

RESOLUTION NO. 2023-058

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ROHNERT PARK AUTHORIZING AND APPROVING THE CITY OF ROHNERT PARK PAY RATES AND RANGES EFFECTIVE AS OF JULY 01, 2023 AND AMENDMENT TO THE CITY'S CLASSIFICATION PLAN

WHEREAS, the California Public Employees' Retirement Law, at Section 570.5 of the California Code of Regulations Title 2, requires the City of Rohnert Park to publish the City's Pay Rates and Ranges on the City's internet site and the City Council to approve the Pay Rates and Ranges in its entirety each time a modification is made; and

WHEREAS, the City Council previously approved the City Pay Rates and Ranges document effective as of June 18, 2023 pursuant to Resolution No. 2023-054 and position and salary changes have been subsequently approved and/or require updating; and

WHEREAS, since the prior Pay Rates and Ranges were updated, proposed changes were made to several job descriptions and/or associated salary ranges and staff is requesting approval for these changes; and

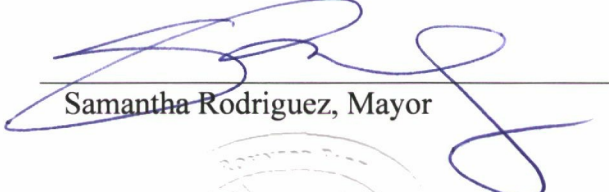
WHEREAS, staff recommends that the City Council adopt the updated City Pay Rates and Ranges document effective as of July 1, 2023 attached hereto as Exhibit A and amendment to the City's Classification Plan.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Rohnert Park that it does hereby authorize and approve the City of Rohnert Park Pay Rates and Ranges effective as of July 1, 2023 attached hereto as Exhibit "A," as well as the job descriptions attached hereto as Exhibits "B" through "G," which are incorporated by this reference, subject to minor modifications by the City Manager or City Attorney.

BE IT FURTHER RESOLVED that the City Manager is hereby authorized and directed to execute documents pertaining to same for and on behalf of the City of Rohnert Park.

DULY AND REGULARLY ADOPTED this 25th day of July, 2023.

CITY OF ROHNERT PARK


Samantha Rodriguez, Mayor

ATTEST:


Elizabeth Machado, Assistant City Clerk

Attachments: Exhibit A through G

ELWARD: Aye GIUDICE: Aye SANBORN: Aye HOLLINGSWORTH ADAMS: Aye RODRIGUEZ: Aye
AYES: (5) NOES: (0) ABSENT: (0) ABSTAIN: (0)

EXHIBIT A



CITY OF ROHNERT PARK PAY RATES & RANGES

Effective as of July 01, 2023

**Approved by City Council
Resolution Number 2023-054
on July 25, 2023**

Reflects:

- Negotiated Market Equity Adjustment specific to the Dispatch Center: Resolution No. 2023-055
- Classification Plan Amendment
 - SEIU Job Description Adds (2.0)
 - SEIU and Management Job Description Amendments (4.0)

CITY OF ROHNERT PARK - PAY RATES AND RANGES
Management Unit (Unrepresented)

N/R	Hourly	Biweekly	Monthly	Annually
City Council (COUN)		\$223.41	\$484.06	
CM	Hourly	Biweekly	Monthly	Annually
City Manager (CMGR) (By Employment Contract)			\$25,583.33	\$307,000.00
RANGE 78M	Hourly	Biweekly	Monthly	Annually
Director of Public Safety (SDIR) (By Employment Contract)	\$95.32	\$7,625.33	\$16,521.56	\$198,258.70
	\$100.08	\$8,006.61	\$17,347.65	\$208,171.75
	\$105.09	\$8,406.97	\$18,215.10	\$218,581.18
	\$110.34	\$8,827.30	\$19,125.81	\$229,509.75
	\$115.86	\$9,268.66	\$20,082.09	\$240,985.06
RANGE 77M	Hourly	Biweekly	Monthly	Annually
Assistant City Manager (ACM) (By Employment Contract)	\$86.45	\$6,915.60	\$14,983.80	\$179,805.63
	\$90.77	\$7,261.41	\$15,733.06	\$188,796.75
	\$95.31	\$7,624.46	\$16,519.66	\$198,235.92
	\$100.07	\$8,005.68	\$17,345.64	\$208,147.66
	\$105.07	\$8,405.98	\$18,212.95	\$218,555.37
RANGE 74M	Hourly	Biweekly	Monthly	Annually
Director of Development Services (DODS)	\$80.27	\$6,421.85	\$13,914.02	\$166,968.18
Director of Public Works (DPW)	\$84.29	\$6,742.93	\$14,609.68	\$175,316.20
	\$88.50	\$7,080.08	\$15,340.18	\$184,082.18
	\$92.93	\$7,434.08	\$16,107.18	\$193,286.18
	\$97.57	\$7,805.79	\$16,912.54	\$202,950.48
RANGE 71M	Hourly	Biweekly	Monthly	Annually
Director of Community Services (CSDIR)	\$74.54	\$5,963.30	\$12,920.48	\$155,045.78
Finance Director/City Treasurer (FDIR)	\$78.27	\$6,261.49	\$13,566.55	\$162,798.63
Human Resources Director (HRDIR)	\$82.18	\$6,574.55	\$14,244.85	\$170,938.23
	\$86.29	\$6,903.30	\$14,957.15	\$179,485.75
	\$90.61	\$7,248.42	\$15,704.92	\$188,459.04
RANGE 66M	Hourly	Biweekly	Monthly	Annually
City Engineer (CENG)	\$65.88	\$5,270.69	\$11,419.83	\$137,037.91
	\$69.18	\$5,534.24	\$11,990.85	\$143,890.20
	\$72.64	\$5,810.95	\$12,590.39	\$151,084.65
	\$76.27	\$6,101.50	\$13,219.93	\$158,639.11
	\$80.08	\$6,406.55	\$13,880.86	\$166,570.29
RANGE 62M	Hourly	Biweekly	Monthly	Annually
Building Division Manager/Building Official (BDMG)	\$59.69	\$4,775.01	\$10,345.86	\$124,150.31
	\$62.67	\$5,013.74	\$10,863.11	\$130,357.27
Deputy City Engineer (DEPCE)	\$65.81	\$5,264.43	\$11,406.27	\$136,875.19
Finance Manager (FMGR)	\$69.10	\$5,527.64	\$11,976.55	\$143,718.56
Information Systems Operations Manager (ISOM)	\$72.55	\$5,804.05	\$12,575.43	\$150,905.21
Planning Manager (PLMG)				
RANGE 61M	Hourly	Biweekly	Monthly	Annually
PW Operations Manager - Utilities (PWOMU)	\$58.23	\$4,658.54	\$10,093.51	\$121,122.07
	\$61.14	\$4,891.44	\$10,598.12	\$127,177.44
	\$64.20	\$5,136.04	\$11,128.09	\$133,537.10
	\$67.41	\$5,392.82	\$11,684.44	\$140,213.28
	\$70.78	\$5,662.46	\$12,268.65	\$147,223.84

CITY OF ROHNERT PARK - PAY RATES AND RANGES
Management Unit (Unrepresented)

RANGE 60M	Hourly	Biweekly	Monthly	Annually
Capital Improvement Plan (CIP) Program Manager (CIPPM)	\$56.81	\$4,544.90	\$9,847.28	\$118,167.38
	\$59.65	\$4,772.14	\$10,339.64	\$124,075.64
Housing Manager (HMGR)	\$62.63	\$5,010.74	\$10,856.60	\$130,279.25
PW Operations Manager - General Services (PWOMG)	\$65.77	\$5,261.30	\$11,399.49	\$136,793.83
	\$69.05	\$5,524.38	\$11,969.49	\$143,633.85

RANGE 58M	Hourly	Biweekly	Monthly	Annually
Civilian Fire Marshal (CFM)	\$54.07	\$4,325.89	\$9,372.76	\$112,473.12
Support Services Manager (SSMG)	\$56.78	\$4,542.20	\$9,841.43	\$118,097.16
	\$59.62	\$4,769.31	\$10,333.51	\$124,002.08
	\$62.60	\$5,007.78	\$10,850.20	\$130,202.35
	\$65.73	\$5,258.17	\$11,392.71	\$136,712.46

RANGE 55M	Hourly	Biweekly	Monthly	Annually
City Clerk (CCLERK)	\$50.21	\$4,017.03	\$8,703.56	\$104,442.75
	\$52.72	\$4,217.91	\$9,138.80	\$109,665.55
	\$55.36	\$4,428.77	\$9,595.67	\$115,148.05
	\$58.13	\$4,650.22	\$10,075.49	\$120,905.84
	\$61.03	\$4,882.74	\$10,579.27	\$126,951.19

RANGE 54M	Hourly	Biweekly	Monthly	Annually
Recreation Manager (CSMG)	\$48.99	\$3,919.08	\$8,491.33	\$101,895.99
Performing Arts Center Manager (PACM)	\$51.44	\$4,115.02	\$8,915.88	\$106,990.62
	\$54.01	\$4,320.74	\$9,361.61	\$112,339.37
	\$56.71	\$4,536.80	\$9,829.73	\$117,956.73
	\$59.55	\$4,763.65	\$10,321.25	\$123,854.95

Rohnert Park Public Safety Managers' Association (RPPSMA)

RANGE 96P	Hourly	Biweekly	Monthly	Annually
Public Safety Deputy Chief (DCPS)	\$75.06	\$6,004.42	\$13,009.58	\$156,114.96
	\$78.81	\$6,304.64	\$13,660.06	\$163,920.71
	\$82.75	\$6,619.88	\$14,343.06	\$172,116.75
	\$86.89	\$6,950.87	\$15,060.22	\$180,722.59
	\$91.23	\$7,298.41	\$15,813.23	\$189,758.71

RANGE 95P	Hourly	Biweekly	Monthly	Annually
Public Safety Lieutenant (LIEU)	\$63.34	\$5,067.19	\$10,978.92	\$131,747.02
	\$66.50	\$5,320.19	\$11,527.07	\$138,324.89
	\$69.82	\$5,585.68	\$12,102.30	\$145,227.61
	\$73.31	\$5,864.70	\$12,706.85	\$152,482.22
	\$76.98	\$6,158.30	\$13,342.98	\$160,115.80
	\$80.44	\$6,435.42	\$13,943.42	\$167,321.01

CITY OF ROHNERT PARK - PAY RATES AND RANGES
Confidential Unit (Unrepresented)

RANGE 30CF	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Administrative Assistant I (AACU1)	X	1	\$27.08	\$2,166.74	\$4,694.60	\$56,335.20
		2	\$28.44	\$2,275.11	\$4,929.40	\$59,152.79
		3	\$29.86	\$2,388.83	\$5,175.81	\$62,109.71
		4	\$31.35	\$2,508.31	\$5,434.66	\$65,215.97
		5	\$32.92	\$2,633.69	\$5,706.34	\$68,476.05

RANGE 34CF	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Administrative Assistant II (ACU)	X	1	\$29.90	\$2,391.71	\$5,182.03	\$62,184.38
		2	\$31.39	\$2,511.26	\$5,441.07	\$65,292.88
		3	\$32.96	\$2,636.82	\$5,713.12	\$68,557.41
		4	\$34.61	\$2,768.68	\$5,998.82	\$71,985.78
		5	\$36.34	\$2,907.10	\$6,298.72	\$75,584.68

RANGE 36CF	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Accounting Technician II (ACT2)	X	1	\$31.41	\$2,512.76	\$5,444.32	\$65,331.89
		2	\$32.98	\$2,638.41	\$5,716.55	\$68,598.65
		3	\$34.63	\$2,770.31	\$6,002.34	\$72,028.13
		4	\$36.36	\$2,908.86	\$6,302.53	\$75,630.38
		5	\$38.18	\$3,054.27	\$6,617.58	\$79,410.95

RANGE 37CF	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Human Resources Technician (HRT)	X	1	\$32.19	\$2,575.57	\$5,580.39	\$66,964.71
		2	\$33.80	\$2,704.38	\$5,859.50	\$70,313.95
		3	\$35.49	\$2,839.59	\$6,152.44	\$73,829.26
		4	\$37.27	\$2,981.56	\$6,460.06	\$77,520.66
		5	\$39.13	\$3,130.66	\$6,783.09	\$81,397.09

RANGE 40CF	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Senior Accounting Technician (SACT) Deputy City Clerk (DCC)	X	1	\$34.67	\$2,773.61	\$6,009.50	\$72,113.96
		2	\$36.40	\$2,912.29	\$6,309.96	\$75,719.54
		3	\$38.22	\$3,057.91	\$6,625.47	\$79,505.69
		4	\$40.14	\$3,210.82	\$6,956.78	\$83,481.30
		5	\$42.14	\$3,371.36	\$7,304.61	\$87,655.31

RANGE 45-CF	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Assistant City Clerk (ACCL)	X	1	\$39.23	\$3,138.12	\$6,799.25	\$81,591.02
		2	\$41.19	\$3,295.01	\$7,139.19	\$85,670.29
		3	\$43.25	\$3,459.75	\$7,496.13	\$89,953.53
		4	\$45.41	\$3,632.76	\$7,870.99	\$94,451.87
		5	\$47.68	\$3,814.39	\$8,264.52	\$99,174.24

RANGE 50CF	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Human Resources Analyst (HRA)	X	1	\$44.38	\$3,550.46	\$7,692.66	\$92,311.93
		2	\$46.60	\$3,728.02	\$8,077.37	\$96,928.41
		3	\$48.93	\$3,914.40	\$8,481.21	\$101,774.50
		4	\$51.38	\$4,110.14	\$8,905.30	\$106,863.56
		5	\$53.95	\$4,315.64	\$9,350.56	\$112,206.74

RANGE 51CF	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
ERP System Analyst (ERPA)	X	1	\$45.49	\$3,639.24	\$7,885.01	\$94,620.17
		2	\$47.77	\$3,821.21	\$8,279.29	\$99,351.46
		3	\$50.15	\$4,012.27	\$8,693.25	\$104,319.03
		4	\$52.66	\$4,212.89	\$9,127.93	\$109,535.15
		5	\$55.29	\$4,423.50	\$9,584.25	\$115,010.96

CITY OF ROHNERT PARK - PAY RATES AND RANGES

Confidential Unit (Unrepresented)

RANGE 54CF	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Accounting Supervisor (ACSUP)	X	1	\$48.99	\$3,919.08	\$8,491.33	\$101,895.99
		2	\$51.44	\$4,115.02	\$8,915.88	\$106,990.62
		3	\$54.01	\$4,320.74	\$9,361.61	\$112,339.37
		4	\$56.71	\$4,536.80	\$9,829.73	\$117,956.73
		5	\$59.55	\$4,763.65	\$10,321.25	\$123,854.95
RANGE 56CF	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Senior Analyst (SRAN)	X	1	\$51.47	\$4,117.47	\$8,921.18	\$107,054.15
Senior Human Resources Analyst (SRHR)		2	\$54.04	\$4,323.32	\$9,367.19	\$112,406.24
		3	\$56.74	\$4,539.50	\$9,835.58	\$118,026.95
		4	\$59.58	\$4,766.48	\$10,327.38	\$123,928.52
		5	\$62.56	\$5,004.78	\$10,843.69	\$130,124.33

CITY OF ROHNERT PARK - PAY RATES AND RANGES
Rohnert Park Employees' Association (RPEA)

RANGE 22RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Office Assistant (OFAS)	X	1	\$22.23	\$1,778.36	\$3,853.11	\$46,237.33
		2	\$23.34	\$1,867.27	\$4,045.74	\$48,548.91
		3	\$24.51	\$1,960.63	\$4,248.03	\$50,976.41
		4	\$25.73	\$2,058.67	\$4,460.45	\$53,525.40
		5	\$27.02	\$2,161.59	\$4,683.45	\$56,201.45
RANGE 26RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Animal Health Technician (AHT) Member Services Specialist (MBSS)	X	1	\$24.54	\$1,962.99	\$4,253.14	\$51,037.72
		2	\$25.76	\$2,061.11	\$4,465.74	\$53,588.93
		3	\$27.05	\$2,164.17	\$4,689.03	\$56,268.32
		4	\$28.40	\$2,272.36	\$4,923.46	\$59,081.46
		5	\$29.83	\$2,386.01	\$5,169.68	\$62,036.15
RANGE 30RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Accounting Assistant (ACAS) Administrative Assistant I (ADAS1) Public Safety Records Clerk (PSRC)	X	1	\$27.08	\$2,166.74	\$4,694.60	\$56,335.20
		2	\$28.44	\$2,275.11	\$4,929.40	\$59,152.79
		3	\$29.86	\$2,388.83	\$5,175.81	\$62,109.71
		4	\$31.35	\$2,508.31	\$5,434.66	\$65,215.97
		5	\$32.92	\$2,633.69	\$5,706.34	\$68,476.05
RANGE 32RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Accounting Technician I (ACTC1) Animal Shelter Coordinator (ANSC) Community Service Program Coordinator (CSPCO) Theater Services Coordinator (TSCO)	X	1	\$28.46	\$2,276.44	\$4,932.28	\$59,187.34
		2	\$29.88	\$2,390.25	\$5,178.87	\$62,146.49
		3	\$31.37	\$2,509.76	\$5,437.82	\$65,253.87
		4	\$32.94	\$2,635.28	\$5,709.77	\$68,517.29
		5	\$34.59	\$2,767.01	\$5,995.19	\$71,942.31
RANGE 34RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Administrative Assistant II (ADAS2) Building Permit Technician I (BPT1)	X	1	\$29.90	\$2,391.71	\$5,182.03	\$62,184.38
		2	\$31.39	\$2,511.26	\$5,441.07	\$65,292.88
		3	\$32.96	\$2,636.82	\$5,713.12	\$68,557.41
		4	\$34.61	\$2,768.68	\$5,998.82	\$71,985.78
		5	\$36.34	\$2,907.10	\$6,298.72	\$75,584.68
RANGE 35RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Community Development Technician (CDTC) Engineering Technician I (ENGT) GIS Technician I (GIST)	X	1	\$30.64	\$2,451.46	\$5,311.51	\$63,738.07
		2	\$32.18	\$2,574.07	\$5,577.14	\$66,925.70
		3	\$33.78	\$2,702.75	\$5,855.97	\$70,271.60
		4	\$35.47	\$2,837.91	\$6,148.82	\$73,785.79
		5	\$37.25	\$2,979.81	\$6,456.25	\$77,474.97
RANGE 36RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Accounting Technician II (ACTC2) Community Services Analyst (CSAN) Property Technician (PRPT) Technical Director (TECH)	X	1	\$31.41	\$2,512.76	\$5,444.32	\$65,331.89
		2	\$32.98	\$2,638.41	\$5,716.55	\$68,598.65
		3	\$34.63	\$2,770.31	\$6,002.34	\$72,028.13
		4	\$36.36	\$2,908.86	\$6,302.53	\$75,630.38
		5	\$38.18	\$3,054.27	\$6,617.58	\$79,410.95
RANGE 38RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Communications Specialist (COMS)	X	1	\$33.00	\$2,640.00	\$5,719.99	\$68,639.89
		2	\$34.65	\$2,771.98	\$6,005.97	\$72,071.60
		3	\$36.38	\$2,910.58	\$6,306.25	\$75,674.96
		4	\$38.20	\$3,056.11	\$6,621.57	\$79,458.87
		5	\$40.11	\$3,208.89	\$6,952.60	\$83,431.15

CITY OF ROHNERT PARK - PAY RATES AND RANGES

Rohnert Park Employees' Association (RPEA)

RANGE 39RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Building Permit Technician II (BPT2)	X	1	\$33.82	\$2,705.97	\$5,862.93	\$70,355.19
Engineering Technician II (EGT2)		2	\$35.52	\$2,841.26	\$6,156.06	\$73,872.72
GIST Technician II (GIST2)		3	\$37.29	\$2,983.32	\$6,463.86	\$77,566.36
Information Systems Technician I (IST1)		4	\$39.16	\$3,132.50	\$6,787.08	\$81,445.01
		5	\$41.11	\$3,289.14	\$7,126.47	\$85,517.60
RANGE 41RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Crime Analyst (CRA)	X	1	\$35.54	\$2,842.97	\$6,159.78	\$73,917.31
Fire Inspector (FINS)		2	\$37.31	\$2,985.12	\$6,467.76	\$77,613.17
		3	\$39.18	\$3,134.39	\$6,791.17	\$81,494.05
		4	\$41.14	\$3,291.07	\$7,130.65	\$85,567.75
		5	\$43.20	\$3,455.64	\$7,487.21	\$89,846.53
RANGE 42RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Assistant Planner (PLNR1)	X	1	\$36.43	\$2,914.05	\$6,313.77	\$75,765.24
Building Inspector I (BINS)		2	\$38.25	\$3,059.75	\$6,629.47	\$79,553.61
Code Compliance Officer I (CCO)		3	\$40.16	\$3,212.75	\$6,960.95	\$83,531.46
Public Works Inspector I (PWIN)		4	\$42.17	\$3,373.37	\$7,308.97	\$87,707.70
		5	\$44.28	\$3,542.01	\$7,674.36	\$92,092.36
RANGE 43RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Community Engagement Coordinator (CMNG)	X	1	\$37.34	\$2,986.88	\$6,471.57	\$77,658.87
Information Systems Technician II (IST2)		2	\$39.20	\$3,136.23	\$6,795.16	\$81,541.98
		3	\$41.16	\$3,293.04	\$7,134.92	\$85,619.02
		4	\$43.22	\$3,457.69	\$7,491.67	\$89,900.03
		5	\$45.38	\$3,630.58	\$7,866.25	\$94,395.03
RANGE 44RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Animal Shelter Supervisor (ALSS)	X	1	\$38.27	\$3,061.55	\$6,633.37	\$79,600.42
Community Services Supervisor (CSSV)		2	\$40.18	\$3,214.63	\$6,965.04	\$83,580.50
Homeless Services Coordinator (HSCO)		3	\$42.19	\$3,375.39	\$7,313.34	\$87,760.08
Management Analyst I (MANA1)		4	\$44.30	\$3,544.16	\$7,679.01	\$92,148.09
Property and Records Supervisor (PARS)		5	\$46.52	\$3,721.33	\$8,062.88	\$96,754.54
RANGE 46RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Building Inspector II (BINS2)	X	1	\$40.21	\$3,216.56	\$6,969.22	\$83,630.66
Code Compliance Officer II (CCO2)		2	\$42.22	\$3,377.40	\$7,317.71	\$87,812.47
Environmental Coordinator (EVC)		3	\$44.33	\$3,546.26	\$7,683.56	\$92,202.70
Public Works Inspector II (PWIN2)		4	\$46.54	\$3,723.56	\$8,067.71	\$96,812.50
		5	\$48.87	\$3,909.73	\$8,471.08	\$101,653.01
RANGE 47RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Accountant (ACCT)	X	1	\$41.21	\$3,296.98	\$7,143.46	\$85,721.56
Purchasing Agent (PAGT)		2	\$43.27	\$3,461.81	\$7,500.59	\$90,007.03
		3	\$45.44	\$3,634.91	\$7,875.63	\$94,507.60
		4	\$47.71	\$3,816.67	\$8,269.44	\$99,233.31
		5	\$50.09	\$4,007.47	\$8,682.85	\$104,194.20
RANGE 48RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Associate Planner (PLNR2)	X	1	\$42.24	\$3,379.37	\$7,321.98	\$87,863.74
		2	\$44.35	\$3,548.36	\$7,688.11	\$92,257.31
		3	\$46.57	\$3,725.79	\$8,072.54	\$96,870.46
		4	\$48.90	\$3,912.09	\$8,476.19	\$101,714.31
		5	\$51.35	\$4,107.69	\$8,900.00	\$106,800.03

CITY OF ROHNERT PARK - PAY RATES AND RANGES
Rohnert Park Employees' Association (RPEA)

RANGE 50RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Assistant Engineer (ASEN)	X	1	\$44.38	\$3,550.46	\$7,692.66	\$92,311.93
Management Analyst II (MANA2)		2	\$46.60	\$3,728.02	\$8,077.37	\$96,928.41
Project Coordinator (PROJC)		3	\$48.93	\$3,914.40	\$8,481.21	\$101,774.50
Senior Building Inspector (SBIN)		4	\$51.38	\$4,110.14	\$8,905.30	\$106,863.56
Senior Code Compliance Officer (SCCO)		5	\$53.95	\$4,315.64	\$9,350.56	\$112,206.74
Senior Public Works Inspector (SRPW)						
RANGE 51RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Information Systems Analyst (ISAN)	X	1	\$45.49	\$3,639.24	\$7,885.01	\$94,620.17
Senior Accountant (SRAC)		2	\$47.77	\$3,821.21	\$8,279.29	\$99,351.46
Senior Geographic Info System (GIS) Analyst (SGIA)		3	\$50.15	\$4,012.27	\$8,693.25	\$104,319.03
		4	\$52.66	\$4,212.89	\$9,127.93	\$109,535.15
		5	\$55.29	\$4,423.50	\$9,584.25	\$115,010.96
RANGE 52RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Sustainability Manager (SUST)	X	1	\$46.63	\$3,730.20	\$8,082.10	\$96,985.26
		2	\$48.96	\$3,916.72	\$8,486.22	\$101,834.69
		3	\$51.41	\$4,112.58	\$8,910.59	\$106,927.09
		4	\$53.98	\$4,318.17	\$9,356.04	\$112,272.50
		5	\$56.68	\$4,534.10	\$9,823.88	\$117,886.51
RANGE 54RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Project Manager (PMCD)	X	1	\$48.99	\$3,919.08	\$8,491.33	\$101,895.99
Senior Planner (SRPL)		2	\$51.44	\$4,115.02	\$8,915.88	\$106,990.62
		3	\$54.01	\$4,320.74	\$9,361.61	\$112,339.37
		4	\$56.71	\$4,536.80	\$9,829.73	\$117,956.73
		5	\$59.55	\$4,763.65	\$10,321.25	\$123,854.95
RANGE 56RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Associate Engineer (CIVE)	X	1	\$51.47	\$4,117.47	\$8,921.18	\$107,054.15
Senior Public Works Analyst (SPWA)		2	\$54.04	\$4,323.32	\$9,367.19	\$112,406.24
		3	\$56.74	\$4,539.50	\$9,835.58	\$118,026.95
		4	\$59.58	\$4,766.48	\$10,327.38	\$123,928.52
		5	\$62.56	\$5,004.78	\$10,843.69	\$130,124.33
RANGE 58RP	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Code Compliance Program Manager (CCPM)	X	1	\$54.07	\$4,325.89	\$9,372.76	\$112,473.12
Senior Engineer (SRENG)		2	\$56.78	\$4,542.20	\$9,841.43	\$118,097.16
		3	\$59.62	\$4,769.31	\$10,333.51	\$124,002.08
		4	\$62.60	\$5,007.78	\$10,850.20	\$130,202.35
		5	\$65.73	\$5,258.17	\$11,392.71	\$136,712.46

RANGE 23SE	STEP	Hourly	Biweekly	Monthly	Annually
Custodian (CUST)	1	\$22.84	\$1,827.46	\$3,959.49	\$47,513.91
	2	\$23.99	\$1,918.83	\$4,157.47	\$49,889.60
	3	\$25.18	\$2,014.77	\$4,365.34	\$52,384.08
	4	\$26.44	\$2,115.51	\$4,583.61	\$55,003.29
	5	\$27.77	\$2,221.29	\$4,812.79	\$57,753.45
RANGE 24SE	STEP	Hourly	Biweekly	Monthly	Annually
Landscape Maintenance Worker (LMW)	1	\$23.41	\$1,873.14	\$4,058.48	\$48,701.76
	2	\$24.64	\$1,971.31	\$4,271.18	\$51,254.17
	3	\$25.87	\$2,069.91	\$4,484.81	\$53,817.77
	4	\$27.17	\$2,173.38	\$4,708.99	\$56,507.93
	5	\$28.53	\$2,282.06	\$4,944.47	\$59,333.61
RANGE 26SE	STEP	Hourly	Biweekly	Monthly	Annually
Utilities Service Representative (USR)	1	\$24.66	\$1,972.52	\$4,273.79	\$51,285.52
	2	\$25.89	\$2,071.12	\$4,487.43	\$53,849.13
	3	\$27.18	\$2,174.67	\$4,711.79	\$56,541.53
	4	\$28.54	\$2,283.40	\$4,947.36	\$59,368.33
	5	\$29.97	\$2,397.59	\$5,194.78	\$62,337.36
RANGE 31SE	STEP	Hourly	Biweekly	Monthly	Annually
Parks Maintenance Worker I (PMW1)	1	\$27.90	\$2,231.71	\$4,835.36	\$58,024.37
Streets Maintenance Worker I (SMW1)	2	\$29.29	\$2,343.27	\$5,077.09	\$60,925.08
	3	\$30.76	\$2,460.44	\$5,330.95	\$63,971.39
	4	\$32.29	\$2,583.46	\$5,597.50	\$67,170.02
	5	\$33.91	\$2,712.65	\$5,877.40	\$70,528.80
RANGE 33SE	STEP	Hourly	Biweekly	Monthly	Annually
Collection System Operator I (CSO1)	1	\$29.31	\$2,344.69	\$5,080.17	\$60,962.04
Facilities Maintenance Worker I (FMW1)	2	\$30.77	\$2,461.90	\$5,334.12	\$64,009.47
Maintenance Worker I (MW1)	3	\$32.31	\$2,585.01	\$5,600.86	\$67,210.33
Water Distribution Operator I (WDO1)	4	\$33.93	\$2,714.28	\$5,880.95	\$70,571.36
Water System Operator I (WSO1)	5	\$35.62	\$2,849.97	\$6,174.94	\$74,099.25
RANGE 35SE	STEP	Hourly	Biweekly	Monthly	Annually
Parks Maintenance Worker II (PMW2)	1	\$30.79	\$2,463.37	\$5,337.30	\$64,047.55
Streets Maintenance Worker II (SMW2)	2	\$32.33	\$2,586.56	\$5,604.22	\$67,250.65
	3	\$33.95	\$2,715.88	\$5,884.40	\$70,612.79
	4	\$35.65	\$2,851.69	\$6,178.67	\$74,144.05
	5	\$37.43	\$2,994.27	\$6,487.60	\$77,851.14
RANGE 37SE	STEP	Hourly	Biweekly	Monthly	Annually
Collection System Operator II (CSO2)	1	\$32.35	\$2,588.07	\$5,607.49	\$67,289.85
Facilities Maintenance Worker II (FMW2)	2	\$33.97	\$2,717.51	\$5,887.95	\$70,655.35
Maintenance Worker II (MW2)	3	\$35.67	\$2,853.37	\$6,182.31	\$74,187.73
Water Distribution Operator II (WDO2)	4	\$37.45	\$2,996.04	\$6,491.42	\$77,897.06
Water System Operator II (WSO2)	5	\$39.32	\$3,145.86	\$6,816.03	\$81,792.30
RANGE 39SE	STEP	Hourly	Biweekly	Monthly	Annually
Irrigation Maintenance Technician (IMT)	1	\$33.99	\$2,719.11	\$5,891.40	\$70,696.79
Parks Maintenance Worker III (PMW3)	2	\$35.69	\$2,855.05	\$6,185.95	\$74,231.41
Streets Maintenance Worker III (SMW3)	3	\$37.47	\$2,997.81	\$6,495.25	\$77,942.98
	4	\$39.35	\$3,147.71	\$6,820.04	\$81,840.46
	5	\$41.31	\$3,305.11	\$7,161.07	\$85,932.82

CITY OF ROHNERT PARK - PAY RATES AND RANGES
Service Employees' International Union (SEIU) Local 1021 - Maintenance Workers

RANGE 40SE	STEP	Hourly	Biweekly	Monthly	Annually
Fleet Mechanic (FMEC)	1	\$34.84	\$2,787.08	\$6,038.67	\$72,464.10
	2	\$36.58	\$2,926.43	\$6,340.60	\$76,087.19
	3	\$38.41	\$3,072.76	\$6,657.64	\$79,891.72
	4	\$40.33	\$3,226.41	\$6,990.55	\$83,886.64
	5	\$42.35	\$3,387.73	\$7,340.08	\$88,080.92

RANGE 41SE	STEP	Hourly	Biweekly	Monthly	Annually
Collection System Operator III (CSO3)	1	\$35.71	\$2,856.78	\$6,189.68	\$74,276.21
Facilities Maintenance Worker III (FMW3)	2	\$37.50	\$2,999.62	\$6,499.17	\$77,990.02
Water Distribution Operator III (WDO3)	3	\$39.37	\$3,149.61	\$6,824.15	\$81,889.74
Water System Operator III (WSO3)	4	\$41.34	\$3,307.05	\$7,165.27	\$85,983.22
	5	\$43.41	\$3,472.41	\$7,523.56	\$90,282.77

RANGE 42SE	STEP	Hourly	Biweekly	Monthly	Annually
Arborist (ARB)	1	\$36.60	\$2,928.20	\$6,344.43	\$76,133.11
Utility Maintenance Mechanic (UMM)	2	\$38.43	\$3,074.61	\$6,661.66	\$79,939.88
	3	\$40.35	\$3,228.35	\$6,994.75	\$83,937.04
	4	\$42.37	\$3,389.75	\$7,344.46	\$88,133.56
	5	\$44.49	\$3,559.21	\$7,711.63	\$92,539.51

RANGE 44SE	STEP	Hourly	Biweekly	Monthly	Annually
Instrumentation Technician (INST)	1	\$38.46	\$3,076.42	\$6,665.58	\$79,986.92
	2	\$40.38	\$3,230.24	\$6,998.86	\$83,986.32
	3	\$42.40	\$3,391.78	\$7,348.85	\$88,186.19
	4	\$44.52	\$3,561.37	\$7,716.29	\$92,595.50
	5	\$46.74	\$3,739.40	\$8,102.03	\$97,224.33

RANGE 45SE	STEP	Hourly	Biweekly	Monthly	Annually
Parks Maintenance Supervisor (PMS)	1	\$39.42	\$3,153.35	\$6,832.26	\$81,987.18
Streets Maintenance Supervisor (SMS)	2	\$41.39	\$3,311.01	\$7,173.85	\$86,086.26
	3	\$43.46	\$3,476.55	\$7,532.52	\$90,390.29
	4	\$45.63	\$3,650.40	\$7,909.21	\$94,910.48
	5	\$47.91	\$3,832.91	\$8,304.65	\$99,655.78

RANGE 46SE	STEP	Hourly	Biweekly	Monthly	Annually
Collection System Supervisor (CSS)	1	\$40.40	\$3,232.18	\$7,003.06	\$84,036.72
Facilities Maintenance Supervisor (FMS)	2	\$42.42	\$3,393.80	\$7,353.24	\$88,238.83
Fleet Services Supervisor (FSS)	3	\$44.54	\$3,563.48	\$7,720.87	\$92,650.38
Water Distribution Supervisor (WDS)	4	\$46.77	\$3,741.64	\$8,106.88	\$97,282.57
Water System Supervisor (WSS)	5	\$49.11	\$3,928.71	\$8,512.22	\$102,146.58

CITY OF ROHNERT PARK - PAY RATES AND RANGES
Rohnert Park Public Safety Officers' Association (RPPSOA)

RANGE 26PS	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Public Safety Officer Trainee (PSOT)	S	5	\$30.41	\$2,432.45	\$5,270.31	\$63,243.73

RANGE 32PS	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Community Services Officer (CSO)	S-CSO	1	\$29.01	\$2,320.75	\$5,028.29	\$60,339.47
		2	\$30.46	\$2,436.78	\$5,279.68	\$63,356.22
		3	\$31.98	\$2,558.62	\$5,543.67	\$66,524.08
		4	\$33.58	\$2,686.58	\$5,820.92	\$69,851.03
		5	\$35.26	\$2,820.87	\$6,111.89	\$73,342.73

RANGE 34PS	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Public Safety Dispatcher I (PSD)	XD	1	\$31.09	\$2,487.03	\$5,388.47	\$64,662.75
PT Public Safety Dispatcher I (PTD) - Hourly		2	\$32.64	\$2,611.35	\$5,657.82	\$67,895.13
		3	\$34.27	\$2,741.91	\$5,940.70	\$71,289.77
		4	\$35.99	\$2,879.03	\$6,237.78	\$74,854.78
		5	\$37.79	\$3,022.97	\$6,549.64	\$78,597.11

RANGE 38PS	CLASS	STEP	Hourly	Biweekly	Monthly	Annually	
Public Safety Dispatcher II (PSD2)	XD	1	\$34.32	\$2,745.21	\$5,947.84	\$71,375.33	
PT Public Safety Dispatcher II (PTD2) - Hourly		2	\$36.03	\$2,882.46	\$6,245.22	\$74,944.02	
		3	\$37.83	\$3,026.58	\$6,557.47	\$78,691.00	
		4	\$39.72	\$3,177.91	\$6,885.34	\$82,625.72	
		5	\$41.71	\$3,336.78	\$7,229.56	\$86,756.30	

RANGE 46PS	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Public Safety Communications Supervisor (PSCS)	XD	1	\$41.81	\$3,344.76	\$7,246.84	\$86,963.76
		2	\$43.90	\$3,512.01	\$7,609.20	\$91,312.24
		3	\$46.09	\$3,687.59	\$7,989.63	\$95,877.44
		4	\$48.40	\$3,871.96	\$8,389.09	\$100,670.96
		5	\$50.82	\$4,065.55	\$8,808.53	\$105,704.41

RANGE 48PS	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Public Safety Officer I (PSO1)	S	1	\$41.01	\$3,281.10	\$7,109.05	\$85,308.58
		2	\$43.06	\$3,445.16	\$7,464.51	\$89,574.07
		3	\$45.22	\$3,617.43	\$7,837.76	\$94,053.17
		4	\$47.48	\$3,798.31	\$8,229.68	\$98,756.11
		5	\$49.85	\$3,988.24	\$8,641.19	\$103,694.26
		6	\$52.35	\$4,187.65	\$9,073.25	\$108,878.97

RANGE 49PS	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Public Safety Officer II (PSO2)	S	1	\$42.04	\$3,363.13	\$7,286.78	\$87,441.33
		2	\$44.14	\$3,531.29	\$7,651.14	\$91,813.62
		3	\$46.35	\$3,707.85	\$8,033.67	\$96,404.07
		4	\$48.67	\$3,893.28	\$8,435.43	\$101,225.19
		5	\$51.10	\$4,087.92	\$8,857.17	\$106,286.05
		6	\$53.65	\$4,292.32	\$9,300.02	\$111,600.29

RANGE 49APS	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Public Safety Officer III (PSO3)	S	1	\$43.51	\$3,480.86	\$7,541.87	\$90,502.39
		2	\$45.69	\$3,654.88	\$7,918.91	\$95,026.94
		3	\$47.97	\$3,837.64	\$8,314.89	\$99,778.74
		4	\$50.37	\$4,029.54	\$8,730.67	\$104,768.02
		5	\$52.89	\$4,231.01	\$9,167.18	\$110,006.13
		6	\$55.53	\$4,442.57	\$9,625.56	\$115,506.73

CITY OF ROHNERT PARK - PAY RATES AND RANGES
Rohnert Park Public Safety Officers' Association (RPPSOA)

RANGE 49BPS	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Public Safety Officer IV (PSO4)	S	1	\$45.69	\$3,654.88	\$7,918.91	\$95,026.94
		2	\$47.97	\$3,837.64	\$8,314.89	\$99,778.74
		3	\$50.37	\$4,029.54	\$8,730.67	\$104,768.02
		4	\$52.89	\$4,231.01	\$9,167.18	\$110,006.13
		5	\$55.53	\$4,442.57	\$9,625.56	\$115,506.73
		6	\$58.31	\$4,664.70	\$10,106.86	\$121,282.29

RANGE 48F	CLASS	STEP	**Hourly	Biweekly	Monthly	Annually
Fire Public Safety Officer I (FPSO1)	S	1	\$28.42	\$3,191.48	\$6,914.86	\$82,978.37
		2	\$29.84	\$3,351.05	\$7,260.61	\$87,127.34
		3	\$31.33	\$3,518.62	\$7,623.67	\$91,484.10
		4	\$32.90	\$3,694.56	\$8,004.88	\$96,058.58
		5	\$34.54	\$3,879.30	\$8,405.15	\$100,861.84
		6	\$36.27	\$4,073.27	\$8,825.41	\$105,904.93

RANGE 49F	CLASS	STEP	**Hourly	Biweekly	Monthly	Annually
Fire Public Safety Officer II (FPSO2)	S	1	\$29.13	\$3,271.26	\$7,087.74	\$85,052.86
		2	\$30.58	\$3,434.84	\$7,442.14	\$89,305.72
		3	\$32.11	\$3,606.57	\$7,814.23	\$93,770.79
		4	\$33.72	\$3,786.93	\$8,205.02	\$98,460.21
		5	\$35.41	\$3,976.26	\$8,615.24	\$103,382.83
		6	\$37.18	\$4,175.07	\$9,045.99	\$108,551.92

RANGE 49AF	CLASS	STEP	**Hourly	Biweekly	Monthly	Annually
Fire Public Safety Officer III (FPSO3)	S	1	\$30.15	\$3,385.78	\$7,335.86	\$88,030.30
		2	\$31.65	\$3,555.05	\$7,702.61	\$92,431.27
		3	\$33.24	\$3,732.82	\$8,087.77	\$97,053.27
		4	\$34.90	\$3,919.47	\$8,492.19	\$101,906.27
		5	\$36.64	\$4,115.43	\$8,916.78	\$107,001.30
		6	\$38.48	\$4,321.22	\$9,362.64	\$112,351.64

RANGE 49BF	CLASS	STEP	**Hourly	Biweekly	Monthly	Annually
Fire Public Safety Officer IV (FPSO4)	S	1	\$31.65	\$3,555.05	\$7,702.61	\$92,431.27
		2	\$33.24	\$3,732.82	\$8,087.77	\$97,053.27
		3	\$34.90	\$3,919.47	\$8,492.19	\$101,906.27
		4	\$36.64	\$4,115.43	\$8,916.78	\$107,001.30
		5	\$38.48	\$4,321.22	\$9,362.64	\$112,351.64
		6	\$40.40	\$4,537.29	\$9,830.79	\$117,969.45

RANGE 57PS	CLASS	STEP	Hourly	Biweekly	Monthly	Annually
Public Safety Sergeant (PSGT)	S	1	\$51.22	\$4,097.67	\$8,878.29	\$106,539.43
		2	\$53.78	\$4,302.55	\$9,322.18	\$111,866.18
		3	\$56.47	\$4,517.69	\$9,788.33	\$117,459.94
		4	\$59.29	\$4,743.54	\$10,277.67	\$123,332.09
		5	\$62.26	\$4,980.76	\$10,791.64	\$129,499.66
		6	\$65.37	\$5,229.77	\$11,331.17	\$135,974.01
		7	\$68.67	\$5,493.95	\$11,903.56	\$142,842.77

RANGE 57F	CLASS	STEP	**Hourly	Biweekly	Monthly	Annually
Fire Assignment Sergeant (FSGT)	S	1	\$35.49	\$3,985.74	\$8,635.77	\$103,629.30
		2	\$37.26	\$4,185.02	\$9,067.54	\$108,810.54
		3	\$39.13	\$4,394.29	\$9,520.96	\$114,251.51
		4	\$41.08	\$4,613.97	\$9,996.94	\$119,963.25
		5	\$43.14	\$4,844.71	\$10,496.86	\$125,962.36
		6	\$45.29	\$5,086.92	\$11,021.66	\$132,259.87
		7	\$47.58	\$5,343.88	\$11,578.42	\$138,941.00

**Hourly rate based on 2,920 hours annually

CITY OF ROHNERT PARK - PAY RATES AND RANGES
Miscellaneous Part-Time Hourly Positions

RANGE H66	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
PT Animal Shelter Assistant (ASA)	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00
PT Box Office Assistant (PTBA)							
PT Choreographer (PTCH)							
PT Community Services Leader (PTCSL)							
PT Facility Attendant (PTFA)							
PT Lifeguard (PTLC)							
PT Musician (PTMU)							
PT Senior Community Services Leader (PTSCSL)							
PT Senior Facility Attendant (PTSFA)							
PT Senior Lifeguard (PTSRL)							
PT Senior Swim Instructor (PTSIL)							
PT Swim Instructor (PTIL)							
PT Theatre Technician I (PTT1)							

RANGE H67	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
PT Administrative Intern (PTAI)	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00
PT Arts Center House Manager (PTHM)							
PT Community Services Coordinator (PTCSC)							
PT Custodian (PTC)							
PT Lead Animal Shelter Assistant (LASA)							
PT Lead Custodian (PTCL)							
PT Music Director/Conductor (PTMD)							
PT Office Assistant (PT01)							
PT Pool Manager (PTPMGR)							
PT Seasonal Maintenance Assistant (SMA)							
PT Senior Office Assistant (PT02)							
PT Stage Manager (PTSM)							
PT Theatre Marketing Specialist (PTTM)							
PT Theatre Technician II (PTT2)							

RANGE H68	STEP 1	STEP 2	STEP 3
PT Information Systems Assistant (PTIS)	\$30.00	\$30.50	\$31.00

MISCELLANEOUS	HOURLY RANGE
PT Temporary Employee (PTTE)	\$18.00 - \$99.00

INCENTIVES	Amount/Percentage
Holidays (City observed)	Overtime (1.5) for all hours worked
Shift Differential	\$1/hour extra for hours worked between 9:30 p.m. and 7:00 a.m.

CITY OF ROHNERT PARK - PAY RATES AND RANGES
Pensionable Stipends by Unit

All Units	Amount/Percentage
Acting Pay	5% - 10%
*Longevity	2% - 10%
***Supervisory Pay	5%
By Employment Contract	Amount/Percentage
Management Allowance (City Manager)	\$600/month
POST Certification Pay (Director of Public Safety) - Executive	10%
***Uniform Allowance (Director of Public Safety)	\$1,080/year
Confidential	Amount/Percentage
Bilingual	\$100/month
Educational Incentive - BA/BS, MA/MS	\$50/month
Rohnert Park Employees' Association (RPEA)	Amount/Percentage
Bilingual	\$100/month
Educational Incentive - MA/MS	\$50/month
Rohnert Park Public Safety Managers' Association (RPPSMA)	Amount/Percentage
*In-District (non-pensionable)	\$150/month
POST Certification Pay (Commanders) - Supervisory	7.0%
POST Certification Pay (Commanders) - Management	8.5%
***Uniform Allowance	\$1,080/year
Rohnert Park Public Safety Officers' Association (RPPSOA)	Amount/Percentage
Acting Supervisor/Watch Commander	5% - 15%
Acting Commander	10% - 15%
Bilingual	\$175/month
Canine Handler	3.0%
Detective	5.0%
Field Training Officer	5.0%
Non-Sworn Training Officer	5.0%
Motorcycle Duty	5.0%
**Intermediate POST Certification	4.5%
**Advanced POST Certification	7.0%
**Intermediate Dispatcher POST Certification	2.5%
**Advanced Dispatcher POST Certification	5.0%
**POST Supervisory Certification (Sergeant)	9.0%
POST Field Evidence Tech Certification (CSO)	2.5%
Shift Differential	5.0%
Special/Extra Assignments	5.0%
***Uniform Allowance	\$1,080/year (sworn); \$540/year (CSO)
Service Employees' International Union (SEIU)	Amount/Percentage
*Certification and License Program - Level I	2.6%
*Certification and License Program - Level II	4.5%
*Certification and License Program - Level III	6.0%
Bilingual	\$100/month
Educational Incentive Pay - Level I	\$75/month
Educational Incentive Pay - Level II	\$100/month
Educational Incentive Pay - Level III	\$135/month
Certified Playground Inspector	1.2%
OSHA Certified Trainer	1.2%
Pool Operator	1.2%
Water Distribution 1 or higher	1.2%
Water Treatment 1 or higher	1.2%

*Inactive stipend; closed to new ees; **Only one POST stipend paid per ee; ***Only pensionable for classic PERS members



EXHIBIT B

FACILITIES MAINTENANCE WORKER I /II

DEFINITION

Under direct or general supervision, learns to perform and performs a variety of skilled and semi-skilled activities and functions related to the operation, maintenance, and repair of the City's facilities and infrastructure; performs related duties as required.

SUPERVISION RECEIVED AND EXERCISED

Receives direct or general supervision from assigned supervisory or management personnel. Exercises no direct supervision over staff.

CLASS CHARACTERISTICS

Facilities Maintenance Worker I class is an entry-level position within the City's Department of Public Works, Facilities Maintenance Division. Initially under close supervision, incumbents with basic maintenance experience learn City infrastructure, systems, and facilities, use of tools and equipment, and a wide variety of practices and procedures. As experience is gained, assignments become more varied and are performed with greater independence. Assignments may vary with the skill and training of the incumbent. Positions at this level usually perform most of the duties required of the positions at the II-level but are not expected to function at the same skill level and usually exercise less independent discretion and judgment in matters related to work procedures and methods.

Facilities Maintenance Worker II class is a journey-level position within the City's Department of Public Works, Facilities Maintenance Division. Positions at this level are distinguished from the I level by the performance of the full range of duties as assigned, working independently, and exercising judgment and initiative. Positions at this level receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies of the work unit. Work is normally reviewed upon completion and for overall results.

Positions in the Facilities Maintenance Worker class series are flexibly staffed and positions at the II-level are normally filled by advancement from the I-level after gaining the required experience, meeting satisfactory performance standards, obtaining all professional certifications, and after demonstrating the ability to perform the work of the higher-level class.

When filled from the outside, three (3) years of prior related experience that meets the qualification standards for the II level is required.

The activities of Facilities Maintenance Worker I/II differ from those of the Facilities Maintenance Worker III, having less autonomy and discretionary responsibility relevant to the planning, organization, and dissemination of maintenance activities, assignments and duties.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Performs, diagnoses, troubleshoots, and repairs complex building systems.
- Performs a variety of rough and finished carpentry work to include alterations, repairs and maintenance.
- Installs, repairs, and replaces drywall and hard surfaces, including painting.
- Installs, maintains and repairs electrical, controls, wiring, and lighting systems. Inspects transformers and circuit breakers, and other electrical components.
- Installs interior and exterior wiring for equipment and appliances, troubleshoots and locates defects in electrical systems and replaces parts as necessary.
- Performs routine, low-voltage electrical work including inspection, repair, installation, and service of electrical and lighting systems.
- Installs, maintains, and repairs plumbing systems and fixtures.
- Performs repairs to a variety of roofing systems as needed.
- Performs a variety of construction and maintenance functions related to the development, care, and upkeep of the City's facilities and infrastructure.
- Works in confined space environments such as vaults and pits; uses air monitoring equipment to detect unsuitable air quality.
- Maintains heating, ventilation and air conditioning (HVAC) systems.
- Uses building management systems to operate and troubleshoot HVAC and lighting control systems.
- Operates and maintains city swimming pool equipment including filtration, heating and disinfection systems.
- May perform troubleshooting, maintenance, and repairs of chillers and boilers.
- Reads and interprets plans and specifications.
- Provides timely and responsive corrective action to citizens' questions, concerns, complaints, and claims.
- Uses a computer to assist with the logging and/or tracking of daily work assignments; maintains other work-related records as needed.
- Operates and/or drives a variety of light and heavy-duty equipment and vehicles typically used in Public Works' maintenance and constructions activities.

In performing the duties described above, the incumbent is expected to:

- Provide outstanding and friendly customer service.
- Create and maintain a respectful and collaborative working environment.
- Communicate honestly and behave in a manner that is ethical, legal and fiscally responsible.
- Demonstrate care for the organization, customers, and coworkers.
- Perform work of the highest quality possible.
- Practice and encourage initiative and innovation to improve the workplace.

QUALIFICATIONS

Some knowledge, skills, and abilities may be performed by positions at the entry (I) level in a learning capacity:

Knowledge of:

- Safe practices in using a variety of mechanical and power tools and equipment in constructing, maintaining, and repairing a variety of City facilities and infrastructure.
- Traffic laws, ordinances, rules and regulations involved in the operation of vehicle and heavy equipment operations.
- Basic electrical principles.
- Techniques for working with concrete, welding, plumbing, carpentry.
- Arithmetic sufficient to calculate volumes, areas, lengths, percentages and conversions.
- Safe work practices, including safety precautions for operating power equipment, working in traffic and under hazardous conditions.

- Construction and maintenance materials, methods, standards, and terminology.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and City staff.
- The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.
- Modern equipment and communication tools used for business functions and program, project, and task coordination.
- Computers and software programs to conduct, compile, and/or generate documentation.

Ability to:

- Operate a variety of mechanical and power tools and equipment used in constructing, maintaining, and repairing City facilities and infrastructure.
- Operate basic office equipment, including a computer.
- Prepare written documents including reports, memos, and spreadsheets.
- Perform varied and complex mechanical maintenance and repair work.
- Diagnose problems and determine appropriate action.
- Interpret and work from sketches, building plans, and specifications.
- Take initiative to seek out work, complete tasks, and follow through with work assignments in a timely fashion.
- Follow verbal and written directions.
- Learn and utilize new technology.
- Perform manual labor under adverse working conditions.
- Communicate clearly and concisely, both orally and in writing, using appropriate English grammar and syntax.
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

Education and Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Facilities Maintenance Worker I/II: Equivalent to completion of the twelfth (12th) grade.

Facilities Maintenance Worker I: Six (6) months experience performing manual labor in general construction or maintenance.

Facilities Maintenance Worker II: Three years (3) of increasingly responsible experience related to the maintenance of facilities and infrastructure from either a public or private agency.

Licenses and Certifications:

Facilities Maintenance Worker I/II:

- Possession of a valid California driver's license by time of appointment and a satisfactory driving record.
- Possession of a Certified Pool Operator Certificate issued by the National Swimming Pool Foundation within one year of date of appointment.

Facilities Maintenance Worker II:

The following are highly desirable for the Facilities Maintenance Worker II to possess:

- Certificate of completion of Chillers: Operation & Maintenance of Chilled Water Systems training provided by National Technology Transfer, Inc., also known as NTT Training.
- Certificate of completion of Boilers: Technical & Operational training provided by National Technology Transfer, Inc., also known as NTT Training.
- Certificate of Section 608 Technician Certification Type 2, 3 and/or Universal. Testing for certification must be administered by an EPA-approved certifying organization.

Alternative courses/providers of comparable content and complexity will be considered on a case-by-case basis.

PHYSICAL DEMANDS

Must possess mobility to work in the field; strength, stamina, and mobility to perform medium to heavy physical work, to work in confined spaces and around machines, to climb and descend ladders, to operate varied hand and power tools and construction equipment, and to operate a motor vehicle and visit various City sites; vision to read printed materials and a computer screen; smell to recognize and distinguish odors, and hearing and speech to communicate in person and over the telephone or radio. The job involves fieldwork requiring frequent walking in operational areas to identify problems or hazards. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate above-mentioned tools and equipment. Positions in this classification bend, stoop, kneel, reach, and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects weighing up to 70 pounds or heavier weights with the use of proper equipment and assistance from other staff.

ENVIRONMENTAL ELEMENTS

Employees work in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. May be required to wear respiratory equipment. Employees may interact with members of the public or with staff under emotionally stressful conditions while interpreting and enforcing departmental policies and procedures.

WORKING CONDITIONS

May provide twenty-four-hour standby service.

FLSA Status:	Non-exempt
Employee Unit:	Service Employees' International Union (SEIU), Local 1021
Approved By:	City Council Resolution No. 2020-068
Date Approved:	July 14, 2020



EXHIBIT C

FACILITIES MAINTENANCE WORKER III

DEFINITION

Under general supervision, performs a variety of highly skilled activities and functions related to the maintenance of the City's facilities and infrastructure; performs related duties as required. In addition, may provide lead direction to Facilities Maintenance work teams.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from assigned supervisory or management personnel. May exercise technical and functional direction over and provide training to lower-level maintenance staff.

CLASS CHARACTERISTICS

The Facilities Maintenance Worker III class is the advanced journey-level position within the City's Department of Public Works. Incumbents work under general direction and exercise a high level of discretion and independent judgment in performing the full range of routine to complex activities and functions related to the operation, maintenance, and repair of the City's facilities. Incumbents also provide lead direction and supervision to lower level maintenance staff. The class is distinguished from the Facilities Maintenance Worker II by requiring greater initiative, judgment, responsibility, autonomy and discretion relevant to the planning, organization, and dissemination of maintenance activities, assignments and duties. Although the incumbent in this position has day-to-day responsibility for assigned projects, the position differs from the Facilities Maintenance Supervisor by requiring less overall responsibility for division operations.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Performs, diagnoses, troubleshoots, and repairs complex building systems.
- Performs a variety of rough and finished carpentry work to include alterations, repairs and maintenance.
- Installs, repairs, and replaces drywall and hard surfaces, including painting.
- Installs interior and exterior wiring for equipment and appliances, troubleshoots and locates defects in electrical systems and replaces parts as necessary.
- Performs routine, low-voltage electrical work including inspection, repair, installation and service of electrical and lighting systems.
- Installs, maintains, and repairs plumbing systems and fixtures.
- Performs repairs to a variety of roofing systems as needed.
- Performs a variety of construction and maintenance functions related to the development, care, and upkeep of the City's facilities and infrastructure.
- Maintains heating, ventilation and air conditioning (HVAC) systems.
- Uses building management systems to operate and troubleshoot HVAC and lighting control systems.
- Operates and maintains city swimming pool equipment including filtration, heating and disinfection systems.

- Works in confined space environments such as vaults and pits; uses air monitoring equipment to detect unsuitable air quality.
- Provides timely and responsive corrective action to citizens' questions, concerns, complaints, and claims.
- May perform troubleshooting, maintenance, and repairs of chillers and boilers.
- Reads and interprets building plans and specifications.
- Uses a computer to assist with the logging and/or tracking of daily work assignments; maintains other work-related records as needed.
- Operates and/or drives a variety of light and heavy-duty equipment and vehicles typically used in Public Works' maintenance and constructions activities.

In performing the duties described above, the incumbent is expected to:

- Provide outstanding and friendly customer service.
- Create and maintain a respectful and collaborative working environment.
- Communicate honestly and behave in a manner that is ethical, legal and fiscally responsible.
- Demonstrate care for the organization, customers, and coworkers.
- Perform work of the highest quality possible.
- Practice and encourage initiative and innovation to improve the workplace.

QUALIFICATIONS

Knowledge of:

- Methods, equipment and materials used to maintain public facilities and infrastructure.
- Types and levels of maintenance and repair functions performed in public works operations.
- Materials and supplies needed for completion of public works projects.
- Occupational hazards and standard safety precautions and practices.
- Principles of providing functional direction and training.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and City staff.
- The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.
- Modern equipment and communication tools used for business functions and program, project, and task coordination.
- Computers and software programs to conduct, compile, and/or generate documentation.

Ability to:

- Effectively provide staff leadership and work direction.
- Operate a variety of equipment, vehicles, power, and hand tools.
- Implement innovative techniques in response to mechanical and electrical problems.
- Perform basic arithmetic calculations.
- Prepare written documents including reports, memos, and spreadsheets.
- Demonstrate and follow safe work practices
- Works in confined space environments such as vaults and pits; uses air monitoring equipment to detect unsuitable air quality.
- Understand, interpret, and apply all pertinent laws, codes, regulations, policies and procedures, and standards relevant to work performed.
- Effectively represent the department and the City in meetings with governmental agencies; community groups; various business, professional, and regulatory organizations; and in meetings with individuals.
- Learn and understand the organization and operation of the City and of outside agencies as necessary to assume assigned responsibilities.

- Independently organize work, set priorities, meet critical deadlines, and follow-up on assignments.
- Effectively use computer systems, software applications, and modern business equipment to perform a variety of work tasks.
- Communicate clearly and concisely, both orally and in writing, using appropriate English grammar and syntax.
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

Education and Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to completion of the twelfth (12th) grade and five (5) years of increasingly responsible experience related to the maintenance of public facilities and infrastructure from either a public or private agency equivalent to City of Rohnert Park Facilities Maintenance Worker II.

Licenses and Certifications:

- Possession of a valid California driver's license by date of appointment and satisfactory driving record.
- Possession of a Certified Pool Operator Certificate issued by the National Swimming Pool Foundation within twelve (12) months of date of appointment.
- Possession of Section 608 Technician Certification Type 2, 3 and/or Universal. Testing for certification must be administered by an EPA-approved certifying organization license, highly desirable.
- Possession of Certificate of completion of Chillers: Operation & Maintenance of Chilled Water Systems training provided by National Technology Transfer, Inc., also known as NTT Training, within one year of appointment.
- Possession of Certificate of completion of Boilers: Technical & Operational training provided by National Technology Transfer, Inc., also known as NTT Training, within one year of appointment.

Alternative courses/providers of comparable content and complexity will be considered on a case-by-case basis.

PHYSICAL DEMANDS

Must possess mobility to work in the field; strength, stamina, and mobility to perform medium to heavy physical work, to work in confined spaces and around machines, to climb and descend ladders, to operate varied hand and power tools and construction equipment, and to operate a motor vehicle and visit various City sites; vision to read printed materials and a computer screen; smell to recognize and distinguish odors, and hearing and speech to communicate in person and over the telephone or radio. The job involves fieldwork requiring frequent walking in operational areas to identify problems or hazards. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate above-mentioned tools and equipment. Positions in this classification bend, stoop, kneel, reach, and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects weighing up to 70 pounds or heavier weights with the use of proper equipment and assistance from other staff.

ENVIRONMENTAL ELEMENTS

Employees work in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical

hazards, and hazardous physical substances and fumes. May be required to wear respiratory equipment. Employees may interact with members of the public or with staff under emotionally stressful conditions while interpreting and enforcing departmental policies and procedures.

WORKING CONDITIONS

May provide twenty-four-hour standby service.

FLSA Status:	Non-exempt
Employee Unit:	Service Employees' International Union (SEIU), Local 1021
Approved By:	City Council Resolution No. 2021-074
Date Approved:	June 22, 2021



EXHIBIT D

FACILITIES MAINTENANCE SUPERVISOR

DEFINITION

Under general direction, supervises and performs a variety of activities and functions related to the operation, maintenance, and repair of the City's facilities and infrastructure; performs related duties as required.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from assigned supervisory or management personnel. Exercises direct and general supervision over maintenance staff.

CLASS CHARACTERISTICS

The Facilities Maintenance Supervisor is a working supervisory classification. Incumbents are responsible for planning, organizing, supervising, reviewing, and evaluating the work of Facilities Maintenance Worker I, II, and III. Performance of the work requires the use of considerable independence, initiative, and discretion within established guidelines. The class is distinguished from the Facilities Maintenance Worker III by requiring greater initiative, judgment, responsibility, autonomy, and discretion relevant to the planning and completion of a wide variety of maintenance and operational activities. Although the incumbent in this position has day-to-day responsibility for assigned projects, the position differs from the Public Works Operations Manager – General Services by the lack of overall responsibility for division operations.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Supervises and plans work schedules; selects, trains and monitors work performance of assigned personnel; prepares initial draft of performance appraisals for personnel in assigned division.
- Responds to citizens' questions, concerns, complaints, and claims with the intent to provide reasonable and responsible corrective action.
- Attends meetings, seminars, conventions, and trainings.
- Schedules and conducts training and safety meetings for assigned personnel.
- Supervises the operation, maintenance, repair, and replacement of the facilities and equipment in the Division.
- Collects, organizes, and analyzes data; initiates and approves project expenditures; may authorize payment of departmental invoices and expenditures.
- Performs a variety of operational tests and calculations, and adjusts operating equipment and methods to ensure compliance with local, State and Federal requirements.
- Determines and recommends equipment, materials, staffing, safety needs, devices, and/or equipment for assigned operation, maintenance, and improvement projects.
- Inspects and evaluates work in progress and upon completion.
- Reads and interprets maps, diagrams, schematics, contracts, and work orders.
- Troubleshoots and diagnoses problems and plans and implements efficient and effective solutions.

- Monitors and assists with the division's budget by researching and making recommendations; determines and approves budget expenditures.
- Prepares purchase orders; orders division's supplies and materials; completes relevant department reports and maintains other work-related records as needed.
- Operates and/or drives a variety of light and heavy equipment including, but not limited to, tractors, dump trucks, backhoes, forklifts, and bucket trucks.
- Works in confined space environments such as vaults and pits; uses air monitoring equipment to detect unsuitable air quality.
- Oversees or performs various activities, including painting and repair of both interior and exterior of City buildings.
- Coordinates the use of equipment and procurement of materials for assigned jobs.
- Plans review of upcoming city projects, works with city staff and contractors throughout the construction or remodel process of city facilities.
- Oversees contractors performing work on city facilities.
- Manages building management systems to operate and troubleshoot HVAC and lighting control systems.
- Maintains heating, ventilation and air conditioning systems (HVAC).
- Performs preventative maintenance on various building systems, including lighting, exterior coating, HVAC and solar systems.
- Performs building repair and maintenance tasks, including general carpentry work, painting, concrete, welding, plumbing, and building electrical systems.
- Repairs roofs and building exterior systems, including various siding and window systems.
- May perform troubleshooting, maintenance, and repairs of chillers and boilers.
- Provides timely and responsive corrective action to customer questions, concerns, complaints, and claims related to City buildings.

In performing the duties described above, the incumbent is expected to:

- Provide outstanding and friendly customer service.
- Create and maintain a respectful and collaborative working environment.
- Communicate honestly and behave in a manner that is ethical, legal and fiscally responsible.
- Demonstrate care for the organization, customers, and coworkers.
- Perform work of the highest quality possible.
- Practice and encourage initiative and innovation to improve the workplace.

QUALIFICATIONS

Knowledge of:

- Methods, equipment and materials used to maintain public facilities and infrastructure.
- Types and levels of maintenance and repair functions performed in public works operations.
- Materials and supplies needed for completion of public works projects.
- Occupational hazards and standard safety precautions and practices.
- Recordkeeping principles and procedures.
- Principles and practices of budget development and administration.
- Principles and practices of employee supervision, including work planning, assignment review and evaluation, discipline, and the training of staff in work procedures. Basic principles of organization and administration.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and City staff.
- The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.

- Modern equipment and communication tools used for business functions and program, project, and task coordination.
- Computers and software programs to conduct, compile, and/or generate documentation.

Ability to:

- Select and supervise staff, provide training and development opportunities, ensure work is performed effectively, and evaluate performance in an objective and positive manner.
- Assist in developing and implementing goals, objectives, practices, policies, procedures, and work standards.
- Prepare and maintain records and reports with the use of computer programs.
- Demonstrate and direct others to follow safe work practices.
- Works in confined space environments such as vaults and pits; uses air monitoring equipment to detect unsuitable air quality.
- Learn and implement new technology.
- Operate a variety of equipment, vehicles, power and hand tools.
- Implement innovative techniques in response to mechanical and electrical problems.
- Prepare written correspondence including, but not limited to, reports, memos, and spreadsheets.
- Understand, interpret, and apply all pertinent laws, codes, regulations, policies and procedures, and standards relevant to work performed.
- Learn and understand the organization and operation of the City and of outside agencies as necessary to assume assigned responsibilities.
- Independently organize work, set priorities, meet critical deadlines, and follow-up on assignments.
- Communicate clearly and concisely, both orally and in writing, using appropriate English grammar and syntax.
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

Education and Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to completion of the twelfth (12th) grade and five (5) years of increasingly responsible experience in construction, maintenance, repair, and operations including two (2) years of lead experience.

Licenses and Certifications:

- Possession of a valid California driver's license by date of appointment and a satisfactory driving record.
- Possession of a Certified Pool Operator Certificate issued by the National Swimming Pool Foundation within twelve (12) months of date of appointment.
- Possession of Section 608 Technician Certification Type 2, 3 and/or Universal. Testing for certification must be administered by an EPA-approved certifying organization license is highly desirable.
- Possession of Certificate of completion of Chillers: Operation & Maintenance of Chilled Water Systems training provided by National Technology Transfer, Inc. (also known as NTT Training), or equivalent within twelve (12) months of hire.
- Possession of Certificate of completion of Boilers: Technical & Operational training provided by National Technology Transfer, Inc. (also known as NTT Training), or equivalent within twelve (12) months of hire.

PHYSICAL DEMANDS

Must possess mobility to work in the field; strength, stamina, and mobility to perform medium to heavy physical work, to work in confined spaces and around machines, to climb and descend ladders, to operate varied hand and power tools and construction equipment, and to operate a motor vehicle and visit various City sites; vision to read printed materials and a computer screen; smell to recognize and distinguish odors, and hearing and speech to communicate in person and over the telephone or radio. The job involves fieldwork requiring frequent walking in operational areas to identify problems or hazards. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate above-mentioned tools and equipment. Positions in this classification bend, stoop, kneel, reach, and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects weighing up to 70 pounds or heavier weights with the use of proper equipment and assistance from other staff.

ENVIRONMENTAL ELEMENTS

Employees work in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. May be required to wear respiratory equipment. Employees may interact with members of the public or with staff under emotionally stressful conditions while interpreting and enforcing departmental policies and procedures.

WORKING CONDITIONS

May provide twenty-four-hour standby service.

FLSA Status:	Non-exempt
Employee Unit:	Service Employees' International Union (SEIU), Local 1021
Approved By:	Pending
Date Approved:	DRAFT



EXHIBIT E

IRRIGATION MAINTENANCE TECHNICIAN

DEFINITION

Under general supervision, performs a wide variety of activities in the installation, inspection, maintenance and repair of irrigation systems and related equipment within City facilities; provides technical support to all departments in Public Works; performs related work as required.

SUPERVISION RECEIVED AND EXERCISED

Incumbents receive general supervision from the Parks and Landscape Maintenance Supervisor, but may also provide training and/or technical and functional direction over assigned staff.

CLASS CHARACTERISTICS

This is an advanced maintenance classification with specialization in irrigation systems. Incumbents perform difficult and responsible technical duties, such as monitoring, scheduling, maintaining, installing, and repairing irrigation systems in all City parks, facilities, and sports fields, as well as City median and right-of-way landscaping. Incumbents work under general direction and exercise a high level of discretion and independent judgment in performing the full range of routine to complex activities and functions related to the operation, maintenance, and repair of the irrigation systems within the city. Incumbents also provide lead direction and supervision to lower-level maintenance staff.

The class is distinguished from the Parks Maintenance Worker II by requiring greater initiative, judgment, responsibility, autonomy, and discretion relevant to the planning, organization, and dissemination of maintenance activities, assignments and duties.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Performs daily inspection and preventive maintenance of the City's irrigation systems; identifies any safety or repair issues.
- Performs comprehensive inspections of irrigation system operation; and ensuring compliance with cross connection prevention and recycled water use requirements. Coordinates reporting procedures of

Irrigation Maintenance Technician

unauthorized recycled water use incidents including irrigation activities, water runoff, water line failures and leakage

- Installs, maintains and repairs irrigation systems; changes and adjusts sprinkler heads and maintains controllers; performs repairs on field irrigation computers, controllers, pumps, wiring, valves, pipes, and sprinklers.
- Monitors soil moisture and effectiveness of irrigation systems.
- Monitors and controls computerized irrigation systems.
- Works effectively with contractors on City-approved irrigation projects; seeks bids and/or estimates for proposed projects.
- Identifies, schedules, and supervises system repairs and installation of new irrigation systems; reviews plans and inspects installation of new irrigation systems; performs annual testing of systems.
- Performs Underground Service Alert (USA) markings as specified and according to accepted guidelines and requirements.
- Designs small irrigation systems.
- Plans and recommends materials needed for work projects; orders approved supplies and materials.
- Prepares and maintains logs of work performed.
- Coordinates, assigns and reviews the work of assigned maintenance personnel.
- Assists other personnel in all aspects of parks and landscape maintenance.
- Performs other duties as assigned.

In performing the duties described above, the incumbent is expected to:

- Provide outstanding and friendly customer service.
- Create and maintain a respectful and collaborative working environment.
- Communicate honestly and behave in a manner that is ethical, legal and fiscally responsible.
- Demonstrate care for the organization, customers, and coworkers.
- Perform work of the highest quality possible.
- Practice and encourage initiative and innovation to improve the workplace.

QUALIFICATIONS

Some knowledge, skills, and abilities may be performed by positions at the entry (I) level in a learning capacity:

Knowledge of:

- Practices, methods, equipment, tools and materials used in maintaining, repairing, constructing and installing water irrigation systems for parks and landscapes
- Principles of water conservation and usage relating to irrigation systems
- Basic horticulture techniques
- Basic maintenance and repair of hand tools and equipment used in irrigation maintenance work
- Applicable Federal, State and local laws, ordinances, regulations, and guidelines relevant to assigned duties
- Safe work methods and safety practices pertaining to the work, including the handling of hazardous chemicals

Irrigation Maintenance Technician

- Safe driving rules and practices
- Basic record keeping principles and procedures
- Basic computer applications related to the work
- English usage, grammar, spelling, vocabulary, and punctuation
- Techniques for providing a high level of customer service to the public and City staff, in person and over the telephone

Ability to:

- Perform a variety of specialized technical tasks in the installation, maintenance, and repair of water irrigation systems
- Inspect irrigation systems and correct or repair as necessary
- Utilize a computerized system for monitoring and controlling irrigation systems
- Maintain efficient and effective irrigation systems using principles of water conservation
- Read and understand construction drawings as they relate to irrigation systems
- Estimate needed materials and labor and secure sufficient quantities; prepare and develop cost estimates
- Coordinate work assignments with other divisions and departments
- Skillfully and safely operate a variety of power and hand tools and heavy equipment
- Practice safe work habits; train others in proper and safe work procedures
- Effectively provide staff leadership and work direction
- Perform audits on existing irrigation systems as well as audit newly installed irrigation systems
- Follow division policies and procedures related to assigned duties
- Maintain records and prepare work and time reports for areas of responsibility
- Understand and carry out oral and written instructions
- Organize own work, set priorities and meet critical time deadlines
- Use English effectively to communicate in person, over the telephone and in writing
- Use tact, initiative, prudence, and independent judgment within general policy and legal guidelines in politically sensitive situations
- Establish and maintain effective working relationships with those contacted in the course of work
- Meet the physical requirements necessary to safely and effectively perform the assigned duties.

Education and Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to the completion of the twelfth 12th grade and two (2) years of responsible landscape/irrigation, public works or parks maintenance experience, including experience in design and/or maintenance of irrigation systems.

License and Certifications:

Irrigation Maintenance Technician

- Possession of valid California Class C drivers' license by date of appointment and a satisfactory driving record.
- Certified Irrigation Technician Certificate is required within twelve (12) months of appointment.
- QWEL certification is required within twelve (12) months of appointment.
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- Reclaimed Water Site Supervisor certification is required within twelve (12) months of appointment.
- Possession of a Grade I Water Distribution Operator Certificate (D1) issued by the State of California Water Resources Control Board, is highly desirable.

PHYSICAL DEMANDS

Must possess mobility to work in the field, parks, recreational fields and related landscapes; strength, stamina and mobility to perform medium physical work, operate varied hand and power tools and equipment, as well as some heavy equipment; vision to read printed materials and a computer screen; color vision to identify various irrigation equipment and appurtenances; hearing and speech to communicate in person and over the telephone or radio; ability to walk frequently at construction site areas to identify problems or hazards; finger dexterity to access, enter and retrieve data using a computer keyboard or calculator and to operate above-mentioned tools and equipment; ability to bend, stoop, kneel, reach, and climb to perform work and inspect work sites; lift, move, and carry materials and equipment weighing up to 50 pounds, and heavier weights with the use of proper equipment.

ENVIRONMENTAL ELEMENTS

Employees work in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. May be required to wear respiratory equipment. Employees may interact with members of the public or with staff under emotionally stressful conditions while interpreting and enforcing departmental policies and procedures.

WORKING CONDITIONS

May be required to work various shifts on evenings, weekends and holidays, and participate in after-hours on-call assignments.

FLSA Status:	Non-exempt
Employee Unit:	Service Employees' International Union (SEIU), Local 1021
Approved By:	Pending
Date Approved:	Draft



EXHIBIT F

COMMUNITY SERVICES RECREATION MANAGER

DEFINITION

Under general direction, plans, organizes, oversees, coordinates, and reviews the work of staff performing difficult and complex professional, technical, and administrative support related to the programs, facilities, community events, and activities of the Community Services Department ; administers current and long-term planning activities; manages the effective use of resources to improve organizational productivity and customer service; provides complex and responsible support to the Deputy Director of Community Services in areas of expertise; and performs related work as required.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the Deputy Director of Community Services. Exercises direct supervision over supervisory, professional, technical, and administrative support staff.

CLASS CHARACTERISTICS

This is a management classification that manages Community Services activities, including the operations and maintenance of the City's recreation programs, aquatics, community events, and facilities. Responsibilities include performing diverse, specialized, and complex work involving significant accountability and decision-making responsibility. The incumbent organizes and oversees day-to-day activities and is responsible for providing professional-level support to the Deputy Director in a variety of areas. Successful performance of the work requires an extensive professional background as well as skill in coordinating departmental work with that of other City departments and public agencies. This class is distinguished from the Deputy Director of Community Services in that the latter assists in managing all functions of the department and serves as "second-in-command" to the department head.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Plans, manages, and oversees the daily functions, operations, and activities of Community Services Department.
- Participates in the development and implementation of goals, objectives, policies, and priorities; recommends within departmental policy, appropriate service and staffing levels; recommends and administers policies and procedures.
- Participates in the development, administration, and oversight of department budgets.
- Develops and standardizes procedures and methods to improve and continuously monitor the efficiency and effectiveness of assigned programs, service delivery methods, and procedures; assesses and monitors workload, administrative and support systems, and internal reporting relationships; identifies opportunities for improvement and recommends to the Deputy Director.
- Participates in the selection, motivation and evaluation of assigned personnel; provides or coordinates staff training; works with employees on performance issues in coordination with Human Resources; implements discipline and termination procedures.

- Participates in initiating and coordinating policy and procedure development for the Community Services Department.
- Supervises all facility use elements for the department, oversees general operation and maintenance of facilities and related equipment, and works with community youth athletic groups on facilities and programming.
- Develops and reviews staff reports related to assigned recreation services programs and operations activities; presents reports to various commissions, committees, and boards.
- Develops, maintains, and reviews staff, financial, and statistical reports related to grants, program participation and cost recovery analysis, staff performance, expenditures, and revenues.
- Conducts a variety of operational studies; recommends modifications to assigned programs, policies, and procedures, as appropriate.
- Ensures compliance with Federal, State, and local laws and ordinances applicable to public facilities.
- Provides advisory support and acts as a liaison to City departments, commissions, citizen committees, community partners, and volunteers to facilitate the delivery of recreation, cultural, and natural resource programs and services; builds partnerships and coalitions.
- Works with community groups and residents in the development and coordination of programs, facilities, use agreements, and leases.
- Oversees the scheduling and operations of City facilities, which may include: Callinan Sports & Fitness Center, senior center, community pools, community centers and other Community Services' facilities
- Administers a variety of service contracts, rental and use agreements
- Directs and manages marketing strategies and promotional plans for City-wide recreation services programs and facility use; manages the development of public relations materials.
- Develops, monitors, and reviews fundraising activities and revenue generating programs of the department; develops strategies, programs, and methods for recognizing donors and monitoring funds.
- Conducts a variety of organizational studies, investigations, and operational studies; recommends modifications to programs, policies, and procedures, as appropriate.
- Ensures positive public relations between staff and the community.
- Attends and participates in professional group meetings; stays abreast of new trends and innovations in the field of recreation services; researches emerging products and enhancements and their applicability to City needs.
- Monitors changes in regulations and technology that may affect operations; implements policy and procedural changes after approval.
- Receives, investigates, and responds to difficult and sensitive problems and complaints in a professional manner; identifies and reports findings and takes necessary corrective action.
- Establishes and updates emergency operations manual and care and shelter logistics.
- Assists the Community Services Deputy Director with special projects, as needed.
- Performs other duties as assigned.

In performing the duties described above, the incumbent is expected to:

- Provide outstanding and friendly customer service.
- Create and maintain a respectful and collaborative working environment.
- Communicate honestly and behave in a manner that is ethical, legal and fiscally responsible.
- Demonstrate care for the organization, customers, and coworkers.
- Perform work of the highest quality possible.
- Practice and encourage initiative and innovation to improve the workplace.

QUALIFICATIONS

Knowledge of:

- Administrative principles and practices, including goal setting, program development, implementation, and evaluation, and project management.
- Principles and practices of budget development and administration.
- Principles and practices of employee supervision, including work planning, assignment, review and evaluation, and the training of staff in work procedures.
- Principles and practices of recreation and community service program development and administration, including program implementation, review, and evaluation, budgeting, purchasing, and personnel management.
- Procedures for planning, implementing, and maintaining a variety of recreation and leisure activities and programs through community participation.
- Applicable Federal, State, and local laws, regulatory codes, ordinances, and procedures relevant to the execution of programs, events, and services for the Community Services Department, including accessibility requirements under the ADA.
- Recreational, cultural, age-specific, and social needs of the Rohnert Park community, including seniors, youths, adults, and teens.
- Principles and practices of contract administration and evaluation.
- Organization and management practices as applied to the development, analysis, and evaluation of programs and operational needs of the Community Services Department.
- Record keeping principles and procedures.
- Modern office practices, methods, computer equipment and computer applications.
- English usage, grammar, spelling, vocabulary, and punctuation.
- Techniques for effectively representing the City in contacts with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and City staff.

Ability to:

- Recommend and implement goals, objectives, and practices for providing effective and efficient services to the Rohnert Park community.
- Plan, organize, assign, review, and evaluate the work of staff; train staff in work procedures.
- Evaluate and develop improvements in operations, procedures, policies, or methods.
- Develop, plan, coordinate, and implement a variety of recreational programs and facilities suited to the needs of the Rohnert Park community.
- Research, analyze, and evaluate new service delivery methods, procedures, and techniques.
- Prepare clear and concise reports, correspondence, policies, procedures, and other written materials.
- Analyze, interpret, summarize and present administrative and technical information and data in an effective manner.
- Interpret, apply, explain, and ensure compliance with Federal, State, and local policies, procedures, laws, and regulations.
- Conduct complex research projects, evaluate alternatives, make sound recommendations, and prepare effective technical staff reports.
- Effectively represent Community Services and the City in meetings with governmental agencies, community groups, and various businesses, professional, and regulatory organizations, and in meetings with individuals.
- Negotiate and administer contracts.
- Establish and maintain a variety of filing, record keeping, and tracking systems.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
- Operate modern office equipment including computer equipment and specialized software applications programs.
- Use English effectively to communicate in person, over the telephone, and in writing.

- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

Education and Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to a bachelor's degree from an accredited college or university with major coursework in recreation administration, public or business administration, or a related field and four (4) years of increasingly responsible experience in public recreation program management planning and development, including at least two (2) years at a supervisory level.

Licenses and Certifications:

- Possession of a valid California Driver's License by time of appointment and satisfactory driving record.
- Certified Park and Recreation Professional (CPRP) through the National Recreation and Park Association (NRPA) is desirable.

PHYSICAL DEMANDS

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer, to inspect City recreation sites, to operate a motor vehicle, and to visit various City recreational facilities and meeting sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone. This is primarily a sedentary office classification although standing and walking between work areas may be required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push, and pull drawers open and closed to retrieve and file information. Employees must possess the ability to lift, carry, push, and pull materials and objects weighing up to 10 pounds.

ENVIRONMENTAL ELEMENTS

Employees work in an office environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

FLSA Status:	Exempt
Employee Unit:	Management
Approved By:	Pending
Date Approved:	Draft



EXHIBIT G

UTILITY MAINTENANCE MECHANIC

DEFINITION

Under general supervision, provides specialized and complex technical support in the design, installation, testing, calibration, fabrication, maintenance and repair of the equipment located within the wastewater and water treatment facilities, sewer lift stations and water and reclamation distribution and pumping facilities.

SUPERVISION RECEIVED AND EXERCISED

Receives direct or general supervision from assigned supervisory or management personnel. May exercise technical and functional direction over lower level staff.

CLASS CHARACTERISTICS

The Utility Maintenance Mechanic is an independent and advanced journey-level position applying considerable detailed technical skill in the preventative maintenance, repair, replacement, and inspection of a variety of mechanical equipment required for the continuous operation of wastewater and water treatment and pumping facilities, sewer lift stations, and, pump delivery systems. Positions at this level receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies of the work unit. Work is normally reviewed at critical points to determine if desired overall objectives have been achieved.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Assist with identifying mechanical problems encountered by operations staff of the wastewater, water and recycled water systems.
- Provide technical support for the mechanical process applications.
- Troubleshoot equipment via a supervisory control and data acquisition system and a computerized maintenance management system.
- Write standards and operational procedures for mechanical equipment as assigned.
- Creates and maintains an asset list of utility components for sewer, water, and recycled water.
- Creates and maintains a maintenance schedule for operations as assigned.
- Analyze existing equipment and evaluate future equipment installations.
- Inspect, dismantle, repair, overhaul and test mechanical grinders, pumps, control valves, lift stations, blowers, air compressors, booster stations, aeration machinery, chemical delivery systems, and stationary and portable engines/generators.
- Remove and replace parts such as shafts, bushings, valve stems, bearings and sprockets.
- Operate various power tools and drill presses, electric welders for the various types of welding, hydraulic press, pipe threader and various hand tools.
- Troubleshoot and operate emergency pumps and generators.
- Design and fabricate replacement parts and equipment.
- Operate and work from an elevated platform.

- Effectively communicate with City staff, contractors and engineers to specify, recommend and provide quality assurance reviews for new or replacement equipment installation.
- Fabricate parts and fittings.
- Use precision measuring instruments such as height and depth gauges, Vernier calipers, and micrometers of various types.
- Use gas and arc welding equipment in cutting, forming, joining, building-up metal and fabricating of parts.
- Make accurate estimates of labor and materials necessary for the performance of the work.
- Keep records and makes reports of work performed.
- Use required personal protective equipment while adhering to set safety standards;
- Enter and perform work within confined spaces.
- Effectively communicate in person, over the telephone, and in writing.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

In performing the duties described above, the incumbent is expected to:

- Provide outstanding and friendly customer service.
- Create and maintain a respectful and collaborative working environment.
- Communicate honestly and behave in a manner that is ethical, legal and fiscally responsible.
- Demonstrate care for the organization, customers, and coworkers.
- Perform work of the highest quality possible.
- Practice and encourage initiative and innovation to improve the workplace.

QUALIFICATIONS

Some knowledge, skills, and abilities may be performed by positions at the entry (I) level in a learning capacity:

Knowledge of:

- Metal fabrication techniques; the uses and operation of arc welding, gas cutting, welding equipment, and applicable mathematics.
- Safety principles, practices, procedures and equipment related to the work.
- Methods, tasks, and materials used in the mechanical trades.

- Control devices and equipment, gas and diesel engines, electric motors, pumps, and valves. Equipment, methods and tools used in the installation, adjustment, maintenance and repair of sophisticated mechanical equipment common to a wastewater and water pumping facilities.
- Operation and maintenance of a variety of hand and power tools, vehicles and power equipment.
- Applicable Federal, State and local laws, regulations, codes, ordinances, and procedures relevant to assigned area of responsibility.
- Construction and maintenance materials, methods, standards, and terminology.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and City staff.
- The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.
- Modern equipment and communication tools used for business functions and program, project, and task coordination.
- Computers and software programs to conduct, compile, and/or generate documentation.
- Design, installation, maintenance and repair of industrial electrical systems, tools and testing equipment.

Ability to:

- Read and interpret mechanical drawings, plans, and specifications; make rough sketches; estimate labor and materials for proposed work.
- Diagnose defects in a variety of mechanical equipment common to the wastewater and water utilities.
- Maintain and troubleshoot motor control circuits; read plans and diagrams.
- Keep and maintain records, schedule maintenance work and manage multiple repair and maintenance tasks and priorities.
- Operate power tools, drill presses, and related equipment.
- Coordinate work activities with all utility divisions of the department.
- Read, interpret and apply information from technical manuals; relay highly technical information effectively to others in lay terms; relay operational, maintenance, and mechanical needs and requirements to others effectively in technical terms.
- Forecast resource needs; identify strengths and weaknesses of existing and future equipment including the research and feasibility of new industry trends; help formulate critical repair response strategies.
- Follow oral and written directions.
- Organize own work, set priorities, and meet critical time deadlines.
- Operate modern office equipment including computer and handheld equipment and software programs.
- Use English effectively to communicate in person.

Education and Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to completion of the twelfth (12th) grade and four (4) years of experience as a mechanic performing a full range of installation and repair work of which one year must have involved maintaining equipment typically used in wastewater and water treatment facilities including potable and recycle water pumping systems and collection system lift stations. Completion of an appropriate trade or technical school training is desirable.

Licenses and Certifications:

- Possession of a valid California Driver's License by time of appointment and a satisfactory driving record.
- Possession of, or the ability to obtain, a valid California Class A or B commercial driver's license, including the required endorsements, is highly desirable.
- California Water Environment Association (CWEA) Grade I Mechanical Technology Certificate highly desirable.

PHYSICAL DEMANDS

Must possess mobility to work in the field; strength, stamina and mobility to perform medium to heavy physical work, to work in confined spaces, around machines and to climb and descend ladders, and operate varied hand and power tools and construction equipment; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone or radio. The job involves fieldwork requiring frequent walking in operational areas to identify problems or hazards. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate above mentioned tools and equipment. Positions in this classification bend, stoop kneel, reach, and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects weighing a minimum of 50 pounds more than 20 feet, or heavier weights with the use of proper equipment.

ENVIRONMENTAL ELEMENTS

Employees work in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. May be required to wear respiratory equipment. Employees may interact with members of the public or with staff under emotionally stressful conditions while interpreting and enforcing departmental policies and procedures.

WORKING CONDITIONS

May provide twenty-four-hour standby service.

FLSA Status:	Non-exempt
Employee Unit:	Service Employees' International Union (SEIU), Local 1021
Approved By:	Pending
Date Approved:	Pending