

AGENDA REPORT



Meeting Date: August 21, 2018
Agenda Item #
City Manager Approval:
Adopted / Approved / Informational
Vote: 4-1-0 No:Schmid

TO: Honorable Mayor and Members of the City Council

FROM: Rick Crabtree, City Manager

SUBJECT: Updated Salary Schedules

RECOMMENDED COUNCIL ACTION:

Adopt Resolution No. 24-2018; adopting updated salary schedules for the City of Red Bluff.

SUMMARY:

The City of Red Bluff's Salary Schedules have been updated to reflect the 2% salary increase approved for Police Officers' Association (POA), the Miscellaneous Group (OE3) the Police Mid-Management Group, Red Bluff Fire, and the unrepresented Management/Mid-Management group.

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:

The fiscal impact to the City's FY 18/19 has been budgeted and approved by City Council.

ATTACHMENTS:

Attachment A: Proposed Resolution No. 24-2018

Attachment B: Salary Schedule, Effective 7-14-2018

RESOLUTION NO. 24-2018

**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 August 21, 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 07/14/2018

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 | | | | | |
| MID-MANAGEMENT | A | B | C | D | E | F |
| EXECUTIVE ASSISTANT TO THE CITY MANAGER/ DEPUTY CITY CLERK | 1944.79 | 2042.03 | 2144.13 | 2251.34 | 2363.90 | 2482.10 |
| HUMAN RESOURCES ANALYST II | 1944.79 | 2042.03 | 2144.13 | 2251.34 | 2363.90 | 2482.10 |
| HUMAN RESOURCES ANALYST I (NON-EXEMPT) | 1738.48 | 1825.40 | 1916.67 | 2012.51 | 2113.13 | 2218.79 |

FINANCE

| | | | | | | |
|-------------------------------------|----------|----------|----------|----------|----------|----------|
| FINANCE DIRECTOR | 76185.55 | 79994.83 | 83994.57 | 88194.30 | 92604.01 | 97234.21 |
| MID-MANAGEMENT | A | B | C | D | E | F |
| MANAGEMENT SPECIALIST | 1944.79 | 2042.03 | 2144.13 | 2251.34 | 2363.90 | 2482.10 |
| OPERATING ENGINEERS LOCAL #3 | A | B | C | D | E | F |
| ACCOUNTING TECHNICIAN II | 1466.13 | 1539.44 | 1616.41 | 1697.23 | 1782.09 | |
| ACCOUNTING TECHNICIAN I | 1332.84 | 1399.48 | 1469.46 | 1542.93 | 1620.08 | |
| ACCOUNT CLERK II | 1272.27 | 1335.88 | 1402.68 | 1472.81 | 1546.45 | |
| ACCOUNT CLERK | 1211.69 | 1272.27 | 1335.89 | 1402.68 | 1472.82 | |
| ADMINISTRATIVE ASSISTANT | 1302.55 | 1367.68 | 1436.06 | 1507.86 | 1583.26 | |
| SECRETARY | 1211.69 | 1272.27 | 1335.89 | 1402.68 | 1472.82 | |

COMMUNITY DEVELOPMENT

| | | | | | | |
|------------------------|-----------------|----------|----------|----------|----------|----------|
| DIRECTOR | 64,819 - 89,908 | | | | | |
| MID-MANAGEMENT | A | B | C | D | E | F |
| DEVELOPMENT OFFICIAL | 2144.78 | 2252.02 | 2364.62 | 2482.85 | 2606.99 | 2737.34 |
| INSPECTOR (NON-EXEMPT) | 1580.02 | 1659.02 | 1741.97 | 1829.07 | 1920.52 | 2016.55 |

FIRE

| | | | | | | |
|-------------------------------------|----------------------|----------|----------|----------|----------|----------|
| FIRE CHIEF | \$71,462 - \$101,487 | | | | | |
| MID-MANAGEMENT | A | B | C | D | E | F |
| DIVISION CHIEF | 2607.04 | 2737.39 | 2874.26 | 3017.97 | 3168.87 | 3327.32 |
| FIRE MARSHAL | 2144.78 | 2252.02 | 2364.62 | 2482.85 | 2606.99 | 2737.34 |
| FIRE DEPARTMENT ASSOCIATION | A | B | C | D | E | F |
| FIRE CAPTAIN | 2464.05 | 2587.25 | 2716.62 | 2852.45 | 2995.07 | |
| FIRE ENGINEER | 2129.06 | 2235.51 | 2347.29 | 2464.65 | 2587.89 | |
| FIRE FIGHTER | 1838.72 | 1930.66 | 2027.19 | 2128.55 | 2234.98 | |
| OPERATING ENGINEERS LOCAL #3 | A | B | C | D | E | F |
| ADMINISTRATIVE TECHNICIAN | 1466.13 | 1539.44 | 1616.41 | 1697.23 | 1782.09 | |

The City of Red Bluff is an Equal Opportunity Provider

PARKS & RECREATION

| MID-MANAGEMENT | A | B | C | D | E | F |
|--|----------|----------|----------|----------|----------|----------|
| COMMUNITY CENTER/RECREATION DEPT SUP. | 1944.79 | 2042.03 | 2144.13 | 2251.34 | 2363.90 | 2482.10 |
| OPERATING ENGINEERS LOCAL #3 | A | B | C | D | E | F |
| SR.BLDG./GROUNDS MAINTENANCE WKR | 1370.55 | 1439.08 | 1511.03 | 1586.58 | 1665.91 | |
| BLDG./GROUNDS MAINTENANCE WKR | 1274.93 | 1338.68 | 1405.61 | 1475.89 | 1549.69 | |
| LEAD RECREATION COORDINATOR | 1096.78 | 1151.62 | 1209.20 | 1269.66 | 1333.14 | |

POLICE

| CHIEF OF POLICE | \$ 68,385 - \$122,601 | | | | | |
|--|-----------------------|----------|----------|----------|----------|----------|
| POLICE MID-MANAGEMENT ASSOCIATION | A | B | C | D | E | F |
| CAPTAIN | 2744.96 | 2882.21 | 3026.32 | 3177.63 | 3336.52 | 3503.34 |
| LIEUTENANT | 2614.25 | 2744.96 | 2882.21 | 3026.32 | 3177.64 | 3336.52 |
| RECORDS/COMMUNICATIONS MANAGER | 1944.79 | 2042.03 | 2144.13 | 2251.34 | 2363.90 | 2482.10 |
| EXECUTIVE ASSISTANT TO THE CHIEF (NON-EXEMPT) | 1689.61 | 1774.09 | 1862.80 | 1955.93 | 2053.73 | 2156.42 |
| POLICE OFFICER ASSOCIATION | A | B | C | D | E | F |
| SERGEANT | 2152.48 | 2260.10 | 2373.11 | 2491.76 | 2616.35 | 2747.17 |
| CORPORAL | 1986.79 | 2086.13 | 2190.44 | 2299.96 | 2414.96 | 2535.70 |
| OFFICER | 1892.19 | 1986.80 | 2086.14 | 2190.45 | 2299.97 | 2414.97 |
| POLICE COMMUNICATIONS DISPATCHER | 1485.23 | 1559.49 | 1637.47 | 1719.34 | 1805.31 | 1895.57 |
| POLICE COMMUNICATIONS DISPATCHER SUP | 1633.76 | 1715.45 | 1801.22 | 1891.28 | 1985.85 | 2085.14 |
| COMMUNITY SERVICES OFFICER | 1205.67 | 1265.95 | 1329.25 | 1395.71 | 1465.50 | 1538.77 |
| OPERATING ENGINEERS LOCAL #3 | A | B | C | D | E | F |
| LEAD POLICE RECORDS TECHNICIAN | 1339.29 | 1406.25 | 1476.57 | 1550.40 | 1627.92 | |
| POLICE RECORDS SPECIALIST I | 1153.97 | 1211.67 | 1272.25 | 1335.86 | 1402.66 | |
| POLICE RECORDS SPECIALIST II | 1211.69 | 1272.27 | 1335.89 | 1402.68 | 1472.82 | |

ENGINEERING AND PUBLIC WORKS

| DIRECTOR OF PUBLIC WORKS/CITY ENGINEER | \$ 71,482 - \$99,127 | | | | | |
|--|----------------------|----------|----------|----------|----------|----------|
| MID-MANAGEMENT | A | B | C | D | E | F |
| ASSISTANT PUBLIC WORKS DIRECTOR/AIRPORT MGR | 2855.31 | 2998.08 | 3147.98 | 3305.38 | 3470.65 | 3644.18 |
| ASSOCIATE CIVIL ENGINEER | 2719.33 | 2855.30 | 2998.06 | 3147.96 | 3305.36 | 3470.63 |
| ASSISTANT ENGINEER | 2466.46 | 2589.78 | 2719.27 | 2855.24 | 2998.00 | 3147.90 |
| PUBLIC WORKS MAINTENANCE SUPERVISOR | 2246.88 | 2359.22 | 2477.19 | 2601.04 | 2731.10 | 2867.65 |
| WASTEWATER DIVISION SUPERVISOR | 2042.62 | 2144.75 | 2251.99 | 2364.59 | 2482.82 | 2606.96 |
| WATER DIVISION SUPERVISOR | 2042.62 | 2144.75 | 2251.99 | 2364.59 | 2482.82 | 2606.96 |
| OPERATING ENGINEERS LOCAL #3 | A | B | C | D | E | F |
| PUBLIC WORKS ADMINISTRATIVE TECHNICIAN | 1466.13 | 1539.44 | 1616.41 | 1697.23 | 1782.09 | |
| ENGINEERING TECHNICIAN III | 1865.71 | 1959.00 | 2056.95 | 2159.79 | 2267.78 | |
| ENGINEERING TECHNICIAN II | 1658.41 | 1741.33 | 1828.40 | 1919.82 | 2015.81 | |
| ENGINEERING TECHNICIAN I | 1507.63 | 1583.01 | 1662.16 | 1745.27 | 1832.53 | |
| MAINTENANCE ELECTRICIAN | 1684.33 | 1768.55 | 1856.97 | 1949.82 | 2047.31 | |
| SENIOR EQUIPMENT MECHANIC | 1684.33 | 1768.55 | 1856.97 | 1949.82 | 2047.31 | |
| EQUIPMENT MECHANIC | 1439.10 | 1511.06 | 1586.61 | 1665.94 | 1749.24 | |
| PUBLIC WORKS LEADWORKER | 1569.25 | 1647.71 | 1730.10 | 1816.60 | 1907.43 | |
| PUBLIC WORKS MAINTENANCE WORKER | 1274.93 | 1338.68 | 1405.61 | 1475.89 | 1549.69 | |
| SR. PUBLIC WORKS MAINTENANCE WORKER | 1370.54 | 1439.07 | 1511.02 | 1586.57 | 1665.90 | |

| OPERATING ENGINEERS LOCAL #3 | A | B | C | D | E | F |
|-------------------------------------|---------|---------|---------|---------|---------|---|
| WATER SYSTEM MAINTENANCE WKR | 1274.93 | 1338.68 | 1405.61 | 1475.89 | 1549.69 | |
| SR. WATER SYSTEM MAINTENANCE WORKER | 1370.54 | 1439.07 | 1511.02 | 1586.57 | 1665.90 | |
| WATER SYSTEM LEADWORKER | 1569.25 | 1647.71 | 1730.10 | 1816.60 | 1907.43 | |
| WASTEWATER COLLECTION MAINT. WKR | 1274.93 | 1338.68 | 1405.61 | 1475.89 | 1549.69 | |
| SR. WASTEWATER COLLECTION MAINT WKR | 1370.54 | 1439.07 | 1511.02 | 1586.57 | 1665.90 | |
| WASTEWATER COLLECTION LEADWORKER | 1569.25 | 1647.71 | 1730.10 | 1816.60 | 1907.43 | |

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, & 20 years of City of Red Bluff service. Police Officer Association receives additional step increases after 5 & 10 years of City of Red Bluff service.

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.

*** \$1 Monthly

7/14/2018