

City of Anaheim Management Salary Ranges

Revised: June 13, 2006

Executive Ranges:

Effective June 17, 2005
Effective June 2, 2006
Effective June 16, 2006
Effective December 1, 2006
Effective June 15, 2007
Effective June 13, 2008
Effective June 12, 2009

Management, Professional and Supervisory Ranges:

Effective June 17, 2005
Effective June 2, 2006
Effective June 16, 2006
Effective December 1, 2006
Effective June 15, 2007
Effective June 13, 2008
Effective June 12, 2009

Police Safety Ranges:

Effective June 18, 2004
Effective October 26, 2004
Effective June 16, 2006
Effective June 15, 2007
Effective June 13, 2008
Effective June 12, 2009

Fire Safety Ranges:

Effective December 31, 2004
Effective June 30, 2006
Effective June 29, 2007
Effective June 27, 2008
Effective December 12, 2008

EXECUTIVE SALARY RANGES

ER Range Development:

- ER50 = Control Point x % increase
- ER40 = ER50 divided by 1.10
- ER30 = ER40 divided by 1.10
- ER20 = ER40 divided by 1.25
- ER10 = ER20 divided by 1.25

ER Range Spread:

- Range Minimum = Control Point divided by 1.50
- Lower Third = Difference of Control and Minimum, divided by 3, then added to Minimum
((maximum-minimum) / 3) + Minimum = lower third
- Upper Third = Difference of Control and Minimum, divided by 3, then subtracted from Control
((Maximum-minimum) / 3) = upper third

Effective June 17, 2005 (3.5%):

<u>RANGE</u>	<u>MINIMUM</u>	<u>LOWER THIRD</u>	<u>UPPER THIRD</u>	<u>CONTROL POINT</u>
ER10	\$ 93,492	\$109,058	\$124,624	\$140,237
ER20	\$116,864	\$136,322	\$155,780	\$175,297
ER30	\$122,708	\$143,138	\$163,569	\$184,061
ER40	\$147,249	\$171,766	\$196,283	\$220,874
ER50	\$161,974	\$188,943	\$215,911	\$242,961

Effective June 2, 2006: (1.00%):

<u>RANGE</u>	<u>MINIMUM</u>	<u>LOWER THIRD</u>	<u>UPPER THIRD</u>	<u>CONTROL POINT</u>
ER10	\$ 95,182	\$111,046	\$126,909	\$142,773
ER20	\$118,977	\$138,807	\$158,636	\$178,466
ER30	\$135,202	\$157,736	\$180,269	\$202,803
ER40	\$148,722	\$173,509	\$198,296	\$223,083
ER50	\$163,594	\$190,860	\$218,125	\$245,391

Effective June 16, 2006: (3.00%):

<u>RANGE</u>	<u>MINIMUM</u>	<u>LOWER THIRD</u>	<u>UPPER THIRD</u>	<u>CONTROL POINT</u>
ER10	\$ 98,037	\$114,377	\$130,716	\$147,056
ER20	\$122,547	\$142,971	\$163,396	\$183,820
ER30	\$139,257	\$162,467	\$185,676	\$208,886
ER40	\$153,183	\$178,714	\$204,244	\$229,775
ER50	\$168,502	\$196,586	\$224,669	\$252,753

Effective December 1, 2006: (1.00%):

<u>RANGE</u>	<u>MINIMUM</u>	<u>LOWER THIRD</u>	<u>UPPER THIRD</u>	<u>CONTROL POINT</u>
ER10	\$99,018	\$115,521	\$132,024	\$148,527
ER20	\$123,773	\$144,402	\$165,030	\$185,659
ER30	\$140,651	\$164,093	\$187,534	\$210,976
ER40	\$154,716	\$180,502	\$206,288	\$232,074
ER50	\$170,187	\$198,552	\$226,916	\$255,281

Effective June 15, 2007: (2.50%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>LOWER THIRD</u>	<u>UPPER THIRD</u>	<u>CONTROL POINT</u>
ER10	\$101,493	\$118,409	\$135,324	\$152,240
ER20	\$126,867	\$148,011	\$169,156	\$190,300
ER30	\$144,167	\$168,195	\$192,222	\$216,250
ER40	\$158,583	\$184,014	\$211,444	\$237,875
ER50	\$174,442	\$203,516	\$232,589	\$261,663

Effective June 13, 2008: (2.75%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>LOWER THIRD</u>	<u>UPPER THIRD</u>	<u>CONTROL POINT</u>
ER10	\$104,285	\$121,666	\$139,046	\$156,427
ER20	\$130,356	\$152,082	\$173,808	\$195,534
ER30	\$148,131	\$172,820	\$197,508	\$222,197
ER40	\$162,945	\$190,102	\$217,260	\$244,417
ER50	\$179,239	\$209,112	\$238,986	\$268,859

Effective June 12, 2009: (4.00%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>LOWER THIRD</u>	<u>UPPER THIRD</u>	<u>CONTROL POINT</u>
ER10	\$108,456	\$126,532	\$144,608	\$162,684
ER20	\$135,570	\$158,165	\$180,760	\$203,355
ER30	\$154,057	\$179,733	\$205,409	\$231,085
ER40	\$169,463	\$197,707	\$225,950	\$254,194
ER50	\$186,409	\$217,477	\$248,545	\$279,613

**MANAGEMENT, PROFESSIONAL AND SUPERVISORY
SALARY RANGES**

CR Range Development:

- CR00 Market Rate x % increase

CR Range Spread:

- Range Minimum = Market Rate x .80
- Range Market = Previous Range Market x 1.05
- Range Control = Market Rate x 1.10
- Range Maximum (i.e.115.0 of salary range) = Market Rate x 1.15

Effective June 17, 2005 (3.5%):

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
CR00	\$ 37,087	\$ 46,359	\$ 50,995
CR01	38,942	48,677	53,545
CR02	40,889	51,111	56,222
CR03	42,934	53,667	59,034
CR04	45,080	56,350	61,985
CR05	47,334	59,168	65,085
CR06	49,701	62,126	68,339
CR07	52,186	65,232	71,755
CR08	54,795	68,494	75,343
CR09	57,535	71,919	79,111
CR10	60,412	75,515	83,067
CR11	63,433	79,291	87,220
CR12	66,605	83,256	91,582
CR13	69,935	87,419	96,161
CR14	73,432	91,790	100,969
CR15	77,104	96,380	106,018
CR16	80,959	101,199	111,319
CR17	85,007	106,259	116,885
CR18	89,258	111,572	122,729
CR19	93,721	117,151	128,866
CR20	98,407	123,009	135,310
CR21	103,327	129,159	142,075
CR22	108,494	135,617	149,179
CR23	113,918	142,398	156,638
CR24	119,614	149,518	164,470
CR25	125,595	156,994	172,693

Effective June 2, 2006: (1.00%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
CR00	\$ 37,458	\$ 46,823	\$ 51,505
CR01	\$ 39,331	\$ 49,164	\$ 54,080
CR02	\$ 41,298	\$ 51,622	\$ 56,784
CR03	\$ 43,362	\$ 54,203	\$ 59,623
CR04	\$ 45,530	\$ 56,913	\$ 62,604
CR05	\$ 47,807	\$ 59,759	\$ 65,735
CR06	\$ 50,198	\$ 62,747	\$ 69,022
CR07	\$ 52,707	\$ 65,884	\$ 72,472
CR08	\$ 55,342	\$ 69,178	\$ 76,096

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
CR09	\$ 58,110	\$ 72,637	\$ 79,901
CR10	\$ 61,015	\$ 76,269	\$ 83,896
CR11	\$ 64,066	\$ 80,082	\$ 88,090
CR12	\$ 67,269	\$ 84,086	\$ 92,495
CR13	\$ 70,632	\$ 88,290	\$ 97,119
CR14	\$ 74,164	\$ 92,705	\$ 101,976
CR15	\$ 77,872	\$ 97,340	\$ 107,074
CR16	\$ 81,766	\$ 102,207	\$ 112,428
CR17	\$ 85,854	\$ 107,317	\$ 118,049
CR18	\$ 90,146	\$ 112,683	\$ 123,951
CR19	\$ 94,654	\$ 118,317	\$ 130,149
CR20	\$ 99,386	\$ 124,233	\$ 136,656
CR21	\$ 104,356	\$ 130,445	\$ 143,490
CR22	\$ 109,574	\$ 136,967	\$ 150,664
CR23	\$ 115,052	\$ 143,815	\$ 158,197
CR24	\$ 120,805	\$ 151,006	\$ 166,107
CR25	\$ 126,845	\$ 158,556	\$ 174,412

Effective June 16, 2006: (3.00%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
CR00	\$ 38,582	\$ 48,228	\$ 53,051
CR01	\$ 40,511	\$ 50,639	\$ 55,703
CR02	\$ 42,537	\$ 53,171	\$ 58,488
CR03	\$ 44,664	\$ 55,830	\$ 61,413
CR04	\$ 46,898	\$ 58,622	\$ 64,484
CR05	\$ 49,242	\$ 61,553	\$ 67,708
CR06	\$ 51,705	\$ 64,631	\$ 71,094
CR07	\$ 54,290	\$ 67,863	\$ 74,649
CR08	\$ 57,005	\$ 71,256	\$ 78,382
CR09	\$ 59,855	\$ 74,819	\$ 82,301
CR10	\$ 62,848	\$ 78,560	\$ 86,416
CR11	\$ 65,990	\$ 82,488	\$ 90,737
CR12	\$ 69,290	\$ 86,612	\$ 95,273
CR13	\$ 72,754	\$ 90,943	\$ 100,037
CR14	\$ 76,392	\$ 95,490	\$ 105,039
CR15	\$ 80,212	\$ 100,265	\$ 110,292
CR16	\$ 84,222	\$ 105,278	\$ 115,806
CR17	\$ 88,434	\$ 110,542	\$ 121,596
CR18	\$ 92,855	\$ 116,069	\$ 127,676
CR19	\$ 97,498	\$ 121,872	\$ 134,059
CR20	\$ 102,373	\$ 127,966	\$ 140,763
CR21	\$ 107,491	\$ 134,364	\$ 147,800
CR22	\$ 112,866	\$ 141,082	\$ 155,190
CR23	\$ 118,509	\$ 148,136	\$ 162,950
CR24	\$ 124,434	\$ 155,543	\$ 171,097
CR25	\$ 130,656	\$ 163,320	\$ 179,652

Effective December 1, 2006: (1.00%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
CR00	\$ 38,968	\$ 48,710	\$ 53,581
CR01	\$ 40,917	\$ 51,146	\$ 56,261
CR02	\$ 42,962	\$ 53,703	\$ 59,073
CR03	\$ 45,110	\$ 56,388	\$ 62,027
CR04	\$ 47,366	\$ 59,207	\$ 65,128
CR05	\$ 49,734	\$ 62,167	\$ 68,384
CR06	\$ 52,220	\$ 65,275	\$ 71,803
CR07	\$ 54,831	\$ 68,539	\$ 75,393
CR08	\$ 57,573	\$ 71,966	\$ 79,163
CR09	\$ 60,451	\$ 75,564	\$ 83,120
CR10	\$ 63,474	\$ 79,342	\$ 87,276
CR11	\$ 66,647	\$ 83,309	\$ 91,640
CR12	\$ 69,979	\$ 87,474	\$ 96,221
CR13	\$ 73,478	\$ 91,848	\$101,033
CR14	\$ 77,152	\$ 96,440	\$106,084
CR15	\$ 81,010	\$101,262	\$111,388
CR16	\$ 85,060	\$106,325	\$116,958
CR17	\$ 89,313	\$111,641	\$122,805
CR18	\$ 93,778	\$117,223	\$128,945
CR19	\$ 98,467	\$123,084	\$135,392
CR20	\$103,390	\$129,238	\$142,162
CR21	\$108,560	\$135,700	\$149,270
CR22	\$113,988	\$142,485	\$156,734
CR23	\$119,687	\$149,609	\$164,570
CR24	\$125,671	\$157,089	\$172,798
CR25	\$131,954	\$164,943	\$181,437

Effective June 15, 2007: (2.50%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
CR00	\$ 39,942	\$ 49,928	\$ 54,921
CR01	\$ 41,939	\$ 52,424	\$ 57,666
CR02	\$ 44,036	\$ 55,045	\$ 60,550
CR03	\$ 46,238	\$ 57,797	\$ 63,577
CR04	\$ 48,550	\$ 60,687	\$ 66,756
CR05	\$ 50,977	\$ 63,721	\$ 70,093
CR06	\$ 53,526	\$ 66,907	\$ 73,598
CR07	\$ 56,202	\$ 70,252	\$ 77,277
CR08	\$ 59,012	\$ 73,765	\$ 81,142
CR09	\$ 61,962	\$ 77,453	\$ 85,198
CR10	\$ 65,061	\$ 81,326	\$ 89,459
CR11	\$ 68,314	\$ 85,392	\$ 93,931
CR12	\$ 71,730	\$ 89,662	\$ 98,628
CR13	\$ 75,316	\$ 94,145	\$103,560
CR14	\$ 79,082	\$ 98,852	\$108,737
CR15	\$ 83,036	\$103,795	\$114,175
CR16	\$ 87,188	\$108,985	\$119,884
CR17	\$ 91,547	\$114,434	\$125,877
CR18	\$ 96,125	\$120,156	\$132,172
CR19	\$100,931	\$126,164	\$138,780
CR20	\$105,978	\$132,472	\$145,719
CR21	\$111,277	\$139,096	\$153,006
CR22	\$116,841	\$146,051	\$160,656

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
CR23	\$122,683	\$153,354	\$168,689
CR24	\$128,818	\$161,022	\$177,124
CR25	\$135,258	\$169,073	\$185,980

Effective June 13, 2008: (2.75%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
CR00	\$ 41,041	\$ 51,301	\$ 56,431
CR01	\$ 43,093	\$ 53,866	\$ 59,253
CR02	\$ 45,247	\$ 56,559	\$ 62,215
CR03	\$ 47,510	\$ 59,387	\$ 65,326
CR04	\$ 49,885	\$ 62,356	\$ 68,592
CR05	\$ 52,379	\$ 65,474	\$ 72,021
CR06	\$ 54,998	\$ 68,748	\$ 75,623
CR07	\$ 57,748	\$ 72,185	\$ 79,404
CR08	\$ 60,635	\$ 75,794	\$ 83,373
CR09	\$ 63,667	\$ 79,584	\$ 87,542
CR10	\$ 66,850	\$ 83,563	\$ 91,919
CR11	\$ 70,193	\$ 87,741	\$ 96,515
CR12	\$ 73,702	\$ 92,128	\$101,341
CR13	\$ 77,387	\$ 96,734	\$106,407
CR14	\$ 81,257	\$101,571	\$111,728
CR15	\$ 85,320	\$106,650	\$117,315
CR16	\$ 89,586	\$111,983	\$123,181
CR17	\$ 94,066	\$117,582	\$129,340
CR18	\$ 98,769	\$123,461	\$135,807
CR19	\$103,707	\$129,634	\$142,597
CR20	\$108,893	\$136,116	\$149,728
CR21	\$114,338	\$142,922	\$157,214
CR22	\$120,054	\$150,068	\$165,075
CR23	\$126,057	\$157,571	\$173,328
CR24	\$132,360	\$165,450	\$181,995
CR25	\$138,978	\$173,723	\$191,095

Effective June 12, 2009: (4.00%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
CR00	\$ 42,682	\$ 53,353	\$ 58,688
CR01	\$ 44,817	\$ 56,021	\$ 61,623
CR02	\$ 47,058	\$ 58,822	\$ 64,704
CR03	\$ 49,410	\$ 61,763	\$ 67,939
CR04	\$ 51,881	\$ 64,851	\$ 71,336
CR05	\$ 54,475	\$ 68,094	\$ 74,903
CR06	\$ 57,199	\$ 71,499	\$ 78,649
CR07	\$ 60,059	\$ 75,074	\$ 82,581
CR08	\$ 63,062	\$ 78,828	\$ 86,711
CR09	\$ 66,215	\$ 82,769	\$ 91,046
CR10	\$ 69,526	\$ 86,907	\$ 95,598
CR11	\$ 73,002	\$ 91,252	\$100,377
CR12	\$ 76,652	\$ 95,815	\$105,397
CR13	\$ 80,485	\$100,606	\$110,667

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
CR14	\$ 84,509	\$105,636	\$116,200
CR15	\$ 88,734	\$110,918	\$122,010
CR16	\$ 93,171	\$116,464	\$128,110
CR17	\$ 97,830	\$122,287	\$134,516
CR18	\$102,721	\$128,401	\$141,241
CR19	\$107,857	\$134,821	\$148,303
CR20	\$113,250	\$141,562	\$155,718
CR21	\$118,912	\$148,640	\$163,504
CR22	\$124,858	\$156,072	\$171,679
CR23	\$131,101	\$163,876	\$180,264
CR24	\$137,656	\$172,070	\$189,277
CR25	\$144,539	\$180,674	\$198,741

POLICE SAFETY MANAGEMENT RANGES

PR Salary Range Development:

- PR10 = .80 x PR20 – Effective March 10, 2006
- PR20 = 1.20 x Police Sergeant
- PR30 = 1.15 x PR20
- PR40 = 1.10 x PR30

Range Minimum = Market Rate x .80

Range Control = Market Rate x 1.10

PR10 – Corrections Facility Manager

PR20 – Police Lieutenant

PR30 – Police Captain

PR40 – Deputy Police Chief

Effective June 18, 2004: (5%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
PR10	\$72,333	\$90,416	\$99,457
PR20	\$93,938	\$117,423	\$129,165
PR30	\$108,029	\$135,036	\$148,540
PR40	\$118,832	\$148,540	\$163,394

Effective October 26, 2004 – Police ranges recalculated retro to June 18, 2004:

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
PR10	\$ 73,817	\$ 92,271	\$101,498
PR20	\$ 95,866	\$119,833	\$131,816
PR30	\$110,246	\$137,808	\$151,589
PR40	\$121,270	\$151,588	\$166,747

Effective June 16, 2006: (3.75%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
PR10	\$ 79,569	\$ 99,462	\$ 109,408
PR20	\$ 99,462	\$ 124,327	\$ 136,760
PR30	\$ 114,381	\$ 142,976	\$ 157,274
PR40	\$ 125,819	\$ 157,274	\$ 173,001

Effective June 15, 2007: (3.75%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
PR10	\$ 82,553	\$103,191	\$113,510
PR20	\$103,191	\$128,989	\$141,888
PR30	\$118,670	\$148,337	\$163,171
PR40	\$130,537	\$163,171	\$179,488

Effective June 13, 2008: (5.00%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
PR10	\$ 86,680	\$108,350	\$119,185
PR20	\$108,350	\$135,438	\$148,982
PR30	\$124,603	\$155,754	\$171,329
PR40	\$137,063	\$171,329	\$188,462

Effective June 12, 2009: (3.00%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
PR10	\$ 89,249	\$111,562	\$122,718
PR20	\$111,562	\$139,452	\$153,397
PR30	\$128,296	\$160,370	\$176,407
PR40	\$141,125	\$176,407	\$194,047

FIRE SAFETY MANAGEMENT RANGES

Market Rates calculated using the "City's" final offer to AFA

FR00 = 9th step Firefighter IV-Paramedic 40 hour
FR05 = 9th step Fire Engineer IV-Paramedic 40 hour
FR10 = .765 x Market FR20
FR15 = 1.15 x FR10
FR20 = 1.15 x hourly rate of 9th Step Fire Captain IV - Paramedic 56 hour
FR30 = 1.05 x FR20
FR40 = 1.175 x above FR20

Effective 12/12/2008

FR00 = 10th step Firefighter IV - Paramedic 40 hour
FR05 = 10th step Fire Engineer IV - Paramedic 40 hour
FR10 = .765 x Market FR20
FR15 = 1.15 x FR10
FR20 = 1.15 x hourly rate of 10th Step Fire Captain IV - Paramedic 56 hour
FR30 = 1.05 x FR20
FR40 = 1.175 x above FR20

FR00 – No positions in salary range
FR05 – No positions in salary range
FR10 – Deputy Fire Marshall
FR15 – Fire Marshall
FR20 – Fire Battalion Chief
FR30 – Fire Battalion Chief 40 Hours
FR40 – Fire Division Chief

Effective December 31, 2004: (4.5%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
FR00	\$ 68,607	\$ 85,758	\$ 94,334
FR05	76,145	95,181	104,699
FR10	76,294	95,367	104,904
FR15	87,738	109,672	120,639
FR20	99,741	124,676	137,143
FR30	104,717	130,896	143,985
FR40	117,183	146,479	161,127

Effective June 30, 2006: (3.50%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
FR00	\$ 70,986	\$ 88,733	\$ 97,606
FR05	\$ 78,790	\$ 98,488	\$108,337
FR10	\$ 78,967	\$ 98,709	\$108,580
FR15	\$ 90,812	\$113,515	\$124,867
FR20	\$103,225	\$129,031	\$141,934
FR30	\$108,386	\$135,482	\$149,031
FR40	\$121,289	\$151,611	\$166,772

Effective June 29, 2007: (4.625%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
FR00	\$ 74,281	\$ 92,851	\$102,136
FR05	\$ 82,418	\$103,022	\$113,324
FR10	\$ 82,602	\$103,253	\$113,578
FR15	\$ 94,993	\$118,741	\$130,615
FR20	\$107,977	\$134,971	\$148,468
FR30	\$113,376	\$141,720	\$155,892
FR40	\$126,873	\$158,591	\$174,450

June 27, 2008: (6.00%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
FR00	\$ 78,741	\$ 98,426	\$108,269
FR05	\$ 87,377	\$109,221	\$120,143
FR10	\$ 87,575	\$109,468	\$120,415
FR15	\$100,711	\$125,889	\$138,478
FR20	\$114,477	\$143,096	\$157,406
FR30	\$120,201	\$150,251	\$165,276
FR40	\$134,510	\$168,138	\$184,952

December 12, 2008: (5.875%)

<u>RANGE</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>CONTROL</u>
FR00	\$ 82,867	\$103,584	\$113,942
FR05	\$ 92,002	\$115,003	\$126,503
FR10	\$ 92,279	\$115,349	\$126,884
FR15	\$106,121	\$132,651	\$145,916
FR20	\$120,626	\$150,783	\$165,861
FR30	\$126,658	\$158,322	\$174,154
FR40	\$141,736	\$177,170	\$194,887