

**INTERIM CITY MANAGER
EMPLOYMENT AGREEMENT BETWEEN
THE CITY OF PACIFIC GROVE AND RICHARD LYONS RERIG, JR.**

This Interim City Manager Employment Agreement (“Agreement”) is made by and between the City of Pacific Grove (“City”) and Richard Lyons Rerig, Jr. (“Employee”). City and Employee are hereinafter collectively referred to as the “Parties.”

RECITALS

A. On August 21, 2026, the City’s former City Manager will be separated from City employment due to resignation. The City has launched an executive recruitment on or about July 15, 2026 for a City Manager replacement.

B. The California Public Employees’ Pension Reform Act of 2013, Government Code section 7522, et seq., and Government Code section 21221(h) applies to Employee. Employee is a retired member of CalPERS, who had been retired for more than 180 days before accepting employment with the City as a retired annuitant.

C. The City and Employee have the mutual desire to temporarily appoint Employee as Interim City Manager during the recruitment process to hire a full-time City Manager.

D. Under the city council/manager form of government, the City has a critical need to appoint an Interim City Manager during its recruitment process to appoint a new full-time City Manager.

E. Employee has specialized skills to perform the work of the City’s Interim City Manager for a limited duration during the pendency of the recruitment process to appoint a new City Manager.

F. Employee hereby certifies that he has not received any unemployment insurance compensation arising out of his prior employment with a CalPERS contracting agency within 12 months of his date of appointment as the City’s Interim City Manager.

OPERATIVE PROVISIONS

1. Position and Duties.

1.1 Position. Employee accepts employment with the City as its Interim City Manager and shall perform all functions, duties and services set forth in Section 1.2 of this Agreement. Employee shall provide services at the direction and under the supervision of the City Council. It is the intent of the parties that Employee, as the Interim City Manager, shall keep the City Council fully apprised of all significant ongoing operations of the City. Toward that end, Employee shall report directly to the City Council and will periodically, or as may be otherwise specifically requested by the City Council, provide status reports to the City Council on his activities and those of the City.

1.2 Duties. Employee shall serve as the Interim City Manager and shall for the Term of the Agreement be vested with the powers, duties and responsibilities of the City Manager as set forth in Resolution 23-024 Interim City Manager Job Description, attached hereto as Attachment A, the terms of which are incorporated herein by reference. Employee shall provide services at the direction and under the supervision of the City Council. It is the intent of the parties that the Interim City Manager shall keep the City Council fully apprised of all significant ongoing operations of the City. Toward that end, Employee shall report directly to the City Council and will periodically, or as maybe otherwise specifically requested by the City Council, provide status reports to the City Council on his activities and those of the City. It is the intent of the City Council for the Interim City Manager to function as the chief executive officer of the City's organization. Without additional compensation, Employee shall provide such other services as are customary and appropriate to the position of Interim City Manager, including assisting with the City's recruitment for a fulltime permanent City Manager, together with such additional services assigned from time to time by the City Council as may be consistent with California law and the Pacific Grove Municipal Code. Employee shall devote his best efforts and attention to the performance of these duties.

1.3 Hours of Work. Employee shall devote the time necessary to adequately perform his duties as Interim City Manager. The parties anticipate that Employee will work a sufficient number of hours per week allocated between regular business hours and hours outside of regular business hours including, without limitation, attendance at regular and special City Council meetings. Toward that end, Employee shall be allowed reasonable flexibility in setting his own office hours, provided the schedule of such hours provides a significant presence at City Hall, reasonable availability to the City Council, City staff, and members of the community during regular City business hours and for the performance of his duties and of City business. Employee may perform work off site as appropriate. For purposes of this Agreement, regular City business hours are 8:00 a.m. to 5:00 p.m. Employee agrees to be reachable by telephone for consultation and advice when he is not physically working in the City. Employee also agrees to respond to the City for emergency situations. However, in no event shall Employee be required to work in excess of 960 hours per fiscal year for the City, including hours Employee may have worked for any other CalPERS Agency prior to his appointment to this position and between July 1, 2026 and the initiation of the Term of this Agreement, as reflected in Section 2.

2. Term. This Agreement shall become effective on August 24, 2026, contingent upon the City Council's approval of the Agreement. Employee shall commence work on August 24, 2026 ("Commencement Date"). Employee is expected to commence in person work at 8:00 a.m. on August 24, 2026, or such later date as the parties hereto shall agree in writing. This Agreement shall expire as of the first of the following to occur: (i) upon the employment commencement date of a permanent City Manager employed by the City; (ii) upon Employee working his 960th hour, excluding any hours subject to the provisions of the Executive Orders, in any fiscal year, including hours worked for other CalPERS Agencies during such fiscal year; on June 30, 2027; or (iii) upon termination of the Agreement by either Employee or the City as provided in Section 6 of this Agreement.

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3. **At-Will.** Employee acknowledges that he is an at-will, temporary employee of the City who shall serve at the pleasure of the City Council at all times during the period of his service hereunder. Employee expressly acknowledges and agrees that Section 2.06.020 of the Municipal Code does not apply to his employment and does not confer upon Employee any right to any property interest in continued employment, or any due process right to a hearing before or after a decision by the City Council to terminate his employment. Employee expressly acknowledges and agrees that nothing in this Agreement is intended to, or does, confer upon Employee any right to any property interest in continued employment, or any due process right to a hearing before or after a decision by the City Council to terminate his employment, except as is expressly provided in Section 2 or Section 6 of this Agreement. Nothing contained in this Agreement shall in any way prevent, limit or otherwise interfere with the right of the City to terminate the services of Employee, as provided in Section 2 or Section 6. Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of Employee to resign at any time from this position with the City, subject only to the provisions set forth in Section 2 or Section 6 of this Agreement. This at- will employment shall be expressly subject to the rights and obligations of the City and Employee, as set forth in Section 2 or Section 6 below.

4. **Compensation.**

4.1 **Rate of Pay.** For all services performed by Employee as the Interim City Manager under this Agreement, the City shall pay Employee compensation at an hourly rate of \$128.11 based upon an annualized salary of \$266,468.80 subject to the limitations provided below in Section 4.2. This salary amount is consistent with the amount reflected on the job description for this position (i.e., Attachment A), as well as the City's current salary schedule, attached hereto as Attachment B.

4.2 **Compliance with CalPERS Requirements.** It is the intent of the parties to compensate Employee only to the extent permitted under Government Code Sections 7522.56 and 21221(h), and corresponding CalPERS regulations and policy statements. The rate of pay set forth in Section 3.1 is based on the salary limitations established by CalPERS and is not less than the minimum, nor more than the maximum rate of pay, for the position of City Manager as listed on the City's publicly available pay schedule, divided by 173.333 to equal an hourly rate. The hourly rate of pay for the position of City Manager is \$128.11.

4.2.1. **Recordation and Reporting of Hours Worked.** Employee will comply with all applicable CalPERS regulations governing employment after retirement, including the recordation and reporting of all hours worked for the City to CalPERS as may be required. The City shall assist in any such reporting obligations to CalPERS. Additionally, Employee shall keep the City continually apprised of any hours worked by Employee for other CalPERS Agencies during the term of this Agreement.

4.2.2. **Special Skills.** The City attests specifically that Employee has the special skills needed to perform work of limited duration, pursuant to Government Code Sections 7522.56 (c) and 2122(h).

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4.3 Benefits. Other than the compensation described in Section 4.1, Employee will receive no other benefits, incentives, compensation in lieu of benefits, or any other form of compensation. Employee understands and agrees that he is not, and will not be, eligible to receive any benefits from the City, including any City group plan for hospital, surgical, or medical insurance, any City retirement program, or any other job benefits available to an employee in the regular service of the City, except for Worker's Compensation Insurance coverage or similar benefits required by state or federal law. Employee further understands and agrees, in accordance with Government Code Section 21221(h) and related CalPERS regulations and policy statements, that he is not, and will not be, provided or accrue any personal time off, vacation, sick leave, administrative leave, paid holidays or similar leave benefits, unless otherwise required by state or federal law.

5. Reimbursement. The City shall reimburse Employee for authorized, reasonable and necessary travel expenses incurred by Employee in the performance of his duties pursuant to this Agreement. Employee shall document and claim said reimbursement for such travel in the manner and forms required by the City. All reimbursements shall be for actual expenses and shall be subject to and in accordance with California and federal law and the City's adopted reimbursement policies. Such reimbursements shall not be reported to CalPERS. Other than as specifically provided herein, Employee shall receive no other compensation or reimbursements for expenses incurred by him in performance of this Agreement.

6. Termination of Agreement.

6.1 By City. This Agreement may be terminated by the City for any reason thirty (30) days after providing written notice to Employee of such termination. The City's only obligation in the event of such termination will be payment to Employee of all compensation then due and owing as set forth in Section 4.1 up to and including the effective date of termination. However, this Agreement may be terminated immediately if necessitated by changes to CalPERS statutory or regulatory requirements.

6.2 By Employee. This Agreement may be terminated by Employee for any reason thirty (30) days after providing written notice to the City of such termination. The City shall have the option, in its complete discretion, to make Employee's termination effective at any time prior to the end of such period, provided the City pays Employee all compensation as set forth in Section 3.1 then due and owing him through the last day actually worked.

6.3 No Notice for Expiration. Nothing in this Section 6 shall be construed to require either party to give advance written notice in order for the Agreement to expire as set forth in Section 2.

6.4 Termination Obligations. Employee agrees that all property, including, without limitation, all equipment, tangible Proprietary Information (as defined in Section 8), documents, records, notes, contracts, and computer-generated materials furnished to or prepared by him incident to his employment belongs to the City and shall be returned promptly to the City upon termination of Employee's employment. Employee's obligations under this subsection shall survive the termination of his employment and the expiration of this Agreement.

7. **Conflicts of Interest.** Employee represents and warrants to the City that he presently has no interest, and represents that he will not acquire any interest, direct or indirect, financial or otherwise, which would conflict in any manner or interfere in any way with performance of his services under this Agreement.

8. **Proprietary Information.** “Proprietary Information” is all information and any idea pertaining in any manner to the business of the City (or any City affiliate), its employees, clients, consultants, or business associates, which was produced by any employee of the City in the course of his/her employment or otherwise produced or acquired by or on behalf of the City. Proprietary Information shall include, without limitation, trade secrets, product ideas, inventions, processes, formulas, data, know-how, software and other computer programs, copyrightable material, marketing plans, strategies, sales, financial reports, forecasts, and customer lists. All Proprietary Information not generally known outside of the City’s organization, and all Proprietary Information so known only through improper means, shall be deemed “Confidential Information.” During his employment by the City, Employee shall use Proprietary Information, and shall disclose Confidential Information, only for the benefit of the City and as is, or may be, necessary to perform his job responsibilities under this Agreement. Following termination, Employee shall not use any Proprietary Information and shall not disclose any Confidential Information, except with the express written consent of the City. Employee’s obligations under this Section shall survive the termination of his employment and the expiration of this Agreement.

9. **Indemnification.** Subject to, in accordance with, and to the extent permitted by the California Government Claims Act, Government Code Section 810 et seq., the City will indemnify, defend, and hold Employee harmless from and against any action, demand, suit, monetary judgment or other legal or administrative proceeding, and any liability, injury, loss or other damages, arising out of any act or omission occurring during Employee’s tenure as Interim City Manager, except that this provision shall not apply with respect to any intentional tort or crime committed by Employee, or any actions outside the course and scope of his employment as Interim City Manager.

10. **General Provisions.**

10.1 **Entire Agreement.** This Agreement contains the final, complete and exclusive agreement and understanding between the parties. Any amendment, modifications or variations from the terms of this agreement shall be in writing and shall be effective only upon approval of such amendment, modification or variation by the City Council and Employee.

10.2 **Interpretation.** This Agreement shall be construed as a whole, according to its fair meaning, and not in favor of or against any party. By way of example and not in limitation, this Agreement shall not be construed in favor of the party receiving a benefit nor against the party responsible for any particular language in this Agreement. Captions are used for reference purposes only and should be ignored in the interpretation of the Agreement. This Agreement may be altered, amended or modified only by an instrument in writing, executed by the parties to this Agreement and by no other means. Each party waives their future right to claim, contest or assert that this Agreement was modified, cancelled superseded or changed by any oral agreement, course of conduct, waiver or estoppel.

10.3 Severability. The terms of this Agreement are contractual and not a mere recital. Should any provision or part of any provision or application thereof be held invalid, the invalidity shall not affect any other provisions or applications of the Agreement which can be given effect without the invalid provision or application, and to this end, the provisions of this Agreement are declared to be severable.

10.4 Attorneys' Fees. In any legal action, arbitration, or other proceeding brought to enforce or interpret the terms of this Agreement, the prevailing party shall be entitled to recover reasonable attorneys' fees and costs.

10.5 Governing Law. This Agreement, and the rights and obligations of the parties, shall be construed and enforced in accordance with the laws of the State of California. Venue shall be in the Monterey County Superior Court.

10.6 Amendment. This Agreement may not be amended except in a written document signed by Employee, approved by the City Council and signed by the City's Mayor.

10.7 Acknowledgment. Employee acknowledges that he has had the opportunity to consult legal counsel in regard to this Agreement, that he has read and understands this Agreement, that he is fully aware of its legal effect, and that he has entered into it freely and voluntarily and based on his own judgment and not on any representations or promises other than those contained in this Agreement.

10.8 Counterparts. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original and all of which shall constitute together one and the same instrument.

10.9 Electronic Signatures. The parties may execute this Agreement by electronic signature, subject to the terms and conditions set forth in Government Code section 16.5.

[SIGNATURES TO FOLLOW]

ON BEHALF OF THE CITY:

Mayor Nick Smith

Date

EMPLOYEE

Name:
Richard Lyons Rerig, Jr.

Date

APPROVED AS TO FORM:

Name: Alex Lorca
City Attorney

Date

ATTACHMENT A

RESOLUTION NO. 23-024

RESOLUTION APPROVING INTERIM CITY MANAGER JOB DESCRIPTION

FINDINGS

1. Currently no Interim City Manager Job Description exists.
2. An Interim City Manager fills the vacant City Manager position while City Manager recruitment activities are underway.
3. The Interim City Manager job description is attached as Exhibit A to this Resolution.
4. The Interim City Manager job description is modeled after a City Manager job description.
5. The key distinction for an Interim City Manager is the requirement of considerable city management experience. Thus, the requirement of a minimum of 15 years of increasing responsibility in an administrative or managerial capacity in a municipal organization.
6. At the Special Meeting of the City Council on August 30, 2023, the City Council gave direction to the City Attorney to return to the City Council with a Resolution approving the Interim City Manager job description.
7. An Interim City Manager who is a CalPERS retired annuitant is limited to 960 hours (equivalent to 24 weeks) of employment per fiscal year (Government Code sections 7522.56 and 21221(h)). This amount of time should be sufficient to fill the permanent City Manager position.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF PACIFIC GROVE:

1. The Council determines that each of the Findings set forth above is true and correct, and by this reference incorporates those Findings as an integral part of this Resolution.
2. The Interim City Manager Job Description attached to this Resolution as Exhibit A is incorporated herein by reference and is hereby approved.
3. This Resolution shall become effective immediately following passage and adoption thereof.

PASSED AND ADOPTED BY THE COUNCIL OF THE CITY OF PACIFIC GROVE
this 6th day of September, 2023 by the following vote:

AYES: Mayor Peake, Mayor Pro Tem Smith, Councilmembers Amelio, Beck, Coletti,
McDonnell, and Poduri.

NOES: None.

ABSENT: None.

APPROVED:

DocuSigned by:
Bill Peake
2E6F9DE48137414...

BILL PEAKE, Mayor

ATTEST: 9/11/2023

DATED: _____

DocuSigned by:
Sandra Kandell
4F11A61C850B4E1...

SANDRA KANDELL, City Clerk

APPROVED AS TO FORM:

DocuSigned by:
Brian A. Pierik
01871FB17BD8435...

BRIAN A. PIERIK, City Attorney

EXHIBIT A

Interim City Manager Job Description

SUMMARY:

To plan, organize, and direct the overall administrative activities and operations of the City. To advise and implement City Council goals and policies. To perform all duties as specified by the City Charter.

Per Article 19 of the City Charter, the powers and duties of the City Manager shall be:

- To see that all ordinances are enforced.
- To appoint all heads of departments, subordinate officials, and employees, and remove the same, and have general supervision and control over the same.
- To exercise general supervision over all privately owned public utilities operating within the City so far as the same are subject to municipal control.
- To see that the provisions of all franchises, leases, contracts, permits and privileges granted by the City are fully observed and to report to the Council any violations thereof.
- To act as purchasing agent for the City. The City Manager shall know the exact condition of the treasury at all times and shall approve all demands before the same have been allowed by the Council if the City Manager is satisfied that the money is lawfully due.
- To attend all meetings of the Council unless excused therefrom by three members thereof or by the Mayor.
- To examine, or cause to be examined, without notice, the conduct, or the official account and records, of any officer or employee of the City.
- To keep the Council advised as to the needs of the City.
- To have supervision over all City property, including public buildings, parks, and playgrounds.
- To appoint such advisory boards as the City Manager may deem desirable to advise and assist the City Manager provided the members of such boards shall receive no compensation.
- To cause a quarterly statement of all funds in the treasury to be submitted to the Council. Such statements shall be submitted not later than the first meeting in November, February, May, and August.
- To assume general control of the City government and all of its branches in case of riot, insurrection or extraordinary emergency, and to be responsible for the suppression of disorders and the restoration of normal conditions.

ADDITIONAL ESSENTIAL FUNCTIONS:

Additional duties may specifically include, but are not limited to, the following:

- Direct and participate in the development and implementation of all City goals, objectives, policies, and procedures;
- Direct the preparation of plans and specifications for work specified by City Council;

- Interpret, analyze, and explain policies, procedures and programs to staff and public as appropriate;
- Confer with residents, taxpayers, businesses, and other individuals, groups and outside agencies having an interest or potential interest in affairs of City concern;
- Respond to public feedback on city operations including requests for information;
- Represent the City in the community and at professional meetings as required;
- Coordinate City activities with other governmental agencies and outside organizations;

MINIMUM QUALIFICATIONS:

Any combination equivalent to experience and education that provides required knowledge and abilities described below.

Education: Equivalent to a bachelor's degree from an accredited college or university with major course work in public or business administration or a closely related field. A master's degree is desirable.

Experience: A minimum of 15 years of increasing responsibility in an administrative or managerial capacity in a municipal organization including as a city manager, assistant city manager or department head in a California community of similar size and complexity to Pacific Grove.

KNOWLEDGE AND SKILLS:

Knowledge of:

- Modern municipal management methods and procedures, organizations, and functions; Principles of public and business administration including public finance, personnel administration, and community and economic development;
- Current social, political, and economic trends and operating problems of municipal government;
- Applicable federal and state laws, rules, and regulations regarding local government, land use and zoning regulations;
- Principles of effective public relations and interrelationships with elected and appointed city officials, community groups and agencies, private businesses and firms, and other levels of government.

Ability to:

- Work collaboratively with the City Council.
- Provide effective leadership and coordinate the activities of a large, full service, municipal organization;
- Facilitate teambuilding among City Staff and City Council;
- Analyze, interpret, summarize, and present administrative and technical information and data in an effective manner;
- Take direction from and serve effectively as the administrative agent of the City Council;

- Select, supervise, train, mentor, and evaluate staff.

CONDITIONS OF EMPLOYMENT:

- Take an Oath of Office
- Must be willing to work varied hours, as well as attend evening or weekend meetings and community events, as appropriate

ATTACHMENT B

City of Pacific Grove
Salary Schedule - Hourly Rate

Full-time and Part-time

Code	Classification	Hourly Salary Steps							
		Step 1A	Step 2B	Step 3C	Step 4D	Step 5E	Step 6F	Step 7G	Step 8H
124-001	Accountant	35.82	37.62	39.50	41.47	43.55	44.63	45.75	46.89
219-000	Accountant, Chief	42.83	44.97	47.22	49.58	52.06	54.01	56.04	
218-003	Accountant, Senior	40.88	42.93	45.07	47.32	49.69	51.55	53.49	
120-001	Accounting Assistant	28.28	29.69	31.18	32.73	34.37	35.23	36.11	37.01
125-01	Accounting Assistant, Senior	30.07	31.57	33.15	34.80	36.54	37.46	38.39	39.35
304-001	Administrative Services Director (ASD)	71.79	75.38	79.15	83.10	87.26	91.62	96.20	
302-001	ASD/ Assistant City Manager	80.80	84.84	89.08	93.53	98.21	103.12	108.27	
212-000	Administrative Services Manager	57.46	60.33	63.35	66.52	69.84	73.33	77.00	
170-000	Administrative Analyst	36.15	37.96	39.85	41.85	43.94	45.04	46.16	47.32
104-001	Administrative Assistant	24.38	25.60	26.88	28.22	29.63	30.37	31.13	31.91
171-001	Administrative Coordinator	27.61	28.99	30.44	31.96	33.56	34.40	35.26	36.14
505-001	Animal Control Officer	28.54	29.97	31.47	33.04	34.69	35.99	37.34	
216-002	Assistant Finance Manager	39.13	41.08	43.14	45.29	47.56	49.34	51.19	
090-000	Cashier	16.90	17.75	18.63	19.56	20.54			
243-001	City Clerk	58.64	61.58	64.66	67.89	71.28	74.85	78.59	
244-001	City Clerk/DEI Coordinator	61.58	64.66	67.89	71.29	74.85	78.59	82.52	
002-000	City Council Member	420 per month							
301-001	City Manager	128.11							
300-001	City Manager Pro Tempore	121.00							
164-002	Code Compliance Officer	36.62	38.46	40.38	42.40	44.52	45.63	46.77	47.94
205-000	Community Development Director	73.97	77.67	81.55	85.63	89.91	94.41	99.13	
507-001	Community Service Officer	29.15	30.61	32.14	33.75	35.44	36.76	38.14	
209-000	Construction Project Manager	44.54	46.77	49.11	51.56	54.14	56.17	58.28	
40-000	Custodian	17.64	18.52	19.45	20.42	21.44			
204-001	Deputy City Clerk	35.31	37.07	38.93	40.87	42.92	45.06	47.32	
305-001	Deputy City Manager	68.57	72.00	75.60	79.38	83.35	87.52	91.89	
156-001	Equipment Mechanic	35.97	37.77	39.66	41.64	43.72	44.81	45.93	47.08
157-000	Equipment Mechanic, Senior	38.29	40.20	42.21	44.32	46.54	47.70	48.89	50.12
256-000	Finance Director	71.79	75.38	79.15	83.10	87.26	91.62	96.20	
208-001	Financial Analyst	32.99	34.64	36.37	38.19	40.10	41.60	43.16	
310-001	Human Resources Director	71.98	75.58	79.36	83.33	87.49	91.87	96.46	
210-001	Human Resources Manager	51.39	53.96	56.66	59.49	62.47	65.59	68.87	
238-000	Information Technology (IT) Analyst	48.80	51.24	53.81	56.50	59.32	61.55	63.85	
105-001	Information Technology (IT) Support Special	28.41	29.83	31.32	32.89	34.53	35.39	36.28	37.19
64-000	Intern	16.90	17.75	18.63	19.56	20.54			
64-3	Intern II	21.38	22.45	23.58	24.75	25.99			
208-002	Librarian	33.98	35.67	37.46	39.33	41.30	42.85	44.45	
122-001	Library Assistant	26.23	27.54	28.92	30.36	31.88	32.68	33.50	34.33
144-002	Library Assistant, Senior	28.12	29.52	31.00	32.55	34.18	35.03	35.91	36.80
199-000	Library Clerk	19.70	20.69	21.72	22.81	23.95			
219-000	Library Director	69.52	73.00	76.65	80.48	84.50	88.73	93.17	
50-004	Lighthouse Docent Coordinator	16.90	17.75	18.63	19.56	20.54			
154-000	Maintenance Supervisor	38.22	40.13	42.14	44.25	46.46	47.62	48.81	50.03
132-000	Maintenance Worker	30.51	32.03	33.63	35.31	37.08	38.01	38.96	39.93
146-001	Maintenance Worker, Senior	34.23	35.94	37.73	39.62	41.60	42.64	43.71	44.80
208-003	Management Analyst	40.66	42.69	44.83	47.07	49.42	51.28	53.20	

City of Pacific Grove
Salary Schedule - Hourly Rate

Passed/Adopted: 07/15/2026

Effective Date: 07/05/2026

Full-time and Part-time

Code	Classification	Hourly Salary Steps							
		Step 1A	Step 2B	Step 3C	Step 4D	Step 5E	Step 6F	Step 7G	Step 8H
001-000	Mayor	700	per month						
506-001	Parking Enforcement Officer	27.42	28.80	30.24	31.75	33.33	34.58	35.88	
165-001	Planner, Assistant	37.24	39.10	41.05	43.10	45.26	46.39	47.55	48.74
168-002	Planner, Associate	41.38	43.45	45.62	47.90	50.29	51.55	52.84	54.16
241-002	Planner, Principal	51.73	54.32	57.03	59.88	62.88	65.23	67.68	
169-001	Planner, Senior	46.86	49.20	51.66	54.24	56.96	58.38	59.84	61.34
201-000	Police Adm. Services Manager (ASM)	57.46	60.34	63.35	66.52	69.85	73.34	77.00	
211-001	Police ASM/Public Information Officer	60.33	63.35	66.52	69.84	73.33	77.00	80.85	
602-001	Police Chief	90.46	94.98	99.73	104.71	109.95	115.45	121.22	
601-001	Police Commander	64.09	67.30	70.66	74.19	77.90	81.80	85.89	
516-001	Police Officer	50.63	53.16	55.81	58.60	61.54	64.62	67.84	
513-000	Police Officer Recruit	25.08	26.34	27.65	29.04	30.49	32.01	33.61	
521-002	Police Records Supervisor	33.08	34.74	36.48	38.30	40.21	41.72	43.29	
524-001	Police Sergeant	58.50	61.42	64.49	67.72	71.10	74.66	78.39	
508-001	Police Services Technician	29.15	30.61	32.14	33.75	35.44	36.76	38.14	
62-001	Pre School Manager	19.88	20.88	21.92	23.02	24.17			
206-002	Principal Civil Engineer	57.46	60.33	63.35	66.52	69.84	73.34	77.00	
219-001	Program Manager	46.58	48.91	51.36	53.92	56.62	58.74	60.95	
206-000	Program Manager, Senior	57.46	60.33	63.35	66.52	69.84	73.33	77.00	
509-001	Property and Evidence Technician	30.61	32.14	33.75	35.43	37.21	38.60	40.05	
207-000	Public Works (PW) Director	74.22	77.94	81.83	85.92	90.22	94.73	99.47	
303-001	PW Director/ Deputy City Manager	77.57	81.45	85.52	89.80	94.29	99.00	103.95	
220-002	Public Works Superintendent	50.64	53.17	55.83	58.62	61.56	63.86	66.26	
10-001	Recreation Assistant I	16.90	17.75	18.63	19.56	20.54			
51-001	Recreation Assistant II	20.21	21.22	22.28	23.39	24.56			
118-001	Recreation Coordinator	30.12	31.62	33.20	34.86	36.61	37.52	38.46	39.42
217-003	Recreation Coordinator, Senior	41.84	43.93	46.13	48.44	50.86	52.77	54.74	
62-002	Recreation Program Supervisor	26.06	27.36	28.73	30.17	31.68			
216-003	Risk Manager	39.12	41.08	43.13	45.29	47.55	49.34	51.19	
209-000	Senior Librarian	39.32	41.29	43.35	45.52	47.80	49.59	51.45	
219-005	Urban Forester	46.58	48.91	51.36	53.92	56.62	58.74	60.95	
170-001	Volunteer Coordinator	29.64	31.12	32.68	34.32	36.03	36.93	37.86	38.80

203	Classification	Hourly Salary Range
	Extra-Help Retired Annuitant	16.50 - 121.00