

RESOLUTION NO. 223-43
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. 223-38*

Section 1.

Effective 06/25/2022

Reflecting the 4% negotiated salary increase effective the pay period that includes 7/1/22 and additional Step 5A effective the pay period that includes 7/1/22*

Based on 26 bi-weekly pay periods

MANAGEMENT, MID-MANAGEMENT, CONFIDENTIAL CLASSIFICATIONS:

Classification	Salary Grade		Salary Steps					
			1	2	3	4	5	5A
Information Technology and Digital Media Specialist	C158	Annual	\$ 51,154.89	\$ 53,712.64	\$ 56,398.28	\$ 59,218.19	\$ 62,179.09	\$ 63,733.58
		Bi-Weekly	\$ 1,967.50	\$ 2,065.87	\$ 2,169.16	\$ 2,277.62	\$ 2,391.50	\$ 2,451.29
		Hourly	\$ 24.59	\$ 25.82	\$ 27.11	\$ 28.47	\$ 29.89	\$ 30.64
Executive Assistant/Deputy City Clerk	C177	Annual	\$ 53,829.36	\$ 56,520.84	\$ 59,346.87	\$ 62,314.23	\$ 65,429.94	\$ 67,065.69
		Bi-Weekly	\$ 2,070.36	\$ 2,173.88	\$ 2,282.57	\$ 2,396.70	\$ 2,516.54	\$ 2,579.45
		Hourly	\$ 25.88	\$ 27.17	\$ 28.53	\$ 29.96	\$ 31.46	\$ 32.24
Payroll/Personnel Specialist Personnel Specialist	C185	Annual	\$ 56,028.11	\$ 58,829.50	\$ 61,770.98	\$ 64,859.52	\$ 68,102.50	\$ 69,805.06
		Bi-Weekly	\$ 2,154.93	\$ 2,262.67	\$ 2,375.81	\$ 2,494.60	\$ 2,619.33	\$ 2,684.81
		Hourly	\$ 26.94	\$ 28.28	\$ 29.70	\$ 31.18	\$ 32.74	\$ 33.56
City Clerk Juvenile Diversion Counselor I	M142	Annual	\$ 64,221.93	\$ 67,433.04	\$ 70,804.70	\$ 74,344.92	\$ 78,062.15	\$ 80,013.70
		Bi-Weekly	\$ 2,470.07	\$ 2,593.58	\$ 2,723.26	\$ 2,859.42	\$ 3,002.39	\$ 3,077.45
		Hourly	\$ 30.88	\$ 32.42	\$ 34.04	\$ 35.74	\$ 37.53	\$ 38.47
Contracts & Special Projects Manager Environmental Programs Manager Finance Manager Police Business Manager Project and Grant Manager SCADA Systems Manager Senior Planner Transit Manager Wastewater Operations and Compliance Manager	M152	Annual	\$ 67,512.13	\$ 70,887.72	\$ 74,432.12	\$ 78,153.71	\$ 82,061.39	\$ 84,112.92
		Bi-Weekly	\$ 2,596.62	\$ 2,726.45	\$ 2,862.77	\$ 3,005.91	\$ 3,156.21	\$ 3,235.11
		Hourly	\$ 32.46	\$ 34.08	\$ 35.78	\$ 37.57	\$ 39.45	\$ 40.44
Juvenile Diversion Counselor II (licensed MFT/LCSW)	M170	Annual	\$ 73,855.24	\$ 77,548.00	\$ 81,425.38	\$ 85,496.66	\$ 89,771.50	\$ 92,015.79
		Bi-Weekly	\$ 2,840.59	\$ 2,982.62	\$ 3,131.75	\$ 3,288.33	\$ 3,452.75	\$ 3,539.07

Classification	Salary Grade	Salary Steps						
		Hourly	\$ 35.51	\$ 37.28	\$ 39.15	\$ 41.10	\$ 43.16	\$ 44.24
Building Official	M185	Annual	\$ 79,394.38	\$ 83,364.10	\$ 87,532.31	\$ 91,800.76	\$ 96,504.37	\$ 98,916.98
		Bi-Weekly	\$ 3,053.63	\$ 3,206.31	\$ 3,366.63	\$ 3,530.80	\$ 3,711.71	\$ 3,804.50
		Hourly	\$ 38.17	\$ 40.08	\$ 42.08	\$ 44.13	\$ 46.40	\$ 47.56
Assistant City Engineer Deputy Director Community Development Deputy Director Environmental Services (Community Services) Deputy Director Environmental Services (Utilities/Streets) Deputy Director Information Technology	M198	Annual	\$ 84,927.98	\$ 89,174.36	\$ 93,633.07	\$ 98,314.74	\$ 103,230.49	\$ 105,811.25
		Bi-Weekly	\$ 3,266.46	\$ 3,429.78	\$ 3,601.27	\$ 3,781.34	\$ 3,970.40	\$ 4,069.66
		Hourly	\$ 40.83	\$ 42.87	\$ 45.02	\$ 47.27	\$ 49.63	\$ 50.87
Police Lieutenant	MS198	Annual	\$ 92,077.81	\$ 96,681.71	\$ 101,515.79	\$ 106,591.58	\$ 111,921.17	\$ 114,719.20
		Bi-Weekly	\$ 3,541.45	\$ 3,718.53	\$ 3,904.45	\$ 4,099.68	\$ 4,304.66	\$ 4,412.28
		Hourly	\$ 44.27	\$ 46.48	\$ 48.81	\$ 51.25	\$ 53.81	\$ 55.15
Assistant City Manager City Engineer Director of Environmental Services Director of Community Development Finance Director Special Project Engineer	M232	Annual	\$ 100,619.64	\$ 105,650.62	\$ 110,933.15	\$ 116,479.81	\$ 122,303.79	\$ 125,361.38
		Bi-Weekly	\$ 3,869.99	\$ 4,063.49	\$ 4,266.66	\$ 4,479.99	\$ 4,703.99	\$ 4,821.59
		Hourly	\$ 48.37	\$ 50.79	\$ 53.33	\$ 56.00	\$ 58.80	\$ 60.27
Chief of Police	MS232	Annual	\$ 109,098.19	\$ 114,553.09	\$ 120,280.76	\$ 126,294.79	\$ 132,609.54	\$ 135,924.78
		Bi-Weekly	\$ 4,196.08	\$ 4,405.89	\$ 4,626.18	\$ 4,857.49	\$ 5,100.37	\$ 5,227.88
		Hourly	\$ 52.45	\$ 55.07	\$ 57.83	\$ 60.72	\$ 63.75	\$ 65.35

Classification

Salary Grade

Salary Steps

Section 2.

**APPOINTED CLASSIFICATIONS:
Effective 02/19/2023**

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

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 9.75% (6.75% 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 14.5% (13% 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.*

Section 3.

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 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 Transit Manager 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
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
		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 Deputy Director Community Development Deputy Director Environmental Services (Community Services) Deputy Director Environmental Services (Utilities/Streets)	M198	Annual	\$ 88,325.10	\$ 92,741.33	\$ 97,378.39	\$ 102,247.33	\$ 107,359.71	\$ 110,043.70	\$ 112,727.70
		Bi-Weekly	\$ 3,397.12	\$ 3,566.97	\$ 3,745.32	\$ 3,932.59	\$ 4,129.22	\$ 4,232.45	\$ 4,335.68
		Hourly	\$ 42.46	\$ 44.59	\$ 46.82	\$ 49.16	\$ 51.62	\$ 52.91	\$ 54.20

Classification**Salary Grade****Salary Steps**

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									
Special Project Engineer									
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	\$ 6,520.82	\$ 6,520.82
		Hourly	\$ 63.87	\$ 67.06	\$ 70.41	\$ 73.93	\$ 77.63	\$ 81.51	\$ 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 9.75% (6.75% 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 14.5% (13% 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 upon adoption by the City Council of the City of Arcata and additionally on the subsequent effective dates stated within.

APPROVED:

DATED: March 15, 2023

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. 223-43 passed and adopted at a regular meeting of the City Council of the City of Arcata, Humboldt County, California, on the 15th day of March, 2023, by the following vote:

AYES:

NOES:

ABSENT:

CITY CLERK, CITY OF ARCATA