

RESOLUTION NO.

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
ARROYO GRANDE ESTABLISHING A SALARY RANGE
FOR A MANAGEMENT ANALYST AND APPROVING THE
UPDATED CITYWIDE COMBINED SALARY SCHEDULE**

WHEREAS, an evaluation of the needs of the organization resulted in a recommendation to create a new full-time salary range for a new job classification; and

WHEREAS, the City Council deems it in the best interest of the City of Arroyo Grande (City) to establish a salary range for the position of Management Analyst, which will be placed on the Management Positions Salary Schedule; and

WHEREAS, changes to the Citywide Combined Salary Schedule are necessary to reflect cost of living increases approved by previous action of the City Council; and

NOW, THEREFORE BE IT RESOLVED by the City Council of the City of Arroyo Grande that the salary range for the Full-Time Management Analyst is hereby established as set forth in Exhibit "A," attached hereto and incorporated herein by this reference, and that the Citywide Combined Salary Schedule set forth in Exhibit "A" is hereby adopted effective July 8, 2022.

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

AYES:

NOES:

ABSENT:

the foregoing Resolution was passed and adopted this 14th day of June, 2022.

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 07/08/2022

GROUP: SEIU

<u>Position</u>		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
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	2,437.69
	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	2,498.64
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	2,826.98
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 07/08/2022

<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 07/08/2022

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 07/08/2022

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	3,162	3,504	3,845
	Monthly	6,851	7,591	8,331
	Annual	82,212	91,092	99,972
Battalion Chief	Biweekly	4,679	5,184	5,688
	Monthly	10,138	11,232	12,325
	Annual	121,659	134,780	147,900
Fire Chief	Biweekly	5,428	6,014	6,600
	Monthly	11,761	13,031	14,301
	Annual	141,126	156,366	171,606

CITY OF ARROYO GRANDE
COMBINED SALARY SCHEDULE
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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
	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 07/08/2022

Position		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 07/08/2022

GROUP: PART-TIME POSITIONS

	HOURLY RATE			
	Step A	Step B	Step C	Step D
<u>POLICE DEPARTMENT</u>				
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

RECREATION SERVICES DEPARTMENT

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

MISCELLANEOUS

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			

FIVE CITIES FIRE AUTHORITY

Office Assistant II	\$18.17	\$18.71	\$20.02	\$21.03
Reserve Firefighter	\$15.00	\$16.00	\$17.00	