

# APPENDIX C

## City of Porterville Position Pay Plan

Last Update: April 17, 2023

<u>POSITION</u>	<u>NO. OF POSITIONS</u>	<u>RANGE</u>	<u>SALARY RANGE</u>	<u>OVERTIME CITY/FLSA</u>	<u>REPRESEN TATION</u>
Accountant I	2	203	4964-6059	1 P	1
Accountant II	1	217	5708-6965	1 E	1
Account Clerk I	1	147	2843-3469	3 40	2
Account Clerk II	6	157	3141-3832	3 40	2
Account Clerk III	0	161	3268-3988	2 A	1
Accounting Technician	0	171	3610-4405	2 A	1
Administrative Aide	3	185	4150-5064	1 A	1
Administrative Aide (Limited Term)	2	185	4150-5064	1 A	1
Administrative Analyst I	2	203	4964-6059	1 E	1
Administrative Analyst II	3	217	5708-6965	1 E	1
Administrative Assistant	5	159	3204-3909	2 A	1
Administrative Services Manager	1	244	7469-9113	1 E	-
Administrative Services Director	0	267	9389-11458	1 E	-
Adult Lit. Prog. Coord. (Lt. Term)	0	185	4150-5064	1 E	1
Airport Services Coordinator	1	188	4276-5218	1 E	1
Animal Control Officer	0	159	3204-3909	3 40	5
Animal Shelter Supervisor	1	204	5014-6119	1 E	1
Assistant City Engineer	1	243	7395-9023	1 P	1
Assistant City Manager	1	277	10372-12783	1 E	-
Assistant Construction Project Mgr.	1	211	5376-6561	1 E	1
Assistant Engineer	1	211	5376-6561	1 P	1
Assistant Engineer (Limited Term)	0	211	5376-6561	1 P	1
Assistant Field Services Manager	0	230	6496-7928	1 A	1

Assistant Planner	1	203	4964-6059	1	P	1
Assistant Project Manager	1	211	5376-6561	1	E	1
Associate Engineer	2	222	5998-7322	1	P	1
Associate Planner	1	217	5708-6965	1	P	1
Building Inspector I	1	195	4584-5595	3	40	2
Building Inspector II	1	205	5064-6181	3	P	2
Building Permit Technician	1	185	4150-5064	1	A	1
Chemist I	1	209	5270-6432	1	P	1
Chemist II	0	217	5708-6965	1	P	1
Chief Building Inspector	1	222	5998-7322	1	E	1
Chief Building Official	1	232	6627-8087	1	E	1
Chief Deputy City Clerk	1	217	5708-6965	1	E	1
Chief Financial Officer	1	247	7695-9389	1	E	-
Chief of Parks & Leisure Svcs. Ops.	0	243	7395-9023	1	E	-
City Attorney (part time)		Flat				
City Engineer	1	249	7850-9578	1	E	1
City Librarian	1	222	5998-7322	1	E	1
City Manager	1	CONTRACT	15584.00	1	E	-
City Planner	0	244	7469-9113	1	E	1
Clerical Assistant I	0	147	2843-3469	3	40	2
Clerical Assistant I (Limited Term)	1	147	2843-3469	3	40	2
Clerical Assistant II	7	152	2988-3646	3	40	2
Clerical Assistant III	2	157	3141-3832	3	A	2
Clerical Assistant Trainee	0	137	2574-3141	3	40	2
Code Enforcement Officer	2	169	3539-4319	3	40	5
Code Enforcement Officer II	1	189	4319-5270	3	40	5
Communications Dispatcher	11	167	3469-4233	3	40	5
Communications Dispatcher (Lt. Term)	0	167	3469-4233	3	40	5

Communications Supervisor	1	191	4405-5376	3	40	5
Community Development Director	0	267	9389-11458	1	E	-
Community Development Manager	1	244	7469-9113	1	E	1
Community Services Officer I	7	169	3539-4319	3	40	5
Community Services Officer II	1	179	3909-4770	3	40	5
Construction/Project Manager	1	232	6627-8087	1	P	1
Crisis Intervention Specialist	1	189	4319-5270	3	40	5
Deputy City Clerk	1	203	4964-6059	1	A	1
Deputy City Manager	1	282	10901-13569	1	E	-
Deputy Public Works Director/ City Engineer	0	255	8332-10167	1	E	-
Deputy Public Works Director/ Field Services Manager	0	255	8332-10167	1	E	-
Development Assistant	1	203	4964-6059	1	P	1
Development Assistant: Housing	0	203	4964-6059	1	P	1
Development Associate	1	217	5708-6965	1	P	1
Economic Dev. & Housing Mgr.	1	244	7469-9113	1	E	1
Electrician/Instrument Technician	1	190	4361-5323	3	40	2
Engineering & Building Technician	2	171	3610-4405	3	40	2
Engineering Inspector I	0	195	4584-5595	3	P	2
Engineering Inspector II	2	205	5064-6181	3	P	2
Engineering & Project Management Director	1	267	9389-11458	1	E	-
Engineering Specialist I	0	175	3757-4584	3	40	2
Engineering Specialist II	2	186	4191-5115	3	40	2
Engineering Specialist III	1	195	4584-5595	3	P	2
Engineering Specialist III – (Lt. Term)	0	195	4584-5595	3	P	2
Executive Assistant to City Manager	1	164	3367-4109	2	A	1
Field Services Manager	1	244	7469-9113	1	E	1
Field Services Shop Superintendent	1	218	5765-7035	1	E	1

Field Services Shop Supervisor	0	195	4584-5595	1	E	1
Field Services Streets Superintendent I		214	5540-6760	1	E	1
Field Services Superintendent	1	214	5540-6760	1	E	1
Field Services Supervisor	1	186	4191-5115	1	E	1
Field Services Supervisor – Water	1	197	4676-5708	1	E	1
Field Services Worker I	0	154	3048-3719	3	40	2
Field Services Worker I- Airport Maint.	2	154	3048-3719	3	40	2
Field Services Worker II	17	164	3367-4109	3	40	2
Field Services Worker II- Streets	8	166	3435-4191	3	40	2
Field Services Worker III	2	174	3719-4538	3	40	2
Field Services Worker III- Airport	0	174	3719-4538	3	40	2
Field Services Worker III- Streets	1	176	3794-4630	3	40	2
Field Services Worker Trainee	0	140	2652-3236	3	40	2
Finance Director	1	267	9389-11458	1	E	-
G.I.S. Supervisor	1	217	5708-6965	1	P	1
G.I.S. Technician	0	171	3610-4405	3	40	2
Human Resources Aide	2	185	4150-5064	1	A	1
Human Resources Analyst I	0	203	4964-6059	1	A	1
Human Resources Analyst II	0	217	5708-6965	1	E	1
Human Resources Assistant	0	159	3204-3909	2	A	1
Industrial Waste Inspector I	0	194	4538-5540	3	P	2
Industrial Waste Inspector II	0	205	5064-6181	1	P	1
Information Technology Manager	1	244	7469-9113	1	E	1
Information Technology Technician	1	171	3610-4405	3	40	2
Lab Attendant	0	163	3334-4068	3	40	2
Lab Superintendent	1	225	6181-7544	1	E	1
Lab Supervisor	0	225	6181-7544	1	E	1
Lab Technician I	0	178	3870-4723	3	40	2

Lab Technician II	1	188	4276-5218	3	40	2
Lab Technician III	0	198	4723-5765	3	P	2
Leisure Services Coordinator	2	170	3575-4361	3	40	2
Leisure Servs Coordinator (Lt. Term)	0	170	3575-4361	3	40	2
Leisure Services Superintendent	0	208	5218-6368	1	E	1
Leisure Services Supervisor	1	186	4191-5115	1	E	1
Library Assistant	7	157	3141-3832	3	40	2
Library Assistant (Limited Term)	0	157	3141-3832	3	40	2
Library Assistant Trainee	0	140	2652-3236	3	40	2
Library Supervisor I	1	175	3757-4584	1	E	1
Library Supervisor II	1	186	4191-5115	1	E	1
Live Release Coordinator	1	169	3539-4319	3	40	5
Mechanic I	0	170	3575-4361	3	40	2
Mechanic II	7	183	4068-4964	3	40	2
Mechanic Assistant	0	157	3141-3832	3	40	2
Meter Reader	4	162	3301-4028	3	40	2
Parks & Leisure Services Director	1	267	9389-11458	1	E	-
Parks and Leisure Services Specialist	1	214	5540-6760	1	P	1
Parks Maintenance Worker I	3	149	2900-3539	3	40	2
Parks Maintenance Worker II	13	164	3367-4109	3	40	2
Parks Maintenance Worker II (PD)	1	164	3367-4109	3	40	2
Parks Maintenance Worker III	3	174	3719-4538	3	40	2
Parks Superintendent	1	214	5540-6760	1	E	1
Parks Supervisor	1	186	4191-5115	1	E	1
Planning Technician	0	171	3610-4405	3	A	2
Police Crime Analyst	1	203	4964-6059	3	40	5
Police Officer Trainee	5	169	3539-4319	3	40	5
Police Services Supervisor	0	200	4818-5881	1	A	1

Principal Civil Engineer	1	232	6627-8087	1	P	1
Project Manager	1	222	5998-7322	1	E	1
Property & Evidence Technician	2	164	3367-4109	3	40	5
Public Education Officer	0	159	3204-3909	3	40	5
Public Safety IT Analyst I	1	204	5014-6119	3	40	5
Public Works Director	1	277	10372-12783	1	E	-
Purchasing Agent	0	206	5115-6242	1	E	1
Records Clerk	5	157	3141-3832	3	40	5
Records Coordinator	1	159	3204-3909	3	40	2
Senior Communications Dispatcher	1	172	3646-4449	3	40	5
Senior Records Clerk	0	162	3301-4028	3	40	5
Senior Planner	1	222	5998-7322	1	P	1
Storekeeper	0	162	3301-4028	3	40	2
Utility Billing Supervisor	1	203	4964-6059	1	A	1
WWTF Operator Superintendent	1	222	5998-7322	1	E	1
WWTF Operator I	0	164	3367-4109	3	40	2
WWTF Operator II	6	173	3683-4494	3	40	2
WWTF Operator III	2	191	4405-5376	3	40	2
WWTF Operator Trainee	0	140	2652-3236	3	40	2
Water Systems Specialist	1	197	4676-5708	1	A	1
Water Utility Superintendent	1	222	5998-7322	1	E	1
Water Utility Worker I	1	164	3367-4109	3	40	2
Water Utility Worker II	14	173	3683-4494	3	40	2
Water Utility Worker III	3	191	4405-5376	3	40	2
Zalud House Curator	0	145	2787-3401	3	40	2

PUBLIC SAFETY POSITIONS

Fire Protection:

Fire Chief	1	277	10372-12783	1	E	-
Fire Deputy Chief	1	266	9296-11345	4	E	-
Fire Battalion Chief	4	252	8087-9868	4	E	-
Fire Marshal (non-sworn)	1	232	6627-8087	1	E	-
Fire Captain	10	221	5939-7249	4	27	6
Fire Engineer	9	196	4630-5651	4	27	4
Firefighter	24	186	4191-5115	4	27	4
Administrative Staff (a)						

Police Protection:

Chief of Police	1	277	10372-12783	1	E	-
Police Captain	2	254	8250-10066	1	E	-
Police Lieutenant	5	242	7322-8934	1	E	-
Police Sergeant	11	226	6242-7619	4	E	3
Police Officer	59	204	5014-6119	4	28	3
Police Officer (Limited Term)	1	204	5014-6119	4	28	3

## **EMPLOYEE PAY & BENEFIT PLAN NOTES**

### **DESIGNATION**

#### OVERTIME CITY DESIGNATION

- |                             |                                   |
|-----------------------------|-----------------------------------|
| 1. Management Employees     | No Compensation for Overtime Work |
| 2. Confidential Employees   | Shall be Paid for Overtime Work   |
| 3. General Series Employees | Shall be Paid for Overtime Work   |
| 4. Fire/Police Employees    | Shall be Paid for Overtime Work   |

#### FLSA DESIGNATION

- E= Executive, exempt  
P= Professional, exempt  
A= Administrative, exempt  
40 =40 hr., 7 day work period, non-exempt  
28 =171 hr., 28 day work period, "7K" exempt  
27 =204 hr., 27 day work period, "7K" exempt

#### EMPLOYEE GROUP DESIGNATION (REPRESENTATION)

1. Management and Confidential Series
  2. Porterville City Employees' Association
  3. Porterville Peace Officers' Association
  4. Porterville City Firefighters' Association
  5. Public Safety Support Unit
  6. Fire Officer Series
- Unrepresented Management

### **ASSIGNMENT**

- a. Firefighters, Fire Engineers, Fire Lieutenants, and Fire Captains assigned to any of three administrative staff positions (40 hour week) performing the duties of Deputy Fire Marshal, shall receive an additional 7 ½ % over their base salary.
- b. Police officer given Field Training Officer assignments shall receive an additional 5% salary increase, in daily increments, over their base salary.
- c. Police Officers and Police Sergeants assigned to HNT (Hostage Negotiations Team), MAIT (Major Accident Investigation Team), SWAT (Special Weapons and Tactics) shall receive an additional 5 % salary increase over their base salary.
- d. Police Officers and Police Sergeants given Detective assignments shall receive an additional 7 ½ % salary increase over their base salary.
- e. Police Officers and Police Sergeants assigned to the K-9 Unit shall receive an additional 7 ½ % salary increase over their base salary.
- f. Police Officers assigned to Corporal shall receive an additional 5%. In the event a Police Officer is assigned as Corporal, they shall not receive additional pay while performing duties of a Sergeant or Field Training Officer.

\*In the event Police Officers and Police Sergeants are assigned to more than one specialty assignment, stacking is permitted with a 10% cap, except for concurrent assignments to SWAT/HNT and MAIT. (The 10% stacking cap does not apply to K-9 assignment).