

**CITY OF CLOVERDALE
CITY COUNCIL
RESOLUTION NO. 017-2018**

**A RESOLUTION OF THE CITY OF CLOVERDALE CITY COUNCIL ADOPTING
THE CITY OF CLOVERDALE CURRENT SALARY SCHEDULE EFFECTIVE MARCH 31, 2018**

WHEREAS, the California Public Employees' Retirement Law, at Section 570.5 of the California Code of Regulations Title 2, requires the City of Cloverdale to publish the City's Current Salary Schedule on the City's internet site and the City Council to approve the Salary Schedule in its entirety each time a modification is made; and

WHEREAS, on March 13, 2018 the City Council approved At-Will Employment Agreement with the City Manager, pursuant to Resolution No. 016-2018, which included a salary adjustment effective March 31, 2018; and

WHEREAS, staff recommends that the City Council adopt the updated City Salary Schedule listing all pay rates and special compensation effective March 31, 2018 attached hereto as Exhibit A.

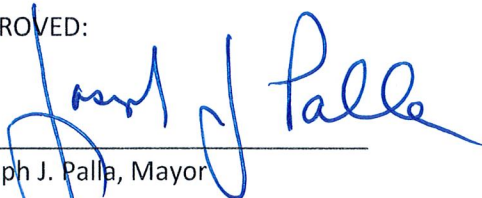
NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Cloverdale that it does hereby approve the City of Cloverdale Salary Schedule effective March 31, 2018 attached hereto as Exhibit "A" and incorporated by this reference.

BE IT FURTHER RESOLVED that the City Manager is hereby directed to execute documents pertaining to same for and on behalf of the City of Cloverdale.

It is hereby certified that the foregoing Resolution No. 017 -2018 was duly introduced and duly adopted by the City Council of the City of Cloverdale at its regular meeting held on this 27th day of March 2018, by the following vote: : (Ayes- 5; Noes-0; Abstain- 0)

AYES: Councilmember Bagby, Vice Mayor Russell, Councilmember Wolter, Councilmember Brigham, and Mayor Palla
NOES: None
ABSENT: None
ABSTAIN: None

APPROVED:



Joseph J. Palla, Mayor

ATTESTED:



Linda Moore, Deputy City Clerk



CITY OF
CLOVERDALE

**CITY OF CLOVERDALE CURRENT SALARY SCHEDULE
AS OF MARCH 31, 2018**

Changed City Manager Salary

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF MARCH 31, 2018
 Management, At-Will Employees

Position	Step	Hourly	Biweekly	Monthly	Annually
City Manager	N/A	\$70.8397	\$5,667.18	\$12,278.89	\$147,346.65

Position	Step	Hourly	Biweekly	Monthly	Annually
Assistant City Manager/Community Development Director	N/A	\$64.3998	\$5,151.98	\$11,162.63	\$133,951.50

Position	Step	Hourly	Biweekly	Monthly	Annually
Chief of Police	N/A	\$64.3998	\$5,151.98	\$11,162.63	\$133,951.50

Position	Step	Hourly	Biweekly	Monthly	Annually
Public Works Director/City Engineer	N/A	\$64.3998	\$5,151.98	\$11,162.63	\$133,951.50

Position	Step	Hourly	Biweekly	Monthly	Annually
Finance Manager	N/A	\$53.7500	\$4,300.00	\$9,316.67	\$111,800.00

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF MARCH 31, 2018
 Cloverdale Police Officers Association (POA)

Position	Step	Hourly	Biweekly	Monthly	Annually
Officer	1	\$32.6697	\$2,613.57	\$5,662.74	\$67,952.93
	2	\$34.3032	\$2,744.25	\$5,945.88	\$71,350.58
	3	\$36.0183	\$2,881.47	\$6,243.18	\$74,918.11
	4	\$37.8192	\$3,025.54	\$6,555.33	\$78,664.01
	5	\$39.7102	\$3,176.82	\$6,883.10	\$82,597.21

Position	Step	Hourly	Biweekly	Monthly	Annually
Sergeant	1	\$39.5357	\$3,162.85	\$6,852.85	\$82,234.17
	2	\$41.5124	\$3,321.00	\$7,195.49	\$86,345.88
	3	\$43.5881	\$3,487.05	\$7,555.26	\$90,663.17
	4	\$45.7675	\$3,661.40	\$7,933.03	\$95,196.33
	5	\$48.0558	\$3,844.47	\$8,329.68	\$99,956.15

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF MARCH 31, 2018

Cloverdale Dispatchers' Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Dispatcher	1	\$25.5441	\$2,043.53	\$4,427.65	\$53,131.81
	2	\$26.8213	\$2,145.71	\$4,649.03	\$55,788.40
	3	\$28.1624	\$2,252.99	\$4,881.48	\$58,577.82
	4	\$29.5705	\$2,365.64	\$5,125.56	\$61,506.71
	5	\$31.0491	\$2,483.92	\$5,381.84	\$64,582.05

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF MARCH 31, 2018
Cloverdale Classified Service Employees Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Assistant Planner	1	\$27.9357	\$2,234.86	\$4,842.19	\$58,106.34
	2	\$29.3325	\$2,346.60	\$5,084.30	\$61,011.65
	3	\$30.7992	\$2,463.93	\$5,338.52	\$64,062.24
	4	\$32.3391	\$2,587.13	\$5,605.45	\$67,265.35
	5	\$33.9561	\$2,716.49	\$5,885.72	\$70,628.62

Position	Step	Hourly	Biweekly	Monthly	Annually
Associate Planner	1	\$38.7313	\$3,098.50	\$6,713.43	\$80,561.12
	2	\$40.6679	\$3,253.43	\$7,049.10	\$84,589.18
	3	\$42.7013	\$3,416.10	\$7,401.55	\$88,818.64
	4	\$44.8363	\$3,586.91	\$7,771.63	\$93,259.57
	5	\$47.0781	\$3,766.25	\$8,160.21	\$97,922.55

Position	Step	Hourly	Biweekly	Monthly	Annually
Code Enforcement Officer	1	\$28.9180	\$2,313.44	\$5,012.45	\$60,149.42
	2	\$30.3639	\$2,429.11	\$5,263.07	\$63,156.89
	3	\$31.8821	\$2,550.57	\$5,526.23	\$66,314.74
	4	\$33.4762	\$2,678.10	\$5,802.54	\$69,630.48
	5	\$35.1500	\$2,812.00	\$6,092.67	\$73,112.00

Position	Step	Hourly	Biweekly	Monthly	Annually
Community Services Officer	1	\$24.6738	\$1,973.90	\$4,276.79	\$51,321.44
	2	\$25.9075	\$2,072.60	\$4,490.63	\$53,887.51
	3	\$27.2028	\$2,176.23	\$4,715.16	\$56,581.89
	4	\$28.5630	\$2,285.04	\$4,950.92	\$59,410.98
	5	\$29.9911	\$2,399.29	\$5,198.46	\$62,381.53

Position	Step	Hourly	Biweekly	Monthly	Annually
Engineering Technician	1	\$26.8365	\$2,146.92	\$4,651.67	\$55,819.98
	2	\$28.1784	\$2,254.27	\$4,884.25	\$58,610.98
	3	\$29.5873	\$2,366.98	\$5,128.46	\$61,541.53
	4	\$31.0666	\$2,485.33	\$5,384.88	\$64,618.61
	5	\$32.6200	\$2,609.60	\$5,654.13	\$67,849.54

Position	Step	Hourly	Biweekly	Monthly	Annually
Park & Landscape Maintenance Assistant	1	\$27.8617	\$2,228.94	\$4,829.36	\$57,952.33
	2	\$29.2548	\$2,340.38	\$5,070.83	\$60,849.95
	3	\$30.7175	\$2,457.40	\$5,324.37	\$63,892.45
	4	\$32.2534	\$2,580.27	\$5,590.59	\$67,087.07
	5	\$33.8661	\$2,709.29	\$5,870.12	\$70,441.42

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF MARCH 31, 2018
Cloverdale Classified Service Employees Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Parks & Maintenance Lead Worker	1	\$32.1273	\$2,570.18	\$5,568.73	\$66,824.71
	2	\$33.7336	\$2,698.69	\$5,847.16	\$70,165.95
	3	\$35.4203	\$2,833.62	\$6,139.52	\$73,674.24
	4	\$37.1913	\$2,975.31	\$6,446.50	\$77,357.96
	5	\$39.0509	\$3,124.07	\$6,768.82	\$81,225.85

Position	Step	Hourly	Biweekly	Monthly	Annually
Planning Technician	1	\$26.8365	\$2,146.92	\$4,651.66	\$55,819.86
	2	\$28.1783	\$2,254.26	\$4,884.24	\$58,610.85
	3	\$29.5872	\$2,366.98	\$5,128.45	\$61,541.40
	4	\$31.0666	\$2,485.33	\$5,384.87	\$64,618.47
	5	\$32.6199	\$2,609.59	\$5,654.12	\$67,849.39

Position	Step	Hourly	Biweekly	Monthly	Annually
Senior Engineering Technician	1	\$30.8620	\$2,468.96	\$5,349.42	\$64,193.02
	2	\$32.4051	\$2,592.41	\$5,616.89	\$67,402.67
	3	\$34.0254	\$2,722.03	\$5,897.73	\$70,772.80
	4	\$35.7267	\$2,858.13	\$6,192.62	\$74,311.44
	5	\$37.5130	\$3,001.04	\$6,502.25	\$78,027.02

Position	Step	Hourly	Biweekly	Monthly	Annually
Senior Wastewater Treatment Plant Operator	1	\$37.4204	\$2,993.63	\$6,486.21	\$77,834.50
	2	\$39.2915	\$3,143.32	\$6,810.52	\$81,726.23
	3	\$41.2560	\$3,300.48	\$7,151.05	\$85,812.54
	4	\$43.3188	\$3,465.51	\$7,508.60	\$90,103.17
	5	\$45.4848	\$3,638.78	\$7,884.03	\$94,608.33

Position	Step	Hourly	Biweekly	Monthly	Annually
Senior Water Treatment Plant Operator	1	\$39.5631	\$3,165.04	\$6,857.60	\$82,291.15
	2	\$41.5412	\$3,323.30	\$7,200.48	\$86,405.71
	3	\$43.6183	\$3,489.46	\$7,560.50	\$90,725.99
	4	\$45.7992	\$3,663.93	\$7,938.52	\$95,262.29
	5	\$48.0891	\$3,847.13	\$8,335.45	\$100,025.41

Position	Step	Hourly	Biweekly	Monthly	Annually
Utility Maintenance Crew Leader	1	\$30.5973	\$2,447.78	\$5,303.53	\$63,642.38
	2	\$32.1272	\$2,570.17	\$5,568.71	\$66,824.50
	3	\$33.7335	\$2,698.68	\$5,847.14	\$70,165.73
	4	\$35.4202	\$2,833.62	\$6,139.50	\$73,674.01
	5	\$37.1912	\$2,975.30	\$6,446.48	\$77,357.71

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF MARCH 31, 2018
Cloverdale Classified Service Employees Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Utility Maintenance Worker I (Public Works)	1	\$22.9293	\$1,834.34	\$3,974.41	\$47,692.91
	2	\$24.0757	\$1,926.06	\$4,173.13	\$50,077.56
	3	\$25.2795	\$2,022.36	\$4,381.79	\$52,581.44
	4	\$26.5435	\$2,123.48	\$4,600.88	\$55,210.51
	5	\$27.8707	\$2,229.66	\$4,830.92	\$57,971.04

Position	Step	Hourly	Biweekly	Monthly	Annually
Utility Maintenance Worker II (Public Works)	1	\$27.8617	\$2,228.94	\$4,829.36	\$57,952.33
	2	\$29.2548	\$2,340.38	\$5,070.83	\$60,849.95
	3	\$30.7175	\$2,457.40	\$5,324.37	\$63,892.45
	4	\$32.2534	\$2,580.27	\$5,590.59	\$67,087.07
	5	\$33.8661	\$2,709.29	\$5,870.12	\$70,441.42

Position	Step	Hourly	Biweekly	Monthly	Annually
Wastewater Treatment Plant Operator-In-Training					<i>Range Not Currently Established</i>

Position	Step	Hourly	Biweekly	Monthly	Annually
Wastewater Treatment Plant Operator I	1	\$26.9207	\$2,153.66	\$4,666.26	\$55,995.13
	2	\$28.2668	\$2,261.34	\$4,899.57	\$58,794.88
	3	\$29.6801	\$2,374.41	\$5,144.55	\$61,734.63
	4	\$31.1641	\$2,493.13	\$5,401.78	\$64,821.36
	5	\$32.7223	\$2,617.79	\$5,671.87	\$68,062.43

Position	Step	Hourly	Biweekly	Monthly	Annually
Wastewater Treatment Plant Operator II					<i>Range Not Currently Established</i>

Position	Step	Hourly	Biweekly	Monthly	Annually
Water Treatment Plant Operator-In-Training	1	\$26.4486	\$2,115.89	\$4,584.43	\$55,013.12
	2	\$27.7710	\$2,221.68	\$4,813.65	\$57,763.78
	3	\$29.1596	\$2,332.77	\$5,054.33	\$60,651.97
	4	\$30.6176	\$2,449.41	\$5,307.05	\$63,684.57
	5	\$32.1485	\$2,571.88	\$5,572.40	\$66,868.80

Position	Step	Hourly	Biweekly	Monthly	Annually
Water Treatment Plant Operator I					<i>Range Not Currently Established</i>

Position	Step	Hourly	Biweekly	Monthly	Annually
Water Treatment Plant Operator II	1	\$35.2991	\$2,823.93	\$6,118.51	\$73,422.11
	2	\$37.0640	\$2,965.12	\$6,424.43	\$77,093.21
	3	\$38.9172	\$3,113.38	\$6,745.66	\$80,947.87
	4	\$40.8631	\$3,269.05	\$7,082.94	\$84,995.27
	5	\$42.9063	\$3,432.50	\$7,437.09	\$89,245.03

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF MARCH 31, 2018
Unaffiliated Employees

Position	Step	Hourly	Biweekly	Monthly	Annually
Accountant/Analyst	1	\$30.7883	\$2,463.06	\$5,336.64	\$64,039.63
	2	\$32.3277	\$2,586.22	\$5,603.47	\$67,241.61
	3	\$33.9441	\$2,715.53	\$5,883.64	\$70,603.69
	4	\$35.6413	\$2,851.30	\$6,177.82	\$74,133.88
	5	\$37.4234	\$2,993.87	\$6,486.71	\$77,840.57

Position	Step	Hourly	Biweekly	Monthly	Annually
Accounting Assistant II	1	\$22.9366	\$1,834.93	\$3,975.68	\$47,708.12
	2	\$24.0834	\$1,926.67	\$4,174.46	\$50,093.52
	3	\$25.2876	\$2,023.01	\$4,383.18	\$52,598.20
	4	\$26.5520	\$2,124.16	\$4,602.34	\$55,228.11
	5	\$27.8796	\$2,230.37	\$4,832.46	\$57,989.51

Position	Step	Hourly	Biweekly	Monthly	Annually
Accounting Technician	1	\$25.2303	\$2,018.42	\$4,373.25	\$52,478.95
	2	\$26.4918	\$2,119.34	\$4,591.91	\$55,102.90
	3	\$27.8164	\$2,225.31	\$4,821.50	\$57,858.05
	4	\$29.2072	\$2,336.57	\$5,062.58	\$60,750.95
	5	\$30.6675	\$2,453.40	\$5,315.71	\$63,788.50

Position	Step	Hourly	Biweekly	Monthly	Annually
Deputy City Clerk/Human Resources Technician	1	\$32.5230	\$2,601.84	\$5,637.32	\$67,647.89
	2	\$34.1492	\$2,731.93	\$5,919.19	\$71,030.28
	3	\$35.8566	\$2,868.53	\$6,215.15	\$74,581.80
	4	\$37.6495	\$3,011.96	\$6,525.91	\$78,310.88
	5	\$39.5319	\$3,162.55	\$6,852.20	\$82,226.43

Position	Step	Hourly	Biweekly	Monthly	Annually
Office Specialist	1	\$17.5971	\$1,407.77	\$3,050.17	\$36,602.04
	2	\$18.4770	\$1,478.16	\$3,202.68	\$38,432.14
	3	\$19.4008	\$1,552.07	\$3,362.81	\$40,353.75
	4	\$20.3709	\$1,629.67	\$3,530.95	\$42,371.44
	5	\$21.3894	\$1,711.15	\$3,707.50	\$44,490.01

Position	Step	Hourly	Biweekly	Monthly	Annually
(Police) Technical Services Manager	1	\$30.9042	\$2,472.34	\$5,356.73	\$64,280.78
	2	\$32.4494	\$2,595.95	\$5,624.57	\$67,494.81
	3	\$34.0719	\$2,725.75	\$5,905.80	\$70,869.56
	4	\$35.7755	\$2,862.04	\$6,201.09	\$74,413.03
	5	\$37.5643	\$3,005.14	\$6,511.14	\$78,133.68

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF MARCH 31, 2018
Pensionable Incentive Pays by Unit

By Employment Contract	Amount/Percentage
Longevity	5%
Acting Pay	10%
Cloverdale Police Officers' Association (POA)	Amount/Percentage
Bilingual - Conversational	\$150/month
Bilingual - Advanced *	\$300/month
Canine Officer	5%
Education	1% - 6%
EMT	\$50/month
Field Training Officer	5%
Investigative Pay	5%
Longevity *	2% - 8%
Out of Class Pay	5%
POST Advanced Certificate	\$150/month
POST Intermediate Certificate	\$100/month
Uniform Allowance	\$1500/year
Cloverdale Dispatchers' Association	Amount/Percentage
Bilingual - Conversational	\$150/month
Bilingual - Advanced *	\$300/month
Communications Training Officer	5%
Education	1% - 6%
EMT	\$50/month
Longevity *	2% - 8%
Out of Class Pay	5%
POST Advanced Certificate*	\$150/month
POST Intermediate Certificate *	\$100/month
Uniform Allowance	\$1025/year
Cloverdale Classified Service Employees Association	Amount/Percentage
Bilingual - Conversational	\$150/month
Bilingual - Advanced *	\$300/month
Certification Pay	See Attachment A
Class B Drivers License	2%
Education - Academic Degrees **	2% - 6%
Education - Academic Degrees ***	2%
Longevity	2% - 8%
Out of Class Pay	5%
Uniform Allowance (Community Services Officer) *	\$1375/year

* New or Updated Incentive Pay

**Employees hired on or before June 30,2017

***Employees hired after June 30,2017

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF MARCH 31, 2018
Pensionable Incentive Pays by Unit

Unaffiliated	Amount/Percentage
Bilingual - Conversational	\$150/month
Bilingual - Advanced *	\$300/month
Education - Academic Degrees **	2% - 6%
Education - Academic Degrees ***	2%
Education - Certificates	\$75 or \$150/month
Longevity *	2% - 8%
Out of Class Pay	5%
POST Advanced Dispatch Certificate *	\$150/month
POST Dispatch Supervisor Certificate *	\$150/month
POST Intermediate Dispatch Certificate *	\$100/month
POST Records Supervisor Certificate *	\$150/month
Uniform Allowance (Police Technical Services Manager) *	\$1025/year

* New or Updated Incentive Pay

**Employees hired on or before June 30,2017

***Employees hired after June 30,2017

Exhibit A - Cloverdale Classified Employee Association
Monthly Pay Incentives for Certificate Series as of July 1, 2017

POSITION:	<u>Utility Maintenance Worker I</u>	<u>Utility Maintenance Worker II</u>	<u>Water Treatment Plant Operator I</u>	<u>Water Treatment Plant Operator II</u>	<u>Senior Water Treatment Plant Operator</u>	<u>Wastewater Treatment Plant Operator I</u>	<u>Wastewater Treatment Plant Operator II</u>	<u>Senior Wastewater Treatment Plant Operator</u>	<u>Parks & Landscape Assistant</u>	<u>Parks & Landscape Lead Worker</u>	<u>Engineering Technician</u>	<u>SR Engineering Technician</u>	All Classified Employees per MOU
CERTIFICATIONS:													
WATER OPERATIONS													
Grade I Water Distribution Certificate	MQ		MQ	MQ		\$25	\$25	\$25				\$25	
Grade II Water Distribution Certificate	\$50	MQ	\$50	MQr	MQr	\$50	\$50	\$50					
Grade I Water Treatment Plant Operator Certificate		\$25	MQ			\$25	\$25	\$25					
Grade II Water Treatment Plant Operator Certificate	\$50	\$50	\$50	MQr		\$50	\$50	\$50					
Grade III Water Treatment Plant Operator Certificate				\$75	MQ								
WASTEWATER													
Grade I Wastewater Treatment Plant Operator Certification	\$25	\$25	\$25	\$25	\$25	MQ						\$25	
Grade II Wastewater Treatment Plant Operator Certification	\$50	\$50	\$50	\$50	\$50	\$50	MQ	MQ					
Wastewater Collection Systems Maintenance ¹													
PARKS, LANDSCAPE & MAINTENANCE													
Qualified Applicators Certificate for pesticides									MQ	MQr			
Grade 1 Water Distribution Certificate									MQ	MQr			
Grade 2 Water Distribution Certificate										\$50			
Playground equipment safety inspection Certification									MQ	MQr			
Arborist License		\$100							\$100	\$100			
BILINGUAL INCENTIVE													
Bilingual Certificates													\$150/month
Advanced Bilingual Certificate													\$300/Month
Monthly Allowable Max. / Employee²	\$150	\$200	\$150	\$125	\$50	\$150	\$100	\$100	\$100	\$150		\$50	N/A

MQ: Minimum Qualifications per current job description.

MQr: Recommended Minimum Qualification for position due to Federal, State or other local/city requirements for position duties and responsibilities.

¹ Certificate Pay is Not Applicable at this time.

² Maximum Certificate Pay is based on Highest Certificate within a Series and is not cumulative within a series.



**City Council/Successor Agency
Agenda Item Summary**

Agenda Item: 2
Meeting Date: March 27, 2018

Agenda Section Consent	Staff Contact Linda Moore, Deputy City Clerk/HR Technician
Agenda Item Title Consideration and Adoption of a Resolution No. 017-2018, Approving the City of Cloverdale Current Salary Schedule effective March 31, 2018.	

Summary

California Public Employees' Retirement Law requires that employees' pay rates and special compensation rates be published in a publicly available salary schedule in order to meet the definition of compensation earnable. Only those pay amounts that meet the definition of compensation earnable are used when calculating retirement benefits.

Section 570.5 of the California Code of Regulations Title 2, requires that the City Salary Schedule be published on the City's internet site and be approved by the City Council each time a modification is made.

The City of Cloverdale Salary Schedule with all pay rates and special compensation rates was approved by the City Council on December 12, 2017, with an effective date of December 12, 2017. Since that time, an At-Will Agreement with a new City Manager was approved, changing the salary for the position. This change requires the Salary Schedule be updated. The new City Manager's appointment date is March 31, 2018. Exhibit A attached to this staff report is the updated City of Cloverdale Salary Schedule, which reflects the new pay rate for the City Manager, effective March 31, 2018.

Staff recommends that the Council adopt the updated Salary Schedule by resolution. Once adopted, staff will post the Resolution and Salary Schedule on the City's website.

Options

None recommended.

Budget/Financial Impact

None.

Recommended Council Action

Adopt Resolution No. 017-2018, of the City Council of the City of Cloverdale Approving the Current Salary Schedule effective March 31, 2018.

Attachments:

1. Resolution No. 017-2018, approving the Current Salary Schedule effective March 31, 2018.
2. Exhibit A, City of Cloverdale Salary Schedule effective March 31, 2018.