City of Sonora
COUNCIL AGENDA REPORT

DATE: July 15, 2019

TO: CITY COUNCIL

FROM: CHRIS GORSKY, ADMINISTRATIVE SERVICES DIRECTOR

SUBJECT: ADOPTING RESOLUTION APPROVING EMPLOYEE SALARY SCHEDULES

RECOMMENDATION:

Adopted Resolution 07-15-2019-A approving the employee salary schedules for Cost of Living and Salary Adjustments for the Sonora Employees' Association, Sonora Firefighters' Association, Part-Time/Relief Employees, Sonora Management Employees' Association and the City Administrator.

BACKGROUND:

Per California Public Employee's Retirement Law (PERL) section 570.5 of the California Code of Regulations (CCR) Title 2 requires that City pay rates are approved by the City Council each time a modification is made. This obligation arises whenever salary ranges are changed to ensure that salary rates are transparent and publically available.

DISCUSSION:

Funding for the proposed changes have been incorporated in the FY19/20 budget approved on June 17, 2019.

Attachments:

1. Salary Schedules

RESOLUTION NO. 07-15-2019-A

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SONORA APPROVIING THE EMPLOYEE SALARY SCHEDULES EFFECTIVE JANUARY 12th, 2019

WHEREAS, Section 570.5 of California Code of Regulations, Title 2 requires formal Council approval and adoption of employee salary and compensation plans; and

WHEREAS, the City council had previously approved cost of living adjustments and salary realignments;

NOW, THEREFORE, BE IT RESOLVED, the City Council hereby adopts the employee salary schedules, effective January 12th, 2019, as provided in **Exhibit A**, attached hereto.

PASSED AND ADOPTED AT A REGULAR MEETING OF THE CITY COUNCIL OF THE CITY OF SONORA ON THIS 15th DAY OF JULY, 2019, BY THE FOLLOWING VOTE:

AYES:
NOES:
ABSENT:

ABSTAIN:

APPROVED:

_____
James A. Garaventa
Mayor of the City of Sonora

ATTEST:

_____
Colette Such
Sonora City Clerk Pro-Tem

SONORA EMPLOYEES' ASSOCIATION SALARY RANGE TABLE
EFFECTIVE PAY PERIOD #03-2019 (01/12/19 - 01/25/19) PAY DAY 02/01/19 (COLA)
EFFECTIVE PAY PERIOD #16-2019 (07/13/19 - 07/26/19) PAY DAY 08/02/19 (SALARY)

Percentage to apply to all salaries	0.00%
Percentage between steps	5.00%
Percentage between grades	2.50%
Hours worked bi-weekly	80

2.5% Longevity Pay After Ten (10) Years of Service, Then Every Five (5) Years Thereafter

2.5% Cert Pay (Up to a Maximum of 7.5% & Cannot Be MQ of Classification): Class B Commericial License; I.S.A. Arborist; State of CA Pest Control Advisors License; State of CA Pesticide Applicators; Caltrans Traffic Signal; Small Engine Mechanic, Fire Mechanic

Classification	Step A	Notes
Finance Assistant/Community Development Specialist	$19.93	
Administrative Analyst	$28.82	
Public Works Assistant	$17.75	
Building Inspector/Public Works Supervisor/ Supervising Mechanic	$22.58	
Public Works Specialist II	$19.93	2.0% COLA + 2.5% Comp and Class Study Adjustment for Public Works Supervisor & Supervising Mechanic
Public Works Specialist/Equipment Mechanic	$19.93	
Special Programs Coordinator	$17.75	

	Range		Step A		Step B		Step C		Step D		Step E		Step F	
			0%		5%		10%		15%		20%		25%	
		% Adder	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
Finance Assistant/Community Development Specialist	1993	0.0%	$1,594.40	$ 19.93	$1,674.40	$20.93	$1,758.40	$21.98	$1,846.40	$23.08	$1,938.40	$24.23	$2,035.20	$25.44
	2043	2.5%	$1,634.40	$ 20.43	$1,716.00	$21.45	$1,801.60	$22.52	$1,892.00	$23.65	$1,986.40	$24.83	$2,085.60	$26.07
	2094	5.0%	$1,675.20	$ 20.94	$1,759.20	$21.99	$1,847.20	$23.09	$1,939.20	$24.24	$2,036.00	$25.45	$2,137.60	$26.72
	2146	7.5%	$1,716.80	$ 21.46	$1,802.40	$22.53	$1,892.80	$23.66	$1,987.20	$24.84	$2,086.40	$26.08	$2,190.40	$27.38
Administrative Analyst	2882	0.0%	$2,305.60	$ 28.82	$2,420.80	$30.26	$2,541.60	$31.77	$2,668.80	$33.36	$2,802.40	$35.03	$2,942.40	$36.78
	2954	2.5%	$2,363.20	$ 29.54	$2,481.60	$31.02	$2,605.60	$32.57	$2,736.00	$34.20	$2,872.80	$35.91	$3,016.80	$37.71
Public Works Assistant	1775	0.0%	$1,420.00	$ 17.75	$1,491.20	$18.64	$1,565.60	$19.57	$1,644.00	$20.55	$1,726.40	$21.58	$1,812.80	$22.66
	1819	2.5%	$1,455.20	$ 18.19	$1,528.00	$19.10	$1,604.80	$20.06	$1,684.80	$21.06	$1,768.80	$22.11	$1,857.60	$23.22
Building Inspector/Public Works Supervisor/ Supervising Mechanic	2258	0.0%	$1,806.40	$ 22.58	$1,896.80	$23.71	$1,992.00	$24.90	$2,092.00	$26.15	$2,196.80	$27.46	$2,306.40	$28.83
	2314	2.5%	$1,851.20	$ 23.14	$1,944.00	$24.30	$2,041.60	$25.52	$2,144.00	$26.80	$2,251.20	$28.14	$2,364.00	$29.55
	2372	5.0%	$1,897.60	$ 23.72	$1,992.80	$24.91	$2,092.80	$26.16	$2,197.60	$27.47	$2,307.20	$28.84	$2,422.40	$30.28
	2431	7.5%	$1,944.80	$ 24.31	$2,042.40	$25.53	$2,144.80	$26.81	$2,252.00	$28.15	$2,364.80	$29.56	$2,483.20	$31.04
	2492	10.0%	$1,993.60	$ 24.92	$2,093.60	$26.17	$2,198.40	$27.48	$2,308.00	$28.85	$2,423.20	$30.29	$2,544.00	$31.80
	2554	12.5%	$2,043.20	$ 25.54	$2,145.60	$26.82	$2,252.80	$28.16	$2,365.60	$29.57	$2,484.00	$31.05	$2,608.00	$32.60
	2618	15.0%	$2,094.40	$ 26.18	$2,199.20	$27.49	$2,308.80	$28.86	$2,424.00	$30.30	$2,545.60	$31.82	$2,672.80	$33.41
	2683	17.5%	$2,146.40	$ 26.83	$2,253.60	$28.17	$2,366.40	$29.58	$2,484.80	$31.06	$2,608.80	$32.61	$2,739.20	$34.24
Public Works Specialist II	1993	0.0%	$1,594.40	$ 19.93	$1,674.40	$20.93	$1,758.40	$21.98	$1,846.40	$23.08	$1,938.40	$24.23	$2,035.20	$25.44
	2043	2.5%	$1,634.40	$ 20.43	$1,716.00	$21.45	$1,801.60	$22.52	$1,892.00	$23.65	$1,986.40	$24.83	$2,085.60	$26.07
	2094	5.0%	$1,675.20	$ 20.94	$1,759.20	$21.99	$1,847.20	$23.09	$1,939.20	$24.24	$2,036.00	$25.45	$2,137.60	$26.72
	2146	7.5%	$1,716.80	$ 21.46	$1,802.40	$22.53	$1,892.80	$23.66	$1,987.20	$24.84	$2,086.40	$26.08	$2,190.40	$27.38
Public Works Specialist/Equipment Mechanic	1993	0.0%	$1,594.40	$ 19.93	$1,674.40	$20.93	$1,758.40	$21.98	$1,846.40	$23.08	$1,938.40	$24.23	$2,035.20	$25.44
	2043	2.5%	$1,634.40	$ 20.43	$1,716.00	$21.45	$1,801.60	$22.52	$1,892.00	$23.65	$1,986.40	$24.83	$2,085.60	$26.07
	2094	5.0%	$1,675.20	$ 20.94	$1,759.20	$21.99	$1,847.20	$23.09	$1,939.20	$24.24	$2,036.00	$25.45	$2,137.60	$26.72
	2146	7.5%	$1,716.80	$ 21.46	$1,802.40	$22.53	$1,892.80	$23.66	$1,987.20	$24.84	$2,086.40	$26.08	$2,190.40	$27.38
	2200	10.0%	$1,760.00	$ 22.00	$1,848.00	$23.10	$1,940.80	$24.26	$2,037.60	$25.47	$2,139.20	$26.74	$2,246.40	$28.08
	2255	12.5%	$1,804.00	$ 22.55	$1,894.40	$23.68	$1,988.80	$24.86	$2,088.00	$26.10	$2,192.80	$27.41	$2,302.40	$28.78
	2311	15.0%	$1,848.80	$ 23.11	$1,941.60	$24.27	$2,038.40	$25.48	$2,140.00	$26.75	$2,247.20	$28.09	$2,359.20	$29.49
Special Programs Coordinator	1775	0.0%	$1,420.00	$ 17.75	$1,491.20	$18.64	$1,565.60	$19.57	$1,644.00	$20.55	$1,726.40	$21.58	$1,812.80	$22.66
	1819	2.5%	$1,455.20	$ 18.19	$1,528.00	$19.10	$1,604.80	$20.06	$1,684.80	$21.06	$1,768.80	$22.11	$1,857.60	$23.22
	1864	5.0%	$1,491.20	$ 18.64	$1,565.60	$19.57	$1,644.00	$20.55	$1,726.40	$21.58	$1,812.80	$22.66	$1,903.20	$23.79

Revised: 7/13/2019

SONORA FIRE FIGHTERS' ASSOCIATION SALARY RANGE TABLE
EFFECTIVE PAY PERIOD #16-2019 (07/13/19 - 07/26/19) PAY DAY 08/02/19 (COLA Retro to January 12, 2019)
EFFECTIVE PAY PERIOD #16-2019 (07/13/19 - 07/26/19) PAY DAY 08/02/19 (SALARY)

2.5% Longevity Pay After 10 Years Of City Service, And Every Five (5) Years Thereafter (Amended By Letter of Understanding from July 1, 2014 through June 30, 2015).
2.5% Certificate/Diploma Pay for any of the following: EMT-1A or EMT-P (not both and only if employment date is prior to January 3, 2015), Fire Officer, Associates Degree or Bachelors Degree (not both); State Fire Training Instructor (must complete 80 hours of instruction during the calendar year to qualify)

Percentage to apply to all salaries	0.00%
Percentage between steps	5.00%
Percentage between grades	2.50%
Hours worked bi-weekly	112 - 56.0 hours worked in an average work week x 2 = 112.0 hours worked per bi-weekly pay period

Classification	**Step A**	**Notes**
Fire Captain	$19.27	2.0% COLA on all positions + 2.0% Salary Increase for Fire Captains and 1.0% Salary Increase for Fire Engineers
Fire Engineer	$17.11	

	Range		Step A		Step B		Step C		Step D		Step E		Step F	
			0%		5%		10%		15%		20%		25%	
		% Adder	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
Fire Captain	1927	0.0%	$2,158.24	$ 19.27	$2,265.76	$20.23	$2,378.88	$21.24	$2,497.60	$22.30	$2,623.04	$23.42	$2,754.08	$24.59
	1975	2.5%	$2,212.00	$ 19.75	$2,322.88	$20.74	$2,439.36	$21.78	$2,561.44	$22.87	$2,689.12	$24.01	$2,823.52	$25.21
	2024	5.0%	$2,266.88	$ 20.24	$2,380.00	$21.25	$2,498.72	$22.31	$2,624.16	$23.43	$2,755.20	$24.60	$2,892.96	$25.83
	2075	7.5%	$2,324.00	$ 20.75	$2,440.48	$21.79	$2,562.56	$22.88	$2,690.24	$24.02	$2,824.64	$25.22	$2,965.76	$26.48
	2127	10.0%	$2,382.24	$ 21.27	$2,500.96	$22.33	$2,626.40	$23.45	$2,757.44	$24.62	$2,895.20	$25.85	$3,039.68	$27.14
	2180	12.5%	$2,441.60	$ 21.80	$2,563.68	$22.89	$2,691.36	$24.03	$2,825.76	$25.23	$2,966.88	$26.49	$3,114.72	$27.81
	2235	15.0%	$2,503.20	$ 22.35	$2,628.64	$23.47	$2,759.68	$24.64	$2,897.44	$25.87	$3,041.92	$27.16	$3,194.24	$28.52
Fire Engineer	1711	0.0%	$1,916.32	$ 17.11	$2,012.64	$17.97	$2,113.44	$18.87	$2,218.72	$19.81	$2,329.60	$20.80	$2,446.08	$21.84
	1754	2.5%	$1,964.48	$ 17.54	$2,063.04	$18.42	$2,166.08	$19.34	$2,274.72	$20.31	$2,388.96	$21.33	$2,508.80	$22.40
	1798	5.0%	$2,013.76	$ 17.98	$2,114.56	$18.88	$2,219.84	$19.82	$2,330.72	$20.81	$2,447.20	$21.85	$2,569.28	$22.94
	1843	7.5%	$2,064.16	$ 18.43	$2,167.20	$19.35	$2,275.84	$20.32	$2,390.08	$21.34	$2,509.92	$22.41	$2,635.36	$23.53
	1889	10.0%	$2,115.68	$ 18.89	$2,220.96	$19.83	$2,331.84	$20.82	$2,448.32	$21.86	$2,570.40	$22.95	$2,699.20	$24.10

Revised: 7/13/2019

SONORA MANAGEMENT EMPLOYEES' ASSOCIATION SALARY RANGE TABLE
EFFECTIVE PAY PERIOD #14-2019 (06/15/19 - 06/28/19) PAY DAY 07/05/19 (COLA Retro to January 13, 2018)
EFFECTIVE PAY PERIOD #16-2019 (07/13/19 - 07/26/19) PAY DAY 08/02/19 (SALARY/ADMINISTRATOR COLA)

2.5% Longevity Pay After 10 Years of Service, Then For Every 5 Years Thereafter. Educational Incentive: 2.5% for AA; 5.0% for BA/BS; 7.5% for Masters or CPA; 10.0% for Doctorate.
Police Personnel Cert Pay: 2.5% For Basic Cert (if hired prior to July 1, 2013)/2.5% for Intermediate Cert./2.5% for Supervisor Cert (if designated)/5.0% For Advanced Cert. Fire Personnel Cert Pay: 2.5% For EMT-1A; EMT-P (if hired prior to January 3, 2015) and/or Fire Officer; 2.5% State Fire Training Officer Cert.

Percentage to apply to all salaries	0.00%
Percentage between steps	5.00%
Percentage between grades	2.50%
Hours worked bi-weekly	80

Classification	Step A	Notes
Community Development Director/Administrative Services Director	$38.75	
Fire Chief	$41.65	2.0% COLA on all positions + 5.25% Comp and Class Study Adjustment for Community Dev. & Admin. Services Directors, 1.25% for Fire Chief
Police Chief	$45.39	
Police Lieutenant	$41.25	

Note: City Administrator salary not indexed to other employees' salary or increases. No education incentive. No Longevity Pay. No Certificate Pay. Council Appointed.

		Hourly
City Administrator	Max	$77.49

	Range		Step A		Step B		Step C		Step D		Step E		Step F	
			0%		5%		10%		15%		20%		25%	
		% Adder	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
Community Development Director/Administrative Services Director	3875	0.0%	$3,100.00	$ 38.75	$3,255.20	$40.69	$3,417.60	$42.72	$3,588.80	$44.86	$3,768.00	$47.10	$3,956.80	$49.46
	3972	2.5%	$3,177.60	$ 39.72	$3,336.80	$41.71	$3,504.00	$43.80	$3,679.20	$45.99	$3,863.20	$48.29	$4,056.00	$50.70
	4071	5.0%	$3,256.80	$ 40.71	$3,420.00	$42.75	$3,591.20	$44.89	$3,770.40	$47.13	$3,959.20	$49.49	$4,156.80	$51.96
	4173	7.5%	$3,338.40	$ 41.73	$3,505.60	$43.82	$3,680.80	$46.01	$3,864.80	$48.31	$4,058.40	$50.73	$4,261.60	$53.27
	4277	10.0%	$3,421.60	$ 42.77	$3,592.80	$44.91	$3,772.80	$47.16	$3,961.60	$49.52	$4,160.00	$52.00	$4,368.00	$54.60
	4384	12.5%	$3,507.20	$ 43.84	$3,682.40	$46.03	$3,866.40	$48.33	$4,060.00	$50.75	$4,263.20	$53.29	$4,476.00	$55.95
	4494	15.0%	$3,595.20	$ 44.94	$3,775.20	$47.19	$3,964.00	$49.55	$4,162.40	$52.03	$4,370.40	$54.63	$4,588.80	$57.36
Fire Chief	4165	0.0%	$3,332.00	$ 41.65	$3,498.40	$43.73	$3,673.60	$45.92	$3,857.60	$48.22	$4,050.40	$50.63	$4,252.80	$53.16
	4269	2.5%	$3,415.20	$ 42.69	$3,585.60	$44.82	$3,764.80	$47.06	$3,952.80	$49.41	$4,150.40	$51.88	$4,357.60	$54.47
	4376	5.0%	$3,500.80	$ 43.76	$3,676.00	$45.95	$3,860.00	$48.25	$4,052.80	$50.66	$4,255.20	$53.19	$4,468.00	$55.85
	4485	7.5%	$3,588.00	$ 44.85	$3,767.20	$47.09	$3,955.20	$49.44	$4,152.80	$51.91	$4,360.80	$54.51	$4,579.20	$57.24
	4597	10.0%	$3,677.60	$ 45.97	$3,861.60	$48.27	$4,054.40	$50.68	$4,256.80	$53.21	$4,469.60	$55.87	$4,692.80	$58.66
	4712	12.5%	$3,769.60	$ 47.12	$3,958.40	$49.48	$4,156.00	$51.95	$4,364.00	$54.55	$4,582.40	$57.28	$4,811.20	$60.14
Police Chief	4539	0.0%	$3,631.20	$ 45.39	$3,812.80	$47.66	$4,003.20	$50.04	$4,203.20	$52.54	$4,413.60	$55.17	$4,634.40	$57.93
	4652	2.5%	$3,721.60	$ 46.52	$3,908.00	$48.85	$4,103.20	$51.29	$4,308.00	$53.85	$4,523.20	$56.54	$4,749.60	$59.37
	4768	5.0%	$3,814.40	$ 47.68	$4,004.80	$50.06	$4,204.80	$52.56	$4,415.20	$55.19	$4,636.00	$57.95	$4,868.00	$60.85
	4887	7.5%	$3,909.60	$ 48.87	$4,104.80	$51.31	$4,310.40	$53.88	$4,525.60	$56.57	$4,752.00	$59.40	$4,989.60	$62.37
	5009	10.0%	$4,007.20	$ 50.09	$4,207.20	$52.59	$4,417.60	$55.22	$4,638.40	$57.98	$4,870.40	$60.88	$5,113.60	$63.92
	5134	12.5%	$4,107.20	$ 51.34	$4,312.80	$53.91	$4,528.80	$56.61	$4,755.20	$59.44	$4,992.80	$62.41	$5,242.40	$65.53
	5262	15.0%	$4,209.60	$ 52.62	$4,420.00	$55.25	$4,640.80	$58.01	$4,872.80	$60.91	$5,116.80	$63.96	$5,372.80	$67.16
	5394	17.5%	$4,315.20	$ 53.94	$4,531.20	$56.64	$4,757.60	$59.47	$4,995.20	$62.44	$5,244.80	$65.56	$5,507.20	$68.84
	5529	20.0%	$4,423.20	$ 55.29	$4,644.00	$58.05	$4,876.00	$60.95	$5,120.00	$64.00	$5,376.00	$67.20	$5,644.80	$70.56
	5667	22.5%	$4,533.60	$ 56.67	$4,760.00	$59.50	$4,998.40	$62.48	$5,248.00	$65.60	$5,510.40	$68.88	$5,785.60	$72.32
	5809	25.0%	$4,647.20	$ 58.09	$4,879.20	$60.99	$5,123.20	$64.04	$5,379.20	$67.24	$5,648.00	$70.60	$5,930.40	$74.13
	5954	27.5%	$4,763.20	$ 59.54	$5,001.60	$62.52	$5,252.00	$65.65	$5,514.40	$68.93	$5,790.40	$72.38	$6,080.00	$76.00
Police Lieutenant	4125	0.0%	$3,300.00	$ 41.25	$3,464.80	$43.31	$3,638.40	$45.48	$3,820.00	$47.75	$4,011.20	$50.14	$4,212.00	$52.65
	4228	2.5%	$3,382.40	$ 42.28	$3,551.20	$44.39	$3,728.80	$46.61	$3,915.20	$48.94	$4,111.20	$51.39	$4,316.80	$53.96
	4334	5.0%	$3,467.20	$ 43.34	$3,640.80	$45.51	$3,823.20	$47.79	$4,014.40	$50.18	$4,215.20	$52.69	$4,425.60	$55.32
	4442	7.5%	$3,553.60	$ 44.42	$3,731.20	$46.64	$3,917.60	$48.97	$4,113.60	$51.42	$4,319.20	$53.99	$4,535.20	$56.69
	4553	10.0%	$3,642.40	$ 45.53	$3,824.80	$47.81	$4,016.00	$50.20	$4,216.80	$52.71	$4,428.00	$55.35	$4,649.60	$58.12
	4667	12.5%	$3,733.60	$ 46.67	$3,920.00	$49.00	$4,116.00	$51.45	$4,321.60	$54.02	$4,537.60	$56.72	$4,764.80	$59.56
	4784	15.0%	$3,827.20	$ 47.84	$4,018.40	$50.23	$4,219.20	$52.74	$4,430.40	$55.38	$4,652.00	$58.15	$4,884.80	$61.06
	4904	17.5%	$3,923.20	$ 49.04	$4,119.20	$51.49	$4,324.80	$54.06	$4,540.80	$56.76	$4,768.00	$59.60	$5,006.40	$62.58
	5027	20.0%	$4,021.60	$ 50.27	$4,222.40	$52.78	$4,433.60	$55.42	$4,655.20	$58.19	$4,888.00	$61.10	$5,132.80	$64.16

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PART-TIME/RELIEF/UNREPRESENTED EMPLOYEES SALARY RANGE TABLE
EFFECTIVE PAY PERIOD #03-2019 (01/12/19 - 01/25/19) PAY DAY 02/01/19 (COLA)
EFFECTIVE PAY PERIOD #16-2019 (07/13/19 - 07/26/19) PAY DAY 08/02/19 (SALARY)

All these classifications are non-safety, except for Fire Investigator and Firearms Instructor, and are not formally represented by any City recognized association. Any cost of living increase is either defined in an employment agreement or under the City Policy "Consistency in Hourly Wage and Cost of Living Increases for Unrepresented Employees" adopted June 5, 2006 by the City Council. Fire Investigator and Firearms Instructor salary is based on the salary range for Police Officer, with corresponding certificate and educational pay. Fire Prevention Inspector is based on the current salary range for Fire Captain-Take bi-weekly wage and divide by 80.0 hours

Percentage to apply to all salaries	0.00%	
Percentage between grades	2.50%	2.0% COLA for SEA and Fire Engineer + 1.0% Salary Increase for Fire Engineer
Percentage between steps	5.00%	

Classification	Step A	Notes
Background Investigator	$29.27	Cost of Living Increases Tied To Sonora Employees' Association (SEA)
Office Assistant	$14.49	Cost of Living Increases Tied To Sonora Employees' Association (SEA)
Office Assistant/Accounting Tech.	$19.88	Cost of Living Increases Tied To Sonora Employees' Association (SEA)
Building Inspector	$21.49	Cost of Living Increases Tied To Sonora Employees' Association (SEA)
Police Administrative Services Officer	$26.80	Cost of Living Increases Tied To Sonora Police Officers' Association (SPOA)
Community Service Officer	$18.56	Cost of Living Increases Tied To Sonora Police Officers' Association (SPOA)
Fire Investigator (Safety)	$25.77	Cost of Living Increases Tied To Sonora Police Officers' Association (SPOA)
Firearms Instructor (Safety)	$25.77	Cost of Living Increases Tied To Sonora Police Officers' Association (SPOA)
Dispatcher-Records Specialist Trainee	$17.78	Cost of Living Increases Tied To Sonora Police Officers' Association (SPOA)
Fire Prevention Inspector (Non-Safety)	$18.16	Cost of Living Increases Tied To Sonora Fire Fighters' Association (SFFA)
Fire Engineer	$17.11	Cost of Living Increases Tied To Sonora Fire Fighters' Association (SFFA)

	Range		Step A	Step B	Step C	Step D	Step E
			0%	5%	10%	15%	20%
		% Adder	Hourly	Hourly	Hourly	Hourly	Hourly
Background Investigator	2927	0.0%	$29.27	$30.73	$32.27	$33.88	$35.57
Office Assistant	1449	0.0%	$14.49	$15.21	$15.97	$16.77	$17.61
Office Assistant/Accounting Tech.	1988	0.0%	$19.88	$20.87	$21.91	$23.01	$24.16
Building Inspector	2149	0.0%	$21.49	$22.56	$23.69	$24.87	$26.11
Police Administrative Services Officer	2680	0.0%	$26.80	$28.14	$29.55	$31.03	$32.58
Community Service Officer	1856	0.0%	$18.56	$19.49	$20.46	$21.48	$22.55
Fire Investigator (Safety)	2577	0.0%	$25.77	$27.06	$28.41	$29.83	$31.32
	2641	2.5%	$26.41	$27.73	$29.12	$30.58	$32.11
	2707	5.0%	$27.07	$28.42	$29.84	$31.33	$32.90
Firearms Instructor (Safety)	2577	0.0%	$25.77	$27.06	$28.41	$29.83	$31.32
Fire Prevention Inspector (Non-Safety)	1816	0.0%	$18.16	$19.07	$20.02	$21.02	$22.07
Dispatcher-Records Specialist Trainee	1778	0.0%	$17.78	$18.67	$19.60	$20.58	$21.61
Fire Engineer	1711	0.0%	$17.11	$17.97	$18.87	$19.81	$20.80

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