

RESOLUTION NO. 234-28
RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ARCATA
AMENDING THE CLASS AND PAY RESOLUTION

MANAGEMENT, MID-MANAGEMENT, CONFIDENTIAL AND APPOINTED EMPLOYEES

BE IT RESOLVED by the City Council of the City of Arcata that appointive officers and employees shall be compensated as follows.
This resolution supercedes Resolution No. 223-43

Section 1.

Effective 06/25/2023

Reflecting the 4% salary increase effective the pay period that includes 7/1/23 and additional Step 6 effective the pay period that includes 7/1/23*

Based on 26 bi-weekly pay periods

MANAGEMENT, MID-MANAGEMENT, CONFIDENTIAL CLASSIFICATIONS:

| Classification | Salary Grade | | Salary Steps | | | | | | |
|--|--------------|-----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | | | 1 | 2 | 3 | 4 | 5 | 5A | 6 |
| Information Technology and Digital Media Specialist | C158 | Annual | \$ 53,201.09 | \$ 55,861.15 | \$ 58,654.21 | \$ 61,586.92 | \$ 64,666.25 | \$ 66,282.92 | \$ 67,899.56 |
| | | Bi-Weekly | \$ 2,046.20 | \$ 2,148.51 | \$ 2,255.93 | \$ 2,368.73 | \$ 2,487.16 | \$ 2,549.34 | \$ 2,611.52 |
| | | Hourly | \$ 25.58 | \$ 26.86 | \$ 28.20 | \$ 29.61 | \$ 31.09 | \$ 31.87 | \$ 32.64 |
| Executive Assistant/Deputy City Clerk | C177 | Annual | \$ 55,982.53 | \$ 58,781.67 | \$ 61,720.74 | \$ 64,806.80 | \$ 68,047.14 | \$ 69,748.32 | \$ 71,449.50 |
| | | Bi-Weekly | \$ 2,153.17 | \$ 2,260.83 | \$ 2,373.87 | \$ 2,492.57 | \$ 2,617.20 | \$ 2,682.63 | \$ 2,748.06 |
| | | Hourly | \$ 26.91 | \$ 28.26 | \$ 29.67 | \$ 31.16 | \$ 32.71 | \$ 33.53 | \$ 34.35 |
| Payroll/Personnel Human Resources/Payroll Specialist Personnel Specialist | C185 | Annual | \$ 58,269.23 | \$ 61,182.68 | \$ 64,241.82 | \$ 67,453.90 | \$ 70,826.60 | \$ 72,597.26 | \$ 74,367.93 |
| | | Bi-Weekly | \$ 2,241.12 | \$ 2,353.18 | \$ 2,470.84 | \$ 2,594.38 | \$ 2,724.10 | \$ 2,792.20 | \$ 2,860.31 |
| | | Hourly | \$ 28.01 | \$ 29.41 | \$ 30.89 | \$ 32.43 | \$ 34.05 | \$ 34.90 | \$ 35.75 |
| City Clerk Juvenile Diversion Counselor I | M142 | Annual | \$ 66,790.81 | \$ 70,130.36 | \$ 73,636.89 | \$ 77,318.72 | \$ 81,184.64 | \$ 83,214.25 | \$ 85,243.87 |
| | | Bi-Weekly | \$ 2,568.88 | \$ 2,697.32 | \$ 2,832.19 | \$ 2,973.80 | \$ 3,122.49 | \$ 3,200.55 | \$ 3,278.61 |
| | | Hourly | \$ 32.11 | \$ 33.72 | \$ 35.40 | \$ 37.17 | \$ 39.03 | \$ 40.01 | \$ 40.98 |
| Contracts & Special Projects Manager Environmental Programs Manager Finance Manager Police Business Manager Project and Grant Manager SCADA Systems Manager Senior Planner Wastewater Operations and Compliance Manager | M152 | Annual | \$ 70,212.62 | \$ 73,723.23 | \$ 77,409.40 | \$ 81,279.86 | \$ 85,343.85 | \$ 87,477.44 | \$ 89,611.04 |
| | | Bi-Weekly | \$ 2,700.49 | \$ 2,835.51 | \$ 2,977.28 | \$ 3,126.15 | \$ 3,282.46 | \$ 3,364.52 | \$ 3,446.58 |
| | | Hourly | \$ 33.76 | \$ 35.44 | \$ 37.22 | \$ 39.08 | \$ 41.03 | \$ 42.06 | \$ 43.08 |
| Juvenile Diversion Counselor II (licensed MFT/LCSW) | M170 | Annual | \$ 76,809.45 | \$ 80,649.92 | \$ 84,682.40 | \$ 88,916.53 | \$ 93,362.36 | \$ 95,696.42 | \$ 98,030.48 |
| | | Bi-Weekly | \$ 2,954.21 | \$ 3,101.92 | \$ 3,257.02 | \$ 3,419.87 | \$ 3,590.86 | \$ 3,680.63 | \$ 3,770.40 |
| | | Hourly | \$ 36.93 | \$ 38.77 | \$ 40.71 | \$ 42.75 | \$ 44.89 | \$ 46.01 | \$ 47.13 |

| Classification | Salary Grade | Salary Steps | | | | | | | |
|---|--------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Building Official | M185 | Annual | \$ 82,570.16 | \$ 86,698.66 | \$ 91,033.60 | \$ 95,472.79 | \$ 100,364.54 | \$ 102,873.66 | \$ 105,382.77 |
| Senior Project Manager (Engineering) | | Bi-Weekly | \$ 3,175.78 | \$ 3,334.56 | \$ 3,501.29 | \$ 3,672.03 | \$ 3,860.17 | \$ 3,956.68 | \$ 4,053.18 |
| | | Hourly | \$ 39.70 | \$ 41.68 | \$ 43.77 | \$ 45.90 | \$ 48.25 | \$ 49.46 | \$ 50.66 |
| Assistant City Engineer | M198 | Annual | \$ 88,325.10 | \$ 92,741.33 | \$ 97,378.39 | \$ 102,247.33 | \$ 107,359.71 | \$ 110,043.70 | \$ 112,727.70 |
| Deputy Director Community Development | | Bi-Weekly | \$ 3,397.12 | \$ 3,566.97 | \$ 3,745.32 | \$ 3,932.59 | \$ 4,129.22 | \$ 4,232.45 | \$ 4,335.68 |
| Deputy Director Environmental Services (Community Services) | | Hourly | \$ 42.46 | \$ 44.59 | \$ 46.82 | \$ 49.16 | \$ 51.62 | \$ 52.91 | \$ 54.20 |
| Deputy Director Environmental Services (Utilities/Streets) | | | | | | | | | |
| Deputy Director Information Technology | | | | | | | | | |
| Police Lieutenant | MS198 | Annual | \$ 95,760.92 | \$ 100,548.98 | \$ 105,576.42 | \$ 110,855.24 | \$ 116,398.02 | \$ 119,307.97 | \$ 122,217.92 |
| | | Bi-Weekly | \$ 3,683.11 | \$ 3,867.27 | \$ 4,060.63 | \$ 4,263.66 | \$ 4,476.85 | \$ 4,588.77 | \$ 4,700.69 |
| | | Hourly | \$ 46.04 | \$ 48.34 | \$ 50.76 | \$ 53.30 | \$ 55.96 | \$ 57.36 | \$ 58.76 |
| Assistant City Manager | M232 | Annual | \$ 104,644.43 | \$ 109,876.64 | \$ 115,370.48 | \$ 121,139.00 | \$ 127,195.94 | \$ 130,375.84 | \$ 133,555.74 |
| City Engineer | | Bi-Weekly | \$ 4,024.79 | \$ 4,226.02 | \$ 4,437.33 | \$ 4,659.19 | \$ 4,892.15 | \$ 5,014.46 | \$ 5,136.76 |
| Director of Environmental Services | | Hourly | \$ 50.31 | \$ 52.83 | \$ 55.47 | \$ 58.24 | \$ 61.15 | \$ 62.68 | \$ 64.21 |
| Director of Community Development | | | | | | | | | |
| Finance Director | | | | | | | | | |
| Human Resources/Administrative Services Director | | | | | | | | | |
| Chief of Police | MS232 | Annual | \$ 113,462.12 | \$ 119,135.21 | \$ 125,091.99 | \$ 131,346.58 | \$ 137,913.92 | \$ 141,361.77 | \$ 144,809.62 |
| | | Bi-Weekly | \$ 4,363.93 | \$ 4,582.12 | \$ 4,811.23 | \$ 5,051.79 | \$ 5,304.38 | \$ 5,436.99 | \$ 5,569.60 |
| | | Hourly | \$ 54.55 | \$ 57.28 | \$ 60.14 | \$ 63.15 | \$ 66.30 | \$ 67.96 | \$ 69.62 |

Classification

Salary Grade

Salary Steps

APPOINTED CLASSIFICATIONS:

| | Salary Grade | Salary Steps | | | | | | | |
|--------------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | | 1 | 2 | 3 | 4 | 5 | 5A | 6 | |
| City Manager | CM100 | Annual | \$ 132,840.00 | \$ 139,482.00 | \$ 146,456.10 | \$ 153,778.91 | \$ 161,467.85 | \$ 165,504.55 | \$ 169,541.24 |
| | | Bi-Weekly | \$ 5,109.23 | \$ 5,364.69 | \$ 5,632.93 | \$ 5,914.57 | \$ 6,210.30 | \$ 6,365.56 | \$ 6,520.82 |
| | | Hourly | \$ 63.87 | \$ 67.06 | \$ 70.41 | \$ 73.93 | \$ 77.63 | \$ 79.57 | \$ 81.51 |

CalPERS Program:

MISCELLANEOUS EMPLOYEES: 2.7% @ 55, for "Classic Members", currently employee pay 11% (8% member rate and 3% of employer rate); 2% @ 55, for "Classic Members", currently employees pay 10% (7% member rate and 3% of employer rate); 2% @ 62, for "New Members", currently employees pay 10.75% (7.75% member rate [subject to CalPERS actuary change annually] and 3% of employer rate).

SAFETY EMPLOYEES: 3% @ 50 AND 3% @ 55, for "Classic Members", currently employees pay 12% (9% member rate and 3% of employer rate); 2.7% @ 57, for "New Members", currently employees pay 15.25% (13.75% member rate [subject to CalPERS actuary change annually] and 1.5% of employer rate).

Effective the pay period that includes July 1, 2022, the City shall implement a Step 5A that is 2.5% higher than Step 5 for Mgt/Mid-Mgt/Confidential classifications.

*Effective the pay period that includes July 1, 2023, the City shall implement a Step 6 salary step, that is five percent (5%) higher than Step 5 for Mgt/Mid-Mgt/Confidential classifications.

Section 3. Effective Date

This resolution shall be effective on February 7, 2024.

DATED: February 7, 2024

APPROVED:

MAYOR, CITY OF ARCATA

ATTEST:

CITY CLERK, CITY OF ARCATA

CLERK'S CERTIFICATE

I hereby certify that the foregoing is a true and correct copy of Resolution No. 234-28 passed and adopted at a regular meeting of the City Council of the City of Arcata, Humboldt County, California, on the 7th day of February, 2024, by the following vote:

AYES:

NOES:

ABSENT:

CITY CLERK, CITY OF ARCATA