

**RESOLUTION NO. 55 – 18**

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

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**ESTABLISHING A SALARY PLAN FOR MANAGEMENT POSITIONS  
EXEMPT FROM COMPETITIVE SERVICE**

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

**WHEREAS**, the City Council adopted Resolution No. 86-01 and subsequent amendments which establish a Salary Plan for full-time management positions exempt from competitive service in accordance with the City's 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that any previous enacted salary provisions contained in Resolution No. 86-01 and subsequent amendments shall be superseded by this Resolution.

**ARTICLE I: SALARY PROVISIONS**

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

	<u>Monthly Minimum</u>	<u>Monthly Maximum</u>
Administrative Services Director	\$14,631	\$18,289
Assistant City Manager	\$15,743	\$19,676
Assistant Dir. of Community Development	\$11,485	\$14,357
Assistant Parks & Community Services Director	\$11,485	\$14,357
Assistant Dir. of Admin Svcs/Finance	\$11,485	\$14,357
Assistant to the City Manager	\$10,485	\$13,108
Capital Improvement Program Manager	\$11,360	\$14,199
Chief Building Official	\$11,360	\$14,199
City Clerk/Records Manager	\$10,485	\$13,108
Assistant Public Works Director/City Engineer	\$12,230	\$15,288
City Manager		\$23,608
Community Development Director	\$14,187	\$17,735
Economic Development Director	\$10,773	\$13,466
Economic Development Director/PIO	\$13,185	\$16,482
Heritage & Cultural Arts Manager	\$10,485	\$13,108
Human Resources Director	\$13,185	\$16,482
Information Systems Manager	\$10,485	\$13,108
Parks & Community Services Business Manager	\$10,485	\$13,108
Parks & Community Services Director	\$14,406	\$18,005
Plan Check Engineer	\$10,485	\$13,108
Principal Planner	\$10,485	\$13,108
Public Works Director/Asst City Engineer	\$14,080	\$17,601

Public Works Trans & Ops Mgr.	\$11,360	\$14,199
Public Works Manager	\$10,485	\$13,108
Recreation Manager	\$10,485	\$13,108
Special Projects Manager	\$10,485	\$13,108

**BE IT FURTHER RESOLVED** that the changes contained herein shall be effective July 1, 2018.

**PASSED, APPROVED AND ADOPTED** this 15th day of May 2018, by the following vote:

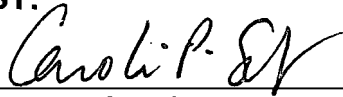
**AYES:** Councilmembers Goel, Gupta, Hernandez, Thalblum and Mayor Haubert

**NOES:**

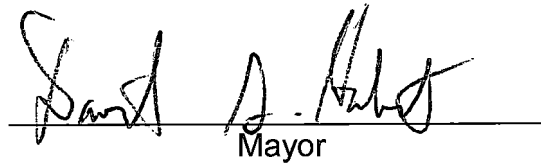
**ABSENT:**

**ABSTAIN:**

**ATTEST:**



City Clerk

  
Mayor

**RESOLUTION NO. 54 – 18**

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

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**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.

	<u>Monthly Minimum</u>	<u>Monthly Maximum</u>
Accountant	\$8,125	\$10,159
Assistant Civil Engineer	\$8,267	\$10,334
Associate Civil Engineer	\$9,615	\$12,019
Associate Planner	\$8,125	\$10,159
Budget Analyst	\$8,946	\$11,183
Deputy City Clerk	\$7,009	\$8,762
Environmental Coordinator	\$7,778	\$9,725
Executive Aide	\$7,010	\$8,762
Financial Analyst	\$8,946	\$11,183
Housing Specialist	\$8,946	\$11,183
Management Analyst II	\$7,778	\$9,725
Network Systems Coordinator	\$7,778	\$9,725
Parks & Facilities Development Coordinator	\$8,125	\$10,159
Plans Examiner II	\$7,778	\$9,725

Recreation Supervisor	\$7,934	\$9,916
Senior Accountant	\$8,946	\$11,183
Senior Management Analyst	\$8,946	\$11,183
Senior Civil Engineer	\$10,773	\$13,466
Senior Planner	\$9,260	\$11,576

**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.

	<u>Monthly Minimum</u>	<u>Monthly Maximum</u>	<u>Hourly Minimum</u>	<u>Hourly Maximum</u>
Administrative Aide	\$6,674	\$8,345	\$38.5064	\$48.1425
Administrative Technician	\$6,069	\$7,585	\$35.0110	\$43.7590
Assistant Planner	\$7,196	\$8,993	\$41.5169	\$51.8835
Code Enforcement Officer	\$6,476	\$8,095	\$37.3602	\$46.7002
Environmental Technician	\$6,740	\$8,429	\$38.8843	\$48.6274
Finance Technician I	\$5,100	\$6,375	\$29.4245	\$36.7807
Finance Technician II	\$5,669	\$7,084	\$32.7059	\$40.8682
Graphic Design & Comm. Coordinator	\$6,740	\$8,429	\$38.8843	\$48.6274
Heritage Center Director	\$6,740	\$8,429	\$38.8843	\$48.6274
Information Systems Technician I	\$5,822	\$7,278	\$33.5876	\$41.9893
Information Systems Technician II	\$6,469	\$8,087	\$37.3224	\$46.6562
Management Analyst I	\$7,002	\$8,751	\$40.3958	\$50.4854
Office Assistant I	\$4,316	\$5,396	\$24.9025	\$31.1314
Office Assistant II	\$4,797	\$5,995	\$27.6737	\$34.5890
Permit Technician	\$6,069	\$7,585	\$35.0110	\$43.7590
Plans Examiner I	\$7,054	\$8,816	\$40.6981	\$50.8633
Public Works Inspector	\$7,409	\$9,261	\$42.7451	\$53.4266
Public Works Technician I	\$6,412	\$8,015	\$36.9949	\$46.2405
Public Works Technician II	\$7,054	\$8,816	\$40.6982	\$50.8632
Recreation Coordinator	\$6,740	\$8,429	\$38.8843	\$48.6274
Recreation Technician	\$6,069	\$7,585	\$35.0110	\$43.7590
Senior Code Enforcement Officer	\$7,196	\$8,993	\$41.5169	\$51.8835
Senior Finance Technician	\$6,469	\$8,087	\$37.3224	\$46.6562
Senior Office Assistant	\$5,276	\$6,595	\$30.4386	\$38.0466
Senior Public Works Inspector	\$8,150	\$10,187	\$47.0196	\$58.7692

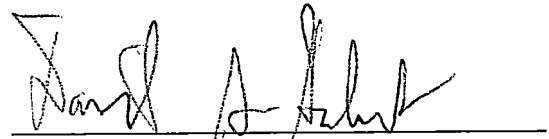
**PASSED, APPROVED AND ADOPTED** this 15th day of May 2018, by the following vote:

**AYES:** Councilmembers Goel, Gupta, Hernandez, Thalblum and Mayor Haubert


**NOES:**

**ABSENT:**

**ABSTAIN:**

  
\_\_\_\_\_  
Mayor

**ATTEST:**

  
\_\_\_\_\_  
City Clerk

RESOLUTION NO. 61 – 17

A RESOLUTION OF THE CITY COUNCIL  
OF THE CITY OF DUBLIN

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AMENDING THE SALARY PLAN FOR PART-TIME PERSONNEL

**WHEREAS**, in accordance with the City's Personnel System Rules, the City Council adopted Resolution No. 52-15 and subsequent resolutions which comprise the Salary Plan for Part-Time Personnel; and

**WHEREAS**, competitive salary provisions which will attract and retain quality employees are important to the organization; and

**WHEREAS**, it is desirable to update salary provisions for part-time employees in the City's personnel system.

**BE IT FURTHER RESOLVED** that the following salary ranges in accordance with the adopted Personnel Rules:

<u>Part-Time Classification</u>	<u>Minimum</u>	<u>Maximum</u>
Administrative Intern	Minimum Wage	\$26.52
Aquatics Program Specialist	Minimum Wage	\$30.82
Assistant Pool Manager	Minimum Wage	\$25.68
Assistant Swim Lesson Manager	Minimum Wage	\$25.68
Cashier	Minimum Wage	\$14.85
Customer Service Assistant I	Minimum Wage	\$23.76
Customer Service Assistant II	Minimum Wage	\$28.52
Facility Attendant I	Minimum Wage	\$14.85
Facility Attendant II	Minimum Wage	\$17.82
Head Lifeguard	Minimum Wage	\$25.68
Lead Preschool Teacher	Minimum Wage	\$30.82
Lifeguard I	Minimum Wage	\$17.82
Lifeguard II	Minimum Wage	\$21.37
Lifeguard/Swim Instructor I	Minimum Wage	\$17.82
Lifeguard/Swim Instructor II	Minimum Wage	\$21.37
Pool Manager	Minimum Wage	\$42.44
Program Specialist	Minimum Wage	\$42.44
Preschool Aide	Minimum Wage	\$17.82
Preschool Teacher	Minimum Wage	\$25.68
Recreation Driver	Minimum Wage	\$25.68
Recreation Leader I	Minimum Wage	\$14.85
Recreation Leader II	Minimum Wage	\$17.82
Senior Facility Attendant	Minimum Wage	\$21.37
Senior Recreation Leader	Minimum Wage	\$21.37
Slide Attendant	Minimum Wage	\$14.85
Sports Official	Minimum Wage	\$25.68
Swim Instructor I	Minimum Wage	\$17.82
Swim Instructor II	Minimum Wage	\$21.37

**BE IT FURTHER RESOLVED** that this document shall become a part of the official Salary Plan for the City of Dublin; and that the changes contained herein shall be effective July 1, 2017.

**PASSED, APPROVED AND ADOPTED** this 16<sup>th</sup> day of May 2017, by the following vote:

**AYES:** Councilmembers Biddle, Goel, Gupta, Hernandez and Mayor Haubert

**NOES:**

**ABSENT:**

**ABSTAIN:**

  
\_\_\_\_\_  
Mayor

**ATTEST:**

  
\_\_\_\_\_  
City Clerk