



LIVE OAK CITY COUNCIL

REGULAR MEETING AGENDA SEPTEMBER 17, 2025 6:00 PM

MEETING LOCATION
LIVE OAK COUNCIL CHAMBERS
9955 LIVE OAK BOULEVARD
LIVE OAK, CALIFORNIA 95953

MEMBERS OF THE COUNCIL

JERAMY CHAPDELAINE, MAYOR
AARON PAMMA, VICE MAYOR
ASHLEY HERNANDEZ, COUNCILMEMBER
NANCY SANTANA, COUNCILMEMBER
BOB WOTEN, COUNCILMEMBER

BENJAMIN MOODY,
CITY MANAGER

NICOLE ROSSER,
CITY ATTORNEY

The Council may take up any agenda item at any time, regardless of the order listed. Action may be taken on any item on this agenda. Materials related to an item on this Agenda submitted to the Council after distribution of the agenda packet are available for public inspection at City Hall, 9955 Live Oak Boulevard, Live Oak, during normal business hours. Such documents are also available on the City of Live Oak's website at www.liveoakcity.org, subject to staff's availability to post the documents before the meeting.

In compliance with the Americans with Disabilities Act, the meeting room is wheelchair accessible and disabled parking is available. If you have a disability and need disability-related modifications or accommodations to participate in this meeting, please contact the City Clerk's office at (530) 695-2112 x107. Requests must be made at least 24 hours in advance.

- **Remote Viewing:**

- Members of the public can view a livestream of the meeting online at https://liveoakca.granicus.com/ViewPublisher.php?view_id=1.
- Members of the public can access the Zoom webinar as follows:
 - **Join by Electronic Device:**
<https://us02web.zoom.us/j/88146488690>
 - **Join by Phone:**
1-669-900-6833 or 1-833-548-0282 (Toll Free)
Webinar ID: 881 4648 8690

- **Public Comment:** Members of the public can submit general public comments, as well as comment on specific agenda items in the following ways:
 - **Public Attendance:** Members of the public who attend in person may make comments from the Council Chamber podium.
 - **Email Public Comment:** Comments from the public on agenda items will be accepted until 1:00 pm on the date of the meeting, via email to the City Clerk at cmenchaca@liveoakcity.org. Comments will be distributed to Council prior to the meeting and reflected in the meeting minutes. Please note that emailed comments will NOT be read aloud by staff during the meeting unless an approved accommodations request has been granted.

- **eComment Feature:** Comments from the public on agenda items will be accepted until 1:00 pm on the date of the meeting, via the eComment feature at https://liveoakca.granicus.com/ViewPublisher.php?view_id=1. Comments will be distributed to Council prior to the meeting and reflected in the meeting minutes. Please note that eComments will NOT be read aloud by staff during the meeting unless an approved accommodations request has been granted.
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CALL TO ORDER**ROLL CALL****PLEDGE OF ALLEGIANCE AND INVOCATION****CORRECTIONS AND/OR CHANGES TO THE AGENDA BY CITY MANAGER ONLY****PRESENTATIONS AND RECOGNITIONS**

- A. Proclamation Honoring the Live Oak Little League Live Oak Lions

PUBLIC COMMENT

Any person wishing to address the City Council on general jurisdictional matters or consent calendar items may do so at this time. If you are commenting on an agenda item, your comments will be heard at the time that item is scheduled for discussion. The City Council adopted a time limit of three minutes per person. The Brown Act does not allow for Council discussion of items not on the agenda. Councilmembers may only a) refer the matter to staff; b) ask for additional information; c) request a report back; or d) provide a limited factual response for items not listed on the agenda.

CONSENT ITEMS

Consent Calendar is passed by one motion with exceptions and separate votes as noted.

1. City Council Meeting Minutes
Recommendation: Approve the September 3, 2025, City Council Regular Meeting minutes.
(Clarissa Menchaca, City Clerk)

BUSINESS ITEMS

2. Finance Director Classification and Compensation Modifications
Recommendation: 1) Approve the revision of the job classification from Finance Director/Assistant City Manager to Finance Director, update the job description, and amend the salary schedule; and 2) Authorize the City's Consultant Finance Director to modify the FY 2025-26 budget with a supplemental appropriation in the amount of \$100,000 to fund the permanent Finance Director position, allocated from appropriate funding sources.
(Benjamin Moody, City Manager)
3. Salary Schedule Update - Assistant Planner
Recommendation: 1) Amend the City Salary Schedule to include the classification for the Assistant Planner salary schedule; and 2) Authorize the Finance Director to amend the FY 2025-26 budget to transfer \$25,000 from Community Development Salaries Permanent 010-5-1015-5003 to 010-5-1015-5005 Salaries Extra Help to allocate funding for a part-time position.
(Benjamin Moody, City Manager)

4. Creation of a Code Enforcement Officer I/II Classification and Establishment of Salary Range
Recommendation: 1) Staff recommends that the City Council approve the creation of a Code Enforcement Officer I/II and adopt the following salary range for this classification: Code Enforcement Officer I: \$24.638 to \$32.106 per hour Code Enforcement Officer II: \$27.375 to \$35.673 per hour 2) Authorize the Finance Director to amend the FY 2025-26 budget to transfer \$25,000 from Community Development Salaries Permanent 010-5-1015-5003 to Building Department 010-5-1020-5005 Salaries Extra Help to allocate funding for a part-time position; and 3) Authorize staff to begin the recruitment process for the position as a part-time, non-benefited, not to exceed 960 hours per fiscal year.
(Benjamin Moody, City Manager)

ITEMS REMOVED FROM THE CONSENT AGENDA FOR COUNCIL CONSIDERATION AND ACTION

UPDATES AND ANNOUNCEMENTS FROM THE CITY ATTORNEY AND CITY MANAGER

COUNCILMEMBER REPORTS / COMMENTS / REQUESTS

ADJOURNMENT

CITY OF LIVE OAK
STAFF REPORT

Date: September 17, 2025
To: Honorable Mayor & Members of the City Council
From: Clarissa Menchaca, City Clerk

Subject: Proclamation Honoring the Live Oak Little League Live Oak Lions

Attachments:
[Proclamation](#)



Proclamation

Honoring the Live Oak Little League Live Oak Lions – 2025 Northern California 10-12 Softball State Champions

WHEREAS, the Live Oak Lions, representing Live Oak Little League, demonstrated extraordinary athletic skill, determination, and teamwork throughout the 2025 season; and

WHEREAS, during the 2025 California District 2 Major Softball Regular Season, the Lions achieved an undefeated record of 13-0, scoring 175 runs while allowing only 24, including victories against three 14U Junior Teams; and

WHEREAS, the Lions went on to win the California District 2 Major Softball Tournament of Champions with a perfect 4-0 record, outscoring their opponents 47-2, and sealing the Championship with a Perfect Game victory over Sutter Area Little League; and

WHEREAS, the Lions continued their winning tradition as the 2025 California District 2 10-12 Softball All-Star Champions, with a 5-0 record and a decisive 5-2 win over Peach Bowl in the Championship Game; and

WHEREAS, the Lions earned the title of 2025 California Shasta Section 10-12 Softball All-Star Champions with a flawless 3-0 record, defeating East Redding Little League 6-2 in the Championship; and

WHEREAS, the Lions made history by becoming the 2025 Northern California 10-12 Softball State Champions, posting a 4-1 record, scoring 42 total runs, and defeating Madera National Little League 16-5 in the Championship Game—securing Live Oak’s first-ever State Title in Little League history; and

WHEREAS, the Lions proudly represented Live Oak at the Western Regional Little League 10-12 Softball Tournament, advancing to the Semi-Finals with victories over Utah (15-1) and Nevada (9-0), and finishing with an outstanding overall All-Star season record of 14-3, scoring 160 runs while allowing only 36; and

WHEREAS, this team’s accomplishments mark historic milestones for the City of Live Oak, as the first 10-12 Softball Team to win the Tournament of Champions, District, Section, and State titles, with several players building on their legacy from last year’s historic 8-10 Softball District Championship; and

WHEREAS, the City of Live Oak commends not only the athletes—Juliana Robles, Eveya Martinez, Mackenzie Bole, Athena Hough, Adelina Tapia, Sofia Rivera, Riley Perigo, Charlotte Dudek, Alleyah Palacio, Yuritzi Garcia, and Delilah Smith—but also the dedicated staff and supporters including Manager Art Rivera, Head Coach Mitchell Perigo, Coaches Evay Martinez, Ryan Hough, Juan Robles, and Team Mom Monique Martinez, whose leadership and encouragement guided the team to greatness.

NOW, THEREFORE, BE IT RESOLVED, that I, Jeramy Chapdelaine, Mayor of the City of Live Oak, on behalf of the City Council, do hereby proudly recognize and honor the Live Oak Lions – 2025 Northern California 10-12 Softball State Champions for their historic season, their dedication to excellence, and their inspiration to our community.

Presented this **17th** day of **September, 2025**.

Jeramy Chapdelaine, Mayor

Aaron Pamma, Vice Mayor

Nancy Santana, Council Member

Ashley Hernandez, Council Member

Bob Woten, Council Member

CITY OF LIVE OAK
STAFF REPORT

Date: September 17, 2025
To: Honorable Mayor & Members of the City Council
From: Clarissa Menchaca, City Clerk

Subject: City Council Meeting Minutes

Background:

Submitted for approval are the September 3, 2025, City Council Regular Meeting minutes.

Recommendation:

Approve the September 3, 2025, City Council Meeting minutes.

Attachments:

[Minutes](#)



LIVE OAK CITY COUNCIL

MINUTES
SEPTEMBER 3, 2025
6:00 PM

MEETING LOCATION
LIVE OAK COUNCIL CHAMBERS
9955 LIVE OAK BOULEVARD
LIVE OAK, CALIFORNIA 95953

MEMBERS OF THE COUNCIL

JERAMY CHAPDELAINE, MAYOR
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BOB WOTEN, COUNCILMEMBER

BENJAMIN MOODY,
CITY MANAGER

NICOLE ROSSER,
CITY ATTORNEY

CALL TO ORDER

Meeting called to order by Mayor Chapdelaine at Live Oak City Council Chambers, 9955 Live Oak Boulevard, Live Oak, CA at 6:00 pm.

ROLL CALL

Present: Councilmembers Woten, Santana, Vice Mayor Pamma, and Mayor Chapdelaine

Absent: Councilmember Hernandez

PLEDGE OF ALLEGIANCE AND INVOCATION

Vice Mayor Pamma led the Pledge of Allegiance. Councilmember Woten delivered the invocation.

CORRECTIONS AND/OR CHANGES TO THE AGENDA BY CITY MANAGER ONLY

There were no corrections and/or changes.

PRESENTATIONS AND RECOGNITIONS

A. Presentation – RSS Consulting

Ben Moody, City Manager, introduced the item.

Ken Berrick with Rising Social Strategies provided a presentation for the Council.

The following member of the public addressed the Council: Glen.

PUBLIC COMMENT

The following members of the public addressed the Council: Elvyn Denny and Glen.

CONSENT ITEMS

Consent Calendar is passed by one motion with exceptions and separate votes as noted.

MOTION: **APPROVE THE CONSENT AGENDA.**
 (MOTION: WOTEN; SECOND: PAMMA)

VOTE: **MOTION PASSED 4-0-1**
AYES: **COUNCILMEMBERS WOTEN, SANTANA, VICE MAYOR PAMMA, AND MAYOR CHAPDELAINE**
NOES: **NONE**
ABSENT: **COUNCILMEMBER HERNANDEZ**

1. City Council Meeting Minutes
 Clarissa Menchaca, City Clerk
 Council action: August 20, 2025, City Council Regular Meeting minutes approved.

BUSINESS ITEMS

2. Receive Report on AB 1600 (Development Impact Fees) Funds
 James Ramsey, Finance Director

James Ramsey, Finance Director, provided a report for the Council.

Public Comment was opened and closed without any speakers.

MOTION: **1) ACCEPT THE ANNUAL REPORT ON DEVELOPMENT IMPACT FEES; AND 2) ADOPT FINDINGS THAT FUNDS HELD LONGER THAN FIVE YEARS ARE NEEDED FOR FUTURE PROJECTS.**
 (MOTION: CHAPDELAINE; SECOND: WOTEN)

VOTE: **MOTION PASSED 4-0-1**
AYES: **COUNCILMEMBERS WOTEN, SANTANA, VICE MAYOR PAMMA, AND MAYOR CHAPDELAINE**
NOES: **NONE**
ABSENT: **COUNCILMEMBER HERNANDEZ**

ITEMS REMOVED FROM THE CONSENT AGENDA FOR COUNCIL CONSIDERATION AND ACTION

There were no items removed from the Consent Agenda for Council consideration and action.

UPDATES AND ANNOUNCEMENTS FROM THE CITY ATTORNEY AND CITY MANAGER

Benjamin Moody, City Manager, reported that Well 1 is undergoing maintenance. Mr. Moody also met with a project manager regarding the property at 9820 Broadway to discuss the possibility of converting the building into an event center. Mr. Moody noted input received from the Yuba-Sutter Economic Development Corporation on the recent Business Walkthrough. Additionally, Mr. Moody informed that staff issued notices to properties used by mobile food vendors, reminding owners that vendors must have a business license and health permit, owner permission, and operate only within set timeframes.

Luis Cibrian, Parks and Recreation Director, highlighted the upcoming Fall Festival scheduled for September 6th.

COUNCILMEMBER COMMENTS

Councilmember Santana inquired about the pricing of banners for the highway posts and inquired if the City will continue hosting the Santa on a Fire Truck event.

Mayor Chapdelaine highlighted his attendance at the Sacramento Area Council of Governments Board of Commissioners meeting.

CLOSED SESSION

3. Conference with Labor Negotiators Pursuant to California Government Code Section 54957.6:
Agency Designated Representatives: Benjamin Moody, City Manager
Employee Organization: Public Employees Union Local #1 (AFSME)

CLOSED SESSION REPORT

No anticipated reportable action.

ADJOURNMENT

Mayor Chapdelaine adjourned to Closed Session at 7:02 pm.

Jeramy Chapdelaine, Mayor

ATTEST:

Clarissa Menchaca, City Clerk

CITY OF LIVE OAK STAFF REPORT

Date: September 17, 2025
To: Honorable Mayor & Members of the City Council
From: Jessica Mata, Human Resources

Subject: Finance Director Classification and Compensation Modifications

Summary: Recommendation: 1) Approve the revision of the job classification from Finance Director/Assistant City Manager to Finance Director, update the job description, and amend the salary schedule; and 2) Authorize the City's Consultant Finance Director to modify the FY 2025-26 budget with a supplemental appropriation in the amount of \$100,000 to fund the permanent Finance Director position, allocated from appropriate funding sources.

Fiscal Impact: Approximately \$100,000 across funding sources, 40% General Fund, 25% Water, 25% Water, 25% Sewer, and 10% Streets. Actual costs subject to timing of recruitment and placement, offsetting savings from reductions to consultant services.

Purpose:

To update the Finance Director classification, salary schedule, and appropriate funding for the position.

Background:

Since 2014, the Finance Director position has been filled by a consulting firm. The existing job classification and salary schedule are in need of updating to align with duties and current salary demands.

City administration believes that re-establishing the position with in-house full-time staff helps provide long term stability, deeper organizational knowledge, and benefits City culture for a key position with the City.

Analysis:

The reinstated position will be responsible for planning, directing, managing, and overseeing the operations and activities of the Finance Department. This includes responsibility for designing, controlling, implementing, and administering all the City financial and accounting

Agenda Item 2.

systems and programs.

The Finance Director will report directly to the City Manager and will be fundamental in maintaining the City's fiscal health and ensuring compliance with state and federal financial regulations and supporting the budget planning process for City operations.

Changing the title from Finance Director/Assistant City Manager to Finance Director better fits the City's current needs. Separating these roles clarifies responsibilities and helps the City attract qualified candidates. The existing salary range of \$110,264 to \$150,000 is competitive with similar positions in local agencies, ensuring the City can recruit the right person for the job. Staff recommends updating the salary schedule to reflect the modified amount to align with the modified classification.

Fiscal Impact:

The Finance Director would take over the roles and responsibilities of our current consultant, thus decreasing that contract amount shortly after they are brought on board. The estimated annual cost of the position will vary based on salary schedule step placement, with a proposed salary range between \$110,264 and \$150,000. In addition, benefits are estimated to add 30% to 40% to the base salary.

There would need to be an amendment to the approved FY 2025-26 budget to fund this position. Funding for this position is proposed to be allocated at 40% General Fund, 25% Water, 25% Sewer, and 10% Streets.

See Revised Salary Schedule attached.

Recommendation:

1) Approve the revision of the job classification from Finance Director/Assistant City Manager to Finance Director, update the job description, and amend the salary schedule; and 2) Authorize the City's Consultant Finance Director to modify the FY 2025-26 budget with a supplemental appropriation in the amount of \$100,000 to fund the permanent Finance Director position, allocated from appropriate funding sources.

Attachments:

[Revised Finance Director Job Description](#)

[Revised Salary Schedule](#)

FINANCE DIRECTOR/~~ASSISTANT CITY MANAGER~~Definition

Under direction of the City Manager, the Finance Director/~~Assistant City Manager~~ is charged with the responsibility of establishing and maintaining an accounting and financial system for the City of Live Oak in accordance with various legal requirements and generally accepted government accounting practices., ~~and acts as the City Manager in his/her absence.~~

Distinguishing Characteristics

This is a department head level position reporting to the City Manager, and is responsible to plan, direct, manage and oversee the activities and operations of the Finance Department. This includes responsibility for designing, controlling, implementing, and administering all the City financial and accounting systems and programs; oversees other divisions, programs, and functional areas as assigned. ~~The incumbent may assign tasks to other departments as deemed appropriate.~~

The incumbent also is responsible for ~~administrative support services~~ human resources services including personnel administration, employee benefits, risk management excluding the City's safety program/safety training, financial coordination of the City's grants with responsible departments to ensure financial compliance and reimbursement., ~~and serves as the City Treasurer.~~

Examples of Duties

Duties may include, but are not limited to the following: Assume full management responsibility for all Finance Department Services and activities including general accounting functions, ~~investment portfolio~~, fiscal reporting, ~~treasury, cash and debt management, utility billing~~, accounts payable, accounts receivable, payroll, ~~citations, business and dog~~ licensing, ~~collections~~, taxes, internal accounting controls, external audit coordination, annual budget preparation, presentation, analysis, and update, any and all other related financial matters as they occur; recommend and administer policies and procedures; administer the day-to-day activities of the City's insurance programs including health, liability, workers compensation, life, and casualty insurance; ~~serve as the City's representative on the Joint Powers Authority for liability and workers compensation insurance.~~ Manage the development and implementation of departmental goals, objectives, and priorities for each assigned service area; direct, supervise, train, and evaluate department employees; recommend and administer policies and procedures; assume responsibility for the City's budget process; analyze expenditures and revenues for budgetary purposes; prepare the annual budget documents for submittal to the City Manger

and City Council. Represents the department to outside groups and organizations; participates in outside community and professional groups and committees; provides technical assistance as needed. Builds and maintains positive working relationships with assigned employees; other City management staff; outside agencies, businesses, consultants, and the general public utilizing principles of effective and positive customer service. Performs other duties as assigned ~~serve as the City Treasurer.~~

Minimum Qualifications

Knowledge of: Operations, services, and activities of a comprehensive municipal finance and accounting program; governmental and generally accepted principles; principles, practices, methods, and techniques of financial management, governmental accounting, auditing, and cash management; general knowledge of human resources and risk management; principles and practices of municipal budget preparation and administration including program analysis and revenue forecasting; financial principles of grant reimbursements; organizational and management practices as applied to the analysis and evaluation of programs, policies, and operational needs; principles of supervision, training, and performance evaluation; modern office procedures, methods and equipment including computers and supporting word processing and spreadsheet applications.

Ability to: Manage and direct comprehensive municipal finance and accounting programs; insurance and risk management, and other assigned programs and service areas which could include human resources; provide strategic direction on financial programs; develop and administer departmental goals, objectives, and procedures; analyze and assess programs, policies, and operational needs and make appropriate adjustments. Develop and install sound accounting and data processing systems and procedures; interpret and apply applicable federal, state, and local policies, laws and regulations. Ensure adherence to generally accepted accounting principles; plan organize, direct, and coordinate the work of lower level staff. **Attend night and/or weekend meetings, events or activities outside normal business hours.**

Education and Experience Guidelines: Any combination of education and experience that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education/Training: Equivalent to a Bachelor's degree from an accredited college or university with major coursework in accounting, finance, business or public administration, or related field. A Master's degree is desirable.

Experience: Five years of increasingly responsible professional finance and accounting experience that included at least three years of management and administrative responsibility.

Licenses and Certification Requirements: Certified Public Accountant (CPA), Certified Professional Finance Officer (CFO) designation is preferred. Possession of a valid California Driver's License and appropriate automobile insurance while driving on City business.

Working Conditions: The regular work schedule is generally Monday through Friday 8:00AM to 5:00PM. Work is primarily performed in an office which is busy, oriented to public service and subject to occasional work interruptions. Noise level is moderate. Frequent attendance at meetings before or after regular work hours is required.

Physical Requirements: Requires the ability to sit for extended periods of time daily; standing and walking short distances. Minimal twisting, bending stooping, and the ability to lift objects up to 25 pounds without assistance in the performance of assigned duties. Normal manual dexterity and eye-hand coordination required; repeated hand-wrist movement required. Corrected vision to normal range; normal hearing and talking is required. Verbal communication is required. Ability to use a variety of office equipment and machines. Occasionally work offsite. Good memory and recall are necessary for the accurate and timely transfer of data/information.

Note: Some accommodations may be made for physical demands for otherwise qualified individuals who require and request such accommodations.

City of Live Oak

Salary Control Points As of 07/01/2024

Classification		Point A	Point B	Point C	Point D	Point E	Point F	Point G
City Manager <i>determined by City Council approved contract</i>	Yr.	153,000.00						229,500.00
	Mo.	12,750.00						19,125.00
	Hr.	73.560						110.340
		-						
~~Finance Director/Assistant City Manager~~	~~Yr.~~	~~98,120.47~~	~~105,479.51~~	~~112,838.54~~	~~121,301.43~~	~~129,764.32~~	~~139,496.64~~	~~149,228.96~~
	~~Mo.~~	~~8,176.71~~	~~8,789.96~~	~~9,403.22~~	~~10,108.46~~	~~10,813.69~~	~~11,624.72~~	~~12,435.76~~
	~~Hr.~~	~~47.174~~	~~50.712~~	~~54.250~~	~~58.318~~	~~62.386~~	~~67.065~~	~~71.745~~
Finance Director	Yr.	110,263.78	116,067.14	122,175.94	128,606.25	135,375.00	142,500.00	150,000.00
	Mo.	9,188.65	9,672.26	10,181.33	10,717.19	11,281.25	11,875.00	12,500.00
	Hr.	53.011	55.801	58.738	61.830	65.804	68.509	72.115
Public Works Director	Yr.	82,521.93	88,711.07	94,900.21	102,017.72	109,135.26	117,320.40	125,505.52
	Mo.	6,876.84	7,392.60	7,908.36	8,501.48	9,094.62	9,776.71	10,458.83
	Hr.	39.675	42.651	45.625	49.046	52.470	56.405	60.339
Chief Plant Operator	Yr.	85,598.63	90,104.39	94,846.49	99,839.02	105,093.71	110,624.58	116,445.70
	Mo.	7,133.22	7,508.70	7,903.88	8,319.93	8,757.80	9,218.71	9,703.81
	Hr.	41.153	43.319	45.600	47.999	50.526	53.185	55.984
Community Development Director	Yr.	75,362.49	81,014.67	86,666.86	93,166.87	99,666.89	107,141.91	114,616.92
	Mo.	6,280.21	6,751.23	7,222.25	7,763.92	8,305.57	8,928.49	9,551.40
	Hr.	36.232	38.950	41.666	44.791	47.917	51.510	55.103
Parks & Recreation Director	Yr.	75,362.49	81,014.67	86,666.86	93,166.87	99,666.89	107,141.91	114,616.92
	Mo.	6,280.21	6,751.23	7,222.25	7,763.92	8,305.57	8,928.49	9,551.41
	Hr.	36.232	38.950	41.666	44.791	47.917	51.510	55.103

Financial Services Manager	Yr.	71,121.13	76,455.22	81,789.30	87,923.50	94,057.70	101,112.03	108,166.36
	Mo.	5,926.76	6,371.27	6,815.78	7,326.96	7,838.14	8,426.00	9,013.86
	Hr.	34.193	36.757	39.322	42.271	45.220	48.612	52.003
City Clerk	Yr.	68,952.00	74,123.40	79,294.80	85,241.91	91,189.02	98,028.20	104,867.37
	Mo.	5,746.00	6,176.95	6,607.90	7,103.49	7,599.08	8,169.01	8,738.95
	Hr.	33.150	35.636	38.123	40.982	43.841	47.129	50.419
Building Official	Yr.	66,689.06	71,690.74	76,692.44	82,444.38	88,196.31	94,811.03	101,425.76
	Mo.	5,557.42	5,974.23	6,391.03	6,870.36	7,349.70	7,900.93	8,452.15
	Hr.	32.062	34.466	36.872	39.637	42.402	45.583	48.762
Management Analyst	Yr.	65,425.46	70,332.37	75,239.28	80,882.23	86,525.16	93,014.55	99,503.94
	Mo.	5,452.13	5,861.04	6,269.94	6,740.19	7,210.43	7,751.21	8,292.00
	Hr.	31.455	33.814	36.172	38.885	41.599	44.719	47.839
Associate Planner	Yr.	65,425.46	70,332.37	75,239.28	80,882.23	86,525.16	93,014.55	99,503.94
	Mo.	5,452.13	5,861.04	6,269.94	6,740.19	7,210.43	7,751.21	8,292.00
	Hr.	31.455	33.814	36.172	38.885	41.599	44.719	47.839
Executive Assistant to City Manager	Yr.	52,499.03	56,436.46	60,373.88	64,901.92	69,429.97	74,637.22	79,844.47
	Mo.	4,374.91	4,703.03	5,031.16	5,408.50	5,785.84	6,219.78	6,653.72
	Hr.	25.240	27.133	29.026	31.203	33.381	35.884	38.387
Aquatics Supervisor	Yr.	-	-	-	-	-	-	-
	Mo.	-	-	-	-	-	-	-
	Hr.	17.868	18.761	19.699	20.684	21.718	22.804	
Head Lifeguard	Yr.	-	-	-	-	-	-	-
	Mo.	-	-	-	-	-	-	-
	Hr.	16.207	17.017	17.868	18.761	19.699	20.684	
Lifeguard	Yr.	-	-	-	-	-	-	-

	Mo.	-	-	-	-	-	-
	Hr.	15.802	16.592	17.422	18.293	19.208	20.168
Recreation Leader II	Yr.	-	-	-	-	-	-
	Mo.	-	-	-	-	-	-
	Hr.	16.312	17.170	18.074	19.025	19.976	20.975
Recreation Leader I	Yr.	-	-	-	-	-	-
	Mo.	-	-	-	-	-	-
	Hr.	15.496	16.312	17.170	18.074	19.025	19.976
Temp. Maintenance Worker 1,000 hrs. Seasonal	Yr.	-	-	-	-	-	-
	Mo.	-	-	-	-	-	-
	Hr.	15.496	16.312	17.170	18.074	19.025	19.976
Intern	Yr.	-	-	-	-	-	-
	Mo.	1,500.00	-	-	-	-	4,000.00
	Hr.	-	-	-	-	-	-
City Council	Yr.	-	-	-	-	-	-
	Mo.	656.37	-	-	-	-	-
	Hr.	-	-	-	-	-	-

CITY OF LIVE OAK STAFF REPORT

Date: September 17, 2025
To: Honorable Mayor & Members of the City Council
From: Jessica Mata, Human Resources

Subject: Salary Schedule Update - Assistant Planner

Summary: Recommendation: 1) Amend the City Salary Schedule to include the classification for the Assistant Planner salary schedule; and 2) Authorize the Finance Director to amend the FY 2025-26 budget to transfer \$25,000 from Community Development Salaries Permanent 010-5-1015-5003 to 010-5-1015-5005 Salaries Extra Help to allocate funding for a part-time position.

Fiscal Impact: Approximately \$25,000 is estimated for the part-time position, depending on the hourly rate and the number of hours worked in the remainder of the fiscal year.

Purpose:

To establish an Assistant Planner position and allocate Extra Help funding to allow for part-time support.

Background:

For several years, the Planning Department's responsibilities have been handled by external consulting firms and recently by an in-house Associate Planner that has moved on from the City.

There is an increasing need for an in-house Assistant Planner. Bringing this position in-house will address concerns related to consistent customer service, response times, and coordination across departments. Hiring a part-time Assistant Planner will better the department's efficiency, improve communication with staff, and provide higher quality service to the community.

A job description has already been established for this position and does not require revision at this time.

Analysis:

Bringing the Assistant Planner role in-house on a part-time basis will improve customer service and response time. To establish the position, staff is proposing that Council re-

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establish a salary schedule and allocate funding for a part-time position.

Fiscal Impact:

Due to budget constraints and time to fully evaluate department needs, staff recommends transferring \$25,000 from Salaries Permanent Salaries to Salaries Extra Help. A part-time employee will have reduced salary and benefits costs in comparison to a full-time role. Costs will be offset by savings from the recent departure of the full-time Associate Planner. These savings allow the department to fund the part-time position without requiring additional funding.

See the proposed Salary Schedule attached.

This aligns with the Building Inspector/Code Enforcement Officer II salary range and is similar when cross referenced to other like agencies.

Recommendation:

1) Amend the City Salary Schedule to include the classification for the Assistant Planner salary schedule; and 2) Authorize the Finance Director to amend the FY 2025-26 budget to transfer \$25,000 from Community Development Salaries Permanent 010-5-1015-5003 to 010-5-1015-5005 Salaries Extra Help to allocate funding for a part-time position.

Attachments:

[Salary Schedule](#)

City of Live Oak

Local 1 Labor Agreement 7/1/24

Salary Control Points

Change the salary amounts in column F, all others cells calculate based upon control point F

Classification		Point A	Point B	Point C	Point D	Point E	Point F
Financial Analyst	Yr.	\$59,700.72	\$62,842.86	\$66,150.38	\$69,631.97	\$73,296.81	\$77,154.53
	Mo.	\$4,975.06	\$5,236.90	\$5,512.54	\$5,802.67	\$6,108.07	\$6,429.55
	Hr.	\$28.703	\$30.213	\$31.803	\$33.477	\$35.239	\$37.093
Senior Administrative Assistant, Confidential	Yr.	\$49,815.74	\$52,437.61	\$55,197.48	\$58,102.63	\$61,160.66	\$64,379.64
	Mo.	\$4,151.31	\$4,369.80	\$4,599.79	\$4,841.89	\$5,096.73	\$5,364.97
	Hr.	\$23.950	\$25.211	\$26.537	\$27.935	\$29.405	\$30.951
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	Mo.	\$5,077.13	\$5,344.35	\$5,625.63	\$5,921.71	\$6,233.39	\$6,561.45
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	Mo.	\$4,744.97	\$4,994.72	\$5,257.59	\$5,534.31	\$5,825.59	\$6,132.20
	Hr.	\$27.375	\$28.815	\$30.332	\$31.929	\$33.609	\$35.673
Code Enforcement Officer II	Yr.	\$56,939.74	\$59,936.58	\$63,091.12	\$66,411.72	\$69,907.08	\$73,586.39
	Mo.	\$4,744.97	\$4,994.72	\$5,257.59	\$5,534.31	\$5,825.59	\$6,132.20
	Hr.	\$27.375	\$28.815	\$30.332	\$31.929	\$33.609	\$35.673
Code Enforcement Officer I	Yr.	\$51,245.77	\$53,942.92	\$56,782.01	\$59,770.55	\$62,916.37	\$66,227.75
	Mo.	\$4,270.47	\$4,495.25	\$4,731.83	\$4,980.88	\$5,243.03	\$5,518.98
	Hr.	\$24.638	\$25.934	\$27.299	\$28.736	\$30.248	\$32.106
Associate Planner	Yr.	\$60,925.57	\$64,132.17	\$67,507.54	\$71,060.57	\$74,800.60	\$78,737.48
	Mo.	\$5,077.13	\$5,344.35	\$5,625.63	\$5,921.71	\$6,233.39	\$6,561.45
	Hr.	\$29.291	\$30.834	\$32.455	\$34.164	\$35.961	\$37.854
Management Analyst	Yr.	\$85,078.64	\$89,556.48	\$94,269.98	\$99,231.55	\$104,454.25	\$109,951.86
	Mo.	\$7,089.89	\$7,463.02	\$7,855.84	\$8,269.29	\$8,704.52	\$9,162.66
	Hr.	\$40.903	\$43.056	\$45.322	\$47.708	\$50.218	\$52.860
Lead Water & Wastewater Treatment Plant Operator	Yr.	\$81,455.15	\$85,742.26	\$90,255.02	\$95,005.28	\$100,005.55	\$105,269.01
	Mo.	\$6,787.94	\$7,145.18	\$7,521.26	\$7,917.10	\$8,333.79	\$8,772.42
	Hr.	\$39.161	\$41.220	\$43.395	\$45.674	\$48.077	\$50.605
Water & Wastewater Treatment Plant Operator III	Yr.	\$74,214.70	\$78,120.73	\$82,232.35	\$86,560.37	\$91,116.18	\$95,911.76
	Mo.	\$6,184.56	\$6,510.07	\$6,852.70	\$7,213.37	\$7,593.01	\$7,992.65
	Hr.	\$35.680	\$37.558	\$39.535	\$41.615	\$43.805	\$46.111

Water & Wastewater Treatment Plant Operator II	Yr.	\$54,123.95	\$56,972.57	\$59,971.12	\$63,127.49	\$66,450.00	\$69,947.37
	Mo.	\$4,510.33	\$4,747.71	\$4,997.59	\$5,260.62	\$5,537.50	\$5,828.94
	Hr.	\$26.020	\$27.394	\$28.829	\$30.348	\$31.950	\$33.625
Water & Wastewater Treatment Plant Operator I	Yr.	\$49,203.09	\$51,792.73	\$54,518.66	\$57,388.06	\$60,408.49	\$63,587.88
	Mo.	\$4,100.26	\$4,316.07	\$4,543.22	\$4,782.33	\$5,034.04	\$5,298.98
	Hr.	\$23.659	\$24.897	\$26.208	\$27.591	\$29.037	\$30.567
Lead Maintenance Worker	Yr.	\$53,531.42	\$56,348.87	\$59,314.59	\$62,436.41	\$65,722.54	\$69,181.61
	Mo.	\$4,460.94	\$4,695.73	\$4,942.89	\$5,203.04	\$5,476.87	\$5,765.14
	Hr.	\$25.740	\$27.092	\$28.517	\$30.016	\$31.597	\$33.261
Maintenance Worker III	Yr.	\$48,664.92	\$51,226.24	\$53,922.35	\$56,760.38	\$59,747.75	\$62,892.37
	Mo.	\$4,055.41	\$4,268.85	\$4,493.53	\$4,730.04	\$4,978.98	\$5,241.04
	Hr.	\$23.399	\$24.626	\$25.926	\$27.290	\$28.725	\$30.234
Maintenance Worker II	Yr.	\$44,680.45	\$47,032.05	\$49,507.42	\$52,113.08	\$54,855.88	\$57,743.03
	Mo.	\$3,723.38	\$3,919.33	\$4,125.62	\$4,342.75	\$4,571.32	\$4,811.92
	Hr.	\$21.484	\$22.608	\$23.805	\$25.053	\$26.374	\$27.758
Maintenance Worker I	Yr.	\$40,333.75	\$42,456.58	\$44,691.13	\$47,043.30	\$49,519.27	\$52,125.54
	Mo.	\$3,361.13	\$3,538.04	\$3,724.26	\$3,920.27	\$4,126.60	\$4,343.79
	Hr.	\$19.393	\$20.412	\$21.484	\$22.619	\$23.805	\$25.063
Park Lead Maintenance	Yr.	\$53,531.42	\$56,348.87	\$59,314.59	\$62,436.41	\$65,722.54	\$69,181.61
	Mo.	\$4,460.94	\$4,695.73	\$4,942.89	\$5,203.04	\$5,476.87	\$5,765.14
	Hr.	\$25.740	\$27.092	\$28.517	\$30.016	\$31.597	\$33.261
Park Maint. Worker III	Yr.	\$48,664.92	\$51,226.24	\$53,922.35	\$56,760.38	\$59,747.75	\$62,892.37
	Mo.	\$4,055.41	\$4,268.85	\$4,493.54	\$4,730.04	\$4,978.98	\$5,241.04
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	Hr.	\$19.393	\$20.412	\$21.484	\$22.619	\$23.805	\$25.063
Recreation Supervisor	Yr.	\$49,815.74	\$52,437.62	\$55,197.48	\$58,102.63	\$61,160.66	\$64,379.64
	Mo.	\$4,151.31	\$4,369.79	\$4,599.79	\$4,841.90	\$5,096.74	\$5,364.97
	Hr.	\$23.950	\$25.211	\$26.537	\$27.935	\$29.405	\$30.951

CITY OF LIVE OAK STAFF REPORT

Date: September 17, 2025
To: Honorable Mayor & Members of the City Council
From: Jessica Mata, Human Resources

Subject: Creation of a Code Enforcement Officer I/II Classification and Establishment of Salary Range

Summary: Recommendation:

1) Staff recommends that the City Council approve the creation of a Code Enforcement Officer I/II and adopt the following salary range for this classification:

Code Enforcement Officer I: \$24.638 to \$32.106 per hour
Code Enforcement Officer II: \$27.375 to \$35.673 per hour

2) Authorize the Finance Director to amend the FY 2025-26 budget to transfer \$25,000 from Community Development Salaries Permanent 010-5-1015-5003 to Building Department 010-5-1020-5005 Salaries Extra Help to allocate funding for a part-time position; and

3) Authorize staff to begin the recruitment process for the position as a part-time, non-benefited, not to exceed 960 hours per fiscal year.

Fiscal Impact: Approximately \$25,000 of the existing budget funds is estimated for the part-time position, depending on the hourly rate and the number of hours worked in the remainder of the fiscal year.

Purpose:

To create a Code Enforcement Officer I/II classification and establish funding for the position.

Background:

The City has experienced a number of violations and citizen complaints related to private property municipal code violations. Currently, the City is unable to consistently address ongoing or new cases related to zoning, property maintenance, inspections, and public nuisances. Without proper personnel, unresolved issues continue to accumulate, with the

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potential to impact community safety and neighborhood quality of life.

Analysis:

The Code Enforcement Officer I/II will be responsible for:

- * Investigating complaints related to code violations;
- * Conducting site investigations and compliance checks;
- * Issuing notices of violation and citations;
- * Coordinating with property owners, residents, and relevant departments to bring properties into compliance.

With Code Enforcement actions, the City will be able to generate revenues through fines and assessments against offending property owners, although an estimate cannot be made at this time.

Creating the Code Enforcement Officer I and II levels allows for a wider range of potential applicants and placement on the salary schedule. The City will be opening the position as part-time, non-benefitted, with the ability to work no more than 960 hours per fiscal year.

Fiscal Impact:

Estimated Annual Costs (based on 960 hours per fiscal year) - FY 2025-26 is approximately \$25,000.

See Salary Schedule attached.

The salary schedule proposal matches the Building Inspector/Enforcement series and is similar in range when cross referenced to other like agencies.

Recommendation:

1) Staff recommends that the City Council approve the creation of a Code Enforcement Officer I/II and adopt the following salary range for this classification:

Code Enforcement Officer I: \$24.638 to \$32.106 per hour

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3) Authorize staff to begin the recruitment process for the position as a part-time, non-benefitted, not to exceed 960 hours per fiscal year.

Attachments:

[Code Enforcement Officer I/II Job Description](#)
[Salary Schedule](#)

CODE ENFORCEMENT OFFICER I/II

Class specifications are intended to present a descriptive list of the range of duties performed by employees in the classification. Class specifications are not intended to reflect all duties performed within the job.

DEFINITION

Under general supervision, the Code Enforcement Officer I/II position primarily performs residential, commercial, and industrial site inspections and investigations to ensure compliance with City Municipal Codes and regulations in the areas of housing, zoning, development, and signage codes; investigates citizen complaints of public nuisances, quality of life, and health and safety issues; seeks voluntary compliance or issues citations; and performs related duties as assigned.

CLASS CHARACTERISTICS

Code Enforcement Officer I: This is the entry-level classification in the Code Enforcement Officer series. Initially under close supervision, incumbents learn and perform routine and less complex assignments, while learning City policies and procedures. As experience is gained, assignments become more varied, complex, and difficult; there is greater independence and less supervision within the established guidelines. Positions at this level usually perform most of the duties required of the Code Enforcement Officer II – level but are not expected to function at the same skill level and usually exercise less independent discretion and judgement in matters related to work procedures and methods. Work is usually supervised while in progress and fits an established structure or pattern. Exceptions or changes in procedures are explained in detail as they arise. This classification is alternatively staffed with Code Enforcement II and incumbents may advance to the higher level after gaining experience and demonstrating a level of proficiency that meets the qualifications of the higher-level class.

Code Enforcement Officer II: This is the journey-level classification in the Code Enforcement Officer series. Positions at this level are distinguished from the Code Enforcement Officer I – level by the performance of the full range of duties as assigned, working independently, and exercising judgment and initiative. Positions at this level receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies of the work unit.

Examples of Duties: Duties may include, but are not limited to the following:

- Receives and responds to complaints regarding violations of zoning, housing, dangerous building and property maintenance codes, abandoned or inoperative

vehicles, debris, unsanitary conditions, overgrown vegetation, signage, and other municipal code violations.

- Investigates possible violations, photographs evidence, and communicates with responsible persons via telephone, in person, or in writing; interprets codes and regulations and explains inspection procedures and regulations to involved parties.
- Prepares investigates reports and initiates procedures to obtain compliance with City codes by meeting with citizens and property owners, providing recommendations for compliance, issuing citations for violations as necessary, and conducting follow-up investigations.
- Prepares non-compliance cases for legal action; presents testimony at hearings.
- Coordinates with property with property owners and/or other City staff on abatement of hazardous items and/or abandoned property on vacant lots and other premises.
- Maintains records and prepares reports of inspections and related code enforcement files.
- Performs a variety of public relations and outreach work related to assigned activities by providing information on City codes and related regulations.
- Develops and maintains positive public relations with emphasis on customer services; maintains communication among the parties and responds to and resolves issues and complaints or refers them to the proper staff for resolution.
- Administers grants related to code enforcement activities, participates in grant application activities.
- Conducts special studies, surveys and analyses, and prepares reports as assigned.
- Observes and complies with all City mandated safety rules, regulations, and protocols.
- Flexible availability required; must be able to work varying hours, including evenings, weekends, and holidays.
- Performs related duties as assigned.

MINIMUM QULAIFICATIONS

Positions in the Code Enforcement Officer I- level may exercise some of these knowledge and abilities statements in a learning capacity.

Knowledge of:

- Principles, practices, methods, and techniques used in the investigation, enforcement, and resolution of code violations, including inspection procedures, documentation standards, notification and correction processes, preparation of legal documents, and participation in administrative hearings.
- Municipal, zoning, and related codes, ordinances, and regulations relevant to code enforcement.
- Applicable federal, state, and local laws, ordinances, regulations, policies, and procedures related to code enforcement.
- Safety standards, occupational hazards, and practices specific to field inspections and enforcement activities.

- Research methods, recordkeeping practices, report writing techniques, and professional correspondence.
- City and mandated safety rules, regulations, and protocols.
- Applicable federal, state, and local laws, codes, and regulations as well as industry standards and regulations as well as industry standards and best practices pertinent to the assigned area of responsibility.
- Industry standards and best practices in code enforcement and compliance activities.
- Techniques for providing a high level of customer service, by effectively dealing with the public, vendors, contractors, and City staff.
- The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.
- Modern equipment and communication tools used for business functions and program, project, and task coordination, including computers and software programs relevant to work performed.

Ability to:

- Explain and enforce municipal, zoning, and related codes, and regulations to property owners, residents, and others.
- Identify and respond to issues and concerns of City management and staff, a variety of community and business groups, and the general public in a fair, tactful, and timely manner.
- Solicit cooperation with violators in achieving code compliance.
- Apply methods and procedures used in code enforcement including notification procedures, criminal, civil, and administrative remedies, methods used to obtain various types of inspection warrants, and principles used to prepare legal documents.
- Maintain a variety of filing, record keeping, and tracking systems.
- Understand, interpret, and apply all pertinent laws, codes, regulations, policies and procedures, and standards relevant to work performed.
- Effectively represent the department and City in meetings with community and business groups and in meetings with individuals.
- Prepare clear and concise correspondence, documentation, and other written materials.
- Use tact, initiative, prudence, and judgement within general policy and procedural guidelines.
- Organize work, set priorities, meet critical deadlines, and follow-up on assignments.
- Communicate clearly and concisely, both orally and in writing, using appropriate English grammar and syntax.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.
- Effectively use computer systems, software applications relevant to work performed, and modern business equipment to perform a variety of work tasks.

Education and Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Code Enforcement Officer I/II: Equivalent to the completion of the twelfth (12th) grade supplemented by college level coursework in building technology, community development, engineering, criminal justice, or closely related field.

Code Enforcement I: Six (6) months of experience involving a high level of public contact including some experience dealing with the public in enforcement, inspection, investigation, or customer service capacity. Experience that includes the enforcement of municipal codes is highly desirable.

of experience performing field inspections, site surveys, or investigations.

Code Enforcement Officer II: Three (3) years of increasingly responsible code enforcement experience equivalent to a Code Enforcement I at the City of Live Oak.

Licenses and Certifications:

- Possession of a valid California Driver's License and a satisfactory driving record.
- Possession of, or successful acquisition within twelve (12) months of appointment, a Code Enforcement Officer Certificate issued by the California Association of Code Enforcement Officers, to be maintained throughout employment.

PHYSICAL DEMANDS

When assigned to an office environment, must possess mobility to work in a standard office setting and use standard office equipment, including a computer; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone; ability to stand and walk between work areas may be required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator to open standard office equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push, and pull drawers open and closed to retrieve and file information.

When assigned to field inspection, must possess mobility to work in changing site conditions; possess the strength, stamina, and mobility to perform light to medium physical work, to sit, stand, and walk on level, uneven, or slippery surfaces; to reach, twist, turn, kneel, bend, to climb and descend ladders; and to operate a motor vehicle and visit various City sites; vision to inspect site conditions and work in progress. The job involves fieldwork requiring frequent walking in operational areas to identify problems or hazards, with exposure to hazardous materials in some site locations. Employees must possess the ability

to lift, carry, push, and pull materials and objects averaging a weight of 30 pounds, or heavier weights, in all cases with the use of proper equipment and/or assistance from other staff.

ENVIRONMENTAL CONDITIONS

Employees work in an office environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances. Employees also work in the field and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazardous, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

WORKING CONDITIONS

City employees are expected to work varying work schedules, weekends, evenings, and holidays, and may be called back to work, as required to accommodate the City's needs.

City of Live Oak

Local 1 Labor Agreement 7/1/24

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Code Enforcement Officer II	Yr.	\$56,939.74	\$59,936.58	\$63,091.12	\$66,411.72	\$69,907.08	\$73,586.39
	Mo.	\$4,744.97	\$4,994.72	\$5,257.59	\$5,534.31	\$5,825.59	\$6,132.20
	Hr.	\$27.375	\$28.815	\$30.332	\$31.929	\$33.609	\$35.673
Code Enforcement Officer I	Yr.	\$51,245.77	\$53,942.92	\$56,782.01	\$59,770.55	\$62,916.37	\$66,227.75
	Mo.	\$4,270.47	\$4,495.25	\$4,731.83	\$4,980.88	\$5,243.03	\$5,518.98
	Hr.	\$24.638	\$25.934	\$27.299	\$28.736	\$30.248	\$32.106
Associate Planner	Yr.	\$60,925.57	\$64,132.17	\$67,507.54	\$71,060.57	\$74,800.60	\$78,737.48
	Mo.	\$5,077.13	\$5,344.35	\$5,625.63	\$5,921.71	\$6,233.39	\$6,561.45
	Hr.	\$29.291	\$30.834	\$32.455	\$34.164	\$35.961	\$37.854
Management Analyst	Yr.	\$85,078.64	\$89,556.48	\$94,269.98	\$99,231.55	\$104,454.25	\$109,951.86
	Mo.	\$7,089.89	\$7,463.02	\$7,855.84	\$8,269.29	\$8,704.52	\$9,162.66
	Hr.	\$40.903	\$43.056	\$45.322	\$47.708	\$50.218	\$52.860
Lead Water & Wastewater Treatment Plant Operator	Yr.	\$81,455.15	\$85,742.26	\$90,255.02	\$95,005.28	\$100,005.55	\$105,269.01
	Mo.	\$6,787.94	\$7,145.18	\$7,521.26	\$7,917.10	\$8,333.79	\$8,772.42
	Hr.	\$39.161	\$41.220	\$43.395	\$45.674	\$48.077	\$50.605
Water & Wastewater Treatment Plant Operator III	Yr.	\$74,214.70	\$78,120.73	\$82,232.35	\$86,560.37	\$91,116.18	\$95,911.76
	Mo.	\$6,184.56	\$6,510.07	\$6,852.70	\$7,213.37	\$7,593.01	\$7,992.65
	Hr.	\$35.680	\$37.558	\$39.535	\$41.615	\$43.805	\$46.111

Water & Wastewater Treatment Plant Operator II	Yr.	\$54,123.95	\$56,972.57	\$59,971.12	\$63,127.49	\$66,450.00	\$69,947.37
	Mo.	\$4,510.33	\$4,747.71	\$4,997.59	\$5,260.62	\$5,537.50	\$5,828.94
	Hr.	\$26.020	\$27.394	\$28.829	\$30.348	\$31.950	\$33.625
Water & Wastewater Treatment Plant Operator I	Yr.	\$49,203.09	\$51,792.73	\$54,518.66	\$57,388.06	\$60,408.49	\$63,587.88
	Mo.	\$4,100.26	\$4,316.07	\$4,543.22	\$4,782.33	\$5,034.04	\$5,298.98
	Hr.	\$23.659	\$24.897	\$26.208	\$27.591	\$29.037	\$30.567
Lead Maintenance Worker	Yr.	\$53,531.42	\$56,348.87	\$59,314.59	\$62,436.41	\$65,722.54	\$69,181.61
	Mo.	\$4,460.94	\$4,695.73	\$4,942.89	\$5,203.04	\$5,476.87	\$5,765.14
	Hr.	\$25.740	\$27.092	\$28.517	\$30.016	\$31.597	\$33.261
Maintenance Worker III	Yr.	\$48,664.92	\$51,226.24	\$53,922.35	\$56,760.38	\$59,747.75	\$62,892.37
	Mo.	\$4,055.41	\$4,268.85	\$4,493.53	\$4,730.04	\$4,978.98	\$5,241.04
	Hr.	\$23.399	\$24.626	\$25.926	\$27.290	\$28.725	\$30.234
Maintenance Worker II	Yr.	\$44,680.45	\$47,032.05	\$49,507.42	\$52,113.08	\$54,855.88	\$57,743.03
	Mo.	\$3,723.38	\$3,919.33	\$4,125.62	\$4,342.75	\$4,571.32	\$4,811.92
	Hr.	\$21.484	\$22.608	\$23.805	\$25.053	\$26.374	\$27.758
Maintenance Worker I	Yr.	\$40,333.75	\$42,456.58	\$44,691.13	\$47,043.30	\$49,519.27	\$52,125.54
	Mo.	\$3,361.13	\$3,538.04	\$3,724.26	\$3,920.27	\$4,126.60	\$4,343.79
	Hr.	\$19.393	\$20.412	\$21.484	\$22.619	\$23.805	\$25.063
Park Lead Maintenance	Yr.	\$53,531.42	\$56,348.87	\$59,314.59	\$62,436.41	\$65,722.54	\$69,181.61
	Mo.	\$4,460.94	\$4,695.73	\$4,942.89	\$5,203.04	\$5,476.87	\$5,765.14
	Hr.	\$25.740	\$27.092	\$28.517	\$30.016	\$31.597	\$33.261
Park Maint. Worker III	Yr.	\$48,664.92	\$51,226.24	\$53,922.35	\$56,760.38	\$59,747.75	\$62,892.37
	Mo.	\$4,055.41	\$4,268.85	\$4,493.54	\$4,730.04	\$4,978.98	\$5,241.04
	Hr.	\$23.399	\$24.626	\$25.926	\$27.290	\$28.725	\$30.234

Park Maint. Worker II	Yr.	\$44,680.45	\$47,032.05	\$49,507.42	\$52,113.08	\$54,855.88	\$57,743.03
	Mo.	\$3,723.38	\$3,919.33	\$4,125.62	\$4,342.75	\$4,571.32	\$4,811.92
	Hr.	\$21.484	\$22.608	\$23.805	\$25.053	\$26.374	\$27.758
Park Maint. Worker I	Yr.	\$40,333.75	\$42,456.58	\$44,691.13	\$47,043.30	\$49,519.27	\$52,125.54
	Mo.	\$3,361.13	\$3,538.04	\$3,724.26	\$3,920.27	\$4,126.60	\$4,343.79
	Hr.	\$19.393	\$20.412	\$21.484	\$22.619	\$23.805	\$25.063
Recreation Supervisor	Yr.	\$49,815.74	\$52,437.62	\$55,197.48	\$58,102.63	\$61,160.66	\$64,379.64
	Mo.	\$4,151.31	\$4,369.79	\$4,599.79	\$4,841.90	\$5,096.74	\$5,364.97
	Hr.	\$23.950	\$25.211	\$26.537	\$27.935	\$29.405	\$30.951