

**AGENDA REPORT
REQUEST FOR CITY COUNCIL ACTION**

DATE: 8/7/2019

TO: Honorable Mayor and City Council Members

FROM: Administrative Services Department

SUBJECT:

City Council consideration of two Side Letter Agreements with the Corona Firefighters Association and Resolution No. 2019-077 City of Corona Position Library and Compensation Plan.

RECOMMENDED ACTION:

That the City Council:

1. Approve Side Letter of Agreement Modifying Article XII, Section 13.1.5, and Section 16.3 of the 2018-2020 Memorandum of Understanding between the City of Corona and the Corona Firefighters Association.
2. Adopt Resolution No. 2019-077 approving the City of Corona Position Library and Compensation Plan and repealing prior Plans, including Resolution No. 2019-048.
3. Approve Side Letter of Agreement Modifying Section 15.4 of the 2018-2020 Memorandum of Understanding between the City of Corona and the Corona Firefighters Association.
4. Delegate authority to the City Manager, or his designee, to execute the Acknowledged Termination of 8/7/19 Planned Position Side Letter (Section 15.4) when the number of planned vacancies returns to the maximum of four personnel to staff one full Engine Company per shift.

ANALYSIS:

After meeting and conferring in good faith, consistent with the requirements of the California Meyers-Millias-Brown-Act (MMBA), the City and the Corona Firefighters Association (CFA) reached agreement for a successor Memorandum of Understanding (MOU) approved by the City Council on March 21, 2018. Revisions to Article XII - Salary, Section 13.1.5 - Acting 40 Hour Positions, Section 16.3 - Term of Agreement, and Section 15.4 - Planned Position Vacancy of the MOU are now recommended. As explained further below, the revisions to these sections of the CFA MOU are being presented in two

separate side letters because the proposed revisions to Section 15.4 are temporary in nature and the intent is to terminate that side letter prior to the expiration of the MOU.

Compensation Range Increase, 40-Hour Position, and Term of Agreement Side Letter (Article XII, Section 13.1.5, Section 16.3)

Effective the first full pay period following August 7, 2019, the top step of the compensation range for the positions of Fire Engineer, Firefighter/Paramedic, Firefighter, 40-Hour Fire Engineer, 40-Hour Firefighter/Paramedic and 40-Hour Firefighter shall be increased by approximately five percent (5%) by moving the maximum step ten (10) steps up on the City's salary grid. Additionally, effective the first full pay period following August 7, 2019, the base pay for all CFA employees who are in the positions of Fire Engineer, Firefighter/Paramedic, Firefighter, 40-Hour Fire Engineer, 40-Hour Firefighter/Paramedic and 40-Hour Firefighter and who are currently at the top step of the salary grid shall be increased by five percent (5%) by moving the employee's base pay ten (10) steps up on the City's salary grid. In exchange, the City and the Association agree the term of this MOU will be extended for one year from June 30, 2020 to June 30, 2021.

During the successor MOU negotiations in 2018, five special compensation pay items were converted from a percentage type pay to a flat dollar amount, while two special compensation pay items were converted to new position classifications. The new flat dollar amounts were based on unit average for each compensation type. The six compensation pay items that were converted to a flat dollar amount were HazMat Assignment Pay, Paramedic CQI Coordinator, Secondary Paramedic Pay, Secondary Paramedic Acting as Primary Paramedic, and Bilingual Pay. Primary Paramedic Pay of 12.5% and 40-Hour Assignment Pay of 15% were converted to new classifications.

The 2007-2017 MOU contained Section 13.2.1 for 40-Hour Assignment Pay that provided an additional 15% above base pay to CFA members working the positions of Firefighter, Fire Engineer, and Fire Captain when those positions receive 40-hour per week assignments on a regular or probationary basis, or as a modified duty accommodation resulting from a work-related injury or illness. With the creation of the 40-hour classifications for the ranks of Firefighter, Firefighter/Paramedic, Fire Engineer, and Fire Captain, Section 13.2.1 40-Hour Assignment Pay was eliminated since it was no longer needed.

The 2007-2017 MOU also contained Section 13.1 for acting pay consisting of the classifications in existence at the time. Section 13.1 Acting Pay was updated to include Section 13.1.5 to incorporate the new 40-hour positions noted above. Section 13.1.5 was needed to ensure members would continue to be eligible to receive 40-hour work schedules on a temporary basis. A 12-week limitation was included in the section capping the number of weeks a CFA member may be assigned to an acting 40-hour assignment. Although the inclusion of the 12-week limitation works in certain situations, it has created unintended operational consequences and impairs employee compensation specific to modified duty accommodations resulting from a work-related injury or illness.

It is not possible to forecast a maximum number of weeks needed for modified duty accommodations as it would vary on a case-by-case basis. Modified duty accommodations are driven by medical necessity, business necessity, and budgetary constraints. By removing the 12-week limitation, the side letter agreement clarifies the intent of creating new classifications that will also provide the operational flexibility needed for members acting in 40-hour positions resulting from work-related modified duty accommodations. Since the primary intent during the successor MOU negotiations was to transition away from percentage based special compensation, the elimination of the 12-week limitation for 40-hour assignments will address the unintended operational issues that have arisen.

Position Library and Compensation Plan

State regulations for public employers require disclosure of position classifications and corresponding compensation. In an effort to ensure compliance, and for even greater transparency, the City Council has previously adopted and updated the Position Library and Compensation Plan, a document which includes a list of all authorized employment positions for the City and their corresponding compensation ranges ("Plan").

The Plan provides added organizational efficiency and permits departments to continue streamlining operations without impacting services levels. Additionally, it allows members of the public to see what any given position, even those not currently filled, would be paid. To this end, it is important to note that this document is strictly a resource document of available employment positions, as the positions listed will not necessarily be budgeted or funded in any given fiscal year. A current list of full-time budgeted positions can be located on the City's website.

Revisions to the Plan are highlighted in green on the attached redline version. The top step of the compensation range for the positions of Fire Engineer, Firefighter/Paramedic, Firefighter, 40-Hour Fire Engineer, 40-Hour Firefighter/Paramedic and 40-Hour Firefighter have been increased ten (10) steps to be consistent with the revisions to the MOU presented for City Council consideration tonight. The revisions to the compensation ranges will become effective the first full pay period following City Council approval.

Temporary Planned Position Vacancy Reduction Side Letter (Section 15.4)

Section 15.4 of the current MOU provides that the City shall have "planned vacancies" equal to one full "Engine Company" (Captain; Engineer; 2 Firefighters) per shift (for a total of 12 planned vacancies over 3 shifts). The vacancies are filled with personnel working on overtime.

Currently, the Fire Department has six (6) Firefighter vacancies and anticipates two (2) retirements to occur before the end of the year. Recently, the department ran a recruitment to fill the six (6) vacancies. Rather than running another extensive recruitment towards the end of the year, CFA has agreed to temporarily reduce the number of planned

vacancies in Section 15.4 of the MOU so that two (2) additional Firefighters can be hired now. The plan would be to hire eight (8) firefighters as soon as possible, with two (2) “filling” those planned vacancies. As two (2) more retirements occur, those firefighters would be moved into permanent positions. The planned vacancies would go from two (2) down to one (1) down to normal as these two (2) retirements occur. This temporary reduction in the number of planned vacancies would save time and would help stabilize staffing over the next six (6) months in the Fire Department. Additionally, the temporary reduction in the number of planned vacancies for the elimination of the Squad Company language is no longer needed and is being eliminated.

Since the reduction in planned vacancies is temporary, it is recommended that the City Manager be delegated the authority to execute the Acknowledged Termination of 8/7/19 Planned Position Side Letter when the number of planned vacancies returns to the maximum of four personnel to staff one full Engine Company per shift, as the side letter will no longer be needed, and the MOU will return to its original form.

COMMITTEE ACTION:

Not applicable.

STRATEGIC PLAN:

Not applicable.

FISCAL IMPACT:

Approval of the agreement with CFA has an estimated net cost of ~~\$284,229~~ \$383,978 in Fiscal Year 2019-20 and ~~\$334,579~~ \$474,598 in Fiscal Year 2020-21. There is a revenue increase included, for the recommended changes, based on estimated mutual aid reimbursements. The Fire positions are budgeted in the General Fund. The temporary changes for the planned position vacancies will not have a net budgetary impact as overtime costs will be reduced while the planned vacancies are filled with regular full-time staff.

General Fund	FY 2019-20 (Pro-rated)		FY 2020-21		Totals	
Expenditures	\$ (301,294)	\$ (400,231)	\$ (354,667)	\$ (494,686)	\$ (655,961)	\$ (894,917)
Estimated Revenues	17,065	16,253	20,088	20,088	37,153	36,341
Net Total	\$ (284,229)	\$ (383,978)	\$ (334,579)	\$ (474,598)	\$ (618,808)	\$ (858,576)

GENERAL FUND		
Budget Workshop May 23, 2019 - Estimated Revenue Over Expenditures	\$ 152,247	\$ 152,247
Previously approved/revised budget adjustments (net) *	565,451	565,451
Current Revenue Over Expenditures	717,698	717,698
Appropriation Estimate - CFA Agreement	(301,294)	(400,231)
Revenue Estimate - CFA Agreement (Mutual Aid)	17,065	16,253
Revised Estimated Revenue Over Expenditures	\$ 433,469	\$ 333,720
Estimated Budget Balancing Measures Reserve - 06/30/19	26,124,592	26,124,592
Estimated FY 2019-20 Change in Budget Balancing Measures Reserve	433,469	333,720
Estimated Budget Balancing Measures Reserve - 06/30/20	\$ 26,558,061	\$ 26,458,312

* Approved through Council Action or other operational process.

ENVIRONMENTAL ANALYSIS:

Environmental review is not required. The proposed actions are not a project under the California Environmental Quality Act.

PREPARED BY: EDELIA EVELAND, HUMAN RESOURCES MANAGER

REVIEWED BY: DEAN DERLETH, CITY ATTORNEY

REVIEWED BY: KERRY D. EDEN, ASSISTANT CITY MANAGER/ADMINISTRATIVE SERVICES DIRECTOR

REVIEWED BY: MICHELLE NISSEN, ASSISTANT CITY MANAGER

SUBMITTED BY: MITCHELL LANSDELL, ACTING CITY MANAGER

Attachments:

1. Side Letter of Agreement Modifying Article XII, Section 13.1.5, and Section 16.3 (Redline)
2. Side Letter of Agreement Modifying Article XII, Section 13.1.5, and Section 16.3 (Clean)
3. Position Library and Compensation Plan (Redline)
4. Resolution No. 2019-077, Exhibit "A" Position Library and Compensation Plan (Clean)
5. Side Letter of Agreement Modifying Section 15.4 (Redline)
6. Side Letter of Agreement Modifying Section 15.4 (Clean)

CITY OF CORONA

SIDE LETTER OF AGREEMENT MODIFYING THE 2018-2020 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CORONA AND THE CORONA FIREFIGHTERS ASSOCIATION IAFF LOCAL 3757

1. PARTIES AND DATE.

This Side Letter of Agreement (“Side Letter”) is entered into this 7th day of August 2019, by and between the City of Corona, a municipal corporation organized under the laws of the State of California with its principal place of business at 400 South Vicentia Avenue, Corona, California 92882 (“City”), and Corona Firefighters Association IAFF Local 3757, a recognized employee organization (“CFA”). City and CFA are sometimes individually referred to as “Party” and collectively as “Parties” in this Side Letter.

2. RECITALS.

2.1 City and CFA entered in a Memorandum of Understanding effective March 21, 2018 through June 30, 2020 (“MOU”).

2.2 Article XVII of the MOU memorializes the Parties intent to maintain the MOU as a living document and authorizes the Parties to revise the MOU during the term of the MOU.

2.3 After meeting and conferring in good faith, the City and CFA desire to modify certain terms and conditions of the MOU as set forth in this Side Letter.

2.4 This Side Letter shall be in effect following City Council approval.

3. TERMS.

3.1 Article XII – Salary. Article XII (Salary) of the MOU is hereby amended to add the following:

“Effective the first full pay period following August 7, 2019, the top step of the compensation range for the positions of Fire Engineer, Firefighter/Paramedic, Firefighter, 40-Hour Fire Engineer, 40-Hour Firefighter/Paramedic and 40-Hour Firefighter shall be increased by approximately five percent (5%) by moving the maximum step ten (10) steps up on the City’s salary grid. The compensation ranges for the positions of Fire Engineer, Firefighter/Paramedic, Firefighter, 40-Hour Fire Engineer, 40-Hour Firefighter/Paramedic and 40-Hour Firefighter will be updated accordingly in the City’s Position Library and Compensation Plan.

Effective the first full pay period following August 7, 2019, the base pay for all CFA members in the positions of Fire Engineer, Firefighter/Paramedic, Firefighter, 40-Hour Fire Engineer, 40-Hour Firefighter/Paramedic and 40-Hour Firefighter who are currently at the top step of the compensation range for that

position shall be increased by five percent (5%) by moving the employee's base pay ten (10) steps up on the City's salary grid."

3.2 Section 13.1.5 – Acting 40-Hour Positions. Section 13.1.5 (Acting 40-Hour Positions) of Article XIII (Special Compensation) of the MOU is hereby deleted in its entirety and replaced with the following:

"Section 13.1.5 – Acting 40-Hour Positions:

A Firefighter assigned to an Acting 40-Hour Firefighter position shall be paid an additional 15% at all times while working as an Acting 40-Hour Firefighter; ~~which assignment shall not exceed 12 weeks.~~

A Firefighter/Paramedic assigned to an Acting 40-Hour Firefighter/Paramedic position shall be paid an additional 15% at all times while working as an Acting 40-Hour Firefighter/Paramedic; ~~which assignment shall not exceed 12 weeks.~~

A Fire Engineer assigned to an Acting 40-Hour Fire Engineer position shall be paid an additional 15% at all times while working as an Acting 40-Hour Fire Engineer; ~~which assignment shall not exceed 12 weeks.~~

A Fire Captain assigned to an Acting 40-Hour Fire Captain position shall be paid an additional 15% at all times while working as an Acting 40-Hour Fire Captain; ~~which assignment shall not exceed 12 weeks."~~

3.3 Section 16.3 – Term of Agreement. Section 16.3 (Term of Agreement) of Article XVI (Prior and Existing Conditions) of the MOU is hereby deleted in its entirety and replaced with the following:

"The City and Association agree that the term of this MOU shall be from March 21, 2018 to June 30, 2021~~0~~. In the event agreement is not made for a new MOU prior to June 30, 2021~~0~~, the provisions of ~~the amended~~this MOU shall remain in force until the successor MOU is approved."

3.4 Entire Agreement; Continuing Effect of MOU. It is understood and agreed that the specific provisions contained in this Side Letter shall supersede any previous agreements, whether oral or written, regarding the matters expressly addressed herein. In addition, except as amended by this Side Letter, all wages, hours and other terms and conditions of employment presently enjoyed by the affected employees and contained in the MOU, as amended by duly approved previous side letters, shall remain unchanged and in full force and effect.

3.5 Expiration of Side Letter. This Side Letter shall become a part of the MOU and shall expire at the same time as the MOU and be interpreted pursuant to all laws, rules and regulations pertaining to the MOU.

3.6 Adequate Consideration. The Parties hereto irrevocably stipulate and agree that they have each received adequate and independent consideration for the performance of the obligations they have undertaken pursuant to this Side Letter. The Parties agree that the execution of this Side Letter may not be challenged by the CFA or any employee it is recognized to represent through the City's grievance procedure or in any other forum unless the challenge is based upon a factual allegation that the Side Letter was the product of fraud, intentional misrepresentation or unlawful coercion on the part of City representatives.

IN WITNESS WHEREOF, the Parties hereto have caused this Side Letter to be executed on the date first hereinabove written.

Dated: _____

Mitch Lansdell
Employee Relations Officer
Acting City Manager

Dated: _____

Kerry Eden
Assistant City Manager /
Administrative Services Director

Dated: _____

Trevor Walsh
President
Corona Firefighters Association

City of Corona
Position Library and Compensation Plan
Revised: 8-7-19

City Council Revision Date: August 7, 2019
City Council Original Adoption Date: December 19, 2012

This is strictly a resource document of available employment positions for the City. The positions listed herein are not necessarily funded. For current full time budgeted positions, please refer to the "Full Time Employee Budgeted Positions List".

	Compensation Range Changes					
Position Title	Comp Chart Min. Step	Min. Monthly	Comp Chart Max. Step	Max. Monthly	Footnote	Dept.
40-Hour Fire Captain	547	\$9,218	587	\$11,253	C	Fire
40-Hour Fire Engineer	495	\$7,112	535 545	\$8682 \$9126	C, H	Fire
40-Hour Firefighter	470	\$6,278	510 520	\$7664 \$8056	C, H	Fire
40-Hour Firefighter/Paramedic	495	\$7,112	535 545	\$8682 \$9126	C, H	Fire
Accountant I	392	\$4,255	432	\$5,194	A, C	Admin. Services
Accountant II	407	\$4,585	447	\$5,598	A, C	Admin. Services
Accountant III	422	\$4,941	462	\$6,033	A, C	Admin. Services
Accounting Analyst I	431	\$5,168	471	\$6,309	A, C	Admin. Services
Accounting Analyst II	446	\$5,570	486	\$6,800	A, C	Admin. Services
Accounting Analyst III	461	\$6,002	501	\$7,328	A, C	Admin. Services
Accounting / Grants Specialist	382	\$4,048	422	\$4,941	A, C	VAR
Accounting Supervisor	471	\$6,309	511	\$7,703	A, C	Admin. Services
Accounting Technician I	332	\$3,154	372	\$3,851	A, C	Admin. Services
Accounting Technician II	352	\$3,485	392	\$4,255	A, C	Admin. Services
Accounting Technician III	372	\$3,851	412	\$4,701	A, C	Admin. Services
Administrative Assistant	352	\$3,485	392	\$4,255	A, C	VAR
Administrative Assistant I	352	\$3,485	392	\$4,255	A, C	VAR
Administrative Assistant II	367	\$3,756	407	\$4,585	A, C	VAR
Administrative Intern	255	\$2,148	295	\$2,623	A, C	VAR
Administrative Services Analyst I	429	\$5,117	469	\$6,247	A, C	VAR
Administrative Services Analyst II	461	\$6,002	501	\$7,328	A, C	VAR
Administrative Services Director	607	\$12,433	647	\$15,178	A, C	VAR
Administrative Services Manager I	504	\$7,438	544	\$9,081	A, C	VAR
Administrative Services Manager II	519	\$8,016	559	\$9,786	A, C	VAR
Administrative Services Manager III	534	\$8,639	574	\$10,546	A, C	VAR
Administrative Services Manager IV	583	\$11,030	623	\$13,466	A, C	VAR
Administrative Supervisor	416	\$4,796	456	\$5,855	A, C	VAR
Animal Care Attendant	285	\$2,495	325	\$3,046	A, C	PD
Animal Control Clerk	249	\$2,085	289	\$2,545	A, C	PD
Animal Control Officer I	333	\$3,170	373	\$3,870	A, C	PD
Animal Control Officer II	362	\$3,663	402	\$4,472	A, C	PD
Animal Control Officer Trainee	263	\$2,236	303	\$2,730	A, C	PD
Animal Control Supervisor	434	\$5,246	474	\$6,405	A, C	PD
Aquatics Manager	332	\$3,154	372	\$3,851	A, C	LRS
Assistant City Attorney	648	\$15,254	688	\$18,622	A, C	LRM
Assistant City Clerk	415	\$4,772	455	\$5,826	A, C	Management Services
Assistant City Manager	649	\$15,330	689	\$18,715	A, C	Management Services
Assistant City Manager / Administrative Services Director	649	\$15,330	689	\$18,715	A, C	Admin. Services
Assistant Engineer	452	\$5,739	492	\$7,006	A, C	VAR
Assistant Engineer - Traffic	452	\$5,739	492	\$7,006	A, C	PW
Assistant General Manager	595	\$11,711	635	\$14,296	A, C	DWP
Assistant Planner	427	\$5,066	467	\$6,185	A, C	Community Development
Assistant Public Works Director	583	\$11,030	623	\$13,466	A, C	PW
Assistant Public Works Director / City Engineer	606	\$12,371	646	\$15,103	A, C	PW
Assistant Recreation Coordinator	322	\$3,001	362	\$3,663	A, C	LRS
Assistant to Command Staff	376	\$3,928	416	\$4,796	A, C	PD
Assistant to the Chief of Police	376	\$3,928	416	\$4,796	A, C	PD
Assistant to the City Clerk	376	\$3,928	416	\$4,796	A, C	Management Services
Assistant to the City Manager	525	\$8,260	565	\$10,083	A, C	Management Services
Assistant to the Fire Chief	376	\$3,928	416	\$4,796	A, C	Fire
Assistant Transportation Planner	404	\$4,517	444	\$5,515	A, C	PW
Associate Engineer	465	\$6,123	505	\$7,475	A, C	VAR
Associate Engineer - Traffic	465	\$6,123	505	\$7,475	A, C	PW
Associate Engineer - Transportation	465	\$6,123	505	\$7,475	A, C	PW
Associate Engineer I	452	\$5,739	492	\$7,006	A, C	PW
Associate Engineer II	465	\$6,123	505	\$7,475	A, C	PW
Associate Engineer III	485	\$6,766	525	\$8,260	A, C	PW

City of Corona
Position Library and Compensation Plan
Revised: 8-7-19

Position Title	Comp Chart Min. Step	Min. Monthly	Comp Chart Max. Step	Max. Monthly	Footnote	Dept.
Associate Planner	457	\$5,884	497	\$7,183	A, C	Community Development
Associate Transportation Planner	452	\$5,739	492	\$7,006	A, C	PW
Associate Utility Engineer	465	\$6,123	505	\$7,475	A, C	DWP
Battalion Chief	565	\$10,083	605	\$12,310	C	Fire
Benefit Specialist I	392	\$4,255	432	\$5,194	A, C	Admin. Services
Benefit Specialist II	407	\$4,585	447	\$5,598	A, C	Admin. Services
Benefit Specialist III	422	\$4,941	462	\$6,033	A, C	Admin. Services
Broadcast Systems Operator	360	\$3,627	400	\$4,428	A, C	IT
Budget Analyst	431	\$5,168	471	\$6,309	A, C	Admin. Services
Budget Manager	519	\$8,016	559	\$9,786	A, C	Admin. Services
Building / Facilities Maintenance Specialist	368	\$3,775	408	\$4,608	A, C	MS
Building / Facilities Maintenance Technician	353	\$3,503	393	\$4,276	A, C	MS
Building / Facilities Maintenance Technician I Flex	273	\$2,350	313	\$2,869	A, C	MS
Building / Facilities Maintenance Technician II Flex	313	\$2,869	353	\$3,503	A, C	MS
Building / Facilities Maintenance Technician III Flex	353	\$3,503	393	\$4,276	A, C	MS
Building / Facilities Maintenance Technician Trainee	249	\$2,085	289	\$2,545	A, C	MS
Building / Facilities Maintenance Worker	298	\$2,662	338	\$3,250	A, C	MS
Building / Facilities Maintenance/Graffiti Technician	353	\$3,503	393	\$4,276	A, C	MS
Building / Facilities Superintendent	467	\$6,185	507	\$7,550	A, C	MS
Building Inspection Manager	444	\$5,515	484	\$6,732	A, C	Community Development
Building Inspector I	377	\$3,948	417	\$4,820	A, C	Community Development
Building Inspector II	392	\$4,255	432	\$5,194	A, C	Community Development
Building Inspector Trainee	307	\$2,785	347	\$3,399	A, C	Community Development
Building Official / Building Inspection Manager	501	\$7,328	541	\$8,946	A, C	Community Development
Building Permit Technician I Flex	352	\$3,485	392	\$4,255	A, C	Community Development
Building Permit Technician II Flex	372	\$3,851	412	\$4,701	A, C	Community Development
Building Permit Technician III Flex	392	\$4,255	432	\$5,194	A, C	Community Development
Business Management Analyst	461	\$6,002	501	\$7,328	A, C	VAR
Business Manager	549	\$9,310	589	\$11,365	A, C	VAR
Business Supervisor	485	\$6,766	525	\$8,260	A, C	VAR
Business Systems Analyst	429	\$5,117	469	\$6,247	A, C	IT
Business Systems Analyst I Flex	431	\$5,168	471	\$6,309	A, C	VAR
Business Systems Analyst II Flex	446	\$5,570	486	\$6,800	A, C	VAR
Camera Operator	297	\$2,649	337	\$3,234	A, C	PD
Capital Project / Grant Technician	382	\$4,048	422	\$4,941	A, C	VAR
CDBG / Home Program Coordinator	451	\$5,710	491	\$6,971	A, C	Community Development
CERT Technician	325	\$3,046	365	\$3,719	A, C	Fire
Chief Construction Inspector	480	\$6,599	520	\$8,056	A, C	VAR
Chief Deputy City Attorney	607	\$12,433	647	\$15,178	A, B, C	LRM
Chief Deputy City Clerk	485	\$6,766	525	\$8,260	A, C	Management Services
Chief Distribution Operator	499	\$7,255	539	\$8,857	A, C	DWP
Chief Information Officer	619	\$13,200	659	\$16,114	A, C	IT
Chief of Police	639	\$14,584	679	\$17,805	C	PD
Chief Reclamation Operator	499	\$7,255	539	\$8,857	A, C	DWP
Chief Water Operator	499	\$7,255	539	\$8,857	A, C	DWP
Circulation Supervisor	411	\$4,678	451	\$5,710	A, C	LRS
City Attorney	Flat	NA	704	\$20,169	C	LRM
City Attorney/Legal & Risk Management Director	Flat	NA	704	\$20,169	C	LRM
City Clerk	501	\$7,328	541	\$8,946	A, C	Management Services
City Clerk / Community Information Manager	534	\$8,639	574	\$10,546	A, C	Management Services
City Clerk Records Coordinator	376	\$3,928	416	\$4,796	A, C	Management Services
City Clerk Services Office Worker	249	\$2,085	289	\$2,545	A, C	Management Services
City Clerk Services Specialist	372	\$3,851	412	\$4,701	A, C	Management Services
City Clerk Services Technician I	263	\$2,236	303	\$2,730	A, C	Management Services
City Clerk Services Technician II	303	\$2,730	343	\$3,332	A, C	Management Services
City Clerk Services Technician III	343	\$3,332	383	\$4,068	A, C	Management Services
City Council	Flat	NA	NA	\$800		Elected
City Manager	Flat	NA	710	\$20,782	C	Management Services
City Traffic Engineer	517	\$7,937	557	\$9,689	A,C	PW
City Treasurer	Flat	NA	NA	\$200		Elected
Clerical Assistant	249	\$2,085	289	\$2,545	A, C	VAR
Code Compliance Officer	372	\$3,851	412	\$4,701	A, C	Community Development
Code Compliance Supervisor	431	\$5,168	471	\$6,309	A, C	Community Development
Code Enforcement Clerk	249	\$2,085	289	\$2,545	A, C	Community Development

City of Corona
Position Library and Compensation Plan
Revised: 8-7-19

Position Title	Comp Chart Min. Step	Min. Monthly	Comp Chart Max. Step	Max. Monthly	Footnote	Dept.
Code Enforcement Manager	444	\$5,515	484	\$6,732	A, C	Community Development
Code Enforcement Officer I	372	\$3,851	412	\$4,701	A, C	Community Development
Code Enforcement Officer II	392	\$4,255	432	\$5,194	A, C	Community Development
Code Enforcement Officer Trainee	302	\$2,716	342	\$3,316	A, C	Community Development
Code Enforcement Technician	299	\$2,676	339	\$3,266	A, C	Community Development
Communications Technician I Flex	345	\$3,366	385	\$4,109	A, C	VAR
Communications Technician II Flex	385	\$4,109	425	\$5,016	A, C	VAR
Communications Technician III Flex	425	\$5,016	465	\$6,123	A, C	VAR
Communications Technician Trainee	305	\$2,757	345	\$3,366	A, C	VAR
Community Development Director	619	\$13,200	659	\$16,114	A, C	Community Development
Community Information Assistant	285	\$2,495	325	\$3,046	A, C	Management Services
Community Information Specialist	382	\$4,048	422	\$4,941	A, C	Management Services
Community Information Specialist I	354	\$3,520	394	\$4,297	A, C	Management Services
Community Information Specialist II	393	\$4,276	433	\$5,220	A, C	Management Services
Community Information Supervisor	402	\$4,472	442	\$5,460	A, C	Management Services
Community Liaison	386	\$4,129	426	\$5,041	A, C	Community Development
Community Relations Assistant	379	\$3,988	419	\$4,868	A, C	VAR
Community Relations Coordinator	409	\$4,631	449	\$5,654	A, C	VAR
Community Relations Intern	285	\$2,495	325	\$3,046	A, C	VAR
Community Relations Trainee	359	\$3,609	399	\$4,406	A, C	VAR
Community Services Officer I Flex	303	\$2,730	343	\$3,332	A, C	PD
Community Services Officer II Flex	333	\$3,170	373	\$3,870	A, C	PD
Compliance Coordinator	372	\$3,851	412	\$4,701	A, C	Community Development
Construction Coordinator	459	\$5,943	499	\$7,255	A, C	VAR
Construction Inspector	402	\$4,472	442	\$5,460	A, C	VAR
Construction Manager	549	\$9,310	589	\$11,365	A, C	VAR
Construction Superintendent	527	\$8,342	567	\$10,184	A, C	VAR
Crime Analyst	427	\$5,066	467	\$6,185	A, C	PD
Crime Analyst Trainee	357	\$3,573	397	\$4,362	A, C	PD
Crime Prevention Assistant	297	\$2,649	337	\$3,234	A, C	PD
Crime Prevention Specialist	372	\$3,851	412	\$4,701	A, C	PD
Custodian I Flex	292	\$2,584	332	\$3,154	A, C	VAR
Custodian II Flex	312	\$2,855	352	\$3,485	A, C	VAR
Customer Service Representative I Flex	303	\$2,730	343	\$3,332	A, C	VAR
Customer Service Representative II Flex	323	\$3,016	363	\$3,682	A, C	VAR
Customer Service Representative III Flex	383	\$4,068	423	\$4,966	A, C	VAR
Customer Service Supervisor	441	\$5,433	481	\$6,632	A, C	VAR
Customer Services Representative Assistant	249	\$2,085	289	\$2,545	A, C	VAR
Customer Services Representative Trainee	249	\$2,085	289	\$2,545	A, C	VAR
Data Entry Clerk Aide	249	\$2,085	289	\$2,545	A, C	VAR
Data Entry Clerk I	271	\$2,327	311	\$2,841	A, C	VAR
Data Entry Clerk II	301	\$2,702	341	\$3,299	A, C	VAR
Data Entry Operator	256	\$2,159	296	\$2,636	A, C	VAR
Data Entry Operator Technician	301	\$2,702	341	\$3,299	A, C	VAR
Data Scientist	513	\$7,780	553	\$9,498	A, C	IT
Department Liaison	366	\$3,737	406	\$4,562	A, C	VAR
Departmental Accounting/Budget Technician	333	\$3,170	373	\$3,870	A, C	VAR
Deputy Building Official / Plan Check Manager	501	\$7,328	541	\$8,946	A, C	Community Development
Deputy Chief Operator - Water	514	\$7,819	554	\$9,545	A, C	DWP
Deputy Chief Operator - Water Reclamation	514	\$7,819	554	\$9,545	A, C	DWP
Deputy Chief Information Officer	599	\$11,947	639	\$14,584	A, C	IT
Deputy City Clerk	418	\$4,844	458	\$5,913	A, C	Management Services
Deputy Finance Director	583	\$11,030	623	\$13,466	A,C	Admin. Services
Deputy Fire Chief	603	\$12,187	643	\$14,878	C	Fire
Deputy Fire Marshal	462	\$6,033	502	\$7,364	C	Fire
Deputy Human Resources Director	583	\$11,030	623	\$13,466	A,C	Admin. Services
Development & Support Supervisor	477	\$6,501	517	\$7,937	A, C	VAR
Development Services Representative I	303	\$2,730	343	\$3,332	A, C	VAR
Development Services Representative II	323	\$3,016	363	\$3,682	A, C	VAR
Development Services Representative III	383	\$4,068	423	\$4,966	A, C	VAR
Development Services Representative Trainee	249	\$2,085	289	\$2,545	A, C	VAR
Development Specialist I	307	\$2,785	347	\$3,399	A, C	VAR
Development Specialist II	342	\$3,316	382	\$4,048	A, C	VAR
Development Specialist III	389	\$4,192	429	\$5,117	A, C	VAR

City of Corona
Position Library and Compensation Plan
Revised: 8-7-19

Position Title	Comp Chart Min. Step	Min. Monthly	Comp Chart Max. Step	Max. Monthly	Footnote	Dept.
Development Specialist Trainee	272	\$2,339	312	\$2,855	A, C	VAR
Digital Media Specialist	343	\$3,332	383	\$4,068	A, C	Management Services
District Engineer	549	\$9,310	589	\$11,365	A, C	DWP
Division Chief	572	\$10,442	612	\$12,747	C	Fire
Dryer Facility Operator	372	\$3,851	412	\$4,701	A, C	DWP
DWP Administrative Clerk	279	\$2,422	319	\$2,956	A, C	DWP
DWP Administrative Secretary	372	\$3,851	412	\$4,701	A, C	DWP
DWP Assistant Engineer	452	\$5,739	492	\$7,006	A, C	DWP
DWP Customer Care Manager	535	\$8,682	575	\$10,599	A, C	DWP
DWP Customer Care Representative I Flex	303	\$2,730	343	\$3,332	A, C	DWP
DWP Customer Care Representative II Flex	343	\$3,332	383	\$4,068	A, C	DWP
DWP Customer Care Representative III Flex	383	\$4,068	423	\$4,966	A, C	DWP
DWP Customer Care Representative Trainee	249	\$2,085	289	\$2,545	A, C	DWP
DWP Customer Care Supervisor	485	\$6,766	525	\$8,260	A, C	DWP
DWP Finance and Administration Manager	549	\$9,310	589	\$11,365	A, C	DWP
DWP Maintenance Manager	549	\$9,310	589	\$11,365	A, C	DWP
DWP Management Analyst	461	\$6,002	501	\$7,328	A, C	DWP
DWP Operations Analyst	491	\$6,971	531	\$8,511	A, C	DWP
DWP Operations Analyst I	451	\$5,710	491	\$6,971	A, C	DWP
DWP Operations Analyst II	491	\$6,971	531	\$8,511	A, C	DWP
DWP Operations Manager	549	\$9,310	589	\$11,365	A, C	DWP
DWP Senior Customer Care Representative	423	\$4,966	463	\$6,063	A, C	DWP
DWP Senior Executive Assistant	451	\$5,710	491	\$6,971	A, C	DWP
DWP Senior Management Analyst	491	\$6,971	531	\$8,511	A, C	DWP
Economic Development Assistant	285	\$2,495	325	\$3,046	A, C	Management Services
Economic Development Coordinator	451	\$5,710	491	\$6,971	A, C	Management Services
Economic Development Manager I	504	\$7,438	544	\$9,081	A, C	Management Services
Economic Development Manager II	519	\$8,016	559	\$9,786	A, C	Management Services
Economic Development Manager III	534	\$8,639	574	\$10,546	A, C	Management Services
Economic Development Manager IV	583	\$11,030	623	\$13,466	A, C	Management Services
Economic Development Manager/ Strategic Partnerships	504	\$7,438	544	\$9,081	A, C	Management Services
Economic Development Specialist	380	\$4,008	420	\$4,892	A, C	Management Services
Electric Utility Manager	549	\$9,310	589	\$11,365	A, C	DWP
Emergency Services Assistant	372	\$3,851	412	\$4,701	A, C	Fire
Emergency Services Coordinator	471	\$6,309	511	\$7,703	C	Fire
Emergency Services Manager	509	\$7,626	549	\$9,310	C	Fire
EMS Office Specialist	323	\$3,016	363	\$3,682	A, C	Fire
Engineering Aide I	295	\$2,623	335	\$3,202	A, C	VAR
Engineering Aide II	335	\$3,202	375	\$3,909	A, C	VAR
Engineering Assistant	302	\$2,716	342	\$3,316	A, C	VAR
Engineering Clerk	271	\$2,327	311	\$2,841	A, C	VAR
Engineering Intern	309	\$2,812	349	\$3,433	A, C	VAR
Engineering Technician	382	\$4,048	422	\$4,941	A, C	VAR
Environmental Compliance Coordinator	437	\$5,325	477	\$6,501	A, C, D	DWP
Environmental Compliance Inspector I	351	\$3,468	391	\$4,234	A, C	DWP
Environmental Compliance Inspector II	384	\$4,088	424	\$4,991	A, C	DWP
Environmental Compliance Inspector Trainee	281	\$2,446	321	\$2,986	A, C	DWP
Environmental Compliance Supervisor	451	\$5,710	491	\$6,971	A, C	DWP
Equipment Parts Helper	281	\$2,446	321	\$2,986	A, C	MS
Equipment Service Worker	370	\$3,813	410	\$4,654	A, C	VAR
Executive Assistant	391	\$4,234	431	\$5,168	A, C	VAR
Executive Assistant I	391	\$4,234	431	\$5,168	A, C	VAR
Executive Assistant II	406	\$4,562	446	\$5,570	A, C	VAR
Facilities Assistant	355	\$3,538	395	\$4,319	A, C	MS
Facilities Locator Technician	406	\$4,562	446	\$5,570	A, C	PW
Field Safety Trainer	394	\$4,297	434	\$5,246	A, C	Admin. Services
Finance / CDBG Manager	519	\$8,016	559	\$9,786	A, C	Admin. Services
Finance Administrator	553	\$9,498	593	\$11,595	A, C	Admin. Services
Finance and Administration Manager	549	\$9,310	589	\$11,365	A, C	Admin. Services
Finance Manager	525	\$8,260	565	\$10,083	A, C	Admin. Services
Finance Manager I	504	\$7,438	544	\$9,081	A, C	Admin. Services
Finance Manager II	519	\$8,016	559	\$9,786	A, C	Admin. Services
Finance Manager III	534	\$8,639	574	\$10,546	A, C	Admin. Services
Finance Manager IV	583	\$11,030	623	\$13,466	A, C	Admin. Services

City of Corona
Position Library and Compensation Plan
Revised: 8-7-19

Position Title	Comp Chart Min. Step	Min. Monthly	Comp Chart Max. Step	Max. Monthly	Footnote	Dept.
Financial Analyst I	431	\$5,168	471	\$6,309	A, C	Admin. Services
Financial Analyst II	446	\$5,570	486	\$6,800	A, C	Admin. Services
Financial Analyst III	461	\$6,002	501	\$7,328	A, C	Admin. Services
Fire Cadet	249	\$2,085	289	\$2,545	A, C	Fire
Fire Captain	517	\$7,937	557	\$9,689	C	Fire
Fire Chief	639	\$14,584	679	\$17,805	C	Fire
Fire Engineer	465	\$6,123	505 515	\$7,475 \$7,858	C, H	Fire
Fire Inspector I	412	\$4,701	452	\$5,739	C	Fire
Fire Inspector II	452	\$5,739	492	\$7,006	C	Fire
Fire Marshal	533	\$8,596	573	\$10,494	C	Fire
Fire Prevention Assistant	287	\$2,520	327	\$3,077	A, C	Fire
Fire Prevention Intern	249	\$2,085	289	\$2,545	A, C	Fire
Fire Prevention Program Specialist	370	\$3,813	410	\$4,654	A, C	Fire
Fire Prevention Technician I	303	\$2,730	343	\$3,332	A, C	Fire
Fire Prevention Technician II	323	\$3,016	363	\$3,682	A, C	Fire
Fire Prevention Technician III	343	\$3,332	383	\$4,068	A, C	Fire
Fire Prevention Trainee	255	\$2,148	295	\$2,623	A, C	Fire
Fire Safety Specialist	372	\$3,851	412	\$4,701	A, C	Fire
Fire Support Services Clerk	279	\$2,422	319	\$2,956	A, C	Fire
Fire Trainee	360	\$3,627	400	\$4,428	A, C	Fire
Fire Training Technician	325	\$3,046	365	\$3,719	A, C	Fire
Firefighter	440	\$5,406	480 490	\$6,599 \$6,937	C, H	Fire
Firefighter Trainee	440	\$5,406	480	\$6,599	C	Fire
Firefighter/Paramedic	465	\$6,123	505 515	\$7,475 \$7,858	C, H	Fire
Firefighter/Paramedic Trainee	440	\$5,406	480	\$6,599	C	Fire
Fiscal Analyst	429	\$5,117	469	\$6,247	A, C	VAR
Fiscal Manager	504	\$7,438	544	\$9,081	A, C	VAR
Fleet Administrator	382	\$4,048	422	\$4,941	A, C	MS
Fleet Inventory Specialist	323	\$3,016	363	\$3,682	A, C	MS
Fleet Maintenance Assistant	249	\$2,085	289	\$2,545	A, C	MS
Fleet Maintenance Worker	313	\$2,869	353	\$3,503	A, C	MS
Fleet Manager	504	\$7,438	544	\$9,081	A, C	MS
Fleet Services Assistant	274	\$2,362	314	\$2,884	A, C	MS
Fleet Services Assistant Technician	287	\$2,520	327	\$3,077	A, C	MS
Fleet Services Heavy Equipment Technician	385	\$4,109	425	\$5,016	A, C	MS
Fleet Services Helper	249	\$2,085	289	\$2,545	A, C	MS
Fleet Services Superintendent	467	\$6,185	507	\$7,550	A, C	MS
Fleet Services Supervisor	461	\$6,002	501	\$7,328	A, C	MS
Fleet Services Technician	385	\$4,109	425	\$5,016	A, C	MS
Fleet Services Technician Apprentice	315	\$2,898	355	\$3,538	A, C	MS
Fleet Services Worker	313	\$2,869	353	\$3,503	A, C	MS
Fleet Services Writer	363	\$3,682	403	\$4,495	A, C	MS
Fleet Technician I Flex	305	\$2,757	345	\$3,366	A, C	MS
Fleet Technician II Flex	345	\$3,366	385	\$4,109	A, C	MS
Fleet Technician III Flex	385	\$4,109	425	\$5,016	A, C	MS
Fleet Technician Trainee	265	\$2,258	305	\$2,757	A, C	MS
Forensic Technician I	377	\$3,948	417	\$4,820	A, C	PD
Forensic Technician II	401	\$4,450	441	\$5,433	A, C	PD
General Assistant I	249	\$2,085	289	\$2,545	A, C	VAR
General Assistant II	249	\$2,085	289	\$2,545	A, C	VAR
General Assistant III	260	\$2,203	300	\$2,689	A, C	VAR
General Manager	639	\$14,584	679	\$17,805	A, C	VAR
General Services Worker Aide	249	\$2,085	289	\$2,545	A, C	VAR
General Services Worker I	249	\$2,085	289	\$2,545	A, C	VAR
General Services Worker II	249	\$2,085	289	\$2,545	A, C	VAR
GIS Administrator	447	\$5,598	487	\$6,834	A, C	IT
GIS Analyst	431	\$5,168	471	\$6,309	A, C	IT
GIS Intern	338	\$3,250	378	\$3,968	A, C	IT
Graffiti Restitution Officer	391	\$4,234	431	\$5,168	A, C	PD
Graffiti Worker	313	\$2,869	353	\$3,503	A, C	MS
Graffiti Worker Assistant I Flex	249	\$2,085	289	\$2,545	A, C	MS
Graffiti Worker Assistant II Flex	258	\$2,181	298	\$2,662	A, C	MS
Grant Administrator	392	\$4,255	432	\$5,194	A, C	VAR
Hazard Reduction Specialist	372	\$3,851	412	\$4,701	A, C	Fire

City of Corona
Position Library and Compensation Plan
Revised: 8-7-19

Position Title	Comp Chart Min. Step	Min. Monthly	Comp Chart Max. Step	Max. Monthly	Footnote	Dept.
Hazardous Material Specialist	412	\$4,701	452	\$5,739	A, C	Fire
Help Desk I	314	\$2,884	354	\$3,520	A, C	IT
Help Desk II	338	\$3,250	378	\$3,968	A, C	IT
Help Desk Manager	431	\$5,168	471	\$6,309	A, C	IT
Housing / CDBG Manager	519	\$8,016	559	\$9,786	A, C	Community Development
Housing / Leasing Manager	519	\$8,016	559	\$9,786	A, C	Community Development
Housing Compliance Inspector	392	\$4,255	432	\$5,194	A, C	Community Development
Housing Manager	519	\$8,016	559	\$9,786	A, C	Community Development
Housing Program Assistant I	294	\$2,610	334	\$3,186	A, C	Community Development
Housing Program Assistant II	313	\$2,869	353	\$3,503	A, C	Community Development
Housing Specialist I	332	\$3,154	372	\$3,851	A, C	Community Development
Housing Specialist II	351	\$3,468	391	\$4,234	A, C	Community Development
Housing Specialist III	389	\$4,192	429	\$5,117	A, C	Community Development
Housing Specialist Trainee	262	\$2,225	302	\$2,716	A, C	Community Development
Human Resources Analyst	431	\$5,168	471	\$6,309	A, C	Admin. Services
Human Resources Assistant	287	\$2,520	327	\$3,077	A, C	Admin. Services
Human Resources Clerk	249	\$2,085	289	\$2,545	A, C	Admin. Services
Human Resources Manager I	504	\$7,438	544	\$9,081	A, C	Admin. Services
Human Resources Manager II	519	\$8,016	559	\$9,786	A, C	Admin. Services
Human Resources Manager III	534	\$8,639	574	\$10,546	A, C	Admin. Services
Human Resources Technician I	379	\$3,988	419	\$4,868	A, C	Admin. Services
Human Resources Technician II	394	\$4,297	434	\$5,246	A, C	Admin. Services
Human Resources Technician III	409	\$4,631	449	\$5,654	A, C	Admin. Services
Instrumentation and Control Engineer	465	\$6,123	505	\$7,475	A, C	DWP
Instrumentation and Control Engineer Trainee	385	\$4,109	425	\$5,016	A, C	DWP
Instrumentation and Control Senior Engineer	535	\$8,682	575	\$10,599	A, C	DWP
Intern I	249	\$2,085	289	\$2,545	A, C	VAR
Intern II	285	\$2,495	325	\$3,046	A, C	VAR
Internal Audit Manager	490	\$6,937	530	\$8,468	A, C	Admin. Services
Internal Auditor	583	\$11,030	623	\$13,466	A, C	Admin. Services
Inventory Control Specialist	323	\$3,016	363	\$3,682	A, C	MS
Inventory Control Supervisor	416	\$4,796	456	\$5,855	A, C	MS
Inventory Control Trainee	249	\$2,085	289	\$2,545	A, C	MS
Jailer	363	\$3,682	403	\$4,495	A, C	PD
Janitor	292	\$2,584	332	\$3,154	A, C	VAR
Junior Engineering Technician	369	\$3,794	409	\$4,631	A, C	VAR
Junior Network Analyst	429	\$5,117	469	\$6,247	A, C	IT
Laborer	270	\$2,315	310	\$2,827	A, C	VAR
Landscape Irrigation Specialist	407	\$4,585	447	\$5,598	A, C	MS
Lead Building Maintenance Technician	402	\$4,472	442	\$5,460	A, C	MS
Lead Fleet Services Technician	402	\$4,472	442	\$5,460	A, C	MS
Lead Inventory Control Technician	333	\$3,170	373	\$3,870	A, C	MS
Lead Parks Services Worker	417	\$4,820	457	\$5,884	A, C	MS
Lead SCADA Maintenance Technician	471	\$6,309	511	\$7,703	A, C	DWP
Lead Water Maintenance Technician	452	\$5,739	492	\$7,006	A, C	DWP
Lead Water Operator	471	\$6,309	511	\$7,703	A, C	DWP
Lead Water Reclamation Operator	471	\$6,309	511	\$7,703	A, C	DWP
Lead Water Resources Technician	406	\$4,562	446	\$5,570	A, C	DWP
Liability Claims Technician	379	\$3,988	419	\$4,868	A, C	LRM
Librarian	392	\$4,255	432	\$5,194	A, C	LRS
Librarian I	373	\$3,870	413	\$4,725	A, C	LRS
Librarian II	392	\$4,255	432	\$5,194	A, C	LRS
Librarian III	406	\$4,562	446	\$5,570	A, C	LRS
Librarian Technician Trainee	294	\$2,610	334	\$3,186	A, C	LRS
Librarian Trainee	322	\$3,001	362	\$3,663	A, C	LRS
Library Acquisitions Technician	333	\$3,170	373	\$3,870	A, C	LRS
Library and Recreation Services Assistant Director	583	\$11,030	623	\$13,466	A, C	LRS
Library and Recreation Services Director	609	\$12,558	649	\$15,330	A, C	LRS
Library and Recreation Services Leader I	249	\$2,085	289	\$2,545	A, C	LRS
Library and Recreation Services Leader II	261	\$2,214	301	\$2,702	A, C	LRS
Library and Recreation services Leader III	286	\$2,508	326	\$3,061	A, C	LRS
Library and Recreation Services Patron Services Associate I	285	\$2,495	325	\$3,046	A, C	LRS
Library and Recreation Services Patron Services Associate II	305	\$2,757	345	\$3,366	A, C	LRS
Library and Recreation Services Patron Services Associate III	336	\$3,218	376	\$3,928	A, C	LRS

City of Corona
Position Library and Compensation Plan
Revised: 8-7-19

Position Title	Comp Chart Min. Step	Min. Monthly	Comp Chart Max. Step	Max. Monthly	Footnote	Dept.
Library Assistant	322	\$3,001	362	\$3,663	A, C	LRS
Library Associate	373	\$3,870	413	\$4,725	A, C	LRS
Library Director	607	\$12,433	647	\$15,178	A, C	LRS
Library Page	249	\$2,085	289	\$2,545	A, C	LRS
Library Services Manager	534	\$8,639	574	\$10,546	A, C	LRS
Library Specialist	336	\$3,218	376	\$3,928	A, C	LRS
Library Supervisor	441	\$5,433	481	\$6,632	A, C	LRS
Library Technical Assistant	285	\$2,495	325	\$3,046	A, C	LRS
Lifeguard	249	\$2,085	289	\$2,545	A, C	LRS
Literacy Assistant	285	\$2,495	325	\$3,046	A, C	LRS
Maintenance Assistant	273	\$2,350	313	\$2,869	A, C	VAR
Maintenance Manager	549	\$9,310	589	\$11,365	A, C	VAR
Maintenance Manager II	583	\$11,030	623	\$13,466	A, C	VAR
Maintenance Planner	452	\$5,739	492	\$7,006	A, C	VAR
Maintenance Supervisor	495	\$7,112	535	\$8,682	A, C	VAR
Maintenance Technician I Flex	396	\$4,340	436	\$5,299	A, C	VAR
Maintenance Technician II Flex	426	\$5,041	466	\$6,154	A, C	VAR
Maintenance Technician III Flex	452	\$5,739	492	\$7,006	A, C	VAR
Maintenance Technician Trainee	326	\$3,061	366	\$3,737	A, C	VAR
Maintenance Trades Assistant	311	\$2,841	351	\$3,468	A, C	VAR
Management Analyst	429	\$5,117	469	\$6,247	A, C	VAR
Management Analyst I	429	\$5,117	469	\$6,247	A, C	VAR
Management Analyst II	461	\$6,002	501	\$7,328	A, C	VAR
Management Intern	285	\$2,495	325	\$3,046	A, C	VAR
Management Services Assistant I	356	\$3,555	396	\$4,340	A, C	Management Services
Management Services Assistant II	372	\$3,851	412	\$4,701	A, C	Management Services
Management Services Chief of Staff	525	\$8,260	565	\$10,083	A, C	Management Services
Management Services Supervisor	451	\$5,710	491	\$6,971	A, C	Management Services
Municipal Service Contract Superintendent	583	\$11,030	623	\$13,466	A, C	MS
Network Analyst	454	\$5,797	494	\$7,076	A, C	IT
Office Aide	249	\$2,085	289	\$2,545	A, C	VAR
Office Assistant	287	\$2,520	327	\$3,077	A, C	VAR
Office Assistant I	287	\$2,520	327	\$3,077	A, C	VAR
Office Assistant II	302	\$2,716	342	\$3,316	A, C	VAR
Office Manager	391	\$4,234	431	\$5,168	A, C	VAR
Office Worker	249	\$2,085	289	\$2,545	A, C	VAR
Office Worker I	249	\$2,085	289	\$2,545	A, C	VAR
Office Worker II	249	\$2,085	289	\$2,545	A, C	VAR
Office Worker Trainee	249	\$2,085	289	\$2,545	A, C	VAR
Operations Manager	549	\$9,310	589	\$11,365	A, C	VAR
Paralegal I Flex	404	\$4,517	444	\$5,515	A, C	LRM
Paralegal II Flex	424	\$4,991	464	\$6,093	A, C	LRM
Paralegal III Flex	444	\$5,515	484	\$6,732	A, C	LRM
Park Maintenance Assistant I	249	\$2,085	289	\$2,545	A, C	MS
Park Maintenance Assistant II	261	\$2,214	301	\$2,702	A, C	MS
Park Maintenance Assistant III	308	\$2,798	348	\$3,416	A, C	MS
Park Maintenance Worker	323	\$3,016	363	\$3,682	A, C	MS
Park Planner	415	\$4,772	455	\$5,826	A, C	MS
Parking Enforcement Officer	297	\$2,649	337	\$3,234	A, C	PD
Parks Services Coordinator	387	\$4,150	427	\$5,066	A, C	MS
Parks Services Worker I Flex	307	\$2,785	347	\$3,399	A, C	MS
Parks Services Worker II Flex	347	\$3,399	387	\$4,150	A, C	MS
Parks Services Worker III Flex	387	\$4,150	427	\$5,066	A, C	MS
Parks Services Worker Trainee	249	\$2,085	289	\$2,545	A, C	MS
Parks Superintendent	485	\$6,766	525	\$8,260	A, C	MS
Pavement Management Engineer	498	\$7,219	538	\$8,813	A, C	PW
Payroll Technician	333	\$3,170	373	\$3,870	A, C	Admin. Services
Payroll Technician I	379	\$3,988	419	\$4,868	A, C	Admin. Services
Payroll Technician II	394	\$4,297	434	\$5,246	A, C	Admin. Services
Payroll Technician III	409	\$4,631	449	\$5,654	A, C	Admin. Services
Permit Technician	352	\$3,485	392	\$4,255	A, C	Community Development
Plan Check Engineer	472	\$6,341	512	\$7,741	A, C	Community Development
Plan Check Manager	501	\$7,328	541	\$8,946	A, C	Community Development
Plan Checker	405	\$4,540	445	\$5,542	A, C	Community Development

City of Corona
Position Library and Compensation Plan
Revised: 8-7-19

Position Title	Comp Chart Min. Step	Min. Monthly	Comp Chart Max. Step	Max. Monthly	Footnote	Dept.
Planning Assistant	312	\$2,855	352	\$3,485	A, C	Community Development
Planning Manager	549	\$9,310	589	\$11,365	A, C	Community Development
Planning Technician	382	\$4,048	422	\$4,941	A, C	Community Development
Plans Examiner	412	\$4,701	452	\$5,739	A, C	Community Development
Police Cadet	249	\$2,085	289	\$2,545	A, C	PD
Police Captain	606	\$12,371	646	\$15,103	C, F	PD
Police Corporal	483	\$6,699	523	\$8,178	C, F	PD
Police Department General Assistant	249	\$2,085	289	\$2,545	A, C	PD
Police Department General Assistant I	249	\$2,085	289	\$2,545	A, C	PD
Police Department General Assistant II	249	\$2,085	289	\$2,545	A, C	PD
Police Department General Assistant III	260	\$2,203	300	\$2,689	A, C	PD
Police Detective	488	\$6,868	528	\$8,384	C, F	PD
Police Lieutenant	574	\$10,546	614	\$12,875	C, F	PD
Police Officer I	454	\$5,797	494	\$7,076	C, F	PD
Police Officer II	473	\$6,373	513	\$7,780	C, F	PD
Police Program Coordinator	402	\$4,472	442	\$5,460	A, C	PD
Police Records Supervisor	434	\$5,246	474	\$6,405	A, C	PD
Police Records Technician I Flex	303	\$2,730	343	\$3,332	A, C	PD
Police Records Technician II Flex	323	\$3,016	363	\$3,682	A, C	PD
Police Records Technician Trainee	249	\$2,085	289	\$2,545	A, C	PD
Police Sergeant	534	\$8,639	574	\$10,546	C, F	PD
Police Trainee	360	\$3,627	400	\$4,428	A, C	PD
Pool Manager	294	\$2,610	334	\$3,186	A, C	LRS
Prevention Permit Technician	352	\$3,485	392	\$4,255	A, C	Fire
Principal Accountant	447	\$5,598	487	\$6,834	A, C	VAR
Principal Civil Engineer	529	\$8,426	569	\$10,286	A, C	PW
Principal Construction Inspector	449	\$5,654	489	\$6,902	A, C	VAR
Principal Engineer	529	\$8,426	569	\$10,286	A, C	PW
Principal Engineering Technician	430	\$5,143	470	\$6,278	A, C	VAR
Principal Human Resources Analyst	491	\$6,971	531	\$8,511	A, C	Admin. Services
Principal Management Analyst	491	\$6,971	531	\$8,511	A, C	VAR
Principal Risk and Insurance Analyst	491	\$6,971	531	\$8,511	A, C	LRM
Procurement Contract Specialist	403	\$4,495	443	\$5,487	A, C	Admin. Services
Professional/Graduate Student Intern	337	\$3,234	377	\$3,948	A, C	VAR
Program Administrator	446	\$5,570	486	\$6,800	A, C	VAR
Program Coordinator	426	\$5,041	466	\$6,154	A, C	VAR
Program Coordinator Trainee	356	\$3,555	396	\$4,340	A, C	VAR
Property Administrator	333	\$3,170	373	\$3,870	A, C	PD
Property and Contract Administrator	413	\$4,725	453	\$5,768	A, C	VAR
Property and Contract Manager	525	\$8,260	565	\$10,083	A, C	VAR
Public Affairs Officer I Flex	467	\$6,185	507	\$7,550	A, C	VAR
Public Affairs Officer II Flex	497	\$7,183	537	\$8,769	A, C	VAR
Public Information Officer	504	\$7,438	544	\$9,081	A, C	VAR
Public Information Specialist	382	\$4,048	422	\$4,941	A, C	VAR
Public Safety Administration Manager I	519	\$8,016	559	\$9,786	A, C	Fire/PD
Public Safety Administration Manager II	525	\$8,260	565	\$10,083	A, C	Fire/PD
Public Safety Administration Manager III	534	\$8,639	574	\$10,546	A, C	Fire/PD
Public Safety Administrative Supervisor I	441	\$5,433	481	\$6,632	A, C	Fire/PD
Public Safety Administrative Supervisor II	484	\$6,732	524	\$8,219	A, C	Fire/PD
Public Safety Dispatch Supervisor	434	\$5,246	474	\$6,405	A, C	PD
Public Safety Dispatcher I Flex	363	\$3,682	403	\$4,495	A, C	PD
Public Safety Dispatcher II Flex	382	\$4,048	422	\$4,941	A, C	PD
Public Safety Dispatcher Trainee	376	\$3,928	416	\$4,796	A, C	PD
Public Safety Finance Deputy Director	563	\$9,983	603	\$12,187	A, C	Fire/PD
Public Works Administrator	499	\$7,255	539	\$8,857	A, C	PW
Public Works Director	619	\$13,200	659	\$16,114	A, C	PW
Public Works Inspection Superintendent	499	\$7,255	539	\$8,857	A, C	PW
Public Works Inspection Supervisor	467	\$6,185	507	\$7,550	A, C	PW
Public Works Inspection Technician	402	\$4,472	442	\$5,460	A, C	PW
Public Works Inspection Trainee	321	\$2,986	361	\$3,645	A, C	PW
Public Works Inspector I	391	\$4,234	431	\$5,168	A, C	PW
Public Works Inspector II	406	\$4,562	446	\$5,570	A, C	PW
Public Works Inspector III	426	\$5,041	466	\$6,154	A, C	PW
Public Works Operations Services Manager	553	\$9,498	593	\$11,595	A, C	PW

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Position Title	Comp Chart Min. Step	Min. Monthly	Comp Chart Max. Step	Max. Monthly	Footnote	Dept.
Public Works Permit Technician I Flex	352	\$3,485	392	\$4,255	A, C	PW
Public Works Permit Technician II Flex	372	\$3,851	412	\$4,701	A, C	PW
Public Works Permit Technician III Flex	392	\$4,255	432	\$5,194	A, C	PW
Public Works Program Administrator	461	\$6,002	501	\$7,328	A, C	PW
Public Works Program Manager	498	\$7,219	538	\$8,813	A, C	PW
Public Works Program Specialist	427	\$5,066	467	\$6,185	A, C	PW
Public Works Program Supervisor	441	\$5,433	481	\$6,632	A, C	PW
Public Works Project Technician I	313	\$2,869	353	\$3,503	A, C	PW
Public Works Project Technician II	352	\$3,485	392	\$4,255	A, C	PW
Public Works Specialist	412	\$4,701	452	\$5,739	A, C	PW
Purchasing Manager	512	\$7,741	552	\$9,450	A, C	Admin. Services
Purchasing Specialist I	352	\$3,485	392	\$4,255	A, C	Admin. Services
Purchasing Specialist II	372	\$3,851	412	\$4,701	A, C	Admin. Services
Purchasing Specialist III	392	\$4,255	432	\$5,194	A, C	Admin. Services
Purchasing Specialist IV	413	\$4,725	453	\$5,768	A, C	Admin. Services
Purchasing Specialist V	433	\$5,220	473	\$6,373	A, C, G	Admin. Services
Purchasing Technician	333	\$3,170	373	\$3,870	A, C	Admin. Services
Radio/Safety Equipment Technician	387	\$4,150	427	\$5,066	A, C	Admin. Services
Range Master	391	\$4,234	431	\$5,168	A, C	PD
Receptionist	267	\$2,281	307	\$2,785	A, C	VAR
Recreation Coordinator	387	\$4,150	427	\$5,066	A, C	LRS
Recreation Services Assistant Director	583	\$11,030	623	\$13,466	A, C	LRS
Recreation Services Manager	539	\$8,857	579	\$10,813	A, C	LRS
Recreation Specialist	294	\$2,610	334	\$3,186	A, C	LRS
Recreation Supervisor	436	\$5,299	476	\$6,469	A, C	LRS
Regulatory Supervisor	485	\$6,766	525	\$8,260	A, C	DWP
Regulatory Technician I Flex	379	\$3,988	419	\$4,868	A, C	DWP
Regulatory Technician II Flex	419	\$4,868	459	\$5,943	A, C	DWP
Regulatory Technician III Flex	459	\$5,943	499	\$7,255	A, C	DWP
Regulatory Technician Trainee	339	\$3,266	379	\$3,988	A, C	DWP
Regulatory Trainee	341	\$3,299	381	\$4,028	A, C	DWP
Restoration Technician	413	\$4,725	453	\$5,768	A, C	MS
Risk Management Analyst	431	\$5,168	471	\$6,309	A, C	LRM
Risk Management Specialist	409	\$4,631	449	\$5,654	A, C	LRM
Risk Management Technician	379	\$3,988	419	\$4,868	A, C	LRM
Risk Manager	504	\$7,438	544	\$9,081	A, C	LRM
Safety Analyst	431	\$5,168	471	\$6,309	A, C	Admin. Services
Safety and Training Coordinator	387	\$4,150	427	\$5,066	A, C	Admin. Services
Safety Coordinator	387	\$4,150	427	\$5,066	A, C	Admin. Services
Safety Manager	504	\$7,438	544	\$9,081	A, C	Admin. Services
Safety Officer	461	\$6,002	501	\$7,328	A, C	Admin. Services
Safety Specialist	323	\$3,016	363	\$3,682	A, C	Admin. Services
Safety Technician	379	\$3,988	419	\$4,868	A, C	Admin. Services
SCADA Maintenance Technician III	452	\$5,739	492	\$7,006	A, C	DWP
Senior Administrative Assistant	372	\$3,851	412	\$4,701	A, C	VAR
Senior Building Maintenance Technician	382	\$4,048	422	\$4,941	A, C	MS
Senior Building Permit Technician	372	\$3,851	412	\$4,701	A, C	Community Development
Senior Center Coordinator	332	\$3,154	372	\$3,851	A, C	LRS
Senior Code Enforcement Officer	412	\$4,701	452	\$5,739	A, C	Community Development
Senior Construction Inspector	430	\$5,143	470	\$6,278	A, C	VAR
Senior Customer Service Representative	353	\$3,503	393	\$4,276	A, C	VAR
Senior Departmental Accounting / Budget Technician	352	\$3,485	392	\$4,255	A, C	VAR
Senior Economic Development Project Coordinator	481	\$6,632	521	\$8,096	A, C	Management Services
Senior Economic Development Specialist	405	\$4,540	445	\$5,542	A, C	Management Services
Senior Engineer	498	\$7,219	538	\$8,813	A, C	VAR
Senior Engineer - Traffic	498	\$7,219	538	\$8,813	A, C	PW
Senior Engineering Technician	402	\$4,472	442	\$5,460	A, C	VAR
Senior Environmental Compliance Inspector	408	\$4,608	448	\$5,626	A, C	DWP
Senior Fleet Services Assistant	302	\$2,716	342	\$3,316	A, C	MS
Senior Human Resources Analyst	461	\$6,002	501	\$7,328	A, C	Admin. Services
Senior Human Resources Analyst / ADA Emp. Coordinator	461	\$6,002	501	\$7,328	A, C	Admin. Services
Senior Human Resources Technician	409	\$4,631	449	\$5,654	A, C	Admin. Services
Senior Maintenance Technician	471	\$6,309	511	\$7,703	A, C	VAR
Senior Management Services Assistant	372	\$3,851	412	\$4,701	A, C	Management Services

City of Corona
Position Library and Compensation Plan
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Position Title	Comp Chart Min. Step	Min. Monthly	Comp Chart Max. Step	Max. Monthly	Footnote	Dept.
Senior Network Architect	554	\$9,545	594	\$11,652	A, C	IT
Senior Office Assistant	313	\$2,869	353	\$3,503	A, C	VAR
Senior Paralegal / Claims Manager	504	\$7,438	544	\$9,081	A, C	LRM
Senior Park Maintenance Worker	352	\$3,485	392	\$4,255	A, C	MS
Senior Park Planner	459	\$5,943	499	\$7,255	A, C	MS
Senior Personnel & Training Technician	391	\$4,234	431	\$5,168	A, C	PD
Senior Planner	498	\$7,219	538	\$8,813	A, C	Community Development
Senior Program Administrator	463	\$6,063	503	\$7,401	A, C	VAR
Senior Public Safety Dispatcher	402	\$4,472	442	\$5,460	A, C	PD
Senior Risk Management Technician	409	\$4,631	449	\$5,654	A, C	LRM
Senior Safety Technician	409	\$4,631	449	\$5,654	A, C	Admin. Services
Senior Software Architect	554	\$9,545	594	\$11,652	A, C	IT
Senior Street Maintenance Equipment Operator	360	\$3,627	400	\$4,428	A, C	MS
Senior Street Maintenance Worker	372	\$3,851	412	\$4,701	A, C	MS
Senior System Analyst	486	\$6,800	526	\$8,301	A, C	IT
Senior Systems Engineer	454	\$5,797	494	\$7,076	A, C	IT
Senior Traffic Engineering Technician	402	\$4,472	442	\$5,460	A, C	PW
Senior Transportation Planner	480	\$6,599	520	\$8,056	A, C	PW
Senior Utilities Service Worker	372	\$3,851	412	\$4,701	A, C	DWP
Senior Utility Engineer	535	\$8,682	575	\$10,599	A, C	DWP
Senior Water Operator	471	\$6,309	511	\$7,703	A, C	DWP
Senior Water Reclamation Facility Operator	452	\$5,739	492	\$7,006	A, C	DWP
Senior Water Resources Technician	372	\$3,851	412	\$4,701	A, C	DWP
Software Developer	479	\$6,566	519	\$8,016	A, C	IT
Storm Water Inspector	421	\$4,917	461	\$6,002	A, C	DWP
Street Maintenance Crew Leader	392	\$4,255	432	\$5,194	A, C	MS
Street Maintenance Equipment Operator I	329	\$3,108	369	\$3,794	A, C	MS
Street Maintenance Equipment Operator II	345	\$3,366	385	\$4,109	A, C	MS
Street Maintenance Equipment Operator Trainee	259	\$2,192	299	\$2,676	A, C	MS
Street Maintenance Planner/Scheduler	452	\$5,739	492	\$7,006	A, C	MS
Street Maintenance Specialist Worker	358	\$3,591	398	\$4,384	A, C	MS
Street Maintenance Superintendent	467	\$6,185	507	\$7,550	A, C	MS
Street Maintenance Technician I Flex	303	\$2,730	343	\$3,332	A, C	MS
Street Maintenance Technician II Flex	343	\$3,332	383	\$4,068	A, C	MS
Street Maintenance Technician III Flex	383	\$4,068	423	\$4,966	A, C	MS
Street Maintenance Technician Trainee	263	\$2,236	303	\$2,730	A, C	MS
Street Maintenance Worker	343	\$3,332	383	\$4,068	A, C	MS
Streets Maintenance Trainee	273	\$2,350	313	\$2,869	A, C	MS
Student Aide	249	\$2,085	289	\$2,545	A, C	VAR
Support Services Administrator	484	\$6,732	524	\$8,219	A, C	VAR
Support Services Manager	514	\$7,819	554	\$9,545	A, C	VAR
Sustainability Coordinator I Flex	343	\$3,332	383	\$4,068	A, C	VAR
Sustainability Coordinator II Flex	362	\$3,663	402	\$4,472	A, C	VAR
Sustainability Coordinator III Flex	372	\$3,851	412	\$4,701	A, C	VAR
Sustainability Coordinator Trainee	273	\$2,350	313	\$2,869	A, C	VAR
Systems Engineer	429	\$5,117	469	\$6,247	A, C	IT
Technical Intern	285	\$2,495	325	\$3,046	A, C	VAR
Tort / Contract Manager	504	\$7,438	544	\$9,081	A, C	LRM
Traffic Control Painter	343	\$3,332	383	\$4,068	A, C	PW
Traffic Engineering Technician	382	\$4,048	422	\$4,941	A, C	PW
Traffic Maintenance Technician	353	\$3,503	393	\$4,276	A, C	MS
Traffic Management Center Specialist	447	\$5,598	487	\$6,834	A, C	PW
Traffic Management Center Technician I Flex	382	\$4,048	422	\$4,941	A, C	PW
Traffic Management Center Technician II Flex	402	\$4,472	442	\$5,460	A, C	PW
Traffic Management Center Technician III Flex	422	\$4,941	462	\$6,033	A, C	PW
Traffic Signal Coordinator	450	\$5,682	490	\$6,937	A, C	PW
Traffic Signal Specialist	417	\$4,820	457	\$5,884	A, C	PW
Traffic Signal Technician	402	\$4,472	442	\$5,460	A, C	PW
Traffic Signal Technician Trainee	353	\$3,503	393	\$4,276	A, C	PW
Transportation Engineer	482	\$6,665	522	\$8,137	A, C	PW
Transportation Planner	431	\$5,168	471	\$6,309	A, C	PW
Transportation Planning Manager	513	\$7,780	553	\$9,498	A, C	PW
Transportation Planning Supervisor	498	\$7,219	538	\$8,813	A, C	PW
Transportation Specialist	402	\$4,472	442	\$5,460	A, C	PW

City of Corona
Position Library and Compensation Plan
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Position Title	Comp Chart Min. Step	Min. Monthly	Comp Chart Max. Step	Max. Monthly	Footnote	Dept.
Utilities Facilities Maintenance Supervisor	495	\$7,112	535	\$8,682	A, C	DWP
Utilities Planner / Asset Coordinator	426	\$5,041	466	\$6,154	A, C	DWP
Utilities Project Manager	535	\$8,682	575	\$10,599	A, C	DWP
Utilities Services Manager	549	\$9,310	589	\$11,365	A, C	DWP
Utility Construction Superintendent	485	\$6,766	525	\$8,260	A, C	DWP
Utility Engineer I Flex	452	\$5,739	492	\$7,006	A, C	DWP
Utility Engineer II Flex	465	\$6,123	505	\$7,475	A, C	DWP
Utility Engineer III Flex	485	\$6,766	525	\$8,260	A, C	DWP
Utility Engineer Trainee	382	\$4,048	422	\$4,941	A, C	DWP
Utility Maintenance Superintendent	485	\$6,766	525	\$8,260	A, C	DWP
Utility Planner/Scheduler	452	\$5,739	492	\$7,006	A, C	DWP
Utility Service Worker I Flex	343	\$3,332	383	\$4,068	A, C	DWP
Utility Service Worker II Flex	362	\$3,663	402	\$4,472	A, C	DWP
Utility Service Worker III Flex	406	\$4,562	446	\$5,570	A, C	DWP
Utility Service Worker Trainee	273	\$2,350	313	\$2,869	A, C	DWP
Utility System Modeler	465	\$6,123	505	\$7,475	A, C	DWP
Volunteer Services Coordinator	372	\$3,851	412	\$4,701	A, C	VAR
Warehouse Worker	323	\$3,016	363	\$3,682	A, C	MS
Water Maintenance Technician I Flex	396	\$4,340	436	\$5,299	A, C	DWP
Water Maintenance Technician II Flex	426	\$5,041	466	\$6,154	A, C	DWP
Water Operator I Flex	384	\$4,088	424	\$4,991	A, C	DWP
Water Operator II Flex	424	\$4,991	464	\$6,093	A, C	DWP
Water Operator III Flex	464	\$6,093	504	\$7,438	A, C	DWP
Water Operator In Training	287	\$2,520	327	\$3,077	A, C	DWP
Water Reclamation Facility Operator In Training	287	\$2,520	327	\$3,077	A, C	DWP
Water Reclamation Operator I Flex	384	\$4,088	424	\$4,991	A, C	DWP
Water Reclamation Operator II Flex	424	\$4,991	464	\$6,093	A, C	DWP
Water Reclamation Operator III Flex	464	\$6,093	504	\$7,438	A, C	DWP
Water Reclamation Operator In Training	287	\$2,520	327	\$3,077	A, C	DWP
Water Resources Aide	287	\$2,520	327	\$3,077	A, C	DWP
Water Resources Inspector	406	\$4,562	446	\$5,570	A, C	DWP
Water Resources Specialist I Flex	341	\$3,299	381	\$4,028	A, C	DWP
Water Resources Specialist II Flex	381	\$4,028	421	\$4,917	A, C	DWP
Water Resources Specialist III Flex	421	\$4,917	461	\$6,002	A, C	DWP
Water Resources Specialist Trainee	271	\$2,327	311	\$2,841	A, C	DWP
Water Resources Supervisor	485	\$6,766	525	\$8,260	A, C	DWP
Water Resources Technician I Flex	343	\$3,332	383	\$4,068	A, C	DWP
Water Resources Technician II Flex	362	\$3,663	402	\$4,472	A, C	DWP
Water Resources Technician Trainee	273	\$2,350	313	\$2,869	A, C	DWP
Water Safety Instructor	269	\$2,304	309	\$2,812	A, C	LRS
Water Safety Instructor Trainee	249	\$2,085	289	\$2,545	A, C	LRS
Web and Digital Media Manager	474	\$6,405	514	\$7,819	A, C	IT
Workers' Compensation Claims Technician	409	\$4,631	449	\$5,654	A, C	LRM

- A.** Corona General Employees Association MOU, Corona Supervisors Association MOU, Management/Confidential Group Employee Resolution and Executive Group Employee Resolution: Effective October 19, 2013, Tier I miscellaneous employees within these associations and groups receive Tier I Longevity Pay equal to 3% over their base pay rate.
- B.** The appointing authority may determine based upon budgetary or other constraints to reduce the hourly expectations for this position, to an amount no less than 80%, as long as the full-time salary and benefits are proportionately reduced as well in a similar manner. Effective July 1, 2019, the hourly expectations, as well as the salary and benefits, for this position will be increased to 100%.
- C.** Positions can be filled by full time, part time, seasonal and temporary employees at the discretion of the appointing authority. Effective October 17, 2018, the compensation range for any position filled by a part time, seasonal, or temporary employee shall be four (4) steps lower than the minimum and maximum steps noted in this Position and Compensation Library except to the extent governed by state minimum wage law.
- D.** Incumbent is approximately 7% above the maximum authorized compensation range resulting from a City reorganization of the Public Works Department and the Department of Water and Power effective July 9, 2016. If the position becomes vacant, the replacement will be hired within the authorized compensation range.
- E.** CalPERS retirees may be appointed by the City for a limited-time in an extra-help capacity assisting with overflow work so long as the appointment complies with the requirements of Government Code Section 21224.
- F.** Compensation range changes for CPEA and CPSA members will be effective the first full pay period following July 1, 2019.
- G.** Effective the first full pay period following July 1, 2019, one incumbent will be approximately 14% above the maximum authorized compensation range resulting from a decrease of the position's compensation range to be more consistent with the compensation of the position series. Future incumbents will be paid within the authorized compensation range.
- H.** Compensation range changes for Firefighter, 40-Hour Firefighter, Firefighter/Paramedic, 40-Hour Firefighter/Paramedic, Fire Engineer, and 40-Hour Fire Engineer will be effective the first full pay period following August 7, 2019.

CITY OF CORONA

SIDE LETTER OF AGREEMENT MODIFYING THE 2018-2020 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CORONA AND THE CORONA FIREFIGHTERS ASSOCIATION IAFF LOCAL 3757 (TEMPORARY PLANNED POSITION VACANCY REDUCTION)

1. PARTIES AND DATE.

This Side Letter of Agreement (“Side Letter”) is entered into this 7th day of August 2019, by and between the City of Corona, a municipal corporation organized under the laws of the State of California with its principal place of business at 400 South Vicentia Avenue, Corona, California 92882 (“City”), and Corona Firefighters Association IAFF Local 3757, a recognized employee organization (“CFA”). City and CFA are sometimes individually referred to as “Party” and collectively as “Parties” in this Side Letter.

2. RECITALS.

2.1 City and CFA entered in a Memorandum of Understanding effective March 21, 2018 through June 30, 2020 (“MOU”).

2.2 City and CFA entered in a Side Letter of Agreement Modifying the MOU effective July 5, 2018 (“07-05-18 Side Letter”). In part, the 07-05-18 Side Letter amended Section 15.4 (Planned Position Vacancy) of the MOU to temporarily reduce the number of planned vacancies to account for the elimination of the Squad Company. That temporary reduction is no longer needed, and thus is being eliminated by this Side Letter.

2.3 Article XVII of the MOU memorializes the Parties intent to maintain the MOU as a living document and authorizes the Parties to revise the MOU during the term of the MOU.

2.4 After meeting and conferring in good faith, the City and CFA desire to modify certain terms and conditions of the MOU as set forth in this Side Letter.

2.5 This Side Letter shall be in effect following City Council approval.

3. TERMS.

3.1 Section 15.4 – Planned Position Vacancy. Section 15.4 (Planned Position Vacancy) of Article XV (Work Schedule) of the MOU, as amended by the 07-05-18 Side Letter, is hereby deleted in its entirety and replaced with the following:

“Section 15.4 – Planned Position Vacancy:

A. The Fire Department recognizes that planned vacancies provide a significant cost savings. The City agrees that under normal conditions the number of planned vacancies will be the equivalent to the staffing of one full Engine Company (four personnel) per shift. These planned vacancies will be achieved through attrition and will be filled with constant staffing by suppression personnel. In the event that the City is required to reduce its workforce in the form of layoffs, priority will be given to retain those positions that are filled over the aforementioned planned vacancy positions. ~~Notwithstanding the foregoing, effective July 1, 2018 or as soon thereafter as may be implemented by the City, the number of planned vacancies will be temporarily reduced to account for the elimination of the Squad Company. At such time that the personnel who were assigned to the Squad Company are appointed to fill any vacancies in the regular positions as needed to maintain the minimum staffing level set forth in Section 15.7, the number of planned vacancies will increase as such vacancies are filled, up to the maximum of four personnel needed to staff one full Engine Company per shift.~~

B. Notwithstanding the foregoing, effective August 7, 2019 or as soon thereafter as may be implemented by the City, the number of planned vacancies will be temporarily reduced by two (2) firefighters (one for two of the three shifts) to allow for the sooner and more efficient hiring of two (2) firefighters in advance of two (2) retirements anticipated to occur by the end of the calendar year or shortly thereafter. At such time that the two (2) firefighters are appointed to fill the vacancies in the regular positions created by the anticipated retirements, the number of planned vacancies will increase as such vacancies are filled, up to the maximum of the four (4) personnel needed to staff one (1) full Engine Company per shift.

C. At such time that the two (2) firefighters are appointed to fill the vacancies in the regular positions created by the anticipated retirements and thus the number of planned vacancies returns to the maximum of the four (4) personnel needed to staff one (1) full Engine Company per shift, the City Manager and Assistant City Manager/Administrative Services Director may execute a written acknowledgement that Subsections (B) and (C) of this Section 15.4 are no longer needed and therefore this Side Letter is terminated ("Acknowledged Termination of 08-07-19 Planned Position Side Letter"). Such Acknowledged Termination of 08-07-19 Planned Position Side Letter shall be in a form substantially similar to the

one attached hereto as Exhibit "A" and incorporated herein by reference and which is approved as to form by the City Attorney."

3.2 Entire Agreement; Continuing Effect of MOU. It is understood and agreed that the specific provisions contained in this Side Letter shall supersede any previous agreements, whether oral or written, regarding the matters expressly addressed herein. In addition, except as amended by this Side Letter, all wages, hours and other terms and conditions of employment presently enjoyed by the affected employees and contained in the MOU, as amended by duly approved previous side letters, shall remain unchanged and in full force and effect.

3.3 Expiration of Side Letter. The terms and conditions of this Side Letter shall continue unless and until terminated by the Parties, including, but not limited to, by the Acknowledged Termination of 08-07-19 Planned Position Side Letter attached hereto, or incorporated into a successor agreement.

3.4 Adequate Consideration. The Parties hereto irrevocably stipulate and agree that they have each received adequate and independent consideration for the performance of the obligations they have undertaken pursuant to this Side Letter. The Parties agree that the execution of this Side Letter may not be challenged by the CFA or any employee it is recognized to represent through the City's grievance procedure or in any other forum unless the challenge is based upon a factual allegation that the Side Letter was the product of fraud, intentional misrepresentation or unlawful coercion on the part of City representatives.

IN WITNESS WHEREOF, the Parties hereto have caused this Side Letter to be executed on the date first hereinabove written.

Dated: _____

Mitch Lansdell
Employee Relations Officer
Acting City Manager

Dated: _____

Kerry Eden
Assistant City Manager /
Administrative Services Director

Dated: _____

Trevor Walsh
President
Corona Firefighters Association

EXHIBIT "A"
ACKNOWLEDGED TERMINATION OF
08-07-19 PLANNED POSITION SIDE LETTER

[SEE ATTACHED 2 PAGES]

CITY OF CORONA

ACKNOWLEDGED TERMINATION OF 08-07-19 PLANNED POSITION SIDE LETTER

1. PARTIES AND DATE.

This Acknowledged Termination of 08-07-19 Planned Position Side Letter (“Acknowledged Termination”) is entered into this ____ day of ____ 20__, by and between the City of Corona, a municipal corporation organized under the laws of the State of California with its principal place of business at 400 South Vicentia Avenue, Corona, California 92882 (“City”), and Corona Firefighters Association IAFF Local 3757, a recognized employee organization (“CFA”). City and CFA are sometimes individually referred to as “Party” and collectively as “Parties” in this Acknowledged Termination.

2. RECITALS.

2.1 City and CFA entered in a Memorandum of Understanding effective March 21, 2018 through June 30, 2020 (“MOU”).

2.2 City and CFA entered in a Side Letter of Agreement Modifying the MOU effective July 5, 2018.

2.3 City and CFA entered in a Side Letter of Agreement Modifying the MOU effective August 7, 2019 (“08-07-19 Planned Position Side Letter”).

3. TERMS.

3.1 Termination of 08-07-19 Planned Position Side Letter; Section 15.4 of MOU. As provided for in Section 3.1 of the 08-07-19 Planned Position Side Letter, which temporarily amended Section 15.4 (Planned Position Vacancy) of the MOU, the City Manager was delegated authority to enter into this Acknowledged Termination at such time that the intent of the 08-07-19 Planned Position Side Letter is accomplished and the number of planned vacancies returns to the maximum of the four (4) personnel needed to staff one (1) full Engine Company per shift. The City Manager has determined that this has occurred.

Thus, Subsections (B) and (C) of Section 15.4 are no longer needed, the 08-07-19 Planned Position Side Letter is hereby terminated and the language of Section 15.4 (Planned Position Vacancy) of the MOU is returning to its original form.

For reference purposes only, such language reads as follows:

“Section 15.4 – Planned Position Vacancy:

The Fire Department recognizes that planned vacancies provide a significant cost savings. The City agrees that under normal conditions the number of planned vacancies will be the equivalent to the staffing of one full Engine Company (four personnel) per shift. These planned vacancies will be achieved through attrition and will be filled with constant staffing by suppression personnel. In the event that the City is required to reduce its workforce in the form of layoffs, priority will be given to retain those positions that are filled over the aforementioned planned vacancy positions.”

IN WITNESS WHEREOF, the Parties hereto have caused this Acknowledged Termination to be executed on the date first hereinabove written.

Dated: _____
Mitch Lansdell
Employee Relations Officer
Acting City Manager

Dated: _____
Kerry Eden
Assistant City Manager /
Administrative Services Director

Dated: _____
Trevor Walsh
President
Corona Firefighters Association

Approved as to Form:

Dean Derleth
City Attorney