



AGENDA SUMMARY EUREKA CITY COUNCIL

TITLE: April 2024 Salary Schedule

DEPARTMENT: Human Resources

PREPARED BY: Will Folger, Director of Human Resources

PRESENTED FOR: Action Information only Discussion

RECOMMENDATION

Adopt a Resolution of the City Council approving City's salary/pay rate schedule for the all Regular Full-time, Regular Part-time and Temporary classifications reflecting previously approved salary adjustments for various positions due to minimum wage changes and retention management.

FISCAL IMPACT

No Fiscal Impact Included in Budget Additional Appropriation

COUNCIL GOALS/STRATEGIC VISION

Financially sound City providing effective services.

DISCUSSION

The attached Resolution contains the City's updated salary schedule, which includes all Regular Full-time, Regular Part-time and Temporary position titles in our current Classification Plan.

The City's salary schedule is adopted annually by Council during the budget approval process, and each time there is an update such as implementation of a base salary increase. The schedule identifies the pay rate, salary range and time base (yearly, monthly, semi/monthly and hourly) for all positions. Each annual City salary schedule is retained by the City for public inspection for not less than five years, and is available for public review on the City's website and in the Human Resources Department during normal business hours.

Changes in this salary schedule:

- 1) Increase the salary for the classification of City Engineer from Grade Code GC241 to GC254. This change was made to remain competitive with competing labor markets.

GC241	Annual	103,268	108,430	113,853	119,546	125,524
GC241	Monthly	8,606	9,036	9,488	9,962	10,460
GC241	Semi-monthly	4,302.83	4,517.93	4,743.87	4,981.08	5,230.16
GC241	Hourly	49.648	52.130	54.737	57.474	60.348
GC254	Annual	110,186	115,696	121,480	127,554	133,931
GC254	Monthly	9,182	9,641	10,123	10,630	11,161
GC254	Semi-monthly	4,591.08	4,820.66	5,061.68	5,314.75	5,580.47
GC254	Hourly	52.974	55.623	58.404	61.324	64.390

- 2) Increase the salary for the classification of Utility Worker II by 5% from Grade Code GC052 to GC062. This classification was missed with the January 1, 2024 salary schedule update and is being corrected at this time.

GC052	Annual	40,236	42,247	44,360	46,578	48,907
GC052	Monthly	3,353	3,521	3,697	3,881	4,076
GC052	Semi-monthly	1,676.48	1,760.29	1,848.34	1,940.73	2,037.79
GC052	Hourly	19.344	20.311	21.327	22.393	23.513
GC062	Annual	42,295	44,410	46,632	48,963	51,411
GC062	Monthly	3,525	3,701	3,886	4,080	4,284
GC062	Semi-monthly	1,762.28	1,850.42	1,942.98	2,040.13	2,142.14
GC062	Hourly	20.334	21.351	22.419	23.540	24.717

- 3) Increase represented Sworn and Dispatch personnel base salary by 3% for retention purposes and to keep in line with the local labor market. This change serves as an attempt to reduce the department's vulnerability to employee turnover and will help preserve institutional knowledge as currently 63% of employees within the department have worked for the City less than 5 years. Classifications effected by this change are: Police Officer, Police Sergeant, Communications Dispatcher, Senior Communications Dispatcher and Communications Supervisor. The City and EPOA have met and conferred in good faith and have agreed to these changes as described below, which are to take effect April 1st, 2024.

Police Officer GC144 to GC150

GC144	Annual	63,663	66,845	70,188	73,697	77,382
GC144	Monthly	5,305	5,570	5,849	6,141	6,449
GC144	Semi-monthly	2,652.61	2,785.21	2,924.48	3,070.69	3,224.26
GC144	Hourly	30.607	32.137	33.744	35.431	37.203

GC150	Annual	65,597	68,877	72,322	75,939	79,735
GC150	Monthly	5,466	5,740	6,027	6,328	6,645
GC150	Semi-monthly	2,733.21	2,869.88	3,013.40	3,164.11	3,322.28
GC150	Hourly	31.537	33.114	34.770	36.509	38.334

Police Sergeant GC183 to GC189

GC183	Annual	77,330	81,197	85,257	89,519	93,995
GC183	Monthly	6,444	6,766	7,105	7,460	7,833
GC183	Semi-monthly	3,222.09	3,383.21	3,552.38	3,729.96	3,916.47
GC183	Hourly	37.178	39.037	40.989	43.038	45.190

GC189	Annual	79,683	83,666	87,849	92,242	96,853
GC189	Monthly	6,640	6,972	7,321	7,687	8,071
GC189	Semi-monthly	3,320.11	3,486.08	3,660.37	3,843.41	4,035.55
GC189	Hourly	38.309	40.224	42.235	44.347	46.564

Communications Dispatcher GC090 to GC096

GC090	Annual	48,632	51,064	53,618	56,299	59,114
GC090	Monthly	4,053	4,255	4,468	4,692	4,926
GC090	Semi-monthly	2,026.35	2,127.67	2,234.09	2,345.81	2,463.07
GC090	Hourly	23.381	24.550	25.778	27.067	28.420

GC096	Annual	50,109	52,616	55,247	58,009	60,909
GC096	Monthly	4,176	4,385	4,604	4,834	5,076
GC096	Semi-monthly	2,087.89	2,192.32	2,301.95	2,417.05	2,537.86
GC096	Hourly	24.091	25.296	26.561	27.889	29.283

Senior Communications Dispatcher GC109 to GC115

GC109	Annual	53,464	56,137	58,943	61,890	64,986
GC109	Monthly	4,455	4,678	4,912	5,158	5,415
GC109	Semi-monthly	2,227.68	2,339.05	2,455.96	2,578.77	2,707.73
GC109	Hourly	25.704	26.989	28.338	29.755	31.243

GC115	Annual	55,089	57,843	60,734	63,771	66,959
GC115	Monthly	4,591	4,820	5,061	5,314	5,580
GC115	Semi-monthly	2,295.37	2,410.11	2,530.58	2,657.11	2,789.97
GC115	Hourly	26.485	27.809	29.199	30.659	32.192

Communications Supervisor GC130 to GC136

GC130	Annual	59,367	62,335	65,451	68,723	72,159
GC130	Monthly	4,947	5,195	5,454	5,727	6,013
GC130	Semi-monthly	2,473.64	2,597.31	2,727.14	2,863.47	3,006.64
GC130	Hourly	28.542	29.969	31.467	33.040	34.692
GC136	Annual	61,171	64,228	67,440	70,812	74,352
GC136	Monthly	5,098	5,352	5,620	5,901	6,196
GC136	Semi-monthly	2,548.78	2,676.18	2,809.99	2,950.48	3,097.99
GC136	Hourly	29.409	30.879	32.423	34.044	35.746

REVIEWED AND APPROVED BY:

- City Attorney
- City Clerk/Information Technology
- Community Services
- Development Services
- Finance
- Fire
- Human Resources
- Police
- Public Works