



**CITY OF CLOVERDALE CURRENT SALARY SCHEDULE  
AS OF DECEMBER 13, 2021**

Added Parks Superintendent to Unaffiliated

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF DECEMBER 13, 2021  
Management, At-Will Employees

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
City Manager	1	\$67.6335	\$5,410.68	\$11,723.14	\$140,677.68
	2	\$71.0152	\$5,681.21	\$12,309.30	\$147,711.56
	3	\$74.5659	\$5,965.27	\$12,924.76	\$155,097.14
	4	\$78.2942	\$6,263.54	\$13,571.00	\$162,852.00
	5	\$82.2089	\$6,576.72	\$14,249.55	\$170,994.60

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Assistant City Manager/Community Development Director	1	\$57.3340	\$4,586.72	\$9,937.89	\$119,254.71
	2	\$60.2007	\$4,816.06	\$10,434.79	\$125,217.45
	3	\$63.2107	\$5,056.86	\$10,956.53	\$131,478.32
	4	\$66.3713	\$5,309.70	\$11,504.35	\$138,052.24
	5	\$69.6898	\$5,575.19	\$12,079.57	\$144,954.85

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Chief of Police	1	\$63.2107	\$5,056.86	\$10,956.53	\$131,478.31
	2	\$66.3713	\$5,309.70	\$11,504.35	\$138,052.22
	3	\$69.6898	\$5,575.19	\$12,079.57	\$144,954.83
	4	\$73.1743	\$5,853.95	\$12,683.55	\$152,202.58
	5	\$76.8330	\$6,146.64	\$13,317.73	\$159,812.71

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
City Clerk	1	\$45.1453	\$3,611.63	\$7,825.19	\$93,902.30
	2	\$47.4026	\$3,792.21	\$8,216.45	\$98,597.42
	3	\$49.7727	\$3,981.82	\$8,627.27	\$103,527.29
	4	\$52.2614	\$4,180.91	\$9,058.64	\$108,703.65
	5	\$54.8744	\$4,389.96	\$9,511.57	\$114,138.83

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Public Works Director/City Engineer	1	\$59.3046	\$4,744.37	\$10,279.46	\$123,353.54
	2	\$62.2698	\$4,981.59	\$10,793.43	\$129,521.22
	3	\$65.3833	\$5,230.66	\$11,333.11	\$135,997.28
	4	\$68.6525	\$5,492.20	\$11,899.76	\$142,797.14
	5	\$72.0851	\$5,766.81	\$12,494.75	\$149,937.00

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Finance Director	1	\$54.4292	\$4,354.34	\$9,434.40	\$113,212.80
	2	\$57.1507	\$4,572.06	\$9,906.12	\$118,873.44
	3	\$60.0082	\$4,800.66	\$10,401.43	\$124,817.11
	4	\$63.0086	\$5,040.69	\$10,921.50	\$131,057.96
	5	\$66.1591	\$5,292.73	\$11,467.57	\$137,610.86

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF DECEMBER 13, 2021  
 Cloverdale Police Officers Association (POA)

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Officer	1	\$35.3524	\$2,828.19	\$6,127.75	\$73,533.02
	2	\$37.1200	\$2,969.60	\$6,434.14	\$77,209.68
	3	\$38.9760	\$3,118.08	\$6,755.85	\$81,070.16
	4	\$40.9248	\$3,273.99	\$7,093.64	\$85,123.67
	5	\$42.9711	\$3,437.69	\$7,448.32	\$89,379.85

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Sergeant	1	\$42.7823	\$3,422.58	\$7,415.59	\$88,987.13
	2	\$44.9214	\$3,593.71	\$7,786.37	\$93,436.48
	3	\$47.1675	\$3,773.40	\$8,175.69	\$98,108.31
	4	\$49.5258	\$3,962.07	\$8,584.48	\$103,013.72
	5	\$52.0021	\$4,160.17	\$9,013.70	\$108,164.41

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF DECEMBER 13, 2021  
Cloverdale Classified Service Employees Association

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Accountant/Analyst	1	\$33.3174	\$2,665.39	\$5,775.01	\$69,300.17
	2	\$34.9833	\$2,798.66	\$6,063.76	\$72,765.18
	3	\$36.7324	\$2,938.59	\$6,366.95	\$76,403.44
	4	\$38.5690	\$3,085.52	\$6,685.30	\$80,223.61
	5	\$40.4975	\$3,239.80	\$7,019.57	\$84,234.79

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Accounting Assistant I		<i>Range Not Currently Established</i>			

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Accounting Assistant II	1	\$24.8207	\$1,985.66	\$4,302.25	\$51,627.04
	2	\$26.0617	\$2,084.94	\$4,517.37	\$54,208.39
	3	\$27.3648	\$2,189.18	\$4,743.23	\$56,918.81
	4	\$28.7331	\$2,298.64	\$4,980.40	\$59,764.75
	5	\$30.1697	\$2,413.58	\$5,229.42	\$62,752.98

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Accounting Technician	1	\$27.3028	\$2,184.22	\$4,732.49	\$56,789.84
	2	\$28.6679	\$2,293.44	\$4,969.11	\$59,629.33
	3	\$30.1013	\$2,408.11	\$5,217.57	\$62,610.80
	4	\$31.6064	\$2,528.51	\$5,478.44	\$65,741.34
	5	\$33.1867	\$2,654.94	\$5,752.37	\$69,028.40

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Assistant Planner	1	\$30.2305	\$2,418.44	\$5,239.95	\$62,879.45
	2	\$31.7420	\$2,539.36	\$5,501.95	\$66,023.42
	3	\$33.3291	\$2,666.33	\$5,777.05	\$69,324.59
	4	\$34.9956	\$2,799.65	\$6,065.90	\$72,790.82
	5	\$36.7454	\$2,939.63	\$6,369.20	\$76,430.36

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Associate Planner	1	\$41.9128	\$3,353.03	\$7,264.89	\$87,178.71
	2	\$44.0085	\$3,520.68	\$7,628.14	\$91,537.65
	3	\$46.2089	\$3,696.71	\$8,009.54	\$96,114.53
	4	\$48.5194	\$3,881.55	\$8,410.02	\$100,920.25
	5	\$50.9453	\$4,075.63	\$8,830.52	\$105,966.27

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Code Enforcement Officer	1	\$31.2934	\$2,503.47	\$5,424.19	\$65,090.25
	2	\$32.8581	\$2,628.64	\$5,695.40	\$68,344.76
	3	\$34.5010	\$2,760.08	\$5,980.17	\$71,762.00
	4	\$36.2260	\$2,898.08	\$6,279.17	\$75,350.10
	5	\$38.0373	\$3,042.98	\$6,593.13	\$79,117.60

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF DECEMBER 13, 2021  
Cloverdale Classified Service Employees Association

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Community Services Officer	1	\$26.7006	\$2,136.05	\$4,628.10	\$55,537.21
	2	\$28.0356	\$2,242.85	\$4,859.51	\$58,314.07
	3	\$29.4374	\$2,354.99	\$5,102.48	\$61,229.77
	4	\$30.9093	\$2,472.74	\$5,357.60	\$64,291.26
	5	\$32.4547	\$2,596.38	\$5,625.49	\$67,505.82

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Engineering Technician	1	\$29.0410	\$2,323.28	\$5,033.78	\$60,405.30
	2	\$30.4931	\$2,439.44	\$5,285.46	\$63,425.57
	3	\$32.0177	\$2,561.42	\$5,549.74	\$66,596.84
	4	\$33.6186	\$2,689.49	\$5,827.22	\$69,926.69
	5	\$35.2995	\$2,823.96	\$6,118.58	\$73,423.02

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Office Specialist	1	\$19.0426	\$1,523.41	\$3,300.73	\$39,608.71
	2	\$19.9948	\$1,599.58	\$3,465.76	\$41,589.14
	3	\$20.9945	\$1,679.56	\$3,639.05	\$43,668.60
	4	\$22.0442	\$1,763.54	\$3,821.00	\$45,852.03
	5	\$23.1465	\$1,851.72	\$4,012.05	\$48,144.63

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Park & Landscape Maintenance Assistant	1	\$30.1504	\$2,412.03	\$5,226.07	\$62,712.78
	2	\$31.6579	\$2,532.63	\$5,487.37	\$65,848.42
	3	\$33.2408	\$2,659.26	\$5,761.74	\$69,140.84
	4	\$34.9028	\$2,792.23	\$6,049.82	\$72,597.88
	5	\$36.6480	\$2,931.84	\$6,352.31	\$76,227.78

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Parks & Maintenance Lead Worker	1	\$34.7663	\$2,781.30	\$6,026.16	\$72,313.91
	2	\$36.5046	\$2,920.37	\$6,327.47	\$75,929.61
	3	\$38.3299	\$3,066.39	\$6,643.84	\$79,726.09
	4	\$40.2463	\$3,219.71	\$6,976.03	\$83,712.39
	5	\$42.2587	\$3,380.69	\$7,324.83	\$87,898.01

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Planning Technician	1	\$29.0410	\$2,323.28	\$5,033.76	\$60,405.18
	2	\$30.4930	\$2,439.44	\$5,285.45	\$63,425.44
	3	\$32.0176	\$2,561.41	\$5,549.73	\$66,596.71
	4	\$33.6185	\$2,689.48	\$5,827.21	\$69,926.54
	5	\$35.2995	\$2,823.96	\$6,118.57	\$73,422.87

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF DECEMBER 13, 2021

Cloverdale Classified Service Employees Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Senior Engineering Technician	1	\$33.3972	\$2,671.77	\$5,788.84	\$69,466.10
	2	\$35.0670	\$2,805.36	\$6,078.28	\$72,939.40
	3	\$36.8204	\$2,945.63	\$6,382.20	\$76,586.37
	4	\$38.6614	\$3,092.91	\$6,701.31	\$80,415.69
	5	\$40.5945	\$3,247.56	\$7,036.37	\$84,436.47

Position	Step	Hourly	Biweekly	Monthly	Annually
Senior Wastewater Treatment Plant Operator	1	\$40.4943	\$3,239.55	\$7,019.02	\$84,228.19
	2	\$42.5190	\$3,401.52	\$7,369.97	\$88,439.60
	3	\$44.6450	\$3,571.60	\$7,738.46	\$92,861.58
	4	\$46.8772	\$3,750.18	\$8,125.39	\$97,504.65
	5	\$49.2211	\$3,937.69	\$8,531.66	\$102,379.89

Position	Step	Hourly	Biweekly	Monthly	Annually
Senior Water Treatment Plant Operator	1	\$42.8129	\$3,425.03	\$7,420.91	\$89,050.89
	2	\$44.9536	\$3,596.29	\$7,791.95	\$93,503.44
	3	\$47.2013	\$3,776.10	\$8,181.55	\$98,178.61
	4	\$49.5613	\$3,964.91	\$8,590.63	\$103,087.54
	5	\$52.0394	\$4,163.15	\$9,020.16	\$108,241.92

Position	Step	Hourly	Biweekly	Monthly	Annually
Utility Maintenance Crew Leader	1	\$33.1107	\$2,648.86	\$5,739.19	\$68,870.28
	2	\$34.7662	\$2,781.30	\$6,026.15	\$72,313.80
	3	\$36.5046	\$2,920.36	\$6,327.46	\$75,929.49
	4	\$38.3298	\$3,066.38	\$6,643.83	\$79,725.96
	5	\$40.2463	\$3,219.70	\$6,976.02	\$83,712.26

Position	Step	Hourly	Biweekly	Monthly	Annually
Utility Maintenance Worker I (Public Works)	1	\$24.8128	\$1,985.02	\$4,300.88	\$51,610.55
	2	\$26.0534	\$2,084.27	\$4,515.92	\$54,191.08
	3	\$27.3561	\$2,188.49	\$4,741.72	\$56,900.64
	4	\$28.7239	\$2,297.91	\$4,978.81	\$59,745.67
	5	\$30.1601	\$2,412.81	\$5,227.75	\$62,732.95

Position	Step	Hourly	Biweekly	Monthly	Annually
Utility Maintenance Worker II (Public Works)	1	\$30.1504	\$2,412.03	\$5,226.07	\$62,712.78
	2	\$31.6579	\$2,532.63	\$5,487.37	\$65,848.42
	3	\$33.2408	\$2,659.26	\$5,761.74	\$69,140.84
	4	\$34.9028	\$2,792.23	\$6,049.82	\$72,597.88
	5	\$36.6480	\$2,931.84	\$6,352.31	\$76,227.78

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF DECEMBER 13, 2021

Cloverdale Classified Service Employees Association

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Wastewater Treatment Plant Operator-In-Training					

*Range Not Currently Established*

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Wastewater Treatment Plant Operator I	1	\$29.1321	\$2,330.57	\$5,049.57	\$60,594.84
	2	\$30.5887	\$2,447.10	\$5,302.05	\$63,624.59
	3	\$32.1182	\$2,569.45	\$5,567.15	\$66,805.81
	4	\$33.7241	\$2,697.93	\$5,845.51	\$70,146.11
	5	\$35.4103	\$2,832.82	\$6,137.78	\$73,653.41

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Wastewater Treatment Plant Operator II					

*Range Not Currently Established*

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Water Treatment Plant Operator-In-Training	1	\$28.6212	\$2,289.70	\$4,961.01	\$59,532.12
	2	\$30.0523	\$2,404.18	\$5,209.06	\$62,508.73
	3	\$31.5549	\$2,524.39	\$5,469.51	\$65,634.17
	4	\$33.1326	\$2,650.61	\$5,742.99	\$68,915.87
	5	\$34.7893	\$2,783.14	\$6,030.14	\$72,361.67

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Water Treatment Plant Operator I					

*Range Not Currently Established*

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Water Treatment Plant Operator II	1	\$38.1987	\$3,055.90	\$6,621.11	\$79,453.33
	2	\$40.1087	\$3,208.69	\$6,952.17	\$83,425.99
	3	\$42.1141	\$3,369.13	\$7,299.77	\$87,597.29
	4	\$44.2198	\$3,537.58	\$7,664.76	\$91,977.16
	5	\$46.4308	\$3,714.46	\$8,048.00	\$96,576.01

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF DECEMBER 13, 2021

Cloverdale Dispatchers' Association

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Dispatcher	1	\$27.6417	\$2,211.34	\$4,791.24	\$57,494.83
	2	\$29.0238	\$2,321.91	\$5,030.80	\$60,369.57
	3	\$30.4750	\$2,438.00	\$5,282.34	\$63,388.05
	4	\$31.9988	\$2,559.90	\$5,546.45	\$66,557.45
	5	\$33.5987	\$2,687.90	\$5,823.78	\$69,885.32

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Dispatch Supervisor	1	\$31.7505	\$2,540.04	\$5,503.42	\$66,041.04
	2	\$33.3380	\$2,667.04	\$5,778.59	\$69,343.09
	3	\$35.0049	\$2,800.39	\$6,067.52	\$72,810.25
	4	\$36.7552	\$2,940.41	\$6,370.90	\$76,450.76
	5	\$38.5929	\$3,087.43	\$6,689.44	\$80,273.30



CITY OF CLOVERDALE - SALARY SCHEDULE AS OF DECEMBER 13, 2021  
Unaffiliated Employees

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Finance & HR Analyst	1	\$40.4965	\$3,239.72	\$7,019.40	\$84,232.75
	2	\$42.5213	\$3,401.71	\$7,370.37	\$88,444.39
	3	\$44.6474	\$3,571.79	\$7,738.88	\$92,866.61
	4	\$46.8798	\$3,750.38	\$8,125.83	\$97,509.94
	5	\$49.2238	\$3,937.90	\$8,532.12	\$102,385.44

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Parks Superintendent	1	\$40.2563	\$3,220.50	\$6,977.75	\$83,733.01
	2	\$42.2691	\$3,381.53	\$7,326.64	\$87,919.66
	3	\$44.3825	\$3,550.60	\$7,692.97	\$92,315.65
	4	\$46.6016	\$3,728.13	\$8,077.62	\$96,931.43
	5	\$48.9317	\$3,914.54	\$8,481.50	\$101,778.00

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Police Lieutenant	1	\$51.7043	\$4,136.34	\$8,962.08	\$107,544.93
	2	\$54.2895	\$4,343.16	\$9,410.18	\$112,922.18
	3	\$57.0040	\$4,560.32	\$9,880.69	\$118,568.29
	4	\$59.8542	\$4,788.33	\$10,374.73	\$124,496.70
	5	\$62.8469	\$5,027.75	\$10,893.46	\$130,721.54

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Police Records Technician	1	\$33.4420	\$2,675.36	\$5,796.61	\$69,559.37
	2	\$35.1141	\$2,809.13	\$6,086.44	\$73,037.34
	3	\$36.8698	\$2,949.58	\$6,390.77	\$76,689.20
	4	\$38.7133	\$3,097.06	\$6,710.31	\$80,523.66
	5	\$40.6490	\$3,251.92	\$7,045.82	\$84,549.85

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF DECEMBER 13, 2021

Pensionable Incentive Pays by Unit

<b>By Employment Contract</b>	<b>Amount/Percentage</b>
Longevity	5%
Acting Pay	10%
<b>Cloverdale Police Officers' Association (POA)</b>	
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
<b>Cloverdale Dispatchers' Association</b>	
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
<b>Cloverdale Classified Service Employees Association</b>	
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 DECEMBER 13, 2021

Pensionable Incentive Pays by Unit

<b>Unaffiliated</b>	<b>Amount/Percentage</b>
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 Management Certificate *	\$250/month
POST Records Supervisor Certificate	\$150/month
Uniform Allowance (Police Lieutenant) *	\$1500/year
Uniform Allowance (Police Technical Services Manager)	\$1025/year
Water Distributions License Grade II	\$50/mth

\* 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 October 18, 2021**

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 &amp; Landscape Assistant</u>	<u>Parks &amp; Landscape Lead Worker</u>	<u>Engineering Technician</u>	<u>SR Engineering Technician</u>	All Classified Employees per MOU
<b>CERTIFICATIONS:</b>													
<b>WATER OPERATIONS</b>													
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								
<b>WASTEWATER</b>													
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 <sup>1</sup>													
<b>PARKS, LANDSCAPE &amp; MAINTENANCE</b>													
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			
<b>BILINGUAL INCENTIVE</b>													
Bilingual Certificates													\$150/month
Advanced Bilingual Certificate													\$300/Month
<b>Monthly Allowable Max. / Employee<sup>2</sup></b>	\$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.

<sup>1</sup> Certificate Pay is Not Applicable at this time.

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