

**RESOLUTION NO. 245-01
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. 234-54*

Section 1.

Effective 06/09/2024 (Approved previously at June 5, 2024 Council Meeting)
Reflecting the 5% salary increase effective the first full pay period after June 5, 2024
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	\$ 55,861.14	\$ 58,654.21	\$ 61,586.92	\$ 64,666.27	\$ 67,899.56	\$ 69,597.07	\$ 71,294.54
		Bi-Weekly	\$ 2,148.51	\$ 2,255.93	\$ 2,368.73	\$ 2,487.16	\$ 2,611.52	\$ 2,676.81	\$ 2,742.10
		Hourly	\$ 26.86	\$ 28.20	\$ 29.61	\$ 31.09	\$ 32.64	\$ 33.46	\$ 34.28
Executive Assistant/Deputy City Clerk	C177	Annual	\$ 58,781.66	\$ 61,720.75	\$ 64,806.78	\$ 68,047.14	\$ 71,449.50	\$ 73,235.74	\$ 75,021.98
		Bi-Weekly	\$ 2,260.83	\$ 2,373.88	\$ 2,492.57	\$ 2,617.20	\$ 2,748.06	\$ 2,816.76	\$ 2,885.46
		Hourly	\$ 28.26	\$ 29.67	\$ 31.16	\$ 32.71	\$ 34.35	\$ 35.21	\$ 36.07
Human Resources/Payroll Specialist	C185	Annual	\$ 61,182.69	\$ 64,241.81	\$ 67,453.91	\$ 70,826.60	\$ 74,367.93	\$ 76,227.12	\$ 78,086.33
		Bi-Weekly	\$ 2,353.18	\$ 2,470.84	\$ 2,594.38	\$ 2,724.10	\$ 2,860.31	\$ 2,931.81	\$ 3,003.32
		Hourly	\$ 29.41	\$ 30.89	\$ 32.43	\$ 34.05	\$ 35.75	\$ 36.65	\$ 37.54
City Clerk Equity Arcata Manager Juvenile Diversion Counselor I	M142	Annual	\$ 70,130.35	\$ 73,636.88	\$ 77,318.73	\$ 81,184.66	\$ 85,243.87	\$ 87,374.96	\$ 89,506.06
		Bi-Weekly	\$ 2,697.32	\$ 2,832.19	\$ 2,973.80	\$ 3,122.49	\$ 3,278.61	\$ 3,360.58	\$ 3,442.54
		Hourly	\$ 33.72	\$ 35.40	\$ 37.17	\$ 39.03	\$ 40.98	\$ 42.01	\$ 43.03
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	\$ 73,723.25	\$ 77,409.39	\$ 81,279.87	\$ 85,343.85	\$ 89,611.04	\$ 91,851.31	\$ 94,091.59
		Bi-Weekly	\$ 2,835.51	\$ 2,977.28	\$ 3,126.15	\$ 3,282.46	\$ 3,446.58	\$ 3,532.74	\$ 3,618.91
		Hourly	\$ 35.44	\$ 37.22	\$ 39.08	\$ 41.03	\$ 43.08	\$ 44.16	\$ 45.24
Juvenile Diversion Counselor II (licensed MFT/LCSW)	M170	Annual	\$ 80,649.92	\$ 84,682.42	\$ 88,916.52	\$ 93,362.36	\$ 98,030.48	\$ 100,481.24	\$ 102,932.00
		Bi-Weekly	\$ 3,101.92	\$ 3,257.02	\$ 3,419.87	\$ 3,590.86	\$ 3,770.40	\$ 3,864.66	\$ 3,958.92
		Hourly	\$ 38.77	\$ 40.71	\$ 42.75	\$ 44.89	\$ 47.13	\$ 48.31	\$ 49.49

Classification	Salary Grade	Salary Steps							
Building Official	M185	Annual	\$ 86,698.67	\$ 91,033.59	\$ 95,585.28	\$ 100,246.43	\$ 105,382.77	\$ 108,017.34	\$ 110,651.91
Senior Project Manager (Engineering)		Bi-Weekly	\$ 3,334.56	\$ 3,501.29	\$ 3,676.36	\$ 3,855.63	\$ 4,053.18	\$ 4,154.51	\$ 4,255.84
		Hourly	\$ 41.68	\$ 43.77	\$ 45.95	\$ 48.20	\$ 50.66	\$ 51.93	\$ 53.20
Assistant City Engineer	M198	Annual	\$ 92,741.36	\$ 97,378.40	\$ 102,247.31	\$ 107,359.70	\$ 112,727.70	\$ 115,545.89	\$ 118,364.09
Deputy Director Community Development		Bi-Weekly	\$ 3,566.98	\$ 3,745.32	\$ 3,932.59	\$ 4,129.22	\$ 4,335.68	\$ 4,444.07	\$ 4,552.47
Deputy Director Environmental Services (Community Services)		Hourly	\$ 44.59	\$ 46.82	\$ 49.16	\$ 51.62	\$ 54.20	\$ 55.55	\$ 56.91
Deputy Director Environmental Services (Utilities/Streets)									
Deputy Director Information Technology									
Police Lieutenant	MS198	Annual	\$ 100,548.97	\$ 105,576.43	\$ 110,855.24	\$ 116,398.00	\$ 122,217.92	\$ 125,273.37	\$ 128,328.82
		Bi-Weekly	\$ 3,867.27	\$ 4,060.63	\$ 4,263.66	\$ 4,476.85	\$ 4,700.69	\$ 4,818.21	\$ 4,935.72
		Hourly	\$ 48.34	\$ 50.76	\$ 53.30	\$ 55.96	\$ 58.76	\$ 60.23	\$ 61.70
Assistant City Manager	M232	Annual	\$ 109,876.65	\$ 115,370.47	\$ 121,139.00	\$ 127,195.95	\$ 133,555.74	\$ 136,894.63	\$ 140,233.53
City Engineer		Bi-Weekly	\$ 4,226.03	\$ 4,437.33	\$ 4,659.19	\$ 4,892.15	\$ 5,136.76	\$ 5,265.18	\$ 5,393.60
Director of Environmental Services		Hourly	\$ 52.83	\$ 55.47	\$ 58.24	\$ 61.15	\$ 64.21	\$ 65.81	\$ 67.42
Director of Community Development									
Finance Director									
Human Resources/Administrative Services Director									
Chief of Police	MS232	Annual	\$ 119,135.23	\$ 125,091.97	\$ 131,346.59	\$ 137,913.91	\$ 144,809.62	\$ 148,429.86	\$ 152,050.10
		Bi-Weekly	\$ 4,582.12	\$ 4,811.23	\$ 5,051.79	\$ 5,304.38	\$ 5,569.60	\$ 5,708.84	\$ 5,848.08
		Hourly	\$ 57.28	\$ 60.14	\$ 63.15	\$ 66.30	\$ 69.62	\$ 71.36	\$ 73.10

APPOINTED CLASSIFICATIONS:

City Manager	CM100	Annual	\$169,541.24	\$178,018.30	\$186,919.22	\$196,265.18	\$206,078.44	N/A	N/A
		Bi-Weekly	\$6,520.82	\$6,846.86	\$7,189.20	\$7,548.66	\$7,926.09		
		Hourly	\$81.51	\$85.59	\$89.87	\$94.36	\$99.08		

Section 2.

Effective 06/29/2025

Reflecting the 3% salary increase effective the first full pay period that includes July 1, 2025

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	\$ 57,536.97	\$ 60,413.84	\$ 63,434.53	\$ 66,606.26	\$ 69,936.55	\$ 71,684.98	\$ 73,433.38
		Bi-Weekly	\$ 2,212.96	\$ 2,323.61	\$ 2,439.79	\$ 2,561.78	\$ 2,689.87	\$ 2,757.11	\$ 2,824.36
		Hourly	\$ 27.66	\$ 29.05	\$ 30.50	\$ 32.02	\$ 33.62	\$ 34.46	\$ 35.30
Executive Assistant/Deputy City Clerk	C177	Annual	\$ 60,545.11	\$ 63,572.37	\$ 66,750.98	\$ 70,088.55	\$ 73,592.99	\$ 75,432.81	\$ 77,272.64
		Bi-Weekly	\$ 2,328.66	\$ 2,445.09	\$ 2,567.35	\$ 2,695.71	\$ 2,830.50	\$ 2,901.26	\$ 2,972.02
		Hourly	\$ 29.11	\$ 30.56	\$ 32.09	\$ 33.70	\$ 35.38	\$ 36.27	\$ 37.15
Human Resources/Payroll Specialist	C185	Annual	\$ 63,018.17	\$ 66,169.06	\$ 69,477.53	\$ 72,951.40	\$ 76,598.97	\$ 78,513.93	\$ 80,428.92
		Bi-Weekly	\$ 2,423.78	\$ 2,544.96	\$ 2,672.21	\$ 2,805.82	\$ 2,946.11	\$ 3,019.77	\$ 3,093.42
		Hourly	\$ 30.30	\$ 31.81	\$ 33.40	\$ 35.07	\$ 36.83	\$ 37.75	\$ 38.67
City Clerk Equity Arcata Manager Juvenile Diversion Counselor I	M142	Annual	\$ 72,234.26	\$ 75,845.99	\$ 79,638.29	\$ 83,620.20	\$ 87,801.19	\$ 89,996.21	\$ 92,191.24
		Bi-Weekly	\$ 2,778.24	\$ 2,917.15	\$ 3,063.01	\$ 3,216.16	\$ 3,376.97	\$ 3,461.39	\$ 3,545.82
		Hourly	\$ 34.73	\$ 36.46	\$ 38.29	\$ 40.20	\$ 42.21	\$ 43.27	\$ 44.32
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	\$ 75,934.95	\$ 79,731.67	\$ 83,718.27	\$ 87,904.17	\$ 92,299.37	\$ 94,606.85	\$ 96,914.34
		Bi-Weekly	\$ 2,920.58	\$ 3,066.60	\$ 3,219.93	\$ 3,380.93	\$ 3,549.98	\$ 3,638.73	\$ 3,727.47
		Hourly	\$ 36.51	\$ 38.33	\$ 40.25	\$ 42.26	\$ 44.37	\$ 45.48	\$ 46.59
Juvenile Diversion Counselor II (licensed MFT/LCSW)	M170	Annual	\$ 83,069.42	\$ 87,222.89	\$ 91,584.02	\$ 96,163.23	\$ 100,971.39	\$ 103,495.68	\$ 106,019.96
		Bi-Weekly	\$ 3,194.98	\$ 3,354.73	\$ 3,522.46	\$ 3,698.59	\$ 3,883.52	\$ 3,980.60	\$ 4,077.69
		Hourly	\$ 39.94	\$ 41.93	\$ 44.03	\$ 46.23	\$ 48.54	\$ 49.76	\$ 50.97
Building Official Senior Project Manager (Engineering)	M185	Annual	\$ 89,299.63	\$ 93,764.60	\$ 98,452.84	\$ 103,253.82	\$ 108,544.25	\$ 111,257.86	\$ 113,971.47
		Bi-Weekly	\$ 3,434.60	\$ 3,606.33	\$ 3,786.65	\$ 3,971.30	\$ 4,174.78	\$ 4,279.15	\$ 4,383.52
		Hourly	\$ 42.93	\$ 45.08	\$ 47.33	\$ 49.64	\$ 52.18	\$ 53.49	\$ 54.79

Classification	Salary Grade		Salary Steps						
			1	2	3	4	5	5A	6
Assistant City Engineer	M198	Annual	\$ 95,523.60	\$100,299.75	\$ 105,314.73	\$ 110,580.49	\$ 116,109.53	\$ 119,012.27	\$ 121,915.01
Deputy Director Community Development		Bi-Weekly	\$ 3,673.98	\$ 3,857.68	\$ 4,050.57	\$ 4,253.10	\$ 4,465.75	\$ 4,577.40	\$ 4,689.04
Deputy Director Environmental Services (Community Services)		Hourly	\$ 45.92	\$ 48.22	\$ 50.63	\$ 53.16	\$ 55.82	\$ 57.22	\$ 58.61
Deputy Director Environmental Services (Utilities/Streets)									
Deputy Director Information Technology									
Police Lieutenant	MS198	Annual	\$ 103,565.44	\$108,743.72	\$ 114,180.90	\$ 119,889.94	\$ 125,884.46	\$ 129,031.57	\$ 132,178.68
		Bi-Weekly	\$ 3,983.29	\$ 4,182.45	\$ 4,391.57	\$ 4,611.15	\$ 4,841.71	\$ 4,962.75	\$ 5,083.80
		Hourly	\$ 49.79	\$ 52.28	\$ 54.89	\$ 57.64	\$ 60.52	\$ 62.03	\$ 63.55
Assistant City Manager	M232	Annual	\$ 113,172.95	\$118,831.58	\$ 124,773.17	\$ 131,011.83	\$ 137,562.41	\$ 141,001.47	\$ 144,440.54
City Engineer		Bi-Weekly	\$ 4,352.81	\$ 4,570.45	\$ 4,798.97	\$ 5,038.92	\$ 5,290.86	\$ 5,423.13	\$ 5,555.41
Director of Environmental Services		Hourly	\$ 54.41	\$ 57.13	\$ 59.99	\$ 62.99	\$ 66.14	\$ 67.79	\$ 69.44
Director of Community Development									
Finance Director									
Human Resources/Administrative Services Director									
Chief of Police	MS232	Annual	\$ 122,709.29	\$128,844.73	\$ 135,286.99	\$ 142,051.33	\$ 149,153.91	\$ 152,882.76	\$ 156,611.60
		Bi-Weekly	\$ 4,719.59	\$ 4,955.57	\$ 5,203.35	\$ 5,463.51	\$ 5,736.69	\$ 5,880.11	\$ 6,023.52
		Hourly	\$ 58.99	\$ 61.94	\$ 65.04	\$ 68.29	\$ 71.71	\$ 73.50	\$ 75.29
APPOINTED CLASSIFICATIONS:									
City Manager	CM100	Annual	\$169,541.24	\$178,018.30	\$186,919.22	\$196,265.18	\$206,078.44	N/A	N/A
		Bi-Weekly	\$6,520.82	\$6,846.86	\$7,189.20	\$7,548.66	\$7,926.09		
		Hourly	\$81.51	\$85.59	\$89.87	\$94.36	\$99.08		

Section 3.

Effective 06/28/2026

Reflecting the 3% salary increase effective the first full pay period that includes July 1, 2026

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	\$ 59,263.08	\$ 62,226.26	\$ 65,337.57	\$ 68,604.45	\$ 72,034.65	\$ 73,835.53	\$ 75,636.38
		Bi-Weekly	\$ 2,279.35	\$ 2,393.32	\$ 2,512.98	\$ 2,638.63	\$ 2,770.56	\$ 2,839.83	\$ 2,909.09
		Hourly	\$ 28.49	\$ 29.92	\$ 31.41	\$ 32.98	\$ 34.63	\$ 35.50	\$ 36.36
Executive Assistant/Deputy City Clerk	C177	Annual	\$ 62,361.46	\$ 65,479.54	\$ 68,753.51	\$ 72,191.21	\$ 75,800.78	\$ 77,695.79	\$ 79,590.82
		Bi-Weekly	\$ 2,398.52	\$ 2,518.44	\$ 2,644.37	\$ 2,776.58	\$ 2,915.41	\$ 2,988.30	\$ 3,061.19
		Hourly	\$ 29.98	\$ 31.48	\$ 33.05	\$ 34.71	\$ 36.44	\$ 37.35	\$ 38.26
Human Resources/Payroll Specialist	C185	Annual	\$ 64,908.72	\$ 68,154.13	\$ 71,561.86	\$ 75,139.94	\$ 78,896.94	\$ 80,869.35	\$ 82,841.79
		Bi-Weekly	\$ 2,496.49	\$ 2,621.31	\$ 2,752.38	\$ 2,890.00	\$ 3,034.50	\$ 3,110.36	\$ 3,186.22
		Hourly	\$ 31.21	\$ 32.77	\$ 34.40	\$ 36.12	\$ 37.93	\$ 38.88	\$ 39.83
City Clerk Equity Arcata Manager Juvenile Diversion Counselor I	M142	Annual	\$ 74,401.29	\$ 78,121.37	\$ 82,027.44	\$ 86,128.81	\$ 90,435.23	\$ 92,696.10	\$ 94,956.98
		Bi-Weekly	\$ 2,861.59	\$ 3,004.67	\$ 3,154.90	\$ 3,312.65	\$ 3,478.28	\$ 3,565.23	\$ 3,652.19
		Hourly	\$ 35.77	\$ 37.56	\$ 39.44	\$ 41.41	\$ 43.48	\$ 44.57	\$ 45.65
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	\$ 78,213.00	\$ 82,123.62	\$ 86,229.82	\$ 90,541.30	\$ 95,068.35	\$ 97,445.06	\$ 99,821.77
		Bi-Weekly	\$ 3,008.19	\$ 3,158.60	\$ 3,316.53	\$ 3,482.36	\$ 3,656.48	\$ 3,747.89	\$ 3,839.30
		Hourly	\$ 37.60	\$ 39.48	\$ 41.46	\$ 43.53	\$ 45.71	\$ 46.85	\$ 47.99
Juvenile Diversion Counselor II (licensed MFT/LCSW)	M170	Annual	\$ 85,561.50	\$ 89,839.58	\$ 94,331.54	\$ 99,048.13	\$ 104,000.53	\$ 106,600.55	\$ 109,200.56
		Bi-Weekly	\$ 3,290.83	\$ 3,455.37	\$ 3,628.14	\$ 3,809.54	\$ 4,000.02	\$ 4,100.02	\$ 4,200.02
		Hourly	\$ 41.14	\$ 43.19	\$ 45.35	\$ 47.62	\$ 50.00	\$ 51.25	\$ 52.50
Building Official Senior Project Manager (Engineering)	M185	Annual	\$ 91,978.62	\$ 96,577.54	\$ 101,406.43	\$ 106,351.43	\$ 111,800.58	\$ 114,595.60	\$ 117,390.61
		Bi-Weekly	\$ 3,537.64	\$ 3,714.52	\$ 3,900.25	\$ 4,090.44	\$ 4,300.02	\$ 4,407.52	\$ 4,515.02
		Hourly	\$ 44.22	\$ 46.43	\$ 48.75	\$ 51.13	\$ 53.75	\$ 55.09	\$ 56.44

Classification	Salary Grade		Salary Steps						
			1	2	3	4	5	5A	6
Assistant City Engineer	M198	Annual	\$ 98,389.31	\$ 103,308.74	\$ 108,474.17	\$ 113,897.90	\$ 119,592.82	\$ 122,582.64	\$ 125,572.46
Deputy Director Community Development		Bi-Weekly	\$ 3,784.20	\$ 3,973.41	\$ 4,172.08	\$ 4,380.69	\$ 4,599.72	\$ 4,714.72	\$ 4,829.71
Deputy Director Environmental Services (Community Services)		Hourly	\$ 47.30	\$ 49.67	\$ 52.15	\$ 54.76	\$ 57.50	\$ 58.93	\$ 60.37
Deputy Director Environmental Services (Utilities/Streets)									
Deputy Director Information Technology									
Police Lieutenant	MS198	Annual	\$ 106,672.40	\$ 112,006.03	\$ 117,606.33	\$ 123,486.64	\$ 129,660.99	\$ 132,902.52	\$ 136,144.04
		Bi-Weekly	\$ 4,102.78	\$ 4,307.92	\$ 4,523.32	\$ 4,749.49	\$ 4,986.96	\$ 5,111.64	\$ 5,236.31
		Hourly	\$ 51.28	\$ 53.85	\$ 56.54	\$ 59.37	\$ 62.34	\$ 63.90	\$ 65.45
Assistant City Manager	M232	Annual	\$ 116,568.14	\$ 122,396.53	\$ 128,516.37	\$ 134,942.18	\$ 141,689.28	\$ 145,231.51	\$ 148,773.76
City Engineer		Bi-Weekly	\$ 4,483.39	\$ 4,707.56	\$ 4,942.94	\$ 5,190.08	\$ 5,449.59	\$ 5,585.83	\$ 5,722.07
Director of Environmental Services		Hourly	\$ 56.04	\$ 58.84	\$ 61.79	\$ 64.88	\$ 68.12	\$ 69.82	\$ 71.53
Director of Community Development									
Finance Director									
Human Resources/Administrative Services Director									
Chief of Police	MS232	Annual	\$ 126,390.57	\$ 132,710.07	\$ 139,345.60	\$ 146,312.87	\$ 153,628.53	\$ 157,469.24	\$ 161,309.95
		Bi-Weekly	\$ 4,861.18	\$ 5,104.23	\$ 5,359.45	\$ 5,627.42	\$ 5,908.79	\$ 6,056.51	\$ 6,204.23
		Hourly	\$ 60.76	\$ 63.80	\$ 66.99	\$ 70.34	\$ 73.86	\$ 75.71	\$ 77.55
		\$ 1.77	\$ 1.86	\$ 1.95	\$ 2.05	\$ 2.15	\$ 2.21	\$ 2.26	
APPOINTED CLASSIFICATIONS:									
City Manager	CM100	Annual	\$169,541.24	\$178,018.30	\$186,919.22	\$196,265.18	\$206,078.44	N/A	N/A
		Bi-Weekly	\$6,520.82	\$6,846.86	\$7,189.20	\$7,548.66	\$7,926.09		
		Hourly	\$81.51	\$85.59	\$89.87	\$94.36	\$99.08		

Section 4. Effective Date

This resolution shall be effective as follows: Section 1 effective June 9, 2024 (approved previously on June 5, 2024), Section 2 effective June 29, 2025, Section 3 effective June 28, 2026.

DATED: July 17, 2024

ATTEST:

APPROVED:

CITY CLERK, CITY OF ARCATA

MAYOR, CITY OF ARCATA

CLERK'S CERTIFICATE

I hereby certify that the foregoing is a true and correct copy of Resolution No. 245-01 passed and adopted at a regular meeting of the City Council of the City of Arcata, Humboldt County, California, on the 17th day of July, 2024, by the following vote:

AYES:

NOES:

ABSENT:

CITY CLERK, CITY OF ARCATA