



**City of Sonora
COUNCIL AGENDA REPORT**

DATE: September 16, 2019
TO: CITY COUNCIL
FROM: CHRIS GORSKY, ADMINISTRATIVE SERVICES DIRECTOR
SUBJECT: RE-ADOPTING RESOLUTION 07-15-2019-A APPROVING EMPLOYEE SALARY SCHEDULES

RECOMMENDATION:

Re-Adopt Resolution 07-15-2019-A approving employee salary schedules.

BACKGROUND:

The original salary schedule for the Management Employees and City Administrator that was approved had an error in the effective date of the Administrators COLA.

SUMMARY:

The attached Salary Range Table for the Management Employees and the City Administrator have been corrected to reflect the correct date of the Administrators COLA. There are no other changes.

RESOLUTION NO. 07-15-2019-A

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SONORA APPROVIING THE
EMPLOYEE SALARY SCHEDULES EFFECTIVE JANUARY 01, 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 re-adopts the employee salary schedules, effective January 1st, 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 16th DAY OF SEPTEMBER, 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 MANAGEMENT EMPLOYEES' ASSOCIATION SALARY RANGE TABLE
Mangers Effective Pay Period #14 (Cola Retro to January 13, 2018)
Administrator Effective Pay Period #20 (Cola Retro to January 12, 2019)

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	\$38,750	2.0% COLA on all positions+ 5.25% Comp and Class Study Adjustment for Community Dev. & Admin. Services Directors, 1.25% for Fire Chief
Fire Chief	\$41,650	
Police Chief	\$45,390	
Police Lieutenant	\$41,250	

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

City Administrator	Hourly
Max	\$77.49

Community Development Director/Administrative Services Director	Range	Step A		Step B		Step C		Step D		Step E		Step F	
		0%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	
	3875	\$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	\$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	\$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	\$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	\$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	\$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	\$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
	4165	\$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	\$3,415.20	\$ 42.69	\$3,585.60	\$44.82	\$3,764.80	\$47.06	\$3,952.80	\$49.41	\$4,155.20	\$51.88	\$4,357.60	\$54.47
	4376	\$3,500.80	\$ 43.76	\$3,676.00	\$45.95	\$3,860.00	\$48.25	\$4,052.80	\$50.66	\$4,256.00	\$53.19	\$4,468.00	\$55.85
	4485	\$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	\$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	\$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
	4539	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$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	\$4,423.20	\$ 55.29	\$4,644.00	\$58.05	\$4,876.00	\$60.95	\$5,120.00	\$64.00	\$5,376.00	\$67.10	\$5,644.80	\$70.56
	5667	\$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	\$4,647.20	\$ 58.09	\$4,876.00	\$60.99	\$5,123.20	\$64.04	\$5,379.20	\$67.24	\$5,648.00	\$70.60	\$5,930.40	\$74.13
	5954	\$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
	4125	\$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	\$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	\$3,467.20	\$ 43.34	\$3,640.80	\$45.51	\$3,823.20	\$47.79	\$4,014.00	\$50.18	\$4,215.20	\$52.69	\$4,425.60	\$55.32
	4442	\$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	\$4,533.20	\$56.69
	4553	\$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	\$4,644.80	\$58.12
	4667	\$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	\$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	\$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	\$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

Police Lieutenant