

CITY OF CLOVERDALE
CITY COUNCIL

RESOLUTION NO. 089-2021

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CLOVERDALE ADOPTING THE CITY OF CLOVERDALE CURRENT SALARY SCHEDULE EFFECTIVE OCTOBER 18, 2021

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 July 28, 2021 the City Council approved revised salary ranges pursuant to Resolution No. 068-2021; and

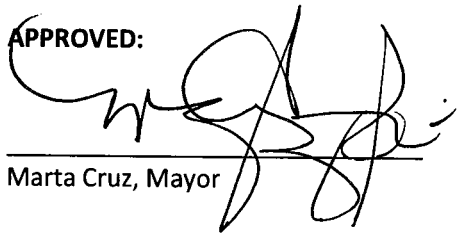
WHEREAS, On September 8, 2021 the City Council approved Resolution 077-2021 approving establishing the Dispatch Supervisor position and reclassification of the Technical Services Manager position; and

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 October 18, 2021 attached hereto as Exhibit "A" and incorporated by this reference.

The foregoing Resolution No. 089-2021 was duly introduced and adopted by the City Council of the City of Cloverdale at its regular meeting held on the 27th day of October 2021, by the following roll call vote:

AYES: 5 **Councilmembers: Bagby, Lands, Palla, Wolter, Cruz**
NOES: 0
ABSTAIN: 0
ABSENT: 0

APPROVED:



Marta Cruz, Mayor

ATTEST:



Lori Frontella, Acting City Clerk

Attachment:

Exhibit A - City of Cloverdale Salary Schedule effective October 18, 2021

EXHIBIT "A" to Resolution 089-2021



**CITY OF CLOVERDALE CURRENT SALARY SCHEDULE
AS OF OCTOBER 18, 2021**

- Added Dispatch Supervisor Position to Dispatch
- Removed (Police) Technical Services Manager from Unaffiliated
- Added Police Records Technician to Unaffiliated

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF OCTOBER 18, 2021

Management, At-Will Employees

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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 OCTOBER 18, 2021
 Cloverdale Police Officers Association (POA)

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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 OCTOBER 18, 2021
Cloverdale Classified Service Employees Association

Position	Step	Hourly	Biweekly	Monthly	Annually
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

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

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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 OCTOBER 18, 2021
Cloverdale Classified Service Employees Association

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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 OCTOBER 18, 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 OCTOBER 18, 2021

Cloverdale Classified Service Employees Association

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	\$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

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	\$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

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	\$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 OCTOBER 18, 2021
 Cloverdale Dispatchers' Association

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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 OCTOBER 18, 2021
Unaffiliated Employees

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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

Position	Step	Hourly	Biweekly	Monthly	Annually
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 OCTOBER 18, 2021

Pensionable Incentive Pays by Unit

By Employment Contract	Amount/Percentage
Longevity	5%
Acting Pay	10%
Cloverdale Police Officers' Association (POA)	
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	
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	
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 OCTOBER 18, 2021
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 Management Certificate *	\$250/month
POST Records Supervisor Certificate	\$150/month
Uniform Allowance (Police Lieutenant) *	\$1500/year
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 October 18, 2021**

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

MQ: Minimum Qualifications per current job description.

MCr: Recommended Minimum Qualification for position due to Federal, State or other locality 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.