



CITY OF
CLOVERDALE

**CITY OF CLOVERDALE CURRENT SALARY SCHEDULE
AS OF JULY 1, 2023**

4% COLA Effective July 1, 2023

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2023
Management, At-Will Employees

Position	Step	Hourly	Biweekly	Monthly	Annually
City Manager	1	\$77.5486	\$6,203.89	\$13,441.75	\$161,301.03
	2	\$81.4260	\$6,514.08	\$14,113.84	\$169,366.08
	3	\$85.4973	\$6,839.78	\$14,819.53	\$177,834.38
	4	\$89.7722	\$7,181.77	\$15,560.51	\$186,726.10
	5	\$94.2608	\$7,540.86	\$16,338.53	\$196,062.41

Position	Step	Hourly	Biweekly	Monthly	Annually
Assistant City Manager/Community Development Director	1	\$66.4723	\$5,317.78	\$11,521.87	\$138,262.39
	2	\$69.7959	\$5,583.67	\$12,097.96	\$145,175.51
	3	\$73.2857	\$5,862.86	\$12,702.86	\$152,434.28
	4	\$76.9500	\$6,156.00	\$13,338.00	\$160,056.00
	5	\$80.7975	\$6,463.80	\$14,004.90	\$168,058.80

Position	Step	Hourly	Biweekly	Monthly	Annually
Chief of Police	1	\$72.4774	\$5,798.19	\$12,562.75	\$150,753.03
	2	\$76.1013	\$6,088.10	\$13,190.89	\$158,290.68
	3	\$79.9064	\$6,392.51	\$13,850.43	\$166,205.22
	4	\$83.9017	\$6,712.13	\$14,542.96	\$174,515.48
	5	\$88.0968	\$7,047.74	\$15,270.10	\$183,241.25

Position	Step	Hourly	Biweekly	Monthly	Annually
City Clerk	1	\$49.2987	\$3,943.90	\$8,545.11	\$102,541.31
	2	\$51.7636	\$4,141.09	\$8,972.36	\$107,668.38
	3	\$54.3518	\$4,348.15	\$9,420.98	\$113,051.80
	4	\$57.0694	\$4,565.55	\$9,892.03	\$118,704.39
	5	\$59.9229	\$4,793.83	\$10,386.63	\$124,639.61

Position	Step	Hourly	Biweekly	Monthly	Annually
Public Works Director	1	\$63.1500	\$5,052.00	\$10,946.00	\$131,351.96
	2	\$66.3075	\$5,304.60	\$11,493.30	\$137,919.56
	3	\$69.6229	\$5,569.83	\$12,067.96	\$144,815.54
	4	\$73.1040	\$5,848.32	\$12,671.36	\$152,056.32
	5	\$76.7592	\$6,140.74	\$13,304.93	\$159,659.13

Position	Step	Hourly	Biweekly	Monthly	Annually
Finance Director	1	\$59.4367	\$4,754.94	\$10,302.36	\$123,628.38
	2	\$62.4086	\$4,992.68	\$10,817.48	\$129,809.80
	3	\$65.5290	\$5,242.32	\$11,358.36	\$136,300.29
	4	\$68.8054	\$5,504.43	\$11,926.28	\$143,115.30
	5	\$72.2457	\$5,779.66	\$12,522.59	\$150,271.07

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2023
 Cloverdale Police Officers Association (POA)

Position	Step	Hourly	Biweekly	Monthly	Annually
Officer	1	\$38.6048	\$3,088.39	\$6,691.50	\$80,298.04
	2	\$40.5351	\$3,242.81	\$7,026.08	\$84,312.94
	3	\$42.5618	\$3,404.95	\$7,377.38	\$88,528.58
	4	\$44.6899	\$3,575.19	\$7,746.25	\$92,955.01
	5	\$46.9244	\$3,753.95	\$8,133.56	\$97,602.76

Position	Step	Hourly	Biweekly	Monthly	Annually
Sergeant	1	\$46.7182	\$3,737.46	\$8,097.82	\$97,173.89
	2	\$49.0541	\$3,924.33	\$8,502.72	\$102,032.59
	3	\$51.5068	\$4,120.55	\$8,927.85	\$107,134.22
	4	\$54.0822	\$4,326.57	\$9,374.24	\$112,490.93
	5	\$56.7863	\$4,542.90	\$9,842.96	\$118,115.47

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2023
Cloverdale Classified Service Employees Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Accountant/Analyst	1	\$36.3826	\$2,910.61	\$6,306.31	\$75,675.73
	2	\$38.2017	\$3,056.14	\$6,621.63	\$79,459.52
	3	\$40.1118	\$3,208.94	\$6,952.71	\$83,432.49
	4	\$42.1174	\$3,369.39	\$7,300.34	\$87,604.12
	5	\$44.2232	\$3,537.86	\$7,665.36	\$91,984.32

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	\$27.1042	\$2,168.33	\$4,698.06	\$56,376.68
	2	\$28.4594	\$2,276.75	\$4,932.96	\$59,195.52
	3	\$29.8824	\$2,390.59	\$5,179.61	\$62,155.29
	4	\$31.3765	\$2,510.12	\$5,438.59	\$65,263.06
	5	\$32.9453	\$2,635.62	\$5,710.52	\$68,526.21

Position	Step	Hourly	Biweekly	Monthly	Annually
Accounting Technician	1	\$29.8147	\$2,385.17	\$5,167.88	\$62,014.55
	2	\$31.3054	\$2,504.43	\$5,426.27	\$65,115.28
	3	\$32.8707	\$2,629.66	\$5,697.59	\$68,371.04
	4	\$34.5142	\$2,761.14	\$5,982.47	\$71,789.59
	5	\$36.2399	\$2,899.20	\$6,281.59	\$75,379.07

Position	Step	Hourly	Biweekly	Monthly	Annually
Assistant Planner	1	\$33.0117	\$2,640.93	\$5,722.03	\$68,664.30
	2	\$34.6623	\$2,772.98	\$6,008.13	\$72,097.52
	3	\$36.3954	\$2,911.63	\$6,308.53	\$75,702.40
	4	\$38.2152	\$3,057.21	\$6,623.96	\$79,487.52
	5	\$40.1259	\$3,210.07	\$6,955.16	\$83,461.89

Position	Step	Hourly	Biweekly	Monthly	Annually
Associate Planner	1	\$45.7688	\$3,661.50	\$7,933.26	\$95,199.12
	2	\$48.0572	\$3,844.58	\$8,329.92	\$99,959.07
	3	\$50.4601	\$4,036.81	\$8,746.42	\$104,957.03
	4	\$52.9831	\$4,238.65	\$9,183.74	\$110,204.88
	5	\$55.6323	\$4,450.58	\$9,642.93	\$115,715.12

Position	Step	Hourly	Biweekly	Monthly	Annually
Code Enforcement Officer	1	\$34.1724	\$2,733.79	\$5,923.22	\$71,078.59
	2	\$35.8810	\$2,870.48	\$6,219.38	\$74,632.52
	3	\$37.6751	\$3,014.01	\$6,530.35	\$78,364.14
	4	\$39.5588	\$3,164.71	\$6,856.86	\$82,282.35
	5	\$41.5368	\$3,322.94	\$7,199.71	\$86,396.47

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2023
Cloverdale Classified Service Employees Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Community Services Officer	1	\$29.1570	\$2,332.56	\$5,053.89	\$60,646.62
	2	\$30.6149	\$2,449.19	\$5,306.58	\$63,678.95
	3	\$32.1456	\$2,571.65	\$5,571.91	\$66,862.90
	4	\$33.7529	\$2,700.23	\$5,850.50	\$70,206.05
	5	\$35.4406	\$2,835.24	\$6,143.03	\$73,716.35

Position	Step	Hourly	Biweekly	Monthly	Annually
Engineering Technician	1	\$31.7128	\$2,537.03	\$5,496.89	\$65,962.65
	2	\$33.2985	\$2,663.88	\$5,771.73	\$69,260.79
	3	\$34.9634	\$2,797.07	\$6,060.32	\$72,723.83
	4	\$36.7115	\$2,936.92	\$6,363.33	\$76,360.02
	5	\$38.5471	\$3,083.77	\$6,681.50	\$80,178.02

Position	Step	Hourly	Biweekly	Monthly	Annually
Office Specialist	1	\$20.7946	\$1,663.57	\$3,604.40	\$43,252.77
	2	\$21.8343	\$1,746.75	\$3,784.62	\$45,415.40
	3	\$22.9260	\$1,834.08	\$3,973.85	\$47,686.17
	4	\$24.0723	\$1,925.79	\$4,172.54	\$50,070.48
	5	\$25.2760	\$2,022.08	\$4,381.17	\$52,574.01

Position	Step	Hourly	Biweekly	Monthly	Annually
Park & Landscape Maintenance Assistant	1	\$32.9242	\$2,633.94	\$5,706.87	\$68,482.42
	2	\$34.5705	\$2,765.64	\$5,992.21	\$71,906.54
	3	\$36.2990	\$2,903.92	\$6,291.82	\$75,501.87
	4	\$38.1139	\$3,049.11	\$6,606.41	\$79,276.96
	5	\$40.0196	\$3,201.57	\$6,936.73	\$83,240.81

Position	Step	Hourly	Biweekly	Monthly	Annually
Parks & Maintenance Lead Worker	1	\$37.9648	\$3,037.18	\$6,580.57	\$78,966.80
	2	\$39.8630	\$3,189.04	\$6,909.60	\$82,915.14
	3	\$41.8562	\$3,348.50	\$7,255.07	\$87,060.90
	4	\$43.9490	\$3,515.92	\$7,617.83	\$91,413.94
	5	\$46.1465	\$3,691.72	\$7,998.72	\$95,984.64

Position	Step	Hourly	Biweekly	Monthly	Annually
Planning Technician	1	\$31.7127	\$2,537.02	\$5,496.87	\$65,962.39
	2	\$33.2983	\$2,663.87	\$5,771.71	\$69,260.51
	3	\$34.9632	\$2,797.06	\$6,060.29	\$72,723.54
	4	\$36.7114	\$2,936.91	\$6,363.31	\$76,359.71
	5	\$38.5470	\$3,083.76	\$6,681.47	\$80,177.70

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2023

Cloverdale Classified Service Employees Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Senior Engineering Technician	1	\$36.4697	\$2,917.58	\$6,321.41	\$75,856.96
	2	\$38.2932	\$3,063.45	\$6,637.48	\$79,649.81
	3	\$40.2078	\$3,216.63	\$6,969.36	\$83,632.30
	4	\$42.2182	\$3,377.46	\$7,317.83	\$87,813.91
	5	\$44.3291	\$3,546.33	\$7,683.72	\$92,204.61

Position	Step	Hourly	Biweekly	Monthly	Annually
Senior Wastewater Treatment Plant Operator	1	\$44.2198	\$3,537.59	\$7,664.77	\$91,977.24
	2	\$46.4308	\$3,714.47	\$8,048.01	\$96,576.10
	3	\$48.7524	\$3,900.19	\$8,450.41	\$101,404.90
	4	\$51.1900	\$4,095.20	\$8,872.93	\$106,475.15
	5	\$53.7495	\$4,299.96	\$9,316.58	\$111,798.91

Position	Step	Hourly	Biweekly	Monthly	Annually
Senior Water Treatment Plant Operator	1	\$46.7517	\$3,740.14	\$8,103.63	\$97,243.60
	2	\$49.0893	\$3,927.15	\$8,508.82	\$102,105.78
	3	\$51.5438	\$4,123.50	\$8,934.26	\$107,211.07
	4	\$54.1210	\$4,329.68	\$9,380.97	\$112,571.63
	5	\$56.8270	\$4,546.16	\$9,850.02	\$118,200.21

Position	Step	Hourly	Biweekly	Monthly	Annually
Utility Maintenance Crew Leader	1	\$36.1569	\$2,892.55	\$6,267.20	\$75,206.35
	2	\$37.9647	\$3,037.18	\$6,580.56	\$78,966.66
	3	\$39.8630	\$3,189.04	\$6,909.58	\$82,915.00
	4	\$41.8561	\$3,348.49	\$7,255.06	\$87,060.75
	5	\$43.9489	\$3,515.91	\$7,617.82	\$91,413.78

Position	Step	Hourly	Biweekly	Monthly	Annually
Utility Maintenance Worker I (Public Works)	1	\$27.0955	\$2,167.64	\$4,696.56	\$56,358.73
	2	\$28.4503	\$2,276.03	\$4,931.39	\$59,176.67
	3	\$29.8728	\$2,389.83	\$5,177.96	\$62,135.50
	4	\$31.3665	\$2,509.32	\$5,436.86	\$65,242.28
	5	\$32.9348	\$2,634.78	\$5,708.70	\$68,504.39

Position	Step	Hourly	Biweekly	Monthly	Annually
Utility Maintenance Worker II (Public Works)	1	\$32.9242	\$2,633.94	\$5,706.87	\$68,482.42
	2	\$34.5705	\$2,765.64	\$5,992.21	\$71,906.54
	3	\$36.2990	\$2,903.92	\$6,291.82	\$75,501.87
	4	\$38.1139	\$3,049.11	\$6,606.41	\$79,276.96
	5	\$40.0196	\$3,201.57	\$6,936.73	\$83,240.81

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2023

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	\$31.8123	\$2,544.98	\$5,514.13	\$66,169.57
	2	\$33.4029	\$2,672.23	\$5,789.84	\$69,478.04
	3	\$35.0731	\$2,805.84	\$6,079.33	\$72,951.95
	4	\$36.8267	\$2,946.14	\$6,383.30	\$76,599.54
	5	\$38.6680	\$3,093.44	\$6,702.46	\$80,429.52

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	\$31.2544	\$2,500.35	\$5,417.42	\$65,009.08
	2	\$32.8171	\$2,625.37	\$5,688.29	\$68,259.53
	3	\$34.4579	\$2,756.63	\$5,972.71	\$71,672.51
	4	\$36.1808	\$2,894.47	\$6,271.34	\$75,256.13
	5	\$37.9899	\$3,039.19	\$6,584.91	\$79,018.94

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	\$41.7130	\$3,337.04	\$7,230.25	\$86,763.03
	2	\$43.7986	\$3,503.89	\$7,591.76	\$91,101.18
	3	\$45.9886	\$3,679.09	\$7,971.35	\$95,656.24
	4	\$48.2880	\$3,863.04	\$8,369.92	\$100,439.05
	5	\$50.7024	\$4,056.19	\$8,788.42	\$105,461.00

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2023

Cloverdale Dispatchers' Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Dispatcher	1	\$30.1848	\$2,414.78	\$5,232.03	\$62,784.41
	2	\$31.6941	\$2,535.52	\$5,493.64	\$65,923.63
	3	\$33.2788	\$2,662.30	\$5,768.32	\$69,219.81
	4	\$34.9427	\$2,795.42	\$6,056.73	\$72,680.80
	5	\$36.6898	\$2,935.19	\$6,359.57	\$76,314.84

Position	Step	Hourly	Biweekly	Monthly	Annually
Dispatch Supervisor	1	\$34.6715	\$2,773.72	\$6,009.73	\$72,116.82
	2	\$36.4051	\$2,912.41	\$6,310.22	\$75,722.66
	3	\$38.2254	\$3,058.03	\$6,625.73	\$79,508.79
	4	\$40.1366	\$3,210.93	\$6,957.02	\$83,484.23
	5	\$42.1435	\$3,371.48	\$7,304.87	\$87,658.44

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2023
Unaffiliated Employees

Position	Step	Hourly	Biweekly	Monthly	Annually
Finance & HR Analyst	1	\$44.2222	\$3,537.78	\$7,665.18	\$91,982.16
	2	\$46.4333	\$3,714.66	\$8,048.44	\$96,581.27
	3	\$48.7550	\$3,900.40	\$8,450.86	\$101,410.33
	4	\$51.1927	\$4,095.42	\$8,873.40	\$106,480.85
	5	\$53.7524	\$4,300.19	\$9,317.07	\$111,804.89

Position	Step	Hourly	Biweekly	Monthly	Annually
Parks Superintendent	1	\$43.9598	\$3,516.79	\$7,619.70	\$91,436.45
	2	\$46.1578	\$3,692.63	\$8,000.69	\$96,008.27
	3	\$48.4657	\$3,877.26	\$8,400.72	\$100,808.68
	4	\$50.8890	\$4,071.12	\$8,820.76	\$105,849.12
	5	\$53.4334	\$4,274.68	\$9,261.80	\$111,141.57

Position	Step	Hourly	Biweekly	Monthly	Annually
Police Lieutenant	1	\$56.4611	\$4,516.89	\$9,786.59	\$117,439.06
	2	\$59.2841	\$4,742.73	\$10,275.92	\$123,311.02
	3	\$62.2483	\$4,979.87	\$10,789.71	\$129,476.57
	4	\$65.3608	\$5,228.86	\$11,329.20	\$135,950.40
	5	\$68.6288	\$5,490.30	\$11,895.66	\$142,747.92

Position	Step	Hourly	Biweekly	Monthly	Annually
Police Records Technician	1	\$36.5187	\$2,921.49	\$6,329.90	\$75,958.83
	2	\$38.3446	\$3,067.57	\$6,646.40	\$79,756.77
	3	\$40.2618	\$3,220.95	\$6,978.72	\$83,744.61
	4	\$42.2749	\$3,381.99	\$7,327.65	\$87,931.84
	5	\$44.3887	\$3,551.09	\$7,694.04	\$92,328.44

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2023

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 JULY 1, 2023
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.