



## MEMORANDUM

**TO:** CITY COUNCIL

**FROM:** LISA CHRISTENSEN, HUMAN RESOURCES MANAGER

**SUBJECT:** CONSIDERATION OF COMPENSATION ADJUSTMENTS FOR PART-TIME EMPLOYEES AND APPROVAL OF THE UPDATED CITYWIDE COMBINED SALARY SCHEDULE

**DATE:** DECEMBER 10, 2019

### **SUMMARY OF ACTION:**

An increase in the hourly pay rate for certain part-time positions in order to remain compliant with the new minimum wage in California.

### **IMPACT ON FINANCIAL AND PERSONNEL RESOURCES:**

The recommended pay rate adjustments are projected to cost an additional \$13,846 for the balance of the current fiscal year. This increase was included in the 2019-20 budget, and will be offset by increased user fees for Recreation Programs.

### **RECOMMENDATION:**

It is recommended the City Council adopt a Resolution making compensation adjustments for part-time employees in compliance with minimum wage laws and approving the updated citywide combined salary schedule.

### **BACKGROUND:**

In April 2016, the Governor signed Senate Bill 3, which, among other things, raises the minimum wage in California to \$15 per hour over a number of years. The next scheduled increase will take effect January 1, 2020 and will increase the minimum wage from \$12.00 per hour to \$13.00 per hour for any employer who employs 26 or more employees. On December 28, 2018, part-time salaries were increased for the four minimum wage classifications: Facility Attendant, Sports Facility Attendant, AM/PM Assistant I and Student Intern (seasonal). In March 2019, as part of the midyear budget, part-time salaries, except the four minimum wage classifications, were increased to adjust for the salary differentials for positions that are part of a series of advancements or by a 2% cost of living adjustment (COLA). Currently, there are some part-time positions paying less than \$13.00 per hour. Therefore, in preparation for implementation of the January 2020 minimum wage increase, staff has reviewed the current salary schedule for part-time employees.

**CITY COUNCIL  
CONSIDERATION OF COMPENSATION ADJUSTMENTS FOR PART-TIME  
EMPLOYEES AND APPROVAL OF THE UPDATED COMBINED SALARY SCHEDULE  
DECEMBER 10, 2019  
PAGE 2**

**ANALYSIS OF ISSUES:**

Implementing salary schedules on the first day of a payroll period is recommended, as this provides for the most efficient implementation. In this case, the payroll period begins on December 27, 2019. It is recommended that the City increase certain part-time wages that will not be in compliance on this date, rather than January 1, which is anticipated to have minimal fiscal impact due to holiday schedules.

The largest impact of the increase in the minimum wage is to the Recreation Services positions, as many of these positions are paid at or near minimum wage. The proposed salary schedule increases the minimum pay for the AM/PM Assistant I, Facility Attendant, Sports Facility Attendant and seasonal Student Intern positions and maintains the established 10% differential for six positions that are part of a series of advancements or higher level jobs. For example, the AM/PM Assistant I position increased to \$13.00 and the AM/PM Assistant II position increased to \$14.30 to maintain the 10% differential.

Pursuant to CalPERS Circular 200-050-12, a publically available citywide pay schedule must be adopted by the governing body. Therefore, staff has prepared an updated Citywide Combined Salary Schedule to include the part-time wage increase recommended above (Exhibit B of attached Resolution).

**ALTERNATIVES:**

The following alternatives are provided for City Council consideration:

1. Adopt the Resolution amending compensation for certain part-time positions and approving the updated Citywide Combined Salary Schedule; or
2. Provide direction to staff.

**ADVANTAGES:**

The City will have a part-time salary schedule that is compliant with minimum wage laws and updated Combined Salary Schedule.

**DISADVANTAGES:**

Additional costs will be incurred to implement this recommendation.

**ENVIRONMENTAL REVIEW:**

No environmental review is required for this item.

**PUBLIC NOTIFICATION AND COMMENTS:**

The Agenda was posted at City Hall and on the City's website in accordance with Government Code Section 54954.2.

**RESOLUTION NO.**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ARROYO GRANDE ADOPTING COMPENSATION ADJUSTMENTS FOR PART-TIME EMPLOYEES AND APPROVAL OF THE UPDATED CITYWIDE COMBINED SALARY SCHEDULE.**

**WHEREAS**, the City Council of the City of Arroyo Grande (“City”) deems it in the best interest of the City and in order to ensure compliance with State law, that compensation for part-time employees be adjusted as hereinafter provided.

**NOW, THEREFORE BE IT RESOLVED** by the City Council of the City of Arroyo Grande that:

1. Salary ranges for part-time employee classifications shall be adjusted as designated in Exhibit “A” attached hereto and incorporated herein by this reference, to be effective for the pay period beginning December 27, 2019.
2. All other part-time employee salary and benefit terms and conditions remain in full force and effect.
3. The Citywide Combined Salary Schedule as designated in Exhibit “B” attached hereto and incorporated herein by this reference, to be effective December 27, 2019, reflecting the above described changes is hereby adopted.

On motion of Council Member \_\_\_\_\_, seconded by Council Member \_\_\_\_\_, and on the following roll call vote, to wit:

**AYES:**  
**NOES:**  
**ABSENT:**

the foregoing Resolution was passed and adopted this 10<sup>th</sup> day of December, 2019.

**RESOLUTION NO.  
PAGE 2**

---

**CAREN RAY RUSSOM, MAYOR**

**ATTEST:**

---

**KELLY WETMORE, CITY CLERK**

**APPROVED AS TO CONTENT:**

---

**JAMES A. BERGMAN, CITY MANAGER**

**APPROVED AS TO FORM:**

---

**TIMOTHY J. CARMEL, CITY ATTORNEY**

**CITY OF ARROYO GRANDE  
PART TIME SALARY SCHEDULE  
EFFECTIVE 12/27/19**

|   | HOURLY RATE |         |         |         |
|---|-------------|---------|---------|---------|
|   | Step A      | Step B  | Step C  | Step D  |
| <u>POLICE DEPARTMENT</u>                  |             |         |         |         |
| Administrative Intern (Cadet)             | \$14.13     | \$14.84 | \$15.57 | \$16.36 |
| 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 |
| <br><u>RECREATION SERVICES DEPARTMENT</u> |             |         |         |         |
| AM/PM Assistant I                         | \$13.00     | \$13.65 | \$14.33 | \$15.05 |
| AM/PM Assistant II                        | \$14.30     | \$15.02 | \$15.78 | \$16.56 |
| AM/PM Assistant Teacher                   | \$15.73     | \$16.52 | \$17.34 | \$18.22 |
| AM/PM Teacher                             | \$17.30     | \$18.17 | \$19.07 | \$20.03 |
| Pre School Teacher                        | \$17.30     | \$18.17 | \$19.07 | \$20.03 |
| Facility Attendant                        | \$13.00     | \$13.65 | \$14.33 | \$15.05 |
| Senior Facility Attendant                 | \$14.30     | \$15.02 | \$15.78 | \$16.56 |
| Sports Facility Attendant                 | \$13.00     | \$13.65 | \$14.33 | \$15.05 |
| Volunteer and Program Coordinator         | \$23.79     | \$24.98 | \$26.23 | \$27.54 |
| <br><u>MISCELLANEOUS</u>                  |             |         |         |         |
| Administrative Intern                     | \$14.13     | \$14.84 | \$15.57 | \$16.36 |
| 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 |
| 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)                 | \$13.00     |         |         |         |

CITY OF ARROYO GRANDE  
 COMBINED SALARY SCHEDULE  
 EFFECTIVE 12/27/19

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  |
|  | 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.<br>Recreation Coordinator<br>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  |
| Parks Lead Worker  | 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 |

|                            |          |           |           |           |           |           |
|----------------------------|----------|-----------|-----------|-----------|-----------|-----------|
| 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  |
|                            | Monthly  | 5,192.45  | 5,452.07  | 5,724.67  | 6,010.91  | 6,311.45  |
|                            | Annual   | 62,309.36 | 65,424.83 | 68,696.07 | 72,130.87 | 75,737.41 |
| 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 12/27/19

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 Technician | 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  |



FIVE CITIES FIRE AUTHORITY  
 COMBINED SALARY SCHEDULE  
 EFFECTIVE 12/27/19

GROUP: FCFA IAFF

| <u>Position</u> |          | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> |
|-----------------|----------|----------|----------|----------|----------|----------|
| Fire Fighter    | Biweekly | 2,144    | 2,251    | 2,364    | 2,482    | 2,606    |
|                 | Monthly  | 4,645    | 4,877    | 5,121    | 5,377    | 5,646    |
|                 | Annual   | 55,740   | 58,527   | 61,453   | 64,526   | 67,752   |
|                 |          |          |          |          |          |          |
| Fire Engineer   | Biweekly | 2,486    | 2,611    | 2,741    | 2,878    | 3,022    |
|                 | Monthly  | 5,387    | 5,656    | 5,939    | 6,236    | 6,548    |
|                 | Annual   | 64,644   | 67,876   | 71,270   | 74,834   | 78,575   |
|                 |          |          |          |          |          |          |
| Fire Captain    | Biweekly | 2,955    | 3,103    | 3,258    | 3,421    | 3,592    |
|                 | Monthly  | 6,403    | 6,723    | 7,059    | 7,412    | 7,783    |
|                 | Annual   | 76,836   | 80,678   | 84,712   | 88,947   | 93,395   |

CITY OF ARROYO GRANDE  
 COMBINED SALARY SCHEDULE  
 EFFECTIVE 12/27/19

GROUP: FCFA MANAGEMENT

| <u>Position</u>                                 |          | <u>LOW</u> | <u>MID</u> | <u>HIGH</u> |
|---|----------|------------|------------|-------------|
| Administrative Assistant/<br>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 12/27/19

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  |
| Executive Asst./Deputy City Clerk         | Biweekly | 2,161.85  | 2,395.62  | 2,629.38   |
|   | Monthly  | 4,684.00  | 5,190.50  | 5,697.00   |
|   | Annual   | 56,208.00 | 62,286.00 | 68,364.00  |
| 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   |
|   | Monthly  | 5,568.00  | 6,170.00  | 6,772.00   |
|   | Annual   | 66,816.00 | 74,040.00 | 81,264.00  |
| Planning Manager<br>Accounting Manager    | Biweekly | 3,054.92  | 3,384.92  | 3,714.92   |
|   | Monthly  | 6,619.00  | 7,334.00  | 8,049.00   |
|   | Annual   | 79,428.00 | 88,008.00 | 96,588.00  |
| Public Works Manager<br>Utilities Manager | Biweekly | 3,290.77  | 3,645.69  | 4,000.62   |
|   | 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 12/27/19

| <u>Position</u>   |          | LOW        | MID        | HIGH       |
|---|----------|------------|------------|------------|
| Capital Improvement Projects<br>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 Manager<br>Dir of Legis and Info Services<br>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<br>Dir of Administrative Services<br>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 |
| City Manager  | Biweekly |            |            | 7,305.69   |
|   | Monthly  |            |            | 15,829.00  |
|   | Annual   |            |            | 189,948.00 |

CITY OF ARROYO GRANDE  
 COMBINED SALARY SCHEDULE  
 EFFECTIVE 12/27/19

GROUP: PART-TIME POSITIONS

|                                    | HOURLY RATE |         |         |         |
|------------------------------------|-------------|---------|---------|---------|
|                                    | Step A      | Step B  | Step C  | Step D  |
| <u>POLICE DEPARTMENT</u>           |             |         |         |         |
| Administrative Intern (Cadet)      | \$14.13     | \$14.84 | \$15.57 | \$16.36 |
| 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 |

RECREATION SERVICES DEPARTMENT

|                                   |         |         |         |         |
|-----------------------------------|---------|---------|---------|---------|
| AM/PM Assistant I                 | \$13.00 | \$13.65 | \$14.33 | \$15.05 |
| AM/PM Assistant II                | \$14.30 | \$15.02 | \$15.78 | \$16.56 |
| AM/PM Assistant Teacher           | \$15.73 | \$16.52 | \$17.34 | \$18.22 |
| AM/PM Teacher                     | \$17.30 | \$18.17 | \$19.07 | \$20.03 |
| Pre School Teacher                | \$17.30 | \$18.17 | \$19.07 | \$20.03 |
| Facility Attendant                | \$13.00 | \$13.65 | \$14.33 | \$15.05 |
| Senior Facility Attendant         | \$14.30 | \$15.02 | \$15.78 | \$16.56 |
| Sports Facility Attendant         | \$13.00 | \$13.65 | \$14.33 | \$15.05 |
| Volunteer and Program Coordinator | \$23.79 | \$24.98 | \$26.23 | \$27.54 |

MISCELLANEOUS

|                            |         |         |         |         |
|----------------------------|---------|---------|---------|---------|
| Administrative Intern      | \$14.13 | \$14.84 | \$15.57 | \$16.36 |
| 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 |
| 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)  | \$13.00 |         |         |         |

FIVE CITIES FIRE AUTHORITY

|                     |         |         |         |         |
|---------------------|---------|---------|---------|---------|
| Office Assistant II | \$17.64 | \$18.52 | \$19.44 | \$20.42 |
| Reserve Firefighter | \$14.50 | \$15.50 | \$16.50 |         |