

RESOLUTION NO. 51 – 19

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF DUBLIN**

**ESTABLISHING A SALARY PLAN FOR FULL-TIME PERSONNEL
IN ACCORDANCE WITH THE PERSONNEL RULES**

WHEREAS, the City Council has adopted a Salary & Benefit Plan pursuant to the Personnel System Rules; and

WHEREAS, the City Council adopted Resolution No. 64-97 and subsequent amendments which establish a Salary Plan for full-time personnel in accordance with the Personnel System Rules.

NOW, THEREFORE, BE IT RESOLVED that the following salary provisions shall be established in accordance with City's Personnel System Rules.

BE IT FURTHER RESOLVED that any previous enacted salary provisions contained in Resolution No. 64-97 and subsequent amendments shall be superseded by this Resolution.

ARTICLE I: SALARY PROVISIONS

**SECTION A: REGULAR EMPLOYEES EXEMPT FROM FAIR LABOR STANDARDS ACT (FLSA)
OVERTIME PROVISIONS**

Employees covered under this Section shall be paid a monthly salary within the following ranges with the exclusion of any Performance Pay Adjustment granted in accordance with the Personnel System Rules. In the event that it is deemed by the City Manager to be in the best interest of the City, temporary appointments of no more than 6 months, where the work assignments are such that they can be completed with less than a 40-hour week, may be approved based upon hourly rates. The total salary paid for such work shall not be less than the "salary test" required for an exemption under the FLSA.

	Monthly Minimum	Monthly Maximum
Accountant	\$8,369	\$10,464
Assistant Civil Engineer	\$8,515	\$10,644
Associate Civil Engineer	\$9,904	\$12,380
Associate Planner	\$8,369	\$10,464
Budget Analyst	\$9,215	\$11,519
City Clerk	\$10,597	\$13,246
Deputy City Clerk	\$7,220	\$9,025
Environmental Coordinator	\$8,011	\$10,016
Executive Aide	\$7,220	\$9,025
Financial Analyst	\$9,215	\$11,519
Housing Specialist	\$9,215	\$11,519
Management Analyst II	\$8,011	\$10,016
Network Systems Coordinator	\$8,011	\$10,016
Parks & Facilities Development Coordinator	\$8,369	\$10,464

Plans Examiner II	\$8,012	\$10,016
Recreation Supervisor	\$8,172	\$10,213
Senior Accountant	\$9,215	\$11,519
Senior Management Analyst	\$9,215	\$11,519
Senior Civil Engineer	\$11,096	\$13,870
Senior Planner	\$9,537	\$11,923

SECTION B: REGULAR EMPLOYEES COVERED BY OVERTIME PROVISIONS OF THE FLSA.

Employees covered under this Section shall be paid hourly wages within the following ranges with the exclusion of any Performance Pay Adjustment granted in accordance with the Personnel System Rules. The monthly salaries are shown for informational purposes only.

	Monthly Minimum	Monthly Maximum	Hourly Minimum	Hourly Maximum
Administrative Aide	\$6,875	\$8,595	\$39.6616	\$49.5867
Administrative Technician	\$6,251	\$7,812	\$36.0614	\$45.0718
Assistant Planner	\$7,412	\$9,263	\$42.7624	\$53.4400
Code Enforcement Officer	\$6,670	\$8,338	\$38.4810	\$48.1012
Environmental Technician	\$6,942	\$8,682	\$40.0508	\$50.0862
Finance Technician I	\$5,253	\$6,567	\$30.3073	\$37.8842
Finance Technician II	\$5,839	\$7,296	\$33.6871	\$42.0942
Graphic Design & Comm. Coordinator	\$6,942	\$8,682	\$40.0508	\$50.0862
Heritage Center Director	\$6,942	\$8,682	\$40.0508	\$50.0862
Information Systems Technician I	\$5,997	\$7,496	\$34.5952	\$43.2490
Information Systems Technician II	\$6,663	\$8,330	\$38.4421	\$48.0559
Management Analyst I	\$7,212	\$9,013	\$41.6077	\$52.0000
Office Assistant I	\$4,446	\$5,558	\$25.6496	\$32.0653
Office Assistant II	\$4,941	\$6,175	\$28.5039	\$35.6267
Permit Technician	\$6,251	\$7,812	\$36.0614	\$45.0718
Plans Examiner I	\$7,266	\$9,081	\$41.9191	\$52.3892
Public Works Inspector	\$7,631	\$9,538	\$44.0274	\$55.0294
Public Works Technician I	\$6,605	\$8,255	\$38.1048	\$47.6277
Public Works Technician II	\$7,266	\$9,081	\$41.9191	\$52.3891
Recreation Coordinator	\$6,942	\$8,682	\$40.0508	\$50.0862
Recreation Technician	\$6,251	\$7,812	\$36.0614	\$45.0718
Senior Code Enforcement Officer	\$7,412	\$9,263	\$42.7624	\$53.4400
Senior Finance Technician	\$6,663	\$8,330	\$38.4421	\$48.0559
Senior Office Assistant	\$5,434	\$6,793	\$31.3518	\$39.1880
Senior Public Works Inspector	\$8,395	\$10,492	\$48.4302	\$60.5323

BE IT FURTHER RESOLVED that the changes contained herein shall be effective July 1, 2019.

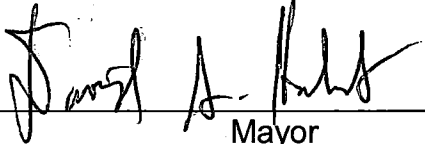
PASSED, APPROVED AND ADOPTED this 21st day of May 2019, by the following vote:

AYES: Councilmembers Goel, Hernandez, Josey, Kumagai, and Mayor Haubert

NOES:

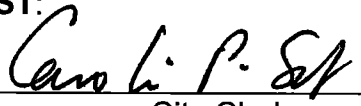
ABSENT:

ABSTAIN:



Mayor

ATTEST:



City Clerk