

RESOLUTION NO. 256-29
RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ARCATA
AMENDING THE CLASS AND PAY RESOLUTION

MANAGEMENT, MID-MANAGEMENT, CONFIDENTIAL AND APPOINTED EMPLOYEES

BE IT RESOLVED by the City Council of the City of Arcata that appointive officers and employees shall be compensated as follows.
This resolution supercedes Resolution No. 245-48

Section 1.

Effective 01/21/2026

Reflecting deletion of the Juvenile Diversion Counselor Classification

Based on 26 bi-weekly pay periods

MANAGEMENT, MID-MANAGEMENT, CONFIDENTIAL CLASSIFICATIONS:

Classification	Salary Grade		Salary Steps						
			1	2	3	4	5	5A	6
Information Technology and Digital Media Specialist	C158	Annual	\$ 57,536.97	\$ 60,413.84	\$ 63,434.53	\$ 66,606.26	\$ 69,936.55	\$ 71,684.98	\$ 73,433.38
		Bi-Weekly	\$ 2,212.96	\$ 2,323.61	\$ 2,439.79	\$ 2,561.78	\$ 2,689.87	\$ 2,757.12	\$ 2,824.36
		Hourly	\$ 27.66	\$ 29.05	\$ 30.50	\$ 32.02	\$ 33.62	\$ 34.46	\$ 35.31
Executive Assistant/Deputy City Clerk	C177	Annual	\$ 60,545.11	\$ 63,572.37	\$ 66,750.98	\$ 70,088.55	\$ 73,592.99	\$ 75,432.81	\$ 77,272.64
		Bi-Weekly	\$ 2,328.66	\$ 2,445.09	\$ 2,567.35	\$ 2,695.71	\$ 2,830.50	\$ 2,901.26	\$ 2,972.03
		Hourly	\$ 29.11	\$ 30.56	\$ 32.09	\$ 33.70	\$ 35.38	\$ 36.27	\$ 37.15
Human Resources Specialist	C185	Annual	\$ 63,018.17	\$ 66,169.06	\$ 69,477.53	\$ 72,951.40	\$ 76,598.97	\$ 78,513.93	\$ 80,428.92
		Bi-Weekly	\$ 2,423.78	\$ 2,544.96	\$ 2,672.21	\$ 2,805.82	\$ 2,946.11	\$ 3,019.77	\$ 3,093.42
		Hourly	\$ 30.30	\$ 31.81	\$ 33.40	\$ 35.07	\$ 36.83	\$ 37.75	\$ 38.67
City Clerk	M142	Annual	\$ 72,234.26	\$ 75,845.99	\$ 79,638.29	\$ 83,620.20	\$ 87,801.19	\$ 89,996.21	\$ 92,191.24
Equity Arcata Manager		Bi-Weekly	\$ 2,778.24	\$ 2,917.15	\$ 3,063.01	\$ 3,216.16	\$ 3,376.97	\$ 3,461.39	\$ 3,545.82
Senior Human Resources Specialist (added July 2025)		Hourly	\$ 34.73	\$ 36.46	\$ 38.29	\$ 40.20	\$ 42.21	\$ 43.27	\$ 44.32
Contracts & Special Projects Manager	M152	Annual	\$ 75,934.95	\$ 79,731.67	\$ 83,718.27	\$ 87,904.17	\$ 92,299.37	\$ 94,606.85	\$ 96,914.34
Environmental Programs Manager		Bi-Weekly	\$ 2,920.58	\$ 3,066.60	\$ 3,219.93	\$ 3,380.93	\$ 3,549.98	\$ 3,638.73	\$ 3,727.48
Finance Manager		Hourly	\$ 36.51	\$ 38.33	\$ 40.25	\$ 42.26	\$ 44.38	\$ 45.48	\$ 46.59
Police Business Manager	M185	Annual	\$ 89,299.63	\$ 93,764.60	\$ 98,452.84	\$ 103,253.82	\$ 108,544.25	\$ 111,257.86	\$ 113,971.47
Project and Grant Manager		Bi-Weekly	\$ 3,434.60	\$ 3,606.33	\$ 3,786.65	\$ 3,971.30	\$ 4,174.78	\$ 4,279.15	\$ 4,383.52
SCADA Systems Manager		Hourly	\$ 42.93	\$ 45.08	\$ 47.33	\$ 49.64	\$ 52.19	\$ 53.49	\$ 54.79
Senior Planner	M198	Annual	\$ 95,523.60	\$ 100,299.75	\$ 105,314.73	\$ 110,580.49	\$ 116,109.53	\$ 119,012.27	\$ 121,915.01
Wastewater Operations and Compliance Manager		Bi-Weekly	\$ 3,673.99	\$ 3,857.68	\$ 4,050.57	\$ 4,253.10	\$ 4,465.75	\$ 4,577.40	\$ 4,689.04
Building Official		Hourly	\$ 45.93	\$ 48.22	\$ 50.63	\$ 53.16	\$ 55.82	\$ 57.22	\$ 58.61
Senior Project Manager (Engineering)	M185	Annual	\$ 89,299.63	\$ 93,764.60	\$ 98,452.84	\$ 103,253.82	\$ 108,544.25	\$ 111,257.86	\$ 113,971.47
Assistant City Engineer		Bi-Weekly	\$ 3,434.60	\$ 3,606.33	\$ 3,786.65	\$ 3,971.30	\$ 4,174.78	\$ 4,279.15	\$ 4,383.52
Deputy Director Community Development		Hourly	\$ 42.93	\$ 45.08	\$ 47.33	\$ 49.64	\$ 52.19	\$ 53.49	\$ 54.79
Deputy Director Environmental Services (Community Services)	M198	Annual	\$ 95,523.60	\$ 100,299.75	\$ 105,314.73	\$ 110,580.49	\$ 116,109.53	\$ 119,012.27	\$ 121,915.01
Deputy Director Environmental Services (Utilities/Streets)		Bi-Weekly	\$ 3,673.99	\$ 3,857.68	\$ 4,050.57	\$ 4,253.10	\$ 4,465.75	\$ 4,577.40	\$ 4,689.04
		Hourly	\$ 45.93	\$ 48.22	\$ 50.63	\$ 53.16	\$ 55.82	\$ 57.22	\$ 58.61

Classification	Salary Grade	Salary Steps							
			1	2	3	4	5	5A	6
Deputy Director Information Technology									
Police Lieutenant	MS198	Annual	\$ 103,565.44	\$ 108,743.72	\$ 114,180.90	\$ 119,889.94	\$ 125,884.46	\$ 129,031.57	\$ 132,178.68
		Bi-Weekly	\$ 3,983.29	\$ 4,182.45	\$ 4,391.57	\$ 4,611.15	\$ 4,841.71	\$ 4,962.75	\$ 5,083.80
		Hourly	\$ 49.79	\$ 52.28	\$ 54.90	\$ 57.64	\$ 60.52	\$ 62.03	\$ 63.55
City Engineer	M232	Annual	\$ 113,172.95	\$ 118,831.58	\$ 124,773.17	\$ 131,011.83	\$ 137,562.41	\$ 141,001.47	\$ 144,440.54
Director of Environmental Services		Bi-Weekly	\$ 4,352.81	\$ 4,570.45	\$ 4,798.97	\$ 5,038.92	\$ 5,290.86	\$ 5,423.13	\$ 5,555.41
Director of Community Development		Hourly	\$ 54.41	\$ 57.13	\$ 59.99	\$ 62.99	\$ 66.14	\$ 67.79	\$ 69.44
Finance Director									
Human Resources/Administrative Services Director									
Chief of Police	MS232	Annual	\$ 122,709.29	\$ 128,844.73	\$ 135,286.99	\$ 142,051.33	\$ 149,153.91	\$ 152,882.76	\$ 156,611.60
		Bi-Weekly	\$ 4,719.59	\$ 4,955.57	\$ 5,203.35	\$ 5,463.51	\$ 5,736.69	\$ 5,880.11	\$ 6,023.52
		Hourly	\$ 59.00	\$ 61.95	\$ 65.04	\$ 68.29	\$ 71.71	\$ 73.50	\$ 75.29
Assistant City Manager	M254	Annual	\$ 125,621.97	\$ 131,903.06	\$ 138,498.22	\$ 145,423.13	\$ 152,694.28	\$ 156,511.63	\$ 160,328.99
		Bi-Weekly	\$ 4,831.61	\$ 5,073.19	\$ 5,326.85	\$ 5,593.20	\$ 5,872.86	\$ 6,019.68	\$ 6,166.50
		Hourly	\$ 60.40	\$ 63.42	\$ 66.59	\$ 69.92	\$ 73.41	\$ 75.25	\$ 77.08

APPOINTED CLASSIFICATIONS:

City Manager	CM100	Annual	\$169,541.24	\$178,018.30	\$186,919.22	\$196,265.18	\$206,078.44	N/A	N/A
		Bi-Weekly	\$6,520.82	\$6,846.86	\$7,189.20	\$7,548.66	\$7,926.09		
		Hourly	\$81.51	\$85.59	\$89.87	\$94.36	\$99.08		

Section 2.**Effective 06/28/2026**

Reflecting the 3% salary increase effective the first full pay period that includes July 1, 2026

Based on 26 bi-weekly pay periods

MANAGEMENT, MID-MANAGEMENT, CONFIDENTIAL CLASSIFICATIONS:

Classification	Salary Grade		Salary Steps						
			1	2	3	4	5	5A	6
Information Technology and Digital Media Specialist	C158	Annual	\$ 59,263.08	\$ 62,226.26	\$ 65,337.57	\$ 68,604.45	\$ 72,034.65	\$ 73,835.53	\$ 75,636.38
		Bi-Weekly	\$ 2,279.35	\$ 2,393.32	\$ 2,512.98	\$ 2,638.63	\$ 2,770.56	\$ 2,839.83	\$ 2,909.09
		Hourly	\$ 28.49	\$ 29.92	\$ 31.41	\$ 32.98	\$ 34.63	\$ 35.50	\$ 36.36
Executive Assistant/Deputy City Clerk	C177	Annual	\$ 62,361.46	\$ 65,479.54	\$ 68,753.51	\$ 72,191.21	\$ 75,800.78	\$ 77,695.79	\$ 79,590.82
		Bi-Weekly	\$ 2,398.52	\$ 2,518.44	\$ 2,644.37	\$ 2,776.59	\$ 2,915.42	\$ 2,988.30	\$ 3,061.19
		Hourly	\$ 29.98	\$ 31.48	\$ 33.06	\$ 34.71	\$ 36.44	\$ 37.35	\$ 38.27
Human Resources Specialist	C185	Annual	\$ 64,908.72	\$ 68,154.13	\$ 71,561.86	\$ 75,139.94	\$ 78,896.94	\$ 80,869.35	\$ 82,841.79
		Bi-Weekly	\$ 2,496.49	\$ 2,621.31	\$ 2,752.38	\$ 2,890.00	\$ 3,034.50	\$ 3,110.36	\$ 3,186.22
		Hourly	\$ 31.21	\$ 32.77	\$ 34.41	\$ 36.13	\$ 37.93	\$ 38.88	\$ 39.83
City Clerk	M142	Annual	\$ 74,401.29	\$ 78,121.37	\$ 82,027.44	\$ 86,128.81	\$ 90,435.23	\$ 92,696.10	\$ 94,956.98
Equity Arcata Manager		Bi-Weekly	\$ 2,861.59	\$ 3,004.67	\$ 3,154.90	\$ 3,312.65	\$ 3,478.28	\$ 3,565.23	\$ 3,652.19
Senior Human Resources Specialist (added July 2025)		Hourly	\$ 35.77	\$ 37.56	\$ 39.44	\$ 41.41	\$ 43.48	\$ 44.57	\$ 45.65
Contracts & Special Projects Manager	M152	Annual	\$ 78,213.00	\$ 82,123.62	\$ 86,229.82	\$ 90,541.30	\$ 95,068.35	\$ 97,445.06	\$ 99,821.77
Environmental Programs Manager		Bi-Weekly	\$ 3,008.19	\$ 3,158.60	\$ 3,316.53	\$ 3,482.36	\$ 3,656.48	\$ 3,747.89	\$ 3,839.30
Finance Manager		Hourly	\$ 37.60	\$ 39.48	\$ 41.46	\$ 43.53	\$ 45.71	\$ 46.85	\$ 47.99
Police Business Manager	M185	Annual	\$ 91,978.62	\$ 96,577.54	\$ 101,406.43	\$ 106,351.43	\$ 111,800.58	\$ 114,595.60	\$ 117,390.61
Project and Grant Manager		Bi-Weekly	\$ 3,537.64	\$ 3,714.52	\$ 3,900.25	\$ 4,090.44	\$ 4,300.02	\$ 4,407.52	\$ 4,515.02
SCADA Systems Manager		Hourly	\$ 44.22	\$ 46.43	\$ 48.75	\$ 51.13	\$ 53.75	\$ 55.09	\$ 56.44
Senior Planner	M198	Annual	\$ 98,389.31	\$ 103,308.74	\$ 108,474.17	\$ 113,897.90	\$ 119,592.82	\$ 122,582.64	\$ 125,572.46
Wastewater Operations and Compliance Manager		Bi-Weekly	\$ 3,784.20	\$ 3,973.41	\$ 4,172.08	\$ 4,380.69	\$ 4,599.72	\$ 4,714.72	\$ 4,829.71
Building Official		Hourly	\$ 47.30	\$ 49.67	\$ 52.15	\$ 54.76	\$ 57.50	\$ 58.93	\$ 60.37
Senior Project Manager (Engineering)	M198	Annual	\$ 98,389.31	\$ 103,308.74	\$ 108,474.17	\$ 113,897.90	\$ 119,592.82	\$ 122,582.64	\$ 125,572.46
Assistant City Engineer		Bi-Weekly	\$ 3,784.20	\$ 3,973.41	\$ 4,172.08	\$ 4,380.69	\$ 4,599.72	\$ 4,714.72	\$ 4,829.71
Deputy Director Community Development		Hourly	\$ 47.30	\$ 49.67	\$ 52.15	\$ 54.76	\$ 57.50	\$ 58.93	\$ 60.37
Deputy Director Environmental Services (Community Services)	M198	Annual	\$ 98,389.31	\$ 103,308.74	\$ 108,474.17	\$ 113,897.90	\$ 119,592.82	\$ 122,582.64	\$ 125,572.46
Deputy Director Environmental Services (Utilities/Streets)		Bi-Weekly	\$ 3,784.20	\$ 3,973.41	\$ 4,172.08	\$ 4,380.69	\$ 4,599.72	\$ 4,714.72	\$ 4,829.71
Deputy Director Information Technology		Hourly	\$ 47.30	\$ 49.67	\$ 52.15	\$ 54.76	\$ 57.50	\$ 58.93	\$ 60.37

Classification	Salary Grade		Salary Steps						
			1	2	3	4	5	5A	6
Police Lieutenant	MS198	Annual	\$ 106,672.40	\$ 112,006.03	\$ 117,606.33	\$ 123,486.64	\$ 129,660.99	\$ 132,902.52	\$ 136,144.04
		Bi-Weekly	\$ 4,102.79	\$ 4,307.92	\$ 4,523.32	\$ 4,749.49	\$ 4,986.96	\$ 5,111.64	\$ 5,236.31
		Hourly	\$ 51.29	\$ 53.85	\$ 56.54	\$ 59.37	\$ 62.34	\$ 63.90	\$ 65.45
City Engineer	M232	Annual	\$ 116,568.14	\$ 122,396.53	\$ 128,516.37	\$ 134,942.18	\$ 141,689.28	\$ 145,231.51	\$ 148,773.76
Bi-Weekly		\$ 4,483.39	\$ 4,707.56	\$ 4,942.94	\$ 5,190.08	\$ 5,449.59	\$ 5,585.83	\$ 5,722.07	
Director of Environmental Services		Hourly	\$ 56.04	\$ 58.84	\$ 61.79	\$ 64.88	\$ 68.12	\$ 69.82	\$ 71.53
Director of Community Development									
Finance Director									
Human Resources/Administrative Services Director									
Chief of Police	MS232	Annual	\$ 126,390.57	\$ 132,710.07	\$ 139,345.60	\$ 146,312.87	\$ 153,628.53	\$ 157,469.24	\$ 161,309.95
		Bi-Weekly	\$ 4,861.18	\$ 5,104.23	\$ 5,359.45	\$ 5,627.42	\$ 5,908.79	\$ 6,056.51	\$ 6,204.23
		Hourly	\$ 60.77	\$ 63.80	\$ 66.99	\$ 70.34	\$ 73.86	\$ 75.71	\$ 77.55
Assistant City Manager	M254	Annual	\$ 129,390.63	\$ 135,860.15	\$ 142,653.17	\$ 149,785.82	\$ 157,275.11	\$ 161,206.98	\$ 165,138.86
		Bi-Weekly	\$ 4,976.56	\$ 5,225.39	\$ 5,486.66	\$ 5,760.99	\$ 6,049.04	\$ 6,200.27	\$ 6,351.50
		Hourly	\$ 62.21	\$ 65.32	\$ 68.58	\$ 72.01	\$ 75.61	\$ 77.50	\$ 79.39

APPOINTED CLASSIFICATIONS:

City Manager	CM100	Annual	\$169,541.24	\$178,018.30	\$186,919.22	\$196,265.18	\$206,078.44	N/A	N/A
		Bi-Weekly	\$6,520.82	\$6,846.86	\$7,189.20	\$7,548.66	\$7,926.09		
		Hourly	\$81.51	\$85.59	\$89.87	\$94.36	\$99.08		

Section 4. Effective Date

This resolution shall be effective as follows: Section 1 effective January 21, 2025, Section 2 effective June 28, 2026

DATED: January 21, 2025

ATTEST:

APPROVED:

CITY CLERK, CITY OF ARCATA

MAYOR, CITY OF ARCATA

CLERK'S CERTIFICATE

I hereby certify that the foregoing is a true and correct copy of Resolution No. 256-29 passed and adopted at a regular meeting of the City Council of the City of Arcata, Humboldt County, California, on the 21st day of January, 2026, by the following vote:

AYES:

NOES:

ABSENT:

CITY CLERK, CITY OF ARCATA