\$70,763.4	\$74,301.5	\$78,016.7	\$81,917.6	\$86,013.5
		Bi-weekly	\$5,661.07	\$5,944.12	\$6,241.34	\$6,553.41	\$6,881.08
		Monthly	\$12,266	\$12,879	\$13,523	\$14,199	\$14,909
		Annual	\$147,188	\$154,547	\$162,275	\$170,389	\$178,908
85		Hourly	\$72,532.5	\$76,159.1	\$79,967.1	\$83,965.5	\$88,163.8
		Bi-weekly	\$5,802.60	\$6,092.73	\$6,397.37	\$6,717.24	\$7,053.10
		Monthly	\$12,572	\$13,201	\$13,861	\$14,554	\$15,282
		Annual	\$150,868	\$158,411	\$166,332	\$174,648	\$183,381
86	Chief Information Officer	Hourly	\$74,345.9	\$78,063.2	\$81,966.2	\$86,064.6	\$90,367.8
		Bi-weekly	\$5,947.67	\$6,245.05	\$6,557.30	\$6,885.17	\$7,229.43
		Monthly	\$12,887	\$13,531	\$14,207	\$14,918	\$15,664
		Annual	\$154,639	\$162,371	\$170,490	\$179,014	\$187,965
87		Hourly	\$76,204.5	\$80,014.8	\$84,015.4	\$88,216.3	\$92,627.1
		Bi-weekly	\$6,096.36	\$6,401.18	\$6,721.23	\$7,057.30	\$7,410.16
		Monthly	\$13,209	\$13,869	\$14,563	\$15,291	\$16,055
		Annual	\$158,505	\$166,431	\$174,752	\$183,490	\$192,664
88		Hourly	\$78,109.7	\$82,015.0	\$86,115.8	\$90,421.6	\$94,942.7
		Bi-weekly	\$6,248.77	\$6,561.20	\$6,889.27	\$7,233.73	\$7,595.42
		Monthly	\$13,539	\$14,216	\$14,927	\$15,673	\$16,457
		Annual	\$162,468	\$170,591	\$179,121	\$188,077	\$197,481
89	Assistant Director of Development Services Assistant Director of Finance Assistant Director of Community Services and Housing Assistant Director of Administrative Services	Hourly	\$80,062.3	\$84,065.4	\$88,268.8	\$92,682.2	\$97,316.3
		Bi-weekly	\$6,404.99	\$6,725.23	\$7,061.50	\$7,414.58	\$7,785.31
		Monthly	\$13,877	\$14,571	\$15,300	\$16,065	\$16,868
		Annual	\$166,530	\$174,856	\$183,599	\$192,779	\$202,418

CITY OF PERRIS
SALARY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)

Annual Adjustment
(MOU INCREASE) **4.00%**

APPROXIMATELY 2.5% BETWEEN RANGES
FIVE STEPS; APPROXIMATELY 5% BETWEEN STEPS
APPROXIMATELY 20% BETWEEN SALARY MINIMUM AND MAXIMUM

STARTING FIRST FULL PAY PERIOD AFTER JULY 1, 2023
Fiscal Year 2023-2024 - WITH 4% MOU INCREASE

Range #	Recommended Title	Pay Period	Step A	Step B	Step C	Step D	Step E
	Assistant Director of Public Works						
90		Hourly	\$82,064.00	\$86,167.11	\$90,475.55	\$94,999.33	\$99,749.22
		Bi-weekly	\$6,565.12	\$6,893.37	\$7,238.04	\$7,599.94	\$7,979.94
		Monthly	\$14,224.00	\$14,936.00	\$15,682.00	\$16,467.00	\$17,290.00
		Annual	\$170,693.00	\$179,228.00	\$188,189.00	\$197,599.00	\$207,478.00
91		Hourly	\$84,115.55	\$88,321.33	\$92,737.44	\$97,374.22	\$102,243.00
		Bi-weekly	\$6,729.24	\$7,065.71	\$7,418.99	\$7,789.93	\$8,179.44
		Monthly	\$14,580.00	\$15,309.00	\$16,074.00	\$16,878.00	\$17,722.00
		Annual	\$174,960.00	\$183,708.00	\$192,894.00	\$202,538.00	\$212,665.00
92		Hourly	\$86,218.44	\$90,529.33	\$95,055.77	\$99,808.55	\$104,799.00
		Bi-weekly	\$6,897.47	\$7,242.34	\$7,604.46	\$7,984.68	\$8,383.92
		Monthly	\$14,945.00	\$15,692.00	\$16,476.00	\$17,300.00	\$18,165.00
		Annual	\$179,334.00	\$188,301.00	\$197,716.00	\$207,602.00	\$217,982.00
93		Hourly	\$88,373.88	\$92,792.26	\$97,432.22	\$102,303.88	\$107,419.11
		Bi-weekly	\$7,069.91	\$7,423.41	\$7,794.57	\$8,184.31	\$8,593.52
		Monthly	\$15,318.00	\$16,084.00	\$16,888.00	\$17,733.00	\$18,619.00
		Annual	\$183,818.00	\$193,009.00	\$202,659.00	\$212,792.00	\$223,432.00
94	Director of Administrative Services	Hourly	\$90,583.22	\$95,112.33	\$99,867.99	\$104,861.44	\$110,104.44
	Director of Building and Code Enforcement	Bi-weekly	\$7,246.66	\$7,608.98	\$7,989.43	\$8,388.92	\$8,808.35
	Director of Community Services and Housing	Monthly	\$15,701.00	\$16,486.00	\$17,310.00	\$18,176.00	\$19,085.00
	Director of Development Services	Annual	\$188,413.00	\$197,834.00	\$207,725.00	\$218,112.00	\$229,017.00
	Director of Finance						
Director of Planning and Economic Development							
Director of Public Works							
95		Hourly	\$92,847.77	\$97,490.22	\$102,364.77	\$107,482.99	\$112,857.00
		Bi-weekly	\$7,427.82	\$7,799.22	\$8,189.17	\$8,598.63	\$9,028.56
		Monthly	\$16,094.00	\$16,898.00	\$17,743.00	\$18,630.00	\$19,562.00
		Annual	\$193,123.00	\$202,780.00	\$212,919.00	\$223,564.00	\$234,743.00
96	Deputy City Manager	Hourly	\$95,169.11	\$99,927.33	\$104,923.37	\$110,170.00	\$115,678.66
		Bi-weekly	\$7,613.52	\$7,994.19	\$8,393.90	\$8,813.60	\$9,254.29
		Monthly	\$16,496.00	\$17,321.00	\$18,187.00	\$19,096.00	\$20,051.00
		Annual	\$197,952.00	\$207,849.00	\$218,241.00	\$229,154.00	\$240,611.00
97		Hourly	\$97,548.55	\$102,425.66	\$107,546.88	\$112,924.33	\$118,570.55
		Bi-weekly	\$7,803.88	\$8,194.05	\$8,603.74	\$9,033.95	\$9,485.64
		Monthly	\$16,908.00	\$17,754.00	\$18,641.00	\$19,574.00	\$20,552.00
		Annual	\$202,901.00	\$213,045.00	\$223,697.00	\$234,883.00	\$246,627.00
98	Assistant City Manager	Hourly	\$99,986.69	\$104,986.22	\$110,235.44	\$115,747.44	\$121,534.88
		Bi-weekly	\$7,998.95	\$8,398.89	\$8,818.83	\$9,259.79	\$9,722.79
		Monthly	\$17,331.00	\$18,198.00	\$19,107.00	\$20,063.00	\$21,066.00
		Annual	\$207,973.00	\$218,371.00	\$229,290.00	\$240,755.00	\$252,792.00
99		Hourly	\$102,486.77	\$107,610.88	\$112,991.33	\$118,641.11	\$124,573.11
		Bi-weekly	\$8,198.94	\$8,608.86	\$9,039.31	\$9,491.29	\$9,965.85
		Monthly	\$17,764.00	\$18,653.00	\$19,585.00	\$20,564.00	\$21,593.00
		Annual	\$213,172.00	\$223,830.00	\$235,022.00	\$246,774.00	\$259,112.00
100		Hourly	\$105,048.88	\$110,301.11	\$115,816.22	\$121,607.11	\$127,687.44
		Bi-weekly	\$8,403.90	\$8,824.09	\$9,265.29	\$9,728.56	\$10,215.00
		Monthly	\$18,208.00	\$19,119.00	\$20,075.00	\$21,079.00	\$22,132.00

CITY OF PERRIS

SALARY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)

Annual Adjustment
(MOU INCREASE) **4.00%**

APPROXIMATELY 2.5% BETWEEN RANGES
 FIVE STEPS; APPROXIMATELY 5% BETWEEN STEPS
 APPROXIMATELY 20% BETWEEN SALARY MINIMUM AND MAXIMUM

STARTING FIRST FULL PAY PERIOD AFTER JULY 1, 2023
Fiscal Year 2023-2024 - WITH 4% MOU INCREASE

Range #	Recommended Title	Pay Period	Step A	Step B	Step C	Step D	Step E
		Annual	\$218,501	\$229,426	\$240,898	\$252,943	\$265,590
N/A	City Manager	Hourly					\$132,7163
	Salary set by agreement	Bi-weekly					\$10,617.31
	Range placement is not applicable	Monthly					\$23,004
		Annual					\$276,050

CITY OF PERRIS
SALARY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)

Annual Adjustment
(MOU INCREASE) **2.00%**

APPROXIMATELY 2.5% BETWEEN RANGES
 FIVE STEPS; APPROXIMATELY 5% BETWEEN STEPS
 APPROXIMATELY 20% BETWEEN SALARY MINIMUM AND MAXIMUM

STARTING FIRST FULL PAY PERIOD AFTER JULY 1, 2024
Fiscal Year 2024-2025 - WITH 2% MOU INCREASE

Range #	Recommended Title	Pay Period	Step A	Step B	Step C	Step D	Step E
63	Community Services Supervisor	Hourly	\$42,974.2	\$45,122.9	\$47,379.0	\$49,748.0	\$52,235.4
	Information Technology Supervisor	Bi-weekly	\$3,437.93	\$3,609.84	\$3,790.32	\$3,979.84	\$4,178.83
	Parks Supervisor	Monthly	\$7,449	\$7,821	\$8,212	\$8,623	\$9,054
	Public Health Supervisor	Annual	\$89,386	\$93,856	\$98,548	\$103,476	\$108,650
	Public Works Supervisor						
	Operations Supervisor Special Districts Supervisor						
70	Accounting Supervisor	Hourly	\$51,082.9	\$53,637.0	\$56,318.9	\$59,134.9	\$62,091.6
		Bi-weekly	\$4,086.63	\$4,290.96	\$4,505.51	\$4,730.79	\$4,967.33
		Monthly	\$8,854	\$9,297	\$9,762	\$10,250	\$10,763
		Annual	\$106,252	\$111,565	\$117,143	\$123,001	\$129,151
71		Hourly	\$52,359.9	\$54,977.9	\$57,726.9	\$60,613.2	\$63,643.8
		Bi-weekly	\$4,188.79	\$4,398.23	\$4,618.15	\$4,849.06	\$5,091.50
		Monthly	\$9,076	\$9,529	\$10,006	\$10,506	\$11,032
		Annual	\$108,909	\$114,354	\$120,072	\$126,076	\$132,379
72	Code Compliance Supervisor Counter Services Supervisor Human Resources and Risk Supervisor Principal Management Analyst	Hourly	\$53,668.9	\$56,352.4	\$59,170.0	\$62,128.5	\$65,234.9
		Bi-weekly	\$4,293.51	\$4,508.19	\$4,733.60	\$4,970.28	\$5,218.79
		Monthly	\$9,303	\$9,768	\$10,256	\$10,769	\$11,307
		Annual	\$111,631	\$117,213	\$123,074	\$129,227	\$135,689
73	Principal Planner	Hourly	\$55,010.6	\$57,761.1	\$60,649.2	\$63,681.6	\$66,865.8
		Bi-weekly	\$4,400.85	\$4,620.89	\$4,851.94	\$5,094.53	\$5,349.26
		Monthly	\$9,535	\$10,012	\$10,513	\$11,038	\$11,590
		Annual	\$114,422	\$120,143	\$126,150	\$132,458	\$139,081
74		Hourly	\$56,385.9	\$59,205.2	\$62,165.4	\$65,273.8	\$68,537.4
		Bi-weekly	\$4,510.87	\$4,736.42	\$4,973.23	\$5,221.90	\$5,482.99
		Monthly	\$9,774	\$10,262	\$10,775	\$11,314	\$11,880
		Annual	\$117,283	\$123,147	\$129,304	\$135,769	\$142,558
75		Hourly	\$57,795.5	\$60,685.2	\$63,719.6	\$66,905.6	\$70,250.8
		Bi-weekly	\$4,623.64	\$4,854.82	\$5,097.57	\$5,352.45	\$5,620.07
		Monthly	\$10,018	\$10,519	\$11,045	\$11,597	\$12,177
		Annual	\$120,215	\$126,225	\$132,537	\$139,184	\$146,122
76		Hourly	\$59,240.4	\$62,202.5	\$65,312.5	\$68,578.1	\$72,007.1
		Bi-weekly	\$4,739.23	\$4,976.20	\$5,225.00	\$5,486.25	\$5,760.57
		Monthly	\$10,268	\$10,782	\$11,321	\$11,887	\$12,481
		Annual	\$123,220	\$129,381	\$135,850	\$142,643	\$149,775
77		Hourly	\$60,721.4	\$63,757.6	\$66,945.4	\$70,292.6	\$73,807.2
		Bi-weekly	\$4,857.71	\$5,100.81	\$5,355.63	\$5,623.41	\$5,904.58
		Monthly	\$10,525	\$11,051	\$11,604	\$12,184	\$12,793
		Annual	\$126,301	\$132,816	\$139,246	\$146,209	\$153,519
78		Hourly	\$62,239.4	\$65,351.4	\$68,619.0	\$72,050.0	\$75,652.4
		Bi-weekly	\$4,979.15	\$5,228.11	\$5,489.52	\$5,764.00	\$6,052.19
		Monthly	\$10,788	\$11,328	\$11,894	\$12,489	\$13,113
		Annual	\$129,458	\$135,931	\$142,728	\$149,864	\$157,357
79		Hourly	\$63,795.4	\$66,985.2	\$70,334.4	\$73,851.2	\$77,543.9
		Bi-weekly	\$5,103.63	\$5,358.82	\$5,628.76	\$5,908.10	\$6,203.51
		Monthly	\$11,058	\$11,611	\$12,191	\$12,801	\$13,441
		Annual	\$132,894	\$139,329	\$146,296	\$153,611	\$161,291
80	Building Official	Hourly	\$65,390.3	\$68,659.9	\$72,092.9	\$75,697.5	\$79,482.4

CITY OF PERRIS

SALARY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)

Annual Adjustment
(MOU INCREASE) **2.00%**

APPROXIMATELY 2.5% BETWEEN RANGES
FIVE STEPS; APPROXIMATELY 5% BETWEEN STEPS
APPROXIMATELY 20% BETWEEN SALARY MINIMUM AND MAXIMUM

STARTING FIRST FULL PAY PERIOD AFTER JULY 1, 2024
Fiscal Year 2024-2025 - WITH 2% MOU INCREASE

Range #	Recommended Title	Pay Period	Step A	Step B	Step C	Step D	Step E
	Building and Safety Manager	Bi-weekly	\$5,231.23	\$5,492.79	\$5,767.43	\$6,055.80	\$6,358.59
	Code Enforcement Manager	Monthly	\$11,334	\$11,901	\$12,496	\$13,121	\$13,777
	Capital Improvement Project Manager	Annual	\$136,012	\$142,813	\$149,953	\$157,451	\$165,323
	Community Services Manager						
	Economic Development and Housing Manager						
	Finance Manager						
	Human Resources and Risk Manager						
	Information Technology Manager						
	Parks Services Manager						
	Planning Manager						
Public Works Manager							
Water System Superintendent							
81		Hourly	\$67,0250	\$70,3764	\$73,8952	\$77,5900	\$81,4694
		Bi-weekly	\$5,362.00	\$5,630.11	\$5,911.61	\$6,207.20	\$6,517.55
		Monthly	\$11,618	\$12,199	\$12,808	\$13,449	\$14,121
		Annual	\$139,412	\$146,383	\$153,702	\$161,387	\$169,456
82		Hourly	\$68,7008	\$72,1358	\$75,7425	\$79,5296	\$83,5062
		Bi-weekly	\$5,496.07	\$5,770.86	\$6,059.40	\$6,362.37	\$6,680.50
		Monthly	\$11,908	\$12,504	\$13,129	\$13,785	\$14,474
		Annual	\$142,898	\$150,042	\$157,544	\$165,422	\$173,693
83		Hourly	\$70,4182	\$73,9392	\$77,6362	\$81,5179	\$85,5938
		Bi-weekly	\$5,633.46	\$5,915.13	\$6,210.89	\$6,521.43	\$6,847.51
		Monthly	\$12,206	\$12,816	\$13,457	\$14,130	\$14,836
		Annual	\$146,470	\$153,793	\$161,483	\$169,557	\$178,035
84		Hourly	\$72,1787	\$75,7876	\$79,5770	\$83,5560	\$87,7338
		Bi-weekly	\$5,774.30	\$6,063.01	\$6,366.16	\$6,684.48	\$7,018.70
		Monthly	\$12,511	\$13,137	\$13,793	\$14,483	\$15,207
		Annual	\$150,132	\$157,638	\$165,520	\$173,796	\$182,486
85		Hourly	\$73,9831	\$77,6823	\$81,5664	\$85,6449	\$89,9271
		Bi-weekly	\$5,918.65	\$6,214.58	\$6,525.31	\$6,851.59	\$7,194.16
		Monthly	\$12,824	\$13,465	\$14,138	\$14,845	\$15,587
		Annual	\$153,885	\$161,579	\$169,658	\$178,141	\$187,048
86	Chief Information Officer	Hourly	\$75,8328	\$79,6244	\$83,6055	\$87,7859	\$92,1752
		Bi-weekly	\$6,066.62	\$6,369.96	\$6,688.44	\$7,022.87	\$7,374.01
		Monthly	\$13,144	\$13,802	\$14,492	\$15,216	\$15,977
		Annual	\$157,732	\$165,619	\$173,900	\$182,595	\$191,724
87		Hourly	\$77,7286	\$81,6151	\$85,6957	\$89,9806	\$94,4796
		Bi-weekly	\$6,218.29	\$6,529.21	\$6,855.66	\$7,198.45	\$7,558.37
		Monthly	\$13,473	\$14,147	\$14,854	\$15,597	\$16,376
		Annual	\$161,676	\$169,759	\$178,247	\$187,160	\$196,518
88		Hourly	\$79,6719	\$83,6553	\$87,8382	\$92,2300	\$96,8415
		Bi-weekly	\$6,373.75	\$6,692.42	\$7,027.05	\$7,378.40	\$7,747.32
		Monthly	\$13,810	\$14,500	\$15,225	\$15,987	\$16,786
		Annual	\$165,717	\$174,003	\$182,703	\$191,838	\$201,430
89	Assistant Director of Development Services	Hourly	\$81,6636	\$85,7467	\$90,0342	\$94,5359	\$99,2627
	Assistant Director of Finance	Bi-weekly	\$6,533.09	\$6,859.74	\$7,202.73	\$7,562.87	\$7,941.01
	Assistant Director of Community Services and Housing	Monthly	\$14,155	\$14,863	\$15,606	\$16,386	\$17,206
	Assistant Director of Administrative Services	Annual	\$169,860	\$178,353	\$187,271	\$196,635	\$206,466

CITY OF PERRIS
SALARY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)

Annual Adjustment
(MOU INCREASE) **2.00%**

APPROXIMATELY 2.5% BETWEEN RANGES
FIVE STEPS; APPROXIMATELY 5% BETWEEN STEPS
APPROXIMATELY 20% BETWEEN SALARY MINIMUM AND MAXIMUM

STARTING FIRST FULL PAY PERIOD AFTER JULY 1, 2024
Fiscal Year 2024-2025 - WITH 2% MOU INCREASE

Range #	Recommended Title	Pay Period	Step A	Step B	Step C	Step D	Step E
	Assistant Director of Public Works						
90		Hourly	\$83,705.2	\$87,890.5	\$92,285.0	\$96,899.3	\$101,744.2
		Bi-weekly	\$6,696.42	\$7,031.24	\$7,382.80	\$7,751.94	\$8,139.54
		Monthly	\$14,509	\$15,234	\$15,996	\$16,796	\$17,636
		Annual	\$174,107	\$182,812	\$191,953	\$201,550	\$211,628
91		Hourly	\$85,797.8	\$90,087.7	\$94,592.1	\$99,321.7	\$104,287.8
		Bi-weekly	\$6,863.82	\$7,207.02	\$7,567.37	\$7,945.73	\$8,343.03
		Monthly	\$14,872	\$15,615	\$16,396	\$17,216	\$18,077
		Annual	\$178,459	\$187,382	\$196,752	\$206,589	\$216,919
92		Hourly	\$87,942.7	\$92,339.9	\$96,956.8	\$101,804.7	\$106,895.0
		Bi-weekly	\$7,035.42	\$7,387.19	\$7,756.54	\$8,144.37	\$8,551.60
		Monthly	\$15,243	\$16,006	\$16,806	\$17,646	\$18,528
		Annual	\$182,921	\$192,067	\$201,670	\$211,754	\$222,342
93		Hourly	\$90,141.3	\$94,648.4	\$99,380.8	\$104,349.9	\$109,567.4
		Bi-weekly	\$7,211.30	\$7,571.87	\$7,950.47	\$8,347.99	\$8,765.40
		Monthly	\$15,624	\$16,406	\$17,226	\$18,087	\$18,992
		Annual	\$187,494	\$196,869	\$206,712	\$217,048	\$227,900
94	Director of Administrative Services	Hourly	\$92,394.9	\$97,014.5	\$101,865.3	\$106,958.7	\$112,306.5
	Director of Building and Code Enforcement	Bi-weekly	\$7,391.59	\$7,761.16	\$8,149.22	\$8,556.69	\$8,984.52
	Director of Community Services and Housing	Monthly	\$16,015	\$16,816	\$17,657	\$18,540	\$19,466
	Director of Development Services	Annual	\$192,181	\$201,790	\$211,880	\$222,474	\$233,598
	Director of Finance						
	Director of Planning and Economic Development Director of Public Works						
95		Hourly	\$94,704.7	\$99,440.0	\$104,412.0	\$109,632.6	\$115,114.1
		Bi-weekly	\$7,576.38	\$7,955.20	\$8,352.96	\$8,770.61	\$9,209.13
		Monthly	\$16,415	\$17,236	\$18,098	\$19,003	\$19,953
		Annual	\$196,986	\$206,835	\$217,177	\$228,036	\$239,437
96	Deputy City Manager	Hourly	\$97,072.4	\$101,925.9	\$107,022.2	\$112,373.4	\$117,992.1
		Bi-weekly	\$7,765.79	\$8,154.07	\$8,561.78	\$8,989.88	\$9,439.37
		Monthly	\$16,826	\$17,667	\$18,551	\$19,478	\$20,452
		Annual	\$201,911	\$212,006	\$222,606	\$233,737	\$245,424
97		Hourly	\$99,499.4	\$104,474.1	\$109,697.7	\$115,182.8	\$120,941.9
		Bi-weekly	\$7,959.95	\$8,357.93	\$8,775.82	\$9,214.63	\$9,675.35
		Monthly	\$17,247	\$18,109	\$19,014	\$19,965	\$20,963
		Annual	\$206,959	\$217,306	\$228,171	\$239,580	\$251,559
98	Assistant City Manager	Hourly	\$101,986.7	\$107,085.9	\$112,440.1	\$118,062.4	\$123,965.5
		Bi-weekly	\$8,158.93	\$8,566.87	\$8,995.21	\$9,444.99	\$9,917.24
		Monthly	\$17,678	\$18,562	\$19,490	\$20,464	\$21,487
		Annual	\$212,132	\$222,739	\$233,875	\$245,570	\$257,848
99		Hourly	\$104,536.5	\$109,763.0	\$115,251.2	\$121,014.0	\$127,064.6
		Bi-weekly	\$8,362.92	\$8,781.04	\$9,220.09	\$9,681.12	\$10,165.17
		Monthly	\$18,120	\$19,026	\$19,977	\$20,976	\$22,025
		Annual	\$217,436	\$228,307	\$239,722	\$251,709	\$264,294
100		Hourly	\$107,149.7	\$112,507.2	\$118,132.5	\$124,039.2	\$130,241.2
		Bi-weekly	\$8,571.98	\$9,000.57	\$9,450.60	\$9,923.14	\$10,419.30
		Monthly	\$18,573	\$19,501	\$20,476	\$21,500	\$22,575

CITY OF PERRIS

SALARY RANGE PLACEMENT SCHEDULE (MANAGEMENT ONLY)

Annual Adjustment
(MOU INCREASE) **2.00%**

APPROXIMATELY 2.5% BETWEEN RANGES
 FIVE STEPS; APPROXIMATELY 5% BETWEEN STEPS
 APPROXIMATELY 20% BETWEEN SALARY MINIMUM AND MAXIMUM

STARTING FIRST FULL PAY PERIOD AFTER JULY 1, 2024

Fiscal Year 2024-2025 - WITH 2% MOU INCREASE

Range #	Recommended Title	Pay Period	Step A	Step B	Step C	Step D	Step E
		Annual	\$222,871	\$234,015	\$245,716	\$258,002	\$270,902
N/A	City Manager	Hourly					\$135,370.7
	Salary set by agreement	Bi-weekly					\$10,829.65
	Range placement is not applicable	Monthly					\$23,464
		Annual					\$281,571