

**Mayor**  
Lois Wynne  
**Mayor Pro Tem**  
Jeff Chedester  
**Council Members**  
Ray Madrigal  
Eddie Neal  
William Siegel



**Office of the  
City Manager**

119 Fox Street  
Lemoore, CA 93245  
Phone (559) 924-6700  
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## Staff Report

ITEM NO. 2-4

**To:** Lemoore City Council  
**From:** Brooke Austin, Executive Secretary   
**Date:** February 12, 2015 **Meeting Date:** February 17, 2015  
**Subject:** Resolution 2015-03 Adopting Updated Salary Schedules  
for 2012-2013, 2013-2014 and 2014-2015

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### Discussion:

Last year CalPERS performed a public agency review of the City of Lemoore and noted a few audit findings. One of the findings was that the Pay Schedule did not meet all the requirements of California Code of Regulations (CCR) Section 570.5. CCR Section 570.5 requires that a pay schedule, among other things, must:

- Be duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws.
- Identify the position title for every employee position.
- Show the pay rate as a single amount or multiple amounts within a range for each identified position.
- Indicate the time base such as hourly, daily, bi-weekly, monthly, bi-monthly, or annually.
- Be posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website.
- Indicate an effective date and date of any revisions.
- Be retained by the employer and available for public inspection for not less than five years.
- Not reference another document in lieu of disclosing the pay rate.

Historically, the City of Lemoore has not adopted stand-alone Salary Schedules. Classification Pay Ranges have been adopted each year as part of the Operations and Maintenance Budgets; however, they do not meet all of the requirements listed above.

In an effort to correct this problem and clear the audit finding, Salary Schedules have been updated for 2012-2013, 2013-2014, and 2014-2015 to meet the requirements of the CCR. Most notably part-time positions have been added and safety members have been listed by the classifications in their Memorandums of Understanding for Police Officer/Corporal/Sergeant, Police Officer/Corporal/Sergeant with AA/AS, and Police Officer/Corporal/Sergeant with BA/BS, since a degree actually increases the officer's

base salary. CalPERS has reviewed the proposed Salary Schedules and indicated that once adopted, this audit finding will be cleared.

Resolution 2015-03 has been prepared to approve the Salary Schedules. CalPERS has indicated that each time a salary increase is approved, the Salary Schedule must be updated and approved by Council. Staff will implement this new procedure to ensure compliance in the future.

**Budget Impact:**

None.

**Recommendation:**

That the City Council, by motion adopt Resolution No. 2015-03 Approving the Salary Schedules for 2012-2013, 2013-2014, and 2014-2015 and authorize City staff to forward it to CalPERS.

**RESOLUTION NO. 2015-03**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LEMOORE  
ADOPTING UPDATED SALARY SCHEDULES FOR 2012-2013, 2013-2014, AND  
2014-2015 TO MEET CALIFORNIA CODE OF REGULATIONS SECTION 570.5**

At a Regular Meeting of the City Council of the City of Lemoore duly called and held on February 17, 2015, at 7:30 p.m. on said day, it was moved by Council Member \_\_\_\_\_, seconded by Council Member \_\_\_\_\_ and carried that the following Resolution be adopted:

**WHEREAS**, Section 570.5 of the California Code of Regulations establishes certain requirements for a Publicly Available Pay Schedule; and

**WHEREAS**, the City of Lemoore has determined that Classification Pay Ranges adopted as part of the City Operations and Maintenance Budgets did not meet all of these requirements.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Lemoore as follows:

1. Salary Schedules for 2012-2013, 2013-2014, and 2014-2015 have been updated to meet all of the requirements of California Code of Regulations Section 570.5.
2. The updated Salary Schedules are included as attachments to this Resolution.
3. That any future salary increases will result in an update to the Salary Schedule, which will be adopted by Resolution by the City Council.

**PASSED AND ADOPTED** at a Regular Meeting of the City Council of the City of Lemoore held on the 17<sup>th</sup> day of February 2015 by the following vote:

AYES:

NOES:

ABSTAINING:

ABSENT:

ATTEST:

\_\_\_\_\_  
Mary J. Venegas, City Clerk

\_\_\_\_\_  
Lois Wynne, Mayor

**CITY OF LEMOORE  
SALARY SCHEDULE  
2012-2013**

Effective 7/1/2012

<b>CLASSIFICATION</b>	<b>Monthly Salary Range</b>
Office Assistant I	246 (\$2,229 - \$2,859)
Police Records Technician	264 (\$2,438 - \$3,127)
Maintenance Worker I	264 (\$2,438 - \$3,127)
Community Service Officer	270 (\$2,510 - \$3,223)
Office Assistant II	270 (\$2,510 - \$3,223)
Account Clerk I	271 (\$2,523 - \$3,239)
Maintenance Worker II	284 (\$2,692 - \$3,456)
Secretary	288 (\$2,747 - \$3,525)
Recreation Specialist	288 (\$2,747 - \$3,525)
Police Evidence Technician	289 (\$2,761 - \$3,543)
Utility Operator I	289 (\$2,761 - \$3,543)
Account Clerk II	291 (\$2,789 - \$3,579)
Utility Operator II	309 (\$3,051 - \$3,914)
Senior Maintenance Worker	310 (\$3,066 - \$3,934)
Code Enforcement Officer	314 (\$3,127 - \$4,014)
Equipment Mechanic	314 (\$3,127 - \$4,014)
Senior Account Clerk	315 (\$3,143 - \$4,034)
Police Records Supervisor	320 (\$3,223 - \$4,135)
Office Manager	320 (\$3,223 - \$4,135)
Housing Specialist	328 (\$3,354 - \$4,303)
City Clerk/Admin. Sec.	327 (\$3,337 - \$4,282)
Police Officer	331 (\$3,405 - \$4,369)

<b>CLASSIFICATION</b>	<b>Monthly Salary Range</b>
Senior Utility Operator	332 (\$3,422 - \$4,391)
Senior Equipment Mechanic	338 (\$3,525 - \$4,524)
Building Inspector	339 (\$3,543 - \$4,547)
Police Officer & AA/AS Degree	341 (\$3,579 - \$4,593)
Bldg. Maint.-Const. Coordinator	342 (\$3,597 - \$4,616)
Collection System Coordinator	342 (\$3,597 - \$4,616)
Accountant	345 (\$3,651 - \$4,685)
Senior Police Officer	345 (\$3,651 - \$4,685)
Police Officer & BA/BS	351 (\$3,762 - \$4,828)
Assistant Planner	353 (\$3,800 - \$4,876)
Senior Police Officer & AA/AS Degree	355 (\$3,838 - \$4,925)
Senior Police Officer & BA/BS Degree	365 (\$4,034 - \$5,178)
Administrative Analyst	369 (\$4,114 - \$5,282)
Police Sergeant	371 (\$4,156 - \$5,335)
Superintendent	374 (\$4,219 - \$5,416)
Police Sergeant & AA/AS Degree	381 (\$4,369 - \$5,608)
Police Sergeant & BA/BS Degree	391 (\$4,593 - \$5,894)
Project Manager	398 (\$4,756 - \$6,103)
Police Commander	422 (\$5,362 - \$6,881)
Parks/Recreation Director	439 (\$5,836 - \$7,492)
Planning Director	446 (\$6,043 - \$7,758)
Public Works Director	452 (\$6,227 - \$7,994)
Finance Director	454 (\$6,289 - \$8,074)
Chief of Police	467 (\$6,711 - \$8,615)
City Manager	513 (\$8,445 - \$10,838)

**PART-TIME CLASSIFICATIONS****Hourly Rate**

<b>Accounting Technician</b>	<b>\$19.00 - \$25.00</b>
<b>Assistant Day Camp Director</b>	<b>\$10.00 - \$12.00</b>
<b>Cashier</b>	<b>\$8.00 - \$11.00</b>
<b>Crossing Guard</b>	<b>\$8.00 - \$10.00</b>
<b>Day Camp Director</b>	<b>\$12.00 - \$15.00</b>
<b>Finance Clerk</b>	<b>\$12.00 - \$14.00</b>
<b>Instructor</b>	<b>\$8.00 - \$15.00</b>
<b>Laborer</b>	<b>\$8.00 - \$28.00</b>
<b>Lifeguard</b>	<b>\$8.00 - \$11.00</b>
<b>Pool Manager</b>	<b>\$10.00 - \$12.00</b>
<b>Recreation Leader</b>	<b>\$8.00 - \$11.00</b>

**CITY OF LEMOORE  
SALARY SCHEDULE  
2012-2013**

Updated 4/1/2013

<b>CLASSIFICATION</b>	<b>Monthly Salary Range</b>
Office Assistant I	246 (\$2,229 - \$2,859)
Police Records Technician	264 (\$2,438 - \$3,127)
Maintenance Worker I	264 (\$2,438 - \$3,127)
Community Service Officer	270 (\$2,510 - \$3,223)
Office Assistant II	270 (\$2,510 - \$3,223)
Account Clerk I	271 (\$2,523 - \$3,239)
Maintenance Worker II	284 (\$2,692 - \$3,456)
Secretary	288 (\$2,747 - \$3,525)
Recreation Specialist	288 (\$2,747 - \$3,525)
Police Evidence Technician	289 (\$2,761 - \$3,543)
Utility Operator I	289 (\$2,761 - \$3,543)
Account Clerk II	291 (\$2,789 - \$3,579)
Utility Operator II	309 (\$3,051 - \$3,914)
Senior Maintenance Worker	310 (\$3,066 - \$3,934)
Code Enforcement Officer	314 (\$3,127 - \$4,014)
Equipment Mechanic	314 (\$3,127 - \$4,014)
Senior Account Clerk	315 (\$3,143 - \$4,034)
Police Records Supervisor	320 (\$3,223 - \$4,135)
Office Manager	320 (\$3,223 - \$4,135)
Housing Specialist	328 (\$3,354 - \$4,303)
City Clerk/Admin. Sec.	327 (\$3,337 - \$4,282)
Police Officer	341 (\$3,579 - \$4,593)

<b>CLASSIFICATION</b>	<b>Monthly Salary Range</b>
Senior Utility Operator	332 (\$3,422 - \$4,391)
Senior Equipment Mechanic	338 (\$3,525 - \$4,524)
Building Inspector	339 (\$3,543 - \$4,547)
Police Officer & AA/AS Degree	351 (\$3,762 - \$4,828)
Bldg. Maint.-Const. Coordinator	342 (\$3,597 - \$4,616)
Collection System Coordinator	342 (\$3,597 - \$4,616)
Accountant	345 (\$3,651 - \$4,685)
Corporal	355 (\$3,838 - \$4,925)
Police Officer & BA/BS	361 (\$3,954 - \$5,075)
Assistant Planner	353 (\$3,800 - \$4,876)
Corporal & AA/AS Degree	365 (\$4,034 - \$5,178)
Corporal & BA/BS Degree	375 (\$4,240 - \$5,443)
Administrative Analyst	369 (\$4,114 - \$5,282)
Police Sergeant	380 (\$4,347 - \$5,580)
Superintendent	374 (\$4,219 - \$5,416)
Police Sergeant & AA/AS Degree	390 (\$4,570 - \$5,865)
Police Sergeant & BA/BS Degree	400 (\$4,804 - \$6,165)
Project Manager	398 (\$4,756 - \$6,103)
Police Commander	422 (\$5,362 - \$6,881)
Parks/Recreation Director	439 (\$5,836 - \$7,492)
Planning Director	446 (\$6,043 - \$7,758)
Public Works Director	452 (\$6,227 - \$7,994)
Finance Director	454 (\$6,289 - \$8,074)
Chief of Police	467 (\$6,711 - \$8,615)
City Manager	513 (\$8,445 - \$10,838)

**PART-TIME CLASSIFICATIONS**

**Hourly Rate**

<b>Accounting Technician</b>	<b>\$19.00 - \$25.00</b>
<b>Assistant Day Camp Director</b>	<b>\$10.00 - \$12.00</b>
<b>Cashier</b>	<b>\$8.00 - \$11.00</b>
<b>Crossing Guard</b>	<b>\$8.00 - \$10.00</b>
<b>Day Camp Director</b>	<b>\$12.00 - \$15.00</b>
<b>Finance Clerk</b>	<b>\$12.00 - \$14.00</b>
<b>Instructor</b>	<b>\$8.00 - \$15.00</b>
<b>Laborer</b>	<b>\$8.00 - \$28.00</b>
<b>Lifeguard</b>	<b>\$8.00 - \$11.00</b>
<b>Pool Manager</b>	<b>\$10.00 - \$12.00</b>
<b>Recreation Leader</b>	<b>\$8.00 - \$11.00</b>

**CITY OF LEMOORE  
SALARY SCHEDULE  
2013-2014**

Effective 7/1/2013

<b>CLASSIFICATION</b>	<b>Monthly Salary Range</b>
Office Assistant I	246 (\$2,229 - \$2,859)
Police Records Technician	264 (\$2,438 - \$3,127)
Maintenance Worker I	264 (\$2,438 - \$3,127)
Community Service Officer	270 (\$2,510 - \$3,223)
Office Assistant II	270 (\$2,510 - \$3,223)
Account Clerk I	271 (\$2,523 - \$3,239)
Maintenance Worker II	284 (\$2,692 - \$3,456)
Secretary	288 (\$2,747 - \$3,525)
Recreation Specialist	288 (\$2,747 - \$3,525)
Police Evidence Technician	289 (\$2,761 - \$3,543)
Utility Operator I	289 (\$2,761 - \$3,543)
Account Clerk II	291 (\$2,789 - \$3,579)
Admin Assistant/City Clerk	299 (\$2,901 - \$3,724)
Utility Operator II	309 (\$3,051 - \$3,914)
Senior Maintenance Worker	310 (\$3,066 - \$3,934)
Equipment Mechanic	314 (\$3,127 - \$4,014)
Recreation Coordinator	314 (\$3,127 - \$4,014)
Senior Account Clerk	315 (\$3,143 - \$4,034)
Police Records Supervisor	326 (\$3,320 - \$4,261)
Office Manager	326 (\$3,320 - \$4,261)

<b><u>CLASSIFICATION</u></b>	<b><u>Monthly Salary Range</u></b>
Senior Utility Operator	332 (\$3,422 - \$4,391)
Senior Equipment Mechanic	338 (\$3,525 - \$4,524)
Executive Secretary/Housing Specialist	339 (\$3,543 - \$4,547)
Building Inspector	339 (\$3,543 - \$4,547)
Police Officer	341 (\$3,579 - \$4,593)
Bldg. Maint.-Const. Coordinator	342 (\$3,597 - \$4,616)
Collection System Coordinator	342 (\$3,597 - \$4,616)
Accountant	351 (\$3,762 - \$4,828)
Police Officer & AA/AS Degree	351 (\$3,762 - \$4,828)
Corporal	355 (\$3,838 - \$4,925)
Police Officer & BA/BS Degree	361 (\$3,954 - \$5,075)
Corporal & AA/AS Degree	365 (\$4,034 - \$5,178)
Corporal & BA/BS Degree	375 (\$4,240 - \$5,443)
Administrative Analyst	375 (\$4,240 - \$5,443)
Superintendent	380 (\$4,347 - \$5,580)
Police Sergeant	380 (\$4,347 - \$5,580)
Police Sergeant & AA/AS Degree	390 (\$4,570 - \$5,865)
Police Sergeant & BA/BS Degree	400 (\$4,804 - \$6,165)
Project Manager	404 (\$4,900 - \$6,289)
Police Commander	428 (\$5,524 - \$7,090)
Parks/Recreation Director	445 (\$6,013 - \$7,719)
Public Works/Planning Director	458 (\$6,416 - \$8,237)
Finance Director	460 (\$6,481 - \$8,320)
Chief of Police	473 (\$6,916 - \$8,877)
City Manager	513 (\$8,445 - \$10,838)

**PART-TIME CLASSIFICATIONS****Hourly Rate**

<b>Accounting Technician</b>	<b>\$19.00 - \$25.00</b>
<b>Assistant Day Camp Director</b>	<b>\$10.00 - \$12.00</b>
<b>Cashier</b>	<b>\$8.00 - \$11.00</b>
<b>Crossing Guard</b>	<b>\$8.00 - \$10.00</b>
<b>Day Camp Director</b>	<b>\$12.00 - \$15.00</b>
<b>Finance Clerk</b>	<b>\$12.00 - \$14.00</b>
<b>Instructor</b>	<b>\$8.00 - \$15.00</b>
<b>Laborer</b>	<b>\$8.00 - \$28.00</b>
<b>Lifeguard</b>	<b>\$8.00 - \$11.00</b>
<b>Pool Manager</b>	<b>\$10.00 - \$12.00</b>
<b>Recreation Leader</b>	<b>\$8.00 - \$11.00</b>

CITY OF LEMOORE  
SALARY SCHEDULE  
2014-2015

Effective 7/1/2014

<u>CLASSIFICATION</u>	<u>Monthly Salary Range</u>
Office Assistant I	246 (\$2,229 - \$2,859)
Police Records Technician	264 (\$2,438 - \$3,127)
Maintenance Worker I	264 (\$2,438 - \$3,127)
Office Assistant II	270 (\$2,510 - \$3,223)
Account Clerk I	271 (\$2,523 - \$3,239)
Maintenance Worker II	284 (\$2,692 - \$3,456)
Recreation Specialist	288 (\$2,747 - \$3,525)
Secretary	288 (\$2,747 - \$3,525)
Police Evidence Technician	289 (\$2,761 - \$3,543)
Utility Operator I	289 (\$2,761 - \$3,543)
Account Clerk II	291 (\$2,789 - \$3,579)
Community Service Officer	292 (\$2,803 - \$3,597)
Utility Operator II	309 (\$3,051 - \$3,914)
Senior Maintenance Worker	310 (\$3,066 - \$3,934)
Equipment Mechanic	314 (\$3,127 - \$4,014)
Recreation Coordinator	314 (\$3,127 - \$4,014)
Police Record Supervisor	326 (\$3,320 - \$4,261)
Office Manager	326 (\$3,320 - \$4,261)
Accounting Technician	330 (\$3,3388 - \$4,347)
Senior Utility Operator	332 (\$3,422 - \$4,391)
Senior Equipment Mechanic	338 (\$3,525 - \$4,524)
Executive Sec / Housing Specialist	339 (\$3,543 - \$4,547)

CLASSIFICATION	Monthly Salary Range
Building Inspector	339 (\$3,543 - \$4,547)
Police Officer	341 (\$3,579 - \$4,593)
Bldg. Maint.-Const. Coordinator	342 (\$3,597 - \$4,616)
Collection System Coordinator	342 (\$3,597 - \$4,616)
Accountant	351 (\$3,762 - \$4,828)
Police Officer & AA/AS Degree	351 (\$3,762 - \$4,828)
Police Corporal	355 (\$3,838 - \$4,925)
Police Officer & BA/BS Degree	361 (\$3,954 - \$5,075)
Police Corporal & AA/AS Degree	365 (\$4,034 - \$5,178)
Police Corporal & BA/BS Degree	375 (\$4,240 - \$5,443)
Administrative Analyst	375 (\$4,240 - \$5,443)
City Clerk/Administrative Secretary	375 (\$4,240 - \$5,443)
Superintendent	380 (\$4,347 - \$5,580)
Police Sergeant	380 (\$4,347 - \$5,580)
Police Sergeant & AA/AS Degree	390 (\$4,570 - \$5,865)
Police Sergeant & BA/BS Degree	400 (\$4,804 - \$6,165)
Project Manager	404 (\$4,900 - \$6,289)
Police Commander	428 (\$5,524 - \$7,090)
Parks/Recreation Director	445 (\$6,013 - \$7,719)
Public Works/Planning Director	458 (\$6,416 - \$8,237)
Finance Director	460 (\$6,481 - \$8,320)
Chief of Police	473 (\$6,916 - \$8,877)
City Manager	513 (\$8,445 - \$10,838)

PART-TIME CLASSIFICATIONS

Hourly Rate

Accounting Technician	\$19.00 - \$25.00
Assistant Day Camp Director	\$10.00 - \$12.00
Cashier	\$9.00 - \$11.00
Crossing Guard	\$9.00 - \$11.00
Day Camp Director	\$12.00 - \$15.00
Finance Clerk	\$12.00 - \$14.00
Instructor	\$9.00 - \$15.00
Laborer	\$9.00 - \$28.00
Lifeguard	\$9.00 - \$11.00
Pool Manager	\$10.00 - \$12.00
Recreation Leader	\$9.00 - \$11.00
Golf Course Food Prep I	\$9.00 - \$11.00
Golf Course Food Prep II	\$10.00 - \$12.00
Golf Course Maintenance Worker I	\$9.00 - \$13.00
Golf Course Maintenance Worker II	\$10.00 - \$16.00
Golf Course Mechanic	\$10.00 - \$16.00
Golf Course Shop Assistant I	\$9.00 - \$13.00
Golf Course Shop Assistant II	\$10.00 - \$16.00

CITY OF LEMOORE  
SALARY SCHEDULE  
2014-2015

Updated 9/16/2014

<u>CLASSIFICATION</u>	<u>Monthly Salary Range</u>
Office Assistant I	246 (\$2,229 - \$2,859)
Police Records Technician	264 (\$2,438 - \$3,127)
Maintenance Worker I	264 (\$2,438 - \$3,127)
Office Assistant II	270 (\$2,510 - \$3,223)
Account Clerk I	271 (\$2,523 - \$3,239)
Maintenance Worker II	284 (\$2,692 - \$3,456)
Recreation Specialist	288 (\$2,747 - \$3,525)
Secretary	288 (\$2,747 - \$3,525)
Police Evidence Technician	289 (\$2,761 - \$3,543)
Utility Operator I	289 (\$2,761 - \$3,543)
Account Clerk II	291 (\$2,789 - \$3,579)
Community Service Officer	292 (\$2,803 - \$3,597)
Utility Operator II	309 (\$3,051 - \$3,914)
Senior Maintenance Worker	310 (\$3,066 - \$3,934)
Equipment Mechanic	314 (\$3,127 - \$4,014)
Recreation Coordinator	314 (\$3,127 - \$4,014)
Police Record Supervisor	330 (\$3,388 - \$4,347)
Office Manager	330 (\$3,388 - \$4,347)
Accounting Technician	330 (\$3,388 - \$4,347)
Senior Utility Operator	332 (\$3,422 - \$4,391)
Senior Equipment Mechanic	338 (\$3,525 - \$4,524)
Executive Sec / Housing Specialist	343 (\$3,615 - \$4,639)

CLASSIFICATION	Monthly Salary Range
Building Inspector	339 (\$3,543 - \$4,547)
Police Officer	341 (\$3,579 - \$4,593)
Bldg. Maint.-Const. Coordinator	342 (\$3,597 - \$4,616)
Collection System Coordinator	342 (\$3,597 - \$4,616)
Accountant	355 (\$3,838 - \$4,925)
Police Officer & AA/AS Degree	351 (\$3,762 - \$4,828)
Police Corporal	355 (\$3,838 - \$4,925)
Police Officer & BA/BS Degree	361 (\$3,954 - \$5,075)
Police Corporal & AA/AS Degree	365 (\$4,034 - \$5,178)
Police Corporal & BA/BS Degree	375 (\$4,240 - \$5,443)
Administrative Analyst	379 (\$4,325 - \$5,552)
City Clerk/Administrative Secretary	379 (\$4,325 - \$5,552)
Superintendent	384 (\$4,435 - \$5,692)
Police Sergeant	380 (\$4,347 - \$5,580)
Police Sergeant & AA/AS Degree	390 (\$4,570 - \$5,865)
Police Sergeant & BA/BS Degree	400 (\$4,804 - \$6,165)
Project Manager	408 (\$5,000 - \$6,416)
Police Commander	432 (\$5,636 - \$7,234)
Parks/Recreation Director	449 (\$6,134 - \$7,875)
Public Works/Planning Director	462 (\$6,546 - \$8,403)
Finance Director	464 (\$6,611 - \$8,488)
Chief of Police	477 (\$7,055 - \$9,056)
City Manager	517 (\$8,615 - \$11,056)

PART-TIME CLASSIFICATIONS

Hourly Rate

Accounting Technician	\$19.00 - \$25.00
Assistant Day Camp Director	\$10.00 - \$12.00
Cashier	\$9.00 - \$11.00
Crossing Guard	\$9.00 - \$11.00
Day Camp Director	\$12.00 - \$15.00
Finance Clerk	\$12.00 - \$14.00
Instructor	\$9.00 - \$15.00
Laborer	\$9.00 - \$28.00
Lifeguard	\$9.00 - \$11.00
Pool Manager	\$10.00 - \$12.00
Recreation Leader	\$9.00 - \$11.00
Golf Course Food Prep I	\$9.00 - \$11.00
Golf Course Food Prep II	\$10.00 - \$12.00
Golf Course Maintenance Worker I	\$9.00 - \$13.00
Golf Course Maintenance Worker II	\$10.00 - \$16.00
Golf Course Mechanic	\$10.00 - \$16.00
Golf Course Shop Assistant I	\$9.00 - \$13.00
Golf Course Shop Assistant II	\$10.00 - \$16.00

CITY OF LEMOORE  
SALARY SCHEDULE  
2014-2015

Updated 1/1/2015

<u>CLASSIFICATION</u>	<u>Monthly Salary Range</u>
Office Assistant I	246 (\$2,229 - \$2,859)
Police Records Technician	264 (\$2,438 - \$3,127)
Maintenance Worker I	264 (\$2,438 - \$3,127)
Office Assistant II	270 (\$2,510 - \$3,223)
Account Clerk I	271 (\$2,523 - \$3,239)
Maintenance Worker II	284 (\$2,692 - \$3,456)
Recreation Specialist	288 (\$2,747 - \$3,525)
Secretary	288 (\$2,747 - \$3,525)
Police Evidence Technician	289 (\$2,761 - \$3,543)
Utility Operator I	289 (\$2,761 - \$3,543)
Account Clerk II	291 (\$2,789 - \$3,579)
Community Service Officer	292 (\$2,803 - \$3,597)
Utility Operator II	309 (\$3,051 - \$3,914)
Senior Maintenance Worker	310 (\$3,066 - \$3,934)
Equipment Mechanic	314 (\$3,127 - \$4,014)
Recreation Coordinator	314 (\$3,127 - \$4,014)
Accounting Technician	330 (\$3,388 - \$4,347)
Police Record Supervisor	330 (\$3,388 - \$4,347)
Office Manager	330 (\$3,388 - \$4,347)
Senior Utility Operator	332 (\$3,422 - \$4,391)
Senior Equipment Mechanic	338 (\$3,525 - \$4,524)
Executive Secretary/Housing Specialist	343 (\$3,615 - \$4,639)

CLASSIFICATION	Monthly Salary Range
Building Inspector	339 (\$3,543 - \$4,547)
Bldg. Maint.-Const. Coordinator	342 (\$3,597 - \$4,616)
Collection System Coordinator	342 (\$3,597 - \$4,616)
Police Officer	347 (\$3,687 - \$4,732)
Accountant	355 (\$3,838 - \$4,925)
Police Officer & AA/AS Degree	357 (\$3,876 - \$4,975)
Police Officer & BA/BS Degree	367 (\$4,074 - \$5,230)
Police Corporal	367 (\$4,074 - \$5,230)
Police Corporal & AA/AS Degree	377 (\$4,282 - \$5,497)
Administrative Analyst	379 (\$4,325 - \$5,552)
City Clerk / Administrative Secretary	379 (\$4,325 - \$5,552)
Superintendent	384 (\$4,435 - \$5,692)
Police Corporal & BA/BS Degree	387 (\$4,501 - \$5,778)
Police Sergeant	392 (\$4,616 - \$5,923)
Police Sergeant & AA/AS Degree	402 (\$4,852 - \$6,227)
Project Manager	408 (\$5,000 - \$6,416)
Police Sergeant & BA/BS Degree	412 (\$5,100 - \$6,546)
Police Commander	432 (\$5,636 - \$7,234)
Parks/Recreation Director	449 (\$6,134 - \$7,875)
Public Works/Planning Director	462 (\$6,546 - \$8,403)
Finance Director	464 (\$6,611 - \$8,488)
Chief of Police	485 (\$7,343 - \$9,425)
City Manager	517 (\$8,615 - \$11,056)

PART-TIME CLASSIFICATIONS\*

Hourly Rate

Accounting Technician	\$19.00 - \$25.00
Assistant Day Camp Director	\$10.00 - \$12.00
Cashier	\$9.00 - \$11.00
Crossing Guard	\$10.00 - \$11.00
Day Camp Director	\$12.00 - \$15.00
Finance Clerk	\$12.00 - \$14.00
Instructor	\$9.00 - \$15.00
Laborer	\$9.00 - \$16.00
Lifeguard	\$9.00 - \$11.00
Pool Manager	\$10.00 - \$12.00
Recreation Leader	9.00 - \$11.00
Golf Course Maintenance Worker I	\$9.00 - \$13.00
Golf Course Maintenance Worker II	\$10.00 - \$16.00
Golf Course Mechanic	\$10.00 - \$16.00
Golf Course Shop Assistant I	\$9.00 - \$13.00
Golf Course Shop Assistant II	\$10.00 - \$16.00

\*Part-Time Classifications not listed here will be paid an hourly rate equal to Step A of the appropriate range for that Classification.