

## ATTACHMENT 2

### RESOLUTION NO. 5252

#### A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ARROYO GRANDE AMENDING THE CITYWIDE COMBINED SALARY SCHEDULE

**WHEREAS**, the City Council desires to amend the Citywide Combined Salary Schedule and establish a pay schedule for the position of Full-Time Assistant Projects Manager; and

**WHEREAS**, the Five Cities Fire Authority (FCFA) Board of Directors approved salary adjustments for FCFA Management and part-time unrepresented employees in Fiscal Year 2022-23; and

**WHEREAS**, pursuant to the terms of the Joint Exercise of Powers Agreement that created the FCFA, all FCFA employees are employees of the City of Arroyo Grande. As a result, the City's Salary Schedule must be amended to incorporate the salary adjustments approved by the FCFA Board of Directors; and

**WHEREAS**, publicly available pay schedules are required to comply with California Code of Regulations (CCR) Section 570.5.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Arroyo Grande, as follows:

1. The revised Citywide Combined Salary Schedule, attached hereto as Exhibit A and incorporated herein by reference, is hereby approved.
2. This Resolution and the salaries contained in Exhibit A shall constitute a publicly available pay schedule as required by Government Code Section 20480. Pursuant to CCR 570.5, shall be immediately accessible and available for public review during the City's normal business hours.
3. This salary schedule shall be effective immediately on the date of the adoption of this Resolution. This Resolution and the salary schedule contained herein shall be retained by the City in its official records on a permanent basis.

On motion of Council Member Barneich, seconded by Council Member George, and by the following roll call vote, to wit:

**AYES:** Council Members Barneich, George, Guthrie, Secret, and Mayor Ray Russom

**NOES:** None

**ABSENT:** None

The foregoing Resolution was approved this 10<sup>th</sup> day of January, 2023.

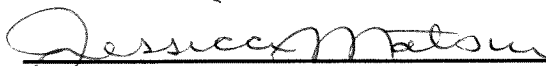
RESOLUTION NO. 5252  
PAGE 2



---

CAREN RAY RUSSOM, MAYOR

ATTEST:



---

JESSICA MATSON, CITY CLERK

APPROVED AS TO CONTENT:



---

WHITNEY McDONALD, CITY MANAGER

APPROVED AS TO FORM:



---

TIMOTHY J. CARMEL, CITY ATTORNEY

CITY OF ARROYO GRANDE  
COMBINED SALARY SCHEDULE  
EFFECTIVE 01/20/2023

**EXHIBIT A**

GROUP: SEIU

<u>Position</u>		A	B	C	D	E
Office Assistant I	Biweekly	1,528.48	1,604.90	1,685.15	1,769.41	1,857.88
	Monthly	3,311.70	3,477.29	3,651.15	3,833.71	4,025.40
	Annual	39,740.45	41,727.47	43,813.85	46,004.54	48,304.77
Accounting Clerk I	Biweekly	1,566.69	1,645.03	1,727.28	1,813.64	1,904.32
	Monthly	3,394.50	3,564.22	3,742.43	3,929.55	4,126.03
	Annual	40,733.96	42,770.66	44,909.19	47,154.65	49,512.39
Maintenance Worker I	Biweekly	1,646.00	1,728.30	1,814.72	1,905.46	2,000.73
	Monthly	3,566.34	3,744.66	3,931.89	4,128.49	4,334.91
	Annual	42,796.12	44,935.93	47,182.72	49,541.86	52,018.95
Office Assistant II	Biweekly	1,687.15	1,771.51	1,860.09	1,953.09	2,050.75
	Monthly	3,655.50	3,838.28	4,030.19	4,231.70	4,443.29
	Annual	43,866.02	46,059.32	48,362.29	50,780.41	53,319.43
Accounting Clerk II	Biweekly	1,816.88	1,907.73	2,003.11	2,103.27	2,208.43
Maintenance Worker II	Monthly	3,936.58	4,133.40	4,340.07	4,557.08	4,784.93
	Annual	47,238.91	49,600.86	52,080.90	54,684.94	57,419.19
	Administrative Secretary	Biweekly	2,005.50	2,105.77	2,211.06	2,321.61
	Monthly	4,345.24	4,562.51	4,790.63	5,030.16	5,281.67
	Annual	52,142.92	54,750.06	57,487.57	60,361.94	63,380.04
	Senior Accounting Clerk	Biweekly	2,055.63	2,158.42	2,266.34	2,379.65
Building Permit Tech.	Monthly	4,453.87	4,676.57	4,910.40	5,155.92	5,413.71
Plan/Engineer Permit Tech	Annual	53,446.49	56,118.81	58,924.76	61,870.99	64,964.54
Sports Facility Coord.						
Recreation Coordinator						
Maintenance Worker III						
Water Services Worker	Biweekly	2,159.70	2,267.69	2,381.07	2,500.12	2,625.13
	Monthly	4,679.35	4,913.32	5,158.99	5,416.93	5,687.78
	Annual	56,152.22	58,959.83	61,907.82	65,003.21	68,253.37
Fleet Maint. Coordinator	Biweekly	2,269.04	2,382.49	2,501.61	2,626.69	2,758.03
Community Services Specialist	Monthly	4,916.24	5,162.06	5,420.16	5,691.17	5,975.72
	Annual	58,994.92	61,944.67	65,041.90	68,294.00	71,708.70
	Public Works Lead Worker	Biweekly	2,325.76	2,442.05	2,564.15	2,692.36
Parks Lead Worker	Monthly	5,039.15	5,291.11	5,555.66	5,833.45	6,125.12
	Annual	60,469.80	63,493.29	66,667.95	70,001.35	73,501.42

**CITY OF ARROYO GRANDE  
COMBINED SALARY SCHEDULE  
EFFECTIVE 01/20/2023**

<u>Position</u>		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
GIS Technician	Biweekly	2,504.59	2,629.82	2,761.31	2,899.38	3,044.35
	Monthly	5,426.61	5,697.94	5,982.84	6,281.98	6,596.08
	Annual	65,119.36	68,375.33	71,794.09	75,383.80	79,152.99
Recreation Supervisor	Biweekly	2,567.21	2,695.57	2,830.34	2,971.86	3,120.45
Streets Maintenance Supervisor	Monthly	5,562.28	5,840.39	6,132.41	6,439.03	6,760.98
Parks, Tree & Landscape Supervisor	Annual	66,747.34	70,084.71	73,588.95	77,268.39	81,131.81
Utilities/Water & Sewer System Supervisor						
Soto Sports Complex Maint. & Coord. Supervisor						
Citywide Fleet Coordinator	Biweekly	2,631.39	2,762.95	2,901.10	3,046.16	3,198.47
	Monthly	5,701.34	5,986.40	6,285.72	6,600.01	6,930.01
	Annual	68,416.03	71,836.83	75,428.67	79,200.10	83,160.11
IT Specialist	Biweekly	2,764.60	2,902.83	3,047.97	3,200.37	3,360.39
Assistant Engineer	Monthly	5,989.97	6,289.46	6,603.94	6,934.13	7,280.84
Engineering Inspector	Annual	71,879.59	75,473.57	79,247.25	83,209.61	87,370.09
Program Analyst						
Associate Engineer	Biweekly	3,127.89	3,284.29	3,448.50	3,620.92	3,801.97
	Monthly	6,777.10	7,115.95	7,471.75	7,845.34	8,237.60
	Annual	81,325.16	85,391.41	89,660.98	94,144.03	98,851.23
Senior Engineer	Biweekly	3,368.40	3,536.82	3,713.66	3,899.34	4,094.31
	Monthly	7,298.19	7,663.10	8,046.26	8,448.57	8,871.00
	Annual	87,578.30	91,957.21	96,555.07	101,382.83	106,451.97

CITY OF ARROYO GRANDE  
 COMBINED SALARY SCHEDULE  
 EFFECTIVE 01/20/2023

GROUP: POA

<u>Position</u>		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
Police Officer	Biweekly	2,823.27	2,964.43	3,112.65	3,268.29	3,431.70
	Monthly	6,117.08	6,422.93	6,744.08	7,081.29	7,435.35
	Annual	73,404.97	77,075.22	80,928.98	84,975.43	89,224.20
Sr. Police Officer	Biweekly	3,117.61	3,273.49	3,437.16	3,609.02	3,789.47
	Monthly	6,754.82	7,092.56	7,447.19	7,819.55	8,210.53
	Annual	81,057.86	85,110.75	89,366.29	93,834.60	98,526.33
Police Sergeant	Biweekly	3,613.43	3,794.10	3,983.80	4,182.99	4,392.14
	Monthly	7,829.09	8,220.54	8,631.57	9,063.15	9,516.31
	Annual	93,949.08	98,646.54	103,578.86	108,757.81	114,195.70
Records Clerk	Biweekly	1,967.53	2,065.90	2,169.20	2,277.66	2,391.54
	Monthly	4,262.97	4,476.12	4,699.93	4,934.92	5,181.67
	Annual	51,155.66	53,713.45	56,399.12	59,219.08	62,180.03
Records/Property Evidence Tech.	Biweekly	2,173.72	2,282.41	2,396.53	2,516.36	2,642.17
	Monthly	4,709.73	4,945.22	5,192.48	5,452.10	5,724.71
	Annual	56,516.78	59,342.62	62,309.75	65,425.24	68,696.50
Police Trainee	Biweekly	2,459.14	2,582.10	2,711.21	2,846.77	2,989.11
	Monthly	5,328.15	5,594.55	5,874.28	6,168.00	6,476.40
	Annual	63,937.76	67,134.65	70,491.38	74,015.95	77,716.75

**CITY OF ARROYO GRANDE  
COMBINED SALARY SCHEDULE  
EFFECTIVE 01/20/2023**

**GROUP: FCFA IAFF**

<u>Position</u>		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
Fire Fighter	Biweekly	2,252	2,365	2,483	2,607	2,738
	Monthly	4,880	5,124	5,380	5,649	5,932
	Annual	58,560	61,488	64,562	67,791	71,180
Fire Engineer	Biweekly	2,612	2,742	2,880	3,024	3,175
	Monthly	5,659	5,942	6,239	6,551	6,879
	Annual	67,908	71,303	74,869	78,612	82,543
Fire Captain	Biweekly	3,105	3,260	3,423	3,594	3,774
	Monthly	6,727	7,063	7,417	7,787	8,177
	Annual	80,724	84,760	88,998	93,448	98,121

**GROUP: FCFA MANAGEMENT**

<u>Position</u>		<u>LOW</u>	<u>MID</u>	<u>HIGH</u>
Administrative Operations Manager/ Clerk to the Board	Biweekly	3,273	3,626	3,980
	Monthly	7,091	7,857	8,623
	Annual	85,089	94,280	103,471
Battalion Chief	Biweekly	4,843	5,365	5,888
	Monthly	10,493	11,625	12,756
	Annual	125,919	139,495	153,077
Fire Chief	Biweekly	5,618	6,225	6,831
	Monthly	12,173	13,488	14,802
	Annual	146,072	161,845	177,618

CITY OF ARROYO GRANDE  
COMBINED SALARY SCHEDULE  
EFFECTIVE 01/20/2023

GROUP: MANAGEMENT

<u>Position</u>		LOW	MID	HIGH
Office Assistant I	Biweekly	1,560.00	1,728.46	1,896.92
	Monthly	3,380.00	3,745.00	4,110.00
	Annual	40,560.00	44,940.00	49,320.00
Office Assistant II	Biweekly	1,721.54	1,908.00	2,094.46
	Monthly	3,730.00	4,134.00	4,538.00
	Annual	44,760.00	49,608.00	54,456.00
Administrative Secretary	Biweekly	1,997.08	2,212.38	2,427.69
	Monthly	4,327.00	4,793.50	5,260.00
	Annual	51,924.00	57,522.00	63,120.00
Executive Secretary	Biweekly	2,259.69	2,503.85	2,748.00
	Monthly	4,896.00	5,425.00	5,954.00
	Annual	58,752.00	65,100.00	71,448.00
Assistant Planner	Biweekly	2,494.62	2,763.92	3,033.23
	Monthly	5,405.00	5,988.50	6,572.00
	Annual	64,860.00	71,862.00	78,864.00
Associate Planner	Biweekly	2,753.08	3,050.54	3,348.00
Deputy City Clerk/ Communications Coordinator	Monthly	5,965.00	6,609.50	7,254.00
Assistant Projects Manager	Annual	71,580.00	79,314.00	87,048.00
Planning Manager	Biweekly	3,272.77	3,626.31	3,979.85
Accounting Manager	Monthly	7,091.00	7,857.00	8,623.00
Management Analyst	Annual	85,092.00	94,284.00	103,476.00
Public Works Manager	Biweekly	3,525.23	3,905.31	4,285.38
Utilities Manager	Monthly	7,638.00	8,461.50	9,285.00
	Annual	91,656.00	101,538.00	111,420.00
Information Technology Mgr	Biweekly	3,612.00	4,001.77	4,391.54
	Monthly	7,826.00	8,670.50	9,515.00
	Annual	93,912.00	104,046.00	114,180.00

**CITY OF ARROYO GRANDE  
COMBINED SALARY SCHEDULE  
EFFECTIVE 01/20/2023**

<u>Position</u>		LOW	MID	HIGH
Capital Improvement Projects Manager	Biweekly	3,702.46	4,102.15	4,501.85
	Monthly	8,022.00	8,888.00	9,754.00
	Annual	96,264.00	106,656.00	117,048.00
Human Resources Officer Dir of Legis and Info Services Dir of Recreation Services	Biweekly	3,795.69	4,205.08	4,614.46
	Monthly	8,224.00	9,111.00	9,998.00
	Annual	98,688.00	109,332.00	119,976.00
Building Official	Biweekly	3,889.85	4,310.31	4,730.77
	Monthly	8,428.00	9,339.00	10,250.00
	Annual	101,136.00	112,068.00	123,000.00
Police Commander	Biweekly	4,423.85	4,901.31	5,378.77
	Monthly	9,585.00	10,619.50	11,654.00
	Annual	115,020.00	127,434.00	139,848.00
City Engineer	Biweekly	4,738.62	5,251.15	5,763.69
	Monthly	10,267.00	11,377.50	12,488.00
	Annual	123,204.00	136,530.00	149,856.00
Director of Public Works Dir of Administrative Services Dir of Community Develop	Biweekly	5,230.62	5,795.54	6,360.46
	Monthly	11,333.00	12,557.00	13,781.00
	Annual	135,996.00	150,684.00	165,372.00
Police Chief	Biweekly	5,661.23	6,272.54	6,883.85
	Monthly	12,266.00	13,590.50	14,915.00
	Annual	147,192.00	163,086.00	178,980.00
Assistant City Manager/Public Works Director	Biweekly	6,303.69	6,983.77	7,663.85
	Monthly	13,658.00	15,131.50	16,605.00
	Annual	163,896.00	181,578.00	199,260.00
City Manager	Biweekly			7,825.85
	Monthly			16,956.00
	Annual			203,472.00



**CITY OF ARROYO GRANDE  
COMBINED SALARY SCHEDULE  
EFFECTIVE 01/20/2023**

**GROUP: PART-TIME POSITIONS**

	HOURLY RATE			
	Step A	Step B	Step C	Step D
<b><u>POLICE DEPARTMENT</u></b>				
Administrative Intern (Cadet)	\$16.30	\$17.12	\$17.97	\$18.87
Records Clerk	\$20.91	\$21.95	\$23.05	\$24.20
Fleet & Equipment Technician	\$25.26	\$26.53	\$27.85	\$29.25
Neighborhood Services Technician	\$22.54	\$23.67	\$24.85	\$26.10
Training Technician	\$25.26	\$26.53	\$27.85	\$29.25
Police Reserve Officer Trainee	\$24.11	\$25.31	\$26.58	\$27.90
Police Reserve Officer	\$27.68	\$29.06	\$30.51	\$32.04
Designated Level I Reserve Officer	\$34.60	\$36.33	\$38.15	\$40.05
<b><u>RECREATION SERVICES DEPARTMENT</u></b>				
AM/PM Assistant I	\$15.53	\$16.30	\$17.12	\$17.97
AM/PM Assistant II	\$16.50	\$17.32	\$18.19	\$19.10
AM/PM Assistant Teacher	\$18.14	\$19.05	\$20.00	\$21.00
AM/PM Teacher	\$19.95	\$20.95	\$22.00	\$23.10
Pre School Teacher	\$19.95	\$20.95	\$22.00	\$23.10
Facility Attendant	\$15.53	\$16.30	\$17.12	\$17.97
Senior Facility Attendant	\$16.50	\$17.32	\$18.19	\$19.10
Sports Facility Attendant	\$15.53	\$16.30	\$17.12	\$17.97
Volunteer and Program Coordinator	\$25.48	\$26.76	\$28.09	\$29.50
<b><u>MISCELLANEOUS</u></b>				
Capital Improvement Projects Manager	\$46.28	\$49.40	\$52.74	\$56.27
Administrative Intern	\$16.30	\$17.12	\$17.97	\$18.87
Office Assistant I	\$16.99	\$17.84	\$18.74	\$19.67
Office Assistant II	\$19.86	\$20.85	\$21.90	\$22.99
Sr. Office Assistant	\$20.91	\$21.95	\$23.05	\$24.20
Administrative Secretary	\$23.89	\$25.08	\$26.34	\$27.65
Executive Secretary	\$28.25	\$29.66	\$31.14	\$32.70
Building Permit Technician	\$25.64	\$26.92	\$28.26	\$29.68
Assistant Engineer	\$31.29	\$32.85	\$34.50	\$36.22
Associate Engineer	\$34.41	\$36.13	\$37.94	\$39.84
Planning Technician	\$25.64	\$26.92	\$28.26	\$29.68
Assistant Planner	\$29.83	\$31.32	\$32.89	\$34.53
Associate Planner	\$32.27	\$33.88	\$35.58	\$37.36
Custodian	\$17.34	\$18.20	\$19.11	\$20.07
Maintenance Worker	\$17.34	\$18.20	\$19.11	\$20.07
Student Intern (seasonal)	\$15.53			
<b><u>FIVE CITIES FIRE AUTHORITY</u></b>				
Office Assistant II	\$18.81	\$19.75	\$20.72	\$21.77
Reserve Firefighter	\$16.00	\$17.00	\$18.00	

**OFFICIAL CERTIFICATION**

**I, JESSICA MATSON**, City Clerk of the City of Arroyo Grande, County of San Luis Obispo, State of California, do hereby certify under penalty of perjury, that the attached Resolution No. 5252 was passed and adopted at a regular meeting of the City Council of the City of Arroyo Grande on the 10<sup>th</sup> day of January, 2023.

**WITNESS** my hand and the Seal of the City of Arroyo Grande affixed this 13<sup>th</sup> day of January, 2023.

  
\_\_\_\_\_  
**JESSICA MATSON, CITY CLERK**