

RESOLUTION NO. 190-36
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. 190-19

Effective 12/29/2019

Reflecting the 2% scheduled salary increase effective the pay period that includes 1/1/20

Based on 26 bi-weekly pay periods

Section 1.

MANAGEMENT, MID-MANAGEMENT, CONFIDENTIAL CLASSIFICATIONS:

Classification	Salary Grade		As of 12/29/2019				
			Salary Steps				
			1	2	3	4	5
City Manager's Office Administrative Assistant/Deputy City Clerk	C177	Annual	\$ 48,309.33	\$ 50,724.80	\$ 53,261.04	\$ 55,924.10	\$ 58,720.30
		Bi-Weekly	\$ 1,858.05	\$ 1,950.95	\$ 2,048.50	\$ 2,150.93	\$ 2,258.47
		Hourly	\$ 23.23	\$ 24.39	\$ 25.61	\$ 26.89	\$ 28.23
Payroll/Personnel Specialist Personnel Specialist	C185	Annual	\$ 50,282.59	\$ 52,796.72	\$ 55,436.55	\$ 58,208.38	\$ 61,118.80
		Bi-Weekly	\$ 1,933.95	\$ 2,030.64	\$ 2,132.18	\$ 2,238.78	\$ 2,350.72
		Hourly	\$ 24.17	\$ 25.38	\$ 26.65	\$ 27.98	\$ 29.38
City Clerk Juvenile Diversion Counselor I	M142	Annual	\$ 57,636.18	\$ 60,517.99	\$ 63,543.89	\$ 66,721.08	\$ 70,057.13
		Bi-Weekly	\$ 2,216.78	\$ 2,327.62	\$ 2,444.00	\$ 2,566.20	\$ 2,694.51
		Hourly	\$ 27.71	\$ 29.10	\$ 30.55	\$ 32.08	\$ 33.68
Contracts & Special Projects Manager Environmental Programs Manager Finance Manager Information Technology Manager Police Business Manager SCADA Systems Manager Senior Planner Transit Manager	M152	Annual	\$ 60,588.97	\$ 63,618.41	\$ 66,799.34	\$ 70,139.30	\$ 73,646.26
		Bi-Weekly	\$ 2,330.35	\$ 2,446.86	\$ 2,569.21	\$ 2,697.67	\$ 2,832.55
		Hourly	\$ 29.13	\$ 30.59	\$ 32.12	\$ 33.72	\$ 35.41
Building Official Juvenile Diversion Counselor II	M170	Annual	\$ 66,281.61	\$ 69,595.69	\$ 73,075.47	\$ 76,729.25	\$ 80,565.71
		Bi-Weekly	\$ 2,549.29	\$ 2,676.76	\$ 2,810.60	\$ 2,951.13	\$ 3,098.68
		Hourly	\$ 31.87	\$ 33.46	\$ 35.13	\$ 36.89	\$ 38.73
Assistant City Engineer Deputy Director Community Development Deputy Director Environmental Services (Community Services) Deputy Director Environmental Services (Utilities/Streets)	M198	Annual	\$ 76,218.88	\$ 80,029.81	\$ 84,031.30	\$ 88,232.87	\$ 92,644.52
		Bi-Weekly	\$ 2,931.50	\$ 3,078.07	\$ 3,231.97	\$ 3,393.57	\$ 3,563.25
		Hourly	\$ 36.64	\$ 38.48	\$ 40.40	\$ 42.42	\$ 44.54
Police Lieutenant	MS198	Annual	\$ 82,635.52	\$ 86,767.30	\$ 91,105.67	\$ 95,660.94	\$ 100,444.00
		Bi-Weekly	\$ 3,178.29	\$ 3,337.20	\$ 3,504.06	\$ 3,679.27	\$ 3,863.23
		Hourly	\$ 39.73	\$ 41.72	\$ 43.80	\$ 45.99	\$ 48.29
Assistant City Manager City Engineer Director of Environmental Services Director of Community Development Finance Director Special Project Engineer	M232	Annual	\$ 90,301.41	\$ 94,816.48	\$ 99,557.30	\$ 104,535.17	\$ 109,761.92
		Bi-Weekly	\$ 3,473.13	\$ 3,646.79	\$ 3,829.13	\$ 4,020.58	\$ 4,221.61
		Hourly	\$ 43.41	\$ 45.58	\$ 47.86	\$ 50.26	\$ 52.77
Chief of Police	MS232	Annual	\$ 97,910.51	\$ 102,806.03	\$ 107,946.35	\$ 113,343.65	\$ 119,010.84
		Bi-Weekly	\$ 3,765.79	\$ 3,954.08	\$ 4,151.78	\$ 4,359.37	\$ 4,577.34
		Hourly	\$ 47.07	\$ 49.43	\$ 51.90	\$ 54.49	\$ 57.22

APPOINTED CLASSIFICATIONS:

City Manager	CM100	Annual	\$ 120,000.00	\$ 129,150.00	\$ 135,607.50	\$ 142,387.88	\$ 149,507.27
		Bi-Weekly	\$ 4,615.38	\$ 4,967.31	\$ 5,215.67	\$ 5,476.46	\$ 5,750.28
		Hourly	\$ 57.69	\$ 62.09	\$ 65.20	\$ 68.46	\$ 71.88

CalPERS Program:

MISCELLANEOUS EMPLOYEES: 2.7% @ 55, for "Classic Members", currently employee pay 11% (8% member rate and 3% of employer rate); 2% @ 55, for "Classic Members", currently employees pay 10% (7% member rate and 3% of employer rate); 2% @ 62, for "New Members", currently employees pay 9.75% (6.75% member rate [subject to CalPERS actuary change annually] and 3% of employer rate).

SAFETY EMPLOYEES: 3% @ 50 AND 3% @ 55, for "Classic Members", currently employees pay 12% (9% member rate and 3% of employer rate); 2.7% @ 57, for "New Members", currently employees pay 13% (11.5% member rate [subject to CalPERS actuary change annually] and 1.5% of employer rate).

Section 2.

Effective 06/28/2020

Reflecting the 1% scheduled salary increase effective the pay period that includes 7/1/20

Based on 26 bi-weekly pay periods

MANAGEMENT, MID-MANAGEMENT, CONFIDENTIAL CLASSIFICATIONS:

Classification	Salary Grade		As of 06/28/2020				
			Salary Steps				
			1	2	3	4	5
City Manager's Office Administrative Assistant/Deputy City Clerk	C177	Annual	\$ 48,792.42	\$ 51,232.05	\$ 53,793.65	\$ 56,483.34	\$ 59,307.50
		Bi-Weekly	\$ 1,876.63	\$ 1,970.46	\$ 2,068.99	\$ 2,172.44	\$ 2,281.06
		Hourly	\$ 23.46	\$ 24.63	\$ 25.86	\$ 27.16	\$ 28.51
Payroll/Personnel Specialist Personnel Specialist	C185	Annual	\$ 50,785.42	\$ 53,324.69	\$ 55,990.92	\$ 58,790.46	\$ 61,729.99
		Bi-Weekly	\$ 1,953.29	\$ 2,050.95	\$ 2,153.50	\$ 2,261.17	\$ 2,374.23
		Hourly	\$ 24.42	\$ 25.64	\$ 26.92	\$ 28.26	\$ 29.68
City Clerk Juvenile Diversion Counselor I	M142	Annual	\$ 58,212.54	\$ 61,123.17	\$ 64,179.33	\$ 67,388.29	\$ 70,757.70
		Bi-Weekly	\$ 2,238.94	\$ 2,350.89	\$ 2,468.44	\$ 2,591.86	\$ 2,721.45
		Hourly	\$ 27.99	\$ 29.39	\$ 30.86	\$ 32.40	\$ 34.02
Contracts & Special Projects Manager Environmental Programs Manager Finance Manager Information Technology Manager Police Business Manager SCADA Systems Manager Senior Planner Transit Manager	M152	Annual	\$ 61,194.86	\$ 64,254.59	\$ 67,467.33	\$ 70,840.69	\$ 74,382.72
		Bi-Weekly	\$ 2,353.65	\$ 2,471.33	\$ 2,594.90	\$ 2,724.64	\$ 2,860.87
		Hourly	\$ 29.42	\$ 30.89	\$ 32.44	\$ 34.06	\$ 35.76
Building Official Juvenile Diversion Counselor II	M170	Annual	\$ 66,944.43	\$ 70,291.65	\$ 73,806.22	\$ 77,496.54	\$ 81,371.37
		Bi-Weekly	\$ 2,574.79	\$ 2,703.53	\$ 2,838.70	\$ 2,980.64	\$ 3,129.67
		Hourly	\$ 32.18	\$ 33.79	\$ 35.48	\$ 37.26	\$ 39.12
Assistant City Engineer Deputy Director Community Development Deputy Director Environmental Services (Community Services) Deputy Director Environmental Services (Utilities/Streets)	M198	Annual	\$ 76,981.07	\$ 80,830.11	\$ 84,871.61	\$ 89,115.20	\$ 93,570.97
		Bi-Weekly	\$ 2,960.81	\$ 3,108.85	\$ 3,264.29	\$ 3,427.51	\$ 3,598.88
		Hourly	\$ 37.01	\$ 38.86	\$ 40.80	\$ 42.84	\$ 44.99
Police Lieutenant	MS198	Annual	\$ 83,461.88	\$ 87,634.97	\$ 92,016.73	\$ 96,617.55	\$ 101,448.44
		Bi-Weekly	\$ 3,210.07	\$ 3,370.58	\$ 3,539.11	\$ 3,716.06	\$ 3,901.86
		Hourly	\$ 40.13	\$ 42.13	\$ 44.24	\$ 46.45	\$ 48.77
Assistant City Manager City Engineer Director of Environmental Services Director of Community Development Finance Director Special Project Engineer	M232	Annual	\$ 91,204.42	\$ 95,764.64	\$ 100,552.87	\$ 105,580.52	\$ 110,859.54
		Bi-Weekly	\$ 3,507.86	\$ 3,683.26	\$ 3,867.42	\$ 4,060.79	\$ 4,263.83
		Hourly	\$ 43.85	\$ 46.04	\$ 48.34	\$ 50.76	\$ 53.30
Chief of Police	MS232	Annual	\$ 98,889.62	\$ 103,834.09	\$ 109,025.81	\$ 114,477.09	\$ 120,200.95
		Bi-Weekly	\$ 3,803.45	\$ 3,993.62	\$ 4,193.30	\$ 4,402.97	\$ 4,623.11
		Hourly	\$ 47.54	\$ 49.92	\$ 52.42	\$ 55.04	\$ 57.79
APPOINTED CLASSIFICATIONS:							
City Manager	CM100	Annual	\$ 120,000.00	\$ 129,150.00	\$ 135,607.50	\$ 142,387.88	\$ 149,507.27
		Bi-Weekly	\$ 4,615.38	\$ 4,967.31	\$ 5,215.67	\$ 5,476.46	\$ 5,750.28
		Hourly	\$ 57.69	\$ 62.09	\$ 65.20	\$ 68.46	\$ 71.88

CalPERS Program:

MISCELLANEOUS EMPLOYEES: 2.7% @ 55, for "Classic Members", currently employee pay 11% (8% member rate and 3% of employer rate); 2% @ 55, for "Classic Members", currently employees pay 10% (7% member rate and 3% of employer rate); 2% @ 62, for "New Members", currently employees pay 9.75% (6.75% member rate [subject to CalPERS actuary change annually] and 3% of employer rate).

SAFETY EMPLOYEES: 3% @ 50 AND 3% @ 55, for "Classic Members", currently employees pay 12% (9% member rate and 3% of employer rate); 2.7% @ 57, for "New Members", currently employees pay 14.5% (13% member rate [subject to CalPERS actuary change annually] and 1.5% of employer rate).

Section 3.

Effective 12/27/2020

Reflecting the 2% scheduled salary increase effective the pay period that includes 1/1/21

Based on 26 bi-weekly pay periods

MANAGEMENT, MID-MANAGEMENT, CONFIDENTIAL CLASSIFICATIONS:

Classification	Salary Grade		As of 12/27/2020				
			Salary Steps				
			1	2	3	4	5
City Manager's Office Administrative Assistant/Deputy City Clerk	C177	Annual	\$ 49,768.27	\$ 52,256.69	\$ 54,869.52	\$ 57,613.01	\$ 60,493.65
		Bi-Weekly	\$ 1,914.16	\$ 2,009.87	\$ 2,110.37	\$ 2,215.89	\$ 2,326.68
		Hourly	\$ 23.93	\$ 25.12	\$ 26.38	\$ 27.70	\$ 29.08
Payroll/Personnel Specialist Personnel Specialist	C185	Annual	\$ 51,801.13	\$ 54,391.18	\$ 57,110.74	\$ 59,966.27	\$ 62,964.59
		Bi-Weekly	\$ 1,992.35	\$ 2,091.97	\$ 2,196.57	\$ 2,306.40	\$ 2,421.72
		Hourly	\$ 24.90	\$ 26.15	\$ 27.46	\$ 28.83	\$ 30.27
City Clerk Juvenile Diversion Counselor I	M142	Annual	\$ 59,376.79	\$ 62,345.63	\$ 65,462.92	\$ 68,736.06	\$ 72,172.85
		Bi-Weekly	\$ 2,283.72	\$ 2,397.91	\$ 2,517.80	\$ 2,643.69	\$ 2,775.88
		Hourly	\$ 28.55	\$ 29.97	\$ 31.47	\$ 33.05	\$ 34.70
Contracts & Special Projects Manager Environmental Programs Manager Finance Manager Information Technology Manager Police Business Manager SCADA Systems Manager Senior Planner Transit Manager	M152	Annual	\$ 62,418.76	\$ 65,539.68	\$ 68,816.68	\$ 72,257.50	\$ 75,870.37
		Bi-Weekly	\$ 2,400.72	\$ 2,520.76	\$ 2,646.80	\$ 2,779.13	\$ 2,918.09
		Hourly	\$ 30.01	\$ 31.51	\$ 33.08	\$ 34.74	\$ 36.48
Building Official Juvenile Diversion Counselor II	M170	Annual	\$ 68,283.32	\$ 71,697.48	\$ 75,282.34	\$ 79,046.47	\$ 82,998.80
		Bi-Weekly	\$ 2,626.28	\$ 2,757.60	\$ 2,895.47	\$ 3,040.25	\$ 3,192.26
		Hourly	\$ 32.83	\$ 34.47	\$ 36.19	\$ 38.00	\$ 39.90
Assistant City Engineer Deputy Director Community Development Deputy Director Environmental Services (Community Services) Deputy Director Environmental Services (Utilities/Streets)	M198	Annual	\$ 78,520.69	\$ 82,446.71	\$ 86,569.04	\$ 90,897.50	\$ 95,442.39
		Bi-Weekly	\$ 3,020.03	\$ 3,171.03	\$ 3,329.58	\$ 3,496.06	\$ 3,670.86
		Hourly	\$ 37.75	\$ 39.64	\$ 41.62	\$ 43.70	\$ 45.89
Police Lieutenant	MS198	Annual	\$ 85,131.12	\$ 89,387.67	\$ 93,857.06	\$ 98,549.90	\$ 103,477.41
		Bi-Weekly	\$ 3,274.27	\$ 3,437.99	\$ 3,609.89	\$ 3,790.38	\$ 3,979.90
		Hourly	\$ 40.93	\$ 42.97	\$ 45.12	\$ 47.38	\$ 49.75
Assistant City Manager City Engineer Director of Environmental Services Director of Community Development Finance Director Special Project Engineer	M232	Annual	\$ 93,028.51	\$ 97,679.93	\$ 102,563.93	\$ 107,692.13	\$ 113,076.73
		Bi-Weekly	\$ 3,578.02	\$ 3,756.92	\$ 3,944.77	\$ 4,142.01	\$ 4,349.11
		Hourly	\$ 44.73	\$ 46.96	\$ 49.31	\$ 51.78	\$ 54.36
Chief of Police	MS232	Annual	\$ 100,867.41	\$ 105,910.77	\$ 111,206.33	\$ 116,766.63	\$ 122,604.97
		Bi-Weekly	\$ 3,879.52	\$ 4,073.49	\$ 4,277.17	\$ 4,491.02	\$ 4,715.58
		Hourly	\$ 48.49	\$ 50.92	\$ 53.46	\$ 56.14	\$ 58.94

APPOINTED CLASSIFICATIONS:

City Manager	CM100	Annual	\$ 120,000.00	\$ 129,150.00	\$ 135,607.50	\$ 142,387.88	\$ 149,507.27
		Bi-Weekly	\$ 4,615.38	\$ 4,967.31	\$ 5,215.67	\$ 5,476.46	\$ 5,750.28
		Hourly	\$ 57.69	\$ 62.09	\$ 65.20	\$ 68.46	\$ 71.88

CalPERS Program:

MISCELLANEOUS EMPLOYEES: 2.7% @ 55, for "Classic Members", currently employee pay 11% (8% member rate and 3% of employer rate); 2% @ 55, for "Classic Members", currently employees pay 10% (7% member rate and 3% of employer rate); 2% @ 62, for "New Members", currently employees pay 9.75% (6.75% member rate [subject to CalPERS actuary change annually] and 3% of employer rate).

SAFETY EMPLOYEES: 3% @ 50 AND 3% @ 55, for "Classic Members", currently employees pay 12% (9% member rate and 3% of employer rate); 2.7% @ 57, for "New Members", currently employees pay 14.5% (13% member rate [subject to CalPERS actuary change annually] and 1.5% of employer rate).

Classification

Salary Grade

Salary Steps				
1	2	3	4	5

Section 4. Effective Date

This resolution shall be effective upon initial adoption by the City Council of the City of Arcata and additionally on the subsequent effective dates stated within.

DATED: December 18, 2019

APPROVED:

MAYOR, CITY OF ARCATA

ATTEST:

CITY CLERK, CITY OF ARCATA

CLERK'S CERTIFICATE

I hereby certify that the foregoing is a true and correct copy of Resolution No. 190-36 passed and adopted at a regular meeting of the City Council of the City of Arcata, Humboldt County, California, on the 18th day of December, 2019, by the following vote:

AYES:

NOES:

ABSENT:

CITY CLERK, CITY OF ARCATA