



CITY OF
CLOVERDALE

**CITY OF CLOVERDALE CURRENT SALARY SCHEDULE
AS OF NOVEMBER 10, 2022**

Updated City Manager Salary
Updated Chief of Police Salary

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF NOVEMBER 10, 2022

Management, At-Will Employees

Position	Step	Hourly	Biweekly	Monthly	Annually
City Manager	1	\$74.5659	\$5,965.27	\$12,924.76	\$155,097.14
	2	\$78.2942	\$6,263.54	\$13,571.00	\$162,852.00
	3	\$82.2089	\$6,576.72	\$14,249.55	\$170,994.60
	4	\$86.3194	\$6,905.55	\$14,962.03	\$179,544.33
	5	\$90.6354	\$7,250.83	\$15,710.13	\$188,521.55

Position	Step	Hourly	Biweekly	Monthly	Annually
Assistant City Manager/Community Development Director	1	\$63.9157	\$5,113.25	\$11,078.72	\$132,944.61
	2	\$67.1115	\$5,368.92	\$11,632.65	\$139,591.84
	3	\$70.4670	\$5,637.36	\$12,214.29	\$146,571.43
	4	\$73.9904	\$5,919.23	\$12,825.00	\$153,900.00
	5	\$77.6899	\$6,215.19	\$13,466.25	\$161,595.00

Position	Step	Hourly	Biweekly	Monthly	Annually
Chief of Police	1	\$69.6898	\$5,575.19	\$12,079.57	\$144,954.84
	2	\$73.1743	\$5,853.95	\$12,683.55	\$152,202.58
	3	\$76.8330	\$6,146.64	\$13,317.73	\$159,812.71
	4	\$80.6747	\$6,453.97	\$13,983.61	\$167,803.34
	5	\$84.7084	\$6,776.67	\$14,682.79	\$176,193.51

Position	Step	Hourly	Biweekly	Monthly	Annually
City Clerk	1	\$47.4026	\$3,792.21	\$8,216.45	\$98,597.42
	2	\$49.7727	\$3,981.82	\$8,627.27	\$103,527.29
	3	\$52.2614	\$4,180.91	\$9,058.64	\$108,703.65
	4	\$54.8744	\$4,389.96	\$9,511.57	\$114,138.83
	5	\$57.6182	\$4,609.45	\$9,987.15	\$119,845.77

Position	Step	Hourly	Biweekly	Monthly	Annually
Public Works Director	1	\$60.7211	\$4,857.69	\$10,525.00	\$126,299.96
	2	\$63.7572	\$5,100.58	\$11,051.25	\$132,614.96
	3	\$66.9451	\$5,355.60	\$11,603.81	\$139,245.71
	4	\$70.2923	\$5,623.38	\$12,184.00	\$146,208.00
	5	\$73.8069	\$5,904.55	\$12,793.20	\$153,518.40

Position	Step	Hourly	Biweekly	Monthly	Annually
Finance Director	1	\$57.1507	\$4,572.06	\$9,906.12	\$118,873.44
	2	\$60.0082	\$4,800.66	\$10,401.43	\$124,817.11
	3	\$63.0086	\$5,040.69	\$10,921.50	\$131,057.97
	4	\$66.1591	\$5,292.73	\$11,467.57	\$137,610.87
	5	\$69.4670	\$5,557.36	\$12,040.95	\$144,491.41

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF NOVEMBER 10, 2022
 Cloverdale Police Officers Association (POA)

Position	Step	Hourly	Biweekly	Monthly	Annually
Officer	1	\$37.1200	\$2,969.60	\$6,434.14	\$77,209.65
	2	\$38.9760	\$3,118.08	\$6,755.84	\$81,070.13
	3	\$40.9248	\$3,273.99	\$7,093.64	\$85,123.64
	4	\$42.9711	\$3,437.69	\$7,448.32	\$89,379.82
	5	\$45.1196	\$3,609.57	\$7,820.73	\$93,848.81

Position	Step	Hourly	Biweekly	Monthly	Annually
Sergeant	1	\$44.9214	\$3,593.71	\$7,786.37	\$93,436.43
	2	\$47.1674	\$3,773.39	\$8,175.69	\$98,108.26
	3	\$49.5258	\$3,962.06	\$8,584.47	\$103,013.67
	4	\$52.0021	\$4,160.17	\$9,013.70	\$108,164.35
	5	\$54.6022	\$4,368.18	\$9,464.38	\$113,572.57

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF NOVEMBER 10, 2022
Cloverdale Classified Service Employees Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Accountant/Analyst	1	\$34.9832	\$2,798.66	\$6,063.76	\$72,765.13
	2	\$36.7324	\$2,938.59	\$6,366.95	\$76,403.38
	3	\$38.5690	\$3,085.52	\$6,685.30	\$80,223.55
	4	\$40.4975	\$3,239.80	\$7,019.56	\$84,234.73
	5	\$42.5223	\$3,401.79	\$7,370.54	\$88,446.47

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	\$26.0617	\$2,084.94	\$4,517.36	\$54,208.35
	2	\$27.3648	\$2,189.18	\$4,743.23	\$56,918.77
	3	\$28.7330	\$2,298.64	\$4,980.39	\$59,764.71
	4	\$30.1697	\$2,413.57	\$5,229.41	\$62,752.94
	5	\$31.6782	\$2,534.25	\$5,490.88	\$65,890.59

Position	Step	Hourly	Biweekly	Monthly	Annually
Accounting Technician	1	\$28.6680	\$2,293.44	\$4,969.11	\$59,629.37
	2	\$30.1014	\$2,408.11	\$5,217.57	\$62,610.84
	3	\$31.6064	\$2,528.51	\$5,478.45	\$65,741.38
	4	\$33.1868	\$2,654.94	\$5,752.37	\$69,028.45
	5	\$34.8461	\$2,787.69	\$6,039.99	\$72,479.88

Position	Step	Hourly	Biweekly	Monthly	Annually
Assistant Planner	1	\$31.7420	\$2,539.36	\$5,501.95	\$66,023.37
	2	\$33.3291	\$2,666.33	\$5,777.04	\$69,324.54
	3	\$34.9956	\$2,799.64	\$6,065.90	\$72,790.77
	4	\$36.7453	\$2,939.63	\$6,369.19	\$76,430.30
	5	\$38.5826	\$3,086.61	\$6,687.65	\$80,251.82

Position	Step	Hourly	Biweekly	Monthly	Annually
Associate Planner	1	\$44.0085	\$3,520.68	\$7,628.13	\$91,537.61
	2	\$46.2089	\$3,696.71	\$8,009.54	\$96,114.49
	3	\$48.5193	\$3,881.55	\$8,410.02	\$100,920.22
	4	\$50.9453	\$4,075.62	\$8,830.52	\$105,966.23
	5	\$53.4926	\$4,279.41	\$9,272.05	\$111,264.54

Position	Step	Hourly	Biweekly	Monthly	Annually
Code Enforcement Officer	1	\$32.8581	\$2,628.65	\$5,695.40	\$68,344.79
	2	\$34.5010	\$2,760.08	\$5,980.17	\$71,762.03
	3	\$36.2260	\$2,898.08	\$6,279.18	\$75,350.14
	4	\$38.0373	\$3,042.99	\$6,593.14	\$79,117.64
	5	\$39.9392	\$3,195.14	\$6,922.79	\$83,073.52

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF NOVEMBER 10, 2022
Cloverdale Classified Service Employees Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Community Services Officer	1	\$28.0356	\$2,242.85	\$4,859.51	\$58,314.06
	2	\$29.4374	\$2,354.99	\$5,102.48	\$61,229.76
	3	\$30.9093	\$2,472.74	\$5,357.60	\$64,291.25
	4	\$32.4547	\$2,596.38	\$5,625.48	\$67,505.81
	5	\$34.0775	\$2,726.20	\$5,906.76	\$70,881.10

Position	Step	Hourly	Biweekly	Monthly	Annually
Engineering Technician	1	\$30.4931	\$2,439.45	\$5,285.47	\$63,425.63
	2	\$32.0177	\$2,561.42	\$5,549.74	\$66,596.91
	3	\$33.6186	\$2,689.49	\$5,827.23	\$69,926.75
	4	\$35.2996	\$2,823.97	\$6,118.59	\$73,423.09
	5	\$37.0645	\$2,965.16	\$6,424.52	\$77,094.25

Position	Step	Hourly	Biweekly	Monthly	Annually
Office Specialist	1	\$19.9948	\$1,599.58	\$3,465.77	\$41,589.20
	2	\$20.9945	\$1,679.56	\$3,639.05	\$43,668.66
	3	\$22.0443	\$1,763.54	\$3,821.01	\$45,852.09
	4	\$23.1465	\$1,851.72	\$4,012.06	\$48,144.70
	5	\$24.3038	\$1,944.31	\$4,212.66	\$50,551.93

Position	Step	Hourly	Biweekly	Monthly	Annually
Park & Landscape Maintenance Assistant	1	\$31.6579	\$2,532.63	\$5,487.37	\$65,848.48
	2	\$33.2408	\$2,659.27	\$5,761.74	\$69,140.91
	3	\$34.9029	\$2,792.23	\$6,049.83	\$72,597.95
	4	\$36.6480	\$2,931.84	\$6,352.32	\$76,227.85
	5	\$38.4804	\$3,078.43	\$6,669.94	\$80,039.24

Position	Step	Hourly	Biweekly	Monthly	Annually
Parks & Maintenance Lead Worker	1	\$36.5046	\$2,920.37	\$6,327.47	\$75,929.62
	2	\$38.3299	\$3,066.39	\$6,643.84	\$79,726.10
	3	\$40.2463	\$3,219.71	\$6,976.03	\$83,712.40
	4	\$42.2587	\$3,380.69	\$7,324.84	\$87,898.02
	5	\$44.3716	\$3,549.73	\$7,691.08	\$92,292.92

Position	Step	Hourly	Biweekly	Monthly	Annually
Planning Technician	1	\$30.4930	\$2,439.44	\$5,285.45	\$63,425.38
	2	\$32.0176	\$2,561.41	\$5,549.72	\$66,596.64
	3	\$33.6185	\$2,689.48	\$5,827.21	\$69,926.48
	4	\$35.2994	\$2,823.95	\$6,118.57	\$73,422.80
	5	\$37.0644	\$2,965.15	\$6,424.50	\$77,093.94

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF NOVEMBER 10, 2022

Cloverdale Classified Service Employees Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Senior Engineering Technician	1	\$35.0670	\$2,805.36	\$6,078.28	\$72,939.38
	2	\$36.8204	\$2,945.63	\$6,382.20	\$76,586.35
	3	\$38.6614	\$3,092.91	\$6,701.31	\$80,415.67
	4	\$40.5944	\$3,247.56	\$7,036.37	\$84,436.45
	5	\$42.6242	\$3,409.93	\$7,388.19	\$88,658.28

Position	Step	Hourly	Biweekly	Monthly	Annually
Senior Wastewater Treatment Plant Operator	1	\$42.5191	\$3,401.53	\$7,369.97	\$88,439.65
	2	\$44.6450	\$3,571.60	\$7,738.47	\$92,861.63
	3	\$46.8773	\$3,750.18	\$8,125.39	\$97,504.72
	4	\$49.2211	\$3,937.69	\$8,531.66	\$102,379.95
	5	\$51.6822	\$4,134.57	\$8,958.25	\$107,498.95

Position	Step	Hourly	Biweekly	Monthly	Annually
Senior Water Treatment Plant Operator	1	\$44.9536	\$3,596.29	\$7,791.96	\$93,503.47
	2	\$47.2013	\$3,776.10	\$8,181.55	\$98,178.64
	3	\$49.5613	\$3,964.91	\$8,590.63	\$103,087.57
	4	\$52.0394	\$4,163.15	\$9,020.16	\$108,241.95
	5	\$54.6414	\$4,371.31	\$9,471.17	\$113,654.05

Position	Step	Hourly	Biweekly	Monthly	Annually
Utility Maintenance Crew Leader	1	\$34.7662	\$2,781.30	\$6,026.15	\$72,313.79
	2	\$36.5046	\$2,920.36	\$6,327.46	\$75,929.48
	3	\$38.3298	\$3,066.38	\$6,643.83	\$79,725.96
	4	\$40.2463	\$3,219.70	\$6,976.02	\$83,712.26
	5	\$42.2586	\$3,380.69	\$7,324.82	\$87,897.87

Position	Step	Hourly	Biweekly	Monthly	Annually
Utility Maintenance Worker I (Public Works)	1	\$26.0534	\$2,084.27	\$4,515.92	\$54,191.09
	2	\$27.3561	\$2,188.49	\$4,741.72	\$56,900.64
	3	\$28.7239	\$2,297.91	\$4,978.81	\$59,745.67
	4	\$30.1601	\$2,412.81	\$5,227.75	\$62,732.96
	5	\$31.6681	\$2,533.45	\$5,489.13	\$65,869.61

Position	Step	Hourly	Biweekly	Monthly	Annually
Utility Maintenance Worker II (Public Works)	1	\$31.6579	\$2,532.63	\$5,487.37	\$65,848.48
	2	\$33.2408	\$2,659.27	\$5,761.74	\$69,140.91
	3	\$34.9029	\$2,792.23	\$6,049.83	\$72,597.95
	4	\$36.6480	\$2,931.84	\$6,352.32	\$76,227.85
	5	\$38.4804	\$3,078.43	\$6,669.94	\$80,039.24

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF NOVEMBER 10, 2022

Cloverdale Classified Service Employees Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Wastewater Treatment Plant Operator-In-Training					

Range Not Currently Established

Position	Step	Hourly	Biweekly	Monthly	Annually
Wastewater Treatment Plant Operator I	1	\$30.5887	\$2,447.10	\$5,302.05	\$63,624.58
	2	\$32.1182	\$2,569.45	\$5,567.15	\$66,805.81
	3	\$33.7241	\$2,697.93	\$5,845.51	\$70,146.10
	4	\$35.4103	\$2,832.82	\$6,137.78	\$73,653.41
	5	\$37.1808	\$2,974.46	\$6,444.67	\$77,336.08

Position	Step	Hourly	Biweekly	Monthly	Annually
Wastewater Treatment Plant Operator II					

Range Not Currently Established

Position	Step	Hourly	Biweekly	Monthly	Annually
Water Treatment Plant Operator-In-Training	1	\$30.0523	\$2,404.18	\$5,209.06	\$62,508.73
	2	\$31.5549	\$2,524.39	\$5,469.51	\$65,634.16
	3	\$33.1326	\$2,650.61	\$5,742.99	\$68,915.87
	4	\$34.7893	\$2,783.14	\$6,030.14	\$72,361.66
	5	\$36.5287	\$2,922.30	\$6,331.65	\$75,979.75

Position	Step	Hourly	Biweekly	Monthly	Annually
Water Treatment Plant Operator I					

Range Not Currently Established

Position	Step	Hourly	Biweekly	Monthly	Annually
Water Treatment Plant Operator II	1	\$40.1086	\$3,208.69	\$6,952.17	\$83,425.99
	2	\$42.1141	\$3,369.13	\$7,299.77	\$87,597.29
	3	\$44.2198	\$3,537.58	\$7,664.76	\$91,977.15
	4	\$46.4308	\$3,714.46	\$8,048.00	\$96,576.01
	5	\$48.7523	\$3,900.18	\$8,450.40	\$101,404.81

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF NOVEMBER 10, 2022

Cloverdale Dispatchers' Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Dispatcher	1	\$29.0239	\$2,321.91	\$5,030.80	\$60,369.62
	2	\$30.4751	\$2,438.00	\$5,282.34	\$63,388.11
	3	\$31.9988	\$2,559.90	\$5,546.46	\$66,557.51
	4	\$33.5987	\$2,687.90	\$5,823.78	\$69,885.39
	5	\$35.2787	\$2,822.29	\$6,114.97	\$73,379.66

Position	Step	Hourly	Biweekly	Monthly	Annually
Dispatch Supervisor	1	\$33.3380	\$2,667.04	\$5,778.59	\$69,343.09
	2	\$35.0049	\$2,800.39	\$6,067.52	\$72,810.25
	3	\$36.7552	\$2,940.41	\$6,370.90	\$76,450.76
	4	\$38.5929	\$3,087.43	\$6,689.44	\$80,273.30
	5	\$40.5226	\$3,241.81	\$7,023.91	\$84,286.96

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF NOVEMBER 10, 2022

Unaffiliated Employees

Position	Step	Hourly	Biweekly	Monthly	Annually
Finance & HR Analyst	1	\$42.5213	\$3,401.71	\$7,370.37	\$88,444.39
	2	\$44.6474	\$3,571.79	\$7,738.88	\$92,866.61
	3	\$46.8798	\$3,750.38	\$8,125.83	\$97,509.94
	4	\$49.2238	\$3,937.90	\$8,532.12	\$102,385.43
	5	\$51.6850	\$4,134.80	\$8,958.73	\$107,504.71

Position	Step	Hourly	Biweekly	Monthly	Annually
Parks Superintendent	1	\$42.2691	\$3,381.53	\$7,326.64	\$87,919.66
	2	\$44.3825	\$3,550.60	\$7,692.97	\$92,315.64
	3	\$46.6016	\$3,728.13	\$8,077.62	\$96,931.43
	4	\$48.9317	\$3,914.54	\$8,481.50	\$101,778.00
	5	\$51.3783	\$4,110.27	\$8,905.57	\$106,866.90

Position	Step	Hourly	Biweekly	Monthly	Annually
Police Lieutenant	1	\$54.2895	\$4,343.16	\$9,410.18	\$112,922.18
	2	\$57.0040	\$4,560.32	\$9,880.69	\$118,568.29
	3	\$59.8542	\$4,788.33	\$10,374.72	\$124,496.70
	4	\$62.8469	\$5,027.75	\$10,893.46	\$130,721.53
	5	\$65.9892	\$5,279.14	\$11,438.13	\$137,257.61

Position	Step	Hourly	Biweekly	Monthly	Annually
Police Records Technician	1	\$35.1141	\$2,809.13	\$6,086.44	\$73,037.34
	2	\$36.8698	\$2,949.58	\$6,390.77	\$76,689.21
	3	\$38.7133	\$3,097.06	\$6,710.31	\$80,523.67
	4	\$40.6490	\$3,251.92	\$7,045.82	\$84,549.85
	5	\$42.6814	\$3,414.51	\$7,398.11	\$88,777.34

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF NOVEMBER 10, 2022

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
School Resource Officer*	5%
Shift Differential*	5%
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*	\$250/month
POST Intermediate Certificate*	\$150/month
Shift Differential*	5%
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 NOVEMBER 10, 2022
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
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 & 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.