

# AGENDA REPORT



Meeting Date: January 16, 2018

Agenda Item # \_\_\_\_\_

City Manager Approval:

**TO: Honorable Mayor and Members of the City Council**

**FROM: Rick Crabtree, City Manager**

**SUBJECT: Updated Salary Schedules**

**RECOMMENDED COUNCIL ACTION:**

Adopt Resolution No. 4-2018; adopting updated salary schedules for the City of Red Bluff.

**SUMMARY:**

The City's salary schedules have been updated to reflect modifications made with recently approved employee bargaining group agreements.

**PREVIOUS COUNCIL ACTION:**

The City Council has previously approved new agreements with the Police Officers' Association (POA), the Miscellaneous Group (OE3) the Police Mid-Management Group, Red Bluff Fire, and the unrepresented Management/Mid-Management group.

**DISCUSSION:**

California law requires that the City Council periodically update and approve employee salary schedules.

**CITY FISCAL IMPACT:**

There will be no additional impact to the projected General Fund balance, the new schedules reflect changes previously approved by the City Council.

**ATTACHMENTS:**

Proposed Resolution No. 4-2018

**RESOLUTION NO. 4-2018**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RED BLUFF  
UPDATING AND AMENDING CERTAIN SALARY SCHEDULES  
APPLICABLE TO CITY EMPLOYEES**

**WHEREAS**, representatives of the City have recently met and conferred in good faith with representatives of four of the City's established employee bargaining groups concerning certain salaries and benefits; and

**WHEREAS**, the City Council and four of the City's bargaining groups have previously agreed to certain salary and benefit changes; and

**WHEREAS**, California law requires the City Council to periodically update and approve City employee salary schedules;

**NOW, THEREFORE, BE IT RESOLVED** that the City Council hereby adopts the attached salary schedules as those currently effective for employees of the City of Red Bluff.

**PASSED, APPROVED AND ADOPTED** at a regular meeting of the City Council of the City of Red Bluff on January 16, 2018 by the following vote:

AYES: Councilmembers:

NOES: Councilmembers:

ABSENT OR NOT VOTING: Councilmembers:

\_\_\_\_\_  
Daniele Eyestone, Mayor

ATTEST:

\_\_\_\_\_  
Anita Rice, Deputy City Clerk

**SALARY SCHEDULE CITY OF RED BLUFF**

*EFFECTIVE 12/30/2017*

*Bi-Weekly, except where noted*

**ELECTED OFFICIALS**

***CITY COUNCIL	Monthly	90.00	
CITY CLERK	Monthly	300.00	
CITY TREASURER	Monthly	300.00	

**ADMINISTRATIVE**

CITY MANAGER/ATTORNEY	\$178,641					
<b>MID-MANAGEMENT</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
EXECUTIVE ASSISTANT TO THE CITY MANAGER/ DEPUTY CITY CLERK	1906.66	2001.99	2102.09	2207.20	2317.56	2433.44
HUMAN RESOURCES ANALYST II	1906.66	2001.99	2102.09	2207.20	2317.56	2433.44
HUMAN RESOURCES ANALYST I (NON-EXEMPT)	1704.39	1789.61	1879.09	1973.04	2071.70	2175.28

**FINANCE**

FINANCE DIRECTOR	74691.72	78426.31	82347.62	86465.00	90788.25	95327.67
<b>MID-MANAGEMENT</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
MANAGEMENT SPECIALIST	1906.66	2001.99	2102.09	2207.20	2317.56	2433.44
<b>OPERATING ENGINEERS LOCAL #3</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
ACCOUNTING TECHNICIAN II	1437.38	1509.25	1584.71	1663.95	1747.14	
ACCOUNTING TECHNICIAN I	1306.71	1372.05	1440.65	1512.68	1588.31	
ACCOUNT CLERK II	1247.32	1309.69	1375.17	1443.93	1516.13	
ACCOUNT CLERK	1187.93	1247.33	1309.69	1375.18	1443.94	
ADMINISTRATIVE ASSISTANT	1277.01	1340.86	1407.90	1478.30	1552.21	
SECRETARY	1187.93	1247.33	1309.69	1375.18	1443.94	

**COMMUNITY DEVELOPMENT**

DIRECTOR	64,819 - 88,145					
<b>MID-MANAGEMENT</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
DEVELOPMENT OFFICIAL	2102.73	2207.87	2318.26	2434.17	2555.88	2683.68
INSPECTOR (NON-EXEMPT)	1549.04	1626.49	1707.82	1793.21	1882.87	1977.01

**FIRE**

FIRE CHIEF	\$71,462 - \$99,497					
<b>MID-MANAGEMENT</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
DIVISION CHIEF	2555.92	2683.72	2817.90	2958.80	3106.74	3262.07
FIRE MARSHAL	2102.73	2207.87	2318.26	2434.17	2555.88	2683.68
<b>FIRE DEPARTMENT ASSOCIATION</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
FIRE CAPTAIN	2415.74	2536.53	2663.35	2796.52	2936.35	
FIRE ENGINEER	2087.31	2191.68	2301.26	2416.32	2537.14	
FIRE FIGHTER	1802.67	1892.80	1987.44	2086.82	2191.16	
<b>OPERATING ENGINEERS LOCAL #3</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
ADMINISTRATIVE TECHNICIAN	1437.38	1509.25	1584.71	1663.95	1747.14	

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**PARKS & RECREATION**

MID-MANAGEMENT	A	B	C	D	E	F
COMMUNITY CENTER/RECREATION DEPT SUP.	1906.66	2001.99	2102.09	2207.20	2317.56	2433.44
OPERATING ENGINEERS LOCAL #3	A	B	C	D	E	F
SR.BLDG./GROUNDS MAINTENANCE WKR	1343.68	1410.86	1481.41	1555.48	1633.25	
BLDG./GROUNDS MAINTENANCE WKR	1249.93	1312.43	1378.05	1446.95	1519.30	
LEAD RECREATION COORDINATOR	1075.27	1129.03	1185.49	1244.76	1307.00	

**POLICE**

CHIEF OF POLICE	\$ 68,385 - \$120.197					
POLICE MID-MANAGEMENT ASSOCIATION	A	B	C	D	E	F
CAPTAIN	2691.14	2825.70	2966.98	3115.33	3271.10	3434.65
LIEUTENANT	2562.99	2691.14	2825.70	2966.98	3115.33	3271.10
RECORDS/COMMUNICATIONS MANAGER	1906.66	2001.99	2102.09	2207.20	2317.56	2433.44
EXECUTIVE ASSISTANT TO THE CHIEF (NON-EXEMPT)	1656.48	1739.30	1826.27	1917.58	2013.46	2114.13
POLICE OFFICER ASSOCIATION	A	B	C	D	E	F
SERGEANT	2110.27	2215.78	2326.57	2442.90	2565.05	2693.30
CORPORAL	1947.83	2045.22	2147.48	2254.86	2367.60	2485.98
OFFICER	1855.09	1947.84	2045.24	2147.50	2254.87	2367.62
POLICE COMMUNICATIONS DISPATCHER	1456.11	1528.92	1605.36	1685.63	1769.91	1858.41
POLICE COMMUNICATIONS DISPATCHER SUP	1601.73	1681.82	1765.91	1854.20	1946.91	2044.26
COMMUNITY SERVICES OFFICER	1182.03	1241.13	1303.19	1368.35	1436.76	1508.60
OPERATING ENGINEERS LOCAL #3	A	B	C	D	E	F
LEAD POLICE RECORDS TECHNICIAN	1313.03	1378.68	1447.62	1520.00	1596.00	
POLICE RECORDS SPECIALIST I	1131.34	1187.91	1247.30	1309.67	1375.15	
POLICE RECORDS SPECIALIST II	1187.93	1247.33	1309.69	1375.18	1443.94	

**ENGINEERING AND PUBLIC WORKS**

DIRECTOR OF PUBLIC WORKS/CITY ENGINEER	\$ 71,482 - \$97,183					
MID-MANAGEMENT	A	B	C	D	E	F
ASSOCIATE CIVIL ENGINEER & AIRPORT MANAGER	2799.32	2939.29	3086.25	3240.56	3402.59	3572.72
ASSOCIATE CIVIL ENGINEER	2666.01	2799.31	2939.28	3086.24	3240.55	3402.58
ASSISTANT ENGINEER	2418.10	2539.01	2665.96	2799.25	2939.22	3086.18
PUBLIC WORKS MAINTENANCE SUPERVISOR	2202.82	2312.96	2428.61	2550.04	2677.54	2811.42
WASTEWATER DIVISION SUPERVISOR	2002.57	2102.70	2207.83	2318.23	2434.14	2555.84
WATER DIVISION SUPERVISOR	2002.57	2102.70	2207.83	2318.23	2434.14	2555.84
OPERATING ENGINEERS LOCAL #3	A	B	C	D	E	F
PUBLIC WORKS ADMINISTRATIVE TECHNICIAN	1437.38	1509.25	1584.71	1663.95	1747.14	
ENGINEERING TECHNICIAN III	1829.13	1920.59	2016.62	2117.45	2223.32	
ENGINEERING TECHNICIAN II	1625.89	1707.18	1792.54	1882.17	1976.28	
ENGINEERING TECHNICIAN I	1478.07	1551.97	1629.57	1711.05	1796.60	
MAINTENANCE ELECTRICIAN	1651.30	1733.87	1820.56	1911.59	2007.17	

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SENIOR EQUIPMENT MECHANIC	1651.30	1733.87	1820.56	1911.59	2007.17	
EQUIPMENT MECHANIC	1410.88	1481.42	1555.50	1633.27	1714.93	
PUBLIC WORKS LEADWORKER	1538.48	1615.40	1696.17	1780.98	1870.03	
PUBLIC WORKS MAINTENANCE WORKER	1249.93	1312.43	1378.05	1446.95	1519.30	
SR. PUBLIC WORKS MAINTENANCE WORKER	1343.67	1410.85	1481.40	1555.47	1633.24	
<b>OPERATING ENGINEERS LOCAL #3</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
WATER SYSTEM MAINTENANCE WKR	1249.93	1312.43	1378.05	1446.95	1519.30	
SR. WATER SYSTEM MAINTENANCE WORKER	1343.67	1410.85	1481.40	1555.47	1633.24	
WATER SYSTEM LEADWORKER	1538.48	1615.40	1696.17	1780.98	1870.03	
WASTEWATER COLLECTION MAINT. WKR	1249.93	1312.43	1378.05	1446.95	1519.30	
SR. WASTEWATER COLLECTION MAINT WKR	1343.67	1410.85	1481.40	1555.47	1633.24	
WASTEWATER COLLECTION LEADWORKER	1538.48	1615.40	1696.17	1780.98	1870.03	

<p>Fire Dept. Association, OE3, Mid-Management/Management receives an additional step increase after 10 years of City of Red Bluff Service. Police Mid-Mgt. Association receives additional step increases after 5, 10, &amp; 20 years of City of Red Bluff service. Police Officer Association receives additional step increases after 5 &amp; 10 years of City of Red Bluff service.</p>	
<p>A Step at hire; B Step 6 months after A Step; C Step 1 year after B Step; D Step 1 year after C Step; E Step 1 year after D Step; F Step 1 year after E Step.</p>	
*** \$1 Monthly	12/30/2017

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