

**CITY OF AUBURN**  
**JOB CLASSIFICATION PAY RANGE AND BENEFITS TABLE**  
 EFFECTIVE: JULY 1, 2010

JOB TITLE	PAY RANGE	MONTHLY SALARY	
		STEP A	STEP E
<b><u>Executive Management Employees</u></b>			
CITY MANAGER	CONTRACT	Flat (1)	\$ 11,031
CHIEF OF POLICE	CONTRACT	Flat (2)	\$ 11,112
FIRE CHIEF	CONTRACT	Flat (2)	\$ 10,183
PUBLIC WORKS DIRECTOR	CONTRACT	Flat (1)	\$ 10,336
ADMINISTRATIVE SERVICES DIRECTOR	CONTRACT	Flat (1)	\$ 10,289
COMMUNITY DEVELOPMENT DIRECTOR	CONTRACT	Flat (1)	\$ 10,230

(1) Includes salary reduction of 4.21% and employee payment of 7% CalPERS Retirement Employee Premium.

(2) Includes salary reduction of 3.15% and employee payment of 9% CalPERS Retirement Employee Premium.

JOB TITLE	PAY RANGE	MONTHLY SALARY	
		STEP A	STEP E
<b><u>Mid-Management Employees</u></b>			
POLICE CAPTAIN	NEGOTIATED	Negot. (1)	\$ 8,405
SENIOR PLANNER	NEGOTIATED	Negot. (1)	\$ 7,121
BUILDING OFFICIAL	NEGOTIATED	Negot. (1)	\$ 7,295

(1) Includes salary reduction of 4.21% and employee payment of 7% CalPERS Retirement Employee Premium.

JOB TITLE	PAY RANGE	MONTHLY SALARY	
		STEP A	STEP E
<b><u>Auburn Police Officers Association (APOA)</u></b>			
POLICE DETECTIVE	43-POL	\$ 4,337	\$ 5,272
POLICE OFFICER	41-POL	\$ 4,128	\$ 5,018
<b><u>Auburn Police Sergeants Association (APSA)</u></b>			
POLICE SERGEANT	47-POL	\$ 4,787	\$ 5,819
<b><u>Auburn Firefighters Association (IAFF)</u></b>			
FIREFIGHTER ENGINEER	BASE	\$ 3,820	\$ 4,644
FIRE CAPTAIN	BASE	\$ 4,540	\$ 5,521

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		STEP A	STEP E
<b><u>Miscellaneous Employees - Local 39 (Local 39)</u></b>			
ADMINISTRATIVE ASSISTANT	38-NON	\$ 3,339	\$ 4,059
ASSISTANT CIVIL ENGINEER	55-NON	\$ 5,081	\$ 6,176
ASSISTANT PLANNER	49-NON	\$ 4,381	\$ 5,326
ASSOCIATE CIVIL ENGINEER	64-NON	\$ 6,346	\$ 7,713
ASSOCIATE PLANNER	57-NON	\$ 5,338	\$ 6,489
BUILDING INSPECTOR	49-NON	\$ 4,381	\$ 5,326
CODE ENFORCEMENT OFFICER	42-NON	\$ 3,686	\$ 4,480
COMM.SERVICE OFFICER	40-NON	\$ 3,508	\$ 4,264
CONSTRUCTION INSPECTOR	49-NON	\$ 4,381	\$ 5,326
DISPATCHER/CLERK I	32-NON	\$ 2,879	\$ 3,500
DISPATCHER/CLERK II	38-NON	\$ 3,339	\$ 4,059
ENGINEERING TECHNICIAN I	41-NON	\$ 3,596	\$ 4,371
ENGINEERING TECHNICIAN II	48-NON	\$ 4,275	\$ 5,196
INFORMATION SYSTEMS ANALYST	55-NON	\$ 5,081	\$ 6,176
OFFICE ASSISTANT	30-NON	\$ 2,741	\$ 3,331
POLICE TRAINEE	37-POL	\$ 3,740	\$ 4,546
SENIOR BUILDING INSPECTOR	53-NON	\$ 4,836	\$ 5,879
TRANSIT SUPERVISOR	42-NON	\$ 3,686	\$ 4,480
<b><u>Auburn Employees Association (AEA)</u></b>			
BUS DRIVER	35-NON	\$ 3,101	\$ 3,769
EQUIPMENT OPERATOR	41-NON	\$ 3,596	\$ 4,371
FACILITIES MAINTENANCE WORKER	41-NON	\$ 3,596	\$ 4,371
LEAD MECHANIC	44-NON	\$ 3,873	\$ 4,707
MAINTENANCE WORKER I	31-NON	\$ 2,809	\$ 3,415
MAINTENANCE WORKER II	37-NON	\$ 3,258	\$ 3,960
MECHANIC	41-NON	\$ 3,596	\$ 4,371
PUBLIC WORKS SUPERVISOR	47-NON	\$ 4,170	\$ 5,069
SIGN TECHNICIAN	39-NON	\$ 3,423	\$ 4,160
<b><u>Confidential / Unrepresented Employees (Conf/UR)</u></b>			
ACCOUNTING TECHNICIAN (confidential)	33-CON	\$ 3,069	\$ 3,731
ADMINISTRATIVE ASSISTANT (confidential)	38-CON	\$ 3,473	\$ 4,221
ANALYST / TRANSIT MANAGER	57-NON	\$ 5,338	\$ 6,489
ASSISTANT CITY CLERK (confidential)	44-CON	\$ 4,027	\$ 4,895
SR. ACCOUNTING TECHNICIAN (confidential)	38-CON	\$ 3,473	\$ 4,221

JOB TITLE	PAY RANGE	MONTHLY SALARY	
		STEP A	STEP E
<b><u>Elected Officials</u></b>			
CITY COUNCILMEMBER	N/A	Flat	\$ 270
CITY TREASURER	N/A	Flat	\$ 270
CITY CLERK	N/A	Flat	\$ 270

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	Employee Group Eligibility								
	Executive Mgmt	Mid-Mgmt	APOA	APSA	IAFF	Local 39	AEA	Conf/UR	Elected
<b><u>Pay Incentive / Benefit</u></b>									
Automobile Allowance (1)	YES	YES							
Deferred Compensation - \$50 / month	YES	YES							
Longevity Pay - 5% of base at 7,11,20 years		YES	YES	YES	YES				
Longevity Pay - 5% of base at 6,10,20 years						YES	YES	YES	
Sergeants Pay - \$100 / month				YES					
Police Officer Retention pay - 1% of base pay (2)			YES	YES					
POST Intermediate Certificate - 2.5% of gross pay			YES	YES					
POST Advanced Certificate - 2.5% of gross pay			YES	YES					
POST Advanced Certificate - Add'l 2.5% of base pay			YES	YES					
Fire Incentive Pay - 3% base pay (up to 6% total)					YES				
Holiday Pay - 108 hours base pay per year					YES				
City-paid employee share of CalPERS retirement (3)	0%	0%	9%	9%	0%	7%	7%	7%	N/A
City-paid health insurance (average share of premium)	85%	85%	70%	85%	85%	85%	85%	85%	85%
City-paid dental insurance (subject to plan limits)	YES	YES	YES	YES	YES	YES	YES	YES	YES
City-paid life insurance (\$20K misc. / \$50K safety)		YES	YES	YES	YES	YES	YES	YES	YES
Medical Savings Plan - \$190/\$240 month /employee			YES						
Uniform Allowance (4)			YES	YES	YES	YES (4)			

(1) City Manager - \$400/month ; Building Official - \$75/month ; All others - \$150 / month (Police Chief and Fire Chief do not receive this benefit)

(2) Retention pay = 1% additional base pay per year of service up to a total of 4% incentive pay

(3) Percentage of pensionable salary paid by City on employee's behalf

(4) Local 39 - Records position (filled by Dispatcher I/II) assignment only ; Police Chief and Fire Chief also receive this benefit