

RESOLUTION NO. 5091

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ARROYO GRANDE ESTABLISHING A SALARY RANGE FOR A FULL-TIME NEIGHBORHOOD SERVICES TECHNICIAN; DEPUTY CITY CLERK/ COMMUNICATIONS COORDINATOR; STREETS MAINTENANCE SUPERVISOR; PARKS, TREE & LANDSCAPE SUPERVISOR; UTILITIES/WATER & SEWER SYSTEM SUPERVISOR; AND SOTO SPORTS COMPLEX MAINTENANCE & COORDINATION SUPERVISOR AND APPROVING THE UPDATED CITYWIDE COMBINED SALARY SCHEDULE

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

WHEREAS, an evaluation of the job descriptions for the existing Part-Time Neighborhood Services Technician position resulted in significant modifications of essential functions and the need to make this position Full-Time; and

WHEREAS, the City Council of the City of Arroyo Grande ("City") deems it in the best interest of the City to establish a salary range for the position of Full-Time Neighborhood Services Technician, which will be placed on the SEIU Positions salary schedule; and

WHEREAS, an evaluation of the job descriptions for the existing Deputy City Clerk/Executive Assistant position resulted in significant modifications of essential functions and the need to upgrade this position to Deputy City Clerk/Communications Coordinator; and

WHEREAS, the City Council deems it in the best interest of the City to establish a salary range for the position of Deputy City Clerk/Communications Coordinator, which will be placed on the Management Positions salary schedule; and

WHEREAS, an evaluation of the job descriptions for the existing Streets Maintenance Lead Worker position resulted in significant modifications of essential functions and the need to upgrade this position to Streets Maintenance Supervisor, which will be placed on the SEIU Positions salary schedule; and

WHEREAS, an evaluation of the job descriptions for the existing Parks Maintenance Lead Worker position resulted in significant modifications of essential functions and the need to upgrade this position to Parks, Trees, & Landscape Supervisor, which will be placed on the SEIU Positions salary schedule; and

WHEREAS, an evaluation of the job descriptions for the existing Soto Sports Complex Maintenance Worker position resulted in significant modifications of essential functions

RESOLUTION NO. 5091

PAGE 2

and the need to upgrade this one of these positions to Soto Sports Complex Maintenance & Coordination Supervisor, which will be placed on the SEIU Positions salary schedule; and

WHEREAS, an evaluation of the job descriptions for the existing Water Public Works Lead Worker position resulted in significant modifications of essential functions and the need to upgrade this position to Utilities/Water & Sewer System Supervisor, which will be placed on the SEIU Positions salary schedule.

NOW, THEREFORE BE IT RESOLVED by the City Council of the City of Arroyo Grande that the salary range for the Full-Time Neighborhood Services Technician position; Deputy City Clerk/Communications Coordinator; Streets Maintenance Supervisor; Parks, Trees, & Landscape Supervisor; Soto Sports Complex Maintenance & Coordination Supervisor; and Utilities/Water & Sewer System Supervisor 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 1, 2021.

On motion of Mayor Ray Russom, seconded by Council Member Barneich, and on the following roll call vote, to wit:

AYES: Mayor Ray Russom, Council Members Barneich, Storton, George, and Paulding

NOES: None

ABSENT: None

the foregoing Resolution was passed and adopted this 8th day of June, 2021.



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

EXHIBIT A

**CITY OF ARROYO GRANDE
COMBINED SALARY SCHEDULE
EFFECTIVE 07/01/2021**

GROUP: SEIU

<u>Position</u>		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
Office Assistant I	Biweekly	1,426.85	1,498.19	1,573.10	1,651.76	1,734.35
	Monthly	3,091.51	3,246.09	3,408.39	3,578.81	3,757.75
	Annual	37,098.14	38,953.04	40,900.70	42,945.73	45,093.02
Accounting Clerk I	Biweekly	1,462.52	1,535.65	1,612.43	1,693.05	1,777.71
	Monthly	3,168.80	3,327.24	3,493.60	3,668.28	3,851.70
	Annual	38,025.59	39,926.87	41,923.21	44,019.37	46,220.34
Maintenance Worker I	Biweekly	1,536.56	1,613.39	1,694.06	1,778.76	1,867.70
	Monthly	3,329.22	3,495.68	3,670.46	3,853.99	4,046.69
	Annual	39,950.64	41,948.17	44,045.58	46,247.86	48,560.25
Office Assistant II	Biweekly	1,574.98	1,653.73	1,736.41	1,823.23	1,914.39
	Monthly	3,412.45	3,583.07	3,762.23	3,950.34	4,147.85
	Annual	40,949.40	42,996.87	45,146.72	47,404.05	49,774.25
Accounting Clerk II	Biweekly	1,696.08	1,780.88	1,869.93	1,963.42	2,061.59
Maintenance Worker II	Monthly	3,674.84	3,858.58	4,051.51	4,254.08	4,466.79
Neighborhood Services Technician	Annual	44,098.03	46,302.93	48,618.08	51,048.98	53,601.43
Administrative Secretary	Biweekly	1,872.15	1,965.76	2,064.05	2,167.25	2,275.61
	Monthly	4,056.33	4,259.15	4,472.10	4,695.71	4,930.50
	Annual	48,675.97	51,109.77	53,665.26	56,348.52	59,165.95
Senior Accounting Clerk	Biweekly	1,918.96	2,014.90	2,115.65	2,221.43	2,332.50
Building Permit Tech.	Monthly	4,157.74	4,365.63	4,583.91	4,813.10	5,053.76
Plan/Engineer Permit Tech	Annual	49,892.87	52,387.51	55,006.89	57,757.23	60,645.10
Sports Facility Coord.						
Recreation Coordinator						
Maintenance Worker III						
Water Services Worker	Biweekly	2,016.10	2,116.91	2,222.75	2,333.89	2,450.59
	Monthly	4,368.22	4,586.64	4,815.97	5,056.77	5,309.60
	Annual	52,418.70	55,039.63	57,791.61	60,681.19	63,715.25
Fleet Maint. Coordinator	Biweekly	2,118.17	2,224.08	2,335.28	2,452.05	2,574.65
	Monthly	4,589.37	4,818.83	5,059.78	5,312.76	5,578.40
	Annual	55,072.39	57,826.01	60,717.31	63,753.18	66,940.84
Public Works Lead Worker	Biweekly	2,171.12	2,279.68	2,393.66	2,513.35	2,639.01
	Monthly	4,704.10	4,939.31	5,186.27	5,445.58	5,717.86
	Annual	56,449.20	59,271.66	62,235.25	65,347.01	68,614.36

**CITY OF ARROYO GRANDE
COMBINED SALARY SCHEDULE
EFFECTIVE 07/01/2021**

<u>Position</u>		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
GIS Technician	Biweekly	2,338.06	2,454.97	2,577.71	2,706.60	2,841.93
	Monthly	5,065.80	5,319.09	5,585.05	5,864.30	6,157.51
	Annual	60,789.62	63,829.10	67,020.55	70,371.58	73,890.16
Recreation Supervisor	Biweekly	2,396.51	2,516.34	2,642.16	2,774.26	2,912.98
Streets Maintenance Supervisor	Monthly	5,192.45	5,452.07	5,724.67	6,010.91	6,311.45
Parks, Tree and Landscape Supervisor	Annual	62,309.36	65,424.83	68,696.07	72,130.87	75,737.41
Utilities/Water & Sewer System Supervisor						
Soto Sports Complex Maint. & Coord. Supervisor						
Citywide Fleet Coordinator	Biweekly	2,456.43	2,579.25	2,708.21	2,843.62	2,985.80
	Monthly	5,322.26	5,588.37	5,867.79	6,161.18	6,469.24
	Annual	63,867.09	67,060.45	70,413.47	73,934.14	77,630.85
IT Specialist	Biweekly	2,580.78	2,709.82	2,845.31	2,987.58	3,136.96
Assistant Engineer	Monthly	5,591.70	5,871.28	6,164.85	6,473.09	6,796.74
Engineering Inspector	Annual	67,100.36	70,455.38	73,978.15	77,677.06	81,560.91
Program Analyst						
Associate Engineer	Biweekly	2,919.92	3,065.92	3,219.21	3,380.17	3,549.18
	Monthly	6,326.49	6,642.82	6,974.96	7,323.71	7,689.89
	Annual	75,917.90	79,713.80	83,699.49	87,884.46	92,278.69
Senior Engineer	Biweekly	3,144.43	3,301.66	3,466.74	3,640.08	3,822.08
	Monthly	6,812.94	7,153.59	7,511.27	7,886.83	8,281.17
	Annual	81,755.28	85,843.04	90,135.19	94,641.95	99,374.05

**CITY OF ARROYO GRANDE
COMBINED SALARY SCHEDULE
EFFECTIVE 07/01/2021**

GROUP: POA

<u>Position</u>		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
Police Officer	Biweekly	2,635.55	2,767.33	2,905.69	3,050.98	3,203.53
	Monthly	5,710.36	5,995.88	6,295.67	6,610.46	6,940.98
	Annual	68,524.32	71,950.54	75,548.07	79,325.47	83,291.74
Sr. Police Officer	Biweekly	2,910.32	3,055.84	3,208.63	3,369.06	3,537.51
	Monthly	6,305.70	6,620.98	6,952.03	7,299.63	7,664.62
	Annual	75,668.38	79,451.79	83,424.38	87,595.60	91,975.38
Police Sergeant	Biweekly	3,373.17	3,541.83	3,718.92	3,904.87	4,100.11
	Monthly	7,308.54	7,673.97	8,057.66	8,460.55	8,883.58
	Annual	87,702.47	92,087.60	96,691.98	101,526.58	106,602.91
Records Clerk	Biweekly	1,836.71	1,928.54	2,024.97	2,126.22	2,232.53
	Monthly	3,979.53	4,178.51	4,387.43	4,606.80	4,837.14
	Annual	47,754.36	50,142.08	52,649.18	55,281.64	58,045.72
Records/Property Evidence Tech.	Biweekly	2,029.19	2,130.65	2,237.19	2,349.04	2,466.50
	Monthly	4,396.58	4,616.41	4,847.23	5,089.60	5,344.08
	Annual	52,759.02	55,396.97	58,166.82	61,075.16	64,128.91
Police Trainee	Biweekly	2,295.64	2,410.42	2,530.94	2,657.49	2,790.36
	Monthly	4,973.88	5,222.58	5,483.70	5,757.89	6,045.78
	Annual	59,686.58	62,670.91	65,804.46	69,094.68	72,549.41

CITY OF ARROYO GRANDE
COMBINED SALARY SCHEDULE
EFFECTIVE 07/01/2021

GROUP: FCFA IAFF

<u>Position</u>		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
Fire Fighter	Biweekly	2,187	2,296	2,411	2,531	2,658
	Monthly	4,738	4,975	5,224	5,485	5,759
	Annual	56,856	59,699	62,684	65,818	69,109
Fire Engineer	Biweekly	2,536	2,662	2,796	2,935	3,082
	Monthly	5,494	5,769	6,057	6,360	6,678
	Annual	65,928	69,224	72,686	76,320	80,136
Fire Captain	Biweekly	3,014	3,165	3,324	3,490	3,664
	Monthly	6,531	6,858	7,201	7,561	7,939
	Annual	78,372	82,291	86,417	90,738	95,263

GROUP: FCFA MANAGEMENT

<u>Position</u>		<u>LOW</u>	<u>MID</u>	<u>HIGH</u>
Administrative Assistant/ Clerk to the Board	Biweekly	2,302	2,550	2,798
	Monthly	4,988	5,526	6,063
	Annual	59,860	66,309	72,758
Battalion Chief	Biweekly	4,543	5,033	5,523
	Monthly	9,843	10,904	11,966
	Annual	118,112	130,851	143,590
Fire Chief	Biweekly	5,270	5,839	6,408
	Monthly	11,418	12,651	13,884
	Annual	137,020	151,813	166,607

CITY OF ARROYO GRANDE
COMBINED SALARY SCHEDULE
EFFECTIVE 07/01/2021

GROUP: MANAGEMENT

<u>Position</u>		LOW	MID	HIGH
Office Assistant I	Biweekly	1,456.62	1,613.77	1,770.92
	Monthly	3,156.00	3,496.50	3,837.00
	Annual	37,872.00	41,958.00	46,044.00
Office Assistant II	Biweekly	1,607.08	1,781.31	1,955.54
	Monthly	3,482.00	3,859.50	4,237.00
	Annual	41,784.00	46,314.00	50,844.00
Administrative Secretary	Biweekly	1,864.62	2,065.38	2,266.15
	Monthly	4,040.00	4,475.00	4,910.00
	Annual	48,480.00	53,700.00	58,920.00
Executive Secretary	Biweekly	2,109.23	2,337.23	2,565.23
	Monthly	4,570.00	5,064.00	5,558.00
	Annual	54,840.00	60,768.00	66,696.00
Assistant Planner	Biweekly	2,328.46	2,580.00	2,831.54
	Monthly	5,045.00	5,590.00	6,135.00
	Annual	60,540.00	67,080.00	73,620.00
Associate Planner	Biweekly	2,569.85	2,847.69	3,125.54
Deputy City Clerk/ Communications Coordinator	Monthly	5,568.00	6,170.00	6,772.00
	Annual	66,816.00	74,040.00	81,264.00
Planning Manager	Biweekly	3,054.92	3,384.92	3,714.92
Accounting Manager	Monthly	6,619.00	7,334.00	8,049.00
	Annual	79,428.00	88,008.00	96,588.00
Public Works Manager	Biweekly	3,290.77	3,645.69	4,000.62
Utilities Manager	Monthly	7,130.00	7,899.00	8,668.00
	Annual	85,560.00	94,788.00	104,016.00
Information Technology Mgr	Biweekly	3,371.54	3,735.46	4,099.38
	Monthly	7,305.00	8,093.50	8,882.00
	Annual	87,660.00	97,122.00	106,584.00

**CITY OF ARROYO GRANDE
COMBINED SALARY SCHEDULE
EFFECTIVE 07/01/2021**

<u>Position</u>		<u>LOW</u>	<u>MID</u>	<u>HIGH</u>
Capital Improvement Projects Manager	Biweekly	3,456.46	3,829.38	4,202.31
	Monthly	7,489.00	8,297.00	9,105.00
	Annual	89,868.00	99,564.00	109,260.00
Human Resources Officer Dir of Legis and Info Services Dir of Recreation Services	Biweekly	3,543.23	3,925.38	4,307.54
	Monthly	7,677.00	8,505.00	9,333.00
	Annual	92,124.00	102,060.00	111,996.00
Building Official	Biweekly	3,631.38	4,023.69	4,416.00
	Monthly	7,868.00	8,718.00	9,568.00
	Annual	94,416.00	104,616.00	114,816.00
Police Commander	Biweekly	4,129.85	4,575.46	5,021.08
	Monthly	8,948.00	9,913.50	10,879.00
	Annual	107,376.00	118,962.00	130,548.00
City Engineer	Biweekly	4,423.85	4,902.23	5,380.62
	Monthly	9,585.00	10,621.50	11,658.00
	Annual	115,020.00	127,458.00	139,896.00
Director of Public Works Dir of Administrative Services Dir of Community Develop	Biweekly	4,883.08	5,410.38	5,937.69
	Monthly	10,580.00	11,722.50	12,865.00
	Annual	126,960.00	140,670.00	154,380.00
Police Chief	Biweekly	5,284.62	5,855.54	6,426.46
	Monthly	11,450.00	12,687.00	13,924.00
	Annual	137,400.00	152,244.00	167,088.00
Assistant City Manager/Public Works Director	Biweekly	5,884.62	6,519.23	7,153.85
	Monthly	12,750.00	14,125.00	15,500.00
	Annual	153,000.00	169,500.00	186,000.00
City Manager	Biweekly			7,305.69
	Monthly			15,829.00
	Annual			189,948.00

**CITY OF ARROYO GRANDE
COMBINED SALARY SCHEDULE
EFFECTIVE 07/01/2021**

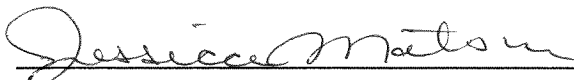
GROUP: PART-TIME POSITIONS

	HOURLY RATE			
	Step A	Step B	Step C	Step D
<u>POLICE DEPARTMENT</u>				
Administrative Intern (Cadet)	\$15.22	\$15.98	\$16.77	\$17.62
Records Clerk	\$19.52	\$20.50	\$21.52	\$22.60
Fleet & Equipment Technician	\$23.58	\$24.76	\$26.00	\$27.30
Neighborhood Services Technician	\$21.04	\$22.09	\$23.20	\$24.36
Training Technician	\$23.58	\$24.76	\$26.00	\$27.30
Police Reserve Officer Trainee	\$22.50	\$23.63	\$24.81	\$26.05
Police Reserve Officer	\$25.84	\$27.13	\$28.49	\$29.91
Designated Level I Reserve Officer	\$32.30	\$33.92	\$35.61	\$37.39
<u>RECREATION SERVICES DEPARTMENT</u>				
AM/PM Assistant I	\$14.00	\$14.70	\$15.44	\$16.21
AM/PM Assistant II	\$15.40	\$16.17	\$16.98	\$17.83
AM/PM Assistant Teacher	\$16.94	\$17.79	\$18.68	\$19.61
AM/PM Teacher	\$18.63	\$19.56	\$20.54	\$21.57
Pre School Teacher	\$18.63	\$19.56	\$20.54	\$21.57
Facility Attendant	\$14.00	\$14.70	\$15.44	\$16.21
Senior Facility Attendant	\$15.40	\$16.17	\$16.98	\$17.83
Sports Facility Attendant	\$14.00	\$14.70	\$15.44	\$16.21
Volunteer and Program Coordinator	\$23.79	\$24.98	\$26.23	\$27.54
<u>MISCELLANEOUS</u>				
Administrative Intern	\$15.22	\$15.98	\$16.78	\$17.62
Office Assistant I	\$15.86	\$16.65	\$17.49	\$18.36
Office Assistant II	\$18.54	\$19.47	\$20.44	\$21.47
Sr. Office Assistant	\$19.52	\$20.50	\$21.52	\$22.60
Administrative Secretary	\$22.30	\$23.41	\$24.58	\$25.81
Executive Secretary	\$26.37	\$27.68	\$29.06	\$30.53
Building Permit Technician	\$23.93	\$25.13	\$26.38	\$27.70
Assistant Engineer	\$29.21	\$30.67	\$32.21	\$33.82
Associate Engineer	\$32.13	\$33.74	\$35.42	\$37.19
Planning Technician	\$23.93	\$25.13	\$26.38	\$27.70
Assistant Planner	\$27.85	\$29.24	\$30.70	\$32.24
Associate Planner	\$30.13	\$31.64	\$33.22	\$34.88
Custodian	\$16.18	\$16.99	\$17.84	\$18.73
Maintenance Worker	\$16.18	\$16.99	\$17.84	\$18.73
Student Intern (seasonal)	\$14.00			
<u>FIVE CITIES FIRE AUTHORITY</u>				
Office Assistant II	\$17.64	\$18.52	\$19.44	\$20.42
Reserve Firefighter	\$14.50	\$15.50	\$16.50	

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. 5091 was passed and adopted at a regular meeting of the City Council of the City of Arroyo Grande on the 8th day of June, 2021.

WITNESS my hand and the Seal of the City of Arroyo Grande affixed this 17th day of June, 2021.

A handwritten signature in cursive script, reading "Jessica Matson", is written over a horizontal line.

JESSICA MATSON, CITY CLERK