

RESOLUTION NO. 256-06
RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ARCATA
AMENDING THE CLASS AND PAY RESOLUTION

INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL NO. 3, AFL-CIO

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. 245-51

Section 1.

Effective first full pay period after 08/06/2025

Reflecting the 5% increase in the salary band for Geographic Information Systems Coordinator.

Based on 26 bi-weekly pay periods

		As of 08/17/2025							
Classification	Salary Grade	Salary Steps							
		1	2	3	4	5	5A	6	
Maintenance Worker (Parks/Facilities)	G140	Annual	\$ 43,023.97	\$ 45,175.16	\$ 47,433.92	\$ 49,805.61	\$ 52,295.90	\$ 53,603.29	\$ 54,910.70
		Bi-Weekly	\$ 1,654.77	\$ 1,737.51	\$ 1,824.38	\$ 1,915.60	\$ 2,011.38	\$ 2,061.67	\$ 2,111.95
		Hourly	\$ 20.69	\$ 21.72	\$ 22.81	\$ 23.95	\$ 25.14	\$ 25.77	\$ 26.40
Maintenance Worker (Natural Resources)	G141	Annual	\$ 43,248.40	\$ 45,410.83	\$ 47,681.37	\$ 50,065.44	\$ 52,568.71	\$ 53,882.93	\$ 55,197.14
		Bi-Weekly	\$ 1,663.40	\$ 1,746.57	\$ 1,833.90	\$ 1,925.59	\$ 2,021.87	\$ 2,072.42	\$ 2,122.97
		Hourly	\$ 20.79	\$ 21.83	\$ 22.92	\$ 24.07	\$ 25.27	\$ 25.91	\$ 26.54
Maintenance Worker (Streets/Utilities)	G142	Annual	\$ 43,454.35	\$ 45,627.06	\$ 47,908.42	\$ 50,303.84	\$ 52,819.03	\$ 54,139.51	\$ 55,459.98
		Bi-Weekly	\$ 1,671.32	\$ 1,754.89	\$ 1,842.63	\$ 1,934.76	\$ 2,031.50	\$ 2,082.29	\$ 2,133.08
		Hourly	\$ 20.89	\$ 21.94	\$ 23.03	\$ 24.19	\$ 25.39	\$ 26.03	\$ 26.66
Water Meter Technician Water/Wastewater Operator-In-Training (OIT)	G150	Annual	\$ 45,060.32	\$ 47,313.32	\$ 49,678.98	\$ 52,162.94	\$ 54,771.08	\$ 56,140.38	\$ 57,509.64
		Bi-Weekly	\$ 1,733.09	\$ 1,819.74	\$ 1,910.73	\$ 2,006.27	\$ 2,106.58	\$ 2,159.25	\$ 2,211.91
		Hourly	\$ 21.66	\$ 22.75	\$ 23.88	\$ 25.08	\$ 26.33	\$ 26.99	\$ 27.65
Energy Program Specialist Facilities Maintenance Technician (Foodworks) Senior Maintenance Worker (Parks/Facilities) Water/Wastewater Mechanic I	G160	Annual	\$ 47,363.18	\$ 49,731.34	\$ 52,217.89	\$ 54,828.78	\$ 57,570.23	\$ 59,009.49	\$ 60,448.74
		Bi-Weekly	\$ 1,821.66	\$ 1,912.74	\$ 2,008.38	\$ 2,108.80	\$ 2,214.24	\$ 2,269.60	\$ 2,324.95
		Hourly	\$ 22.77	\$ 23.91	\$ 25.11	\$ 26.36	\$ 27.68	\$ 28.37	\$ 29.06
Senior Maintenance Worker (Natural Resources)	G161	Annual	\$ 47,599.98	\$ 49,979.97	\$ 52,478.99	\$ 55,102.92	\$ 57,858.07	\$ 59,304.53	\$ 60,750.97
		Bi-Weekly	\$ 1,830.77	\$ 1,922.31	\$ 2,018.42	\$ 2,119.34	\$ 2,225.31	\$ 2,280.94	\$ 2,336.58
		Hourly	\$ 22.89	\$ 24.03	\$ 25.23	\$ 26.49	\$ 27.82	\$ 28.51	\$ 29.21
Collection System Operator I Senior Maintenance Worker (Streets/Utilities) Senior Maintenance Worker (grandfathered-Natural Resources Class A license)	G162	Annual	\$ 47,837.99	\$ 50,229.88	\$ 52,741.38	\$ 55,378.43	\$ 58,147.35	\$ 59,601.04	\$ 61,054.69
		Bi-Weekly	\$ 1,839.92	\$ 1,931.92	\$ 2,028.52	\$ 2,129.94	\$ 2,236.44	\$ 2,292.35	\$ 2,348.26
		Hourly	\$ 23.00	\$ 24.15	\$ 25.36	\$ 26.62	\$ 27.96	\$ 28.65	\$ 29.35

Classification	Salary Grade		1	2	3	4	5	5A	6
Recreation Coordinator	G165	Annual	\$ 48,566.18	\$ 50,994.46	\$ 53,544.19	\$ 56,221.40	\$ 59,032.49	\$ 60,508.31	\$ 61,984.12
		Bi-Weekly	\$ 1,867.93	\$ 1,961.33	\$ 2,059.39	\$ 2,162.36	\$ 2,270.48	\$ 2,327.24	\$ 2,384.01
		Hourly	\$ 23.35	\$ 24.52	\$ 25.74	\$ 27.03	\$ 28.38	\$ 29.09	\$ 29.80
Administrative Assistant	G170	Annual	\$ 49,786.34	\$ 52,275.63	\$ 54,889.43	\$ 57,633.90	\$ 60,515.58	\$ 62,028.48	\$ 63,541.36
Community Development Specialist I		Bi-Weekly	\$ 1,914.86	\$ 2,010.60	\$ 2,111.13	\$ 2,216.69	\$ 2,327.52	\$ 2,385.71	\$ 2,443.90
Construction Specialist (Community Services Division)		Hourly	\$ 23.94	\$ 25.13	\$ 26.39	\$ 27.71	\$ 29.09	\$ 29.82	\$ 30.55
Construction Specialist (Streets/Utilities)									
Finance Specialist									
Planner I									
Water/Wastewater Mechanic II									
Collection System Operator II	G172	Annual	\$ 50,285.43	\$ 52,799.68	\$ 55,439.69	\$ 58,211.67	\$ 61,122.26	\$ 62,650.31	\$ 64,178.37
Equipment Operator		Bi-Weekly	\$ 1,934.06	\$ 2,030.76	\$ 2,132.30	\$ 2,238.91	\$ 2,350.86	\$ 2,409.63	\$ 2,468.40
Mechanic		Hourly	\$ 24.18	\$ 25.38	\$ 26.65	\$ 27.99	\$ 29.39	\$ 30.12	\$ 30.86
Traffic Control Technician									
Water/Wastewater Plant Operator I	G179	Annual	\$ 52,072.00	\$ 54,675.60	\$ 57,409.38	\$ 60,279.84	\$ 63,293.85	\$ 64,876.19	\$ 66,458.55
		Bi-Weekly	\$ 2,002.77	\$ 2,102.91	\$ 2,208.05	\$ 2,318.46	\$ 2,434.38	\$ 2,495.24	\$ 2,556.10
		Hourly	\$ 25.04	\$ 26.29	\$ 27.60	\$ 28.98	\$ 30.43	\$ 31.19	\$ 31.95
Administrative Specialist	G185	Annual	\$ 53,653.04	\$ 56,335.73	\$ 59,152.49	\$ 62,110.12	\$ 65,215.62	\$ 66,846.01	\$ 68,476.41
		Bi-Weekly	\$ 2,063.58	\$ 2,166.76	\$ 2,275.10	\$ 2,388.85	\$ 2,508.29	\$ 2,571.00	\$ 2,633.71
		Hourly	\$ 25.80	\$ 27.08	\$ 28.44	\$ 29.86	\$ 31.35	\$ 32.14	\$ 32.92
Community Development Specialist II	G189	Annual	\$ 54,735.73	\$ 57,472.52	\$ 60,346.17	\$ 63,363.45	\$ 66,531.63	\$ 68,194.93	\$ 69,858.28
Maintenance Crew Leader (Parks/Facilities)		Bi-Weekly	\$ 2,105.22	\$ 2,210.48	\$ 2,321.01	\$ 2,437.06	\$ 2,558.91	\$ 2,622.88	\$ 2,686.86
Planner II		Hourly	\$ 26.32	\$ 27.63	\$ 29.01	\$ 30.46	\$ 31.99	\$ 32.79	\$ 33.59
Recreation Supervisor									
Water/Wastewater Operator II									
Environmental Compliance Analyst									
Maintenance Crew Leader (Natural Resources)	G190	Annual	\$ 55,009.43	\$ 57,759.90	\$ 60,647.87	\$ 63,680.28	\$ 66,864.29	\$ 68,535.90	\$ 70,207.51
		Bi-Weekly	\$ 2,115.75	\$ 2,221.54	\$ 2,332.61	\$ 2,449.24	\$ 2,571.70	\$ 2,636.00	\$ 2,700.29
		Hourly	\$ 26.45	\$ 27.77	\$ 29.16	\$ 30.62	\$ 32.15	\$ 32.95	\$ 33.75
Lead Collection System Operator	G191	Annual	\$ 55,284.47	\$ 58,048.66	\$ 60,951.09	\$ 63,998.64	\$ 67,198.59	\$ 68,878.57	\$ 70,558.52
Lead Mechanic		Bi-Weekly	\$ 2,126.33	\$ 2,232.64	\$ 2,344.27	\$ 2,461.49	\$ 2,584.56	\$ 2,649.18	\$ 2,713.79
Lead Water/Wastewater Mechanic		Hourly	\$ 26.58	\$ 27.91	\$ 29.30	\$ 30.77	\$ 32.31	\$ 33.12	\$ 33.92
Maintenance Crew Leader (Streets/Utilities)									
Maintenance Crew Leader (grandfathered-Natural Resources Class A license)									
Building Inspector I	G199	Annual	\$ 57,536.97	\$ 60,413.84	\$ 63,434.53	\$ 66,606.26	\$ 69,936.55	\$ 71,684.98	\$ 73,433.38
Engineering Technician I		Bi-Weekly	\$ 2,212.96	\$ 2,323.61	\$ 2,439.79	\$ 2,561.78	\$ 2,689.87	\$ 2,757.12	\$ 2,824.36

[illegible]

Section 2.

Effective 06/21/2026

Reflecting the 3% negotiated salary increase effective the pay period that includes 7/1/2026.

Based on 26 bi-weekly pay periods

Classification	Salary Grade		As of 06/21/2026						
			Salary Steps						
			1	2	3	4	5	5A	6
Maintenance Worker (Parks/Facilities)	G140	Annual	\$ 44,314.69	\$ 46,530.41	\$ 48,856.94	\$ 51,299.78	\$ 53,864.78	\$ 55,211.39	\$ 56,558.02
		Bi-Weekly	\$ 1,704.41	\$ 1,789.63	\$ 1,879.11	\$ 1,973.07	\$ 2,071.72	\$ 2,123.52	\$ 2,175.31
		Hourly	\$ 21.31	\$ 22.37	\$ 23.49	\$ 24.66	\$ 25.90	\$ 26.54	\$ 27.19
Maintenance Worker (Natural Resources)	G141	Annual	\$ 44,545.85	\$ 46,773.15	\$ 49,111.81	\$ 51,567.40	\$ 54,145.77	\$ 55,499.42	\$ 56,853.05
		Bi-Weekly	\$ 1,713.30	\$ 1,798.97	\$ 1,888.92	\$ 1,983.36	\$ 2,082.53	\$ 2,134.59	\$ 2,186.66
		Hourly	\$ 21.42	\$ 22.49	\$ 23.61	\$ 24.79	\$ 26.03	\$ 26.68	\$ 27.33
Maintenance Worker (Streets/Utilities)	G142	Annual	\$ 44,757.98	\$ 46,995.87	\$ 49,345.67	\$ 51,812.96	\$ 54,403.60	\$ 55,763.70	\$ 57,123.78
		Bi-Weekly	\$ 1,721.46	\$ 1,807.53	\$ 1,897.91	\$ 1,992.81	\$ 2,092.45	\$ 2,144.76	\$ 2,197.07
		Hourly	\$ 21.52	\$ 22.59	\$ 23.72	\$ 24.91	\$ 26.16	\$ 26.81	\$ 27.46
Water Meter Technician Water/Wastewater Operator-In-Training (OIT)	G150	Annual	\$ 46,412.13	\$ 48,732.72	\$ 51,169.35	\$ 53,727.83	\$ 56,414.21	\$ 57,824.59	\$ 59,234.93
		Bi-Weekly	\$ 1,785.08	\$ 1,874.34	\$ 1,968.05	\$ 2,066.46	\$ 2,169.78	\$ 2,224.02	\$ 2,278.27
		Hourly	\$ 22.31	\$ 23.43	\$ 24.60	\$ 25.83	\$ 27.12	\$ 27.80	\$ 28.48
Energy Program Specialist Facilities Maintenance Technician (Foodworks) Senior Maintenance Worker (Parks/Facilities) Water/Wastewater Mechanic I	G160	Annual	\$ 48,784.08	\$ 51,223.28	\$ 53,784.43	\$ 56,473.64	\$ 59,297.34	\$ 60,779.77	\$ 62,262.20
		Bi-Weekly	\$ 1,876.31	\$ 1,970.13	\$ 2,068.63	\$ 2,172.06	\$ 2,280.67	\$ 2,337.68	\$ 2,394.70
		Hourly	\$ 23.45	\$ 24.63	\$ 25.86	\$ 27.15	\$ 28.51	\$ 29.22	\$ 29.93
Senior Maintenance Worker (Natural Resources)	G161	Annual	\$ 49,027.98	\$ 51,479.37	\$ 54,053.36	\$ 56,756.01	\$ 59,593.81	\$ 61,083.67	\$ 62,573.50
		Bi-Weekly	\$ 1,885.69	\$ 1,979.98	\$ 2,078.98	\$ 2,182.92	\$ 2,292.07	\$ 2,349.37	\$ 2,406.67
		Hourly	\$ 23.57	\$ 24.75	\$ 25.99	\$ 27.29	\$ 28.65	\$ 29.37	\$ 30.08
Collection System Operator I Senior Maintenance Worker (Streets/Utilities) Senior Maintenance Worker (grandfathered-Natural Resources Class A license)	G162	Annual	\$ 49,273.13	\$ 51,736.78	\$ 54,323.62	\$ 57,039.78	\$ 59,891.77	\$ 61,389.07	\$ 62,886.33
		Bi-Weekly	\$ 1,895.12	\$ 1,989.88	\$ 2,089.37	\$ 2,193.84	\$ 2,303.53	\$ 2,361.12	\$ 2,418.71
		Hourly	\$ 23.69	\$ 24.87	\$ 26.12	\$ 27.42	\$ 28.79	\$ 29.51	\$ 30.23
Recreation Coordinator	G165	Annual	\$ 50,023.17	\$ 52,524.29	\$ 55,150.52	\$ 57,908.04	\$ 60,803.46	\$ 62,323.56	\$ 63,843.64
		Bi-Weekly	\$ 1,923.97	\$ 2,020.17	\$ 2,121.17	\$ 2,227.23	\$ 2,338.60	\$ 2,397.06	\$ 2,455.53
		Hourly	\$ 24.05	\$ 25.25	\$ 26.52	\$ 27.84	\$ 29.23	\$ 29.96	\$ 30.69
Administrative Assistant Community Development Specialist I	G170	Annual	\$ 51,279.93	\$ 53,843.90	\$ 56,536.11	\$ 59,362.92	\$ 62,331.05	\$ 63,889.33	\$ 65,447.60
		Bi-Weekly	\$ 1,972.31	\$ 2,070.92	\$ 2,174.47	\$ 2,283.19	\$ 2,397.35	\$ 2,457.28	\$ 2,517.22

Classification	Salary Grade		1	2	3	4	5	5A	6
Construction Specialist (Community Services Division)		Hourly	\$ 24.65	\$ 25.89	\$ 27.18	\$ 28.54	\$ 29.97	\$ 30.72	\$ 31.47
Construction Specialist (Streets/Utilities)									
Finance Specialist									
Planner I									
Water/Wastewater Mechanic II									
Collection System Operator II	G172	Annual	\$ 51,793.99	\$ 54,383.67	\$ 57,102.88	\$ 59,958.02	\$ 62,955.93	\$ 64,529.82	\$ 66,103.72
Equipment Operator		Bi-Weekly	\$ 1,992.08	\$ 2,091.68	\$ 2,196.27	\$ 2,306.08	\$ 2,421.38	\$ 2,481.92	\$ 2,542.45
Mechanic		Hourly	\$ 24.90	\$ 26.15	\$ 27.45	\$ 28.83	\$ 30.27	\$ 31.02	\$ 31.78
Traffic Control Technician									
Water/Wastewater Plant Operator I	G179	Annual	\$ 53,634.16	\$ 56,315.87	\$ 59,131.66	\$ 62,088.24	\$ 65,192.67	\$ 66,822.48	\$ 68,452.31
		Bi-Weekly	\$ 2,062.85	\$ 2,166.00	\$ 2,274.30	\$ 2,388.01	\$ 2,507.41	\$ 2,570.10	\$ 2,632.78
		Hourly	\$ 25.79	\$ 27.08	\$ 28.43	\$ 29.85	\$ 31.34	\$ 32.13	\$ 32.91
Administrative Specialist	G185	Annual	\$ 55,262.63	\$ 58,025.80	\$ 60,927.06	\$ 63,973.42	\$ 67,172.09	\$ 68,851.39	\$ 70,530.70
		Bi-Weekly	\$ 2,125.49	\$ 2,231.76	\$ 2,343.35	\$ 2,460.52	\$ 2,583.54	\$ 2,648.13	\$ 2,712.72
		Hourly	\$ 26.57	\$ 27.90	\$ 29.29	\$ 30.76	\$ 32.29	\$ 33.10	\$ 33.91
Community Development Specialist II	G189	Annual	\$ 56,377.80	\$ 59,196.70	\$ 62,156.56	\$ 65,264.35	\$ 68,527.58	\$ 70,240.78	\$ 71,954.03
Maintenance Crew Leader (Parks/Facilities)		Bi-Weekly	\$ 2,168.38	\$ 2,276.80	\$ 2,390.64	\$ 2,510.17	\$ 2,635.68	\$ 2,701.57	\$ 2,767.46
Planner II		Hourly	\$ 27.11	\$ 28.46	\$ 29.88	\$ 31.38	\$ 32.95	\$ 33.77	\$ 34.59
Recreation Supervisor									
Water/Wastewater Operator II									
Environmental Compliance Analyst									
Maintenance Crew Leader (Natural Resources)	G190	Annual	\$ 56,659.71	\$ 59,492.70	\$ 62,467.31	\$ 65,590.69	\$ 68,870.22	\$ 70,591.98	\$ 72,313.74
		Bi-Weekly	\$ 2,179.22	\$ 2,288.18	\$ 2,402.59	\$ 2,522.72	\$ 2,648.86	\$ 2,715.08	\$ 2,781.30
		Hourly	\$ 27.24	\$ 28.60	\$ 30.03	\$ 31.53	\$ 33.11	\$ 33.94	\$ 34.77
Lead Collection System Operator	G191	Annual	\$ 56,943.00	\$ 59,790.12	\$ 62,779.62	\$ 65,918.60	\$ 69,214.55	\$ 70,944.93	\$ 72,675.28
Lead Mechanic		Bi-Weekly	\$ 2,190.12	\$ 2,299.62	\$ 2,414.60	\$ 2,535.33	\$ 2,662.10	\$ 2,728.65	\$ 2,795.20
Lead Water/Wastewater Mechanic		Hourly	\$ 27.38	\$ 28.75	\$ 30.18	\$ 31.69	\$ 33.28	\$ 34.11	\$ 34.94
Maintenance Crew Leader (Streets/Utilities)									
Maintenance Crew Leader (grandfathered-Natural Resources Class A license)									
Building Inspector I	G199	Annual	\$ 59,263.08	\$ 62,226.26	\$ 65,337.57	\$ 68,604.45	\$ 72,034.65	\$ 73,835.53	\$ 75,636.38
Engineering Technician I		Bi-Weekly	\$ 2,279.35	\$ 2,393.32	\$ 2,512.98	\$ 2,638.63	\$ 2,770.56	\$ 2,839.83	\$ 2,909.09
Environmental Compliance Officer		Hourly	\$ 28.49	\$ 29.92	\$ 31.41	\$ 32.98	\$ 34.63	\$ 35.50	\$ 36.36
Senior Construction Specialist (Community Services Division)									
Senior Construction Specialist (Streets/Utilities Division)									
Code Compliance/Permit Technician	G209	Annual	\$ 62,226.24	\$ 65,337.55	\$ 68,604.43	\$ 72,034.64	\$ 75,636.38	\$ 77,527.31	\$ 79,418.20
		Bi-Weekly	\$ 2,393.32	\$ 2,512.98	\$ 2,638.63	\$ 2,770.56	\$ 2,909.09	\$ 2,981.82	\$ 3,054.55
		Hourly	\$ 29.92	\$ 31.41	\$ 32.98	\$ 34.63	\$ 36.36	\$ 37.27	\$ 38.18
GIS Specialist	G213	Annual	\$ 63,470.77	\$ 66,644.30	\$ 69,976.52	\$ 73,475.33	\$ 77,149.11	\$ 79,077.85	\$ 81,006.57

Classification	Salary Grade		1	2	3	4	5	5A	6
		Bi-Weekly	\$ 2,441.18	\$ 2,563.24	\$ 2,691.40	\$ 2,825.97	\$ 2,967.27	\$ 3,041.46	\$ 3,115.64
		Hourly	\$ 30.52	\$ 32.04	\$ 33.64	\$ 35.33	\$ 37.09	\$ 38.02	\$ 38.95
Building Inspector II	G223	Annual	\$ 66,374.65	\$ 69,693.36	\$ 73,178.06	\$ 76,836.95	\$ 80,678.78	\$ 82,695.77	\$ 84,712.72
Engineering Technician II		Bi-Weekly	\$ 2,552.87	\$ 2,680.51	\$ 2,814.54	\$ 2,955.27	\$ 3,103.03	\$ 3,180.61	\$ 3,258.18
Natural Resources Specialist		Hourly	\$ 31.91	\$ 33.51	\$ 35.18	\$ 36.94	\$ 38.79	\$ 39.76	\$ 40.73
GIS Coordinator	G233	Annual	\$ 69,693.37	\$ 73,178.06	\$ 76,836.96	\$ 80,678.78	\$ 84,712.75	\$ 86,830.58	\$ 88,948.38
Parks/Facilities/Natural Resources Supervisor		Bi-Weekly	\$ 2,680.51	\$ 2,814.54	\$ 2,955.27	\$ 3,103.03	\$ 3,258.18	\$ 3,339.64	\$ 3,421.09
Plant Operations Supervisor		Hourly	\$ 33.51	\$ 35.18	\$ 36.94	\$ 38.79	\$ 40.73	\$ 41.75	\$ 42.76
Streets/Fleet Supervisor									
Utilities Supervisor									

Section 3.

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: August 6, 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. 256-06 passed and adopted at a regular meeting of the City Council of the City of Arcata, Humboldt County, California, on the 6th day of August, 2025, by the following vote:

AYES:

NOES:

ABSENT:

CITY CLERK, CITY OF ARCATA