



GRASS VALLEY

City Council Regular Meeting, Capital Improvements Authority and Redevelopment "Successor Agency"

Tuesday, August 22, 2023 at 7:00 PM

Council Chambers, Grass Valley City Hall | 125 East Main Street, Grass Valley, California

Telephone: (530) 274-4310 - Fax: (530) 274-4399

E-Mail: info@cityofgrassvalley.com

Web Site: www.cityofgrassvalley.com

AGENDA

Any person with a disability who requires accommodations to participate in this meeting should telephone the City Clerk's office at (530)274-4390, at least 48 hours prior to the meeting to make a request for a disability related modification or accommodation.

**Mayor Jan Arbuckle, Vice Mayor Hilary Hodge, Councilmember Bob Branstrom,
Councilmember Haven Caravelli, Councilmember Tom Ivy**

MEETING NOTICE

City Council welcomes you to attend the meetings electronically or in person at the City Hall Council Chambers, located at 125 E. Main St., Grass Valley, CA 95945. Regular Meetings are scheduled at 7:00 p.m. on the 2nd and 4th Tuesday of each month. Your interest is encouraged and appreciated.

This meeting is being broadcast "live" on Comcast Channel 17 by Nevada County Media, on the internet at www.cityofgrassvalley.com, or on the City of Grass Valley YouTube channel at <https://www.youtube.com/channel/UCdAaL-uwDN8iTz8bI7SCuPQ>.

Members of the public are encouraged to submit public comments via voicemail at (530) 274-4390 and email to public@cityofgrassvalley.com. Comments will be reviewed and distributed before the meeting if received by 5pm. Comments received after that will be addressed during the item and/or at the end of the meeting. Council will have the option to modify their action on items based on comments received. Action may be taken on any agenda item.

Agenda materials, staff reports, and background information related to regular agenda items are available on the City's website: www.cityofgrassvalley.com. Materials related to an item on this agenda submitted to the Council after distribution of the agenda packet will be made available on the City of Grass Valley website at www.cityofgrassvalley.com, subject to City staff's ability to post the documents before the meeting.

Council Chambers are wheelchair accessible and listening devices are available. Other special accommodations may be requested to the City Clerk 72 hours in advance of the meeting by calling (530) 274-4390, we are happy to accommodate.

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

AGENDA APPROVAL - *The City Council reserves the right to hear items in a different order to accomplish business in the most efficient manner.*

REPORT OUT OF CLOSED SESSION

INTRODUCTIONS AND PRESENTATIONS

1. Introduction of City ALS Services and the Emergency Medical Services Captain

PUBLIC COMMENT - *Members of the public are encouraged to submit public comments via voicemail at (530) 274-4390 and email to public@cityofgrassvalley.com. Comments will be reviewed and distributed before the meeting if received by 5pm. Comments received after 5pm will be addressed during the item and/or at the end of the meeting. Council will have the option to modify their action on items based on comments received. Action may be taken on any agenda item. There is a time limitation of three minutes per person for all emailed, voicemail, or in person comments, and only one type of public comment per person. For any items not on the agenda, and within the jurisdiction or interest of the City, please come to the podium at this time. If you wish to speak regarding a scheduled agenda item, please come to the podium when the item is announced. When recognized, please begin by providing your name and address for the record (optional).*

CONSENT ITEMS - *All matters listed under the Consent Calendar are to be considered routine by the City Council and/or Grass Valley Redevelopment Agency and will be enacted by one motion in the form listed. There will be no separate discussion of these items unless, before the City Council and/or Grass Valley Redevelopment Agency votes on the motion to adopt, members of the Council and/or Agency, staff or the public request specific items to be removed from the Consent Calendar for separate discussion and action but Council action is required to do so (roll call vote). Unless the Council removes an item from the Consent Calendar for separate discussion, public comments are invited as to the consent calendar as a whole and limited to three minutes per person.*

2. Approval of the Regular Meeting Minutes of July 25, 2023.

Recommendation: Council approve minutes as submitted.

3. Local Emergency Proclamation (Winter Storm of February 2023)

CEQA: Not a project

Recommendation: To continue the Winter Storm February 24th, 2023 to March 1st, 2023 proclamation declaring a Local State of Emergency

4. Local Emergency Proclamation (Drought Conditions)

CEQA: Not a Project.

Recommendation: Drought Conditions proclamation declaring a Local State of Emergency

5. International Union of Operating Engineers, Stationery Engineers, Local 39 Memorandum of Understanding - Unit #2 (General Employees) and Unit #3 (Office Technical Employees) - July 1, 2023 - June 30, 2024

CEQA: Not a Project

Recommendation: Adopt Resolution No. 2023-50 & 2023-51 approving the Labor Memorandum of Understanding for a twelve-month period beginning July 1, 2023, through June 30, 2024, between the City of Grass Valley and the International Union of Operating Engineers, Stationery Engineers, Local 39 (Unit 2 and Unit 3).

6. Grass Valley Police Officer's Association - July 1, 2023 - June 30, 2024

CEQA: Not a Project

Recommendation: Adopt Resolution No. 2023-52 approving the Labor Memorandum of Understanding for a twelve-month period beginning July 1, 2023, through June 30, 2024, between the City of Grass Valley and City of Grass Valley and the Grass Valley Police Officer's Association (Unit 6).

7. Appointment of Mayor Arbuckle as the voting delegate and Vice Mayor Hodge and Council Member Caravelli as alternates for League of California Cities 2023 Annual Conference meeting

CEQA: Not a Project

Recommendation: That Council appoint Mayor Arbuckle as the voting delegate and Vice Mayor Hodge and Council Member Caravelli as the alternates for the 2023 League Annual Conference on September 20-22, 2023.

8. Mill Street Parking Lot Construction Project - Contract Award

CEQA: Exempt, Class 11 and 32

Recommendation: That Council 1) award a contract for the Mill Street Parking Lot Construction Project to Peter Schack Construction Engineering, 2) authorize the Mayor to execute the construction contract, subject to legal review, and 3) authorize the City Engineer to approve construction change orders for up to 10% of the contract amount.

9. Loma Rica Ranch - Accept Open Space Easement Deed

CEQA: Exempt - Not a Project

Recommendation: That Council 1) accept an Open Space Easement ("Agreement") across portions of the Loma Rica Ranch property, 2) authorize the City Manager to execute the agreement, subject to legal review and 3) authorize the City Clerk to sign the Certificate of Acceptance for the easement grant deed.

10. 2023 Sewer Main Replacement Project - Rejection of Bids

CEQA: Exempt - Section 15301 "Existing Facilities"

Recommendation: That Council reject all bids for the 2023 Sewer Main Replacement Project and authorize immediate re-advertisement of bidding.

ITEMS REMOVED FROM CONSENT CALENDAR FOR DISCUSSION OR SEPARATE ACTION AND / OR ANY ADDED AGENDA ITEMS

REORGANIZATION RELATED ITEMS

PUBLIC HEARING

11. Transportation Impact Fees - Public Hearing for Fee Program Updates

CEQA: Not a Project

Recommendation: That Council hold a public hearing and adopt three resolutions; updating the Grass Valley Transportation Impact Fee Program, updating the Regional Transportation Mitigation Fee (RTMF) Program, and authorizing execution of an RTMF agreement and adoption of the RTMF Program Administrative Manual.

ADMINISTRATIVE

12. The Naming of the New Portion of Mill Street

CEQA: Not a Project.

Recommendation: That Council provide direction for naming/branding the newly renovated portion of Mill Street between Neal Street and Main Street.

13. Interim Options for Fire Resiliency and Vegetation Management

CEQA: Not a Project.

Recommendation: That Council 1) consider and provide direction to staff on using \$400,000 of general fund reserves to hire up to seven seasonal firefighters and allocated a police officer during the winter to operate our vegetation management program; 2) set dates for a public discussion/meeting on a potential Fire Resiliency, Vegetation Management, and Sales Tax; and 3) authorize the Finance Director to make any necessary budget transfers to implement any actions approved by City Council associated with this item.

BRIEF REPORTS BY COUNCIL MEMBERS

ADJOURN

POSTING NOTICE

This is to certify that the above notice of a meeting of The City Council, scheduled for Tuesday, August 22, 2023 at 7:00 PM was posted at city hall, easily accessible to the public, as of 5:00 p.m. Thursday, August 17, 2023.

Taylor Day, City Clerk



GRASS VALLEY

City Council Regular Meeting, Capital Improvements Authority and Redevelopment "Successor Agency"

Tuesday, July 25, 2023 at 7:00 PM

Council Chambers, Grass Valley City Hall | 125 East Main Street, Grass Valley, California

Telephone: (530) 274-4310 - Fax: (530) 274-4399

E-Mail: info@cityofgrassvalley.com

Web Site: www.cityofgrassvalley.com

MINUTES

Mayor Jan Arbuckle, Vice Mayor Hilary Hodge, Councilmember Bob Branstrom,
Councilmember Haven Caravelli, Councilmember Tom Ivy

CALL TO ORDER

Meeting called to order at 7:03PM

PLEDGE OF ALLEGIANCE

Pledge of allegiance led by Mayor Arbuckle.

ROLL CALL

PRESENT

Councilmember Bob Branstrom
Councilmember Haven Caravelli
Councilmember Tom Ivy
Vice Mayor Hilary Hodge
Mayor Jan Arbuckle

AGENDA APPROVAL

Motion made to approve the agenda as submitted by Councilmember Branstrom, Seconded
by Councilmember Caravelli.

Voting Yea: Councilmember Branstrom, Councilmember Caravelli, Councilmember Ivy, Vice
Mayor Hodge, Mayor Arbuckle

REPORT OUT OF CLOSED SESSION

No reportable actions.

INTRODUCTIONS AND PRESENTATIONS

1. Cancellation of August 8, 2023 City Council Meeting

City Manager, Tim Kiser made announcement.

PUBLIC COMMENT -

In person: Alison Nelson, Charlie Price, Paula Newman, Diane, Quinten Hayes.

REORGANIZATION RELATED ITEMS

CONSENT ITEMS

Public Comment: Charlie Price

Motion made to approve consent by Vice Mayor Hodge, Seconded by Councilmember Branstrom.

Voting Yea: Councilmember Branstrom, Councilmember Caravelli, Councilmember Ivy, Vice Mayor Hodge, Mayor Arbuckle

2. Approval of the Regular Meeting Minutes of July 11, 2023.

Recommendation: Council approve minutes as submitted.

3. Local Emergency Proclamation (Winter Storm of February 2023)

CEQA: Not a project

Recommendation: To continue the Winter Storm February 24th, 2023 to March 1st, 2023 proclamation declaring a Local State of Emergency

4. Local Emergency Proclamation (Drought Conditions)

CEQA: Not a Project.

Recommendation: Drought Conditions proclamation declaring a Local State of Emergency

5. Police Department Facility Dog

CEQA: Not a Project

Recommendation: Authorize staff to pursue and start a therapy dog program at the Police Department

6. Extension and enhancement to Police Department Automated License Plate Reader (ALPR) technology agreement with FLOCK Safety

CEQA: Not a Project

Recommendation: Authorize the Chief of Police to sign the agreement with Flock Safety

7. Annual Approval of the Consumer Price Index (CPI) Adjustment to the Special Emergency Medical and Fire Response Tax.

CEQA: Not a Project

Recommendation: That Council 1) Approve a rate increase to the Special Emergency Medical and Fire Response Tax of 5.0% based on the December 2022 CPI. 2) Adopt Resolution 2023-47 requesting that the Nevada County Auditor place the adjusted Measure A special tax for 2023/2024 on the tax rolls.

8. 2022 Fueling Station Construction Project - Final Acceptance

CEQA: Exempt - Section 15301 "Existing Facilities"

Recommendation: That Council: 1) accept the 2022 Fueling Station Construction Project as complete, 2) authorize the City Engineer to file a Notice of Completion with the County Recorder.

9. 2022/23 Annual Street Rehabilitation Project - Contract Award

CEQA: Categorically Exempt - Section 15301 “Existing Facilities”

Recommendation: That Council 1) award a contract for the 2022/23 Annual Street Rehabilitation Project to Consolidated Engineering Inc., 2) authorize the Mayor to execute the construction contract, subject to legal review and, 3) authorize the City Engineer to approve construction change orders for up to 10% of the contract amount.

ITEMS REMOVED FROM CONSENT CALENDAR FOR DISCUSSION OR SEPARATE ACTION AND / OR ANY ADDED AGENDA ITEMS

PUBLIC HEARING

10. Water and Wastewater User Rates - Amend Fee Schedule

CEQA: Not a Project

Recommendation: That Council, 1) hold a public hearing, 2) consider public testimony and a tabulation of protests, and 3) adopt a Resolution amending the City’s Fee Schedule for the maximum adjustments for the City’s Water and Wastewater User Rates.

City Engineer, Bjorn Jones, gave presentation to Council.

In Person Public Comment: Chuck Frank

Motion made to adopt a Resolution amending the City’s Fee Schedule for the maximum adjustments for the City’s Water and Wastewater User Rates by Vice Mayor Hodge, Seconded by Councilmember Branstrom.

Voting Yea: Councilmember Branstrom, Councilmember Caravelli, Councilmember Ivy, Vice Mayor Hodge, Mayor Arbuckle

11. A Public Hearing to discuss Fire Resiliency and Vegetation Management concerns and consider a Resolution No. 2023-49 of the City Council of the City of Grass Valley calling a special election on November 7, 2023, to consider a transactions and use tax

CEQA: Not a Project.

Recommendation: That Council 1) conduct a public hearing regarding Fire and Vegetation Management, as well as a possible sales tax; 2) declare a fiscal emergency due to the lack of necessary funding for fire personnel and land management required to combat wildfires and extreme weather conditions as stated in Resolution No. 2023-49; and adopt Resolution No. 2023-49 of the City Council of the City of Grass Valley calling a special election on November 7, 2023, to consider a transactions and use tax.

Fire Chief, Mark Buttron and City Manager Tim Kiser gave presentation.

In Person Public Comment: Dylan Coward, Pamela Young, Charlie Price, Alison Nelson, Tom Last, Robin Galvan-Davies, Chris Armstrong, Paula Newman, George Simco

Virtual Public Comment: Susan Rogers

Councilmember asked about what happens if council does not pass the special election, why it is proposed as a general tax and not a special tax, clarified vegetation management vs tree removal, discussed shared fire resources across jurisdictions and sales tax in other nearby cities. Council compared this measure to

Measure V, that failed and encouraged more community engagement about the proposed tax. Council asked if this could be spilt into two .25 cent taxes.

Council wants a implementation plan in place and to move forward to a March election.

ADMINISTRATIVE

BRIEF REPORTS BY COUNCIL MEMBERS

Councilmember Caravelli attended the ERC meeting, ate downtown GV. Councilmember Ivy attended NCTC meeting and the Pioneer Community Energy Meeting. Councilmember Branstrom attended a plastic recycling meeting, regional meeting of Cal Cities, attended the Car Show, Guys and Dolls, and the NCCA mixer on Mill St. Councilmember Hodge attended the car show, Mayors and managers meeting, NCCA mixer, bat presentation at the library and went to the movies. Mayor Arbuckle attended the league of CA board of director meeting, national league of cities meeting, Sacramento valley division meeting, SNMH Gala, and started Monday with the Mayor.

ADJOURN

Meeting adjourned at 9:54PM.

Jan Arbuckle, Mayor

Taylor Day, City Clerk

Adopted on: _____

① MATTHEW COULTER
POLITICAL PRISONER
#B23000683
W.B.C.F.

July 18 2023

Item #2.

Public Comment on Fire Tax Increase. ("Measure Mini 'v' a Grass Valley Scam.")

- Believe Mail In Ballot to be Illegal.
- Words used by the City Manager Tim Kiser such as "primarily" and "potentially" are Red Flags.
- No Facility available for another Engine and Staff.
- Measure "E" in 2018 raised Sales Tax $\frac{1}{2}\%$ for promised Paramedics on Fire Trucks and Engines, yet Zero have been provided. Where did the money go? Millions of Dollars Missing - YUP.
- Grass Valley is in the Red for the 23-24 Budget due to overspending. \$14 million, plus.
- I see this as another money grab by Tim Kiser, City Manager of Grass Valley.
- It's disappointing that Fire Chief Mark Buttron is going along with it, Wow!
- Question to Mark; How many times have I talked with you about the City of G.V.'s dry piles of Green Waste in the parks, schools & "City Owned Properties"? As well as the fire dangers on "Developers Properties" that the City ignores completely. Homeless Camps included. Please Answer During the Meeting so the Public can Understand the City's do nothing plan of action. Please mention the,



other Fire Taxes that have been approved without a vote. I.E. \$20. per parcel last year.

I've asked for years for the Fire Department to correct the G.V. schools, to stop dumping thier green waste behind schools Nevada Union being the worst currently, & ongoing. Threatening Senior Homes, Neighborhoods, and children in schools with a Fire EVENT.

Why Does Truckee have a 'Grapple Truck' with a claw, to pick up Green waste at sight, v. the West Slope must load, transport, and unload, with P.O.V.s? They have removed 4000 piles of Green Waste in one year with this Truck.

I've watched this deadily slow movement Tax the Citizens for Services and not deliver, for Years. It's long overdue for Grass Valley Public Works to Stop driving around in empty trucks, & pick up some green waste that they pass by daily.

More Tax Income for the City will not cure Lazyness. It's time for the Public Servznts to Serve, or move along.

Please Read my comment during the meeting & answer my questions. Thankyou.

Miranda Bacon

From: ROGERS WINSLOW <[REDACTED]>
Sent: Tuesday, July 25, 2023 5:18 PM
To: Public Comments
Subject: Voice Mail (1 minute and 40 seconds)
Attachments: audio.mp3

Hello, I'm Susan Rogers and I live at 640 Charlene Lane in the City of Grass Valley. My comment is about the proposed fire and vegetation management and sales tax. And my comment is that even though the proposal says that there will be transparency and accountability and oversight committee and that sort of thing, that was also promised for Measure E and yet there is no information on the city website about how Measure E funds are being spent. There's no way to really see about Measure E tax. And even the people who are on the measure, the oversight committee, are not listed on the website under committees and commissions. And so with that kind of track record, how do we know that such information, fiscal information from a new sales tax. That will that will be available to us without a lot of work that will just be there on the website. And I'm kind of ambivalent about this tax. I worked on the Measure V proposal for the county and of course that was defeated. So but relative to this for the city, I'm mostly concerned about the transparency and the accountability and how does the public actually know, how will we know that how the money is being spent based on the current lack of track record on Measure E? Thank you.

You received a voice mail from [ROGERS WINSLOW](#).

Thank you for using Transcription! If you don't see a transcript above, it's because the audio quality was not clear enough to transcribe.

[Set Up Voice Mail](#)

Miranda Bacon

From: Susan Hennings [REDACTED] >
Sent: Tuesday, July 18, 2023 5:42 PM
To: Public Comments
Subject: Fw: Form submission from: Contact us

You don't often get email from [REDACTED] [Learn why this is important](#)

Dear City Council

I am forwarding an email I sent to parks and rec regarding picnic tables in Memorial Park. Mr. Quentmeyer's reply to me did not address my inquiry as to how the Native Daughters of the Golden West, Manzanita Parlor No. 29, could facilitate placement of more picnic tables and benches.

I would appreciate this issue being addressed.

Also, I have learned the Rotary Club is quite unhappy with the loss of the barbeque area. Any up dates on possible replacements?

Thank you,
 Susan Hennings

----- Forwarded Message -----

From: Zac Quentmeyer <zacq@cityofgrassvalley.com>
To: [REDACTED]
Sent: Monday, June 12, 2023 at 07:56:22 AM PDT
Subject: RE: Form submission from: Contact us

Hi Susan,

Thank you for reaching out. Currently, there is not a plan to install additional picnic tables. There is a project going on right now to replace all the trash receptacles, add some benches around the new basketball court and add a bike rack. Additionally, the City just received grant funding to restore the small creek (Magenta Drain) running through the park. The project timeline for this project is yet to be determined.

Thank you,

Zac Quentmeyer



Deputy Public Works Director

(P): (530) 274-4713 | (F): (530) 274-4399

City of Grass Valley | 125 E Main St. Grass Valley, CA 95945

www.cityofgrassvalley.com

From: Susan Hennings <info@cityofgrassvalley.com>
Sent: Friday, June 9, 2023 1:09 PM
To: COGV General Voicemail <COGVGeneralVM@cityofgrassvalley.com>
Subject: Form submission from: Contact us



06/09/2023 - 1:08pm

City of Grass Valley »

WEBFORM SUBMISSION

Submitted by anonymous user: [108.196.130.139]

Your name:

Susan Hennings

Your e-mail:

[REDACTED]

Your Phone Number:

[REDACTED]

Message:

I am a member of the Native Daughter of the Golden West. We have a small flower bed in Memorial Park alongside of the veterans' memorial area. We had a picnic there just prior to Memorial Day. Much to our disappointment, there is a lack of picnic tables. There were two in the area. One was occupied and the other was in the sun with no shade. Are there more picnic tables planned for that area? Is there any way my organization can be of assistance in getting more tables? Also, we were wondering if the BBQ area was to be restored? Is there still work to be completed in the park, if so, what is yet to be done? Thank you.

Attachment(s) (if applicable):

CONTEXT INFORMATION

Profile contacted:

Memorial Park

View resultsDownload results

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You are receiving this e-mail because you signed up at our website: [City of Grass Valley](#). If you did not sign up, or you are receiving this message in error, please [contact us](#) so we can promptly resolve the problem.

Miranda Bacon

From: Janet Acklam [REDACTED]
Sent: Thursday, July 20, 2023 3:47 PM
To: Public Comments
Subject: Street Repairs

You don't often get email from [REDACTED] [Learn why this is important](#)

West McKnight between Target and S Auburn is in serious disrepair. Please address plans for road repairs in this section. --

Janet Acklam [REDACTED] "The most important and beautiful gift one human being can give to another is, in some way, to make life a little better to live." Ellen Browning Scripps

Miranda Bacon

From: Alena Loomis
Sent: Monday, July 24, 2023 8:29 AM
To: Public Comments
Subject: FW: A Facebook post you SHOULD read the comments on.. because the shops downtown are HURTING.

From: Alexis McSweeney [REDACTED] >
Sent: Sunday, July 23, 2023 7:01 AM
To: COGV General Voicemail <COGVGeneralVM@cityofgrassvalley.com>
Subject: A Facebook post you SHOULD read the comments on.. because the shops downtown are HURTING.

You don't often get email from [REDACTED] [Learn why this is important](#)

You should really read the comments on this post.

You (the city) have a BIG part in helping these shops rebound and continue to be part of our community.

I hope you have something up your sleeves that you're about to roll out quickly..

I've suggested from the beginning of this project that the closure of Mill St *could* be great.. here's an improvement.

If you don't want to click the link, go to Vintage On Main's Facebook and look at the post with the empty Mill St pictures.

Read the comments, please.

<https://www.facebook.com/100063765661922/posts/pfbid0GT3KtQyUPinzpTf8xbQMatcftBAofmUt2FdYFMJ5HKJLYdbuJ8kN41cZ53MonXul/?mibextid=CDWPTG>

Miranda Bacon

From: Jedidiah Watson [REDACTED] >
Sent: Tuesday, July 25, 2023 8:13 AM
To: COGV General Voicemail
Subject: Fire Resiliency and Vegetation Management

You don't often get email from [REDACTED]. [Learn why this is important](#)

Dear Council Members,

Please stop the sleight of hand and vote against the declaration of the fiscal state of emergency! The city just approved a budget and if they didn't have the budget for the necessary funding of Fire Personnel then they should have re-evaluated the money that they are spending on projects and other frivolous expenditures. Do we need a roundabout at Auburn and Neal? Do we need to extend the wolf creek trail? Do we need artificial turf soccer fields? Do we need another parking lot? All these are nice projects if you have the money, but you need to prioritize safety over these projects and you haven't done that. Instead you have approved projects and are now unable to pay for the essential things like Fire Safety Personnel and are asking to have the community cover your butts.

I would like to thank Tom Ivy for his service to this community and his foresight on the on budgetary issues! He is the only city council member who has voted against a proposed project in over a decade and he cited that the expense of half a million dollars was an unnecessary expenditure.

To the City Manager and the Mayor if you move forward with a fiscal state emergency, I would ask that you resign immediately as you are admitting that the over spending on non-essential items under your watch has put this community's safety in danger and therefore you should not be in your positions!

Thanks,
Jedidiah

Miranda Bacon

From: Jeannie Wood <info@cityofgrassvalley.com>
Sent: Tuesday, July 25, 2023 12:15 PM
To: COGV General Voicemail
Subject: Form submission from: Contact us



07/25/2023 - 12:14pm

City of Grass Valley »

WEBFORM SUBMISSION

Submitted by anonymous user: [12.215.192.18]

Your name:
Jeannie Wood

Your e-mail:
jeannie.wood@nccourt.net

Your Phone Number:
15303625329

Message:
Dear City Council,

Feel free to share with your departments and colleagues on this upcoming Aug, 22, free Zoom seminar through the Nevada County Law Library on the Nevada County Civil Grand Jury. Feel free to post the attached flyer wherever you see fit!

Thank you!

Jeannie Wood
Nevada County Law Librarian
530-362-5329

Attachment(s) (if applicable):
[grand jury flyer 8-22-23.pdf](#)

[View results](#)[Download results](#)

Noon Time Legal Seminar (via Zoom), Tuesday, August 22, 2023

12:00-1:00 p.m. – Free!

Offered by the Nevada County Law Library. To Register: Email jeannie.wood@nccourt.net. We will send you the Zoom link a few days prior.

Nevada County Civil Grand Jury

Everything You Want to Know & How to get Involved

Presented by Loydyne Lane, President of the Nevada County Chapter, a subgroup of the California Grand Jury Association

California is one of the few states that have empowered county grand juries with a civil watchdog function: responding to citizen complaints and initiating their own investigations of county and other local government agencies. The desired outcome of these investigations is the improvement of government effectiveness and efficiency and saving taxpayer dollars. Learn about the constitution and function of the grand jury, how it helps to improve government, how it operates, and how citizens can apply to serve on the Nevada Grand Jury.

What is the Grand Jury? What is it charged to do? Why does it exist?

- The History of the Grand Jury
- The Grand Jury and the Law - Use of the Penal Code and other statutes
- How does the Grand Jury do its work? What are the benefits to your County and County government?
- Operational concepts: autonomy, confidentiality, the rule of 2, the rule of 12, continuity – a typical day in the life of a county grand jury.
- The California Grand Jurors Association: What is it? What does it do?

Use this link to the Superior Court website to see the new 2022-2023 reports and to apply online for the Nevada County Civil Grand Jury at:

<https://www.nevada.courts.ca.gov/general-information/grand-jury>

About Loydyne Lane

Loydyne Lane is President of the Nevada County Chapter, a subgroup of the California Grand Jury Association, that supports the recruiting and educational programs of the Nevada County Civil Grand Jury. She has five years' experience on the Nevada County Grand Jury as Foreperson Pro Tem (assistant Foreperson), Business Manager, and committee chairs. Lane has an MBA, ten years' experience in banking, 15 years' experience as a Management Consultant with KPMG, and other national consulting firms, and extensive experience with public and non-profit organizations. Contact Loydyne at loydyne.lane@nevcochapter-cgja.org.

Miranda Bacon

From: Larry Hoffman [REDACTED] >
Sent: Monday, July 24, 2023 10:06 AM
To: Miranda Bacon
Subject: Re: Form submission from: Contact us

You don't often get email from [REDACTED]. [Learn why this is important](#)

Hi Miranda,

I have sent the following message to some of the city council members. I would like it to be read during the public comments response time for Resolution 2023-49, Fires RESiliency and Vegetation Management:

I urge you to vote "Nay" on Resolution No. 2023-49. Adding another 1/2 cent increase to our sales tax base for the purposes described seems exorbitant and redundant. We've added over 11 FTE in the fire department on top of new equipment via Measure E. And to now declare a fiscal emergency when you just passed the largest annual budget in city history is outrageous. We don't need to throw away \$100,000+ to hold a special election that most certainly will meet with stern resistance, as was the county's Measure V. We have seen how city staff selectively uses additional general tax funds when the wording ends with "or for other general governmental uses."

On Thu, Jul 20, 2023 at 4:01 PM Miranda Bacon <mirandab@cityofgrassvalley.com> wrote:

Hello Larry,

I apologize for the delay; Taylor is now on Maternity leave and I will be helping with her responsibilities.

Unfortunately, we are unable to show the PowerPoint live during the public comment portion of the meeting. I can however submit the PowerPoint to the council members prior to the meeting along with their other virtual public comments. This would allow the file to be viewed by all members as well as be included in the meeting minutes which would be available to the public.

If this is something you would like to do, please let me know.

Thank you,



Miranda Bacon

Community Services Analyst

Community Development Department

(P): (530) 274-4714 | (F): (530) 274-4399

City of Grass Valley | 125 E Main St, Grass Valley, CA 95945

www.cityofgrassvalley.com

From: Larry Hoffman <info@cityofgrassvalley.com>

Sent: Tuesday, July 18, 2023 8:54 AM

To: Taylor Day <taylord@cityofgrassvalley.com>

Subject: Form submission from: Contact us



07/18/2023 - 8:54am

City of Grass Valley »

WEBFORM SUBMISSION

Submitted by anonymous user:
[2601:206:8000:2851:871:dc5e:f2a5:f5ed]

Your name:

Larry Hoffman

Your e-mail:

[REDACTED]

Your Phone Number:

[REDACTED]

Message:

Hi Taylor,

My wife and I have created a power point slideshow that we'd like to have played during the public comment agenda item at an upcoming city council. Could you let me know what the process is for getting this done.

Thanks!

Larry Hoffman

Attachment(s) (if applicable):

CONTEXT INFORMATION

Profile contacted:

Taylor Day

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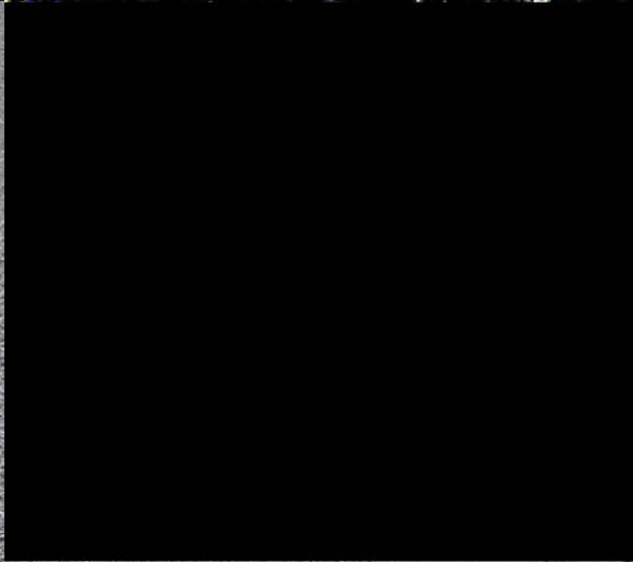
















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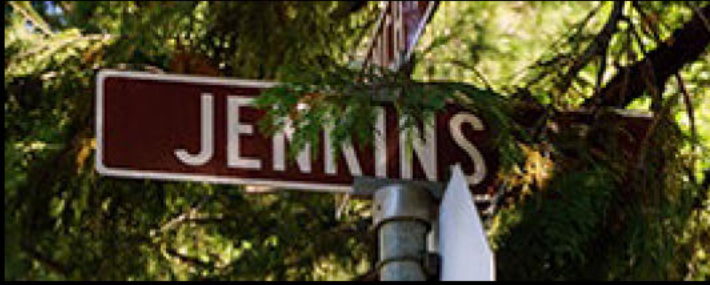


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City of Grass Valley City Council Agenda Action Sheet

Title: Local Emergency Proclamation (Winter Storm of February 2023)

CEQA: Not a project

Recommendation: To continue the Winter Storm February 24th, 2023 to March 1st, 2023 proclamation declaring a Local State of Emergency

Prepared by: Timothy M. Kiser, City Manager

Council Meeting Date: 8/22/2023

Date Prepared: 8/10/2023

Agenda: Consent

Background Information: Due to conditions of extreme peril to the safety of persons and property have arisen within the City of Grass Valley, caused by the winter storm February 24th, 2023 to March 1st, 2023 which has cut power, downed trees, blocked roads and created other hazards to health and human safety commencing at which time the City Council of the City of Grass Valley was not in session. The city found it necessary to proclaim the existence of a local emergency throughout the city.

On March 2nd, Tim Kiser, the Emergency Services Director, proclaimed an existence of a local emergency. On March 8th, 2023, at a special City Council Meeting council adopted Resolution 2023-07 confirming the Emergency Services Director's proclamation of a local emergency.

Council Goals/Objectives: This resolution executes portions of work tasks towards achieving/maintaining Strategic Plan - Public Safety. The City of Grass Valley is devoted to providing a safe Place to Live, Work and Play.

Fiscal Impact: The City will be requesting reimbursement for repair costs from the California Office of Emergency Services. If approved, costs would be reimbursable around 75% and sufficient General Funds exist to cover any shortfall.

Funds Available: N/A

Account #: N/A

Reviewed by: ___ City Manager



City of Grass Valley City Council Agenda Action Sheet

Title: Local Emergency Proclamation (Drought Conditions)

CEQA: Not a Project.

Recommendation: Drought Conditions proclamation declaring a Local State of Emergency

Prepared by: Timothy M. Kiser, City Manager

Council Meeting Date: 8/22/2023

Date Prepared: 8/10/2023

Agenda: Consent

Background Information: On May 10, 2021, Governor Newsom modified a State of Emergency Proclamation that declared that a State of Emergency to exist in California due to severe drought conditions to include 41 counties, including Nevada County. The Proclamation directed state agencies to partner with local water suppliers to promote conservation through the Save Our Water campaign, a critical resource used by Californians during the 2012-2016 drought. Some municipalities have already adopted mandatory local water-saving requirements, and many more have called for voluntary water use reductions.

Nevada Irrigation District (NID) declared a drought emergency throughout the District's service area on April 28, 2021, which includes portions of the City of Grass Valley, and requested that customers conserve 10 percent of their normal water usage. Both NID and Nevada City have now mandated at least 20% conservation requirements.

On June 22, 2021, City Council approved Resolutions No. 2021-41 declaring a local emergency due to drought conditions and No.2021-42 mandating water conservation. All treated Water Customers are required to reduce water use by 20%.

Council Goals/Objectives: This resolution executes portions of work tasks towards achieving/maintaining Strategic Plan - Water and Wastewater Systems and Underground Infrastructure. The City of Grass Valley is devoted to providing a safe Place to Live, Work and Play.

Fiscal Impact: The Fiscal Impact to the Water Fund should be minor, but if the drought continues for several years the impact could be more significant.

Funds Available: N/A

Account #: N/A

Reviewed by: ___ City Manager



City of Grass Valley City Council Agenda Action Sheet

Title: International Union of Operating Engineers, Stationery Engineers, Local 39 Memorandum of Understanding - Unit #2 (General Employees) and Unit #3 (Office Technical Employees) - July 1, 2023 - June 30, 2024

CEQA: Not a Project

Recommendation: Adopt Resolution No. 2023-50 & 2023-51 approving the Labor Memorandum of Understanding for a twelve-month period beginning July 1, 2023, through June 30, 2024, between the City of Grass Valley and the International Union of Operating Engineers, Stationery Engineers, Local 39 (Unit 2 and Unit 3).

Prepared by: Catrina Olson, Deputy Administrative Services Director

Council Meeting Date: 08/22/2023

Date Prepared: 08/17/2023

Agenda: Consent

Background Information:

Over the course of the last several months, the City's labor negotiations team has been meeting with representatives of the International Union of Operating Engineers, Stationery Engineers, Local 39 ("Unit 2 / Unit 3") to come to an agreement on terms and conditions for an updated Memorandum of Understanding ("MOU") effective July 1, 2023. The City's labor team and Unit 2 have concluded the negotiations process and have been notified that Unit 2 / Unit 3 have duly ratified the updated provisions to the MOU which are now being recommended for City Council approval.

Updated provisions to the MOU and annual estimated fiscal impacts include the following:

MOU Provision	Estimated Annual Incremental Cost
1. Term of Agreement - July 1, 2023 - June 30, 2024 (Note: the effective date will be July 25, 2023, the first day of a new pay period)	N/A
2. Provide a 3% Cost of Living Adjustment (COLA) effective July 25, 2023	\$38,460 (General Fund) \$1,683 (Measure E Fund) \$9,441 (Water Fund) \$16,416 (Sewer Fund) \$66,000 (All Funds)

3. Longevity Pay 2.5% upon completion of 10 years Unit#2 & Unit#3	\$5,075
4. Bilingual incentive pay, 5% limited to 1 person Unit#3 only	\$4,160
5. Reduction in cap of compensated time off (CTO) earned from 240 to 160 only 80 hours CTO from standby Unit#2 & Unit#3	N/A
6. Non-substantive Memorandum of Understanding language clean-up in both agreements	N/A

Council Goals/Objectives:

The approval of an updated labor MOU between the City and Unit 2 / Unit 3 executes portions of work tasks towards achieving/maintaining (1) a Productive and Efficient Workforce, and (2) Community Safety.

Fiscal Impact:

The estimated incremental ongoing annual costs of \$75,235 effective July 25, 2023, have been considered and are accounted for in the FY 2023-24 Adopted Budget.

Funds Available: YES

Account #: General Fund
Measure E Fund
Water Fund
Sewer Fund

Reviewed by: Tim Kiser, City Manager

Attachments:

- Resolution No. 2023-50 & 2023-51 - Approving of Unit 2 & 3 Memorandum of Understandings
- Memorandum of Understanding - Units 2 & 3
- Salary Schedule - Units 2 & 3

RESOLUTION NO. 2023-50

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GRASS VALLEY
ADOPTING AN AMENDED MEMORANDUM OF UNDERSTANDING WITH THE
INTERNATIONAL UNION OF OPERATING ENGINEERS, STATIONERY ENGINEERS,
LOCAL 39 (UNIT #2) FOR THE PERIOD July 1, 2023 - JUNE 30, 2024, AND
AUTHORIZING THE CITY MANAGER TO EXECUTE SAID AGREEMENT**

WHEREAS, the labor negotiations team appointed to represent the City Council of the City of Grass Valley and representatives of the Operating Engineers, Stationery Engineers, Local 39 (Unit #2) have engaged in negotiations to update the labor Memorandum of Understanding (“MOU”) between the City and Unit #2; and

WHEREAS, the parties came to an agreement which incorporates updates to the attached updated MOU;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GRASS VALLEY, as follows:

1. The above recitals are true and correct and are a substantive part of this Resolution.
2. The City Council of the City of Grass Valley approves the updated Memorandum of Understanding for the Operating Engineers, Stationery Engineer’s Local 39 (Unit #2) for the period of July 1, 2023, through June 30, 2024, and authorizes the City Manager to execute said agreement.

PASSED AND ADOPTED as a Resolution of the City Council of Grass Valley at a meeting thereof held on the 22nd day of August 2023 by the following vote:

AYES: Councilmember
NOES: Councilmember
ABSENT: Councilmember
ABSTAINING: Councilmember

Jan Arbuckle, Mayor

ATTEST:

APPROVED AS TO FORM:

Taylor Day, City Clerk

Michael Colantuono, City Attorney

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF GRASS VALLEY CITY COUNCIL
AND
THE INTERNATIONAL UNION OF OPERATING ENGINEERS,
STATIONARY ENGINEERS, LOCAL 39 (UNION)
FOR AND ON BEHALF OF
THE EMPLOYMENT CLASSIFICATIONS IN THE CITY'S GENERAL
EMPLOYEES UNIT #2**

July 1, 2023 – June 30, 2024

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PARTIES SIGNATORY 39

APPROVAL OF MOU 49

APPENDIX A – SALARY SCHEDULE

APPENDIX B – PROCEDURE TO MONITOR CHAIN OF CUSTODY

APPENDIX C – CLASSIFICATIONS

MEMORANDUM OF UNDERSTANDING DESCRIBING SALARY, BENEFITS AND WORKING CONDITIONS BETWEEN THE CITY OF GRASS VALLEY CITY COUNCIL AND INTERNATIONAL UNION OF OPERATING ENGINEERS, STATIONARY ENGINEERS, LOCAL 39 (UNION) FOR AND ON BEHALF OF THE EMPLOYMENT CLASSIFICATIONS IN THE CITY'S GENERAL EMPLOYEES UNIT #2 FOR JULY 1, 2023 – JUNE 30, 2024.

This Memorandum of Understanding, hereafter referred to as "MOU," is made and entered into by and between the City of Grass Valley, hereinafter referred to as "the City," or "Employer" and the International Union of Operating Engineers, Stationary Engineers, Local 39 AFL-CIO, hereinafter referred to as "Union".

The parties to this MOU have met and conferred in good faith on matters within the scope of representation pursuant to Section 3500 et seq. of the California Government Code and the City of Grass Valley's Employer-Employee Relations Resolution (No. 93-40).

ARTICLE 1 - UNION RECOGNITION

In keeping with the provisions of the City's Employer-Employee Relations Resolution, which is incorporated into this MOU by reference, the City recognizes the Union as the sole and exclusive representative of the General Employee Unit (Unit #2). The agreement applies to active covered employees employed in those classifications listed in APPENDIX C.

ARTICLE 2 - SUPPORT OF MOU

The City agrees that it shall not negotiate with any other organizations on matters for which Union is the exclusive representative of the Employees in the bargaining unit during the term of this MOU. Union agrees to negotiate only with the representative officially designated by the City to act on the City's behalf. During the term of this MOU and as appropriate thereafter, the parties agree to use the dispute resolution machinery as provided herein or by Civil Service rules as a means of adjudicating disputes between them.

ARTICLE 3 - UNION RIGHTS

Union shall have the following rights:

A. Union Access

Union shall have access to bargaining unit members outside of their assigned duties; before and after work hours, at meal and break periods, without prior notice.

B. Bulletin Boards

Union may use bulletin boards designated for its use in appropriate places. All items to be posted shall be officially authorized by Union, and shall bear the date of posting and the date of removal. A copy shall be provided to the Human Resources Representative.

C. Use of Facilities

The City Manager or Department Head upon request may permit Union to use designated facilities, depending upon availability of space, for meeting purposes at no charge. No request for use of City facilities shall be unreasonably denied. City use of any facility will have priority over the Union use and may require Union to reschedule or relocate meetings. If a meeting is to be held at a City facility, an employee will be designated to insure meeting space is available and is properly secured and clean following the meeting.

D. Time Off for Meetings

Employees shall not be given time off work for Union meetings without the appropriate Department Head's approval for such release time for organized meetings with Unit members that may impact work hours or processes. Such requests will not be unreasonably denied.

E. List of Stewards

Union shall furnish the Human Resources Representative upon change, or as needed, a list of all stewards for Union. The City agrees to grant authorized officials and representatives access to designated City property to transact official Union business as provided for in this Article. Employee's Department Head will also be notified of Steward appointment.

F. Union Dues

Employees may sign up for Payroll Deductions of Local 39 dues with Local 39. Local 39 will certify to the City any new members of Local 39.

City agrees to deduct dues as established by Local 39, and premiums for approved insurance programs from the salaries of Local 39 members. The sum so withheld shall be remitted by the City, without delay, directly to Local 39 along with a list of employees who have had such amounts deducted. Local 39 agrees to provide a listing of all additions or deletions of membership or requested changes to establish payroll deductions of its members to the City.

The employee's earnings must be sufficient after the other legal and required deductions are made to cover the amount of the dues authorized. When an employee is in a non-pay status for an entire pay period, no withholding will be made to cover the pay period from future earnings. In the case of an employee who is in a non-pay status during only part of the pay period, and the salary is not sufficient to cover the full withholding, no deduction shall be made. All other legal and required deductions (including healthcare deductions) have priority over Local 39 dues.

It shall be the sole responsibility of Local 39 to procure and enforce payroll deduction of dues.

Local 39 shall indemnify, defend, and hold harmless the City, its officers, employees, and agents acting on its behalf from and against any and all losses, damages, costs, expenses, claims, demands, actions, suits, judgments and other forms of liability arising out of the application or enforcement of this Section. In no event shall the City be required to pay from its own funds Local 39 dues which the employee was obligated to pay, but failed to pay regardless of the reasons.

Any Local 39 member who notifies the City of their desire to discontinue dues or otherwise withdraw from Local 39 membership shall be referred to Local 39. The City agrees to continue all dues deductions until notified of a deduction change by Local 39.

G. New Employee Orientation:

1. The City will provide Local 39 with 10 days' advance notice by email to Local 39 of any new employee orientation as provided under California Government Code §3556. A designated Local 39 representative will be given access and a reasonable amount of time without loss of pay during all new employee orientation meetings to communicate with the public employees that Local 39 represents to ensure the effectiveness of state labor relations statutes, meaningfully communicate through cost-effective and efficient means with the public employees on whose behalf it acts, and afford Local 39 representatives an opportunity to discuss the rights and obligations created by this MOU and the role of Local 39, and to answer questions.

The City will provide Local 39 by email to Local 39 a list of the name, job title, department, work location, work telephone number, home telephone number, personal cellular phone number, personal email address, and home address of any new employee in Local 39's bargaining unit within 30 days of hire or by the first pay period of the month following hire as provide under California Government Code §3558.

The City will provide Local 39 by email Local 39 a list of all employees in Local 39's bargaining unit at least every 120 days. The list will include each employee's name, job title, department, work location, work telephone number, home telephone number, personal cellular phone number, personal email address, and home address.

Nothing in the article is intended to limit or abridge the provisions of AB 119 as codified in California Government Code sections 3555 to 3599.

2. In accordance with SB191, if the city has not conducted an in person new employee orientation within 30 days of a newly hired employee start date, and the employee is working in person, the Union has a right to schedule an in-person meeting at the work site during working hours. During that meeting, the exclusive representative shall be permitted to communicate directly with newly hired employees in the applicable bargaining unit for up to 30 minutes. The newly hired employees must be allowed paid time off, and relieved of other duties, for attending the meeting. Upon receiving a request from the Union, the city will provide an appropriate on site meeting space within seven calendar days. This provision expires June 30th, 2025

H. Part-time Employees

Permanent part-time employees working 20 hours or more per week or 1,000 or more hours per fiscal year shall be covered under this MOU. Section “G” does not apply to non-permanent temporary or seasonal employees.

ARTICLE 4 - MANAGEMENT RIGHTS AND RESPONSIBILITIES **PROCEDURAL PREROGATIVES**

It is understood that the City retains the procedural prerogative to initiate or to refrain from initiating actions that may affect unit members' wages, hours and conditions of employment and that such actions, once initiated by the City are subject only to the express procedural limitations that may be set forth in the MOU, Civil Service Rules, Charter or other law. Such matters include, but are not limited to, the procedural rights to contract out work not performed by active unit members, to transfer, lay off, terminate or otherwise discipline employees, to reasonably accommodate qualified disabled persons/employees, to make technological improvements, and to take necessary action to implement the terms and conditions of the MOU.

Union recognizes and agrees that the City, on its own behalf and on behalf of the electors of the City, retains and reserves unto itself, limited only by the articles of this MOU, all powers, rights, authority, duties and responsibilities conferred upon, and vested in it, expressed or implied, by the laws and the Constitution of the State of California and of the United States and the provisions of the City Charter.

Union recognizes and agrees that the exercise of the foregoing powers, rights, authority, duties and responsibilities of the City, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this MOU.

Union recognizes and agrees that the City's powers, rights, authority, duties and responsibilities include, but without limiting the generality of the foregoing, the exclusive right to manage, plan, organize, staff, direct and control; to determine levels of service; to establish and change standards; to determine solely the extent to which the facilities of any department thereof shall be operated, and the outside purchases of products or services; the right to introduce new or improved methods and facilities and to otherwise take any action desired to run the entire operation efficiently, except as modified by this MOU.

It is understood and agreed that the specific provisions contained in this MOU shall prevail over City practices and procedures and over State Laws, and City Charter to the extent permitted by State Law, and that in the absence of specific provisions in this MOU, such practices and procedures are discretionary with the City. Nothing contained in this MOU shall be interpreted as to imply or permit the invocation of past practice or tradition, or accumulation of any employee rights or privileges other than those expressly stated herein.

If a conflict arises between this MOU and a City Charter provision or resolution incorporated herein, the City's Charter provisions or resolution shall prevail.

ARTICLE 5 - HOURS OF WORK AND BASIS OF COMPENSATION

A. Pay Periods

The "pay period" shall be fourteen (14) calendar days from Sunday (starting at midnight Saturday) to midnight of the second Saturday thereafter, and refers to the period for computing compensation due for all normal working days during that period. Payroll checks will be available the ensuing Friday by noon following the end of the pay period. Direct deposit pay checks will have funding available on the morning of the Friday payroll date, pending release by the employee's bank, on the Friday payroll date.

B. Work Periods/Days

1. The normal work period shall be forty (40) hours per week for each full-time employee.
2. The normal work day means each day on which an employee performs a normal working shift of eight (8) hours, including holidays and Saturday and Sunday for those Employees who work other than the regular Monday through Friday week. All time appropriately authorized in excess of eight (8) hours per workday shall be administered pursuant to Article 7 for nonexempt employees. Nothing in this section shall prohibit the establishment of alternative work schedules, as long as said schedules are not established for the sole intent of avoiding overtime.
3. Employees may request the establishment of alternative/flexible work schedules for their position. All requests must be submitted in writing to the Department Head. Any alternative/flexible schedule must be approved by the City Manager upon recommendation of the Department Head. Permission to

work an alternative/flexible work schedule may be revoked by the City by giving two weeks notice to the employee. The decision to approve or revoke the alternative/flexible work schedule is not grievable.

4. Exempt employees are expected to work whatever number of hours is necessary beyond normal workdays, periods, or weeks without additional compensation to accomplish their duties and responsibilities.

C. Calculation of Compensation

Compensation is based on the hourly rates and pay schedule set forth in Appendix A. Adjustments in hourly rates are rounded up to the next penny, but may not exceed the top of any pay range. Pay is based on 2,080 hours per year and twenty-six (26) equal pay periods per year. The payment of compensation shall be calculated to the nearest one-quarter (1/4) hour.

Exempt employees are paid a fixed salary and are not compensated on an hourly basis. As needed, they may be required to report their hours for purposes of charging appropriate budgets, grants, for project or program time, or for assessing staff patterns.

D. Lunch Periods

Nonexempt employees are provided with an uninterrupted lunch period of one hour or one-half (1/2) hour for each eight (8) hours of work, or alternative work schedule.

E. Rest Periods

1. Nonexempt employees are provided two paid fifteen (15) minute breaks, one during the first half of the shift and another during the second half of the shift. During breaks, employees are considered to be under the direction and supervision of the City. Rest periods will generally not be taken within one (1) hour of an employee's start or end time.
2. Rest breaks will normally be taken at the assigned worksite. Employees may, with the supervisor's permission, leave the area as necessary to take care of their personal needs. Employees may be required to use the closest reasonably accessible facility for that purpose.

F. Weekend Work Schedule

Weekend work schedules shall be assigned to those qualified to perform the assignments by agreement. Should no mutual agreement be reached then the assignments shall be made on a reasonable, rotating basis. Employees may have the option to work weekend assignments as part of a mutually agreed upon alternative work schedule or adjusted schedule for a specific period of time.

ARTICLE 6 – SALARY SCHEDULE/COMPENSATION

A. Salary Increases

- Effective July 25, 2023, the City shall implement a three percent (3%) COLA.
- Effective July 25, 2023, the City shall implement the following equity adjustment:
 - Mechanic + 1.85%
 - Utility Maintenance Worker + 7.87%
 - Water Distribution Operator +11.09%
-

B. Work in Higher Class

If a regular full-time employee is temporarily assigned to a position in a class with a higher salary range, the temporary assignment shall be treated as a promotion, provided the employee performs or is available to perform, to a significant extent, the essential duties of the higher class. The salary of such employee shall be determined in accordance with this Agreement. In any case the employee will be compensated a minimum of five percent (5%) above his or her current base salary. If the employee meets the minimum qualifications of the position, then he or she will be placed within the range of the higher position. Upon termination of such transfer or assignment, such employee shall be restored to the position from which he or she was transferred or assigned and to the salary and step which such employee is entitled to receive at the date of such restoration, including any merit increase to which he or she is entitled. Such temporary transfer shall not affect any employee's salary anniversary date.

If the appointing authority and the affected employee agree that the employee be assigned on a temporary basis for training purposes, no upgrade in compensation will be due the temporarily assigned employee. In no case shall such training be for more than a cumulative total of one (1) pay period, provided that no technological change has occurred in the higher position since the training.

The City recognizes that temporary work in a higher classification shall not be used as a device for circumventing career civil service positions. Out of class assignments in excess of 90 days must be reviewed by the Finance Director who will make a recommendation to the City Manager. The City Manager must give approval for out of class assignments that exceed 90 days. The City will notify the Union of any out of class assignment that exceeds the 90-day limit. In no event will an out of class assignment exceed 960 hours per fiscal year, pursuant to Gov Code Section 24080.

C. Special Project Pay

Special Project Pay of no less than 5% may be paid in addition to base wages for employees assigned a significant job assignment outside their usual scope of work and not typically performed in another City job classification. Such special project pay must be recommended by a Department Head and approved by the City Manager and will be at the sole discretion of the City to consider granting such pay. Such pay will

only be provided for the duration of the project work being performed and is intended to have a finite project end date. The assignment of this pay shall not be used as a device to circumvent an employee being reclassified to a higher paying position.

Special Project assignments in excess of 90 days must be reviewed by the Finance Director who will make a recommendation to the City Manager. The City Manager must give approval for special project assignments that exceed 90 days. The City will notify the Union of any special project assignments that exceeds the 90-day limit.

D. Shift Differential

Shift differential will be paid to nonexempt employees as follows:

1. If an employee is assigned to weekends as part of their regularly scheduled workweek, the employee will be entitled to a 5% shift differential for all regularly scheduled hours worked on Saturday and/or Sunday including any overtime.
2. If the majority of an employee's regularly scheduled work shift is worked after 6:00 p.m. and before 6:00 a.m., the employee will be entitled to a 5% shift differential for all regularly scheduled hours worked including any overtime.
3. An employee whose regularly scheduled work shift includes hours worked after 6:00 p.m. will be paid a 5% shift differential for all hours worked after 6:00 p.m. until the end of the shift including any overtime.
4. Under a mutually agreed upon alternative work schedule that includes hours or days outside of those defined in Section D the shift differential may be waived.

E. Split Shift Differential

Nonexempt employees who are required to work a split shift will receive a 5% shift differential for all hours worked.

F. Rules for Use of Salary Schedule

1. Pay Range - Pay ranges for each classification will be adopted by the City Council. Each classification within a department has an applicable range consisting of 5 steps.
2. Appointment from Eligibility List - All appointments from a listing of eligible candidates will enter the probationary period at the base salary of the range applicable to the classification. The City Manager, Finance Director and Department Head may recommend elevation in the entry level to compensate for education and experience not to exceed 5% (one step). An additional 5% (one step) may be approved by the City Manager based on the Department Head recommendation and education and experience of the applicant. The City Council may approve hiring at any rate within the pay range.
3. Merit Step - All employees shall be eligible for a merit step increase to the next step in pay range every twelve months until the end of his or her pay range, if the City Manager finds the Department Head has determined that such employee's job performance satisfies the departmental standards relating to

such employee. Employees denied a merit increase will be eligible for reconsideration 6 months following their initial review date.

4. Administrative Distinction Pay – An Employee is eligible to receive Administrative Distinction pay once every other year under the following conditions:
 - a) Employee has been at the fifth (E) step of his/her salary range for two or more years;
 - b) Employee has received two consecutive “exceeds expectations” performance appraisals;
 - c) Employee has not received documented written reprimand or disciplinary action during the same two year period;
 - d) Employee’s Department Head recommends award documenting the Employee’s contribution to or achievement on behalf of the City;
 - e) Approval of the City Manager;
 - f) Upon approval, Employee receives a lump sum gross check equivalent to 2.5% of his/her regular yearly base pay.
5. Promotions - When an employee is promoted to a position in a higher pay range, the employee will be placed at the minimum of new range, or at a level in the new range to provide a minimum 5% pay increase, provided the new pay rate upon promotion may not exceed the top of the pay range. The date of the promotion will establish a new anniversary date for the employee’s future performance evaluations. Should a promotion occur concurrently with the employee’s evaluation, and the employee is eligible for a merit increase, the merit increase is to be included in the base salary before the promotion.
6. Reduction in Force - Upon reduction in force, regular employees appointed to jobs with a lower pay range shall be given the next step in the lower range than the range from which he/she was reduced. The anniversary date for future annual evaluations will be the date of the appointment to the new job, other than for demotions that are voluntary.
7. Transfer - An employee transferred from one department to another in the same classification/grade will continue to receive the same salary and will have no change in their anniversary date.
8. Allocation to a Classification with Lower Salary Range - If the salary range of the new class to which an employee's position is allocated has a maximum lower than that of his/her current class, but not lower than his/her actual salary, he/she should continue to receive his/her present salary until his/her next anniversary date, which remain unchanged, at which time he/she will be eligible for a merit increase in the new range. If the top of the new range is lower than the current salary, then the salary will be reduced to the top of the new range effective the next full pay period.

G. Educational Incentive

The City shall offer an Academic Education Incentive program with a maximum cumulative ceiling of 7.5% (seven and one-half percent) of base salary. Only

certificates and degrees granted by accredited institutions, which are above the minimum educational requirement of the employee's position which enhance the employee's abilities and contribution, and demonstrated in writing to the Department Head will be considered. College units obtained to qualify for an incentive cannot be compounded to qualify for an additional incentive. For example units used to obtain an AA and then utilized to obtain a BA cannot yield incentives for both degrees. The incentive will only be provided for the highest degree. Incentives will not be provided for multiple degrees at the same level (i.e. two A.A. degrees). If an application for this benefit is denied, it is grievable.

The eligible degrees and certificates and corresponding incentives are as follows:

<u>Certificate/Degree</u>	<u>% of Base Salary</u>
Certificate with a minimum of 30 semester units	1.25% (max 2.5%)
Associate of Arts/Science	2.5%
Bachelor of Arts or (Not cumulative with AA or AS) Bachelor of Science	5%

For positions that require a Bachelor's Degree as a minimum qualification only:

Master of Arts or	2.5%
Master of Science	

H. Certificates and Licenses

1. Certificates - Additional Water Treatment, Wastewater Treatment, and Distribution System Operator Certificates - 5%
 - a. Treatment Plant Operator Certification must be at least one grade above the minimum required for the designated Classification requirement. Maximum incentive is 10%, which may be reached by having one certificate in water treatment and one in wastewater treatment.
 - b. Employees receiving Water and/or Wastewater Treatment Plant Certificate pay will use the certification to meet the needs of the City as may be required from time to time.
 - c. Utility Maintenance Workers who obtain a Water Distribution Certificate one grade above the classification requirement will receive 5% incentive pay. Maximum incentive will be 5%.
 - d. Employees who are using a Water Distribution certification that is not required by their Job Classification, but required for the City to operate the City's water distribution system, will receive 5% incentive pay, if the employee is utilizing said certificate for water distribution on-call. Maximum incentive will be 5%.

2. City Required Certificate or License for Specialized Work - 1.25%
Incentive pay only applies when the City requires the certificate and the certificate is utilized to meet specific requirements (i.e. Pesticide, Pool Operator). Maximum incentive is 2.5%. If not required to utilize the certificate, the incentive will not apply.
3. The City agrees to pay for required certification and/or licensing renewal fees for employees. At the discretion of the Department Head the City also agrees to pay for renewals of certifications and/or licensing when such certification and/or licensing is deemed relevant and valuable to the professional execution of assigned duties of employees.

I. Class B Driver's License

1. For those classifications required to maintain a class B license and lose their license through actions of the employee, or other factors outside of the employee's control may result in loss of pay equal to 2.5% or other disciplinary action. The City will assist the employees with training and testing time to achieve the Class B license. Employees may be required to participate in the Public Works Standby Program. Class B license includes appropriate endorsements. The City agrees to pay for associated fees and costs (i.e. DMV physical) for required certification and/or licensing.
2. Employees in a classification not required to have a Class B will not be compensated for obtaining a Class B License, but may be provided training and testing time. Employees not required to but who obtain a Class B License, and who are assigned to participate in the public works standby rotation program that may require a response utilizing the Class B license, will receive an additional 2.5% incentive pay. The incentive pay will be paid as long as the employee has the license and participates in the public works standby program. The City agrees to pay for associated fees and costs (i.e. DMV physical) for required certification and/or licensing.

J. Interagency Work

Assigned employees shall receive compensation for Interagency Agreement Work. Employees shall receive hourly compensation, including time and one-half (1 ½) pay, portal to portal, for work performed in accordance with interagency agreements. No premium pay.

K. Longevity Pay

Effective July 25, 2023, the City shall pay two and one-half percent (2.5%) of base rate for longevity pay upon completion of ten (10) years of continuous service.

**ARTICLE-7-OVERTIME; CALL BACK; STANDBY; COURTTIME; SNOW DAYS
(NONEXEMPT EMPLOYEES):**

A. Overtime

1. Policy - It is the policy that overtime work be discouraged; that each Department Head arrange the work of his or her department so that full-time Employees shall normally work not more than eight (8) hours per work day or more than five (5) consecutive work days consisting of forty (40) hours without at least one (1) day off, or more than eighty (80) hours in any pay period, and that overtime work be held to a minimum consistent with the efficient performance of necessary functions. Hours are subject to modification based on mutually agreed upon alternative work schedule.
2. Overtime Defined - Overtime is authorized time worked in excess of eight (8) hours in a normal day or forty (40) hours per week. Subject to modification based on mutually agreed upon alternative work schedules. All work authorized as overtime shall be calculated at the overtime rate which is one and one-half (1 1/2) times the regular hourly rate of pay (such calculation being non-cumulative for the same hours).
3. Authorization for Overtime Work - Overtime work not specifically authorized by the City Council shall be performed only upon express authorization of the Department Head or designee empowered by the Department Head to authorize the same.
4. Reporting Overtime - Total hours of authorized overtime for each pay period for each employee shall be reported on a Time Card and shall be signed by the Department Head or designee. The total hours of prior accumulated compensatory time taken off during each pay period shall be likewise reported.
5. Fringe Benefits Not Affected by Overtime - Overtime work shall not be a basis for increasing vacation or sick leave benefits, nor shall it be a basis of advancing completion of required periods for probation or salary step advance.
6. Compensation for Overtime:
 - a. Compensation of overtime and holidays shall either be paid at the rate of time and one-half or accrued as Compensatory Time Off as determined by the Department Head subject to the rules as stated herein.
 - b. Employees may, upon the prior request of the employee and prior authorization of the Department Head, accumulate Compensatory Time Off in lieu of overtime pay, or receive overtime pay for that pay period. Provided, however, in no event shall an employee be allowed to accumulate in excess of one hundred and sixty(160) hours Compensatory Time Off. In the event an employee has accumulated one hundred and sixty (160) hours Compensatory Time, payment of overtime shall be automatically made unless mutually agreed otherwise by the City Manager and the employee.
 - c. In calculating the base for overtime/compensatory time consideration, vacation time of more than two days (16 hours) in the subject work

week shall not be considered as qualifying in calculating "hours worked" for overtime purposes.

- d. The balance of any accumulated Compensatory Time shall be paid upon termination of employment or under such other circumstances as authorized by the City Manager.
- e. Employees shall request to use Compensatory Time Off in the same manner as vacation requests.

B. Snow Days

1. Regardless of the above, all hours worked in excess of eight (8) hours per day or regular assigned hours if working an alternative schedule, during snow removal operations shall be considered as overtime. Overtime worked during declared emergencies is ineligible for Compensatory Time Off. With respect to the scheduling of snow removal assignments, all call back and overtime rules apply.
2. The City will establish a list of qualified employees to perform and coordinate snow removal activities. This list will be considered an assigned duty and will be distributed in November of each year. The snow shift shall commence and terminate as snow conditions dictate. The snow removal shifts will be as described in the Policies and Procedures Manual, Section 7.12, Snow Removal Program. Rules for overtime shall apply to weekends, holidays and hours worked beyond eight hours (or hours assigned pursuant to an alternative work schedule) in a work day. If the snow removal shift is terminated during the regular shift, the employee, at their discretion and approval of their supervisor, may continue their regular hours or go off duty. The employee will not be required to use accrued time off as long as he/she has worked eight hours of combined snow removal and regular shift hours in a 24 hour period (midnight to midnight). If an employee is not able to complete their regular shift or snow removal due to exhaustion or other safety related issue, they may elect to end their shift upon approval by their supervisor or shift coordinator. If an employee cannot complete their shift, they may elect to use accrued time off to complete their regular shift.
3. The commencement of the Snow Day schedule does not require a shift change notice.

C. Call Back Time

Call back time shall be that time an employee is called back to work by the Department Head or designee before or after a normal work day, when an employee is required to work on a normal work day off by the Department Head in the event of an emergency; or when an employee is required to work on any holiday recognized by the City Council. The time actually worked or a minimum of two (2) hours at one and one-half (1 & 1/2) times, may at the choice of the employee be accrued as Compensatory Time, or taken as pay subject to the same rules for compensation for overtime provided above.

D. Telephone Call Back Pay

When an employee is contacted at home for the purpose of work and said work can be completed at home over the telephone or through other technology, the employee shall be compensated in 15 minute increments with call back pay at the overtime rate. A call lasting less than 15-minutes shall be compensated for 15-minutes.

E. Standby Time

1. Standby time shall be that time an employee is designated by the Department Head to be available on immediate call on normal days or hours off, or that time an employee is designated by the Department Head to be available on immediate call on holidays.
2. Employees whose job descriptions require that they possess and maintain a Class B license, must do so in those classifications designated by the Department Head to be eligible for standby assignments. Employees in the Public Works Department and Animal Control may be assigned mandatory standby time.
3. Standby time will be calculated at straight time using the terms noted below:
 - a. Weekend - That standby period shall begin at the end of the shift each Friday afternoon, and shall continue until the beginning of the shift the following Monday.
 - i. Compensation rate - 7.5 hours, may be taken as pay or Compensatory Time Off, subject to the same rules for Compensation for Overtime provided above.
 - b. Weekly - That standby period shall begin at the end of the shift on each Tuesday afternoon, and shall continue until the beginning of the shift the following Tuesday (Excluding the 40 hours of regular work week).
 - i. Compensation rate - 20 hours, may be taken as pay or Compensatory Time Off, subject to the same rules for Compensation for Overtime provided above.
 - c. Employees shall be limited to earning a maximum of eighty (80) hours of Compensatory Time Off per fiscal year for standby time.
4. If only one employee is on standby and additional employees are needed to perform an assignment, treatment plant employees who are on separate standby status shall only be used when other eligible employees are not available. If multiple employees divide a single week's standby assignment, the standby pay shall be divided pro-rata among the employees who have made themselves available.
5. If an employee's standby period, as defined in 7(E)(3) contains a holiday, and if the employee is not called during the holiday, the employee shall be compensated with two (2) hours overtime in addition to their regular standby pay, which may be taken as pay or Compensatory Time Off subject to the same rules for Compensation for Overtime provided above.

6. Any time an employee on standby time as described in section 7(E)(3) or 7(E)(5) is called to work, the employee shall receive as compensation, callback time as defined above in section 7(B) in addition to the standby time set forth in subsections 7(E)(3)(b) or 7(E)(3)(d).
7. If the City desires to change the beginning and ending time of standby coverage without impacting the total number of hours of coverage, the City will meet and consult with Local 39 prior to implementation to discuss the impact of this change.
8. Employees hired into Streets and Collections at the II or III level will be required to participate in the standby program.
9. Employees from Facilities, Parks and Treatment that obtain a class B license and participate in the standby program will be paid 2.5% incentive pay.
10. Substitutions are allowed. All substitutions are the responsibility of the standby employee who has rotated to service. Substitutions shall normally be from the standby list. Prior supervisor approval is required in order to use someone who is not currently on the list.
11. Any time an employee on standby is called to work, they shall receive "Call Back Pay" at the rate prescribed in the MOU. "Call Back Pay" for standby will require a physical presence as a response to a standby call. Phone calls to confirm or coordinate a response or service shall not constitute "Call Out" unless those calls are made while physically present at the "Call Out" site. "Call Out" shall not constitute the exchange of the standby log from one standby shift to the next. Phone calls to employees who are not on standby will be paid in 15-minute increments.
12. Comp time conversion will remain as stated in the MOU under compensation for overtime.
13. If standby personnel require assistance and cannot get a response, any other personnel currently on a standby rotation may be called for assistance unless they are unavailable due to working in their own area.
14. The Public Works Standby list requires a minimum of six employees. Any employee who participates in the Public Works Standby will be assigned for a minimum of one calendar year beginning each January 1.

F. Shift Change Notice

Employees shall be given at least five (5) days notice of a shift change. In the absence of such notice, the employee shall receive a 5% differential over base salary for each day in which the notice was not given (i.e. 5 day notice – no differential; 4 day notice - 1 day differential, etc.). If a shift change with less than five days notice is initiated by or agreed to by an employee, no shift change differential shall apply. Excludes shift change impact when required due to responding to an emergency (i.e. snow storm, flood, fire, etc.).

G. Court Time

Court time and compensation for that time, is defined as that period when an employee is required to appear in court as part of the performance of his/her normal duties on a day when the employee would not otherwise be scheduled to work. An employee will not be granted court time during the same time period that callback time or standby time is available. Court time may be paid or accrued as compensatory time in the same manner and subject to the same rules as overtime is compensated and shall be computed on the basis of two (2) hours or the actual amount of the time the employee is required to appear in court, whichever is greater.

If an employee is subpoenaed to appear in court on work related matters, the employee shall be paid his/her normal salary for the regular work time missed.

ARTICLE 8 - LEAVE

A. Absence From Duty

The absence of an employee from duty and the reason for absence shall be reported by the employee to their immediate supervisor, who in turn will notify the Department Head. The return of an employee to duty shall likewise be reported. Unauthorized absence from duty is sufficient cause for termination of employment. Unauthorized absence from duty for five (5) consecutive days shall be deemed a resignation from City employment.

B. Sick Leave

Employees shall be entitled to accrue 8 hours of leave for each calendar month of service (3.69 hours per pay period). After one (1) month of employment, the employee shall be entitled to use accrued sick leave, which may be integrated with SDI or Workers' Compensation benefits if the injury or illness necessitating the employee's absence from work is reported to the Department Head within 14 calendar days of the occurrence of the injury or illness. If any employee does not take the full amount of sick leave allowed in any calendar year, the amount not taken may be accumulated from year to year without limit.

C. Sick Leave Usage

1. Sick leave accrual, if available, will be used for the following circumstances:
 - a. The absence from duty of an employee because of his/her illness, pregnancy, injury or related complications; quarantine due to contagious disease.
 - b. The absence from duty of an employee due to his/her serious illness or the serious illness of the employee's spouse, child, step child, parent or step-parent for circumstances defined by the Federal Family and Medical Leave Act (FMLA) and/or the California Family Rights Act (CFRA);
 - c. Medical appointment of an employee: The absence from duty of an employee due to the medical appointment or illness of his/her spouse, domestic partner, child or parent to the extent provided by California

Law (specifically, AB 109, known as the “Kin Care” legislation effective in 2002 and SB 1471, as enacted in 2003;

- d. The City may allow the use of sick leave due to the illness/medical appointment of other relatives of the employee, if such relative is living in the same household as the employee, or in a care facility.
2. Sick leave due to a medical appointment must be approved in advance by the employee’s immediate supervisor or Department Head. Other leaves provided for due to illness or medical complications shall be provided consistent with other leave conditions provided herein and within the Federal and State Family Leave Act
3. Sick leave is defined to mean the absence from duty of an employee because of illness, pregnancy or related complications, quarantine due to exposure to contagious disease, attendance upon a member of his/her immediate family seriously ill and requiring the care and attention by such employee, or medical appointment. Other leaves provided due to illness or medical complications shall be consistent with the Federal and State Family Leave Acts.

If absence from duty by reason of sickness extends beyond the period of three (3) working days, the employee may be required to file, with the Department Head, a certificate of sickness or disability prepared by a regular, licensed and practicing physician prior to entitlement to sick leave pay. All employees whose absence from duty because of sickness extends beyond one (1) calendar week shall cause a report or certificate by a regular, licensed and practicing physician to be filed with the Department Head when requested. Certificates filed under this section shall certify the employee's inability to return to work. If no certificate is filed disciplinary action may be taken.

The Department Head may require any employee to furnish a certificate of illness or disability completed by a regular, licensed and practicing physician at any time they are aware of information or have reason to believe that an employee is abusing the sick leave privilege.

Examples of abuse of sick leave include but are not limited to:

1. Employee has a demonstrable pattern of sick leave abuse; or
2. Use of sick leave on day that was previously requested off on vacation and denied.
3. The manager has good reason to believe the employee absence was for an unauthorized reason. A manager has good reason if a prudent person would also believe the absence was for an unauthorized reason.

D. Extended Medical Leave

Those employees who have been granted an approved extended medical leave shall not, as a matter of course, be required to provide weekly verification of their medical condition. The City reserves the right to require such verification if the Department Head has reason to believe it is appropriate. Failure of an employee to supply the requested verification of medical condition is sufficient cause for termination of the extended medical leave. In the event that a unit member faces termination for the sole reason of exhaustion of leave, the City shall meet with the Union to endeavor to reach an agreement on alternatives such as disability retirement, etc.

E. Bereavement Leave

Employees shall be granted leave of absence with pay not to exceed 40 hours per year, noncumulative, for purposes of attending funeral services, making related arrangements for the family or travel to and from the location of services on account of the death of any member of his/her immediate family. Member of the immediate family means the mother, father, grandmother, grandfather, or a grandchild of the employee or of the spouse of the employee and the spouse, son, son-in-law, daughter, daughter-in-law, brother or sister of the employee, or any relative living in the immediate household of the employee. It shall be the responsibility of the department to account for such leaves. Leaves of more than 40 hours, if approved, shall be charged against sick leave or other accumulations in accordance with AB1949.

F. Vacation Leave

For each completed payroll period of service or portion thereof an employee shall receive credit for vacation pay in accordance with the following schedule:

Up to two 2 years88 hours per year (3.38 hrs per pay period)
2 years, one day to 5 years104 hours per year (4.00 hrs per pay period)
5 years, one day to 10 years128 hours per year (4.92 hrs per pay period)
10 years, one day and over164 hours per year (6.31 hrs per pay period)
20 years, one day and over176 hours per year (6.78 hrs per pay period)

All vacations will be at such days and time as his or her Department Head has approved and will be without loss of pay. Vacation accrual earned will be available for use in the pay period following its accrual.

Employees shall be permitted to accumulate the unused portion of vacation to their credit; provided, however, they shall not be permitted to accumulate credit for any vacation time in excess of three hundred twenty (320) hours per calendar year. Hours will continue to accrue during the calendar year. With the first pay period of January of each year the maximum number of accrued hours will be reset to 320 hours.

In the event that an employee is not permitted to schedule and take vacation as caused by the City, which results in the employee exceeding the accumulation limits, the Department Head, may upon request of the employee, request the City Manager to consider the reason(s) for exceeding the cap and may be granted a 90 day extension of time, in which vacation time will be scheduled that will bring the employee's accrued time below the 320 hour limit. One additional 90 day extension may be granted.

G. Holidays

Holidays are those days or hours designated as such by or pursuant to this MOU, City ordinance or resolution. Holiday time is time in addition to the normal work period. Any employee authorized to work a holiday shall be compensated at the rate of one and one-half (1 1/2) times his/her regular salary. If the holiday falls on the employee's scheduled day off, the same amount of hours (at straight time) shall be accrued as compensatory time or paid as holiday pay. The Holiday will be the day as observed by the City. The value of a Holiday is 8 hours.

Recognized holidays shall include:

New Year's Day	Veterans' Day
Martin L. King Day	Thanksgiving Day
Presidents' Day	Day After Thanksgiving
Memorial Day	Christmas Eve Day
July 4th	Christmas Day
Labor Day	

If the holiday falls on a Saturday, it will be observed the Friday prior to the holiday. If the holiday falls on a Sunday, it will be observed the Monday following the holiday.

Twenty four hours (24)) of floating holidays per fiscal year, non-accruable, may be taken on a day of the employee's choice with the prior approval of the Department Head with due consideration for the work schedule of the department.

Only regular and probationary employees in a current and paid status shall be eligible for holiday compensatory time. Any new employee whose first working day is the day after a paid holiday shall not be credited for that holiday. An employee terminating employment for any reason and whose last work day as a paid employee is the date before a holiday shall not be credited for that holiday. If an employee is on an extended medical leave and has exhausted his/her accruals, they will not receive credit for holidays.

H. Jury Duty Leave

An employee shall be paid his/her normal salary for each workday, or portion thereof, he/she is required to be on jury duty. Any money, less travel expenses, received by the employee for jury duty shall be remitted to the City by the employee.

I. Family and Medical Care Leave

Per State and Federal Regulations, Family and Medical Care and California Family Rights Act leaves are available for employees who qualify. Information on leaves is posted in the work area and further information is available from the Human Resources Representative.

These leaves may be taken for the birth/adoption of a child, to care for a child, spouse or parent who has a serious health condition or for an employee's own health condition which makes an employee unable to perform the essential functions of his/her job. If an employee is a regular full time employee, with more than one year of continuous service, or have worked more than 1250 hours during the previous 12 months an employee is eligible to request a leave. If this leave is granted, upon an employee's return, an employee will be reinstated to the same or a comparable position as the position held before the leave unless such a position no longer exists. Available accruals must be used for such leaves. For leaves related to an employee's own serious health condition or that of an eligible family member, sick leave will be utilized first, followed by other accruals (holiday, CTO, vacation – in that order). If all available accrual is depleted an employee may continue on an unpaid leave until the 12 week maximum leave is taken. If an employee desires to take an FMLA leave or CFRA leave not associated with the serious health condition of him or herself or an eligible family member, sick leave hours accrued may not be used.

Whenever possible, an employee must provide at least 30 days written notice that he/she wishes to take a leave of absence. When this is not possible an employee must notify the City, in writing, as soon as possible. Failure to comply with these notification rules may result in the denial or deferral of the requested leave until the employee complies with the notice provisions.

The cost of an employee's health care coverage while on a Family and Medical Care Leave less any portion of the premium an employee is required to pay will be paid for by the City for up to 12 weeks. If you do not return from your leave, you will be responsible for reimbursing the City for the insurance premiums paid on your behalf.

While the above provisions will apply to most employees in most circumstances, there are certain exceptions under which the City may refuse to grant a leave.

J. Family Care School Partnership Act

This act provides that employees who are parents, guardians or grandparents who have custody of a child enrolled in a California public or private school, kindergarten through twelve or a licensed child day care facility may request to take up to 40 hours

each year, (with a maximum of 8 hours in a calendar month) to participate in their child's school/day care activities.

Verification may be requested by the employer. Employees shall be entitled to take advantage of the Family Care School Partnership Act without loss of benefits. Time off taken under this Leave shall, at the employee's election, be either approved unpaid leave or paid by using available compensatory or vacation time.

K. Paid Administrative Leave

Paid Administrative Leave time may be used by the City to maintain an employee's economic interests while directed not to report to work. Paid Administrative Leave may also be used to account for leave time not otherwise specified in this MOU.

ARTICLE 9 – RETIREMENT

New Member Employees:

- A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who has no prior membership in any California Public Retirement System.
- A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who was a member with another California Public Retirement System prior to January 1, 2013, and is not eligible for reciprocity.
- A member who first established CalPERS membership prior to January 1, 2013, and who is rehired (by a different CalPERS employer) after a break in service of greater than six months.

Classic Member Employees:

- A new hire who was brought into CalPERS membership for the first time before January 1, 2013.
- A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who was a member with another California Public Retirement System prior to January 1, 2013, and is eligible for reciprocity.
- A member who first established CalPERS membership prior to January 1, 2013, and who is rehired (by a different CalPERS employer) after a break in service of less than six months.

A. Classic Member Retirement Benefits

1. Employees designated as "local miscellaneous members" by the City are currently provided retirement benefits under the Public Employee's Retirement System's Local Miscellaneous 2.5% at age 55 Formula.
2. Employees are also provided retirement benefits under Social Security

B. Classic Member Retirement Contributions

1. The City shall pay the employer contribution rate to the extent and limits required by the Public Employees' Retirement System and Social Security.

2. Classic Member employees will pay the full employee's contribution to PERS.

5. The employee shall pay the full amount of the employee's contribution rate to Social Security. The City will pay the employer contribution.

C. New Member Retirement Benefits

New member employees hired after to January 1, 2013 shall have the PERS 2% @ 62 formula, as provided by the terms of the contract in effect between the City and PERS.

D. New Member Retirement Contributions:

The employee contribution rate shall be 50 percent of the "normal cost" rounded to the nearest quarter of 1 percent, as determined by PERS.

E. Supplemental Retirement Benefits

1. The City shall pay a supplemental retirement benefit to each eligible employee covered under the terms of this MOU who attains minimum retirement age. The term "minimum retirement age" is the age at which an employee first becomes eligible to receive a disbursement of a retirement benefit under the terms of the employee benefit plan described in section A of this Article. The term "eligible employee" is limited to those employees who leave City employment for the sole reason of retiring under a PERS regular service retirement, disability retirement, or industrial disability retirement provision.
2. For employees hired before July 1, 2023, with at least ten (10) years of service with the City are eligible for the benefit provided under the terms of this section. The benefit provided under the terms of this section shall be a one-time lump sum payment, of the straight time value of the retiring employee's accumulated but unused sick leave on the date that the employee retires from City employment. For employees with ten or less years of service, the calculation will be 50% of the straight time value of the retiring employee's accumulated but unused sick leave. Employees with more than ten years of service will receive an additional 2.5% per full year of service over ten years. The reference to sick leave days in this section is for purposes of calculating the benefit provided under this section only, and shall not operate to "vest" sick leave days, or otherwise create any entitlement to pay for those sick leave days for an employee who terminates employment prior to attaining minimum retirement age as defined in this sub-part. The straight-time value of the retiring employee's sick leave days shall be computed solely and exclusively on the basis of the non-overtime normal wage rate paid to the employee, and no overtime premiums, or any other type of premium pay or pay for working

out of class or employee benefits or other forms of non-straight time wage compensation shall be used for purposes of calculating the benefits due under this section.

3. Consistent with the sick leave provisions of this MOU, any employee whose employment with the City terminates for any reason prior to attaining minimum retirement age forfeits all accumulated but unused sick leave hours, and shall not become entitled or eligible to receive any benefits under the terms of this section even if the employee is subsequently re-employed by the City. Any rehired or reinstated employee shall begin to accrue sick leave hours as if they had never worked for the City previously. The benefit provided in this section shall not arise or vest, nor shall any City funds be identified, segregated or allocated for purposes of providing this benefit until such time as the individual employee applying for the benefit becomes eligible for the benefit as provided in this section and provides written notice to the Department Head and/or Human Resources Representative of his/her intention to retire from employment with the City. The benefit provided in this section shall not increase the City's obligations with respect to other benefits of employment, including, but not limited to, other retirement benefits, health and welfare benefits, sick leave benefits, disability benefits, or any other form of compensation or fringe benefits of whatsoever kind or nature.
4. Employees hired before July 1, 2023, and who retire from the City, may, in lieu of receiving service credit in accordance with the City's contract with CalPERS elect instead to receive a one-time lump sum payment pursuant to this section. The request for lump sum payment must be received the calendar year prior to retirement or any time prior.
5. Employees hired after July 1, 2023, upon retirement, shall have their accumulated sick leave credited toward retirement in accordance with the City's contract with CalPERS, to the extent allow by such Agreement.

F. Retiree Health Insurance Benefit

1. Any employee retiring after July 1, 2006 from the City under PERS, after 25 or more years of City service, is eligible for the following retiree health insurance benefit. It is not a requirement that an employee participate in CalPERS health plans to receive this benefit.
 - a. \$250.00 per month, not including the statutory administrative fee for PERS coverage. To receive this benefit a retiree must provide annual evidence of health insurance coverage to the Human Resources Representative.
2. Such benefit will cease upon the retiree receiving group medical insurance coverage from another employer if employed by such employer or receiving coverage through Medicare. If a retiree covered under another employer's group medical insurance loses such coverage, this benefit will start or restart until the retiree is otherwise ineligible.

ARTICLE 10 - HEALTH AND WELFARE

A. Insurance Benefits

Effective January 1, 2020 the City's total Medical contribution shall be as follows:

<u>Employee</u>	<u>\$ 815.00</u>
<u>Employee plus 1</u>	<u>\$1,625.00</u>
<u>Family</u>	<u>\$2,133.00</u>

1. Employees electing to waive medical insurance coverage will receive a payment of \$250 per month (a rebate) if evidence of similar or better coverage from another source is provided. Employee may use this rebate to pay for elected dental and vision coverage.
2. The City shall supply and administer group health and welfare benefits on behalf of each eligible unit member. Said benefits shall include, but not be limited to health, dental, vision, and life.
3. Information on the plans selected for members shall be available to new employees at orientation. For further information or for help with questions the employee may contact the Human Resources Representative.
4. All benefits shall be subject to the standard provisions as set forth in the policy or policies, or PERS regulation.
5. Disputes concerning the hospital/medical, dental, vision and life insurance provided pursuant to this MOU including, but not limited to questions as to the scope of benefits of disability coverage, eligibility, premium rate and group membership decisions shall not be subject to the Grievance Procedure.
6. The City agrees to supply life insurance for each regular employee in the amount of \$50,000, \$5,000 per spouse and \$1,500 per dependent. The increase in benefit is not subject to the cost sharing formula stated in item #1.
7. **Income Protection Insurance** - The City shall provide without cost to the employee an Income Protection Insurance Program that shall insure a unit employee's income to a maximum of sixty-six and two-thirds (66 2/3) of monthly earnings with a ceiling of four thousand nine hundred ninety-nine (\$4,999) dollars in calculated base, reduced by other income. The City shall contribute a maximum of one (1) percent of Unit payroll toward the premium. Conditions of coverage shall be controlled by the master MOU with the insurance company.

B. Short Term Disability Insurance

So long as it is available on a bargaining unit-wide basis only, and solely at employee expense, the City agrees to take the necessary steps to enroll the employees in the bargaining unit in the State of California State Disability Insurance Program. It is understood and agreed that any such program will be on an integrated basis (with sick leave or other accruals, as appropriate) and funded by employee payroll deductions. If a less expensive optional STD Insurance program is available, the City and Union will meet to allow the change for the employee group.

ARTICLE 11 – SAFETY

A. Safe Conditions, Equipment and Duties

1. The City and its employees agree to maintain a safe and healthful place of work and to maintain safety as well as sanitary conditions in accordance with all applicable state laws. Unsafe working conditions or hazardous jobs which jeopardize the health and safety of the employees shall be directed to the attention of the City. The City shall investigate the complaint and make any and all corrective measures as deemed necessary by the City. The employees and the Union shall cooperate fully in carrying out safe practices and in using safety devices provided by the City.
2. The City shall provide all needed and/or necessary safety equipment for the employee(s) to perform the normal tasks of their respective classification(s). These devices and equipment shall be customary safety appliances to safeguard the employees against danger to health, life and limb. The City will make available to the employees updated training programs on safety matters and issues as it deems necessary. Such training will be provided as the City deems necessary and will include, but shall not be limited to, training on first aid, cardiopulmonary resuscitation (CPR), toxins and corrective procedures in dealing with toxins.
3. Employees agree that the duties and tasks performed by them shall be performed in a safe and healthful manner.

B. Employee Alertness

1. The most effective safety equipment an employee possesses is an alert mind. Conversely, employees whose judgment, reactions and analytical processes are impaired or influenced by alcohol or drugs pose a risk to themselves, their co-workers and to the public. The City, therefore, expressly retains the right as explained in this Article to verify that employees covered by this MOU are alert and are not under the influence of alcohol, controlled substances, drugs, or other conditions which would tend to affect or impair judgment, reactions or thought processes.
2. The parties recognize the problems associated with alcohol and drug abuse in the work place and recognize the safety hazard which would be presented if a unit employee worked while under the influence of alcohol, intoxicating drugs

or controlled substances. The parties further agree that a testing procedure with both privacy and accuracy safeguards is one appropriate means to protect the safety of employees in the unit. Union and the City have reached complete MOU on a drug and alcohol policy incorporated herein by reference. The parties to the MOU, therefore, wish to evidence their MOU to the concept of accurate drug and alcohol testing implemented with adequate safeguards to preserve employee privacy and prevent abuse.

C. Drug, Alcohol and Substance Abuse Policy

A model "Chain of Custody" procedure as set forth in Appendix "B" is incorporated herein by reference to this MOU and will be utilized in the City's contracts for testing services.

D. Employee Assistance Program

The City has established an Employee Assistance Program. This program provides confidential counseling help for employees and their families. This benefit allows for three visits per year per family member, at no cost to the employee. This program endeavors to provide counseling services for personal problems related to marital/family, relationship problems, alcohol or drug abuse, stress related problems, depression, and other types of psychological problems, for employees in need of such referral and intervention.

E. Safety Boot/Shoe Allowance

Employees that work in the field and require safety boots/shoes as a safety condition because of the nature of their job will receive reimbursement of up to \$150 per fiscal year upon submission of appropriate receipts. If the boot/shoe allowance is not used in a year, the employee will have the option of a one-year rollover to a maximum of \$300.00. If the shoe allowance is not used in the second year, the benefit will be lost for that year, and be maintained at the maximum amount with no addition. Employees are required to wear the proper boot/shoe to assure safety practices on the job. All purchases must be approved in advance by the employee's supervisor. Medically necessitated safety boot/shoe purchase may be reviewed on a case by case basis for costs and additional costs may be approved by the Department Head. It is the employee's responsibility to research possible solutions and find appropriate safety footwear to meet documented medical conditions.

ARTICLE 12 - REDUCTION IN FORCE AND RE-EMPLOYMENT

A. Finding for Reduction in Force

When the City Council has made a finding that for reason of lack of work or lack of funds, that a reduction in service is needed, the City will meet and confer with Union to explore alternatives such as: early retirement incentives (i.e. "golden hand shake"), transfer opportunities, training and development assignments, and voluntary layoff, to mitigate the impact of layoffs.

B. Voluntary Furloughs

Voluntary furloughs/hours reduction may be made on an individual basis. Voluntary hours will be integrated into imposed involuntary hours.

C. Involuntary Furloughs

Involuntary furloughs or reductions in hours may be imposed on a uniform basis by class within a department, but not to exceed 40 hours per fiscal year. Furloughs will be implemented in not more than 40 hour increments, after meet and confer regarding the impact on unit members resulting from the involuntary furlough. If additional involuntary furlough hours up to 40 hours for a total of 80 hours per year are requested, the meet and confer process will be used to determine the impact of the additional furlough hours. If an agreement cannot be reached regarding the use of the additional 40 hours of involuntary furlough, the City has the option of reducing the work force through layoffs.

1. In lieu of taking actual furlough time, employees may individually elect to pay a higher portion of the City provided benefits (i.e. health insurance) in an amount equal to the total savings that that would have been realized by the furlough time. Equivalent paid time will be taken off. Savings must be achieved within the same fiscal year as the assignment of furloughs.
2. Insurance benefits, leave accruals, retirement service credit, and related benefits will continue at the employee's regular rates as if no reduction in time had occurred.
3. The City may request to have specific classifications or employees exempted from the involuntary furlough program due to work load demands, limited staffing or other reasons. Union and the City must mutually agree to any exemptions.

D. Treatment of Employees Laid Off

1. Layoff Authority - The City may lay off employees pursuant to the following procedures:
 - a. The City will notify Union of those positions pending layoffs at least five (5) working days prior to the notification of layoff to employees.
 - b. The City will notify affected employees at least two (2) weeks prior to actual layoff date or provide 2 weeks severance pay to the employee in lieu of notice.
 - c. The City will provide Union with the opportunity to meet and confer regarding alternatives to layoffs and the impacts of the layoffs.
2. Reasons for Layoffs - The City may layoff an employee when necessary for reasons of lack of work or lack of funds.
3. Employment Status and Order of Layoff - Layoffs will be made by class and grade within a department. In each class and grade, within a department in

which there is to be a layoff or reduction, employees shall be laid off according to employment status in the following order by class and grade:

- a. Extra help and temporary employees shall be laid off, in an order determined by the City, before any permanent part-time probationary employees.
- b. Permanent part-time probationary employees within the department shall be laid off, in an order determined by the City, before any full-time probationary employees.
- c. Full-time probationary employees in the Department shall be laid off, in seniority order determined by the City, before any permanent part-time employee.
- d. All permanent part-time employees, hired after July 1, 2009 in the department shall be laid off, in seniority order determined by the City, before any regular full-time employees.
- e. Full-time permanent and permanent part-time employees.
 - i. In case there are two or more full time permanent employees in the class and grade, the layoff will be conducted by inverse order of seniority in City service, EXCEPT where an employee was designated at the time of hire to possess special skills essential to the City.
 - ii. An employee may request a voluntary lay off or reduction rather than cause some less senior employee to be laid off. If the employee is laid off, they are entitled to have their name placed on the re-employment list provided for in paragraph F of this section.

E. Bumping Rights

1. An employee who is laid off and has seniority rights shall have bumping rights to the same or lower class and grade within the City wide classification series in which they are currently employed and for which they possess the necessary qualifications.
2. If an employee does not have seniority rights within the classification series, then the employee may elect to “bump” to a position previously held, provided they have seniority rights and currently meet the position qualifications.
3. No employee shall be allowed to “bump” to a class for which they do not possess the minimum qualifications.
4. An employee whose position must be laid off and who requests a voluntary reduction or lay off rather than cause some less senior employee to be laid off is entitled to have their name placed on the re-employment list.
5. Total City seniority shall mean an employee’s length of employment starting from the most recent date of employment or re-employment in a regular position. For purposes of calculating seniority, time spent in a temporary status prior to appointment to a regular position will not be included.

6. Employees retreating to a lower class shall be placed at the salary step representing the least loss of pay. In no case shall the salary be above that received in the class from which the employee was laid off.
7. The bumping rights process provided for in this MOU are effective the same date as the final ratification of the MOU by the parties.

F. Re-Employment List

1. In accordance with Article IX, Section 8 of the City Charter, whenever a position in any class is to be filled, unless filled by reduction of rank as provided above, it shall be filled in the following order:
 - a. from the re-employment list for that class;
 - b. from the promotional register of eligibles for that class;
 - c. from the appropriate competitive register of eligibles.

The names of persons laid off, or reduced in accordance with these rules, shall be entered upon a re-employment list in the inverse of order specified for layoff. Such list shall be used by the appointing authority when a vacancy arises in the same class/grade of position before certification is made from an eligible list. When a vacancy occurs, the appointing authority shall appoint the person highest on the re-employment list who is available. One refusal shall cause the incumbent's name to be stricken from the list.

Names of persons laid off, or reduced in lieu of layoff, shall be retained on a re-employment list for a 24 month period, except for those names of persons appointed to regular positions of the same level as that from which laid off shall, upon such appointment, be dropped from the list. Persons reduced or re-employed to a lower class or re-employed on a temporary basis shall be continued on the list for the higher position for an additional 6 months. A person appointed from a layoff list shall have no seniority accrued, except active service. A person appointed from a layoff list shall be given accrual rates for vacation, sick leave, etc. based on total service time with the City. A person appointed from a layoff list within the first 12 months shall have previous accruals (i.e. sick leave), not paid out at the time of layoff, fully restored.

G. Alternatives to Layoffs

1. After finding that a layoff of Union represented positions is to be recommended to the City Council, the City shall meet with Union to explore alternatives to laying off workers such as: early retirement incentives, transfer opportunities, training and development assignments, and voluntary layoff.
2. If, after alternatives have been exhausted, layoffs have been approved by the City Council, the City shall make the following referrals to services available, at no additional cost to the City:
 - a. Employee Assistance Program counseling;

- b. Job counseling (including resume preparation, interview skills, updated information on completing applications, networking skills);
- c. Access to public information provided in a public space regarding employment opportunities in surrounding cities and other agencies with whom the City has contacts;
- d. Such services shall be provided by the City for a period not to exceed three calendar months from the date of layoff.

ARTICLE 13 - UNIFORMS AND MISCELLANEOUS

A. Provisions For Uniforms and Weather Related Gear

The following shall apply to all unit employees who are required to wear uniforms:

- 1. The City shall provide and launder uniform shirts and uniform pants.
- 2. The City shall provide appropriate personal protective equipment.
- 3. The City shall provide appropriate rain suits (weather related gear) that are Gore-Tex or similar in quality and that meet safety requirements.
- 4. In addition to the above, the following will apply to Maintenance and Water/Waste Water personnel:
 - a. The City will purchase up to 5 T-shirts each year for each employee if the employee turns in 5 uniform shirts. After the first year worn T-shirts may be turned in for new T-shirts.

B. Safety Toed Boots/Shoes

The City shall provide rubber rain boots (including safety toed boots/shoes) as needed.

C. Weather Gear

The City shall provide weather appropriate jackets to field personnel who require this as a safety condition due to the nature of their job, which may be incorporated as part of the above noted rain suit.

D. Uniform Condition

The City provided clothing must be clean and in good condition, with no holes and must be appropriately fitted. Alternative uniform clothing must have supervisor approval.

E. Office Employees

Employees that are provided uniforms for an office setting and are not exposed to hazardous materials or substances will self launder their uniforms.

F. Inoculations

The City shall pay for all inoculations required by the State of California, or other governmental entity, and any other recommended inoculations for all appropriate classifications.

ARTICLE 14 - DISCIPLINARY ACTION

A. Employee Rights

Every employee shall retain his/her employment so long as it exists under the same or a different title, during good behavior and shall not be suspended, fined, demoted, removed or otherwise penalized, except as provided in the paragraphs below.

B. Statutory Compliance

This article is subject to every provision of the constitution and applicable Federal and State Statutes designated as a general ground of forfeiture of employment or imposing a criminal liability.

C. Principle of Disciplinary Action

The principle objective of any disciplinary action shall be to improve the performance, efficiency, and morale of the City service. Any action, which reflects discredit on the City, is a direct hindrance to effective performance of the City government functions, or improper employee conduct, shall be considered good cause for disciplinary action.

D. Definitions

1. Oral Warning - Verbal communication to the employee regarding the deficiency or problem(s) observed.
2. Letter of Reprimand - Any regular employee may be reprimanded by the Department Head by an order in writing, a copy of which may be entered into his/her personnel file.
3. Suspension - The Department Head may suspend without pay a subordinate employee after consultation with the Finance Director and approval of the City Manager. Fringe benefits will not accrue during a period of suspension without pay.
4. Leave Reduction - As an alternative to suspension without pay, a Department Head may reduce an employee's vacation or compensatory time leave balances as a method of disciplinary action. Such reductions must be with joint approval of the employee. The Department Head may choose another form of discipline to substitute for, or to supplement, the leave reduction.
5. Demotion - A Department Head, after consultation with the Finance Director and approval of the City Manager, may demote an employee in pay or to a lower classification.
6. Dismissal - The Department Head may dismiss an employee, after consultation with the Finance Director and approval of the City Manager, from his/her position with the City in accordance with Subsection E of this section.
7. Reference to Days - For purposes of this section, any reference to days shall mean calendar days. If the last calendar day is on a weekend day or holiday, the last day shall be the following City Hall business day.

E. Oral Warning or Letter of Reprimand

In most instances, Supervisors or Department Heads should initially orally communicate to the employee the deficiency or problems observed. If the warning is issued as a letter of reprimand, a copy shall be filed in the employee's personnel file. The affected employee may respond by placing a letter of rebuttal in his/her file within 30 calendar days of the date that the employee receives the letter of reprimand. A copy of the response will be forwarded to the Department Head. A regular employee shall be entitled to an appeal to the Department Head concerning an oral warning or a letter of reprimand. Appeals must be requested within five working days of the date the oral warning or a letter of reprimand was issued. No further appeals shall be permitted. At the request of the employee, a letter of reprimand may be removed from the employee's personnel file after one year provided there have been no further infractions.

F. Discipline Procedures

Prior to taking the action of suspension, leave reduction, demotion, or dismissal of a regular employee, the Department Head shall comply with the following procedures:

1. **Pre-Discipline (Skelly) Procedures** - Applicable to All Regular Employees (Applies Only to Demotions, Suspensions, Dismissals)
 - a. When the decision has been made by the Department Head that disciplinary action might be taken against an employee, the Human Resources Representative, or in his/her absence, the City Manager, shall be contacted so that all disciplinary procedures are followed. The Department Head will then prepare a Notice of Intended Disciplinary Action to be given to the employee, which shall include as attachments:
 - 1) A written copy of the charges being made;
 - 2) The grounds for such charges;
 - 3) All documents which support such action;
 - 4) The type of disciplinary action intended;
 - 5) Copies of Personnel Rules violated.
 - b. Notice shall also include a statement advising the employee that they may respond to the charges either verbally or in writing within a reasonable, specified time period, which will not exceed ten (10) calendar days starting from the date of receipt of the notice.
 - c. The City will choose a Department Head, other than the disciplined employee's Department Head, to act as the Skelly Officer. The Skelly Officer will make themselves available to hear verbal responses or answers to the proposed disciplinary actions, and/or consider any written responses submitted by the employee.

- d. All information supplied by the employee in response to the proposed action will be considered by the Skelly Officer prior to making a final decision on what disciplinary action is appropriate.
- e. During the Skelly hearing, employees may be represented by a representative of their choice. However, the employee shall only have the right to show cause, if any, why the proposed disciplinary action should not be taken. The employee shall be allowed to see all documents and material, which are being considered to support the proposed disciplinary action.
- f. Upon completing the Skelly procedures, the Skelly Officer will make their recommendation known to the charging Department Head and the Department Head may resolve the matter without taking disciplinary action, or take the proposed action, or modify action as may seem appropriate.
- g. If disciplinary action is taken, the employee shall be advised in writing and given a Final Notice of Disciplinary Action including a copy of the appeal procedure containing his/her right of appeal and all documents on which the discipline is based.

G. Appeal

Any regular employee who has completed their initial probationary period shall have the right to appeal a suspension, leave reduction, demotion or dismissal.

- 1. Method of Appeal - A regular employee shall file a written notice within ten (10) calendar days, starting from the date of receipt of the notice of disciplinary action. The appeal shall be addressed to the Human Resources Representative.
- 2. Notice of Hearing - When an appeal has been filed, a date shall be set for a hearing on the appeal. The Personnel Commission shall, within 14 days after receipt of the request, set a date for the hearing. The date for the hearing shall not be less than ten (10) calendar days nor more than thirty (30) calendar days from the date of filing of the appeal. The Human Resources Representative shall notify all interested parties of the date, time and place of the hearing.

H. Hearing

- 1. When an appeal has been filed, a Hearing Officer may be appointed by the Personnel Commission or the Commission may itself hear the appeal. The detailed instructions for hearing are contained in the Civil Service Rules and Regulations – Article 11.
- 2. If the Commission hears the appeal they must provide a written response within 30 days. If the Commission appoints a Hearing Officer, the Hearing Officer shall, within fifteen (15) calendar days after said hearing make a written recommendation to the Personnel Commission as the appropriate disposition of the case.
- 3. The Personnel Commission shall schedule consideration of the proposed decision no later than fourteen (14) days thereafter. Notice of the date and

copies of the proposed decision shall be given to the parties prior to the date set for consideration. The parties shall be allowed to briefly argue for or against adoption of the proposed decision.

I. Final Appeal

The decision of the Commission may be appealed to the Superior Court under the applicable Sections of the Code of Civil Procedure in accordance with the procedures set forth in the said Code within 90 days after the filing of the written decision.

ARTICLE 15 - GRIEVANCE PROCEDURE

A. Definition

A grievance is any dispute concerning the interpretation or application of this resolution, or of rules or regulations governing personnel practices, working conditions, the practical consequences of the City rights' decisions on wages, hours and other terms and conditions of employment.

B. Process

Grievances shall be processed in accordance with procedures established by the City.

C. Procedures

All grievances shall be processed only in accordance with the procedures and general conditions set forth below:

It is the intent of these procedures to encourage resolution of complaints and grievances informally, at the nearest practical organizational level from which it emanates, and as promptly and fairly as possible to all concerned.

1. Informal Grievance - Within five (5) working days/shifts following an occurrence-giving rise to a grievance, the employee shall orally present the grievance situation to his/her immediate supervisor. (Exception: where the grievance directly involves the working relationship with the supervisor, the grievance shall be presented to the next higher level of supervision). The employee and supervisor have a mutual responsibility to have the grievance resolved at their level whenever possible.

Presentation of an informal grievance shall be necessary prior to processing it further as a formal grievance.

2. Formal Grievance - A formal grievance shall be initiated in writing.

- a. Step 1 - If a mutually satisfactory solution of the grievance was not resolved informally, the employee may file a written grievance with

his/her Department Head (or designated representative) within five (5) working days/shifts after the last meeting between the employee and supervisor. If an employee is concerned about going to the Department Head, he/she may go to the Human Resources Representative who will assist in bringing the appeal forward with the employee to the Department Head. Within ten (10) working days/shifts after the formal grievance is received, the Department Head shall investigate the facts and issues at the earliest date consistent with the nature of the grievance and the normal conduct of the department's business. Within five (5) working days/shifts after concluding the investigation, the Department Head shall render a decision in writing to the employee.

- i. Unless the decision of the Department Head is appealed by the employee to Step Two, within the time limits provided, the grievance shall be deemed resolved, final and binding.
- b. Step 2 - If the employee finds that the grievance has not been resolved in Step One, he/she may, within five (5) working days/shifts after the Department Head's decision is rendered, request in writing that the City Manager consider the grievance and decision as rendered by the Department Head. Within ten (10) working days/shifts after the grievance is received, the City Manager (or designated representative) shall review the facts, issues, and make such further investigation as is necessary at the earliest date consistent with the nature of the grievance and normal conduct of City business. Within five (5) working days/shifts after concluding the review, the City Manager shall render a decision in writing to the employee and Department Head.
- i. Unless the decision of the City Manager is appealed by the employee to Step 3, in the time provided, the grievance shall be deemed resolved, final and binding.
- c. Step 3 - If the employee finds that the grievance has not been resolved in Step 2, he/she may, within five (5) working days/shifts after the City Manager's decision is rendered, request in writing to the Personnel Commission, that they consider the grievance and decision rendered by the City Manager. Within fifteen (15) working days/shifts after the grievance is received, the Personnel Commission shall commence conducting the review. The Personnel Commission shall determine the best means to conduct the review of the facts, issues and such further investigation as is necessary at the earliest date consistent with the nature of the grievance and normal conduct of City business. Within five (5) working days/shifts after concluding the review, the Personnel Commission shall render a decision in writing to the employee, City Manager, Finance Director and Department Head.

- i. The decision rendered by the Personnel Commission shall be final and binding on all parties.

D. General Conditions:

The review and determination of a grievance is subject to certain interpretations and applications as set forth under Definitions and, as such, cannot change any City adopted salary schedules/ranges or such other benefits subject to the meet and confer process. Oral or written evaluations or other corrective directives and merit step determinations, for example, are not grievable matters.

Grievances may be made only on behalf of an employee who has successfully completed a required probationary period and attained regular status.

An employee may choose to represent himself/herself or select a representative of his/her choice. The employee shall be personally present at any meeting which may be held, unless he/she specifically waives that right in writing.

In the event that more than one employee is directly involved in a grievance, they shall select one (1) person from among them to carry the grievance forward on their behalf. This person may also select a representative of his/her choice. The employee shall be present at any meetings which may be held, unless he/she specifically waives that right in writing.

Any time limit of these procedures may be extended by mutual consent of the parties in writing, or by action of the Personnel Commission in writing to all parties.

During the grievance process, there shall be no interruption of scheduled work of a department or the City.

ARTICLE 16 – INTERNAL POSTING

All vacant positions within Unit #2 will be posted internally for a minimum of three days prior to an external posting. Any internal candidate, who expresses interest and is qualified for the position, will be granted an interview prior to external posting

ARTICLE 17 - PERFORMANCE EVALUATIONS

A. Responsibility for Performance Appraisals

1. It shall be the responsibility of the Department Heads and the Departmental Supervisors to prepare a performance appraisal for each employee assigned to them.

2. Per the Personnel Compendium, the City Manager shall have the responsibility to ensure departmental compliance in completing performance reviews with all employees.
3. The City agrees to notify Union when in August they will present the above annual report.

B. Frequency of Evaluations

1. Probationary Employees - For each probationary employee having a probationary period of six months, the employee's supervisor shall conduct a performance review at least every two months, and so note in the employee's personnel file.
2. Regular Employees - A written performance appraisal shall be prepared at least annually for all employees within thirty days of their salary anniversary date.
3. Merit Increase - No merit increase approvals shall be implemented until the employee's performance appraisal is completed with a satisfactory or better rating justifying the merit increase. Employees who receive late evaluations that are satisfactory or above shall also receive retroactive pay back to their salary anniversary date.
4. Additional Performance Appraisals - Additional performance appraisals may be prepared at any time during the review period, upon reasonable request of the employee or at the discretion of the supervisor.

C. Review and Distribution of Evaluation

1. Each performance appraisal shall be thoroughly discussed with the employee to point out areas of successful performance and areas that need improvement or which are unacceptable. Employees shall be encouraged to comment about their work performance in a written statement attached to the appraisal within thirty (30) days of the performance appraisal.
2. The employee will be encouraged to sign the performance appraisal to acknowledge awareness of its contents and discussion of the appraisal with the evaluator. The employee shall be informed that his or her signature does not necessarily mean that the employee fully agrees with the contents of the report and the employee may so state on the report before signing.
3. Performance appraisals prepared by subordinate supervisors shall be reviewed and approved by the Department Head after review with the affected employee. All performance appraisals shall be forwarded to the City Manager via the Human Resources Representative for final review and approval, prior to discussion with the employee.
4. A copy of the final approved performance appraisal shall be provided to the employee. The original shall be placed in the employee's personnel file.
5. Nothing herein shall limit the preparation of supplemental written information to accompany the evaluation form reports, however, all written information shall be provided to the employee who shall have the right to respond in writing within thirty (30) days after each issuance.

ARTICLE 18 - NO STRIKES/NO LOCKOUTS

It is agreed by Union and the City that there shall be no strikes or lockouts during the term of this MOU.

ARTICLE 19 - DISTRIBUTION OF MOU

City shall cause to be printed copies of this MOU as soon as practical after City Council approval for distribution to all applicable employees and shall provide copies to new regular employees.

ARTICLE 20 – WAIVER

Union and the City Manager, for the life of this MOU, voluntarily and unqualifiedly waive and relinquish the right to meet and negotiate and agree that neither party shall be obligated to meet and negotiate with respect to any subject or matter not specifically referred to or covered in this MOU, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated and signed this MOU. Nothing herein shall preclude the parties from meeting and negotiating by mutual consent.

ARTICLE 21 - SEVERABILITY SAVINGS CLAUSE

If, during the life of this MOU, any law or any order issued by a Court or other tribunal of competent jurisdiction shall render invalid or restrain compliance with or enforcement of any provision of this MOU, such provision shall be inoperative so long as such law or order shall remain in effect, but all other provisions of this MOU shall not be affected thereby and shall continue in full force and effect.

In the event of suspension or invalidation of any Article or Section of this MOU, the parties mutually agree to meet and negotiate within ninety (90) days after such determination for the purpose of endeavoring to arrive at a mutually satisfactory replacement for such Article or Section.

ARTICLE 22 - TERM OF MOU

This MOU shall be effective on July 1, 2023, and terminate June 30, 2024.

This MOU may be extended, modified, or amended; provided, that either party notify the other within ninety (90) days prior to the expiration date of this MOU of its desires, and both parties mutually agree in writing to the extension, modification or amendment.

ARTICLE 23 - NOTICE

Whenever a provision is made in this MOU for the giving, service, or delivery of any notice, statement, or other instrument, the same shall have been deemed as delivered, duly served or given upon personal delivery or upon mailing the same by United States registered or certified mail, proof of service, to the party entitled thereto at the address set forth below:

City:

City Manager
City of Grass Valley
125 E. Main Street
Grass Valley, CA 95945

Union:

Business Agent/Unit Representative
Stationary Engineers Local 39
3272 Fortune Court
Auburn, CA 95602

PARTIES SIGNATORY

The City and representatives of the Employees for the Unit have held meetings and discussed the above, and representatives of the Employees have caused this MOU to be signed and the representatives of the City have caused this MOU to be signed to signify their mutual recommendation for approval by the City Council as follows:

INTERNATIONAL UNION OF OPERATING
ENGINEERS, STATIONARY ENGINEERS
LOCAL NO. 39

CITY OF GRASS VALLEY

Bart Florence, Business Manager

Tim Kiser
City Manager

Jeff Gladieux, President

Brandy Johnson, Director of Public Employees

Stephen Hatch, Business Representative

Ralph Raper, Bargaining Team Member

APPROVAL OF MOU

Approval and adoption of this MOU is made this 22nd day of August 2023 by the Grass Valley City Council.

ATTEST:

Jan Arbuckle, MAYOR

APPROVED AS TO FORM:

Michael G. Colantuono, CITY ATTORNEY

APPENDIX B - PROCEDURE TO MONITOR CHAIN OF CUSTODY

Upon implementation of its drug/alcohol-testing program, the City of Grass Valley should enter a contractual agreement with a NIDA certified physician service, hospital, and/or laboratory.

Inter alia, the contractee should design a chain of custody procedure, a copy of which should be provided by the City to the Bargaining Unit. Items to be addressed include:

- A. Who will coordinate the urinalysis program? This question really has two parts: What department will be responsible for the program, and who will collect the sample?
- B. How will sample tampering be prevented?
- C. Chain of custody samples: Starting at the time of collection, a sample's chain of custody must be documented and protected. Chain of custody is a legal term that refers to the ability to trace the sample from the time it was donated by the employee or applicant through all the steps in the process: from collection, through analysis, to reporting the result.

1. Were the specimen and the reported result correctly matched?
2. It will be further required that each time the sample changes hands or is moved from one place to another, it is signed and kept in a secure area to insure against inadvertent or intentional switching with another sample.
3. The elements of a good chain of custody procedure include the following:

The employee should be supervised while delivering the specimen.

The specimen container/s, preferably tamper-proof, should be banded directly to the person supervising the collection and labeled and sealed immediately. (The sample should be split, with one container held in reserve for possible re-testing).

The collector and the donor should initial the bottle to indicate that both agree that the bottle contains the person's urine specimen.

The name of each person who has access to the specimen should be noted on a form accompanying the specimen.

The sample should be kept in a secure place such as a locked room or refrigerator until it is either tested or sent to the laboratory.

APPENDIX B - PROCEDURE TO MONITOR CHAIN OF CUSTODY (continued)

Testing performed at the workplace should be done in a secure location to avoid the possibility of a passerby exchanging samples.

The sample must be transported to an outside laboratory. It should be mailed in a sealed container. U.S. Mail, or a commercial postal service or courier are all acceptable means for transporting specimens.

The specimen must be in the same condition when offered as evidence as it was when taken, unless the change is for a justified purpose such as an alteration required for the testing procedure.

- D. Further items to be addressed concern the documentation procedures and consequences when an employee:
 - 1. Refuses to submit a specimen; or
 - 2. Alleges that he/she cannot provide a specimen.
- E. Maintenance of confidentiality by facility and employer:
 - 1. If the medical department does the testing and the results become part of the medical file, that file is protected under law.
 - 2. Stringent confidentiality is required by all departments of the City. Unless there is justifiable reason to know the test results, the information should be confidential.

APPENDIX C – CLASSIFICATIONS

The terms and conditions of this agreement shall apply to active covered employees employed by the City within the following classifications:

Maintenance Worker I
Maintenance Worker II
Maintenance Worker III
Mechanic

Assist. Equipment Mechanic
Lead Mechanic
Maintenance Assist.
Street Sweeper Operator

Treatment Plant Operator I
Treatment Plant Operator II
Utility Maintenance Worker
Water Distribution Operator
Plant Maintenance Mechanic

Water Dist. Operator in Training
Senior Treatment Plant Operator
Senior Maintenance Worker
Fleet Maintenance Supervisor

The Union shall be considered the recognized bargaining agent for any classes certified to it by the Civil Service Commission during the term of this MOU. The City shall provide, upon request, a written list of all new hires and separations for all classes represented by the Union.

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
City Administrator	60.75	-	67.48	-	74.21	4,860.00	-	5,398.40	-	5,936.80	10,530.00	-	11,696.53	-	12,863.07	126,360.00	-	140,358.40	-	154,356.80
City Clerk	27.23	-	30.17	-	33.10	2,178.40	-	2,413.60	-	2,648.00	4,719.87	-	5,229.47	-	5,737.33	56,638.40	-	62,753.60	-	68,848.00
Community Development Director	52.20	-	57.83	-	63.45	4,176.00	-	4,626.40	-	5,076.00	9,048.00	-	10,023.87	-	10,998.00	108,576.00	-	120,286.40	-	131,976.00
Director of Finance	51.66	-	56.14	-	60.62	4,132.80	-	4,491.20	-	4,849.60	8,954.40	-	9,730.93	-	10,507.47	107,452.80	-	116,771.20	-	126,089.60
Director of Public Works/Engineer	56.92	-	62.63	-	68.33	4,553.60	-	5,010.40	-	5,466.40	9,866.13	-	10,855.87	-	11,843.87	118,393.60	-	130,270.40	-	142,126.40
Fire Chief	52.37	-	58.01	-	63.65	4,189.60	-	4,640.80	-	5,092.00	9,077.47	-	10,055.07	-	11,032.67	108,929.60	-	120,660.80	-	132,392.00
Human Relations Manager	41.55	-	44.83	-	48.10	3,324.00	-	3,586.40	-	3,848.00	7,202.00	-	7,770.53	-	8,337.33	86,424.00	-	93,246.40	-	100,048.00
Chief of Police	57.46	-	63.29	-	69.12	4,596.80	-	5,063.20	-	5,529.60	9,959.73	-	10,970.27	-	11,980.80	119,516.80	-	131,643.20	-	143,769.60
Account Clerk II - Confidential	16.38	-	18.14	-	19.90	1,310.40	-	1,451.20	-	1,592.00	2,839.20	-	3,144.27	-	3,449.33	34,070.40	-	37,731.20	-	41,392.00
Police Administrative Clerk	15.66	-	17.35	-	19.04	1,252.80	-	1,388.00	-	1,523.20	2,714.40	-	3,007.33	-	3,300.27	32,572.80	-	36,088.00	-	39,603.20
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34	1,799.20	-	1,993.20	-	2,187.20	3,898.27	-	4,318.60	-	4,738.93	46,779.20	-	51,823.20	-	56,867.20
Animal Control Supervisor	22.23	-	24.69	-	27.14	1,778.40	-	1,974.80	-	2,171.20	3,853.20	-	4,278.73	-	4,704.27	46,238.40	-	51,344.80	-	56,451.20
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04	1,252.80	-	1,388.00	-	1,523.20	2,714.40	-	3,007.33	-	3,300.27	32,572.80	-	36,088.00	-	39,603.20
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12	1,389.60	-	1,539.60	-	1,689.60	3,010.80	-	3,335.80	-	3,660.80	36,129.60	-	40,029.60	-	43,929.60
Accountant II	24.29	-	26.90	-	29.52	1,943.20	-	2,152.00	-	2,361.60	4,210.27	-	4,662.67	-	5,116.80	50,523.20	-	55,952.00	-	61,401.60
Assistant Finance Director	31.89	-	35.33	-	38.78	2,551.20	-	2,826.40	-	3,102.00	5,527.60	-	6,123.87	-	6,721.00	66,331.20	-	73,486.40	-	80,652.00
GIS Analyst	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Housing/Economic Development Spec II	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Associate Planner	26.92	-	29.82	-	32.72	2,153.60	-	2,385.60	-	2,617.60	4,666.13	-	5,168.80	-	5,671.47	55,993.60	-	62,025.60	-	68,057.60
Building Official	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Supervising Building Inspector	30.24	-	33.50	-	36.75	2,419.20	-	2,679.60	-	2,940.00	5,241.60	-	5,805.80	-	6,370.00	62,899.20	-	69,669.60	-	76,440.00
Planning Director	36.81	-	40.78	-	44.74	2,944.80	-	3,262.00	-	3,579.20	6,380.40	-	7,067.67	-	7,754.93	76,564.80	-	84,812.00	-	93,059.20
Assistant Engineer	29.73	-	32.93	-	36.13	2,378.40	-	2,634.40	-	2,890.40	5,153.20	-	5,707.87	-	6,262.53	61,838.40	-	68,494.40	-	75,150.40
Construction Engineer/Inspector	27.64	-	30.62	-	33.60	2,211.20	-	2,449.60	-	2,688.00	4,790.93	-	5,307.47	-	5,824.00	57,491.20	-	63,689.60	-	69,888.00
Associate Civil Engineer	35.66	-	39.50	-	43.34	2,852.80	-	3,160.00	-	3,467.20	6,181.07	-	6,846.67	-	7,512.27	74,172.80	-	82,160.00	-	90,147.20
Senior Civil Engineer	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Public Works Ass't Director of Ops	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Public Works Operations Manager	35.13	-	38.92	-	42.70	2,810.30	-	3,113.30	-	3,416.30	6,088.99	-	6,745.49	-	7,401.99	73,067.90	-	80,945.90	-	88,823.90
PW Water/WW Plant Superintendent	29.29	-	32.44	-	35.60	2,343.20	-	2,595.20	-	2,848.00	5,076.93	-	5,622.93	-	6,170.67	60,923.20	-	67,475.20	-	74,048.00
Recreation and Facilities Manager	23.06	-	25.55	-	28.03	1,844.80	-	2,043.60	-	2,242.40	3,997.07	-	4,427.80	-	4,858.53	47,964.80	-	53,133.60	-	58,302.40
Public Works Superintendent	25.89	-	28.68	-	31.46	2,071.20	-	2,294.40	-	2,516.80	4,487.60	-	4,971.20	-	5,453.07	53,851.20	-	59,654.40	-	65,436.80
Admin. Captain/Fire Marshall - 2,756 hrs.	28.13	-	31.16	-	34.19	2,250.40	-	2,492.80	-	2,735.20	4,875.87	-	5,401.07	-	5,926.27	58,510.40	-	64,812.80	-	71,115.20
Battalion Chief	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Chief Treatment Plant Operator	29.73	-	32.93	-	36.13	2,378.40	-	2,634.40	-	2,890.40	5,153.20	-	5,707.87	-	6,262.53	61,838.40	-	68,494.40	-	75,150.40
Account Clerk I	14.50	15.23	15.99	16.79	17.64	1,160.00	1,218.40	1,279.20	1,343.20	1,411.20	2,513.33	2,639.87	2,771.60	2,910.27	3,057.60	30,160.00	31,678.40	33,259.20	34,923.20	36,691.20
Account Clerk II	16.37	17.19	18.05	18.95	19.90	1,309.60	1,375.20	1,444.00	1,516.00	1,592.00	2,837.47	2,979.60	3,128.67	3,284.67	3,449.33	34,049.60	35,755.20	37,544.00	39,416.00	41,392.00
Account Clerk III	18.02	18.92	19.86	20.86	21.90	1,441.60	1,513.60	1,588.80	1,668.80	1,752.00	3,123.47	3,279.47	3,442.40	3,615.73	3,796.00	37,481.60	39,353.60	41,308.80	43,388.80	45,552.00
Account Clerk III - Confidential	18.02	18.92	19.86	20.86	21.90	1,441.60	1,513.60	1,588.80	1,668.80	1,752.00	3,123.47	3,279.47	3,442.40	3,615.73	3,796.00	37,481.60	39,353.60	41,308.80	43,388.80	45,552.00
Admin Clerk I	14.08	14.78	15.52	16.30	17.11	1,126.40	1,182.40	1,241.60	1,304.00	1,368.80	2,440.53	2,561.87	2,690.13	2,825.33	2,965.73	29,286.40	30,742.40	32,281.60	33,904.00	35,588.80
Admin Clerk II	15.66	16.44	17.27	18.13	19.04	1,252.80	1,315.20	1,381.38	1,450.40	1,523.20	2,714.40	2,849.60	2,993.00	3,142.53	3,300.27	32,572.80	34,195.20	35,915.98	37,710.40	39,603.20
Admin Clerk III	17.37	18.24	19.15	20.11	21.11	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80
Admin Clerk III / Housing Technician	17.37	18.24	19.15	20.11	21.11	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80
Accounting Technician	21.08	22.14	23.25	24.41	25.63	1,686.40	1,771.20	1,860.00	1,952.80	2,050.40	3,653.87	3,837.60	4,030.00	4,231.07	4,442.53	43,846.40	46,051.20	48,360.00	50,772.80	53,310.40
Housing Technician	21.08	22.14	23.25	24.41	25.63	1,686.40	1,771.20	1,860.00	1,952.80	2,050.40	3,653.87	3,837.60	4,030.00	4,231.07	4,442.53	43,846.40	46,051.20	48,360.00	50,772.80	53,310.40
Planning Technician	21.08	22.14	23.25	24.41	25.63	1,686.40	1,771.20	1,860.00	1,952.80	2,050.40	3,653.87	3,837.60	4,030.00	4,231.07	4,442.53	43,846.40	46,051.20	48,360.00	50,772.80	53,310.40
Finance Technician	21.08	22.14	23.25	24.41	25.63	1,686.40	1,771.20	1,860.00	1,952.80	2,050.40	3,653.87	3,837.60	4,030.00	4,231.07	4,442.53	43,846.40	46,051.20	48,360.00	50,772.80	53,310.40
Engineering Tech I	17.41	18.28	19.19	20.15	21.16	1,392.80	1,462.40	1,535.20	1,612.00	1,692.80	3,017.73	3,168.53	3,326.27	3,492.67	3,667.73	36,212.80	38,022.40	39,915.20	41,912.00	44,012.80
Engineering Tech II	21.31	22.38	23.50	24.68	25.91	1,704.80	1,790.40	1,880.00	1,974.40	2,072.80	3,693.73	3,879.20	4,073.33	4,277.87	4,491.07	44,324.80	46,550.40	48,880.00	51,334.40	53,892.80
Engineering Tech III	23.43	24.61	25.84	27.13	28.49	2,174.40	2,279.20	2,388.00	2,499.20	2,614.40	4,061.20	4,265.73	4,478.93	4,702.53	4,938.27	48,734.40	51,188.80	53,747.20	56,430.40	59,259.20
Assistant Planner	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Rehab Specialist/ Code Compliance	23.42	24.61	25.82	27.11	28.47	1,873.60	1,968.80	2,065.60	2,168.80	2,277.60	4,059.47	4,265.73	4,475.47	4,699.07	4,934.80	48,713.60	51,188.80	53,705.60	56,388.80	59,217.60
Housing Economic Specialist I	23.17	24.33	25.55	26.82	28.16	1,853.60	1,946.40	2,044.00	2,145.60	2,252.80	4,016.13	4,217.20	4,428.67	4,648.80	4,881.07	48,193.60	50,606.40	53,144.00	55,785.60	58,572.80
Accountant I	23.00	24.15	25.36	26.63	27.96	1,840.00	1,932.00	2,028.80	2,130.40	2,236.80	3,986.67	4,186.00	4,395.73	4,615.87	4,846.40	47,840.00	50,232.00	52,748.80	55,390.40	58,156.80
Finance Specialist	23.16	24.33	25.55	26.82	28.16	1,852.80	1,946.40	2,044.00	2,145.60	2,252.80	4,014.40	4,217.20	4,428.67	4,648.80	4,881.07	48,172.80	50,606.40	53,144.00	55,785.60	58,572.80
Police Administrative Aide	21.59	22.67	23.80	24.99	26.24	1,727.20	1,813.60	1,904.00	1,999.20	2,099.20	3,742.27	3,929.47	4,125.33	4,331.60	4,548.27	44,907.20	47,153.60	49,504.00	51,979.20	54,579.20
Police Administrative Clerk	15.66	16.44	17.27	18.13	19.04	1,252.80	1,315.20	1,381.60	1,450.40	1,523.20	2,714.40	2,849.60	2,993.47	3,142.53	3,300.27	32,572.80	34,195.20	35,921.60	37,710.40	39,603.20
Animal Control Officer	17.49	18.36	19.28	20.24	21.25	1,399.20	1,468.80	1,542.40	1,619.20	1,700.00	3,031.60	3,182.40	3,341.87	3,508.27	3,683.33	36,379.20	38,188.80	40,102.40	42,099.20	44,200.00
Senior Animal Control Officer	19.25	20.21	21.22	22.28	23.39	1,540.00	1,616.80	1,697.60	1,782.40	1,871.20	3,336.67	3,503.07	3,678.13	3,861.87	4,054.27	40,040.00	42,036.80	44,137.60	46,342.40	48,651.20
Assist. Equip. Mechanic	18.05	18.95	19.90	20.89	21.93	1,444.00	1,516.00	1,592.00	1,671.20	1,754.40	3,128.67	3,284.67	3,449.33	3,620.93	3,801.20	37,544.00	39,416.00	41,392.00	43,451.20	45,614.40
Mechanic	19.85	20.84	21.88	22.98	24.13	1,588.00	1,667.20	1,750.40	1,838.40	1,930.40	3,440.67	3,612.27	3,792.53	3,983.20	4,182.53	41,288.00	43,347.20	45,510.40	47,798.40	50,190.40
Lead Mechanic	21.66	22.75	23.88	25.08	26.33	1,732.80	1,820.00	1,910.40	2,006.40	2,106.40	3,754.40	3,943.33	4,139.20	4,347.20	4,563.87	45,052.80	47,320.00	49,670.40	52,166.40	54,766.40
Maintenance Assistant	11.40	11.97	12.57	13.19	13.86	912.00	957.60	1,005.60	1,055.20	1,108.80	1,976.00	2,074.80	2,178.80	2,286.27	2,402.40	23,712.00	24,897.60	26,145.60	27,435.20	28,828.80
Maintenance Worker I	15.51	16.29	17.10	17.95	18.85	1,240.80	1,303.20	1,368.00	1,436.00	1,508.00	2,688.40	2,823.60	2,964.00	3,111.33	3,267.33	32,260.80	33,883.20	35,568.00	37,336.00	39,208.00
Maintenance Worker II	17.28	18.14	19.05	20.00	21.00	1,382.40	1,451.20	1,524.00	1,600.00	1,680.00	2,995.20	3,144.27	3,302.00	3,466.67	3,640.00	35,942.40	37,731.20	39,624.00	41,600.00	43,680.00
Maintenance Worker III	20.24	21.25	22.31	23.42	24.59	1,619.20	1,700.00	1,784.80	1,873.60	1,967.20	3,508.27	3,683.33	3,867.07	4,059.47	4,262.27	42,099.20	44,200.00	46,404.80	48,713.60	51,147.20
Senior Maintenance Worker	23.71	24.90	26.15	27.45	28.82	1,896.80	1,992.00	2,092.00	2,196.00	2,305.60	4,109.73	4,316.00	4,532.67	4,758.00	4,995.47	49,316.80	51,792.00	54,392.00	57,096.00	59,945.60
Treatment Plant Operator I	20.51	21.54	22.62	23.75	24.93	1,640.80	1,723.20	1,809.60	1,900.00	1,994.40	3,555.07	3,733.60	3,920.80	4,116.67	4,321.20	42,660.80	44,803.20	47,049.60	49,400.00	51,854.40
Treatment Plant Operator II	23.01	24.16	25.36	26.63	24.96	1,840.80	1,932.80	2,028.80	2,130.40	1,996.80	3,988.40	4,187.73	4,395.73	4,615.87	4,326.40	47,860.80	50,252.80	52,748.80	55,390.40	51,916.80
Lead Treatment Plant Operator	24.18	25.39	26.66	27.99	29.39	1,934.40	2,031.20	2,132.80	2,239.20	2,351.20	4,191.20	4,400.93	4,621.07	4,851.60	5,094.27	50,294.40	52,811.20	55,452.80	58,219.20	61,131.20
Water Distribution Oper. In Training	16.56	17.39	18.27	19.18	20.13	1,324.80	1,391.20	1,461.60	1,534.40	1,610.40	2,870.40	3,014.27	3,166.80	3,324.53	3,489.20	34,444.80	36,171.20	38,001.60	39,894.40	41,870.40
Utility Maintenance Worker	18.77	19.71	20.69	21.73	22.81	1,501.60	1,576.80	1,655.20	1,738.40	1,824.80	3,253.47	3,416.40	3,586.27	3,766.53	3,953.73	39,041.60	40,996.80	43,035.20	45,198.40	47,444.80
Park Ranger	17.49	18.36	19.28	20.24	21.25	1,399.20	1,468.80	1,542.40	1,619.20	1,700.00	3,031.60	3,182.40	3,341.87	3,508.27	3,683.33	36,379.20	38,188.80	40,102.40	42,099.20	44,200.00
Street Sweeper Operator	17.71	18.59	19.52	20.49	21.52	1,416.80	1,487.20	1,561.60	1,639.20	1,721.60	3,069.73	3,222.27	3,383.47	3,551.60	3,730.13	36,836.80	38,667.20	40,601.60	42,619.20	44,761.60
Police Dispatcher I	18.32	19.23	20.20	21.21	22.27	1,465.60	1,538.40	1,616.00	1,696.80	1,781.60	3,175.47	3,333.20	3,501.33	3,676.40	3,860.13	38,105.60	39,998.40	42,016.00	44,116.80	46,321.60
Police Dispatcher II	20.20	21.21	22.27	23.38	24.55	1,616.00	1,696.80	1,781.60	1,870.40	1,964.00	3,501.33	3,676.40	3,860.13	4,052.53	4,255.33	42,016.00	44,116.80	46,321.60	48,630.40	51,064.00
Community Services Officer	17.74	18.63	19.56	20.53	21.56	1,419.20	1,490.40	1,564.80	1,642.40	1,724.80	3,074.93	3,229.20	3,390.40	3,558.53	3,737.07	36,899.20	38,750.40	40,684.80	42,702.40	44,844.80
Parking Enforcement Officer	16.12	16.93	17.77	18.66	19.60	1,289.60	1,354.40	1,421.60	1,492.80	1,568.00	2,794.13	2,934.53	3,080.13	3,234.40	3,397.33	33,529.60	35,214.40	36,961.60	38,812.80	40,768.00
Police Officer I	22.31	23.42	24.59	25.82	27.11	1,784.80	1,873.60	1,967.20	2,065.60	2,168.80	3,867.07	4,059.47	4,262.27	4,475.47	4,699.07	46,404.80	48,713.60	51,147.20	53,705.60	56,388.80
Police Officer II	23.47	24.65	25.88	27.17	28.53	1,877.60	1,972.00	2,070.40	2,173.60	2,282.40	4,068.13	4,272.67	4,485.87	4,709.47	4,945.20	48,817.60	51,272.00	53,830.40	56,513.60	59,342.40
Police Records Clerk	14.08	14.79	15.52	16.30	17.12	1,126.40	1,183.20	1,241.60	1,304.00	1,369.60	2,440.53	2,563.60	2,690.13	2,825.33	2,967.47	29,286.40	30,763.20	32,281.60	33,904.00	35,609.60
Police Capt.	37.86	39.74	41.73	43.82	46.00	3,028.80	3,179.20	3,338.40	3,505.60	3,680.00	6,562.40	6,888.27	7,233.20	7,595.47	7,973.33	78,748.80	82,659.20	86,798.40	91,145.60	95,680.00
Police Sergeant	28.41	29.82	31.31	32.89	34.52	2,272.80	2,385.60	2,504.80	2,631.20	2,761.60	4,924.40	5,168.80	5,427.07	5,700.93	5,983.47	59,092.80	62,025.60	65,124.80	68,411.20	71,801.60
Fire Captain (Note 1)	21.22	22.28	23.40	24.57	25.80	2,376.64	2,495.36	2,620.80	2,751.84	2,889.60	5,149.39	5,406.61	5,678.40	5,962.32	6,260.80	61,792.64	64,879.36	68,140.80	71,547.84	75,129.60
Engineer (Note 1)	17.44	18.31	19.22	20.19	21.20	1,953.28	2,050.72	2,152.64	2,261.28	2,374.40	4,232.11	4,443.23	4,664.05	4,899.44	5,144.53	50,785.28	53,318.72	55,968.64	58,793.28	61,734.40
Fire Fighter (Note 1)	14.84	15.58	16.36	17.18	18.03	1,662.08	1,744.96	1,832.32	1,924.16	2,019.36	3,601.17	3,780.75	3,970.03	4,169.01	4,375.28	43,214.08	45,368.96	47,640.32	50,028.16	52,503.36

Notes:

1) Based on 2,912 hours per year

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
City Administrator	60.75	-	67.48	-	74.21	4,860.00	-	5,398.40	-	5,936.80	10,530.00	-	11,696.53	-	12,863.07	126,360.00	-	140,358.40	-	154,356.80
City Clerk	27.23	-	30.17	-	33.10	2,178.40	-	2,413.60	-	2,648.00	4,719.87	-	5,229.47	-	5,737.33	56,638.40	-	62,753.60	-	68,848.00
Community Development Director	52.20	-	57.83	-	63.45	4,176.00	-	4,626.40	-	5,076.00	9,048.00	-	10,023.87	-	10,998.00	108,576.00	-	120,286.40	-	131,976.00
Director of Finance	51.66	-	56.14	-	60.62	4,132.80	-	4,491.20	-	4,849.60	8,954.40	-	9,730.93	-	10,507.47	107,452.80	-	116,771.20	-	126,089.60
Director of Public Works/Engineer	56.92	-	62.63	-	68.33	4,553.60	-	5,010.40	-	5,466.40	9,866.13	-	10,855.87	-	11,843.87	118,393.60	-	130,270.40	-	142,126.40
Fire Chief	52.37	-	58.01	-	63.65	4,189.60	-	4,640.80	-	5,092.00	9,077.47	-	10,055.07	-	11,032.67	108,929.60	-	120,660.80	-	132,392.00
Human Relations Manager	41.55	-	44.83	-	48.10	3,324.00	-	3,586.40	-	3,848.00	7,202.00	-	7,770.53	-	8,337.33	86,424.00	-	93,246.40	-	100,048.00
Chief of Police	57.46	-	63.29	-	69.12	4,596.80	-	5,063.20	-	5,529.60	9,959.73	-	10,970.27	-	11,980.80	119,516.80	-	131,643.20	-	143,769.60
Account Clerk II - Confidential	16.38	-	18.14	-	19.90	1,310.40	-	1,451.20	-	1,592.00	2,839.20	-	3,144.27	-	3,449.33	34,070.40	-	37,731.20	-	41,392.00
Police Administrative Clerk	15.66	-	17.35	-	19.04	1,252.80	-	1,388.00	-	1,523.20	2,714.40	-	3,007.33	-	3,300.27	32,572.80	-	36,088.00	-	39,603.20
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34	1,799.20	-	1,993.20	-	2,187.20	3,898.27	-	4,318.60	-	4,738.93	46,779.20	-	51,823.20	-	56,867.20
Animal Control Supervisor	22.23	-	24.69	-	27.14	1,778.40	-	1,974.80	-	2,171.20	3,853.20	-	4,278.73	-	4,704.27	46,238.40	-	51,344.80	-	56,451.20
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04	1,252.80	-	1,388.00	-	1,523.20	2,714.40	-	3,007.33	-	3,300.27	32,572.80	-	36,088.00	-	39,603.20
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12	1,389.60	-	1,539.60	-	1,689.60	3,010.80	-	3,335.80	-	3,660.80	36,129.60	-	40,029.60	-	43,929.60
Accounting Supervisor	24.29	-	26.91	-	29.53	1,943.20	-	2,152.80	-	2,362.40	4,210.27	-	4,664.40	-	5,118.53	50,523.20	-	55,972.80	-	61,422.40
Assistant Finance Director	31.90	-	35.34	-	38.78	2,552.00	-	2,827.20	-	3,102.40	5,529.33	-	6,125.60	-	6,721.87	66,352.00	-	73,507.20	-	80,662.40
GIS Analyst	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Housing/Economic Development Spec II	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Associate Planner	26.92	-	29.82	-	32.72	2,153.60	-	2,385.60	-	2,617.60	4,666.13	-	5,168.80	-	5,671.47	55,993.60	-	62,025.60	-	68,057.60
Building Official	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Supervising Building Inspector	30.24	-	33.50	-	36.75	2,419.20	-	2,679.60	-	2,940.00	5,241.60	-	5,805.80	-	6,370.00	62,899.20	-	69,669.60	-	76,440.00
Planning Director	36.81	-	40.78	-	44.74	2,944.80	-	3,262.00	-	3,579.20	6,380.40	-	7,067.67	-	7,754.93	76,564.80	-	84,812.00	-	93,059.20
Assistant Engineer	29.73	-	32.93	-	36.13	2,378.40	-	2,634.40	-	2,890.40	5,153.20	-	5,707.87	-	6,262.53	61,838.40	-	68,494.40	-	75,150.40
Construction Engineer/Inspector	27.64	-	30.62	-	33.60	2,211.20	-	2,449.60	-	2,688.00	4,790.93	-	5,307.47	-	5,824.00	57,491.20	-	63,689.60	-	69,888.00
Associate Civil Engineer	35.66	-	39.50	-	43.34	2,852.80	-	3,160.00	-	3,467.20	6,181.07	-	6,846.67	-	7,512.27	74,172.80	-	82,160.00	-	90,147.20
Senior Civil Engineer	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Public Works Ass't Director of Ops	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Public Works Operations Manager	35.13	-	38.92	-	42.71	2,810.40	-	3,113.60	-	3,416.80	6,089.20	-	6,746.13	-	7,403.07	73,070.40	-	80,953.60	-	88,836.80
PW Water/WW Plant Superintendent	29.29	-	32.44	-	35.60	2,343.20	-	2,595.20	-	2,848.00	5,076.93	-	5,622.93	-	6,170.67	60,923.20	-	67,475.20	-	74,048.00
Recreation and Facilities Manager	23.06	-	25.55	-	28.03	1,844.80	-	2,043.60	-	2,242.40	3,997.07	-	4,427.80	-	4,858.53	47,964.80	-	53,133.60	-	58,302.40
Public Works Superintendent	25.89	-	28.68	-	31.46	2,071.20	-	2,294.40	-	2,516.80	4,487.60	-	4,971.20	-	5,453.07	53,851.20	-	59,654.40	-	65,436.80
Admin. Captain/Fire Marshall - 2,756 hrs.	28.13	-	31.16	-	34.19	2,250.40	-	2,492.80	-	2,735.20	4,875.87	-	5,401.07	-	5,926.27	58,510.40	-	64,812.80	-	71,115.20
Battalion Chief	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Chief Treatment Plant Operator - Note 2	29.73	-	32.93	-	36.13	2,378.40	-	2,634.40	-	2,890.40	5,153.20	-	5,707.87	-	6,262.53	61,838.40	-	68,494.40	-	75,150.40
Chief Treatment Plant Operator - Note 2	35.00	-	38.78	-	42.55	2,800.00	-	3,102.40	-	3,404.00	6,066.67	-	6,721.87	-	7,375.33	72,800.00	-	80,662.40	-	88,504.00
Account Clerk I	14.51	15.24	16.00	16.80	17.64	1,160.80	1,219.20	1,280.00	1,344.00	1,411.20	2,515.07	2,641.60	2,773.33	2,912.00	3,057.60	30,180.80	31,699.20	33,280.00	34,944.00	36,691.20
Account Clerk II	16.38	17.20	18.06	18.96	19.90	1,310.40	1,376.00	1,444.80	1,516.80	1,592.00	2,839.20	2,981.33	3,130.40	3,286.40	3,449.33	34,070.40	35,776.00	37,564.80	39,436.80	41,392.00
Account Clerk III	18.02	18.92	19.87	20.86	21.90	1,441.60	1,513.60	1,589.60	1,668.80	1,752.00	3,123.47	3,279.47	3,444.13	3,615.73	3,796.00	37,481.60	39,353.60	41,329.60	43,388.80	45,552.00
Admin Clerk I	14.08	14.79	15.52	16.30	17.12	1,126.40	1,183.20	1,241.60	1,304.00	1,369.60	2,440.53	2,563.60	2,690.13	2,825.33	2,967.47	29,286.40	30,763.20	32,281.60	33,904.00	35,609.60
Admin Clerk II	15.66	16.45	17.27	18.14	19.04	1,252.80	1,316.00	1,381.38	1,451.20	1,523.20	2,714.40	2,851.33	2,993.00	3,144.27	3,300.27	32,572.80	34,216.00	35,915.98	37,731.20	39,603.20
Admin Clerk III	17.37	18.24	19.15	20.11	21.11	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80
Admin Clerk III / Housing Technician	17.37	18.24	19.15	20.11	21.11	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80
Accounting Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Housing Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Planning Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Finance Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Engineering Tech I	17.42	18.29	19.20	20.16	21.17	1,393.60	1,463.20	1,536.00	1,612.80	1,693.60	3,019.47	3,170.27	3,328.00	3,494.40	3,669.47	36,233.60	38,043.20	39,936.00	41,932.80	44,033.60
Engineering Tech	21.32	22.38	23.50	24.68	25.91	1,705.60	1,790.40	1,880.00	1,974.40	2,072.80	3,695.47	3,879.20	4,073.33	4,277.87	4,491.07	44,345.60	46,550.40	48,880.00	51,334.40	53,892.80
Engineering Tech II	21.32	22.38	23.50	24.68	25.91	1,705.60	1,790.40	1,880.00	1,974.40	2,072.80	3,695.47	3,879.20	4,073.33	4,277.87	4,491.07	44,345.60	46,550.40	48,880.00	51,334.40	53,892.80
Engineering Tech III	23.44	24.51	25.84	27.13	28.49	1,875.20	1,960.80	2,067.20	2,170.40	2,279.20	4,062.93	4,248.40	4,478.93	4,702.53	4,938.27	48,755.20	50,980.80	53,747.20	56,430.40	59,259.20
Engineering Tech Sr	23.44	24.51	25.84	27.13	28.49	1,875.20	1,960.80	2,067.20	2,170.40	2,279.20	4,062.93	4,248.40	4,478.93	4,702.53	4,938.27	48,755.20	50,980.80	53,747.20	56,430.40	

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Assistant Planner	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Rehab Specialist/ Code Compliance	23.42	24.59	25.82	27.11	28.47	1,873.60	1,967.20	2,065.60	2,168.80	2,277.60	4,059.47	4,262.27	4,475.47	4,699.07	4,934.80	48,713.60	51,147.20	53,705.60	56,388.80	59,217.60
Housing Economic Specialist I	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Accountant I	23.01	24.15	25.36	26.63	27.96	1,840.80	1,932.00	2,028.80	2,130.40	2,236.80	3,988.40	4,186.00	4,395.73	4,615.87	4,846.40	47,860.80	50,232.00	52,748.80	55,390.40	58,156.80
Finance Specialist	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Police Administrative Aide	21.59	22.67	23.80	24.99	26.24	1,727.20	1,813.60	1,904.00	1,999.20	2,099.20	3,742.27	3,929.47	4,125.33	4,331.60	4,548.27	44,907.20	47,153.60	49,504.00	51,979.20	54,579.20
Police Administrative Clerk	15.66	16.45	17.27	18.14	19.04	1,252.80	1,316.00	1,381.60	1,451.20	1,523.20	2,714.40	2,851.33	2,993.47	3,144.27	3,300.27	32,572.80	34,216.00	35,921.60	37,731.20	39,603.20
Animal Control Officer	17.49	18.37	19.29	20.25	21.26	1,399.20	1,469.60	1,543.20	1,620.00	1,700.80	3,031.60	3,184.13	3,343.60	3,510.00	3,685.07	36,379.20	38,209.60	40,123.20	42,120.00	44,220.80
Senior Animal Control Officer	19.25	20.21	21.22	22.29	23.40	1,540.00	1,616.80	1,697.60	1,783.20	1,872.00	3,336.67	3,503.07	3,678.13	3,863.60	4,056.00	40,040.00	42,036.80	44,137.60	46,363.20	48,672.00
Assist. Equip. Mechanic	18.06	18.96	19.90	20.90	21.94	1,444.80	1,516.80	1,592.00	1,672.00	1,755.20	3,130.40	3,286.40	3,449.33	3,622.67	3,802.93	37,564.80	39,436.80	41,392.00	43,472.00	45,635.20
Mechanic	19.85	20.84	21.89	22.98	24.13	1,588.00	1,667.20	1,751.20	1,838.40	1,930.40	3,440.67	3,612.27	3,794.27	3,983.20	4,182.53	41,288.00	43,347.20	45,531.20	47,798.40	50,190.40
Lead Mechanic	21.67	22.75	23.89	25.08	26.34	1,733.60	1,820.00	1,911.20	2,006.40	2,107.20	3,756.13	3,943.33	4,140.93	4,347.20	4,565.60	45,073.60	47,320.00	49,691.20	52,166.40	54,787.20
Maintenance Assistant	11.40	11.98	12.58	13.20	13.86	912.00	958.40	1,006.40	1,056.00	1,108.80	1,976.00	2,076.53	2,180.53	2,288.00	2,402.40	23,712.00	24,918.40	26,166.40	27,456.00	28,828.80
Maintenance Worker I	15.52	16.29	17.10	17.96	18.86	1,241.60	1,303.20	1,368.00	1,436.80	1,508.80	2,690.13	2,823.60	2,964.00	3,113.07	3,269.07	32,281.60	33,883.20	35,568.00	37,356.80	39,228.80
Maintenance Worker II	17.28	18.15	19.05	20.01	21.00	1,382.40	1,452.00	1,524.00	1,600.80	1,680.00	2,995.20	3,146.00	3,302.00	3,468.40	3,640.00	35,942.40	37,752.00	39,624.00	41,620.80	43,680.00
Maintenance Worker III	20.24	21.25	22.31	23.43	24.60	1,619.20	1,700.00	1,784.80	1,874.40	1,968.00	3,508.27	3,683.33	3,867.07	4,061.20	4,264.00	42,099.20	44,200.00	46,404.80	48,734.40	51,168.00
Senior Maintenance Worker	23.72	24.90	26.15	27.45	28.83	1,897.60	1,992.00	2,092.00	2,196.00	2,306.40	4,111.47	4,316.00	4,532.67	4,758.00	4,997.20	49,337.60	51,792.00	54,392.00	57,096.00	59,966.40
Treatment Plant Operator I	20.51	21.54	22.62	23.75	24.94	1,640.80	1,723.20	1,809.60	1,900.00	1,995.20	3,555.07	3,733.60	3,920.80	4,116.67	4,322.93	42,660.80	44,803.20	47,049.60	49,400.00	51,875.20
Treatment Plant Operator II	23.01	24.16	25.37	26.64	27.97	1,840.80	1,932.80	2,029.60	2,131.20	2,237.60	3,988.40	4,187.73	4,397.47	4,617.60	4,848.13	47,860.80	50,252.80	52,769.60	55,411.20	58,177.60
Lead Treatment Plant Operator	24.18	25.39	26.66	28.00	29.40	1,934.40	2,031.20	2,132.80	2,240.00	2,352.00	4,191.20	4,400.93	4,621.07	4,853.33	5,096.00	50,294.40	52,811.20	55,452.80	58,240.00	61,152.00
Water Distribution Oper. In Training	16.57	17.40	18.27	19.18	20.14	1,325.60	1,392.00	1,461.60	1,534.40	1,611.20	2,872.13	3,016.00	3,166.80	3,324.53	3,490.93	34,465.60	36,192.00	38,001.60	39,894.40	41,891.20
Water Distribution Operator	18.77	19.71	20.70	21.73	22.82	1,501.60	1,576.80	1,656.00	1,738.40	1,825.60	3,253.47	3,416.40	3,588.00	3,766.53	3,955.47	39,041.60	40,996.80	43,056.00	45,198.40	47,465.60
Utility Maintenance Worker	18.77	19.71	20.70	21.73	22.82	1,501.60	1,576.80	1,656.00	1,738.40	1,825.60	3,253.47	3,416.40	3,588.00	3,766.53	3,955.47	39,041.60	40,996.80	43,056.00	45,198.40	47,465.60
Street Sweeper Operator	17.71	18.59	19.52	20.50	21.52	1,416.80	1,487.20	1,561.60	1,640.00	1,721.60	3,069.73	3,222.27	3,383.47	3,553.33	3,730.13	36,836.80	38,667.20	40,601.60	42,640.00	44,761.60
Police Dispatcher I	18.32	19.23	20.20	21.21	22.27	1,465.60	1,538.40	1,616.00	1,696.80	1,781.60	3,175.47	3,333.20	3,501.33	3,676.40	3,860.13	38,105.60	39,998.40	42,016.00	44,116.80	46,321.60
Police Dispatcher II	20.20	21.21	22.27	23.38	24.55	1,616.00	1,696.80	1,781.60	1,870.40	1,964.00	3,501.33	3,676.40	3,860.13	4,052.53	4,255.33	42,016.00	44,116.80	46,321.60	48,630.40	51,064.00
Community Services Officer	17.74	18.63	19.56	20.53	21.56	1,419.20	1,490.40	1,564.80	1,642.40	1,724.80	3,074.93	3,229.20	3,390.40	3,558.53	3,737.07	36,899.20	38,750.40	40,684.80	42,702.40	44,844.80
Parking Enforcement Officer	16.12	16.93	17.77	18.66	19.60	1,289.60	1,354.40	1,421.60	1,492.80	1,568.00	2,794.13	2,934.53	3,080.13	3,234.40	3,397.33	33,529.60	35,214.40	36,961.60	38,812.80	40,768.00
Police Officer I	22.31	23.42	24.59	25.82	27.11	1,784.80	1,873.60	1,967.20	2,065.60	2,168.80	3,867.07	4,059.47	4,262.27	4,475.47	4,699.07	46,404.80	48,713.60	51,147.20	53,705.60	56,388.80
Police Officer II	23.47	24.65	25.88	27.17	28.53	1,877.60	1,972.00	2,070.40	2,173.60	2,282.40	4,068.13	4,272.67	4,485.87	4,709.47	4,945.20	48,817.60	51,272.00	53,830.40	56,513.60	59,342.40
Police Records Clerk	14.08	14.79	15.52	16.30	17.12	1,126.40	1,183.20	1,241.60	1,304.00	1,369.60	2,440.53	2,563.60	2,690.13	2,825.33	2,967.47	29,286.40	30,763.20	32,281.60	33,904.00	35,609.60
Police Capt.	37.86	39.74	41.73	43.82	46.00	3,028.80	3,179.20	3,338.40	3,505.60	3,680.00	6,562.40	6,888.27	7,233.20	7,595.47	7,973.33	78,748.80	82,659.20	86,798.40	91,145.60	95,680.00
Police Sergeant	28.41	29.82	31.31	32.89	34.52	2,272.80	2,385.60	2,504.80	2,631.20	2,761.60	4,924.40	5,168.80	5,427.07	5,700.93	5,983.47	59,092.80	62,025.60	65,124.80	68,411.20	71,801.60
Fire Captain (Note 1)	21.23	22.29	23.40	24.58	25.80	2,377.76	2,496.48	2,620.80	2,752.96	2,889.60	5,151.81	5409.04	5678.40	5964.75	6260.80	61,821.76	64,908.48	68,140.80	71,576.96	75,129.60
Engineer (Note 1)	17.44	18.31	19.23	20.19	21.20	1,953.28	2,050.72	2,153.76	2,261.28	2,374.40	4,232.11	4443.23	4666.48	4899.44	5144.53	50,785.28	53,318.72	55,997.76	58,793.28	61,734.40
Fire Fighter (Note 1)	14.84	15.58	16.36	17.18	18.04	1,662.08	1,744.96	1,832.32	1,924.16	2,020.48	3,601.17	3780.75	3970.03	4169.01	4377.71	43,214.08	45,368.96	47,640.32	50,028.16	52,532.48

Notes:

- 1) Based on 2,912 hours per year
- 2) The Chief Treatment Plant Operator received a pay adjustment effective October 4, 2010.

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
City Administrator	66.51	-	72.44	-	78.37	5,320.80	-	5,795.20	-	6,269.60	11,528.40	-	12,556.27	-	13,584.13	138,340.80	-	150,675.20	-	163,009.60
Chief of Police	57.46	-	63.29	-	69.12	4,596.80	-	5,063.20	-	5,529.60	9,959.73	-	10,970.27	-	11,980.80	119,516.80	-	131,643.20	-	143,769.60
City Clerk	27.23	-	30.17	-	33.10	2,178.40	-	2,413.60	-	2,648.00	4,719.87	-	5,229.47	-	5,737.33	56,638.40	-	62,753.60	-	68,848.00
Community Development Director	52.37	-	58.01	-	63.65	4,189.60	-	4,640.80	-	5,092.00	9,077.47	-	10,055.07	-	11,032.67	108,929.60	-	120,660.80	-	132,392.00
Finance Director	52.37	-	58.01	-	63.65	4,189.60	-	4,640.80	-	5,092.00	9,077.47	-	10,055.07	-	11,032.67	108,929.60	-	120,660.80	-	132,392.00
Fire Chief	52.37	-	58.01	-	63.65	4,189.60	-	4,640.80	-	5,092.00	9,077.47	-	10,055.07	-	11,032.67	108,929.60	-	120,660.80	-	132,392.00
Human Relations Manager	41.55	-	44.83	-	48.10	3,324.00	-	3,586.40	-	3,848.00	7,202.00	-	7,770.53	-	8,337.33	86,424.00	-	93,246.40	-	100,048.00
Public Works Director/City Engineer	56.92	-	62.63	-	68.33	4,553.60	-	5,010.40	-	5,466.40	9,866.13	-	10,855.87	-	11,843.87	118,393.60	-	130,270.40	-	142,126.40
Unit 1:																				
Account Clerk II - Confidential	16.38	-	18.14	-	19.90	1,310.40	-	1,451.20	-	1,592.00	2,839.20	-	3,144.27	-	3,449.33	34,070.40	-	37,731.20	-	41,392.00
Accounting Supervisor	24.29	-	26.91	-	29.53	1,943.20	-	2,152.80	-	2,362.40	4,210.27	-	4,664.40	-	5,118.53	50,523.20	-	55,972.80	-	61,422.40
Admin. Captain/Fire Marshall - 2,756 hrs.	28.13	-	31.16	-	34.19	2,250.40	-	2,492.80	-	2,735.20	4,875.87	-	5,401.07	-	5,926.27	58,510.40	-	64,812.80	-	71,115.20
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04	1,252.80	-	1,388.00	-	1,523.20	2,714.40	-	3,007.33	-	3,300.27	32,572.80	-	36,088.00	-	39,603.20
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12	1,389.60	-	1,539.60	-	1,689.60	3,010.80	-	3,335.80	-	3,660.80	36,129.60	-	40,029.60	-	43,929.60
Animal Control Supervisor	22.23	-	24.69	-	27.14	1,778.40	-	1,974.80	-	2,171.20	3,853.20	-	4,278.73	-	4,704.27	46,238.40	-	51,344.80	-	56,451.20
Assistant Engineer	29.73	-	32.93	-	36.13	2,378.40	-	2,634.40	-	2,890.40	5,153.20	-	5,707.87	-	6,262.53	61,838.40	-	68,494.40	-	75,150.40
Assistant Finance Director	31.90	-	35.34	-	38.78	2,552.00	-	2,827.20	-	3,102.40	5,529.33	-	6,125.60	-	6,721.87	66,352.00	-	73,507.20	-	80,662.40
Associate Civil Engineer	35.66	-	39.50	-	43.34	2,852.80	-	3,160.00	-	3,467.20	6,181.07	-	6,846.67	-	7,512.27	74,172.80	-	82,160.00	-	90,147.20
Associate Planner	26.92	-	29.82	-	32.72	2,153.60	-	2,385.60	-	2,617.60	4,666.13	-	5,168.80	-	5,671.47	55,993.60	-	62,025.60	-	68,057.60
Battalion Chief	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Building Official	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Chief Treatment Plant Operator	35.00	-	38.78	-	42.55	2,800.00	-	3,102.40	-	3,404.00	6,066.67	-	6,721.87	-	7,375.33	72,800.00	-	80,662.40	-	88,504.00
Construction Engineer/Inspector	27.64	-	30.62	-	33.60	2,211.20	-	2,449.60	-	2,688.00	4,790.93	-	5,307.47	-	5,824.00	57,491.20	-	63,689.60	-	69,888.00
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34	1,799.20	-	1,993.20	-	2,187.20	3,898.27	-	4,318.60	-	4,738.93	46,779.20	-	51,823.20	-	56,867.20
GIS Analyst	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Housing/Economic Development Spec II	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Planning Director	36.81	-	40.78	-	44.74	2,944.80	-	3,262.00	-	3,579.20	6,380.40	-	7,067.67	-	7,754.93	76,564.80	-	84,812.00	-	93,059.20
Public Works Ass't Director of Ops	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Recreation and Facilities Manager	23.06	-	25.55	-	28.03	1,844.80	-	2,043.60	-	2,242.40	3,997.07	-	4,427.80	-	4,858.53	47,964.80	-	53,133.60	-	58,302.40
Senior Civil Engineer	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Supervising Building Inspector	30.24	-	33.50	-	36.75	2,419.20	-	2,679.60	-	2,940.00	5,241.60	-	5,805.80	-	6,370.00	62,899.20	-	69,669.60	-	76,440.00
Utility Operations Manager	35.66	-	39.50	-	43.34	2,852.80	-	3,160.00	-	3,467.20	6,181.07	-	6,846.67	-	7,512.27	74,172.80	-	82,160.00	-	90,147.20
Unit 1: Implements Cost Savings Provision of Unit 1 Contract Under Article 6(A) from August 2011 to August 2012:																				
Account Clerk II - Confidential	16.06	-	17.79	-	19.51	1,284.80	-	1,423.20	-	1,560.80	2,783.73	-	3,083.60	-	3,381.73	33,404.80	-	37,003.20	-	40,580.80
Accounting Supervisor	23.81	-	26.38	-	28.94	1,904.80	-	2,110.40	-	2,315.20	4,127.07	-	4,572.53	-	5,016.27	49,524.80	-	54,870.40	-	60,195.20
Admin. Captain/Fire Marshall - 2,756 hrs.	27.57	-	30.54	-	33.51	2,205.60	-	2,443.20	-	2,680.80	4,778.80	-	5,293.60	-	5,808.40	57,345.60	-	63,523.20	-	69,700.80
Administrative Clerk II - Confidential	15.35	-	17.01	-	18.66	1,228.00	-	1,360.80	-	1,492.80	2,660.67	-	2,948.40	-	3,234.40	31,928.00	-	35,380.80	-	38,812.80
Administrative Clerk III - Confidential	17.03	-	17.87	-	20.70	1,362.40	-	1,429.60	-	1,656.00	2,951.87	-	3,097.47	-	3,588.00	35,422.40	-	37,169.60	-	43,056.00
Animal Control Supervisor	21.79	-	24.20	-	26.60	1,743.20	-	1,936.00	-	2,128.00	3,776.93	-	4,194.67	-	4,610.67	45,323.20	-	50,336.00	-	55,328.00
Assistant Engineer	29.14	-	32.28	-	35.41	2,331.20	-	2,582.40	-	2,832.80	5,050.93	-	5,595.20	-	6,137.73	60,611.20	-	67,142.40	-	73,652.80
Assistant Finance Director	31.27	-	34.64	-	38.01	2,501.60	-	2,771.20	-	3,040.80	5,420.13	-	6,004.27	-	6,588.40	65,041.60	-	72,051.20	-	79,060.80
Associate Civil Engineer	34.95	-	38.72	-	42.48	2,796.00	-	3,097.60	-	3,398.40	6,058.00	-	6,711.47	-	7,363.20	72,696.00	-	80,537.60	-	88,358.40
Associate Planner	26.39	-	29.23	-	32.07	2,111.20	-	2,338.40	-	2,565.60	4,574.27	-	5,066.53	-	5,558.80	54,891.20	-	60,798.40	-	66,705.60
Battalion Chief	32.68	-	36.20	-	39.71	2,614.40	-	2,896.00	-	3,176.80	5,664.53	-	6,274.67	-	6,883.07	67,974.40	-	75,296.00	-	82,596.80
Building Official	32.68	-	36.20	-	39.71	2,614.40	-	2,896.00	-	3,176.80	5,664.53	-	6,274.67	-	6,883.07	67,974.40	-	75,296.00	-	82,596.80
Chief Treatment Plant Operator	34.30	-	38.00	-	41.70	2,744.00	-	3,040.00	-	3,336.00	5,945.33	-	6,586.67	-	7,228.00	71,344.00	-	79,040.00	-	86,736.00
Construction Engineer/Inspector	27.09	-	30.01	-	32.93	2,167.20	-	2,400.80	-	2,634.40	4,695.60	-	5,201.73	-	5,707.87	56,347.20	-	62,420.80	-	68,494.40
Dispatch and Records Supervisor	22.05	-	24.43	-	26.80	1,764.00	-	1,954.40	-	2,144.00	3,822.00	-	4,234.53	-	4,645.33	45,864.00	-	50,814.40	-	55,744.00
GIS Analyst	24.79	-	27.46	-	30.13	1,983.20	-	2,196.80	-	2,410.40	4,296.93	-	4,759.73	-	5,222.53	51,563.20	-	57,116.80	-	62,670.40
Housing/Economic Development Spec II	24.79	-	27.46	-	30.13	1,983.20	-	2,196.80	-	2,410.40	4,296.93	-	4,759.73	-	5,222.53	51,563.20	-	57,116.80	-	62,670.40
Planning Director	36.08	-	39.97	-	43.85	2,886.40	-	3,197.60	-	3,508.00	6,253.87	-	6,928.13	-	7,600.67	75,046.40	-	83,137.60	-	91,208.00
Public Works Ass't Director of Ops	39.43	-	43.68	-	47.93	3,154.40	-	3,494.40	-	3,834.40	6,834.53	-	7,571.20	-	8,307.87	82,014.40	-	90,854.40	-	99,694.40
Recreation and Facilities Manager	22.60	-	25.04	-	27.47	1,808.00	-	2,003.20	-	2,197.60	3,917.33	-	4,340.27	-	4,761.47	47,008.00	-	52,083.20	-	57,137.60
Senior Civil Engineer	39.43	-	43.68	-	47.93	3,154.40	-	3,494.40	-	3,834.40	6,834.53	-	7,571.20	-	8,307.87	82,014.40	-	90,854.40	-	99,694.40
Supervising Building Inspector	29.64	-	32.83	-	36.02	2,371.20	-	2,626.40	-	2,881.60	5,137.60	-	5,690.53	-	6,243.47	61,651.20	-	68,286.40	-	74,921.60
Utility Operations Manager	35.66	-	39.50	-	43.34	2,852.80	-	3,160.00	-	3,467.20	6,181.07	-	6,846.67	-	7,512.27	74,172.80	-	82,160.00	-	90,147.20

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Unit 2:																				
Account Clerk I	14.51	15.24	16.00	16.80	17.64	1,160.80	1,219.20	1,280.00	1,344.00	1,411.20	2,515.07	2,641.60	2,773.33	2,912.00	3,057.60	30,180.80	31,699.20	33,280.00	34,944.00	36,691.20
Account Clerk II	16.38	17.20	18.06	18.96	19.90	1,310.40	1,376.00	1,444.80	1,516.80	1,592.00	2,839.20	2,981.33	3,130.40	3,286.40	3,449.33	34,070.40	35,776.00	37,564.80	39,436.80	41,392.00
Account Clerk III	18.02	18.92	19.87	20.86	21.90	1,441.60	1,513.60	1,589.60	1,668.80	1,752.00	3,123.47	3,279.47	3,444.13	3,615.73	3,796.00	37,481.60	39,353.60	41,329.60	43,388.80	45,552.00
Accountant I	23.01	24.15	25.36	26.63	27.96	1,840.80	1,932.00	2,028.80	2,130.40	2,236.80	3,988.40	4,186.00	4,395.73	4,615.87	4,846.40	47,860.80	50,232.00	52,748.80	55,390.40	58,156.80
Accounting Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Admin Clerk I	14.08	14.79	15.52	16.30	17.12	1,126.40	1,183.20	1,241.60	1,304.00	1,369.60	2,440.53	2,563.60	2,690.13	2,825.33	2,967.47	29,286.40	30,763.20	32,281.60	33,904.00	35,609.60
Admin Clerk II	15.66	16.45	17.27	18.14	19.04	1,252.80	1,316.00	1,381.38	1,451.20	1,523.20	2,714.40	2,851.33	2,993.00	3,144.27	3,300.27	32,572.80	34,216.00	35,915.98	37,731.20	39,603.20
Senior Admin Clerk	17.37	18.24	19.15	20.11	21.11	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80
Admin Clerk III / Housing Technician	19.60	20.58	21.61	22.69	23.82	1,568.00	1,646.40	1,728.80	1,815.20	1,905.60	3,397.33	3,567.20	3,745.73	3,932.93	4,128.80	40,768.00	42,806.40	44,948.80	47,195.20	49,545.60
Animal Control Officer	17.49	18.37	19.29	20.25	21.26	1,399.20	1,469.60	1,543.20	1,620.00	1,700.80	3,031.60	3,184.13	3,343.60	3,510.00	3,685.07	36,379.20	38,209.60	40,123.20	42,120.00	44,220.80
Assist. Equip. Mechanic	18.06	18.96	19.90	20.90	21.94	1,444.80	1,516.80	1,592.00	1,672.00	1,755.20	3,130.40	3,286.40	3,449.33	3,622.67	3,802.93	37,564.80	39,436.80	41,392.00	43,472.00	45,635.20
Assistant Planner	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Engineering Tech	21.32	22.38	23.50	24.68	25.91	1,705.60	1,790.40	1,880.00	1,974.40	2,072.80	3,695.47	3,879.20	4,073.33	4,277.87	4,491.07	44,345.60	46,550.40	48,880.00	51,334.40	53,892.80
Engineering Tech I	17.42	18.29	19.20	20.16	21.17	1,393.60	1,463.20	1,536.00	1,612.80	1,693.60	3,019.47	3,170.27	3,328.00	3,494.40	3,669.47	36,233.60	38,043.20	39,936.00	41,932.80	44,033.60
Engineering Tech II	21.32	22.38	23.50	24.68	25.91	1,705.60	1,790.40	1,880.00	1,974.40	2,072.80	3,695.47	3,879.20	4,073.33	4,277.87	4,491.07	44,345.60	46,550.40	48,880.00	51,334.40	53,892.80
Engineering Tech III	23.44	24.51	25.84	27.13	28.49	1,875.20	1,960.80	2,067.20	2,170.40	2,279.20	4,062.93	4,248.40	4,478.93	4,702.53	4,938.27	48,755.20	50,980.80	53,747.20	56,430.40	59,259.20
Engineering Tech Sr	23.44	24.51	25.84	27.13	28.49	1,875.20	1,960.80	2,067.20	2,170.40	2,279.20	4,062.93	4,248.40	4,478.93	4,702.53	4,938.27	48,755.20	50,980.80	53,747.20	56,430.40	59,259.20
Finance Specialist	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Finance Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Housing Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Housing/Economic Specialist I	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Lead Mechanic	21.67	22.75	23.89	25.08	26.34	1,733.60	1,820.00	1,911.20	2,006.40	2,107.20	3,756.13	3,943.33	4,140.93	4,347.20	4,565.60	45,073.60	47,320.00	49,691.20	52,166.40	54,787.20
Lead Treatment Plant Operator	24.18	25.39	26.66	28.00	29.40	1,934.40	2,031.20	2,132.80	2,240.00	2,352.00	4,191.20	4,400.93	4,621.07	4,853.33	5,096.00	50,294.40	52,811.20	55,452.80	58,240.00	61,152.00
Maintenance Assistant	11.40	11.98	12.58	13.20	13.86	912.00	958.40	1,006.40	1,056.00	1,108.80	1,976.00	2,076.53	2,180.53	2,288.00	2,402.40	23,712.00	24,918.40	26,166.40	27,456.00	28,828.80
Maintenance Worker I	15.52	16.29	17.10	17.96	18.86	1,241.60	1,303.20	1,368.00	1,436.80	1,508.80	2,690.13	2,823.60	2,964.00	3,113.07	3,269.07	32,281.60	33,883.20	35,568.00	37,356.80	39,228.80
Maintenance Worker II	17.28	18.15	19.05	20.01	21.00	1,382.40	1,452.00	1,524.00	1,600.80	1,680.00	2,995.20	3,146.00	3,302.00	3,468.40	3,640.00	35,942.40	37,752.00	39,624.00	41,620.80	43,680.00
Maintenance Worker III	20.24	21.25	22.31	23.43	24.60	1,619.20	1,700.00	1,784.80	1,874.40	1,968.00	3,508.27	3,683.33	3,867.07	4,061.20	4,264.00	42,099.20	44,200.00	46,404.80	48,734.40	51,168.00
Mechanic	19.85	20.84	21.89	22.98	24.13	1,588.00	1,667.20	1,751.20	1,838.40	1,930.40	3,440.67	3,612.27	3,794.27	3,983.20	4,182.53	41,288.00	43,347.20	45,531.20	47,798.40	50,190.40
Planning Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Police Administrative Aide	21.59	22.67	23.80	24.99	26.24	1,727.20	1,813.60	1,904.00	1,999.20	2,099.20	3,742.27	3,929.47	4,125.33	4,331.60	4,548.27	44,907.20	47,153.60	49,504.00	51,979.20	54,579.20
Police Administrative Clerk	15.66	16.45	17.27	18.14	19.04	1,252.80	1,316.00	1,381.60	1,451.20	1,523.20	2,714.40	2,851.33	2,993.47	3,144.27	3,300.27	32,572.80	34,216.00	35,921.60	37,731.20	39,603.20
Rehab. Specialist / Code Compliance	23.42	24.59	25.82	27.11	28.47	1,873.60	1,967.20	2,065.60	2,168.80	2,277.60	4,059.47	4,262.27	4,475.47	4,699.07	4,934.80	48,713.60	51,147.20	53,705.60	56,388.80	59,217.60
Senior Animal Control Officer	19.25	20.21	21.22	22.29	23.40	1,540.00	1,616.80	1,697.60	1,783.20	1,872.00	3,336.67	3,503.07	3,678.13	3,863.60	4,056.00	40,040.00	42,036.80	44,137.60	46,363.20	48,672.00
Senior Maintenance Worker	23.72	24.90	26.15	27.45	28.83	1,897.60	1,992.00	2,092.00	2,196.00	2,306.40	4,111.47	4,316.00	4,532.67	4,758.00	4,997.20	49,337.60	51,792.00	54,392.00	57,096.00	59,966.40
Street Sweeper Operator	17.71	18.59	19.52	20.50	21.52	1,416.80	1,487.20	1,561.60	1,640.00	1,721.60	3,069.73</									

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Finance Technician	20.67	21.70	22.79	23.92	25.12	1,653.46	1,735.78	1,822.80	1,913.74	2,009.39	3,582.49	3,760.85	3,949.40	4,146.45	4,353.68	42,989.86	45,130.18	47,392.80	49,757.34	52,244.19
Housing Technician	20.67	21.70	22.79	23.92	25.12	1,653.46	1,735.78	1,822.80	1,913.74	2,009.39	3,582.49	3,760.85	3,949.40	4,146.45	4,353.68	42,989.86	45,130.18	47,392.80	49,757.34	52,244.19
Housing/Economic Specialist I	22.71	23.84	25.04	26.29	27.60	1,816.53	1,907.47	2,003.12	2,103.47	2,207.74	3,935.81	4,132.86	4,340.09	4,557.52	4,783.45	47,229.73	49,594.27	52,081.12	54,690.27	57,401.34
Lead Mechanic	21.24	22.30	23.41	24.58	25.81	1,698.93	1,783.60	1,872.98	1,966.27	2,065.06	3,681.01	3,864.47	4,058.11	4,260.26	4,474.29	44,172.13	46,373.60	48,697.38	51,123.07	53,691.46
Lead Treatment Plant Operator	23.70	24.89	26.13	27.44	28.81	1,895.71	1,991.36	2,090.14	2,195.20	2,304.96	4,107.38	4,314.61	4,528.65	4,756.27	4,994.08	49,288.51	51,775.36	54,343.74	57,075.20	59,928.96
Maintenance Assistant	11.17	11.74	12.33	12.94	13.58	893.76	939.23	986.27	1,034.88	1,086.62	1,936.48	2,035.00	2,136.92	2,242.24	2,354.35	23,237.76	24,420.03	25,643.07	26,906.88	28,252.22
Maintenance Worker I	15.21	15.96	16.76	17.60	18.48	1,216.77	1,277.14	1,340.64	1,408.06	1,478.62	2,636.33	2,767.13	2,904.72	3,050.81	3,203.69	31,635.97	33,205.54	34,856.64	36,609.66	38,444.22
Maintenance Worker II	16.93	17.79	18.67	19.61	20.58	1,354.75	1,422.96	1,493.52	1,568.78	1,646.40	2,935.30	3,083.08	3,235.96	3,399.03	3,567.20	35,223.55	36,996.96	38,831.52	40,788.38	42,806.40
Maintenance Worker III	19.84	20.83	21.86	22.96	24.11	1,586.82	1,666.00	1,749.10	1,836.91	1,928.64	3,438.10	3,609.67	3,789.73	3,979.98	4,178.72	41,257.22	43,316.00	45,476.70	47,759.71	50,144.64
Mechanic	19.45	20.42	21.45	22.52	23.65	1,556.24	1,633.86	1,716.18	1,801.63	1,891.79	3,371.85	3,540.02	3,718.38	3,903.54	4,098.88	40,462.24	42,480.26	44,620.58	46,842.43	49,186.59
Planning Technician	20.67	21.70	22.79	23.92	25.12	1,653.46	1,735.78	1,822.80	1,913.74	2,009.39	3,582.49	3,760.85	3,949.40	4,146.45	4,353.68	42,989.86	45,130.18	47,392.80	49,757.34	52,244.19
Police Administrative Aide	21.16	22.22	23.32	24.49	25.72	1,692.66	1,777.33	1,865.92	1,959.22	2,057.22	3,667.42	3,850.88	4,042.83	4,244.97	4,457.30	44,009.06	46,210.53	48,513.92	50,939.62	53,487.62
Police Administrative Clerk	15.35	16.12	16.92	17.78	18.66	1,227.74	1,289.68	1,353.97	1,422.18	1,492.74	2,660.11	2,794.31	2,933.60	3,081.38	3,234.26	31,921.34	33,531.68	35,203.17	36,976.58	38,811.14
Rehab. Specialist / Code Compliance	22.95	24.10	25.30	26.57	27.90	1,836.13	1,927.86	2,024.29	2,125.42	2,232.05	3,978.28	4,177.02	4,385.96	4,605.09	4,836.10	47,739.33	50,124.26	52,631.49	55,261.02	58,033.25
Senior Animal Control Officer	18.87	19.81	20.80	21.84	22.93	1,509.20	1,584.46	1,663.65	1,747.54	1,834.56	3,269.93	3,433.01	3,604.57	3,786.33	3,974.88	39,239.20	41,196.06	43,254.85	45,435.94	47,698.56
Senior Maintenance Worker	23.25	24.40	25.63	26.90	28.25	1,859.65	1,952.16	2,050.16	2,152.08	2,260.27	4,029.24	4,229.68	4,442.01	4,662.84	4,897.26	48,350.85	50,756.16	53,304.16	55,954.08	58,767.07
Street Sweeper Operator	17.36	18.22	19.13	20.09	21.09	1,388.46	1,457.46	1,530.37	1,607.20	1,687.17	3,008.34	3,157.82	3,315.80	3,482.27	3,655.53	36,100.06	37,893.86	39,789.57	41,787.20	43,866.37
Treatment Plant Operator I	24.44	25.67	26.95	28.30	29.72	1,955.30	2,053.30	2,156.00	2,264.19	2,377.87	4,236.47	4,448.81	4,671.33	4,905.75	5,152.06	50,837.70	53,385.70	56,056.00	58,868.99	61,824.67
Treatment Plant Operator II	27.41	28.78	30.22	31.74	33.33	2,192.85	2,302.61	2,417.86	2,539.38	2,666.38	4,751.17	4,988.98	5,238.69	5,501.98	5,777.17	57,014.05	59,867.81	62,864.26	66,023.78	69,325.98
Utility Maintenance Worker	18.39	19.32	20.29	21.30	22.36	1,471.57	1,545.26	1,622.88	1,703.63	1,789.09	3,188.40	3,348.07	3,516.24	3,691.20	3,876.36	38,260.77	40,176.86	42,194.88	44,294.43	46,516.29
Water Distribution Oper. In Training	16.24	17.05	17.90	18.80	19.74	1,299.09	1,364.16	1,432.37	1,503.71	1,578.98	2,814.69	2,955.68	3,103.46	3,258.04	3,421.11	33,776.29	35,468.16	37,241.57	39,096.51	41,053.38
Water Distribution Operator	18.39	19.32	20.29	21.30	22.36	1,471.57	1,545.26	1,622.88	1,703.63	1,789.09	3,188.40	3,348.07	3,516.24	3,691.20	3,876.36	38,260.77	40,176.86	42,194.88	44,294.43	46,516.29
Police Dispatcher I	18.32	19.23	20.20	21.21	22.27	1,465.60	1,538.40	1,616.00	1,696.80	1,781.60	3,175.47	3,333.20	3,501.33	3,676.40	3,860.13	38,105.60	39,998.40	42,016.00	44,116.80	46,321.60
Police Dispatcher II	20.20	21.21	22.27	23.38	24.55	1,616.00	1,696.80	1,781.60	1,870.40	1,964.00	3,501.33	3,676.40	3,860.13	4,052.53	4,255.33	42,016.00	44,116.80	46,321.60	48,630.40	51,064.00
Community Services Officer	17.74	18.63	19.56	20.53	21.56	1,419.20	1490.40	1564.80	1642.40	1724.80	3,074.93	3229.20	3390.40	3558.53	3737.07	36,899.20	38,750.40	40,684.80	42,702.40	44,844.80
Parking Enforcement Officer	16.12	16.93	17.77	18.66	19.60	1,289.60	1354.40	1421.60	1492.80	1568.00	2,794.13	2934.53	3080.13	3234.40	3397.33	33,529.60	35,214.40	36,961.60	38,812.80	40,768.00
Police Officer I	22.31	23.42	24.59	25.82	27.11	1,784.80	1,873.60	1,967.20	2,065.60	2,168.80	3,867.07	4,059.47	4,262.27	4,475.47	4,699.07	46,404.80	48,713.60	51,147.20	53,705.60	56,388.80
Police Officer II	23.47	24.65	25.88	27.17	28.53	1,877.60	1,972.00	2,070.40	2,173.60	2,282.40	4,068.13	4,272.67	4,485.87	4,709.47	4,945.20	48,817.60	51,272.00	53,830.40	56,513.60	59,342.40
Police Records Clerk	14.08	14.79	15.52	16.30	17.12	1,126.40	1,183.20	1,241.60	1,304.00	1,369.60	2,440.53	2,563.60	2,690.13	2,825.33	2,967.47	29,286.40	30,763.20	32,281.60	33,904.00	35,609.60
Fire Captain (Note 1)	21.23	22.29	23.40	24.58	25.80	2,377.76	2,496.48	2,620.80	2,752.96	2,889.60	5,151.81	5409.04	5678.40	5964.75	6260.80	61,821.76	64,908.48	68,140.80	71,576.96	75,129.60
Engineer (Note 1)	17.44	18.31	19.23	20.19	21.20	1,953.28	2,050.72	2,153.76	2,261.28	2,374.40	4,232.11	4443.23	4666.48	4899.44	5144.53	50,785.28	53,318.72	55,997.76	58,793.28	61,734.40
Fire Fighter (Note 1)	14.84	15.58	16.36	17.18	18.04	1,662.08	1,744.96	1,832.32	1,924.16	2,020.48	3,601.17	3780.75	3970.03	4169.01	4377.71	43,214.08	45,368.96	47,640.32	50,028.16	52,532.48

Notes:
1) Based on 2,912 hours per year

Position	Hourly						Bi Weekly						Monthly						Annually						
	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 4)	
City Administrator	66.51	-	72.44	-	78.37		5,320.80	-	5,795.20	-	6,269.60		11,528.40	-	12,556.27	-	13,584.13		138,340.80	-	150,675.20	-	163,009.60		
Chief of Police	57.46	-	63.29	-	69.12		4,596.80	-	5,063.20	-	5,529.60		9,959.73	-	10,970.27	-	11,980.80		119,516.80	-	131,643.20	-	143,769.60		
City Clerk	27.23	-	30.17	-	33.10		2,178.40	-	2,413.60	-	2,648.00		4,719.87	-	5,229.47	-	5,737.33		56,638.40	-	62,753.60	-	68,848.00		
Community Development Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00		
Finance Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00		
Fire Chief	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00		
Human Relations Manager	41.55	-	44.83	-	48.10		3,324.00	-	3,586.40	-	3,848.00		7,202.00	-	7,770.53	-	8,337.33		86,424.00	-	93,246.40	-	100,048.00		
Public Works Director/City Engineer	56.92	-	62.63	-	68.33		4,553.60	-	5,010.40	-	5,466.40		9,866.13	-	10,855.87	-	11,843.87		118,393.60	-	130,270.40	-	142,126.40		
Account Clerk II - Confidential	16.38	-	18.14	-	19.90		1,310.40	-	1,451.20	-	1,592.00		2,839.20	-	3,144.27	-	3,449.33		34,070.40	-	37,731.20	-	41,392.00		
Accounting Supervisor	24.29	-	26.91	-	29.53		1,943.20	-	2,152.80	-	2,362.40		4,210.27	-	4,664.40	-	5,118.53		50,523.20	-	55,972.80	-	61,422.40		
Admin. Captain/Fire Marshall - 2,756 hrs.	28.13	-	31.16	-	34.19		2,250.40	-	2,492.80	-	2,735.20		4,875.87	-	5,401.07	-	5,926.27		58,510.40	-	64,812.80	-	71,115.20		
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04		1,252.80	-	1,388.00	-	1,523.20		2,714.40	-	3,007.33	-	3,300.27		32,572.80	-	36,088.00	-	39,603.20		
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12		1,389.60	-	1,539.60	-	1,689.60		3,010.80	-	3,335.80	-	3,660.80		36,129.60	-	40,029.60	-	43,929.60		
Animal Control Supervisor	22.23	-	24.69	-	27.14		1,778.40	-	1,974.80	-	2,171.20		3,853.20	-	4,278.73	-	4,704.27		46,238.40	-	51,344.80	-	56,451.20		
Assistant Engineer	29.73	-	32.93	-	36.13		2,378.40	-	2,634.40	-	2,890.40		5,153.20	-	5,707.87	-	6,262.53		61,838.40	-	68,494.40	-	75,150.40		
Assistant Finance Director	31.90	-	35.34	-	38.78		2,552.00	-	2,827.20	-	3,102.40		5,529.33	-	6,125.60	-	6,721.87		66,352.00	-	73,507.20	-	80,662.40		
Associate Civil Engineer	35.66	-	39.50	-	43.34		2,852.80	-	3,160.00	-	3,467.20		6,181.07	-	6,846.67	-	7,512.27		74,172.80	-	82,160.00	-	90,147.20		
Associate Planner	26.92	-	29.82	-	32.72		2,153.60	-	2,385.60	-	2,617.60		4,666.13	-	5,168.80	-	5,671.47		55,993.60	-	62,025.60	-	68,057.60		
Battalion Chief	33.34	-	36.93	-	40.52		2,667.20	-	2,954.40	-	3,241.60		5,778.93	-	6,401.20	-	7,023.47		69,347.20	-	76,814.40	-	84,281.60		
Building Official	33.34	-	36.93	-	40.52		2,667.20	-	2,954.40	-	3,241.60		5,778.93	-	6,401.20	-	7,023.47		69,347.20	-	76,814.40	-	84,281.60		
Chief Treatment Plant Operator	35.00	-	38.78	-	42.55		2,800.00	-	3,102.40	-	3,404.00		6,066.67	-	6,721.87	-	7,375.33		72,800.00	-	80,662.40	-	88,504.00		
Construction Engineer/Inspector	27.64	-	30.62	-	33.60		2,211.20	-	2,449.60	-	2,688.00		4,790.93	-	5,307.47	-	5,824.00		57,491.20	-	63,689.60	-	69,888.00		
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34		1,799.20	-	1,993.20	-	2,187.20		3,898.27	-	4,318.60	-	4,738.93		46,779.20	-	51,823.20	-	56,867.20		
GIS Analyst	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20		
Housing/Economic Development Spec II	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20		
Planning Director	36.81	-	40.78	-	44.74		2,944.80	-	3,262.00	-	3,579.20		6,380.40	-	7,067.67	-	7,754.93		76,564.80	-	84,812.00	-	93,059.20		
Public Works Ass't Director of Ops	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00		
Recreation and Facilities Manager	23.06	-	25.55	-	28.03		1,844.80	-	2,043.60	-	2,242.40		3,997.07	-	4,427.80	-	4,858.53		47,964.80	-	53,133.60	-	58,302.40		
Senior Civil Engineer	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00		
Supervising Building Inspector	30.24	-	33.50	-	36.75		2,419.20	-	2,679.60	-	2,940.00		5,241.60	-	5,805.80	-	6,370.00		62,899.20	-	69,669.60	-	76,440.00		
Utility Operations Manager	35.66	-	39.50	-	43.34		2,852.80	-	3,160.00	-	3,467.20		6,181.07	-	6,846.67	-	7,512.27		74,172.80	-	82,160.00	-	90,147.20		
Unit 1: Implements Cost Savings Provision of Unit 1 Contract Under Article 6(A) from August 2011 to August 2012:																									
Account Clerk II - Confidential	16.06	-	17.79	-	19.51		1,284.80	-	1,423.20	-	1,560.80		2,783.73	-	3,083.60	-	3,381.73		33,404.80	-	37,003.20	-	40,580.80		
Accounting Supervisor	23.81	-	26.38	-	28.94		1,904.80	-	2,110.40	-	2,315.20		4,127.07	-	4,572.53	-	5,016.27		49,524.80	-	54,870.40	-	60,195.20		
Admin. Captain/Fire Marshall - 2,756 hrs.	27.57	-	30.54	-	33.51		2,205.60	-	2,443.20	-	2,680.80		4,778.80	-	5,293.60	-	5,808.40		57,345.60	-	63,523.20	-	69,700.80		
Administrative Clerk II - Confidential	15.35	-	17.01	-	18.66		1,228.00	-	1,360.80	-	1,492.80		2,660.67	-	2,948.40	-	3,234.40		31,928.00	-	35,380.80	-	38,812.80		
Administrative Clerk III - Confidential	17.03	-	17.87	-	20.70		1,362.40	-	1,429.60	-	1,656.00		2,951.87	-	3,097.47	-	3,588.00		35,422.40	-	37,169.60	-	43,056.00		
Animal Control Supervisor	21.79	-	24.20	-	26.60		1,743.20	-	1,936.00	-	2,128.00		3,776.93	-	4,194.67	-	4,610.67		45,323.20	-	50,336.00	-	55,328.00		
Assistant Engineer	29.14	-	32.28	-	35.41		2,331.20	-	2,582.40	-	2,832.80		5,050.93	-	5,595.20	-	6,137.73		60,611.20	-	67,142.40	-	73,652.80		
Assistant Finance Director	31.27	-	34.64	-	38.01		2,501.60	-	2,771.20	-	3,040.80		5,420.13	-	6,004.27	-	6,588.40		65,041.60	-	72,051.20	-	79,060.80		
Associate Civil Engineer	34.95	-	38.72	-	42.48		2,796.00	-	3,097.60	-	3,398.40		6,058.00	-	6,711.47	-	7,363.20		72,696.00	-	80,537.60	-	88,358.40		
Associate Planner	26.39	-	29.23	-	32.07		2,111.20	-	2,338.40	-	2,565.60		4,574.27	-	5,066.53	-	5,558.80		54,891.20	-	60,798.40	-	66,705.60		
Battalion Chief	32.68	-	36.20																						

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 4)
Senior Admin Clerk	17.37	18.24	19.15	20.11	21.11	25.72	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	2,057.60	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	4,458.13	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80	53,497.60
Admin Clerk II / Housing Technician	15.66	16.45	17.27	18.14	19.04	23.34	1,252.80	1,316.00	1,381.38	1,451.20	1,523.20	1,867.20	2,714.40	2,851.33	2,993.00	3,144.27	3,300.27	4,045.60	32,572.80	34,216.00	35,915.98	37,731.20	39,603.20	48,547.20
Admin Clerk III / Housing Technician	19.60	20.58	21.61	22.69	23.82		1,568.00	1,646.40	1,728.80	1,815.20	1,905.60		3,397.33	3,567.20	3,745.73	3,932.93	4,128.80		40,768.00	42,806.40	44,948.80	47,195.20	49,545.60	
Animal Control Officer	17.49	18.37	19.29	20.25	21.26		1,399.20	1,469.60	1,543.20	1,620.00	1,700.80		3,031.60	3,184.13	3,343.60	3,510.00	3,685.07		36,379.20	38,209.60	40,123.20	42,120.00	44,220.80	
Assist. Equip. Mechanic	18.06	18.96	19.90	20.90	21.94		1,444.80	1,516.80	1,592.00	1,672.00	1,755.20		3,130.40	3,286.40	3,449.33	3,622.67	3,802.93		37,564.80	39,436.80	41,392.00	43,472.00	45,635.20	
Assistant Planner	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Engineering Tech	21.32	22.38	23.50	24.68	25.91		1,705.60	1,790.40	1,880.00	1,974.40	2,072.80		3,695.47	3,879.20	4,073.33	4,277.87	4,491.07		44,345.60	46,550.40	48,880.00	51,334.40	53,892.80	
Engineering Tech I	17.42	18.29	19.20	20.16	21.17		1,393.60	1,463.20	1,536.00	1,612.80	1,693.60		3,019.47	3,170.27	3,328.00	3,494.40	3,669.47		36,233.60	38,043.20	39,936.00	41,932.80	44,033.60	
Engineering Tech II	21.32	22.38	23.50	24.68	25.91		1,705.60	1,790.40	1,880.00	1,974.40	2,072.80		3,695.47	3,879.20	4,073.33	4,277.87	4,491.07		44,345.60	46,550.40	48,880.00	51,334.40	53,892.80	
Engineering Tech III	23.44	24.51	25.84	27.13	28.49		1,875.20	1,960.80	2,067.20	2,170.40	2,279.20		4,062.93	4,248.40	4,478.93	4,702.53	4,938.27		48,755.20	50,980.80	53,747.20	56,430.40	59,259.20	
Engineering Tech Sr	23.44	24.51	25.84	27.13	28.49		1,875.20	1,960.80	2,067.20	2,170.40	2,279.20		4,062.93	4,248.40	4,478.93	4,702.53	4,938.27		48,755.20	50,980.80	53,747.20	56,430.40	59,259.20	
Finance Specialist	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Finance Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Housing Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Housing/Economic Specialist I	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Lead Mechanic	21.67	22.75	23.89	25.08	26.34		1,733.60	1,820.00	1,911.20	2,006.40	2,107.20		3,756.13	3,943.33	4,140.93	4,347.20	4,565.60		45,073.60	47,320.00	49,691.20	52,166.40	54,787.20	
Lead Treatment Plant Operator	24.18	25.39	26.66	28.00	29.40		1,934.40	2,031.20	2,132.80	2,240.00	2,352.00		4,191.20	4,400.93	4,621.07	4,853.33	5,096.00		50,294.40	52,811.20	55,452.80	58,240.00	61,152.00	
Maintenance Assistant	11.40	11.98	12.58	13.20	13.86		912.00	958.40	1,006.40	1,056.00	1,108.80		1,976.00	2,076.53	2,180.53	2,288.00	2,402.40		23,712.00	24,918.40	26,166.40	27,456.00	28,828.80	
Maintenance Worker I	15.52	16.29	17.10	17.96	18.86		1,241.60	1,303.20	1,368.00	1,436.80	1,508.80		2,690.13	2,823.60	2,964.00	3,113.07	3,269.07		32,281.60	33,883.20	35,568.00	37,356.80	39,228.80	
Maintenance Worker II	17.28	18.15	19.05	20.01	21.00		1,382.40	1,452.00	1,524.00	1,600.80	1,680.00		2,995.20	3,146.00	3,302.00	3,468.40	3,640.00		35,942.40	37,752.00	39,624.00	41,620.80	43,680.00	
Maintenance Worker III	20.24	21.25	22.31	23.43	24.60		1,619.20	1,700.00	1,784.80	1,874.40	1,968.00		3,508.27	3,683.33	3,867.07	4,061.20	4,264.00		42,099.20	44,200.00	46,404.80	48,734.40	51,168.00	
Mechanic	19.85	20.84	21.89	22.98	24.13		1,588.00	1,667.20	1,751.20	1,838.40	1,930.40		3,440.67	3,612.27	3,794.27	3,983.20	4,182.53		41,288.00	43,347.20	45,531.20	47,798.40	50,190.40	
Planning Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Police Administrative Aide	21.59	22.67	23.80	24.99	26.24		1,727.20	1,813.60	1,904.00	1,999.20	2,099.20		3,742.27	3,929.47	4,125.33	4,331.60	4,548.27		44,907.20	47,153.60	49,504.00	51,979.20	54,579.20	
Police Administrative Clerk	15.66	16.45	17.27	18.14	19.04		1,252.80	1,316.00	1,381.60	1,451.20	1,523.20		2,714.40	2,851.33	2,993.47	3,144.27	3,300.27		32,572.80	34,216.00	35,921.60	37,731.20	39,603.20	
Rehab. Specialist / Code Compliance	23.42	24.59	25.82	27.11	28.47		1,873.60	1,967.20	2,065.60	2,168.80	2,277.60		4,059.47	4,262.27	4,475.47	4,699.07	4,934.80		48,713.60	51,147.20	53,705.60	56,388.80	59,217.60	
Senior Animal Control Officer	19.25	20.21	21.22	22.29	23.40		1,540.00	1,616.80	1,697.60	1,783.20	1,872.00		3,336.67	3,503.07	3,678.13	3,863.60	4,056.00		40,040.00	42,036.80	44,137.60	46,363.20	48,672.00	
Senior Maintenance Worker	23.72	24.90	26.15	27.45	28.83		1,897.60	1,992.00	2,092.00	2,196.00	2,306.40		4,111.47	4,316.00	4,532.67	4,758.00	4,997.20		49,337.60	51,792.00	54,392.00	57,096.00	59,966.40	
Street Sweeper Operator	17.71	18.59	19.52	20.50	21.52		1,416.80	1,487.20	1,561.60	1,640.00	1,721.60		3,069.73	3,222.27	3,383.47	3,553.33	3,730.13		36,836.80	38,667.20	40,601.60	42,640.00	44,761.60	
Treatment Plant Operator I	24.94	26.19	27.50	28.88	30.33		1,995.20	2,095.20	2,200.00	2,310.40	2,426.40		4,322.93	4,539.60	4,766.67	5,005.87	5,257.20		51,875.20	54,475.20	57,200.00	60,070.40	63,086.40	
Treatment Plant Operator II	27.97	29.37	30.84	32.39	34.01		2,237.60	2,349.60	2,467.20	2,591.20	2,720.80		4,848.13	5,090.80	5,345.60	5,614.27	5,895.07		58,177.60	61,089.60	64,147.20	67,371.20	70,740.80	
Utility Maintenance Worker	18.77	19.71	20.70	21.73	22.82		1,501.60	1,576.80	1,656.00	1,738.40	1,825.60		3,253.47	3,416.40	3,588.00	3,766.53	3,955.47		39,041.60	40,996.80	43,056.00	45,198.40	47,465.60	

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 4)
Street Sweeper Operator	17.36	18.22	19.13	20.09	21.09		1,388.46	1,457.46	1,530.37	1,607.20	1,687.17		3,008.34	3,157.82	3,315.80	3,482.27	3,655.53		36,100.06	37,893.86	39,789.57	41,787.20	43,866.37	
Treatment Plant Operator I	24.44	25.67	26.95	28.30	29.72		1,955.30	2,053.30	2,156.00	2,264.19	2,377.87		4,236.47	4,448.81	4,671.33	4,905.75	5,152.06		50,837.70	53,385.70	56,056.00	58,868.99	61,824.67	
Treatment Plant Operator II	27.41	28.78	30.22	31.74	33.33		2,192.85	2,302.61	2,417.86	2,539.38	2,666.38		4,751.17	4,988.98	5,238.69	5,501.98	5,777.17		57,014.05	59,867.81	62,864.26	66,023.78	69,325.98	
Utility Maintenance Worker	18.39	19.32	20.29	21.30	22.36		1,471.57	1,545.26	1,622.88	1,703.63	1,789.09		3,188.40	3,348.07	3,516.24	3,691.20	3,876.36		38,260.77	40,176.86	42,194.88	44,294.43	46,516.29	
Water Distribution Oper. In Training	16.24	17.05	17.90	18.80	19.74		1,299.09	1,364.16	1,432.37	1,503.71	1,578.98		2,814.69	2,955.68	3,103.46	3,258.04	3,421.11		33,776.29	35,468.16	37,241.57	39,096.51	41,053.38	
Water Distribution Operator	18.39	19.32	20.29	21.30	22.36		1,471.57	1,545.26	1,622.88	1,703.63	1,789.09		3,188.40	3,348.07	3,516.24	3,691.20	3,876.36		38,260.77	40,176.86	42,194.88	44,294.43	46,516.29	
Police Dispatcher I	18.32	19.23	20.20	21.21	22.27		1,465.60	1,538.40	1,616.00	1,696.80	1,781.60		3,175.47	3,333.20	3,501.33	3,676.40	3,860.13		38,105.60	39,998.40	42,016.00	44,116.80	46,321.60	
Police Dispatcher II	20.20	21.21	22.27	23.38	24.55		1,616.00	1,696.80	1,781.60	1,870.40	1,964.00		3,501.33	3,676.40	3,860.13	4,052.53	4,255.33		42,016.00	44,116.80	46,321.60	48,630.40	51,064.00	
Community Services Officer	17.74	18.63	19.56	20.53	21.56		1,419.20	1,490.40	1,564.80	1,642.40	1,724.80		3,074.93	3,229.20	3,390.40	3,558.53	3,737.07		36,899.20	38,750.40	40,684.80	42,702.40	44,844.80	
Parking Enforcement Officer	16.12	16.93	17.77	18.66	19.60		1,289.60	1,354.40	1,421.60	1,492.80	1,568.00		2,794.13	2,934.53	3,080.13	3,234.40	3,397.33		33,529.60	35,214.40	36,961.60	38,812.80	40,768.00	
Police Officer I	22.31	23.42	24.59	25.82	27.11		1,784.80	1,873.60	1,967.20	2,065.60	2,168.80		3,867.07	4,059.47	4,262.27	4,475.47	4,699.07		46,404.80	48,713.60	51,147.20	53,705.60	56,388.80	
Police Officer II	23.47	24.65	25.88	27.17	28.53		1,877.60	1,972.00	2,070.40	2,173.60	2,282.40		4,068.13	4,272.67	4,485.87	4,709.47	4,945.20		48,817.60	51,272.00	53,830.40	56,513.60	59,342.40	
Police Records Clerk	14.08	14.79	15.52	16.30	17.12		1,126.40	1,183.20	1,241.60	1,304.00	1,369.60		2,440.53	2,563.60	2,690.13	2,825.33	2,967.47		29,286.40	30,763.20	32,281.60	33,904.00	35,609.60	
Deputy Fire Marshal (Note 2)	21.23	22.29	23.40	24.58	25.80		2,377.76	2,496.48	2,620.80	2,752.96	2,889.60		5,151.81	5409.04	5678.40	5964.75	6260.80		61,821.76	64,908.48	68,140.80	71,576.96	75,129.60	
Fire Captain (Note 2)	21.23	22.29	23.40	24.58	25.80		2,377.76	2,496.48	2,620.80	2,752.96	2,889.60		5,151.81	5409.04	5678.40	5964.75	6260.80		61,821.76	64,908.48	68,140.80	71,576.96	75,129.60	
Engineer (Note 2)	17.44	18.31	19.23	20.19	21.20		1,953.28	2,050.72	2,153.76	2,261.28	2,374.40		4,232.11	4443.23	4666.48	4899.44	5144.53		50,785.28	53,318.72	55,997.76	58,793.28	61,734.40	
Fire Fighter (Note 2)	14.84	15.58	16.36	17.18	18.04		1,662.08	1,744.96	1,832.32	1,924.16	2,020.48		3,601.17	3780.75	3970.03	4169.01	4377.71		43,214.08	45,368.96	47,640.32	50,028.16	52,532.48	
Fire Inspector	18.51	19.43	20.40	21.42	22.49		1,480.80	1,554.40	1,632.00	1,713.60	1,799.20		3,208.40	3367.87	3536.00	3712.80	3898.27		38,500.80	40,414.40	42,432.00	44,553.60	46,779.20	

Notes:
1) Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).
2) Based on 2,912 hours per year

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 4)
City Administrator/Manager	66.51	-	72.44	-	78.37		5,320.80	-	5,795.20	-	6,269.60		11,528.40	-	12,556.27	-	13,584.13		138,340.80	-	150,675.20	-	163,009.60	
Chief of Police	57.46	-	63.29	-	69.12		4,596.80	-	5,063.20	-	5,529.60		9,959.73	-	10,970.27	-	11,980.80		119,516.80	-	131,643.20	-	143,769.60	
City Clerk	27.23	-	30.17	-	33.10		2,178.40	-	2,413.60	-	2,648.00		4,719.87	-	5,229.47	-	5,737.33		56,638.40	-	62,753.60	-	68,848.00	
Community Development Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Finance Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Fire Chief	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Human Relations Manager	41.55	-	44.83	-	48.10		3,324.00	-	3,586.40	-	3,848.00		7,202.00	-	7,770.53	-	8,337.33		86,424.00	-	93,246.40	-	100,048.00	
Public Works Director/City Engineer	56.92	-	62.63	-	68.33		4,553.60	-	5,010.40	-	5,466.40		9,866.13	-	10,855.87	-	11,843.87		118,393.60	-	130,270.40	-	142,126.40	
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04		1,252.80	-	1,388.00	-	1,523.20		2,714.40	-	3,007.33	-	3,300.27		32,572.80	-	36,088.00	-	39,603.20	
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12		1,389.60	-	1,539.60	-	1,689.60		3,010.80	-	3,335.80	-	3,660.80		36,129.60	-	40,029.60	-	43,929.60	
Administrative Services Manager	29.73	-	32.93	-	36.13		2,378.40	-	2,634.40	-	2,890.40		5,153.20	-	5,707.87	-	6,262.53		61,838.40	-	68,494.40	-	75,150.40	
Animal Control Supervisor	22.49	-	24.92	-	27.34		1,799.20	-	1,993.20	-	2,187.20		3,898.27	-	4,318.60	-	4,738.93		46,779.20	-	51,823.20	-	56,867.20	
Assistant Engineer	29.73	-	32.93	-	36.13		2,378.40	-	2,634.40	-	2,890.40		5,153.20	-	5,707.87	-	6,262.53		61,838.40	-	68,494.40	-	75,150.40	
Associate Civil Engineer	35.66	-	39.50	-	43.34		2,852.80	-	3,160.00	-	3,467.20		6,181.07	-	6,846.67	-	7,512.27		74,172.80	-	82,160.00	-	90,147.20	
Associate Planner	26.92	-	29.82	-	32.72		2,153.60	-	2,385.60	-	2,617.60		4,666.13	-	5,168.80	-	5,671.47		55,993.60	-	62,025.60	-	68,057.60	
Battalion Chief	36.81	-	40.78	-	44.74		2,944.80	-	3,262.00	-	3,579.20		6,380.40	-	7,067.67	-	7,754.93		76,564.80	-	84,812.00	-	93,059.20	
Building Official	33.34	-	36.93	-	40.52		2,667.20	-	2,954.40	-	3,241.60		5,778.93	-	6,401.20	-	7,023.47		69,347.20	-	76,814.40	-	84,281.60	
Utilities Super./Chief Treatment Plant Operator	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Construction Engineer/Inspector	27.64	-	30.62	-	33.60		2,211.20	-	2,449.60	-	2,688.00		4,790.93	-	5,307.47	-	5,824.00		57,491.20	-	63,689.60	-	69,888.00	
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34		1,799.20	-	1,993.20	-	2,187.20		3,898.27	-	4,318.60	-	4,738.93		46,779.20	-	51,823.20	-	56,867.20	
GIS Analyst	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20	
Economic Development Coordinator	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20	
Planning Director	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Police Captain	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Police Lieutenant (added November 26, 2013)	35.92	-	39.60	-	43.66		2,873.60	-	3,168.00	-	3,492.80		6,226.13	-	6,864.00	-	7,567.73		74,713.60	-	82,368.00	-	90,812.80	
Senior Engineer/Deputy Director	42.24	-	46.80	-	51.35		3,379.20	-	3,743.60	-	4,108.00		7,321.60	-	8,111.13	-	8,900.67		87,859.20	-	97,333.60	-	106,808.00	
Account Clerk I	14.51	15.24	16.00	16.80	17.64		1,160.80	1,219.20	1,280.00	1,344.00	1,411.20		2,515.07	2,641.60	2,773.33	2,912.00	3,057.60		30,180.80	31,699.20	33,280.00	34,944.00	36,691.20	
Account Clerk II	16.38	17.20	18.06	18.96	19.90		1,310.40	1,376.00	1,444.80	1,516.80	1,592.00		2,839.20	2,981.33	3,130.40	3,286.40	3,449.33		34,070.40	35,776.00	37,564.80	39,436.80	41,392.00	
Account Clerk III	18.02	18.92	19.87	20.86	21.90		1,441.60	1,513.60	1,589.60	1,668.80	1,752.00		3,123.47	3,279.47	3,444.13	3,615.73	3,796.00		37,481.60	39,353.60	41,329.60	43,388.80	45,552.00	
Accountant I	23.01	24.15	25.36	26.63	27.96		1,840.80	1,932.00	2,028.80	2,130.40	2,236.80		3,988.40	4,186.00	4,395.73	4,615.87	4,846.40		47,860.80	50,232.00	52,748.80	55,390.40	58,156.80	
Accounting Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Admin Clerk I	14.08	14.79	15.52	16.30	17.12		1,126.40	1,183.20	1,241.60	1,304.00	1,369.60		2,440.53	2,563.60	2,690.13	2,825.33	2,967.47		29,286.40	30,763.20	32,281.60	33,904.00	35,609.60	
Admin Clerk II	15.66	16.45	17.27	18.14	19.04		1,252.80	1,316.00	1,381.38	1,451.20	1,523.20		2,714.40	2,851.33	2,993.00	3,144.27	3,300.27		32,572.80	34,216.00	35,915.98	37,731.20	39,603.20	
Senior Admin Clerk	17.37	18.24	19.15	20.11	21.11	25.72	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	2,057.60	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	4,458.13	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80	53,497.60
Admin Clerk II / Housing Technician	15.66	16.45	17.27	18.14	19.04	23.34	1,252.80	1,316.00	1,381.38	1,451.20	1,523.20	1,867.20	2,714.40	2,851.33	2,993.00	3,144.27	3,300.27	4,045.60	32,572.80	34,216.00	35,915.98	37,731.20	39,603.20	48,547.20
Animal Control Officer	17.49	18.37	19.29	20.25	21.26		1,399.20	1,469.60	1,543.20	1,620.00	1,700.80		3,031.60	3,184.13	3,343.60	3,510.00	3,685.07		36,379.20	38,209.60	40,123.20	42,120.00	44,220.80	
Assist. Equip. Mechanic	18.06	18.96	19.90	20.90	21.94		1,444.80	1,516.80	1,592.00	1,672.00	1,755.20		3,130.40	3,286.40	3,449.33	3,622.67	3,802.93		37,564.80	39,436.80	41,392.00	43,472.00	45	

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 4)
Police January 1, 2014 - June 30, 2014:																								
Police Officer Trainee	21.40	-	-	-	-		1,712.00	-	-	-	-		3,709.33	-	-	-	-		44,512.00	-	-	-	-	
Police Officer I	22.53	23.66	24.84	26.08	27.38		1,802.40	1,892.80	1,987.20	2,086.40	2,190.40		3,905.20	4,101.07	4,305.60	4,520.53	4,745.87		46,862.40	49,212.80	51,667.20	54,246.40	56,950.40	
Police Officer II	23.70	24.89	26.13	27.44	28.81		1,896.00	1,991.20	2,090.40	2,195.20	2,304.80		4,108.00	4,314.27	4,529.20	4,756.27	4,993.73		49,296.00	51,771.20	54,350.40	57,075.20	59,924.80	
Police Sergeant	28.69	30.12	31.63	33.21	34.87		2,295.20	2,409.60	2,530.40	2,656.80	2,789.60		4,972.93	5,220.80	5,482.53	5,756.40	6,044.13		59,675.20	62,649.60	65,790.40	69,076.80	72,529.60	
Fire July 1, 2013 - December 31, 2013:																								
Deputy Fire Marshal (Note 2)	21.23	22.29	23.40	24.58	25.80		2,377.76	2,496.48	2,620.80	2,752.96	2,889.60		5,151.81	5409.04	5678.40	5964.75	6260.80		61,821.76	64,908.48	68,140.80	71,576.96	75,129.60	
Fire Captain (Note 2)	21.23	22.29	23.40	24.58	25.80		2,377.76	2,496.48	2,620.80	2,752.96	2,889.60		5,151.81	5409.04	5678.40	5964.75	6260.80		61,821.76	64,908.48	68,140.80	71,576.96	75,129.60	
Engineer (Note 2)	17.44	18.31	19.23	20.19	21.20		1,953.28	2,050.72	2,153.76	2,261.28	2,374.40		4,232.11	4443.23	4666.48	4899.44	5144.53		50,785.28	53,318.72	55,997.76	58,793.28	61,734.40	
Fire Fighter (Note 2)	14.84	15.58	16.36	17.18	18.04		1,662.08	1,744.96	1,832.32	1,924.16	2,020.48		3,601.17	3780.75	3970.03	4169.01	4377.71		43,214.08	45,368.96	47,640.32	50,028.16	52,532.48	
Fire Inspector	18.51	19.43	20.40	21.42	22.49		1,480.80	1,554.40	1,632.00	1,713.60	1,799.20		3,208.40	3367.87	3536.00	3712.80	3898.27		38,500.80	40,414.40	42,432.00	44,553.60	46,779.20	
Fire January 1, 2014 - June 30, 2014:																								
Deputy Fire Marshal (Note 2)	21.55	22.62	23.75	24.95	26.19		2,413.43	2,533.93	2,660.11	2,794.25	2,932.94		5,229.09	5490.18	5763.58	6054.22	6354.71		62,749.09	65,882.11	69,162.91	72,650.61	76,256.54	
Fire Captain (Note 2)	21.55	22.62	23.75	24.95	26.19		2,413.43	2,533.93	2,660.11	2,794.25	2,932.94		5,229.09	5490.18	5763.58	6054.22	6354.71		62,749.09	65,882.11	69,162.91	72,650.61	76,256.54	
Engineer (Note 2)	17.70	18.58	19.52	20.49	21.52		1,982.58	2,081.48	2,186.07	2,295.20	2,410.02		4,295.59	4509.88	4736.48	4972.93	5221.70		51,547.06	54,118.50	56,837.73	59,675.18	62,660.42	
Fire Fighter (Note 2)	15.06	15.81	16.61	17.44	18.31		1,687.01	1,771.13	1,859.80	1,953.02	2,050.79		3,655.19	3837.46	4029.58	4231.55	4443.37		43,862.29	46,049.49	48,354.92	50,778.58	53,320.47	
Fire Inspector	18.79	19.72	20.71	21.74	22.83		1,503.01	1,577.72	1,656.48	1,739.30	1,826.19		3,256.53	3418.38	3589.04	3768.49	3956.74		39,078.31	41,020.62	43,068.48	45,221.90	47,480.89	

Notes:

1) Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).

2) Based on 2,912 hours per year

City of Grass Valley Salary Schedule
FY 2014-2015

Item # 5.

Position	Hourly					Bi Weekly					Monthly					Annually								
	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)
City Manager	78.37	-	78.37	-	78.37		6,269.60	-	6,269.60	-	6,269.60		13,584.13	-	13,584.13	-	13,584.13		163,009.60	-	163,009.60	-	163,009.60	
Chief of Police	57.46	-	63.29	-	69.12		4,596.80	-	5,063.20	-	5,529.60		9,959.73	-	10,970.27	-	11,980.80		119,516.80	-	131,643.20	-	143,769.60	
City Clerk	27.23	-	33.48	-	39.72		2,178.40	-	2,678.00	-	3,177.60		4,719.87	-	5,802.33	-	6,884.80		56,638.40	-	69,628.00	-	82,617.60	
Community Development Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Finance Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Fire Chief	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Public Works Director/City Engineer	56.92	-	62.63	-	68.33		4,553.60	-	5,010.40	-	5,466.40		9,866.13	-	10,855.87	-	11,843.87		118,393.60	-	130,270.40	-	142,126.40	
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04		1,252.80	-	1,388.00	-	1,523.20		2,714.40	-	3,007.33	-	3,300.27		32,572.80	-	36,088.00	-	39,603.20	
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12		1,389.60	-	1,539.60	-	1,689.60		3,010.80	-	3,335.80	-	3,660.80		36,129.60	-	40,029.60	-	43,929.60	
Administrative Services Manager	29.73	-	32.93	-	36.13		2,378.40	-	2,634.40	-	2,890.40		5,153.20	-	5,707.87	-	6,262.53		61,838.40	-	68,494.40	-	75,150.40	
Animal Control Supervisor	22.49	-	24.92	-	27.34		1,799.20	-	1,993.20	-	2,187.20		3,898.27	-	4,318.60	-	4,738.93		46,779.20	-	51,823.20	-	56,867.20	
Assistant Chief Treatment Plant Operator	35.66	-	39.50	-	43.44		2,852.80	-	3,160.00	-	3,475.20		6,181.07	-	6,846.67	-	7,529.60		74,172.80	-	82,160.00	-	90,355.20	
Assistant Engineer	29.73	-	32.93	-	36.13		2,378.40	-	2,634.40	-	2,890.40		5,153.20	-	5,707.87	-	6,262.53		61,838.40	-	68,494.40	-	75,150.40	
Associate Civil Engineer	35.66	-	39.50	-	43.44		2,852.80	-	3,160.00	-	3,467.20		6,181.07	-	6,846.67	-	7,512.27		74,172.80	-	82,160.00	-	90,147.20	
Associate Planner	26.92	-	29.82	-	32.72		2,153.60	-	2,385.60	-	2,617.60		4,666.13	-	5,168.80	-	5,671.47		55,993.60	-	62,025.60	-	68,057.60	
Battalion Chief	36.81	-	40.78	-	44.74		2,944.80	-	3,262.00	-	3,579.20		6,380.40	-	7,067.67	-	7,754.93		76,564.80	-	84,812.00	-	93,059.20	
Building Official	33.34	-	36.93	-	40.52		2,667.20	-	2,954.40	-	3,241.60		5,778.93	-	6,401.20	-	7,023.47		69,347.20	-	76,814.40	-	84,281.60	
Utilities Super./Chief Treatment Plant Operator	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Construction Engineer/Inspector	27.64	-	30.62	-	33.60		2,211.20	-	2,449.60	-	2,688.00		4,790.93	-	5,307.47	-	5,824.00		57,491.20	-	63,689.60	-	69,888.00	
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34		1,799.20	-	1,993.20	-	2,187.20		3,898.27	-	4,318.60	-	4,738.93		46,779.20	-	51,823.20	-	56,867.20	
GIS Analyst	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20	
Economic Development Coordinator	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20	
Planning Director	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Police Captain	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Police Lieutenant	35.92	-	39.60	-	43.66		2,873.60	-	3,168.00	-	3,492.80		6,226.13	-	6,864.00	-	7,567.73		74,713.60	-	82,368.00	-	90,812.80	
Senior Accountant	26.53	-	33.16	-	39.80		2,122.62	-	2,653.15	-	3,183.69		4,599.00	-	5,748.50	-	6,898.00		55,188.00	-	68,982.00	-	82,776.00	
Senior Engineer/Deputy Director	42.24	-	46.80	-	51.35		3,379.20	-	3,743.60	-	4,108.00		7,321.60	-	8,111.13	-	8,900.67		87,859.20	-	97,333.60	-	106,808.00	
Superintendent	27.97	-	30.48	-	34.01		2,237.60	-	2,438.40	-	2,720.80		4,848.13	-	5,283.20	-	5,895.07		58,177.60	-	63,398.40	-	70,740.80	
Account Clerk I	14.51	15.24	16.00	16.80	17.64		1,160.80	1,219.20	1,280.00	1,344.00	1,411.20		2,515.07	2,641.60	2,773.33	2,912.00	3,057.60		30,180.80	31,699.20	33,280.00	34,944.00	36,691.20	
Account Clerk II	16.38	17.20	18.06	18.96	19.90		1,310.40	1,376.00	1,444.80	1,516.80	1,592.00		2,839.20	2,981.33	3,130.40	3,286.40	3,449.33		34,070.40	35,776.00	37,564.80	39,436.80	41,392.00	
Senior Account Clerk	18.02	18.92	19.87	20.86	21.90		1,441.60	1,513.60	1,589.60	1,668.80	1,752.00		3,123.47	3,279.47	3,444.13	3,615.73	3,796.00		37,481.60	39,353.60	41,329.60	43,388.80	45,552.00	
Admin Clerk I (Note 2)	14.08	14.79	15.52	16.30	17.12		1,126.40	1,183.20	1,241.60	1,304.00	1,369.60		2,440.53	2,563.60	2,690.13	2,825.33	2,967.47		29,286.40	30,763.20	32,281.60	33,904.00	35,609.60	
Admin Clerk II (Note 2)	15.66	16.45	17.27	18.14	19.04		1,252.80	1,316.00	1,381.38	1,451.20	1,523.20		2,714.40	2,851.33	2,993.00	3,144.27	3,300.27		32,572.80	34,216.00	35,915.98	37,731.20	39,603.20	
Senior Admin Clerk	17.37	18.24	19.15	20.11	21.11	25.72	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	2,057.60	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	4,458.13	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80	53,497.60
Admin Clerk II / Housing Technician (Note 2)	15.66	16.45	17.27	18.14	19.04	23.34	1,252.80	1,316.00	1,381.38	1,451.20	1,523.20	1,867.20	2,714.40	2,851.33	2,993.00	3,144.27	3,300.27	4,045.60	32,572.80	34,216.00	35,915.98	37,731.20	39,603.20	48,547.20
Accounting Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Community Services Officer	17.74	18.63	19.56	20.53	21.56		1,419.20	1,490.40	1,564.80	1,642.40	1,724.80		3,074.93	3,229.20	3,390.40	3,558.53	3,737.07		36,899.20	38,750.40	40,684.80	42,702.40	44,844.80	
Housing Technician (Note 2)	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Planning Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Finance Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Engineering Tech	21.32	22.38	23.50	24.68	25.91		1,705.60	1,790.30	1,880.00	1,974.40	2,072.80		3,695.47	3,878.99	4,073.33	4,277.87	4,491.07		44,345.60	46,547.90	48,880.00	51,334.40	53,892.80	
Engineering Tech Sr	23.44	24.61	25.84	27.13	28.49		1,875.20	1,968.80	2,067.20	2,170.40	2,279.20		4,062.93	4,265.73	4,478.93	4,702.53	4,938.27		48,755.20	51,188.80	53,747.20	56,430.40	59,259.20	
Assistant Planner (Note 2)	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Rehab. Specialist / Code Compliance (Note 2)	23.42	24.59	25.82	27.11	28.47		1,873.60	1,967.20	2,065.60	2,168.80	2,277.60		4,059.47	4,262.27	4,475.47	4,699.07	4,934.80		48,713.60	51,147.20	53,705.60	56,388.80	59,217.60	
Housing/Economic Specialist I (Note 2)	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Accountant I	23.01	24.15	25.36	26.63	27.96		1,840.80	1,932.00	2,028.80	2,130.40	2,236.80		3,988.40	4,186.00	4,395.73	4,615.87	4,846.40		47,860.80	50,232.00	52,748.80	55,390.40	58,156.80	
Finance Specialist	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Animal Control Officer	17.49	18.37	19.29	20.25	21.26		1,399.20	1,469.60	1,543.20	1,620.00	1,700.80		3,031.60	3,184.13	3,343.60	3,510.00	3,685.07		36,379.20	38,209.60	40,123.20	42,120.00	44,220.80	
Senior Animal Control Officer	19.25	20.21	21.22	22.29	23.40		1,540.00	1,616.																

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)
Associate Planner (added 2/10/15)	29.73	31.27	32.82	34.36	35.90		2,378.31	2,501.77	2,625.23	2,748.69	2,872.15		5,153.00	5,420.50	5,688.00	5,955.50	6,223.00		61,836.00	65,046.00	68,256.00	71,466.00	74,676.00	
Police Evidence/Property Technician (added 2/10/15)	19.53	20.51	21.53	22.61	23.74		1,562.40	1,640.80	1,722.40	1,808.80	1,899.20		3,385.20	3,555.07	3,731.87	3,919.07	4,114.93		40,622.40	42,660.80	44,782.40	47,028.80	49,379.20	
Police Records Technician (added 2/10/15)	17.31	18.18	19.08	20.04	21.04		1,384.80	1,454.40	1,526.40	1,603.20	1,683.20		3,000.40	3,151.20	3,307.20	3,473.60	3,646.93		36,004.80	37,814.40	39,686.40	41,683.20	43,763.20	
Police Officer Trainee	21.61	-	-	-	-		1,728.80	-	-	-	-		3,745.73	-	-	-	-		44,948.80	-	-	-	-	
Police Officer I	22.76	23.90	25.10	26.36	27.68		1,820.80	1,912.00	2,008.00	2,108.80	2,214.40		3,945.07	4,142.67	4,350.67	4,569.07	4,797.87		47,340.80	49,712.00	52,208.00	54,828.80	57,574.40	
Police Officer II	23.94	25.14	26.40	27.72	29.11		1,915.20	2,011.20	2,112.00	2,217.60	2,328.80		4,149.60	4,357.60	4,576.00	4,804.80	5,045.73		49,795.20	52,291.20	54,912.00	57,657.60	60,548.80	
Police Sergeant	28.98	30.43	31.95	33.55	35.23		2,318.40	2,434.40	2,556.00	2,684.00	2,818.40		5,023.20	5,274.53	5,538.00	5,815.33	6,106.53		60,278.40	63,294.40	66,456.00	69,784.00	73,278.40	
Deputy Fire Marshal (Note 3)	21.87	22.96	24.11	25.32	26.58		2,449.44	2,571.94	2,700.01	2,836.17	2,976.94		5,307.12	5572.53	5850.03	6145.03	6450.03		63,685.44	66,870.34	70,200.36	73,740.37	77,400.39	
Fire Captain (Note 3)	21.87	22.96	24.11	25.32	26.58		2,449.44	2,571.94	2,700.01	2,836.17	2,976.94		5,307.12	5572.53	5850.03	6145.03	6450.03		63,685.44	66,870.34	70,200.36	73,740.37	77,400.39	
Engineer (Note 3)	17.97	18.86	19.81	20.80	21.84		2,012.64	2,112.70	2,218.86	2,329.63	2,446.17		4,360.72	4577.52	4807.52	5047.53	5300.03		52,328.64	54,930.28	57,690.29	60,570.31	63,600.32	
Fire Fighter (Note 3)	15.29	16.05	16.85	17.70	18.59		1,712.48	1,797.70	1,887.70	1,982.32	2,081.55		3,710.37	3895.02	4090.02	4295.02	4510.02		44,524.48	46,740.24	49,080.25	51,540.26	54,120.27	
Fire Inspector	19.07	20.02	21.02	22.07	23.17		1,525.60	1,601.38	1,681.33	1,765.39	1,853.58		3,305.47	3469.66	3642.88	3825.02	4016.09		39,665.60	41,635.93	43,714.51	45,900.23	48,193.10	

- Notes:**
- 1) Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).
 - 2) Eliminated classification on February 10, 2015
 - 3) Based on 2,912 hours per year
 - 4) Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).

City of Grass Valley Salary Schedule
FY 2015-2016

Position	Hourly							Bi Weekly							Monthly							Annually							
	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	
City Manager	78.37	-	78.37	-	78.37			6,269.60	-	6,269.60	-	6,269.60			13,584.13	-	13,584.13	-	13,584.13			163,009.60	-	163,009.60	-	163,009.60			
City Manager (effective 2/10/16)	82.21	-	82.21	-	82.21			6,576.80	-	6,576.80	-	6,576.80			14,249.73	-	14,249.73	-	14,249.73			170,996.80	-	170,996.80	-	170,996.80			
Chief of Police (Note 2)	57.46	-	65.71	-	73.96			4,596.80	-	5,256.74	-	5,916.67			9,959.73	-	11,389.59	-	12,819.46			119,516.80	-	136,675.14	-	153,833.47			
City Clerk	27.23	-	33.48	-	39.72			2,178.40	-	2,678.00	-	3,177.60			4,719.87	-	5,802.33	-	6,884.80			56,638.40	-	69,628.00	-	82,617.60			
Community Development Director (Note 2)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44			
Finance Director (Note 2)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44			
Fire Chief (Note 2)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44			
Public Works Director/City Engineer (Note 2)	56.92	-	65.02	-	73.11			4,553.60	-	5,201.32	-	5,849.05			9,866.13	-	11,269.54	-	12,672.94			118,393.60	-	135,234.42	-	152,075.25			
Administrative Services Manager (see Note 1)	29.73	-	32.93	-	36.13	37.94		2,378.40	-	2,634.40	-	2,890.40	3,034.92		5,153.20	-	5,707.87	-	6,262.53	6,575.66		61,838.40	-	68,494.40	-	75,150.40	78,907.92		
Animal Control Supervisor	22.49	-	24.92	-	27.34	28.71		1,799.20	-	1,993.20	-	2,187.20	2,296.56		3,898.27	-	4,318.60	-	4,738.93	4,975.88		46,779.20	-	51,823.20	-	56,867.20	59,710.56		
Assistant Chief Treatment Plant Operator	35.66	-	39.50	-	43.44	45.61		2,852.80	-	3,160.00	-	3,475.20	3,648.96		6,181.07	-	6,846.67	-	7,529.60	7,906.08		74,172.80	-	82,160.00	-	90,355.20	94,872.96		
Assistant Engineer	29.73	-	32.93	-	36.13	37.94		2,378.40	-	2,634.40	-	2,890.40	3,034.92		5,153.20	-	5,707.87	-	6,262.53	6,575.66		61,838.40	-	68,494.40	-	75,150.40	78,907.92		
Associate Civil Engineer	35.66	-	39.50	-	43.34	45.51		2,852.80	-	3,160.00	-	3,467.20	3,640.56		6,181.07	-	6,846.67	-	7,512.27	7,887.88		74,172.80	-	82,160.00	-	90,147.20	94,654.56		
Battalion Chief	36.81	-	40.78	-	44.74	46.98		2,944.80	-	3,262.00	-	3,579.20	3,758.16		6,380.40	-	7,067.67	-	7,754.93	8,142.68		76,564.80	-	84,812.00	-	93,059.20	97,712.16		
Building Official	33.34	-	36.93	-	40.52	42.55		2,667.20	-	2,954.40	-	3,241.60	3,403.68		5,778.93	-	6,401.20	-	7,023.47	7,374.64		69,347.20	-	76,814.40	-	84,281.60	88,495.68		
Utilities Super./Chief Treatment Plant Operator	40.23	-	44.57	-	48.90	51.35		3,218.40	-	3,565.20	-	3,912.00	4,107.60		6,973.20	-	7,724.60	-	8,476.00	8,899.80		83,678.40	-	92,695.20	-	101,712.00	106,797.60		
Police Captain	40.23	-	44.57	-	48.90	51.35		3,218.40	-	3,565.20	-	3,912.00	4,107.60		6,973.20	-	7,724.60	-	8,476.00	8,899.80		83,678.40	-	92,695.20	-	101,712.00	106,797.60		
Police Lieutenant	35.92	-	39.60	-	43.66	45.84		2,873.60	-	3,168.00	-	3,492.80	3,667.44		6,226.13	-	6,864.00	-	7,567.73	7,946.12		74,713.60	-	82,368.00	-	90,812.80	95,353.44		
General Ledger Accountant	26.53	-	33.16	-	39.80	41.79		2,122.62	-	2,653.15	-	3,183.69	3,342.88		4,599.00	-	5,748.50	-	6,898.00	7,242.90		55,188.00	-	68,982.00	-	82,776.00	86,914.80		
Senior Accountant	26.53	-	33.16	-	39.80	41.79		2,122.62	-	2,653.15	-	3,183.69	3,342.88		4,599.00	-	5,748.50	-	6,898.00	7,242.90		55,188.00	-	68,982.00	-	82,776.00	86,914.80		
Senior Engineer/Deputy Director	42.24	-	46.80	-	51.35	53.92		3,379.20	-	3,743.60	-	4,108.00	4,313.40		7,321.60	-	8,111.13	-	8,900.67	9,345.70		87,859.20	-	97,333.60	-	106,808.00	112,148.40		
Superintendent	27.97	-	30.48	-	34.01	35.71		2,237.60	-	2,438.40	-	2,720.80	2,856.84		4,848.13	-	5,283.20	-	5,895.07	6,189.82		58,177.60	-	63,398.40	-	70,740.80	74,277.84		
Misc Unit 2 July 1, 2015 - September 30, 2015:																													
Account Clerk I	14.51	15.24	16.00	16.80	17.64			1,160.80	1,219.20	1,280.00	1,344.00	1,411.20			2,515.07	2,641.60	2,773.33	2,912.00	3,057.60			30,180.80	31,699.20	33,280.00	34,944.00	36,691.20			
Account Clerk II	16.38	17.20	18.06	18.96	19.90			1,310.40	1,376.00	1,444.80	1,516.80	1,592.00			2,839.20	2,981.33	3,130.40	3,286.40	3,449.33			34,070.40	35,776.00	37,564.80	39,436.80	41,392.00			
Senior Account Clerk	18.02	18.92	19.87	20.86	21.90			1,441.60	1,513.60	1,589.60	1,668.80	1,752.00			3,123.47	3,279.47	3,444.13	3,615.73	3,796.00			37,481.60	39,353.60	41,329.60	43,388.80	45,552.00			
Senior Admin Clerk	17.37	18.24	19.15	20.11	21.11	25.72		1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	2,057.60		3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	4,458.13			36,129.60	37,939.20	39,832.00	41,828.80	43,908.80	53,497.60	
Accounting Technician	21.09	22.14	23.25	24.41	25.63			1,687.20	1,771.20	1,860.00	1,952.80	2,050.40			3,655.60	3,837.60	4,030.00	4,231.07	4,442.53			43,867.20	46,051.20	48,360.00	50,772.80	53,310.40			
Community Services Officer	17.74	18.63	19.56	20.53	21.56			1,419.20	1,490.40	1,564.80	1,642.40	1,724.80			3,074.93	3,229.20	3,390.40	3,558.53	3,737.07			36,899.20	38,750.40	40,684.80	42,702.40	44,844.80			
Finance Technician	21.09	22.14	23.25	24.41	25.63			1,687.20	1,771.20	1,860.00	1,952.80	2,050.40			3,655.60	3,837.60	4,030.00	4,231.07	4,442.53			43,867.20	46,051.20	48,360.00	50,772.80	53,310.40			
Engineering Tech	21.32	22.38	23.50	24.68	25.91			1,705.60	1,790.30	1,880.00	1,974.40	2,072.80			3,695.47	3,878.99	4,073.33	4,277.87	4,491.07			44,345.60	46,547.90	48,880.00	51,334.40	53,892.80			
Engineering Tech Sr	23.44	24.61	25.84	27.13	28.49			1,875.20	1,968.80	2,067.20	2,170.40	2,279.20			4,062.93	4,265.73	4,478.93	4,702.53	4,938.27			48,755.20	51,188.80	53,747.20	56,430.40	59,259.20			
Accountant I	23.01	24.15	25.36	26.63	27.96			1,840.80	1,932.00	2,028.80	2,130.40	2,236.80			3,988.40	4,186.00	4,395.73	4,615.87	4,846.40			47,860.80	50,232.00	52,748.80	55,390.40	58,156.80			
Finance Specialist	23.17	24.33	25.55	26.83	28.16			1,853.60	1,946.40	2,044.00	2,146.40	2,252.80			4,016.13	4,217.20	4,428.67	4,650.53	4,881.07			48,193.60	50,606.40	5					

Position	Hourly						Bi Weekly						Monthly						Annually									
	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)
Animal Control Officer	18.01	18.92	19.87	20.86	21.90			1,440.80	1,513.60	1,589.60	1,668.80	1,752.00			3,121.73	3,279.47	3,444.13	3,615.73	3,796.00			37,460.80	39,353.60	41,329.60	43,388.80	45,552.00		
Senior Animal Control Officer	19.83	20.82	21.86	22.96	24.10			1,586.40	1,665.60	1,748.80	1,836.80	1,928.00			3,437.20	3,608.80	3,789.07	3,979.73	4,177.33			41,246.40	43,305.60	45,468.80	47,756.80	50,128.00		
Assist. Equip. Mechanic	18.60	19.53	20.50	21.53	22.60			1,488.00	1,562.40	1,640.00	1,722.40	1,808.00			3,224.00	3,385.20	3,553.33	3,731.87	3,917.33			38,688.00	40,622.40	42,640.00	44,782.40	47,008.00		
Mechanic	20.45	21.47	22.55	23.67	24.85			1,636.00	1,717.60	1,804.00	1,893.60	1,988.00			3,544.67	3,721.47	3,908.67	4,102.80	4,307.33			42,536.00	44,657.60	46,904.00	49,233.60	51,688.00		
Lead Mechanic	22.32	23.43	24.61	25.83	27.13			1,785.60	1,874.40	1,968.80	2,066.40	2,170.40			3,868.80	4,061.20	4,265.73	4,477.20	4,702.53			46,425.60	48,734.40	51,188.80	53,726.40	56,430.40		
Maintenance Assistant	11.74	12.34	12.96	13.60	14.28			939.20	987.20	1,036.80	1,088.00	1,142.40			2,034.93	2,138.93	2,246.40	2,357.33	2,475.20			24,419.20	25,667.20	26,956.80	28,288.00	29,702.40		
Maintenance Worker I	15.99	16.78	17.61	18.50	19.43			1,279.20	1,342.40	1,408.80	1,480.00	1,554.40			2,771.60	2,908.53	3,052.40	3,206.67	3,367.87			33,259.20	34,902.40	36,628.80	38,480.00	40,414.40		
Maintenance Worker II	17.80	18.69	19.62	20.61	21.63			1,424.00	1,495.20	1,569.60	1,648.80	1,730.40			3,085.33	3,239.60	3,400.80	3,572.40	3,749.20			37,024.00	38,875.20	40,809.60	42,868.80	44,990.40		
Maintenance Worker III	20.85	21.89	22.98	24.13	25.34			1,668.00	1,751.20	1,838.40	1,930.40	2,027.20			3,614.00	3,794.27	3,983.20	4,182.53	4,392.27			43,368.00	45,531.20	47,798.40	50,190.40	52,707.20		
Parking Enforcement Officer	16.60	17.44	18.30	19.22	20.19			1,328.00	1,395.20	1,464.00	1,537.60	1,615.20			2,877.33	3,022.93	3,172.00	3,331.47	3,499.60			34,528.00	36,275.20	38,064.00	39,977.60	41,995.20		
Senior Maintenance Worker	24.43	25.65	26.93	28.27	29.69			1,954.53	2,051.76	2,154.76	2,261.88	2,375.59			4,234.81	4,445.48	4,668.65	4,900.74	5,147.12			50,817.73	53,345.76	56,023.76	58,808.88	61,765.39		
Treatment Plant Operator I	25.69	26.98	28.33	29.75	31.24			2,055.20	2,158.40	2,266.40	2,380.00	2,499.20			4,452.93	4,676.53	4,910.53	5,156.67	5,414.93			53,435.20	56,118.40	58,926.40	61,880.00	64,979.20		
Treatment Plant Operator II	28.81	30.25	31.77	33.36	35.03			2,304.80	2,420.00	2,541.60	2,668.80	2,802.40			4,993.73	5,243.33	5,506.80	5,782.40	6,071.87			59,924.80	62,920.00	66,081.60	69,388.80	72,862.40		
Senior Treatment Plant Operator	33.14	34.79	36.53	38.37	40.29			2,651.20	2,783.20	2,922.40	3,069.60	3,223.20			5,744.27	6,030.27	6,331.87	6,650.80	6,983.60			68,931.20	72,363.20	75,982.40	79,809.60	83,803.20		
Water Distribution Operator in Training	17.07	17.92	18.82	19.76	20.74			1,365.60	1,433.60	1,505.60	1,580.80	1,659.20			2,958.80	3,106.13	3,262.13	3,425.07	3,594.93			35,505.60	37,273.60	39,145.60	41,100.80	43,139.20		
Water Distribution Operator	19.33	20.30	21.32	22.38	23.50			1,546.40	1,624.00	1,705.60	1,790.40	1,880.00			3,350.53	3,518.67	3,695.47	3,879.20	4,073.33			40,206.40	42,224.00	44,345.60	46,550.40	48,880.00		
Utility Maintenance Worker	19.33	20.30	21.32	22.38	23.50			1,546.40	1,624.00	1,705.60	1,790.40	1,880.00			3,350.53	3,518.67	3,695.47	3,879.20	4,073.33			40,206.40	42,224.00	44,345.60	46,550.40	48,880.00		
Street Sweeper Operator	18.24	19.15	20.11	21.12	22.17			1,459.20	1,532.00	1,608.80	1,689.60	1,773.60			3,161.60	3,319.33	3,485.73	3,660.80	3,842.80			37,939.20	39,832.00	41,828.80	43,929.60	46,113.60		
Community Services Analyst (added 2/10/15, revised 02/20/15)	23.89	25.08	26.34	27.66	29.04			1,911.20	2,006.40	2,107.20	2,212.80	2,323.20			4,140.93	4,347.20	4,565.60	4,794.40	5,033.60			49,691.20	52,166.40	54,787.20	57,532.80	60,403.20		
Senior Planner (added 2/10/15)	36.73	38.71	40.68	42.66	44.64			2,938.40	3,096.80	3,254.40	3,412.80	3,571.20			6,366.53	6,709.73	7,051.20	7,394.40	7,737.60			76,398.40	80,516.80	84,614.40	88,732.80	92,851.20		
Associate Planner (added 2/10/15)	30.62	32.21	33.80	35.39	36.98			2,449.60	2,576.80	2,704.00	2,831.20	2,958.40			5,307.47	5,583.07	5,858.67	6,134.27	6,409.87			63,689.60	66,996.80	70,304.00	73,611.20	76,918.40		
Police Evidence/Property Technician (added 2/10/15)	20.12	21.13	22.18	23.29	24.45			1,609.60	1,690.40	1,774.40	1,863.20	1,956.00			3,487.47	3,662.53	3,844.53	4,036.93	4,238.00			41,849.60	43,950.40	46,134.40	48,443.20	50,856.00		
Police Records Technician (added 2/10/15)	17.83	18.73	19.65	20.64	21.67			1,426.40	1,498.40	1,572.00	1,651.20	1,733.60			3,090.53	3,246.53	3,406.00	3,577.60	3,756.13			37,086.40	38,958.40	40,872.00	42,931.20	45,073.60		
Police Officer Trainee	22.26	-	-	-	-			1,780.80	-	-	-	-			3,858.40	-	-	-	-			46,300.80	-	-	-	-		
Police Officer I	23.44	24.62	25.85	27.15	28.51			1,875.20	1,969.60	2,068.00	2,172.00	2,280.80			4,062.93	4,267.47	4,480.67	4,706.00	4,941.73			48,755.20	51,209.60	53,768.00	56,472.00	59,300.80		
Police Officer II	24.66	25.89	27.19	28.55	29.98			1,972.80	2,071.20	2,175.20	2,284.00	2,398.40			4,274.40	4,487.60	4,712.93	4,948.67	5,196.53			51,292.80	53,851.20	56,555.20	59,384.00	62,358.40		
Police Sergeant	29.85	31.34	32.91	34.56	36.29			2,388.00	2,507.20	2,632.80	2,764.80	2,903.20			5,174.00	5,432.27	5,704.40	5,990.40	6,290.27			62,088.00	65,187.20	68,452.80	71,884.80	75,483.20		
Deputy Fire Marshal (Note 3)	22.64	23.76	24.95	26.21	27.51			2,535.68	2,661.12	2,794.40	2,935.52	3,081.12			5,493.97	5765.76	6054.53	6360.29	6675.76			65,927.68	69,189.12	72,654.40	76,323.52	80,109.12		
Fire Captain (Note 3)	22.64	23.76	24.95	26.21	27.51			2,535.68	2,661.12	2,794.40	2,935.52	3,081.12			5,493.97	5765.76	6054.53	6360.29	6675.76			65,927.68	69,189.12	72,654.40	76,323.52	80,109.12		
Engineer (Note 3)	18.60	19.52	20.50	21.53	22.60			2,083.20	2,186.24	2,296.00	2,411.36	2,531.20			4,513.60	4736.85	4974.67	5224.61	5484.27			54,163.20	56,842.24	59,696.00	62,695.36	65,811.20		
Fire Fighter (Note 3)	15.83	16.61	17.44	18.32	19.24			1,772.96	1,860.32	1,953.28	2,051.84	2,154.88			3,841.41	4030.69	4232.11	4445.65	4668.91			46,096.96	48,368.32	50,785.28	53,347.84	56,026.88		
Fire Inspector	19.74	20.72	21.76	22.84	23.98			1,579.20	1,657.60	1,740.80	1,827.20	1,918.40			3,421.60	3591.47	3771.73	3958.93	4156.53			41,059.20	43,097.60	45,260.80	47,507.20	49,878.40		

- Notes:
- 1) Reclassified to General Ledger Accountant on January 26, 2016
 - 2) Salary range revised on September 22, 2015
 - 3) Based on 2,912 hours per year
 - 4) Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).

City of Grass Valley Salary Schedule
FY 2016-2017

Position	Hourly						Bi Weekly						Monthly						Annually									
	A	B	C	D	E	10% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)
City Manager	82.21	-	82.21	-	82.21			6,576.80	-	6,576.80	-	6,576.80			14,249.73	-	14,249.73	-	14,249.73			170,996.80	-	170,996.80	-	170,996.80		
Chief of Police (Note 1)	57.46	-	65.71	-	73.96			4,596.80	-	5,256.74	-	5,916.67			9,959.73	-	11,389.59	-	12,819.46			119,516.80	-	136,675.14	-	153,833.47		
City Clerk	27.23	-	33.48	-	39.72			2,178.40	-	2,678.00	-	3,177.60			4,719.87	-	5,802.33	-	6,884.80			56,638.40	-	69,628.00	-	82,617.60		
Community Development Director (Note 1)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44		
Finance Director (Note 1)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44		
Fire Chief (Note 1)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44		
Public Works Director/City Engineer (Note 1)	56.92	-	65.02	-	73.11			4,553.60	-	5,201.32	-	5,849.05			9,866.13	-	11,269.54	-	12,672.94			118,393.60	-	135,234.42	-	152,075.25		
Unit 1 July 1, 2016 - December 31, 2016:																												
Animal Control Supervisor	23.84	-	26.42	-	28.98	31.88		1,907.20	-	2,113.60	-	2,318.40	2,550.24		4,132.27	-	4,579.47	-	5,023.20	5,525.52		49,587.20	-	54,953.60	-	60,278.40	66,306.24	
Assistant Chief Treatment Plant Operator	39.55	-	43.62	-	47.80	52.58		3,164.00	-	3,489.60	-	3,824.00	4,206.40		6,855.33	-	7,560.80	-	8,282.33	9,113.87		82,264.00	-	90,729.60	-	99,424.00	109,366.40	
Assistant Engineer	31.51	-	34.91	-	38.30	42.13		2,520.80	-	2,792.80	-	3,064.00	3,370.40		5,202.53	-	5,805.67	-	6,408.81	7,012.90		65,540.80	-	72,612.80	-	79,684.00	86,756.00	
Associate Civil Engineer	37.80	-	41.87	-	45.94	50.53		3,024.00	-	3,349.60	-	3,675.20	4,042.72		6,552.00	-	7,257.47	-	7,962.93	8,759.23		78,624.00	-	87,089.60	-	95,555.20	105,110.72	
Battalion Chief	39.02	-	43.23	-	47.42	52.16		3,121.60	-	3,458.40	-	3,793.60	4,172.96		6,763.47	-	7,493.20	-	8,219.47	9,041.41		81,161.60	-	89,918.40	-	98,633.60	108,496.96	
Building Official	35.34	-	39.15	-	42.95	47.25		2,827.20	-	3,132.00	-	3,436.00	3,779.60		6,125.60	-	6,786.00	-	7,444.67	8,189.13		73,507.20	-	81,432.00	-	89,336.00	98,269.60	
Utilities Super./Chief Treatment Plant Operator	42.64	-	47.24	-	51.83	57.01		3,411.20	-	3,779.20	-	4,146.40	4,561.04		7,390.93	-	8,188.27	-	8,983.87	9,882.25		86,691.20	-	96,259.20	-	105,806.40	115,887.04	
Police Captain	47.25	-	53.92	-	60.58	66.64		3,780.00	-	4,313.60	-	4,846.40	5,331.04		8,190.00	-	9,346.13	-	10,500.53	11,550.59		98,280.00	-	112,153.60	-	126,006.40	138,607.04	
Police Lieutenant	41.34	-	45.89	-	50.48	55.53		3,307.20	-	3,671.20	-	4,038.40	4,442.24		7,165.60	-	7,954.27	-	8,749.87	9,624.85		85,987.20	-	95,451.20	-	104,998.40	115,498.24	
General Ledger Accountant	28.12	-	35.15	-	42.19	46.41		2,249.60	-	2,812.00	-	3,375.20	3,712.72		4,874.13	-	5,392.67	-	5,911.21	6,444.23		58,489.60	-	67,755.20	-	77,552.00	86,330.72	
Senior Accountant	28.12	-	35.15	-	42.19	46.41		2,249.60	-	2,812.00	-	3,375.20	3,712.72		4,874.13	-	5,392.67	-	5,911.21	6,444.23		58,489.60	-	67,755.20	-	77,552.00	86,330.72	
Senior Engineer	41.28	-	45.75	-	50.69	55.76		3,302.40	-	3,660.00	-	4,055.20	4,460.72		7,155.20	-	7,930.00	-	8,732.27	9,664.89		85,862.40	-	95,160.00	-	105,435.20	115,978.72	
Senior Engineer/Deputy Director	44.77	-	49.61	-	54.43	59.87		3,581.60	-	3,968.80	-	4,354.40	4,789.84		7,760.13	-	8,599.07	-	9,434.53	10,377.99		93,121.60	-	103,188.80	-	113,214.40	124,535.84	
Superintendent	32.35	-	35.15	-	39.07	42.98		2,588.00	-	2,812.00	-	3,125.60	3,438.16		5,607.33	-	6,092.67	-	6,772.13	7,449.35		67,288.00	-	73,112.00	-	81,265.60	89,392.16	
Unit 1 January 1, 2017 - December 31, 2017:																												
Animal Control Supervisor	24.79	-	27.48	-	30.14	33.15		1,983.20	-	2,198.40	-	2,411.20	2,652.32		4,296.93	-	4,763.20	-	5,224.27	5,746.69		51,563.20	-	57,158.40	-	62,891.20	68,860.32	
Assistant Chief Treatment Plant Operator	40.71	-	45.36	-	49.71	54.68		3,290.40	-	3,628.80	-	3,976.80	4,374.48		7,129.20	-	7,862.40	-	8,616.40	9,394.80		85,550.40	-	94,348.80	-	103,396.80	113,736.48	
Assistant Engineer	32.77	-	36.31	-	39.83	43.81		2,621.60	-	2,904.80	-	3,186.40	3,505.04		5,680.13	-	6,293.73	-	6,903.87	7,594.25		68,161.60	-	75,524.80	-	82,846.40	91,131.04	
Associate Civil Engineer	39.31	-	43.54	-	47.78	52.56		3,144.80	-	3,483.20	-	3,822.40	4,204.64		6,813.73	-	7,546.93	-	8,281.87	9,110.05		81,764.80	-	90,563.20	-	99,382.40	109,320.64	
Battalion Chief	40.58	-	44.96	-	49.32	54.25		3,246.40	-	3,596.80	-	3,945.60	4,340.16		7,033.87	-	7,793.07	-	8,548.80	9,403.68		84,406.40	-	93,516.80	-	102,585.60	112,644.16	
Building Official	36.75	-	40.72	-	44.67	49.14		2,940.00	-	3,357.60	-	3,754.40	4,160.00		6,300.13	-	7,053.07	-	7,742.80	8,507.08		76,440.00	-	84,697.60	-	92,913.60	102,204.96	
Utilities Super./Chief Treatment Plant Operator	44.35	-	49.38	-	53.90	59.29		3,548.00	-	3,930.40	-	4,312.80	4,743.20		7,887.33	-	8,515.87	-	9,144.41	9,982.25		92,248.00	-	102,190.40	-	112,112.00	122,040.00	
Police Captain	49.14	-	56.08	-	63.00	69.30		3,931.20	-	4,486.40	-	5,040.00	5,544.00		8,517.60	-	9,720.53	-	10,920.00	12,012.00		102,211.20	-	116,646.40	-	131,040.00	144,144.00	
Police Lieutenant	43.00	-	47.73	-	52.50	57.75		3,440.00	-	3,818.40	-	4,200.00	4,620.00		7,453.33	-	8,273.20	-	9,100.00	10,010.00		89,440.00	-	99,278.40	-	109,200.00	120,120.00	
General Ledger Accountant	29.24	-	36.56	-	43.88	48.27		2,339.20	-	2,924.80	-	3,510.40	3,861.44		5,068.27	-	5,537.07	-	6,006.67	6,566.40		60,819.20	-	76,044.80	-	91,270.40	100,397.44	
Senior Accountant	29.24	-	36.56	-	43.88	48.27		2,339.20	-	2,924.80	-	3,510.40	3,861.44		5,068.27	-	5,537.07	-	6,006.67	6,566.40		60,819.20	-	76,044.80	-	91,270.40	100,397.44	
Senior Engineer	42.93	-	47.58	-	52.71	57.98		3,424.00	-	3,806.40	-	4,216.80	4,638.48		7,441.20	-	8,247.20	-	9,136.40	10,050.04		89,294.40	-	99,296.00	-	109,636.80	120,600.48	
Senior Engineer/Deputy Director	46.56	-	51.59	-	56.61	62.27		3,724.80	-	4,127.20	-	4,528.80	4,981.68		8,070.40	-	8,942.27	-	9,812.40	10,793.64		96,844.80	-	107,307.20	-	117,748.80	129,523.68	
Superintendent	33.65	-	36.55	-	40.64	44.70		2,692.00	-	2,924.00	-	3,251.20	3,576.32		5,832.67	-	6,335.33	-	7,044.27	7,748.69		69,992.00	-	76,024.00	-	84,531.20	92,984.32	
Misc Unit 2 July 1, 2016 - September 30, 2016:																												
Account Clerk I	14.95	15.70	16.48	17.30	18.17			1,196.00	1,256.00	1,318.40	1,384.00	1,453.60			2,591.33	2,721.33	2,856.53	2,998.67	3,149.47			31,096.00	32,656.00	34,278.40	35,984.00	37,793.60		
Account Clerk II	16.87	17.72	18.60	19.53	20.50			1,349.60	1,417.60	1,488.00	1,562.40	1,640.00			2,924.13	3,071.47	3,224.00	3,385.20	3,553.33			35,089.60	36,857.60	38,688.00	40,622.40	42,640.00		
Senior Account Clerk	18.56	19.49	20.47	21.49	22.56			1,484.80	1,559.20	1,637.60	1,719.20	1,804.80			3,217.07	3,378.27	3,548.13	3,724.93	3,910.40			38,604.80	40,539.20	42,577.60	44,699.20	46,924.80		
Senior Admin Clerk	17.89	18.79	19.72	20.71	21.74		25.72	1,431.20	1,503.20	1,5,																		

City of Grass Valley Salary Schedule
FY 2016-2017

Position	Hourly					Bi Weekly					Monthly					Annually													
	A	B	C	D	E	10% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	
Maintenance Worker III	21.27	22.33	23.44	24.61	25.85			1,701.36	1,786.22	1,875.17	1,969.01	2,067.74			3,686.28	3,870.15	4,062.86	4,266.18	4,480.11			44,235.36	46,441.82	48,754.37	51,194.21	53,761.34			
Parking Enforcement Officer	16.93	17.79	18.67	19.60	20.59			1,354.56	1,423.10	1,493.28	1,568.35	1,647.50			2,934.88	3,083.39	3,235.44	3,398.10	3,569.59			35,218.56	37,000.70	38,825.28	40,777.15	42,835.10			
Plant Maintenance Mechanic (revised 4/1/2016)	25.10	26.35	27.67	29.05	30.51			2,008.00	2,113.60	2,224.00	2,334.00	2,440.80			4,350.67	4,567.33	4,796.13	5,035.33	5,288.40			52,208.00	54,808.00	57,553.60	60,424.00	63,460.80			
Senior Maintenance Worker	24.92	26.16	27.47	28.84	30.29			1,993.62	2,092.80	2,197.86	2,307.12	2,423.10			4,319.51	4,534.39	4,762.02	4,998.75	5,250.06			51,834.08	54,412.68	57,144.24	59,985.06	63,000.70			
Treatment Plant Operator I	26.20	27.52	28.90	30.35	31.86			2,096.30	2,201.57	2,311.73	2,427.60	2,549.18			4,541.99	4,770.06	5,008.74	5,259.80	5,523.23			54,503.90	57,240.77	60,104.93	63,117.60	66,278.78			
Treatment Plant Operator II	29.39	30.86	32.41	34.03	35.73			2,350.90	2,468.40	2,592.43	2,722.18	2,858.45			5,093.61	5,348.20	5,616.94	5,898.05	6,193.30			61,123.30	64,178.40	67,403.23	70,776.58	74,319.65			
Senior Treatment Plant Operator	33.80	35.49	37.26	39.14	41.10			2,704.22	2,838.86	2,980.85	3,130.99	3,287.66			5,859.15	6,150.87	6,458.50	6,783.82	7,123.27			70,309.82	73,810.46	77,502.05	81,405.79	85,479.26			
Water Distribution Operator in Training	17.41	18.28	19.20	20.16	21.15			1,392.91	1,462.27	1,535.71	1,612.42	1,692.38			3,017.98	3,168.26	3,327.38	3,493.57	3,666.83			36,215.71	38,019.07	39,928.51	41,922.82	44,001.98			
Water Distribution Operator	19.72	20.71	21.75	22.83	23.97			1,577.33	1,656.48	1,739.71	1,826.21	1,917.60			3,417.54	3,589.04	3,769.38	3,956.78	4,154.80			41,010.53	43,068.48	45,232.51	47,481.41	49,857.60			
Utility Maintenance Worker	19.72	20.71	21.75	22.83	23.97			1,577.33	1,656.48	1,739.71	1,826.21	1,917.60			3,417.54	3,589.04	3,769.38	3,956.78	4,154.80			41,010.53	43,068.48	45,232.51	47,481.41	49,857.60			
Street Sweeper Operator	18.60	19.53	20.51	21.54	22.61			1,488.38	1,562.64	1,640.98	1,723.39	1,809.07			3,224.83	3,385.72	3,555.45	3,734.02	3,919.66			38,697.98	40,628.64	42,665.38	44,808.19	47,035.87			
Community Services Analyst	24.37	25.58	26.87	28.21	29.62			1,949.42	2,046.53	2,149.34	2,257.06	2,369.66			4,223.75	4,434.14	4,656.91	4,890.29	5,134.27			50,685.02	53,209.73	55,882.94	58,683.46	61,611.26			
Senior Planner	37.46	39.48	41.49	43.51	45.53			2,997.17	3,158.74	3,319.49	3,481.06	3,642.62			6,493.86	6,843.93	7,192.22	7,542.29	7,892.35			77,926.37	82,127.14	86,306.69	90,507.46	94,708.22			
Associate Planner	31.23	32.85	34.48	36.10	37.72			2,498.59	2,628.34	2,758.08	2,887.82	3,017.57			5,413.62	5,694.73	5,975.84	6,256.95	6,538.06			64,963.39	68,336.74	71,710.08	75,083.42	78,456.77			
Police Evidence/Property Technician	20.52	21.55	22.62	23.76	24.94			1,641.79	1,724.21	1,809.89	1,900.46	1,995.12			3,557.22	3,735.78	3,921.42	4,117.67	4,322.76			42,686.59	44,829.41	47,057.09	49,412.06	51,873.12			
Police Records Technician	18.19	19.10	20.04	21.05	22.10			1,454.93	1,528.37	1,603.44	1,684.22	1,768.27			3,152.34	3,311.46	3,474.12	3,649.15	3,831.26			37,828.13	39,737.57	41,689.44	43,789.82	45,975.07			
Police Officer Trainee	22.93	-	-	-	-			1,834.40	-	-	-	-			3,974.53	-	-	-	-			47,694.40	-	-	-	-	-		
Police Officer I	24.14	25.36	26.63	27.96	29.37			1,931.20	2,028.80	2,130.40	2,236.80	2,349.60			4,184.27	4,395.73	4,615.87	4,846.40	5,090.80			50,211.20	52,748.80	55,390.40	58,156.80	61,089.60			
Police Officer II	25.40	26.67	28.01	29.41	30.88			2,032.00	2,133.60	2,240.80	2,352.80	2,470.40			4,402.67	4,622.80	4,855.07	5,097.73	5,352.53			52,832.00	55,473.60	58,260.80	61,172.80	64,230.40			
Police Sergeant	30.75	32.28	33.90	35.60	37.38			2,460.00	2,682.40	2,912.00	3,148.00	3,390.40			5,330.00	5,698.20	6,076.00	6,462.00	6,872.00			69,960.00	74,142.40	78,462.00	82,928.00	87,540.00			
Police Sergeant (revised 2/26/2017)	31.52	33.09	34.75	36.49	38.31			2,521.60	2,647.20	2,780.00	2,919.20	3,064.80			5,463.47	5,735.60	6,023.33	6,324.93	6,640.40			65,561.60	68,827.20	72,280.00	75,899.20	79,684.80			
Deputy Fire Marshal (Note 2)	23.43	24.59	25.82	27.13	28.47			2,624.16	2,754.08	2,891.84	3,038.56	3,188.64			5,685.68	5,967.17	6,265.65	6,583.55	6,908.72			68,228.16	71,606.08	75,187.84	79,002.56	82,904.64			
Fire Captain (Note 2)	23.43	24.59	25.82	27.13	28.47			2,624.16	2,754.08	2,891.84	3,038.56	3,188.64			5,685.68	5,967.17	6,265.65	6,583.55	6,908.72			68,228.16	71,606.08	75,187.84	79,002.56	82,904.64			
Engineer (Note 2)	19.25	20.20	21.22	22.28	23.39			2,156.00	2,262.40	2,376.64	2,495.36	2,619.68			4,671.33	4,901.87	5,140.39	5,406.61	5,675.97			56,056.00	58,822.40	61,792.64	64,879.36	68,111.68			
Fire Fighter (Note 2)	16.38	17.19	18.05	18.96	19.91			1,834.56	1,925.28	2,021.60	2,123.52	2,229.92			3,974.88	4,171.44	4,380.13	4,600.96	4,831.49			47,698.56	50,057.28	52,561.60	55,211.52	57,977.92			
Fire Inspector	20.43	21.45	22.52	23.64	24.82			1,634.40	1,716.00	1,801.60	1,891.20	1,985.60			3,541.20	3,718.00	3,903.47	4,097.60	4,302.13			42,494.40	44,616.00	46,841.60	49,171.20	51,625.60			
Part Time/Seasonal																													
Seasonal Fire Fighter	14.84	15.58	16.36	17.18	18.04			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Reserve Police Officer Level III	15.00	-	-	-	-			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Reserve Police Officer Level II (see note 4)	20.00	-	-	-	-			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Reserve Police Officer Level I (see note 5)	22.14	25.36	26.63	27.96	29.37			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Kennel Assistant	10.00	-	-	-	-			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Accountant (see note 6)	27.00	-	-	-	40.00			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Pool Manger	17.00	17.50	18.00	18.50	19.00			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			

Notes:

- Salary range revised on September 22, 2015
- Based on 2,912 hours per year
- Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).
- Rate for Level 1 Reserve Officers hired before 1999
- A range equal to that of Police Officer I as published in the Unit 6 MOU
- Range of \$27.00-40.00/hour depending on City need and experience level

City of Grass Valley Salary Schedule
FY 2017-2018

Position	Hourly						Bi Weekly						Monthly						Annually									
	A	B	C	D	E	10% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)
Misc Unit 2 October 1, 2017 - September 30, 2018:																												
Account Clerk I	15.56	16.33	17.15	18.00	18.90			1,244.40	1,306.42	1,371.70	1,440.24	1,512.05			2,696.20	2,830.57	2,972.01	3,120.52	3,276.10			32,354.40	33,966.82	35,664.10	37,446.24	39,313.25		
Account Clerk II	17.55	18.43	19.35	20.32	21.33			1,404.34	1,474.51	1,547.95	1,625.47	1,706.26			3,042.73	3,194.78	3,353.90	3,521.86	3,696.89			36,512.74	38,337.31	40,246.75	42,262.27	44,362.66		
Senior Account Clerk	19.31	20.28	21.30	22.36	23.47			1,544.69	1,622.21	1,703.81	1,788.67	1,877.62			3,346.82	3,514.78	3,691.58	3,875.46	4,068.17			40,161.89	42,177.41	44,299.01	46,505.47	48,818.02		
Senior Admin Clerk (see note 3)	18.62	19.55	20.51	21.54	22.61	26.75		1,489.20	1,564.27	1,640.98	1,723.39	1,809.07		2,140.00	3,226.60	3,389.26	3,555.45	3,734.02	3,919.66		4,636.67	38,719.20	40,871.07	42,665.38	44,808.19	47,035.87		55,640.00
Accounting Technician	22.59	23.73	24.92	26.15	27.47			1,807.44	1,898.02	1,993.49	2,092.22	2,197.46			3,916.12	4,112.37	4,319.22	4,533.15	4,761.22			46,993.44	49,348.42	51,830.69	54,397.82	57,134.69		
Community Services Officer I	19.01	19.96	20.96	22.00	23.10			1,521.02	1,596.91	1,676.88	1,760.11	1,848.24			3,295.55	3,459.98	3,633.24	3,813.58	4,004.52			39,546.62	41,519.71	43,598.88	45,762.91	48,054.24		
Community Services Officer II (new as of 4/10/18)	20.91	21.96	23.06	24.20	25.41			1,672.80	1,756.80	1,844.80	1,936.00	2,032.80			3,624.40	3,806.40	3,997.07	4,194.67	4,404.40			43,492.80	45,676.80	47,964.80	50,336.00	52,852.80		
Finance Technician	22.59	23.73	24.92	26.15	27.47			1,807.44	1,898.02	1,993.49	2,092.22	2,197.49			3,916.12	4,112.37	4,319.22	4,533.15	4,761.22			46,993.44	49,348.42	51,830.69	54,397.82	57,134.69		
Engineering Tech	22.85	23.98	25.18	26.45	27.76			1,827.84	1,918.42	2,014.70	2,115.89	2,221.15			3,960.32	4,156.57	4,365.19	4,584.42	4,812.80			47,523.84	49,878.62	52,382.30	55,013.09	57,749.95		
Engineering Tech Sr	25.11	26.38	27.69	29.07	30.53			2,008.99	2,110.18	2,215.44	2,325.60	2,442.29			4,352.82	4,572.05	4,800.12	5,038.80	5,291.62			52,233.79	54,864.58	57,601.44	60,465.60	63,499.49		
Accountant I	24.65	25.88	27.17	28.54	29.97			1,972.27	2,070.19	2,173.82	2,283.17	2,397.41			4,273.26	4,485.42	4,709.95	4,946.86	5,194.38			51,279.07	53,824.99	56,519.42	59,362.37	62,332.61		
Accounting Specialist	24.84	26.07	27.39	28.74	30.17			1,986.96	2,085.70	2,190.96	2,299.49	2,413.73			4,305.08	4,519.01	4,747.08	4,982.22	5,229.74			51,660.96	54,228.10	56,964.96	59,786.69	62,756.93		
Animal Control Officer	18.74	19.69	20.68	21.71	22.79			1,498.99	1,574.88	1,654.03	1,736.45	1,822.94			3,247.82	3,412.24	3,583.74	3,762.30	3,949.71			38,973.79	40,946.88	43,004.83	45,147.65	47,396.54		
Senior Animal Control Officer	20.63	21.66	22.75	23.89	25.07			1,650.77	1,733.18	1,819.68	1,911.07	2,005.73			3,576.66	3,755.23	3,942.64	4,140.66	4,345.74			42,919.97	45,062.78	47,311.68	49,687.87	52,148.93		
Assist. Equip. Mechanic	19.35	20.32	21.33	22.40	23.51			1,547.95	1,625.47	1,706.26	1,791.94	1,880.68			3,353.90	3,521.86	3,696.89	3,882.53	4,075.24			40,246.75	42,262.27	44,362.66	46,505.47	48,818.02		
Mechanic	21.28	22.34	23.46	24.62	25.86			1,702.18	1,787.04	1,876.80	1,969.82	2,068.56			3,688.05	3,871.92	4,066.40	4,267.95	4,481.88			44,256.58	46,463.04	48,796.80	51,215.42	53,782.56		
Lead Mechanic	23.23	24.38	25.60	26.88	28.22			1,858.03	1,950.24	2,048.16	2,150.16	2,257.87			4,025.74	4,225.52	4,437.68	4,658.68	4,892.06			48,308.83	50,706.24	53,252.16	55,904.16	58,704.67		
Maintenance Assistant	12.21	12.84	13.48	14.15	14.86			976.75	1,027.34	1,078.75	1,131.79	1,188.91			2,116.30	2,225.91	2,337.30	2,452.22	2,575.98			25,395.55	26,710.94	28,047.55	29,426.59	30,911.71		
Maintenance Worker I	16.64	17.46	18.32	19.25	20.22			1,330.90	1,396.99	1,465.54	1,536.79	1,617.31			2,863.61	3,026.82	3,175.33	3,336.22	3,504.18			34,603.30	36,321.79	38,103.94	40,034.59	42,050.11		
Maintenance Worker II	18.62	19.44	20.41	21.44	22.50			1,481.86	1,555.30	1,632.82	1,715.23	1,800.10			3,210.69	3,369.81	3,537.77	3,716.34	3,900.21			38,528.26	40,437.70	42,453.22	44,596.03	46,802.50		
Maintenance Worker III	21.70	22.78	23.91	25.10	26.37			1,735.63	1,822.13	1,912.70	2,008.18	2,109.36			3,760.54	3,947.94	4,144.19	4,351.05	4,570.28			45,126.43	47,375.33	49,730.30	52,212.58	54,843.36		
Parking Enforcement Officer	17.27	18.15	19.04	19.99	21.00			1,381.49	1,451.66	1,523.47	1,599.36	1,680.14			2,993.22	3,145.27	3,300.86	3,465.28	3,640.31			35,918.69	37,743.26	39,610.27	41,583.36	43,683.74		
Plant Maintenance Mechanic (revised 4/1/2016)	25.60	26.88	28.22	29.63	31.12			2,048.16	2,150.16	2,257.87	2,370.48	2,489.62			4,437.68	4,658.68	4,892.06	5,136.04	5,394.17			53,252.16	55,904.16	58,704.67	61,632.48	64,730.02		
Senior Maintenance Worker	25.42	26.68	28.02	29.42	30.90			2,033.47	2,134.66	2,241.55	2,353.34	2,471.66			4,405.86	4,625.09	4,856.70	5,098.91	5,355.27			52,870.27	55,501.06	58,280.35	61,186.94	64,263.26		
Treatment Plant Operator I	26.72	28.07	29.48	30.96	32.50			2,137.92	2,245.63	2,358.24	2,476.56	2,599.78			4,632.16	4,865.54	5,109.52	5,365.98	5,632.85			55,585.92	58,386.43	61,314.24	64,390.56	67,594.18		
Treatment Plant Operator II	29.98	31.48	33.06	34.71	36.44			2,398.22	2,518.18	2,644.66	2,776.85	2,915.57			5,196.15	5,456.05	5,730.09	6,016.50	6,317.06			62,353.82	65,472.58	68,761.06	72,198.05	75,804.77		
Senior Treatment Plant Operator	34.48	36.20	38.01	39.92	41.92			2,758.08	2,895.98	3,040.42	3,193.82	3,353.76			5,975.84	6,274.63	6,587.57	6,919.95	7,266.48			71,710.08	75,295.58	79,050.82	83,039.42	87,197.76		
Water Distribution Operator in Training	17.76	18.65	19.58	20.56	21.57			1,420.66	1,491.65	1,566.72	1,645.06	1,725.84			3,078.09	3,231.90	3,394.56	3,564.29	3,739.32			36,937.06	38,782.85	40,734.72	42,771.46	44,871.84		

City of Grass Valley Salary Schedule
FY 2018-2019

Position	Hourly							Bi Weekly							Monthly							Annually						
	A	B	C	D	E	F	10% O/S (Note 4)	A	B	C	D	E	F	5% O/S Perform (Note 4)	A	B	C	D	E	F	5% O/S Perform (Note 4)	A	B	C	D	E	F	5% O/S Perform (Note 4)
Misc Unit 2 October 1, 2017 - September 30, 2018:																												
Account Clerk I	15.66	16.33	17.15	18.00	18.80			1,244.40	1,306.42	1,371.70	1,440.24	1,512.05			2,896.20	2,830.57	2,972.01	3,120.52	3,276.10			32,354.40	33,966.82	35,664.10	37,446.24	39,313.25		
Account Clerk II	17.55	18.43	19.35	20.32	21.33			1,404.34	1,474.51	1,547.95	1,625.47	1,706.06			3,042.73	3,194.78	3,353.90	3,521.96	3,696.89			36,512.74	38,337.31	40,246.75	42,262.27	44,362.66		
Senior Account Clerk	19.31	20.28	21.30	22.36	23.47			1,544.69	1,622.21	1,703.81	1,788.67	1,877.62			3,346.82	3,514.78	3,691.58	3,875.46	4,068.17			40,161.89	42,177.41	44,299.01	46,505.47	48,818.02		
Senior Admin Clerk (see note 3)	18.62	19.55	20.51	21.54	22.61		26.75	1,489.20	1,564.27	1,640.98	1,723.39	1,809.07			3,226.60	3,389.26	3,555.45	3,734.02	3,919.66			38,719.20	40,671.07	42,665.38	44,808.19	47,035.87		55,640.00
Accounting Technician	22.59	23.73	24.92	26.15	27.47			1,807.44	1,898.02	1,993.49	2,092.22	2,197.49			3,916.12	4,112.37	4,319.22	4,533.15	4,761.22			46,993.44	49,348.42	51,830.69	54,397.82	57,134.69		
Community Services Officer I	19.01	19.96	20.96	22.00	23.10			1,521.02	1,596.91	1,676.88	1,760.11	1,848.24			3,295.55	3,459.98	3,633.24	3,813.58	4,004.52			39,546.62	41,519.71	43,598.88	45,762.91	48,054.24		
Community Services Officer II (new as of 4/10/18)	20.91	21.96	23.06	24.20	25.41			1,672.80	1,756.80	1,844.80	1,936.00	2,032.80			3,624.40	3,806.40	3,997.07	4,194.67	4,404.40			43,492.80	45,676.80	47,964.80	50,336.00	52,852.80		
Finance Technician	22.59	23.73	24.92	26.15	27.47			1,807.44	1,898.02	1,993.49	2,092.22	2,197.49			3,916.12	4,112.37	4,319.22	4,533.15	4,761.22			46,993.44	49,348.42	51,830.69	54,397.82	57,134.69		
Engineering Tech	22.85	23.98	25.18	26.45	27.76			1,827.84	1,918.42	2,014.70	2,115.89	2,221.15			3,960.32	4,156.57	4,365.19	4,584.42	4,812.50			47,523.84	49,876.82	52,382.30	55,013.09	57,749.96		
Engineering Tech Sr	25.11	26.38	27.69	29.07	30.53			2,008.99	2,110.18	2,215.44	2,325.60	2,442.29			4,352.82	4,572.05	4,800.12	5,038.80	5,291.62			52,233.79	54,864.58	57,601.44	60,465.60	63,499.49		
Accountant I	24.65	25.88	27.17	28.54	29.97			1,972.27	2,070.19	2,173.82	2,283.17	2,397.41			4,273.26	4,485.42	4,709.95	4,946.86	5,194.38			51,279.07	53,624.99	56,519.42	59,362.37	62,332.61		
Accounting Specialist	24.84	26.07	27.39	28.74	30.17			1,986.96	2,085.70	2,190.96	2,299.49	2,413.73			4,305.08	4,519.01	4,747.08	4,992.22	5,229.74			51,660.96	54,228.10	56,964.96	59,786.69	62,756.93		
Animal Control Officer	18.74	19.69	20.68	21.71	22.79			1,498.99	1,574.88	1,654.03	1,736.45	1,822.94			3,247.82	3,412.24	3,583.74	3,762.30	3,949.71			38,973.79	40,946.88	43,004.83	45,147.65	47,396.54		
Senior Animal Control Officer	20.63	21.66	22.75	23.89	25.07			1,650.77	1,733.18	1,819.68	1,911.07	2,005.73			3,576.66	3,755.23	3,942.64	4,140.66	4,345.74			42,919.97	45,062.78	47,311.68	49,687.87	52,148.93		
Assist. Equip. Mechanic	19.35	20.32	21.33	22.40	23.51			1,547.95	1,625.47	1,706.26	1,791.94	1,880.88			3,353.90	3,521.86	3,696.89	3,882.53	4,075.24			40,246.75	42,262.27	44,362.66	46,590.34	48,902.88		
Mechanic	21.28	22.34	23.46	24.62	25.86			1,702.18	1,787.04	1,876.80	1,969.82	2,068.56			3,688.05	3,871.92	4,066.40	4,267.95	4,481.88			44,256.58	46,463.04	48,796.80	51,215.42	53,782.56		
Lead Mechanic	23.23	24.38	25.60	26.88	28.22			1,858.03	1,950.24	2,048.16	2,150.16	2,257.87			4,025.74	4,225.52	4,437.68	4,658.68	4,892.06			48,308.83	50,706.24	53,252.16	55,904.16	58,704.67		
Maintenance Assistant	12.21	12.84	13.48	14.15	14.86			976.75	1,027.34	1,078.75	1,131.79	1,188.91			2,116.30	2,225.91	2,337.30	2,452.22	2,575.98			25,395.55	26,710.94	28,047.55	29,426.59	30,911.71		
Maintenance Worker I	16.64	17.46	18.32	19.25	20.22			1,330.90	1,396.99	1,465.54	1,536.79	1,611.31			2,883.61	3,026.82	3,175.33	3,326.22	3,504.18			34,603.30	36,321.79	38,103.94	40,034.59	42,050.11		
Maintenance Worker II	18.52	19.44	20.41	21.44	22.50			1,481.86	1,555.30	1,632.82	1,715.23	1,800.10			3,210.69	3,369.81	3,537.77	3,716.34	3,900.21			38,528.26	40,437.70	42,463.22	44,596.03	46,802.50		
Maintenance Worker III	21.70	22.78	23.91	25.10	26.37			1,735.63	1,822.13	1,912.70	2,008.18	2,109.36			3,760.54	3,947.94	4,144.19	4,351.05	4,570.28			45,126.43	47,375.33	49,730.30	52,212.58	54,843.36		
Parking Enforcement Officer	17.27	18.15	19.04	19.99	21.00			1,381.49	1,451.66	1,523.47	1,599.36	1,680.14			2,993.22	3,145.27	3,300.86	3,465.28	3,640.31			35,918.69	37,743.26	39,610.27	41,583.38	43,683.74		
Plant Maintenance Mechanic (revised 4/1/2016)	25.60	26.88	28.22	29.63	31.12			2,048.16	2,150.16	2,257.87	2,370.48	2,489.62			4,437.68	4,658.68	4,892.06	5,136.04	5,394.17			53,252.16	55,904.16	58,704.67	61,632.48	64,730.02		
Senior Maintenance Worker	25.42	26.68	28.02	29.42	30.90			2,033.47	2,134.66	2,241.55	2,353.34	2,471.66			4,405.86	4,625.09	4,856.70	5,098.91	5,355.27			52,870.27	55,501.06	58,280.35	61,186.94	64,263.26		
Treatment Plant Operator I	26.72	28.07	29.48	30.96	32.50			2,137.92	2,245.63	2,358.24	2,476.56	2,599.78			4,632.16	4,865.54	5,109.52	5,365.88	5,632.85			55,585.92	58,386.43	61,314.24	64,390.56	67,594.18		
Treatment Plant Operator II	29.98	31.48	33.06	34.71	36.44			2,398.22	2,518.18	2,644.66	2,776.85	2,915.57			5,196.15	5,456.05	5,730.09	6,016.50	6,317.06			62,353.82	65,472.58	68,761.06	72,186.05	75,804.77		
Senior Treatment Plant Operator	34.48	36.20	38.01	39.92	41.92			2,758.08	2,895.98	3,040.42	3,193.82	3,353.76			5,975.84	6,274.63	6,587.57	6,919.95	7,266.48			71,710.08	75,295.58	79,050.82	83,039.42	87,197.76		
Water Distribution Operator in Training	17.76	18.65	19.58	20.56	21.57			1,420.66	1,491.65	1,566.72	1,645.06	1,725.84			3,078.09	3,231.90	3,394.56	3,564.29	3,739.32			36,937.06	38,782.85	40,734.72	42,771.46	44,871.84		

City of Grass Valley Salary Schedule
FY 2019-2020

	Hourly						Bi Weekly						Monthly						Annually										
	A	B	C	D	E	F	Y Rated (Note 3)	A	B	C	D	E	F	Y Rated (Note 3)	A	B	C	D	E	F	Y Rated (Note 3)	A	B	C	D	E	F	Y Rated (Note 3)	
Executive Unit January 1, 2019:																													
City Manager	79.80	-	-	-	-	87.99		6,384.00	-	-	-	-	7,039.20		13,832.00	-	0.00	-	15,251.60			165,984.00	-	0.00	-	-	183,019.20		
Chief of Police	64.42	-	73.62	-	84.13			5,153.25	-	5,889.42	-	6,730.77			11,165.37	-	12,760.42	-	14,583.33			133,984.38	-	153,125.00	-	175,000.00			
City Clerk	31.29	-	37.76	-	43.49			2,863.28	-	3,262.23	-	3,742.18			5,423.18	-	6,197.92	-	7,916.67			85,078.13	-	74,375.00	-	85,000.00			
Community Development Director	55.21	-	63.10	-	72.12			4,417.07	-	5,048.08	-	5,769.23			9,570.31	-	10,937.50	-	12,500.00			114,843.75	-	131,250.00	-	150,000.00			
Fire Chief	58.89	-	67.31	-	76.92			4,711.54	-	5,384.62	-	6,153.85			10,208.33	-	11,666.67	-	13,333.33			122,500.00	-	140,000.00	-	160,000.00			
Public Works Director of Operations	55.21	-	63.10	-	72.12			4,417.07	-	5,048.08	-	5,769.23			9,570.31	-	10,937.50	-	12,500.00			114,843.75	-	131,250.00	-	150,000.00			
Executive Unit January 14, 2020:																													
Administrative Services Director	58.89	-	67.31	-	81.73			4,711.54	-	5,384.62	-	6,538.46			10,208.33	-	11,666.67	-	14,166.67			122,500.00	-	140,000.00	-	170,000.00			
City Manager	79.80	-	-	-	-	87.99		6,384.00	-	-	-	-	7,039.20		13,832.00	-	0.00	-	15,251.60			165,984.00	-	0.00	-	-	183,019.20		
Chief of Police	64.42	-	73.62	-	88.94			5,153.25	-	5,889.42	-	7,115.38			11,165.37	-	12,760.42	-	15,416.67			133,984.38	-	153,125.00	-	185,000.00			
City Clerk	31.29	-	35.76	-	45.67			2,503.01	-	2,860.58	-	3,663.85			5,423.18	-	6,197.92	-	7,916.67			65,078.13	-	74,375.00	-	85,000.00			
Community Development Director	55.21	-	63.10	-	76.92			4,417.07	-	5,048.08	-	6,153.85			9,570.31	-	10,937.50	-	13,333.33			114,843.75	-	131,250.00	-	160,000.00			
Fire Chief	58.89	-	67.31	-	81.73			4,711.54	-	5,384.62	-	6,538.46			10,208.33	-	11,666.67	-	14,166.67			122,500.00	-	140,000.00	-	170,000.00			
Public Works Director of Operations	55.21	-	63.10	-	76.92			4,417.07	-	5,048.08	-	6,153.85			9,570.31	-	10,937.50	-	13,333.33			114,843.75	-	131,250.00	-	160,000.00			
Unit 1 July 1, 2019 - June 30, 2020:																													
Animal Control Supervisor	25.78	-	28.58	-	33.06			2,062.40	-	2,286.40	-	2,644.80			4,468.53	-	4,953.87	-	5,730.40			53,622.40	-	59,446.40	-	68,764.80			
Assistant Chief Treatment Plant Operator	42.78	-	47.18	-	54.29			3,422.40	-	3,774.40	-	4,343.20			7,415.20	-	8,177.87	-	9,410.27			88,982.40	-	98,134.40	-	112,923.20			
Assistant Engineer	34.08	-	37.76	-	43.49			2,726.40	-	3,020.80	-	3,479.20			5,907.20	-	6,545.07	-	7,538.27			70,886.40	-	78,540.80	-	90,459.20			
Assistant City Engineer	48.42	-	53.65	-	61.81			3,873.60	-	4,292.00	-	4,944.80			8,392.80	-	9,299.33	-	10,713.73			100,713.60	-	111,592.00	-	128,564.80			
Associate City Engineer	40.88	-	45.28	-	52.77			3,270.40	-	3,622.40	-	4,173.60			7,085.87	-	7,848.53	-	9,042.80			85,030.40	-	94,182.40	-	108,513.60			
Battalion Chief	42.20	-	46.76	-	55.14			3,376.00	-	3,740.80	-	4,411.20			7,314.67	-	8,105.07	-	9,557.60			87,776.00	-	97,260.80	-	114,691.20			
Building Officer	40.22	-	42.35	-	48.78			3,057.60	-	3,388.00	-	3,902.40			6,624.80	-	7,340.67	-	8,455.20			79,497.60	-	88,088.00	-	101,462.40			
Principal Planner	42.12	-	44.44	-	51.20			3,209.60	-	3,555.20	-	4,096.00			6,954.13	-	7,702.93	-	8,874.67			83,449.60	-	92,435.20	-	106,496.00			
Utilities Super-Chief Treatment Plant Operator	51.12	-	51.10	-	58.86			3,689.60	-	4,088.00	-	4,708.80			7,994.13	-	8,857.33	-	10,202.40			95,929.60	-	106,288.00	-	122,428.80			
Police Captain	46.11	-	58.32	-	72.07			4,088.00	-	4,665.60	-	5,765.60			8,859.07	-	10,108.80	-	12,492.13			106,308.00	-	121,305.60	-	149,905.60			
Police Lieutenant	44.72	-	49.64	-	60.06			3,577.60	-	3,971.20	-	4,604.80			7,751.47	-	8,604.27	-	10,410.40			93,017.60	-	103,251.20	-	124,924.80			
Information Technology Analyst	42.78	-	47.16	-	54.60			3,422.40	-	3,772.80	-	4,368.00			7,415.20	-	8,174.40	-	9,464.00			88,982.40	-	98,082.80	-	113,568.00			
General Ledger Accountant	30.41	-	38.02	-	47.92			2,432.80	-	3,041.60	-	3,833.60			5,271.07	-	6,590.13	-	8,306.13			63,252.80	-	79,081.60	-	99,673.60			
Senior Accountant	30.41	-	38.02	-	47.92			2,432.80	-	3,041.60	-	3,833.60			5,271.07	-	6,590.13	-	8,306.13			63,252.80	-	79,081.60	-	99,673.60			
Senior Engineer	44.65	-	49.48	-	57.56			3,572.00	-	3,958.40	-	4,604.80			7,739.33	-	8,576.53	-	9,977.07			92,872.00	-	102,916.00	-	119,724.80			
Senior Engineer/Deputy Director	48.42	-	53.65	-	61.81			3,873.60	-	4,292.00	-	4,944.80			8,392.80	-	9,299.33	-	10,713.73			100,713.60	-	111,592.00	-	128,564.80			
Superintendent	34.99	-	38.01	-	44.37			2,798.20	-	3,040.80	-	3,549.60			6,064.93	-	6,588.40	-	7,690.80			72,779.20	-	79,060.80	-	92,289.60			
Superintendent II	36.74	-	39.91	-	46.59			2,939.20	-	3,192.80	-	3,727.20			6,368.27	-	6,917.73	-	8,075.60			76,419.20	-	83,012.80	-	96,907.20			
Misc Unit 2 October 1, 2018 - September 30, 2019:																													
Account Clerk I	15.87	16.66	17.49	18.36	19.28			1,269.60	1,332.80	1,399.20	1,468.80	1,542.40			2,750.80	2,887.73	3,031.60	3,182.40	3,341.87			33,009.60	34,652.80	36,378.20	38,185.80	40,102.40			
Account Clerk II	17.91	18.80	19.74	20.72	21.76			1,432.80	1,504.00	1,579.20	1,657.60	1,740.00			3,166.80	3,294.53	3,431.60	3,581.47	3,740.00			37,252.80	39,184.00	41,059.20	42,980.80	45,040.00			
Senior Account Clerk	19.69	20.68	21.72	22.81	23.94			1,575.20	1,654.40	1,737.60	1,824.80	1,915.20			3,412.93	3,584.53	3,764.80	3,953.73	4,149.60			40,955.20	43,014.40	45,177.60	47,444.80	49,795.20			
Senior Admin Clerk (see note 3)	18.99	19.94	20.92	21.97	23.07	25.75		1,519.20	1,595.20	1,673.60	1,757.60	1,845.60		2,140.00	3,291.60	3,456.27	3,626.13	3,808.13	3,998.80		4,636.67	39,499.20	41,475.20	43,513.60	45,697.60	47,985.60	55,640.00		
Accounting Technician	23.04	24.20	25.42	26.68	28.07			1,943.20	2,025.60	2,110.40	2,200.80	2,296.00			4,093.20	4,274.27	4,464.80	4,658.00	4,856.00			47,823.20	50,326.40	52,952.00	55,694.40	58,552.00			
Community Services Officer II	19.39	20.36	21.38	22.44	23.57			1,551.20	1,628.80	1,710.40	1,795.20	1,885.60			3,360.93	3,529.07	3,705.87	3,889.60	4,085.47			40,331.20	42,348.80	44,470.40	46,725.20	49,205.60			
Community Services Officer II	21.31	22.40	23.52	24.68	25.92			1,706.40	1,792.00	1,881.60	1,974.40	2,073.60			3,697.20	3,862.67	4,036.80	4,217.87	4,402.80			44,366.40	46,592.00	48,921.60	51,334.40	53,913.60			
Finance Technician	23.04	24.20	25.42	26.68	28.07			1,943.20	2,025.60	2,110.40	2,200.80	2,296.00			4,093.20	4,274.27	4,464.80	4,658.00	4,856.00			47,823.20	50,326.40	52,952.00	55,694.40	58,552.00			
Engineering Tech	23.30	24.46	25.69	26.98	28.32			2,048.80	2,152.00	2,260.00	2,372.00	2,491.20			4,430.07	4,662.67	4,896.67	5,139.33	5,397.60			53,268.80	55,952.00	58,760.00	61,672.00	64,771.20			
Accountant I	25.15	26.59	27.92	29.31	30.77			2,115.20	2,216.00	2,321.60	2,432.80	2,549.60			4,359.33	4,574.27	4,804.80	5,045.73	5,298.80			52,312.00	54,891.20	57,565.60	60,340.80	63,265.60			
Accounting Specialist	25.33	26.59	27.93	29.32	30.78			2,026.40	2,127.20	2,234.40	2,345.60	2,462.40			4,300.00	4,499.33	4,700.00	4,900.00	5,100.00			52,000.00	54,200.00	56,400.00	58,600.00	60,800.00			
Animal Shelter Kennel and Office Assistant	15.00	15.75	16.54	17.36	18.23			1,200.00	1,265.00	1,323.20	1,388.80	1,456.40			2,600.00	2,730.00	2,865.93	3,008.07	3,159.87			31,200.00	32,760.00	34,403.20	36,108.80	37,916.40	</		

City of Grass Valley Salary Schedule
FY 2019-2020

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F
Associate Planner	33.14	34.86	36.59	38.31	40.02		2,651.20	2,788.80	2,927.20	3,064.80	3,201.60		5,744.27	6,042.40	6,342.27	6,640.40	6,936.80		68,931.20	72,508.80	76,107.20	79,684.80	83,241.60	
Police Evidence/Property Technician	21.78	22.87	24.00	25.21	26.47		1,742.40	1,829.60	1,920.00	2,016.80	2,117.60		3,775.20	3,964.13	4,160.00	4,369.73	4,586.13		45,302.40	47,569.60	49,920.00	52,436.80	55,067.60	
Police Records Technician	19.30	20.27	21.27	22.34	23.45		1,544.00	1,621.60	1,701.60	1,787.20	1,876.00		3,345.33	3,513.47	3,686.80	3,872.27	4,064.67		40,144.00	42,161.60	44,241.60	46,467.20	48,776.00	
Police Officer Trainee	25.06	-	-	-	-		2,004.80	-	-	-	-		4,343.73	-	-	-	-		52,124.80	-	-	-	-	
Police Officer I	26.38	27.70	29.09	30.54	32.07	33.67	2,110.40	2,216.00	2,327.20	2,443.20	2,565.60	2,693.60	4,572.53	4,801.33	5,042.27	5,293.60	5,558.80	5,836.13	54,870.40	57,616.00	60,507.20	63,523.20	66,705.60	70,033.60
Police Officer II	27.75	29.14	30.60	32.13	33.74	35.43	2,220.00	2,331.20	2,448.00	2,570.40	2,699.20	2,834.40	4,810.00	5,050.93	5,304.00	5,569.20	5,848.27	6,141.20	57,720.00	60,611.20	63,648.00	66,830.40	70,179.20	73,694.40
Police Sergeant	34.44	36.16	37.97	39.87	41.86	43.95	2,755.20	2,892.80	3,037.60	3,189.60	3,348.80	3,516.00	5,960.60	6,267.73	6,581.47	6,910.80	7,255.73	7,618.00	71,635.20	75,212.80	78,977.60	82,929.60	87,068.80	91,416.00
Deputy Fire Marshal (Note 2)	24.61	25.85	27.14	28.50	29.93		2,756.32	2,895.20	3,039.68	3,192.00	3,352.16		5,972.03	6,272.93	6,585.97	6,916.00	7,263.01		71,664.32	75,275.20	79,031.68	82,992.00	87,156.16	
Deputy Fire Marshal	32.61	34.25	35.97	37.76	39.64		2,608.80	2,740.00	2,877.60	3,020.80	3,171.20		5,652.40	5,936.67	6,234.80	6,545.07	6,870.93		67,828.80	71,240.00	74,817.60	78,540.80	82,451.20	
Fire Captain (Note 2)	24.61	25.85	27.14	28.50	29.93		2,756.32	2,895.20	3,039.68	3,192.00	3,352.16		5,972.03	6,272.93	6,585.97	6,916.00	7,263.01		71,664.32	75,275.20	79,031.68	82,992.00	87,156.16	
Engineer (Note 2)	20.37	21.39	22.46	23.58	24.76		2,281.44	2,395.68	2,515.52	2,640.96	2,773.12		4,943.12	5,190.64	5,450.29	5,722.08	6,008.43		59,317.44	62,287.68	65,403.52	68,664.96	72,101.12	
Fire Fighter (Note 2)	17.49	18.36	19.29	20.25	21.27		1,958.88	2,056.32	2,160.48	2,268.00	2,382.24		4,244.24	4,455.36	4,681.04	4,914.00	5,161.52		50,930.88	53,464.32	56,172.48	58,968.00	61,938.24	
Fire Inspector	21.46	22.53	23.65	24.84	26.08		1,716.80	1,802.40	1,892.00	1,987.20	2,086.40		3,719.73	3,905.20	4,099.33	4,305.60	4,520.53		44,636.80	46,882.40	49,192.00	51,667.20	54,246.40	
Part Time/Seasonal	14.84	15.58	16.35	17.18	18.04		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Seasonal Fire Fighter	15.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Reserve Police Officer Level III	20.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Reserve Police Officer Level II (see note 4)	26.38	27.70	29.09	30.54	32.07	33.67	-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Reserve Police Officer Level I (see note 5)	13.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Kennel Assistant (see note 7)	27.00	-	-	-	40.00		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Accountant (see note 6)	17.00	17.50	18.00	18.50	19.00		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Pool Manager							-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	

Notes:

- 1) Salary range revised on September 22, 2015
- 2) Based on 2,912 hours per year
- 3) Employees was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).
- 4) Rate for Level 1 Reserve Officers hired before 1999
- 5) A range equal to that of Police Officer I as published in the Unit 6 MCO
- 6) Range of \$27.00-40.00/hour depending on City need and experience level
- 7) \$10.00 or existing minimum wage, whichever is greater.

**City of Grass Valley Salary Schedule
FY 2020-2021**

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F
Executive Unit January 14, 2020:																								
Administrative Services Director	58.89	-	67.31	-	81.73		4,711.54	-	5,384.62	-	6,538.46		10,208.33	-	11,666.67	-	14,166.67		122,500.00	-	140,000.00	-	170,000.00	
Deputy Administrative Services Director	44.17	-	50.93	-	57.69		3,533.62	-	4,074.50	-	4,615.38		7,656.17	-	8,828.08	-	10,000.00		91,874.00	-	105,937.00	-	120,000.00	
City Manager	79.80	-	-	-	93.75		6,384.00	-	-	-	7,500.00		13,832.00	-	-	-	16,250.00		165,984.00	-	-	-	195,000.00	
Chief of Police	64.42	-	73.62	-	88.94		5,153.25	-	5,889.42	-	7,115.38		11,165.37	-	12,760.42	-	15,416.67		133,984.38	-	153,125.00	-	185,000.00	
City Clerk	31.29	-	35.76	-	45.67		2,503.01	-	2,860.58	-	3,653.85		5,423.18	-	6,197.92	-	7,916.67		65,078.13	-	74,375.00	-	95,000.00	
Community Development Director	55.21	-	63.10	-	76.92		4,417.07	-	5,048.08	-	6,153.85		9,570.31	-	10,937.50	-	13,333.33		114,843.75	-	131,250.00	-	160,000.00	
Fire Chief	58.89	-	67.31	-	81.73		4,711.54	-	5,384.62	-	6,538.46		10,208.33	-	11,666.67	-	14,166.67		122,500.00	-	140,000.00	-	170,000.00	
Public Works Director of Operations	55.21	-	63.10	-	76.92		4,417.07	-	5,048.08	-	6,153.85		9,570.31	-	10,937.50	-	13,333.33		114,843.75	-	131,250.00	-	160,000.00	
Executive Unit November 29, 2020:																								
Administrative Services Director	58.89	-	67.31	-	81.73		4,711.54	-	5,384.62	-	6,538.46		10,208.33	-	11,666.67	-	14,166.67		122,500.00	-	140,000.00	-	170,000.00	
City Manager	79.80	-	-	-	87.99		6,384.00	-	-	-	7,039.20		13,832.00	-	-	-	15,251.60		165,984.00	-	-	-	195,000.00	
Chief of Police	64.42	-	73.62	-	88.94		5,153.25	-	5,889.42	-	7,115.38		11,165.37	-	12,760.42	-	15,416.67		133,984.38	-	153,125.00	-	185,000.00	
City Clerk	36.81	-	42.44	-	48.08		2,944.69	-	3,395.42	-	3,946.15		6,380.17	-	7,356.75	-	8,333.33		76,562.00	-	88,281.00	-	100,000.00	
Community Development Director	55.21	-	63.10	-	76.92		4,417.07	-	5,048.08	-	6,153.85		9,570.31	-	10,937.50	-	13,333.33		114,843.75	-	131,250.00	-	160,000.00	
Deputy City Clerk/Management Services Analyst	33.13	-	38.20	-	43.27		2,650.24	-	3,055.89	-	3,461.54		5,742.19	-	6,621.09	-	7,500.00		68,906.25	-	79,453.13	-	90,000.00	
Fire Chief	58.89	-	67.31	-	81.73		4,711.54	-	5,384.62	-	6,538.46		10,208.33	-	11,666.67	-	14,166.67		122,500.00	-	140,000.00	-	170,000.00	
Public Works Director of Operations	55.21	-	63.10	-	76.92		4,417.07	-	5,048.08	-	6,153.85		9,570.31	-	10,937.50	-	13,333.33		114,843.75	-	131,250.00	-	160,000.00	
Management/Supervisory Unit 1 July 1, 2020 - June 30, 2021:																								
Animal Control Supervisor	26.30	-	29.15	-	33.72		2,104.00	-	2,332.00	-	2,697.60		4,558.67	-	5,052.67	-	5,844.80		54,704.00	-	60,632.00	-	70,137.60	
Assistant Chief Treatment Plant Operator	43.64	-	48.12	-	55.38		3,491.20	-	3,849.60	-	4,430.40		7,564.27	-	8,340.80	-	9,599.20		90,771.20	-	100,089.60	-	115,190.40	
Assistant Engineer	34.76	-	38.52	-	44.36		2,780.80	-	3,081.60	-	3,548.80		6,025.07	-	6,676.80	-	7,689.07		72,300.80	-	80,121.60	-	92,268.80	
Assistant City Engineer	49.39	-	54.72	-	63.05		3,951.20	-	4,377.60	-	5,044.00		8,560.93	-	9,484.80	-	10,928.67		102,731.20	-	113,817.60	-	131,144.00	
Associate Civil Engineer	41.70	-	46.19	-	53.21		3,336.00	-	3,695.20	-	4,256.80		7,228.00	-	8,006.27	-	9,223.07		86,736.00	-	96,075.20	-	110,676.80	
Battalion Chief	43.04	-	47.70	-	56.24		3,443.20	-	3,816.00	-	4,499.20		7,460.27	-	8,268.00	-	9,748.27		89,523.20	-	99,216.00	-	116,979.20	
Building Official	38.98	-	43.20	-	49.76		3,118.40	-	3,456.00	-	3,980.80		6,756.53	-	7,488.00	-	8,625.07		81,078.00	-	89,856.00	-	103,500.80	
Principal Planner	40.92	-	45.33	-	52.22		3,273.60	-	3,626.40	-	4,177.60		7,092.80	-	7,857.20	-	9,051.47		85,113.60	-	94,286.40	-	108,817.60	
Utilities Super./Chief Treatment Plant Operator	47.04	-	52.12	-	60.04		3,763.20	-	4,169.60	-	4,803.20		8,153.60	-	9,034.13	-	10,406.93		97,843.20	-	108,409.60	-	124,883.20	
Police Captain	52.13	-	59.49	-	73.51		4,170.40	-	4,759.20	-	5,880.80		9,035.87	-	10,311.60	-	12,741.73		108,430.40	-	123,739.20	-	152,900.80	
Police Lieutenant	45.61	-	50.63	-	61.26		3,648.80	-	4,050.40	-	4,900.80		7,905.73	-	8,775.87	-	10,618.40		94,868.80	-	105,310.40	-	127,420.80	
Information Technology Analyst	43.64	-	48.10	-	55.69		3,491.20	-	3,848.00	-	4,455.20		7,564.27	-	8,337.33	-	9,652.93		90,771.20	-	100,048.00	-	115,835.20	
General Ledger Accountant	31.02	-	38.78	-	48.88		2,481.60	-	3,102.40	-	3,910.40		5,376.80	-	6,721.87	-	8,472.53		64,521.60	-	80,662.40	-	101,670.40	
Senior Accountant	31.02	-	38.78	-	48.88		2,481.60	-	3,102.40	-	3,910.40		5,376.80	-	6,721.87	-	8,472.53		64,521.60	-	80,662.40	-	101,670.40	
Senior Engineer	45.54	-	50.47	-	58.71		3,643.20	-	4,037.60	-	4,696.80		7,893.60	-	8,748.13	-	10,176.40		94,723.20	-	104,977.60	-	122,116.80	
Senior Engineer/Deputy Director	49.39	-	54.72	-	63.05		3,951.20	-	4,377.60	-	5,044.00		8,560.93	-	9,484.80	-	10,928.67		102,731.20	-	113,817.60	-	131,144.00	
Superintendent	35.69	-	38.77	-	45.26		2,855.20	-	3,101.60	-	3,620.80		6,186.27	-	6,720.13	-	7,845.07		74,235.20	-	80,641.60	-	94,140.80	
Superintendent II	37.47	-	40.71	-	47.52		2,997.60	-	3,256.80	-	3,801.60		6,494.80	-	7,056.40	-	8,236.80		77,937.60	-	84,676.80	-	98,841.60	
Misc Unit 2 October 1, 2020 - August 30, 2021:																								
Account Clerk I	16.51	17.33	18.20	19.10	20.06		1,320.80	1,386.40	1,456.00	1,528.00	1,604.80		2,861.73	3,003.87	3,154.67	3,310.67	3,477.07		34,340.80	36,046.40	37,856.00	39,728.00	41,724.80	
Account Clerk II	18.64	19.56	20.53	21.55	22.63		1,491.20	1,564.80	1,642.40	1,724.00	1,810.40		3,230.93	3,390.40	3,558.53	3,735.33	3,922.53		38,771.20	40,684.80	42,702.40	44,824.00	47,070.40	
Accountant I	26.16	27.46	28.84	30.28	31.80		2,092.80	2,196.80	2,307.20	2,422.40	2,544.00		4,534.40	4,759.73	4,998.93	5,248.53	5,512.00		54,412.80	57,116.80	59,987.20	62,982.40	66,144.00	
Accounting Specialist	26.36	27.66	29.06	30.51	32.03		2,108.80	2,212.80	2,324.80	2,440.80	2,562.40		4,569.07	4,794.40	5,037.07	5,288.40	5,551.87		54,828.80	57,532.80	60,444.80	63,460.80	66,622.40	
Accounting Technician	23.97	25.17	26.45	27.75	29.15		1,917.60	2,013.60	2,116.00	2,220.00	2,332.00		4,154.80	4,362.80	4,584.67	4,810.00	5,052.67		49,857.60	52,353.60	55,016.00	57,720.00	60,632.00	
Animal Control Officer	19.88	20.89	21.94	23.03	24.17		1,590.40	1,671.20	1,755.20	1,842.40	1,933.60		3,445.87	3,620.93	3,802.93	3,991.87	4,189.47		41,350.40	43,451.20	45,635.20	47,902.40	50,273.60	
Animal Shelter Kennel and Office Assistant	15.61	16.39	17.21	18.06	18.96		1,248.80	1,311.20	1,376.80	1,444.80	1,516.80		2,705.73	2,840.93	2,983.07	3,130.40	3,286.40		32,468.80	34,091.20	35,796.80	37,564.80	39,436.80	
Assist. Equip. Mechanic	20.53	21.55	22.63	23.78	24.95		1,642.40	1,724.00	1,810.40	1,902.40	1,996.00		3,558.53	3,735.33	3,922.53	4,121.87	4,324.67		42,702.40	44,824.00	47,070.40	49,462.40	51,896.00	
Associate Planner	33.80	35.56	37.32	39.08	40.82		2,704.00	2,844.80	2,985.60	3,126.40	3,265.60		5,858.67	6,163.73	6,468.80	6,773.87	7,075.47		70,304.00	73,964.80	77,625.60	81,286.40	84,905.60	
Community Services Analyst I	26.38	27.68	29.09	30.54	32.07		2,110.40	2,214.40	2,327.20	2,443.20	2,565.60		4,572.53	4,797.87	5,042.27	5,293.60	5,558.80		54,870.40	57,574.40	60,507.20	63,523.20	66,705.60	
Community Services Analyst II	30.33	31.84	33.45	35.12	36.86		2,426.40	2,547.20	2,676.00	2,809.60	2,948.80													

City of Grass Valley Salary Schedule
FY 2020-2021

Position	Hourly						Bi Weekly						Monthly						Annually							
	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F		
Police Officer II	31.08	32.64	34.27	35.99	37.79	39.68	2,486.40	2,611.20	2,741.60	2,879.20	3,023.20	3,174.40	5,387.20	5,657.60	5,940.13	6,238.27	6,550.27	6,877.87	64,646.40	67,891.20	71,281.60	74,859.20	78,603.20	82,534.40		
Police Sergeant	38.92	40.86	42.91	45.05	47.30	49.66	3,113.60	3,268.80	3,432.80	3,604.00	3,784.00	3,972.80	6,746.13	7,082.40	7,437.73	7,808.67	8,198.67	8,607.73	80,953.60	84,988.80	89,252.80	93,704.00	98,384.00	103,292.80		
Fire Unit 8 July 1, 2020 - June 30, 2021:																										
Deputy Fire Marshal (Note 2)	25.10	26.37	27.68	29.07	30.53		2,811.45	2,953.10	3,100.47	3,255.84	3,419.20		6,091.47	6,398.39	6,717.69	7,054.32	7,408.27		73,097.61	76,780.70	80,612.31	84,651.84	88,899.28			
Deputy Fire Marshal	33.26	34.94	36.69	38.52	40.43		2,660.98	2,794.80	2,935.15	3,081.22	3,234.62		5,765.45	6,055.40	6,359.50	6,675.97	7,008.35		69,185.38	72,664.80	76,313.95	80,111.62	84,100.22			
Fire Captain (Note 2)	25.10	26.37	27.68	29.07	30.53		2,811.45	2,953.10	3,100.47	3,255.84	3,419.20		6,091.47	6,398.39	6,717.69	7,054.32	7,408.27		73,097.61	76,780.70	80,612.31	84,651.84	88,899.28			
Engineer (Note 2)	20.78	21.82	22.91	24.05	25.26		2,327.07	2,443.59	2,565.83	2,693.78	2,828.58		5,041.98	5,294.45	5,559.30	5,836.52	6,128.60		60,503.79	63,533.43	66,711.59	70,038.26	73,543.14			
Fire Fighter (Note 2)	17.84	18.73	19.68	20.66	21.70		1,998.06	2,097.45	2,203.69	2,313.36	2,429.88		4,329.12	4,544.47	4,774.66	5,012.28	5,264.75		51,949.50	54,533.61	57,295.93	60,147.36	63,177.00			
Fire Inspector	21.89	22.98	24.12	25.34	26.60		1,751.14	1,838.45	1,929.84	2,026.94	2,128.13		3,794.13	3,983.30	4,181.32	4,391.71	4,610.94		45,529.54	47,799.65	50,175.84	52,700.54	55,331.33			
Part Time/Seasonal																										
Seasonal Fire Fighter	14.84	15.58	16.36	17.18	18.04		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Reserve Police Officer Level III	15.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Reserve Police Officer Level II (see note 4)	20.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Reserve Police Officer Level I (see note 5)	29.55	31.02	32.58	34.20	35.92	37.71	-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Kennel Assistant (see note 7)	13.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Accountant (see note 6)	27.00	-	-	-	40.00		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Pool Manager	17.00	17.50	18.00	18.50	19.00		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			

Notes:

- 1) N/A
- 2) Based on 2,912 hours per year
- 3) N/A
- 4) Rate for Level 1 Reserve Officers hired before 1999
- 5) A range equal to that of Police Officer I as published in the Unit 6 MOU
- 6) Range of \$27.00-40.00/hour depending on City need and experience level
- 7) \$10.00 or existing minimum wage, whichever is greater.

City of Grass Valley Salary Schedule
FY 2021-2022

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F
Executive Unit July 1, 2021:																								
Administrative Services Director	61.84	-	70.67	-	85.82		4,947.12	-	5,653.85	-	6,865.38		10,718.75	-	12,250.00	-	14,875.00		128,625.00	-	147,000.00	-	178,500.00	
Deputy Administrative Services Director	46.38	-	53.48	-	60.58		3,710.30	-	4,278.23	-	4,846.15		8,038.98	-	9,269.49	-	10,500.00		96,467.70	-	111,233.85	-	126,000.00	
City Manager	83.79	-	93.08	-	102.38		6,703.20	-	7,446.79	-	8,190.38		14,523.60	-	16,134.72	-	17,745.83		174,283.20	-	193,616.60	-	212,950.00	
Chief of Police	67.64	-	77.30	-	93.39		5,410.91	-	6,183.89	-	7,471.15		11,723.63	-	13,398.44	-	16,187.50		140,683.60	-	160,781.25	-	194,250.00	
Deputy Police Chief	61.84	-	70.67	-	85.82		4,947.12	-	5,653.85	-	6,865.38		10,718.75	-	12,250.00	-	14,875.00		128,625.00	-	147,000.00	-	178,500.00	
City Clerk	38.65	-	44.56	-	50.48		3,091.93	-	3,565.19	-	4,038.46		6,699.18	-	7,724.59	-	8,750.00		80,390.10	-	92,695.05	-	105,000.00	
Deputy City Clerk/management Services Analyst	34.78	-	40.11	-	45.43		2,782.75	-	3,208.68	-	3,634.62		6,029.30	-	6,952.15	-	7,875.00		72,351.56	-	83,425.79	-	94,500.00	
Community Development Director	57.97	-	66.26	-	80.77		4,637.92	-	5,300.48	-	6,461.54		10,048.83	-	11,484.38	-	14,000.00		120,585.94	-	137,812.50	-	168,000.00	
City Engineer	57.97	-	66.26	-	80.77		4,637.92	-	5,300.48	-	6,461.54		10,048.83	-	11,484.38	-	14,000.00		120,585.94	-	137,812.50	-	168,000.00	
Fire Chief	61.84	-	70.67	-	85.82		4,947.12	-	5,653.85	-	6,865.38		10,718.75	-	12,250.00	-	14,875.00		128,625.00	-	147,000.00	-	178,500.00	
Public Works Director of Operations	57.97	-	66.26	-	80.77		4,637.92	-	5,300.48	-	6,461.54		10,048.83	-	11,484.38	-	14,000.00		120,585.94	-	137,812.50	-	168,000.00	
Utilities Director	57.97	-	66.26	-	80.77		4,637.92	-	5,300.48	-	6,461.54		10,048.83	-	11,484.38	-	14,000.00		120,585.94	-	137,812.50	-	168,000.00	
Management/Supervisory Unit 1 July 1, 2021 - June 30, 2022:																								
Animal Control Supervisor	28.17	-	31.22	-	36.11		2,253.38	-	2,497.57	-	2,889.13		4,882.33	-	5,411.41	-	6,259.78		58,587.98	-	64,936.87	-	\$ 75,117.37	
Assistant Chief Treatment Plant Operator	46.74	-	51.54	-	59.31		3,739.08	-	4,122.92	-	4,744.96		8,101.33	-	8,933.00	-	10,280.74		97,215.96	-	107,195.96	-	\$ 123,368.92	
Assistant Engineer	37.23	-	41.25	-	47.51		2,978.24	-	3,300.39	-	3,800.76		6,452.85	-	7,150.85	-	8,234.99		77,434.16	-	85,810.23	-	\$ 98,819.88	
Assistant City Engineer	52.90	-	58.61	-	67.53		4,231.74	-	4,688.41	-	5,402.12		9,168.76	-	10,158.22	-	11,704.60		110,025.12	-	121,898.65	-	\$ 140,455.22	
Associate Civil Engineer	44.66	-	49.47	-	56.99		3,572.86	-	3,957.56	-	4,559.03		7,741.19	-	8,574.71	-	9,977.90		92,894.26	-	102,886.54	-	\$ 118,534.85	
Battalion Chief (40)	46.10	-	51.09	-	60.23		3,687.67	-	4,086.94	-	4,818.64		7,989.95	-	8,855.03	-	10,440.39		95,879.35	-	106,260.34	-	\$ 126,284.72	
Battalion Chief (56)	46.10	-	51.09	-	60.23		3,688.16	-	4,086.88	-	4,818.24		7,991.01	-	8,854.91	-	10,439.52		95,892.16	-	106,258.88	-	\$ 125,724.44	
Building Official	41.75	-	46.27	-	53.29		3,339.81	-	3,701.38	-	4,263.44		7,236.25	-	8,019.65	-	9,237.45		86,834.97	-	96,235.78	-	\$ 110,849.36	
Principal Planner	43.83	-	48.55	-	55.93		3,506.03	-	3,883.87	-	4,474.21		7,596.39	-	8,415.06	-	9,694.12		91,156.67	-	100,980.73	-	\$ 116,329.45	
Utilities Super./Chief Treatment Plant Operator	50.38	-	55.82	-	64.30		4,030.39	-	4,465.64	-	5,144.23		8,732.51	-	9,675.56	-	11,145.83		104,790.07	-	116,106.68	-	\$ 133,749.91	
Police Captain	55.83	-	63.71	-	78.73		4,466.50	-	5,097.10	-	6,298.34		9,677.41	-	11,043.72	-	13,646.40		116,128.96	-	132,524.68	-	\$ 163,756.76	
Police Lieutenant	48.85	-	54.22	-	65.61		3,907.86	-	4,337.98	-	5,248.76		8,467.04	-	9,398.95	-	11,372.31		101,604.48	-	112,787.44	-	\$ 136,467.68	
Information Technology Analyst	46.74	-	51.52	-	59.64		3,739.08	-	4,121.21	-	4,771.52		8,101.33	-	8,929.28	-	10,338.29		97,215.96	-	107,151.41	-	\$ 124,059.50	
General Ledger Accountant	33.22	-	41.53	-	52.35		2,657.79	-	3,322.67	-	4,188.04		5,758.55	-	7,199.12	-	9,074.08		69,102.63	-	86,389.43	-	\$ 108,889.00	
Senior Accountant	33.22	-	41.53	-	52.35		2,657.79	-	3,322.67	-	4,188.04		5,758.55	-	7,199.12	-	9,074.08		69,102.63	-	86,389.43	-	\$ 108,889.00	
Senior Engineer	48.85	-	54.22	-	65.61		3,907.86	-	4,337.98	-	5,039.87		8,454.05	-	9,369.25	-	10,888.92		101,448.55	-	112,431.01	-	\$ 130,787.09	
Senior Engineer/Deputy Director	52.90	-	58.61	-	67.53		4,231.74	-	4,688.41	-	5,402.12		9,168.76	-	10,158.22	-	11,704.60		110,025.12	-	121,898.65	-	\$ 140,455.22	
Superintendent	38.22	-	41.52	-	48.47		3,057.92	-	3,321.81	-	3,877.88		6,625.49	-	7,197.26	-	8,402.07		79,505.90	-	86,367.15	-	\$ 100,824.80	
Superintendent II	40.13	-	43.60	-	50.89		3,210.43	-	3,488.03	-	4,071.51		6,955.93	-	7,557.40	-	8,821.61		83,471.17	-	90,688.85	-	\$ 105,859.35	
Misc Unit 2 October 1, 2021 - August 30, 2022:																								
Assist. Equip. Mechanic	21.56	22.63	23.76	24.97	26.20		1,724.80	1,810.40	1,900.80	1,997.60	2,096.00		3,737.07	3,922.53	4,118.40	4,328.13	4,541.33		44,844.80	47,070.40	49,420.80	51,937.60	54,496.00	
Fleet Supervisor	36.24	38.05	39.95	41.95	44.05		2,899.20	3,044.00	3,196.00	3,356.00	3,524.00		6,281.60	6,595.33	6,924.67	7,271.33	7,635.33		75,379.20	79,144.00	83,096.00	87,256.00	91,624.00	
Lead Mechanic	25.87	27.17	28.52	29.95	31.46		2,069.60	2,173.60	2,281.60	2,396.00	2,516.80		4,484.13	4,709.47	4,943.47	5,191.33	5,453.07		53,809.60	56,513.60	59,321.60	62,296.00	65,436.80	
Maintenance Assistant	15.00	15.75	16.54	17.37	18.24		1,200.00	1,260.00	1,323.20	1,389.60	1,459.20		2,600.00	2,730.00	2,866.93	3,010.80	3,161.60		31,200.00	32,760.00	34,403.20	36,129.60	37,939.20	
Maintenance Worker I	18.54	19.46	20.41	21.44	22.52		1,493.20	1,556.80	1,625.20	1,715.20	1,801.60		3,213.80	3,473.07	3,737.73	3,716.27	3,903.47		38,563.20	40,476.80	42,452.80	44,596.20	46,814.80	
Maintenance Worker II	20.64	21.66	22.74	23.90	25.07		1,651.20	1,732.80	1,912.00	2,005.60	2,100.00		3,577.60	3,754.40	3,941.60	4,142.67	4,345.47		42,912.00	45,052.80	47,299.20	49,712.00	52,145.60	
Maintenance Worker III	24.17	25.37	26.65	27.96	29.38		1,933.60	2,029.60	2,132.00	2,236.80	2,350.40		4,189.47	4,397.47	4,619.33	4,846.40	5,092.53		50,273.60	52,769.60	55,432.00	58,156.80	61,110.40	
Mechanic	23.70	24.89	26.15	27.44	28.81		1,896.00	1,991.20	2,092.00	2,195.20	2,304.80		4,108.00	4,314.27	4,532.67	4,756.27	4,993.73		49,296.00	51,771.20	54,392.00	57,075.20	59,924.80	
Plant Maintenance Mechanic	28.52	29.95	31.46	33.01	34.67		2,281.60	2,396.00	2,516.80	2,640.80	2,773.60		4,943.47	5,191.33	5,453.07	5,721.73	6,009.47		59,321.60	62,296.00	65,436.80	68,660.80	72,113.60	
Senior Maintenance Worker	28.33	29.74	31.22	32.78	34.42		2,266.40	2,379.20	2,497.60	2,622.40	2,753.60		4,910.53	5,154.93	5,411.47	5,681.87	5,966.13		58,926.40	61,859.20	64,937.60	68,182.40	71,593.60	
Senior Treatment Plant Operator	38.42	40.33	42.36	44.48	46.71		3,073.60	3,226.40	3,388.80	3,558.40	3,736.80		6,659.47	6,990.53	7,342.40	7,709.87	8,096.40		79,913.60	83,886.40	88,108.80	92,518.40	97,156.80	
Street Sweeper Operator	21.14	22.20	23.32	24.49	25.69		1,691.20	1,776.00	1,865.60	1,959.20	2,055.20		3,664.27	3,848.00	4,042.13	4,244.93	4,452.93		43,971.20	46,176.00	48,505.60	50,939.20	53,475.20	
Treatment Plant Operator I	29.79	31.27	32.84	34.49	36.21		2,383.20	2,501.60	2,627.20	2,759.20	2,896.80		5,163.60	5,420.13	5,692.27	5,978.27	6,276.40		61,963.20	65,041.60	68,307.20	71,739.20	75,316.80	
Treatment Plant Operator II	33.40	35.08	36.83	38.67	40.60		2,672.00	2,806.40	2,946.40	3,093.60	3,248.00		5,789.33	6,080.53	6,383.87	6,702.80	7,037.33		69,472.00	72,966.40	76,606.40	80,433.60	84,448.00	
Utility Maintenance Worker	19.78	20.78	21.83	22.91	24.03		1,592.40	1,662.40	1,746.40	1,832.80	1,922.40		3,428.53	3,601.87	3,783.87	3,971.07	4,165.20		41,142.40	43,222.40	45,406.40	47,692.80	49,982.40	

City of Grass Valley Salary Schedule
FY 2021-2022

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F
Fire Unit 8 July 1, 2021 - June 30, 2022:																								
Deputy Fire Marshal (Note 2)	26.36	27.69	29.06	30.52	32.06		2,952.32	3,101.28	3,254.72	3,418.24	3,590.72		6,396.69	6,719.44	7,051.89	7,406.19	7,779.89		76,760.32	80,633.28	84,622.72	88,874.24	93,358.72	
Fire Captain (Note 2)	34.92	36.69	38.52	40.45	42.45		2,793.60	2,935.20	3,081.60	3,236.00	3,396.00		6,052.80	6,359.60	6,676.80	7,011.33	7,358.00		72,633.60	76,315.20	80,121.60	84,136.00	88,296.00	
Engineer (Note 2)	26.36	27.69	29.06	30.52	32.06		2,952.32	3,101.28	3,254.72	3,418.24	3,590.72		6,396.69	6,719.44	7,051.89	7,406.19	7,779.89		76,760.32	80,633.28	84,622.72	88,874.24	93,358.72	
Fire Fighter (Note 2)	21.82	22.91	24.06	25.25	26.52		2,443.84	2,565.92	2,694.72	2,828.00	2,970.24		5,294.99	5,559.49	5,838.56	6,127.33	6,435.52		63,539.84	66,713.92	70,062.72	73,528.00	77,226.24	
Fire Inspector	18.73	19.67	20.66	21.69	22.79		2,097.76	2,203.04	2,313.92	2,429.28	2,552.48		4,545.15	4,773.25	5,013.49	5,263.44	5,530.37		54,541.76	57,279.04	60,161.92	63,161.28	66,364.48	
Part Time/Seasonal	22.98	24.13	25.33	26.61	27.93		1,838.40	1,930.40	2,026.40	2,128.80	2,234.40		3,983.20	4,182.53	4,390.53	4,612.40	4,841.20		47,798.40	50,190.40	52,686.40	55,348.80	58,094.40	
Seasonal Fire Fighter	15.58	16.36	17.18	18.04	18.94		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Reserve Police Officer Level III	15.75	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Reserve Police Officer Level II (see note 4)	21.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Reserve Police Officer Level I (see note 5)	31.03	32.57	34.21	35.91	37.72	39.60	-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Kennel Assistant (see note 7)	15.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Accountant (see note 6)	28.35	-	-	-	42.00		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Pool Manager	17.00	17.50	18.00	18.50	19.00		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	

Notes:

- 1) N/A
- 2) Based on 2,912 hours per year
- 3) N/A
- 4) Rate for Level 1 Reserve Officers hired before 1999
- 5) A range equal to that of Police Officer I as published in the Unit 6 MOU
- 6) Range of \$28.35-42.00/hour depending on City need and experience level
- 7) Minimum wage

City of Grass Valley Salary Schedule
FY 2023-2024

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F
Misc Unit 2 July 1, 2023 - June 30, 2024:																								
Assist. Equip. Mechanic	23.32	24.48	25.71	27.00	28.35		1,865.54	1,958.65	2,056.70	2,159.70	2,267.65		4,041.99	4,243.74	4,456.19	4,679.36	4,913.24		48,503.94	50,924.85	53,474.30	56,152.30	58,958.85	
Fleet Supervisor	39.19	41.15	43.21	45.37	47.64		3,135.32	3,291.88	3,456.68	3,629.72	3,811.00		6,793.19	7,132.41	7,489.47	7,864.39	8,257.17		81,518.32	85,588.88	89,873.68	94,372.72	99,086.00	
Lead Mechanic	27.97	29.38	30.85	32.39	34.01		2,237.98	2,350.05	2,467.88	2,591.48	2,720.85		4,848.97	5,091.77	5,347.07	5,614.87	5,895.17		58,187.58	61,101.25	64,164.88	67,378.48	70,742.05	
Maintenance Assistant	16.22	17.04	17.88	18.78	19.71		1,297.80	1,362.90	1,430.46	1,502.15	1,577.14		2,811.90	2,952.94	3,099.34	3,254.66	3,417.13		33,742.80	35,435.30	37,192.06	39,055.95	41,005.54	
Maintenance Worker I	20.05	21.05	22.10	23.22	24.37		1,604.33	1,684.26	1,768.30	1,857.30	1,949.58		3,476.04	3,649.22	3,831.33	4,024.14	4,224.10		41,712.53	43,790.66	45,975.90	48,269.70	50,689.18	
Maintenance Worker II	22.32	23.44	24.61	25.84	27.13		1,785.61	1,875.42	1,968.54	2,067.42	2,170.42		3,868.82	4,063.42	4,265.16	4,479.40	4,702.57		46,425.81	48,761.02	51,181.94	53,752.82	56,430.82	
Maintenance Worker III	26.14	27.45	28.82	30.26	31.78		2,091.31	2,195.96	2,305.55	2,420.91	2,542.04		4,531.18	4,757.91	4,995.36	5,245.31	5,507.75		54,374.11	57,094.96	59,944.35	62,943.71	66,093.04	
Mechanic	25.64	26.91	28.26	29.67	31.16		2,050.94	2,153.11	2,261.06	2,373.94	2,492.60		4,443.69	4,665.08	4,898.95	5,143.55	5,400.63		53,324.34	55,980.91	58,787.46	61,722.54	64,807.60	
Plant Maintenance Mechanic	30.85	32.38	34.01	35.71	37.49		2,467.88	2,590.66	2,720.85	2,856.81	2,999.36		5,347.07	5,613.09	5,895.17	6,189.75	6,498.61		64,164.88	67,357.06	70,742.05	74,277.01	77,983.36	
Senior Maintenance Worker	30.64	32.17	33.78	35.47	37.24		2,451.40	2,573.35	2,702.72	2,837.86	2,979.58		5,311.37	5,575.60	5,855.89	6,148.69	6,455.77		63,736.40	66,907.15	70,270.72	73,784.26	77,469.18	
Senior Treatment Plant Operator	41.55	43.63	45.81	48.10	50.50		3,324.02	3,490.46	3,665.15	3,848.08	4,040.07		7,202.03	7,562.67	7,941.16	8,337.51	8,753.49		86,424.42	90,752.06	95,293.95	100,050.08	105,041.87	
Street Sweeper Operator	22.87	24.01	25.20	26.47	27.79		1,829.28	1,920.74	2,016.33	2,117.68	2,223.15		3,963.44	4,161.61	4,368.71	4,588.31	4,816.83		47,561.28	49,939.34	52,424.53	55,059.68	57,801.95	
Treatment Plant Operator I	32.22	33.83	35.52	37.30	39.16		2,577.47	2,706.02	2,841.98	2,983.70	3,132.85		5,584.52	5,863.03	6,157.61	6,464.69	6,787.84		67,014.27	70,356.42	73,891.38	77,576.30	81,454.05	
Treatment Plant Operator II	36.12	37.92	39.82	41.82	43.91		2,889.77	3,033.97	3,185.58	3,345.44	3,512.71		6,261.16	6,573.60	6,902.10	7,248.45	7,610.88		75,133.97	78,983.17	82,825.18	86,981.44	91,330.51	
Utility Maintenance Worker	21.39	22.46	23.59	24.76	26.00		1,711.45	1,797.14	1,886.96	1,980.90	2,079.78		3,708.14	3,893.81	4,088.41	4,291.94	4,506.18		44,487.65	46,725.74	49,060.96	51,503.30	54,074.18	
Water Distribution Operator	24.25	25.46	26.73	28.07	29.47		1,939.70	2,036.93	2,138.28	2,245.40	2,357.46		4,202.67	4,413.34	4,632.94	4,865.03	5,107.84		50,432.10	52,960.13	55,595.28	58,380.40	61,294.06	
Water Distribution Operator in Training	24.25	25.46	26.73	28.07	29.47		1,939.70	2,036.93	2,138.28	2,245.40	2,357.46		4,202.67	4,413.34	4,632.94	4,865.03	5,107.84		50,432.10	52,960.13	55,595.28	58,380.40	61,294.06	

RESOLUTION NO. 2023-51

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GRASS VALLEY
ADOPTING AN AMENDED MEMORANDUM OF UNDERSTANDING WITH THE
INTERNATIONAL UNION OF OPERATING ENGINEERS, STATIONERY ENGINEERS,
LOCAL 39 (UNIT #3) FOR THE PERIOD JULY 1, 2023 - JUNE 30, 2024, AND
AUTHORIZING THE CITY MANAGER TO EXECUTE SAID AGREEMENT**

WHEREAS, the labor negotiations team appointed to represent the City Council of the City of Grass Valley and representatives of the Operating Engineers, Stationery Engineers, Local 39 (Unit #3) have engaged in negotiations to update the labor Memorandum of Understanding (“MOU”) between the City and Unit #3; and

WHEREAS, the parties came to an agreement which incorporates updates to the attached updated MOU;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GRASS VALLEY, as follows:

1. The above recitals are true and correct and are a substantive part of this Resolution.
2. The City Council of the City of Grass Valley approves the updated Memorandum of Understanding for the Operating Engineers, Stationery Engineer’s Local 39 (Unit #3) for the period of July 1, 2023, through June 30, 2024, and authorizes the City Manager to execute said agreement.

PASSED AND ADOPTED as a Resolution of the City Council of Grass Valley at a meeting thereof held on the 22nd day of August 2023, by the following vote:

AYES: Councilmember
NOES: Councilmember
ABSENT: Councilmember
ABSTAINING: Councilmember

Jan Arbuckle, Mayor

ATTEST:

APPROVED AS TO FORM:

Taylor Day, City Clerk

Michael Colantuono, City Attorney

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF GRASS VALLEY CITY COUNCIL**

AND

**THE INTERNATIONAL UNION OF OPERATING ENGINEERS,
STATIONARY ENGINEERS, LOCAL 39 (UNION)
FOR AND ON BEHALF OF
THE EMPLOYMENT CLASSIFICATIONS IN THE CITY'S UNIT #3
OFFICE TECHNICAL**

July 1, 2023 – June 30, 2024

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MEMORANDUM OF UNDERSTANDING DESCRIBING SALARY, BENEFITS AND WORKING CONDITIONS BETWEEN THE CITY OF GRASS VALLEY CITY COUNCIL AND INTERNATIONAL UNION OF OPERATING ENGINEERS, STATIONARY ENGINEERS, LOCAL 39 (UNION) FOR AND ON BEHALF OF THE EMPLOYMENT CLASSIFICATIONS IN THE CITY'S UNIT #3 – OFFICE - TECHNICAL FOR JULY 1, 2023 – JUNE 30, 2024.

This Memorandum of Understanding, hereafter referred to as "MOU," is made and entered into by and between the City of Grass Valley, hereinafter referred to as "the City," or "Employer" and the International Union of Operating Engineers, Stationary Engineers, Local 39 AFL-CIO, hereinafter referred to as "Union".

The parties to this MOU have met and conferred in good faith on matters within the scope of representation pursuant to Section 3500 et seq. of the California Government Code and the City of Grass Valley's Employer-Employee Relations Resolution (No. 93-40).

ARTICLE 1 - UNION RECOGNITION

In keeping with the provisions of the City's Employer-Employee Relations Resolution, which is incorporated into this MOU by reference, the City recognizes the Union as the sole and exclusive representative of the Office – Technical Unit (Unit #3). The agreement applies to active covered employees employed in those classifications listed in APPENDIX C.

ARTICLE 2 - SUPPORT OF MOU

The City agrees that it shall not negotiate with any other organizations on matters for which Union is the exclusive representative of the Employees in the bargaining unit during the term of this MOU. Union agrees to negotiate only with the representative officially designated by the City to act on the City's behalf. During the term of this MOU and as appropriate thereafter, the parties agree to use the dispute resolution machinery as provided herein or by Civil Service rules as a means of adjudicating disputes between them.

ARTICLE 3 - UNION RIGHTS

Union shall have the following rights:

A. Union Access

Union shall have access to bargaining unit members outside of their assigned duties; before and after work hours, at meal and break periods, without prior notice.

B. Bulletin Boards

Union may use bulletin boards designated for its use in appropriate places. All items to be posted shall be officially authorized by Union, and shall bear the date of posting

and the date of removal. A copy shall be provided to the Human Resources Representative.

C. Use of Facilities

The City Manager or Department Head upon request may permit Union to use designated facilities, depending upon availability of space, for meeting purposes at no charge. No request for use of City facilities shall be unreasonably denied. City use of any facility will have priority over the Union use and may require Union to reschedule or relocate meetings. If a meeting is to be held at a City facility, an employee will be designated to insure meeting space is available and is properly secured and clean following the meeting.

D. Time Off for Meetings

Employees shall not be given time off work for Union meetings without the appropriate Department Head's approval for such release time for organized meetings with Unit members that may impact work hours or processes. Such requests will not be unreasonably denied.

E. List of Stewards

Union shall furnish the Human Resources Representative upon change, or as needed, a list of all stewards for Union. The City agrees to grant authorized officials and representatives access to designated City property to transact official Union business as provided for in this Article. Employee's Department Head will also be notified of Steward appointment.

F. Union Dues

Employees may sign up for Payroll Deductions of Local 39 dues with Local 39. Local 39 will certify to the City any new members of Local 39.

City agrees to deduct dues as established by Local 39, and premiums for approved insurance programs from the salaries of Local 39 members. The sum so withheld shall be remitted by the City, without delay, directly to Local 39 along with a list of employees who have had such amounts deducted. Local 39 agrees to provide a listing of all additions or deletions of membership or requested changes to establish payroll deductions of its members to the City.

The employee's earnings must be sufficient after the other legal and required deductions are made to cover the amount of the dues authorized. When an employee is in a non-pay status for an entire pay period, no withholding will be made to cover the pay period from future earnings. In the case of an employee who is in a non-pay status during only part of the pay period, and the salary is not sufficient to cover the full withholding, no deduction shall be made. All other legal and required deductions (including healthcare

deductions) have priority over Local 39 dues.

It shall be the sole responsibility of Local 39 to procure and enforce payroll deduction of dues.

Local 39 shall indemnify, defend, and hold harmless the City, its officers, employees, and agents acting on its behalf from and against any and all losses, damages, costs, expenses, claims, demands, actions, suits, judgments and other forms of liability arising out of the application or enforcement of this Section. In no event shall the City be required to pay from its own funds Local 39 dues which the employee was obligated to pay, but failed to pay regardless of the reasons.

Any Local 39 member who notifies the City of their desire to discontinue dues or otherwise withdraw from Local 39 membership shall be referred to Local 39. The City agrees to continue all dues deductions until notified of a deduction change by Local 39.

G. New Employee Orientation:

1. The City will provide Local 39 with 10 days' advance notice by email to Local 39 of any new employee orientation as provided under California Government Code §3556. A designated Local 39 representative will be given access and a reasonable amount of time without loss of pay during all new employee orientation meetings to communicate with the public employees that Local 39 represents to ensure the effectiveness of state labor relations statutes, meaningfully communicate through cost-effective and efficient means with the public employees on whose behalf it acts, and afford Local 39 representatives an opportunity to discuss the rights and obligations created by this MOU and the role of Local 39, and to answer questions.

The City will provide Local 39 by email to Local 39 a list of the name, job title, department, work location, work telephone number, home telephone number, personal cellular phone number, personal email address, and home address of any new employee in Local 39's bargaining unit within 30 days of hire or by the first pay period of the month following hire as provide under California Government Code §3558.

The City will provide Local 39 by email Local 39 a list of all employees in Local 39's bargaining unit at least every 120 days. The list will include each employee's name, job title, department, work location, work telephone number, home telephone number, personal cellular phone number, personal email address, and home address.

Nothing in the article is intended to limit or abridge the provisions of AB 119 as codified in California Government Code sections 3555 to 3599.

2. **In accordance with SB191, if the city has not conducted an in person new employee orientation within 30 days of a newly hired employee start date, and the employee is working in person, the Union has a right to schedule an in-person meeting at the work site during working hours. During that meeting, the exclusive representative shall be permitted to communicate directly with newly hired employees in the applicable bargaining unit for up to 30 minutes. The newly hired employees must be allowed paid time off, and relieved of other duties, for attending the meeting. Upon receiving a request from the Union, the city will provide an appropriate on site meeting space within seven calendar days. This provision expires June 30th, 2025**

H. Part-time Employees

Permanent part-time employees working 20 hours or more per week or 1,000 or more hours per fiscal year shall be covered under this MOU. Section “G” does not apply to non-permanent temporary or seasonal employees.

ARTICLE 4 - MANAGEMENT RIGHTS AND RESPONSIBILITIES PROCEDURAL PREROGATIVES

It is understood that the City retains the procedural prerogative to initiate or to refrain from initiating actions that may affect unit members' wages, hours and conditions of employment and that such actions, once initiated by the City are subject only to the express procedural limitations that may be set forth in the MOU, Civil Service Rules, Charter or other law. Such matters include, but are not limited to, the procedural rights to contract out work not performed by active unit members, to transfer, lay off, terminate or otherwise discipline employees, to reasonably accommodate qualified disabled persons/employees, to make technological improvements, and to take necessary action to implement the terms and conditions of the MOU.

Union recognizes and agrees that the City, on its own behalf and on behalf of the electors of the City, retains and reserves unto itself, limited only by the articles of this MOU, all powers, rights, authority, duties and responsibilities conferred upon, and vested in it, expressed or implied, by the laws and the Constitution of the State of California and of the United States and the provisions of the City Charter.

Union recognizes and agrees that the exercise of the foregoing powers, rights, authority, duties and responsibilities of the City, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this MOU.

Union recognizes and agrees that the City's powers, rights, authority, duties and responsibilities include, but without limiting the generality of the foregoing, the exclusive right to manage, plan, organize, staff, direct and control; to determine levels of service; to establish and change standards; to determine solely the extent to which the facilities of any department thereof shall be operated, and the outside purchases of products or services; the right to introduce new or improved methods and facilities and to otherwise take any action desired to run the entire operation efficiently, except as modified by this MOU.

It is understood and agreed that the specific provisions contained in this MOU shall prevail over City practices and procedures and over State Laws, and City Charter to the extent permitted by State Law, and that in the absence of specific provisions in this MOU, such practices and procedures are discretionary with the City. Nothing contained in this MOU shall be interpreted as to imply or permit the invocation of past practice or tradition, or accumulation of any employee rights or privileges other than those expressly stated herein.

If a conflict arises between this MOU and a City Charter provision or resolution incorporated herein, the City's Charter provisions or resolution shall prevail.

ARTICLE 5 - HOURS OF WORK AND BASIS OF COMPENSATION

A. Pay Periods

The "pay period" shall be fourteen (14) calendar days from Sunday (starting at midnight Saturday) to midnight of the second Saturday thereafter, and refers to the period for computing compensation due for all normal working days during that period. Payroll checks will be available the ensuing Friday by noon following the end of the pay period. Direct deposit pay checks will have funding available on the morning of the Friday payroll date, pending release by the employee's bank, on the Friday payroll date.

B. Work Periods/Days

1. The normal work period shall be forty (40) hours per week for each full-time employee.
2. The normal work day means each day on which an employee performs a normal working shift of eight (8) hours, including holidays and Saturday and Sunday for those Employees who work other than the regular Monday through Friday week. All time appropriately authorized in excess of eight (8) hours per workday shall be administered pursuant to Article 7 for nonexempt

employees. Nothing in this section shall prohibit the establishment of alternative work schedules, as long as said schedules are not established for the sole intent of avoiding overtime.

3. Employees may request the establishment of alternative/flexible work schedules for their position. All requests must be submitted in writing to the Department Head. Any alternative/flexible schedule must be approved by the City Manager upon recommendation of the Department Head. Permission to work an alternative/flexible work schedule may be revoked by the City by giving two weeks notice to the employee. The decision to approve or revoke the alternative/flexible work schedule is not grievable.
4. Exempt employees are expected to work whatever number of hours is necessary beyond normal workdays, periods, or weeks without additional compensation to accomplish their duties and responsibilities.

C. Calculation of Compensation

Compensation is based on the hourly rates and pay schedule set forth in Appendix A. Adjustments in hourly rates are rounded up to the next penny, but may not exceed the top of any pay range. Pay is based on 2,080 hours per year and twenty-six (26) equal pay periods per year. The payment of compensation shall be calculated to the nearest one-quarter (1/4) hour.

Exempt employees are paid a fixed salary and are not compensated on an hourly basis. As needed, they may be required to report their hours for purposes of charging appropriate budgets, grants, for project or program time, or for assessing staff patterns.

D. Lunch Periods

Nonexempt employees are provided with an uninterrupted lunch period of one hour or one-half (1/2) hour for each eight (8) hours of work, or alternative work schedule.

E. Rest Periods

1. Nonexempt employees are provided two paid fifteen (15) minute breaks, one during the first half of the shift and another during the second half of the shift. During breaks, employees are considered to be under the direction and supervision of the City. Rest periods will generally not be taken within one (1) hour of an employee's start or end time.
2. Rest breaks will normally be taken at the assigned worksite. Employees may, with the supervisor's permission, leave the area as necessary to take care of their personal needs. Employees may be required to use the closest reasonably accessible facility for that purpose.

F. Weekend Work Schedule

Weekend work schedules shall be assigned to those qualified to perform the assignments by agreement. Should no mutual agreement be reached then the

assignments shall be made on a reasonable, rotating basis. Employees may have the option to work weekend assignments as part of a mutually agreed upon alternative work schedule or adjusted schedule for a specific period of time.

ARTICLE 6 – SALARY SCHEDULE/COMPENSATION

A. Salary Increases

- Effective July 25, 2023, the City shall implement a three percent (3%) COLA.
- Effective July 25, 2023, the City shall implement the following equity adjustment:
 - Engineering Technician +5.88%

B. Work in Higher Class

If a regular full-time employee is temporarily assigned to a position in a class with a higher salary range, the temporary assignment shall be treated as a promotion, provided the employee performs or is available to perform, to a significant extent, the essential duties of the higher class. The salary of such employee shall be determined in accordance with this Agreement. In any case the employee will be compensated a minimum of five percent (5%) above his or her current base salary. If the employee meets the minimum qualifications of the position, then he or she will be placed within the range of the higher position. Upon termination of such transfer or assignment, such employee shall be restored to the position from which he or she was transferred or assigned and to the salary and step which such employee is entitled to receive at the date of such restoration, including any merit increase to which he or she is entitled. Such temporary transfer shall not affect any employee's salary anniversary date.

If the appointing authority and the affected employee agree that the employee be assigned on a temporary basis for training purposes, no upgrade in compensation will be due the temporarily assigned employee. In no case shall such training be for more than a cumulative total of one (1) pay period, provided that no technological change has occurred in the higher position since the training.

The City recognizes that temporary work in a higher classification shall not be used as a device for circumventing career civil service positions. Out of class assignments in excess of 90 days must be reviewed by the Finance Director who will make a recommendation to the City Manager. The City Manager must give approval for out of class assignments that exceed 90 days. The City will notify the Union of any out of class assignment that exceeds the 90-day limit. In no event will an out of class assignment exceed 960 hours per fiscal year, pursuant to Gov Code Section 24080.

C. Special Project Pay

Special Project Pay of no less than 5% may be paid in addition to base wages for employees assigned a significant job assignment outside their usual scope of work and not typically performed in another City job classification. Such special project pay must be recommended by a Department Head and approved by the City Manager and will be at the sole discretion of the City to consider granting such pay. Such pay will only be provided for the duration of the project work being performed and is intended to have a finite project end date. The assignment of this pay shall not be used as a device to circumvent an employee being reclassified to a higher paying position.

Special Project assignments in excess of 90 days must be reviewed by the Finance Director who will make a recommendation to the City Manager. The City Manager must give approval for special project assignments that exceed 90 days. The City will notify the Union of any special project assignments that exceeds the 90-day limit.

D. Shift Differential

Shift differential will be paid to nonexempt employees as follows:

1. If an employee is assigned to weekends as part of their regularly scheduled workweek, the employee will be entitled to a 5% shift differential for all regularly scheduled hours worked on Saturday and/or Sunday including any overtime.
2. If the majority of an employee's regularly scheduled work shift is worked after 6:00 p.m. and before 6:00 a.m., the employee will be entitled to a 5% shift differential for all regularly scheduled hours worked including any overtime.
3. An employee whose regularly scheduled work shift includes hours worked after 6:00 p.m. will be paid a 5% shift differential for all hours worked after 6:00 p.m. until the end of the shift including any overtime.
4. Under a mutually agreed upon alternative work schedule that includes hours or days outside of those defined in Section D the shift differential may be waived.

E. Split Shift Differential

Nonexempt employees who are required to work a split shift will receive a 5% shift differential for all hours worked.

F. Rules for Use of Salary Schedule

1. Pay Range - Pay ranges for each classification will be adopted by the City Council. Each classification within a department has an applicable range consisting of 5 steps.
2. Appointment from Eligibility List - All appointments from a listing of eligible candidates will enter the probationary period at the base salary of the range applicable to the classification. The City Manager, Finance Director and

Department Head may recommend elevation in the entry level to compensate for education and experience not to exceed 5% (one step). An additional 5% (one step) may be approved by the City Manager based on the Department Head recommendation and education and experience of the applicant. The City Council may approve hiring at any rate within the pay range.

3. Merit Step - All employees shall be eligible for a merit step increase to the next step in pay range every twelve months until the end of his or her pay range, if the City Manager finds the Department Head has determined that such employee's job performance satisfies the departmental standards relating to such employee. Employees denied a merit increase will be eligible for reconsideration 6 months following their initial review date.
4. Administrative Distinction Pay – An Employee is eligible to receive Administrative Distinction pay once every other year under the following conditions:
 - a) Employee has been at the fifth (E) step of his/her salary range for two or more years;
 - b) Employee has received two consecutive “exceeds expectations” performance appraisals;
 - c) Employee has not received documented written reprimand or disciplinary action during the same two year period;
 - d) Employee’s Department Head recommends award documenting the Employee’s contribution to or achievement on behalf of the City;
 - e) Approval of the City Manager;
 - f) Upon approval, Employee receives a lump sum gross check equivalent to 2.5% of his/her regular yearly base pay.
5. Promotions - When an employee is promoted to a position in a higher pay range, the employee will be placed at the minimum of new range, or at a level in the new range to provide a minimum 5% pay increase, provided the new pay rate upon promotion may not exceed the top of the pay range. The date of the promotion will establish a new anniversary date for the employee’s future performance evaluations. Should a promotion occur concurrently with the employee’s evaluation, and the employee is eligible for a merit increase, the merit increase is to be included in the base salary before the promotion.
6. Reduction in Force - Upon reduction in force, regular employees appointed to jobs with a lower pay range shall be given the next step in the lower range than the range from which he/she was reduced. The anniversary date for future annual evaluations will be the date of the appointment to the new job, other than for demotions that are voluntary.
7. Transfer - An employee transferred from one department to another in the same classification/grade will continue to receive the same salary and will have no change in their anniversary date.
8. Allocation to a Classification with Lower Salary Range - If the salary range of the new class to which an employee's position is allocated has a maximum

lower than that of his/her current class, but not lower than his/her actual salary, he/she should continue to receive his/her present salary until his/her next anniversary date, which remain unchanged, at which time he/she will be eligible for a merit increase in the new range. If the top of the new range is lower than the current salary, then the salary will be reduced to the top of the new range effective the next full pay period.

G. Educational Incentive

The City shall offer an Academic Education Incentive program with a maximum cumulative ceiling of 7.5% (seven and one-half percent) of base salary. Only certificates and degrees granted by accredited institutions, which are above the minimum educational requirement of the employee's position which enhance the employee's abilities and contribution, and demonstrated in writing to the Department Head will be considered. College units obtained to qualify for an incentive cannot be compounded to qualify for an additional incentive. For example units used to obtain an AA and then utilized to obtain a BA cannot yield incentives for both degrees. The incentive will only be provided for the highest degree. Incentives will not be provided for multiple degrees at the same level (i.e. two A.A. degrees). If an application for this benefit is denied, it is grievable.

The eligible degrees and certificates and corresponding incentives are as follows:

<u>Certificate/Degree</u>	<u>% of Base Salary</u>
Certificate with a minimum of 30 semester units	1.25% (max 2.5%)
Associate of Arts/Science	2.5%
Bachelor of Arts or (Not cumulative with AA or AS)	5%
Bachelor of Science	

For positions that require a Bachelor's Degree as a minimum qualification only:

Master of Arts or	2.5%
Master of Science	

H. Certificates and Licenses

1. City Required Certificate or License for Specialized Work - 1.25%
Incentive pay only applies when the City requires the certificate and the certificate is utilized to meet specific requirements. (Maximum incentive is 2.5%. If not required to utilize the certificate, the incentive will not apply.
2. The City agrees to pay for required certification and/or licensing renewal fees for employees. At the discretion of the Department Head the City also agrees

to pay for renewals of certifications and/or licensing when such certification and/or licensing is deemed relevant and valuable to the professional execution of assigned duties of employees.

I. Interagency Work

Assigned employees shall receive compensation for Interagency Agreement Work. Employees shall receive hourly compensation, including time and one-half (1 ½) pay, portal to portal, for work performed in accordance with interagency agreements. No premium pay.

J. Bilingual Pay

Effective July 25, 2023, employees designated by the City to provide bilingual services shall receive an increase of five percent (5%) of base salary.

Bilingual pay will be for languages designated by the City and demonstrated proficiency. Number of personnel approved for bilingual pay will be limited to meet the needs of the City.

K. Longevity Pay

Effective July 25, 2023, the City shall pay two and one-half percent (2.5%) of base rate for longevity pay upon completion of ten (10) years of continuous service

ARTICLE-7-OVERTIME; CALL BACK; STANDBY; COURT TIME; (NONEXEMPT EMPLOYEES):

A. Overtime

1. Policy - It is the policy that overtime work be discouraged; that each Department Head arrange the work of his or her department so that full-time Employees shall normally work not more than eight (8) hours per work day or more than five (5) consecutive work days consisting of forty (40) hours without at least one (1) day off, or more than eighty (80) hours in any pay period, and that overtime work be held to a minimum consistent with the efficient performance of necessary functions. Hours are subject to modification based on mutually agreed upon alternative work schedule.
2. Overtime Defined - Overtime is authorized time worked in excess of eight (8) hours in a normal day or forty (40) hours per week. Subject to modification based on mutually agreed upon alternative work schedules. All work authorized as overtime shall be calculated at the overtime rate which is one and one-half (1 1/2) times the regular hourly rate of pay (such calculation being non-cumulative for the same hours).
3. Authorization for Overtime Work - Overtime work not specifically authorized by the City Council shall be performed only upon express authorization of the

Department Head or designee empowered by the Department Head to authorize the same.

4. Reporting Overtime - Total hours of authorized overtime for each pay period for each employee shall be reported on a Time Card and shall be signed by the Department Head or designee. The total hours of prior accumulated compensatory time taken off during each pay period shall be likewise reported.
5. Fringe Benefits Not Affected by Overtime - Overtime work shall not be a basis for increasing vacation or sick leave benefits, nor shall it be a basis of advancing completion of required periods for probation or salary step advance.
6. Compensation for Overtime:
 - a. Compensation of overtime and holidays shall either be paid at the rate of time and one-half or accrued as Compensatory Time Off as determined by the Department Head subject to the rules as stated herein.
 - b. Employees may, upon the prior request of the employee and prior authorization of the Department Head, accumulate Compensatory Time Off in lieu of overtime pay, or receive overtime pay for that pay period. Provided, however, in no event shall an employee be allowed to accumulate in excess of one hundred and sixty (160) hours Compensatory Time Off. In the event an employee has accumulated one hundred and sixty (160) hours Compensatory Time, payment of overtime shall be automatically made unless mutually agreed otherwise by the City Manager and the employee.
 - c. In calculating the base for overtime/compensatory time consideration, vacation time of more than two days (16 hours) in the subject work week shall not be considered as qualifying in calculating "hours worked" for overtime purposes.
 - d. The balance of any accumulated Compensatory Time shall be paid upon termination of employment or under such other circumstances as authorized by the City Manager.
 - e. Employees shall request to use Compensatory Time Off in the same manner as vacation requests.

B. Call Back Time

Call back time shall be that time an employee is called back to work by the Department Head or designee before or after a normal work day, when an employee is required to work on a normal work day off by the Department Head in the event of an emergency; or when an employee is required to work on any holiday recognized by the City Council. The time actually worked or a minimum of two (2) hours at one and one-half (1 & 1/2) times, may at the choice of the employee be accrued as Compensatory Time, or taken as pay subject to the same rules for compensation for overtime provided above.

C. Telephone Call Back Pay

When an employee is contacted at home for the purpose of work and said work can be completed at home over the telephone or through other technology, the employee shall be compensated in 15 minute increments with call back pay at the overtime rate. A call lasting less than 15-minutes shall be compensated for 15-minutes.

D. Standby Time

1. Standby time shall be that time an employee is designated by the Department Head to be available on immediate call on normal days or hours off, or that time an employee is designated by the Department Head to be available on immediate call on holidays.
2. Standby time will be calculated at straight time using the terms noted below:
 - a. Weekend - That standby period shall begin at the end of the shift each Friday afternoon, and shall continue until the beginning of the shift the following Monday.
 - i. Compensation rate - 7.5 hours, may be taken as pay or Compensatory Time Off, subject to the same rules for Compensation for Overtime provided above.
 - b. Weekly - That standby period shall begin at the end of the shift on each Tuesday afternoon, and shall continue until the beginning of the shift the following Tuesday (Excluding the 40 hours of regular work week).
 - i. Compensation rate - 20 hours, may be taken as pay or Compensatory Time Off, subject to the same rules for Compensation for Overtime provided above.
 - c. Employees shall be limited to earning a maximum of eighty (80) hours of Compensatory Time Off per fiscal year for standby time.
3. If only one employee is on standby and additional employees are needed to perform an assignment, treatment plant employees who are on separate standby status shall only be used when other eligible employees are not available. If multiple employees divide a single week's standby assignment, the standby pay shall be divided pro-rata among the employees who have made themselves available.
4. If an employee's standby period, as defined in 7(DE)(2) contains a holiday, and if the employee is not called during the holiday, the employee shall be compensated with two (2) hours overtime in addition to their regular standby pay, which may be taken as pay or Compensatory Time Off subject to the same rules for Compensation for Overtime provided above.
5. Any time an employee on standby time ~~as described in section 7(E)(2) or 7(E)(4)~~ is called to work, the employee shall receive as compensation, callback

time as defined above in section 7(B) in addition to the standby time set forth in subsections 7(D)(2)(b).

6. If the City desires to change the beginning and ending time of standby coverage without impacting the total number of hours of coverage, the City will meet and consult with Local 39 prior to implementation to discuss the impact of this change.
7. Substitutions are allowed. All substitutions are the responsibility of the standby employee who has rotated to service. Substitutions shall normally be from the standby list. Prior supervisor approval is required in order to use someone who is not currently on the list.
8. Any time an employee on standby is called to work, they shall receive "Call Back Pay" at the rate prescribed in the MOU. "Call Back Pay" for standby will require a physical presence as a response to a standby call. Phone calls to confirm or coordinate a response or service shall not constitute "Call Out" unless those calls are made while physically present at the "Call Out" site. "Call Out" shall not constitute the exchange of the standby log from one standby shift to the next. Phone calls to employees who are not on standby will be paid in 15-minute increments.
9. Comp time conversion will remain as stated in the MOU under compensation for overtime.
10. If standby personnel require assistance and cannot get a response, any other personnel currently on a standby rotation may be called for assistance unless they are unavailable due to working in their own area.

E. Shift Change Notice

Employees shall be given at least five (5) days notice of a shift change. In the absence of such notice, the employee shall receive a 5% differential over base salary for each day in which the notice was not given (i.e. 5 day notice – no differential; 4 day notice - 1 day differential, etc.). If a shift change with less than five days notice is initiated by or agreed to by an employee, no shift change differential shall apply. Excludes shift change impact when required due to responding to an emergency (i.e. snow storm, flood, fire, etc.).

F. Court Time

Court time and compensation for that time, is defined as that period when an employee is required to appear in court as part of the performance of his/her normal duties on a day when the employee would not otherwise be scheduled to work. An employee will not be granted court time during the same time period that callback time or standby time is available. Court time may be paid or accrued as compensatory time in the same manner and subject to the same rules as overtime is compensated and shall be computed on the basis of two (2) hours or the actual amount of the time the employee is required to appear in court, whichever is greater.

If an employee is subpoenaed to appear in court on work related matters, the employee shall be paid his/her normal salary for the regular work time missed.

ARTICLE 8 – LEAVE

A. Absence From Duty

The absence of an employee from duty and the reason for absence shall be reported by the employee to their immediate supervisor, who in turn will notify the Department Head. The return of an employee to duty shall likewise be reported. Unauthorized absence from duty is sufficient cause for termination of employment. Unauthorized absence from duty for five (5) consecutive days shall be deemed a resignation from City employment.

B. Sick Leave

Employees shall be entitled to accrue 8 hours of leave for each calendar month of service (3.69 hours per pay period). After one (1) month of employment, the employee shall be entitled to use accrued sick leave, which may be integrated with SDI or Workers' Compensation benefits if the injury or illness necessitating the employee's absence from work is reported to the Department Head within 14 calendar days of the occurrence of the injury or illness. If any employee does not take the full amount of sick leave allowed in any calendar year, the amount not taken may be accumulated from year to year without limit.

C. Sick Leave Usage

1. Sick leave accrual, if available, will be used for the following circumstances:
 - a. The absence from duty of an employee because of his/her illness, pregnancy, injury or related complications; quarantine due to contagious disease.
 - b. The absence from duty of an employee due to his/her serious illness or the serious illness of the employee's spouse, child, step child, parent or step-parent for circumstances defined by the Federal Family and Medical Leave Act (FMLA) and/or the California Family Rights Act (CFRA);
 - c. Medical appointment of an employee: The absence from duty of an employee due to the medical appointment or illness of his/her spouse, domestic partner, child or parent to the extent provided by California Law (specifically, AB 109, known as the "Kin Care" legislation effective in 2002 and SB 1471, as enacted in 2003;
 - d. The City may allow the use of sick leave due to the illness/medical appointment of other relatives of the employee, if such relative is living in the same household as the employee, or in a care facility.
2. Sick leave due to a medical appointment must be approved in advance by the employee's immediate supervisor or Department Head. Other leaves provided

for due to illness or medical complications shall be provided consistent with other leave conditions provided herein and within the Federal and State Family Leave Act

3. Sick leave is defined to mean the absence from duty of an employee because of illness, pregnancy or related complications, quarantine due to exposure to contagious disease, attendance upon a member of his/her immediate family seriously ill and requiring the care and attention by such employee, or medical appointment. Other leaves provided due to illness or medical complications shall be consistent with the Federal and State Family Leave Acts.

If absence from duty by reason of sickness extends beyond the period of three (3) working days, the employee may be required to file, with the Department Head, a certificate of sickness or disability prepared by a regular, licensed and practicing physician prior to entitlement to sick leave pay. All employees whose absence from duty because of sickness extends beyond one (1) calendar week shall cause a report or certificate by a regular, licensed and practicing physician to be filed with the Department Head when requested. Certificates filed under this section shall certify the employee's inability to return to work. If no certificate is filed disciplinary action may be taken.

The Department Head may require any employee to furnish a certificate of illness or disability completed by a regular, licensed and practicing physician at any time they are aware of information or have reason to believe that an employee is abusing the sick leave privilege.

Examples of abuse of sick leave include but are not limited to:

1. Employee has a demonstrable pattern of sick leave abuse; or
2. Use of sick leave on day that was previously requested off on vacation and denied.
3. The manager has good reason to believe the employee absence was for an unauthorized reason. A manager has good reason if a prudent person would also believe the absence was for an unauthorized reason.

D. Extended Medical Leave

Those employees who have been granted an approved extended medical leave shall not, as a matter of course, be required to provide weekly verification of their medical condition. The City reserves the right to require such verification if the Department Head has reason to believe it is appropriate. Failure of an employee to supply the requested verification of medical condition is sufficient cause for termination of the extended medical leave. In the event that a unit member faces termination for the sole

reason of exhaustion of leave, the City shall meet with the Union to endeavor to reach an agreement on alternatives such as disability retirement, etc.

E. Bereavement Leave

Employees shall be granted leave of absence with pay not to exceed 40 hours per year, noncumulative, for purposes of attending funeral services, making related arrangements for the family or travel to and from the location of services on account of the death of any member of his/her immediate family. Member of the immediate family means the mother, father, grandmother, grandfather, or a grandchild of the employee or of the spouse of the employee and the spouse, son, son-in-law, daughter, daughter-in-law, brother or sister of the employee, or any relative living in the immediate household of the employee. It shall be the responsibility of the department to account for such leaves. Leaves of more than 40 hours, if approved, shall be charged against sick leave or other accumulations in accordance with AB1949.

F. Vacation Leave

For each completed payroll period of service or portion thereof an employee shall receive credit for vacation pay in accordance with the following schedule:

Up to two 2 years88 hours per year (3.38 hrs per pay period)
2 years, one day to 5 years104 hours per year (4.00 hrs per pay period)
5 years, one day to 10 years128 hours per year (4.92 hrs per pay period)
10 years, one day and over164 hours per year (6.31 hrs per pay period)
20 years, one day and over176 hours per year (6.78 hrs per pay period)

All vacations will be at such days and time as his or her Department Head has approved and will be without loss of pay. Vacation accrual earned will be available for use in the pay period following its accrual.

Employees shall be permitted to accumulate the unused portion of vacation to their credit; provided, however, they shall not be permitted to accumulate credit for any vacation time in excess of three hundred twenty (320) hours per calendar year. Hours will continue to accrue during the calendar year. With the first pay period of January of each year the maximum number of accrued hours will be reset to 320 hours.

In the event that an employee is not permitted to schedule and take vacation as caused by the City, which results in the employee exceeding the accumulation limits, the Department Head, may upon request of the employee, request the City Manager to consider the reason(s) for exceeding the cap and may be granted a 90 day extension

of time, in which vacation time will be scheduled that will bring the employee's accrued time below the 320 hour limit. One additional 90 day extension may be granted.

G. Holidays

Holidays are those days or hours designated as such by or pursuant to this MOU, City ordinance or resolution. Holiday time is time in addition to the normal work period. Any employee authorized to work a holiday shall be compensated at the rate of one and one-half (1 1/2) times his/her regular salary. If the holiday falls on the employee's scheduled day off, the same amount of hours (at straight time) shall be accrued as compensatory time or paid as holiday pay. The Holiday will be the day as observed by the City. The value of a Holiday is 8 hours.

Recognized holidays shall include:

New Year's Day	Veterans' Day
Martin L. King Day	Thanksgiving Day
Presidents' Day	Day After Thanksgiving
Memorial Day	Christmas Eve Day
July 4th	Christmas Day
Labor Day	

If the holiday falls on a Saturday, it will be observed the Friday prior to the holiday. If the holiday falls on a Sunday, it will be observed the Monday following the holiday.

Twenty four hours (24) of floating holidays per fiscal year, non-accruable, may be taken on a day of the employee's choice with the prior approval of the Department Head with due consideration for the work schedule of the department.

Only regular and probationary employees in a current and paid status shall be eligible for holiday compensatory time. Any new employee whose first working day is the day after a paid holiday shall not be credited for that holiday. An employee terminating employment for any reason and whose last work day as a paid employee is the date before a holiday shall not be credited for that holiday. If an employee is on an extended medical leave and has exhausted his/her accruals, they will not receive credit for holidays.

H. Jury Duty Leave

An employee shall be paid his/her normal salary for each workday, or portion thereof, he/she is required to be on jury duty. Any money, less travel expenses, received by the employee for jury duty shall be remitted to the City by the employee.

I. Family and Medical Care Leave

Per State and Federal Regulations, Family and Medical Care and California Family Rights Act leaves are available for employees who qualify. Information on leaves is posted in the work area and further information is available from the Human Resources Representative.

These leaves may be taken for the birth/adoption of a child, to care for a child, spouse or parent who has a serious health condition or for an employee's own health condition which makes an employee unable to perform the essential functions of his/her job. If an employee is a regular full time employee, with more than one year of continuous service, or have worked more than 1250 hours during the previous 12 months an employee is eligible to request a leave. If this leave is granted, upon an employee's return, an employee will be reinstated to the same or a comparable position as the position held before the leave unless such a position no longer exists. Available accruals must be used for such leaves. For leaves related to an employee's own serious health condition or that of an eligible family member, sick leave will be utilized first, followed by other accruals (holiday, CTO, vacation – in that order). If all available accrual is depleted an employee may continue on an unpaid leave until the 12 week maximum leave is taken. If an employee desires to take an FMLA leave or CFRA leave not associated with the serious health condition of him or herself or an eligible family member, sick leave hours accrued may not be used.

Whenever possible, an employee must provide at least 30 days written notice that he/she wishes to take a leave of absence. When this is not possible an employee must notify the City, in writing, as soon as possible. Failure to comply with these notification rules may result in the denial or deferral of the requested leave until the employee complies with the notice provisions.

The cost of an employee's health care coverage while on a Family and Medical Care Leave less any portion of the premium an employee is required to pay will be paid for by the City for up to 12 weeks. If you do not return from your leave, you will be responsible for reimbursing the City for the insurance premiums paid on your behalf.

While the above provisions will apply to most employees in most circumstances, there are certain exceptions under which the City may refuse to grant a leave.

J. Family Care School Partnership Act

This act provides that employees who are parents, guardians or grandparents who have custody of a child enrolled in a California public or private school, kindergarten through twelve or a licensed child day care facility may request to take up to 40 hours each year, (with a maximum of 8 hours in a calendar month) to participate in their child's school/day care activities.

Verification may be requested by the employer. Employees shall be entitled to take advantage of the Family Care School Partnership Act without loss of benefits. Time off taken under this Leave shall, at the employee's election, be either approved unpaid leave or paid by using available compensatory or vacation time.

K. Paid Administrative Leave

Paid Administrative Leave time may be used by the City to maintain an employee's economic interests while directed not to report to work. Paid Administrative Leave may also be used to account for leave time not otherwise specified in this MOU

ARTICLE 9 – RETIREMENT

New Member Employees:

- A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who has no prior membership in any California Public Retirement System.
- A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who was a member with another California Public Retirement System prior to January 1, 2013, and is not eligible for reciprocity.
- A member who first established CalPERS membership prior to January 1, 2013, and who is rehired (by a different CalPERS employer) after a break in service of greater than six months.

Classic Member Employees:

- A new hire who was brought into CalPERS membership for the first time before January 1, 2013.
- A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who was a member with another California Public Retirement System prior to January 1, 2013, and is eligible for reciprocity.
- A member who first established CalPERS membership prior to January 1, 2013, and who is rehired (by a different CalPERS employer) after a break in service of less than six months.

A. Classic Member Retirement Benefits

1. Employees designated as "local miscellaneous members" by the City are currently provided retirement benefits under the Public Employee's Retirement System's Local Miscellaneous 2.5% at age 55 Formula.
2. Employees are also provided retirement benefits under Social Security

B. Classic Member Retirement Contributions

1. The City shall pay the employer contribution rate to the extent and limits required by the Public Employees' Retirement System and Social Security.

2. Classic Member employees will pay the full employee's contribution to PERS.

3. The employee shall pay the full amount of the employee's contribution rate to Social Security. The City will pay the employer contribution.

C. New Member Retirement Benefits

New member employees hired after to January 1, 2013 shall have the PERS 2% @ 62 formula, as provided by the terms of the contract in effect between the City and PERS.

D. New Member Retirement Contributions:

The employee contribution rate shall be 50 percent of the "normal cost" rounded to the nearest quarter of 1 percent, as determined by PERS.

E. Supplemental Retirement Benefits

1. The City shall pay a supplemental retirement benefit to each eligible employee covered under the terms of this MOU who attains minimum retirement age. The term "minimum retirement age" is the age at which an employee first becomes eligible to receive a disbursement of a retirement benefit under the terms of the employee benefit plan described in section A of this Article. The term "eligible employee" is limited to those employees who leave City employment for the sole reason of retiring under a PERS regular service retirement, disability retirement, or industrial disability retirement provision.
2. For employees hired before July 1, 2023, with at least ten (10) years of service with the City are eligible for the benefit provided under the terms of this section. The benefit provided under the terms of this section shall be a one-time lump sum payment, of the straight time value of the retiring employee's accumulated but unused sick leave on the date that the employee retires from City employment. For employees with ten or less years of service, the calculation will be 50% of the straight time value of the retiring employee's accumulated but unused sick leave. Employees with more than ten years of service will receive an additional 2.5% per full year of service over ten years. The reference to sick leave days in this section is for purposes of calculating the benefit provided under this section only, and shall not operate to "vest" sick leave days, or otherwise create any entitlement to pay for those sick leave days for an employee who terminates employment prior to attaining minimum retirement age as defined in this sub-part. The straight-time value of the retiring employee's sick leave days shall be computed solely and exclusively on the basis of the non-overtime normal wage rate paid to the employee, and no overtime premiums, or any other type of premium pay or pay for working

out of class or employee benefits or other forms of non-straight time wage compensation shall be used for purposes of calculating the benefits due under this section.

3. Consistent with the sick leave provisions of this MOU, any employee whose employment with the City terminates for any reason prior to attaining minimum retirement age forfeits all accumulated but unused sick leave hours, and shall not become entitled or eligible to receive any benefits under the terms of this section even if the employee is subsequently re-employed by the City. Any rehired or reinstated employee shall begin to accrue sick leave hours as if they had never worked for the City previously. The benefit provided in this section shall not arise or vest, nor shall any City funds be identified, segregated or allocated for purposes of providing this benefit until such time as the individual employee applying for the benefit becomes eligible for the benefit as provided in this section and provides written notice to the Department Head and/or Human Resources Representative of his/her intention to retire from employment with the City. The benefit provided in this section shall not increase the City's obligations with respect to other benefits of employment, including, but not limited to, other retirement benefits, health and welfare benefits, sick leave benefits, disability benefits, or any other form of compensation or fringe benefits of whatsoever kind or nature.
4. Employees hired before July 1, 2023, and who retire from the City, may, in lieu of receiving service credit in accordance with the City's contract with CalPERS elect instead to receive a one-time lump sum payment pursuant to this section. The request for lump sum payment must be received the calendar year prior to retirement or any time prior.
5. Employees hired after July 1, 2023, upon retirement, shall have their accumulated sick leave credited toward retirement in accordance with the City's contract with CalPERS, to the extent allow by such Agreement.

F. Retiree Health Insurance Benefit

1. Any employee retiring after July 1, 2006 from the City under PERS, after 25 or more years of City service, is eligible for the following retiree health insurance benefit. It is not a requirement that an employee participate in CalPERS health plans to receive this benefit.
 - a. \$250.00 per month, not including the statutory administrative fee for PERS coverage. To receive this benefit a retiree must provide annual evidence of health insurance coverage to the Human Resources Representative.
2. Such benefit will cease upon the retiree receiving group medical insurance coverage from another employer if employed by such employer or receiving coverage through Medicare. If a retiree covered under another employer's

group medical insurance loses such coverage, this benefit will start or restart until the retiree is otherwise ineligible.

ARTICLE 10 - HEALTH AND WELFARE

A. Insurance Benefits

Effective January 1, 2020 the City's total Medical contribution shall be as follows:

Employee	\$ 815.00
Employee plus 1	\$1,625.00
Family	\$2,133.00

1. Employees electing to waive medical insurance coverage will receive a payment of \$250 per month (a rebate) if evidence of similar or better coverage from another source is provided. Employee may use this rebate to pay for elected dental and vision coverage.
2. The City shall supply and administer group health and welfare benefits on behalf of each eligible unit member. Said benefits shall include, but not be limited to health, dental, vision, and life.
3. Information on the plans selected for members shall be available to new employees at orientation. For further information or for help with questions the employee may contact the Human Resources Representative.
4. All benefits shall be subject to the standard provisions as set forth in the policy or policies, or PERS regulation.
5. Disputes concerning the hospital/medical, dental, vision and life insurance provided pursuant to this MOU including, but not limited to questions as to the scope of benefits of disability coverage, eligibility, premium rate and group membership decisions shall not be subject to the Grievance Procedure.
6. The City agrees to supply life insurance for each regular employee in the amount of \$50,000, \$5,000 per spouse and \$1,500 per dependent. The increase in benefit is not subject to the cost sharing formula stated in item #1.
7. Income Protection Insurance - The City shall provide without cost to the employee an Income Protection Insurance Program that shall insure a unit employee's income to a maximum of sixty-six and two-thirds (66 2/3) of monthly earnings with a ceiling of four thousand nine hundred ninety-nine (\$4,999) dollars in calculated base, reduced by other income. The City shall contribute a maximum of one (1) percent of Unit payroll toward the premium. Conditions of coverage shall be controlled by the master MOU with the insurance company.

B. Short Term Disability Insurance

So long as it is available on a bargaining unit-wide basis only, and solely at employee expense, the City agrees to take the necessary steps to enroll the employees in the bargaining unit in the State of California State Disability Insurance Program. It is understood and agreed that any such program will be on an integrated basis (with sick leave or other accruals, as appropriate) and funded by employee payroll deductions. If a less expensive optional STD Insurance program is available, the City and Union will meet to allow the change for the employee group.

ARTICLE 11 – SAFETY

A. Safe Conditions, Equipment and Duties

1. The City and its employees agree to maintain a safe and healthful place of work and to maintain safety as well as sanitary conditions in accordance with all applicable state laws. Unsafe working conditions or hazardous jobs which jeopardize the health and safety of the employees shall be directed to the attention of the City. The City shall investigate the complaint and make any and all corrective measures as deemed necessary by the City. The employees and the Union shall cooperate fully in carrying out safe practices and in using safety devices provided by the City.
2. The City shall provide all needed and/or necessary safety equipment for the employee(s) to perform the normal tasks of their respective classification(s). These devices and equipment shall be customary safety appliances to safeguard the employees against danger to health, life and limb. The City will make available to the employees updated training programs on safety matters and issues as it deems necessary. Such training will be provided as the City deems necessary and will include, but shall not be limited to, training on first aid, cardiopulmonary resuscitation (CPR), toxins and corrective procedures in dealing with toxins.
3. Employees agree that the duties and tasks performed by them shall be performed in a safe and healthful manner.

B. Employee Alertness

1. The most effective safety equipment an employee possesses is an alert mind. Conversely, employees whose judgment, reactions and analytical processes are impaired or influenced by alcohol or drugs pose a risk to themselves, their co-workers and to the public. The City, therefore, expressly retains the right as explained in this Article to verify that employees covered by this MOU are alert and are not under the influence of alcohol, controlled substances, drugs, or other conditions which would tend to affect or impair judgment, reactions or thought processes.
2. The parties recognize the problems associated with alcohol and drug abuse in the work place and recognize the safety hazard which would be presented if a unit employee worked while under the influence of alcohol, intoxicating drugs

or controlled substances. The parties further agree that a testing procedure with both privacy and accuracy safeguards is one appropriate means to protect the safety of employees in the unit. Union and the City have reached complete MOU on a drug and alcohol policy incorporated herein by reference. The parties to the MOU, therefore, wish to evidence their MOU to the concept of accurate drug and alcohol testing implemented with adequate safeguards to preserve employee privacy and prevent abuse.

C. Drug, Alcohol and Substance Abuse Policy

A model "Chain of Custody" procedure as set forth in Appendix "B" is incorporated herein by reference to this MOU and will be utilized in the City's contracts for testing services.

D. Employee Assistance Program

The City has established an Employee Assistance Program. This program provides confidential counseling help for employees and their families. This benefit allows for three visits per year per family member, at no cost to the employee. This program endeavors to provide counseling services for personal problems related to marital/family, relationship problems, alcohol or drug abuse, stress related problems, depression, and other types of psychological problems, for employees in need of such referral and intervention.

E. Safety Boots/Shoes

The City shall provide appropriate foot protection for employees who are exposed to foot injuries from electrical hazards, hot, corrosive, poisonous substances, falling objects, crushing or penetrating actions, which may cause injuries or who are required to work in abnormally wet locations.

ARTICLE 12 – REDUCTION IN FORCE AND RE-EMPLOYMENT

A. Finding for Reduction in Force

When the City Council has made a finding that for reason of lack of work or lack of funds, that a reduction in service is needed, the City will meet and confer with Union to explore alternatives such as: early retirement incentives (i.e. "golden hand shake"), transfer opportunities, training and development assignments, and voluntary layoff, to mitigate the impact of layoffs.

B. Voluntary Furloughs

Voluntary furloughs/hours reduction may be made on an individual basis. Voluntary hours will be integrated into imposed involuntary hours.

C. Involuntary Furloughs

Involuntary furloughs or reductions in hours may be imposed on a uniform basis by class within a department, but not to exceed 40 hours per fiscal year. Furloughs will be implemented in not more than 40 hour increments, after meet and confer regarding the impact on unit members resulting from the involuntary furlough. If additional involuntary furlough hours up to 40 hours for a total of 80 hours per year are requested, the meet and confer process will be used to determine the impact of the additional furlough hours. If an agreement cannot be reached regarding the use of the additional 40 hours of involuntary furlough, the City has the option of reducing the work force through layoffs.

1. In lieu of taking actual furlough time, employees may individually elect to pay a higher portion of the City provided benefits (i.e. health insurance) in an amount equal to the total savings that that would have been realized by the furlough time. Equivalent paid time will be taken off. Savings must be achieved within the same fiscal year as the assignment of furloughs.
2. Insurance benefits, leave accruals, retirement service credit, and related benefits will continue at the employee's regular rates as if no reduction in time had occurred.
3. The City may request to have specific classifications or employees exempted from the involuntary furlough program due to work load demands, limited staffing or other reasons. Union and the City must mutually agree to any exemptions.

D. Treatment of Employees Laid Off

1. Layoff Authority – The City may lay off employees pursuant to the following procedures:
 - a. The City will notify Union of those positions pending layoffs at least five (5) working days prior to the notification of layoff to employees.
 - b. The City will notify affected employees at least two (2) weeks prior to actual layoff date or provide 2 weeks severance pay to the employee in lieu of notice.
 - c. The City will provide Union with the opportunity to meet and confer regarding alternatives to layoffs and the impacts of the layoffs.
2. Reasons for Layoffs – The City may layoff an employee when necessary for reasons of lack of work or lack of funds.
3. Employment Status and Order of Layoff – Layoffs will be made by class and grade within a department. In each class and grade, within a department in which there is to be a layoff or reduction, employees shall be laid off according to employment status in the following order by class and grade:
 - a. Extra help and temporary employees shall be laid off, in an order determined by the City, before any permanent part-time probationary employees.

- b. Permanent part-time probationary employees within the department shall be laid off, in an order determined by the City, before any full-time probationary employees.
- c. Full-time probationary employees in the Department shall be laid off, in seniority order determined by the City, before any permanent part-time employee.
- d. All permanent part-time employees, hired after July 1, 2009 in the department shall be laid off, in seniority order determined by the City, before any regular full-time employees.
- e. Full-time permanent and permanent part-time employees.
 - i. In case there are two or more full time permanent employees in the class and grade, the layoff will be conducted by inverse order of seniority in City service, EXCEPT where an employee was designated at the time of hire to possess special skills essential to the City.
 - ii. An employee may request a voluntary lay off or reduction rather than cause some less senior employee to be laid off. If the employee is laid off, they are entitled to have their name placed on the re-employment list provided for in paragraph F of this section.

E. Bumping Rights

- 1. An employee who is laid off and has seniority rights shall have bumping rights to the same or lower class and grade within the City wide classification series in which they are currently employed and for which they possess the necessary qualifications.
- 2. If an employee does not have seniority rights within the classification series, then the employee may elect to “bump” to a position previously held, provided they have seniority rights and currently meet the position qualifications.
- 3. No employee shall be allowed to “bump” to a class for which they do not possess the minimum qualifications.
- 4. An employee whose position must be laid off and who requests a voluntary reduction or lay off rather than cause some less senior employee to be laid off is entitled to have their name placed on the re-employment list.
- 5. Total City seniority shall mean an employee’s length of employment starting from the most recent date of employment or re-employment in a regular position. For purposes of calculating seniority, time spent in a temporary status prior to appointment to a regular position will not be included.
- 6. Employees retreating to a lower class shall be placed at the salary step representing the least loss of pay. In no case shall the salary be above that received in the class from which the employee was laid off.
- 7. The bumping rights process provided for in this MOU are effective the same date as the final ratification of the MOU by the parties.

F. Re-Employment List

1. In accordance with Article IX, Section 8 of the City Charter, whenever a position in any class is to be filled, unless filled by reduction of rank as provided above, it shall be filled in the following order:
 - a. from the re-employment list for that class;
 - b. from the promotional register of eligible for that class;
 - c. from the appropriate competitive register of eligible.

The names of persons laid off, or reduced in accordance with these rules, shall be entered upon a re-employment list in the inverse of order specified for layoff. Such list shall be used by the appointing authority when a vacancy arises in the same class/grade of position before certification is made from an eligible list. When a vacancy occurs, the appointing authority shall appoint the person highest on the re-employment list who is available. One refusal shall cause the incumbent's name to be stricken from the list.

Names of persons laid off, or reduced in lieu of layoff, shall be retained on a re-employment list for a 24 month period, except for those names of persons appointed to regular positions of the same level as that from which laid off shall, upon such appointment, be dropped from the list. Persons reduced or re-employed to a lower class or re-employed on a temporary basis shall be continued on the list for the higher position for an additional 6 months. A person appointed from a layoff list shall have no seniority accrued, except active service. A person appointed from a layoff list shall be given accrual rates for vacation, sick leave, etc. based on total service time with the City. A person appointed from a layoff list within the first 12 months shall have previous accruals (i.e. sick leave), not paid out at the time of layoff, fully restored.

G. Alternatives to Layoffs

1. After finding that a layoff of Union represented positions is to be recommended to the City Council, the City shall meet with Union to explore alternatives to laying off workers such as: early retirement incentives, transfer opportunities, training and development assignments, and voluntary layoff.
2. If, after alternatives have been exhausted, layoffs have been approved by the City Council, the City shall make the following referrals to services available, at no additional cost to the City:
 - a. Employee Assistance Program counseling;
 - b. Job counseling (including resume preparation, interview skills, updated information on completing applications, networking skills);
 - c. Access to public information provided in a public space regarding employment opportunities in surrounding cities and other agencies with whom the City has contacts;

- d. Such services shall be provided by the City for a period not to exceed three calendar months from the date of layoff.

ARTICLE 13 PERSONAL PROTECTIVE EQUIPMENT

The City will provide foul weather gear and other PPE as needed.

ARTICLE 14 - DISCIPLINARY ACTION

A. Employee Rights

Every employee shall retain his/her employment so long as it exists under the same or a different title, during good behavior and shall not be suspended, fined, demoted, removed or otherwise penalized, except as provided in the paragraphs below.

B. Statutory Compliance

This article is subject to every provision of the constitution and applicable Federal and State Statutes designated as a general ground of forfeiture of employment or imposing a criminal liability.

C. Principle of Disciplinary Action

The principle objective of any disciplinary action shall be to improve the performance, efficiency, and morale of the City service. Any action, which reflects discredit on the City, is a direct hindrance to effective performance of the City government functions, or improper employee conduct, shall be considered good cause for disciplinary action.

D. Definitions

1. Oral Warning - Verbal communication to the employee regarding the deficiency or problem(s) observed.
2. Letter of Reprimand - Any regular employee may be reprimanded by the Department Head by an order in writing, a copy of which may be entered into his/her personnel file.
3. Suspension - The Department Head may suspend without pay a subordinate employee after consultation with the Finance Director and approval of the City Manager. Fringe benefits will not accrue during a period of suspension without pay.
4. Leave Reduction - As an alternative to suspension without pay, a Department Head may reduce an employee's vacation or compensatory time leave balances as a method of disciplinary action. Such reductions must be with joint approval of the employee. The Department Head may choose another form of discipline to substitute for, or to supplement, the leave reduction.

5. Demotion - A Department Head, after consultation with the Finance Director and approval of the City Manager, may demote an employee in pay or to a lower classification.
6. Dismissal - The Department Head may dismiss an employee, after consultation with the Finance Director and approval of the City Manager, from his/her position with the City in accordance with Subsection E of this section.
7. Reference to Days - For purposes of this section, any reference to days shall mean calendar days. If the last calendar day is on a weekend day or holiday, the last day shall be the following City Hall business day.

E. Oral Warning or Letter of Reprimand

In most instances, Supervisors or Department Heads should initially orally communicate to the employee the deficiency or problems observed. If the warning is issued as a letter of reprimand, a copy shall be filed in the employee's personnel file. The affected employee may respond by placing a letter of rebuttal in his/her file within 30 calendar days of the date that the employee receives the letter of reprimand. A copy of the response will be forwarded to the Department Head. A regular employee shall be entitled to an appeal to the Department Head concerning an oral warning or a letter of reprimand. Appeals must be requested within five working days of the date the oral warning or a letter of reprimand was issued. No further appeals shall be permitted. At the request of the employee, a letter of reprimand may be removed from the employee's personnel file after one year provided there have been no further infractions.

F. Discipline Procedures

Prior to taking the action of suspension, leave reduction, demotion, or dismissal of a regular employee, the Department Head shall comply with the following procedures:

1. Pre-Discipline (Skelly) Procedures - Applicable to All Regular Employees (Applies Only to Demotions, Suspensions, Dismissals)
 - a. When the decision has been made by the Department Head that disciplinary action might be taken against an employee, the Human Resources Representative, or in his/her absence, the City Manager, shall be contacted so that all disciplinary procedures are followed. The Department Head will then prepare a Notice of Intended Disciplinary Action to be given to the employee, which shall include as attachments:
 - 1) A written copy of the charges being made;
 - 2) The grounds for such charges;
 - 3) All documents which support such action;
 - 4) The type of disciplinary action intended;
 - 5) Copies of Personnel Rules violated.
 - b. Notice shall also include a statement advising the employee that they may respond to the charges either verbally or in writing within a

reasonable, specified time period, which will not exceed ten (10) calendar days starting from the date of receipt of the notice.

- c. The City will choose a Department Head, other than the disciplined employee's Department Head, to act as the Skelly Officer. The Skelly Officer will make themselves available to hear verbal responses or answers to the proposed disciplinary actions, and/or consider any written responses submitted by the employee.
- d. All information supplied by the employee in response to the proposed action will be considered by the Skelly Officer prior to making a final decision on what disciplinary action is appropriate.
- e. During the Skelly hearing, employees may be represented by a representative of their choice. However, the employee shall only have the right to show cause, if any, why the proposed disciplinary action should not be taken. The employee shall be allowed to see all documents and material, which are being considered to support the proposed disciplinary action.
- f. Upon completing the Skelly procedures, the Skelly Officer will make their recommendation known to the charging Department Head and the Department Head may resolve the matter without taking disciplinary action, or take the proposed action, or modify action as may seem appropriate.
- g. If disciplinary action is taken, the employee shall be advised in writing and given a Final Notice of Disciplinary Action including a copy of the appeal procedure containing his/her right of appeal and all documents on which the discipline is based.

G. Appeal

Any regular employee who has completed their initial probationary period shall have the right to appeal a suspension, leave reduction, demotion or dismissal.

- 1. Method of Appeal - A regular employee shall file a written notice within ten (10) calendar days, starting from the date of receipt of the notice of disciplinary action. The appeal shall be addressed to the Human Resources Representative.
- 2. Notice of Hearing - When an appeal has been filed, a date shall be set for a hearing on the appeal. The Personnel Commission shall, within 14 days after receipt of the request, set a date for the hearing. The date for the hearing shall not be less than ten (10) calendar days nor more than thirty (30) calendar days from the date of filing of the appeal. The Human Resources Representative shall notify all interested parties of the date, time and place of the hearing.

H. Hearing

- 1. When an appeal has been filed, a Hearing Officer may be appointed by the Personnel Commission or the Commission may itself hear the appeal. The

detailed instructions for hearing are contained in the Civil Service Rules and Regulations – Article 11.

2. If the Commission hears the appeal they must provide a written response within 30 days. If the Commission appoints a Hearing Officer, the Hearing Officer shall, within fifteen (15) calendar days after said hearing make a written recommendation to the Personnel Commission as the appropriate disposition of the case.
3. The Personnel Commission shall schedule consideration of the proposed decision no later than fourteen (14) days thereafter. Notice of the date and copies of the proposed decision shall be given to the parties prior to the date set for consideration. The parties shall be allowed to briefly argue for or against adoption of the proposed decision.

I. Final Appeal

The decision of the Commission may be appealed to the Superior Court under the applicable Sections of the Code of Civil Procedure in accordance with the procedures set forth in the said Code within 90 days after the filing of the written decision.

ARTICLE 15 - GRIEVANCE PROCEDURE

A. Definition

A grievance is any dispute concerning the interpretation or application of this resolution, or of rules or regulations governing personnel practices, working conditions, the practical consequences of the City rights' decisions on wages, hours and other terms and conditions of employment.

B. Process

Grievances shall be processed in accordance with procedures established by the City.

C. Procedures

All grievances shall be processed only in accordance with the procedures and general conditions set forth below:

It is the intent of these procedures to encourage resolution of complaints and grievances informally, at the nearest practical organizational level from which it emanates, and as promptly and fairly as possible to all concerned.

1. Informal Grievance - Within five (5) working days/shifts following an occurrence-giving rise to a grievance, the employee shall orally present the grievance situation to his/her immediate supervisor. (Exception: where the grievance directly involves the working relationship with the supervisor, the grievance shall be presented to the next higher level of supervision). The

employee and supervisor have a mutual responsibility to have the grievance resolved at their level whenever possible.

Presentation of an informal grievance shall be necessary prior to processing it further as a formal grievance.

2. Formal Grievance - A formal grievance shall be initiated in writing.
 - a. Step 1 - If a mutually satisfactory solution of the grievance was not resolved informally, the employee may file a written grievance with his/her Department Head (or designated representative) within five (5) working days/shifts after the last meeting between the employee and supervisor. If an employee is concerned about going to the Department Head, he/she may go to the Human Resources Representative who will assist in bringing the appeal forward with the employee to the Department Head. Within ten (10) working days/shifts after the formal grievance is received, the Department Head shall investigate the facts and issues at the earliest date consistent with the nature of the grievance and the normal conduct of the department's business. Within five (5) working days/shifts after concluding the investigation, the Department Head shall render a decision in writing to the employee.
 - i. Unless the decision of the Department Head is appealed by the employee to Step Two, within the time limits provided, the grievance shall be deemed resolved, final and binding.
 - b. Step 2 - If the employee finds that the grievance has not been resolved in Step One, he/she may, within five (5) working days/shifts after the Department Head's decision is rendered, request in writing that the City Manager consider the grievance and decision as rendered by the Department Head. Within ten (10) working days/shifts after the grievance is received, the City Manager (or designated representative) shall review the facts, issues, and make such further investigation as is necessary at the earliest date consistent with the nature of the grievance and normal conduct of City business. Within five (5) working days/shifts after concluding the review, the City Manager shall render a decision in writing to the employee and Department Head.
 - i. Unless the decision of the City Manager is appealed by the employee to Step 3, in the time provided, the grievance shall be deemed resolved, final and binding.
 - c. Step 3 - If the employee finds that the grievance has not been resolved in Step 2, he/she may, within five (5) working days/shifts after the City Manager's decision is rendered, request in writing to the Personnel

Commission, that they consider the grievance and decision rendered by the City Manager. Within fifteen (15) working days/shifts after the grievance is received, the Personnel Commission shall commence conducting the review. The Personnel Commission shall determine the best means to conduct the review of the facts, issues and such further investigation as is necessary at the earliest date consistent with the nature of the grievance and normal conduct of City business. Within five (5) working days/shifts after concluding the review, the Personnel Commission shall render a decision in writing to the employee, City Manager, Finance Director and Department Head.

- i. The decision rendered by the Personnel Commission shall be final and binding on all parties.

D. General Conditions:

The review and determination of a grievance is subject to certain interpretations and applications as set forth under Definitions and, as such, cannot change any City adopted salary schedules/ranges or such other benefits subject to the meet and confer process. Oral or written evaluations or other corrective directives and merit step determinations, for example, are not grievable matters.

Grievances may be made only on behalf of an employee who has successfully completed a required probationary period and attained regular status.

An employee may choose to represent himself/herself or select a representative of his/her choice. The employee shall be personally present at any meeting which may be held, unless he/she specifically waives that right in writing.

In the event that more than one employee is directly involved in a grievance, they shall select one (1) person from among them to carry the grievance forward on their behalf. This person may also select a representative of his/her choice. The employee shall be present at any meetings which may be held, unless he/she specifically waives that right in writing.

Any time limit of these procedures may be extended by mutual consent of the parties in writing, or by action of the Personnel Commission in writing to all parties.

During the grievance process, there shall be no interruption of scheduled work of a department or the City.

ARTICLE 16 – INTERNAL POSTING

All vacant positions within Unit #3 will be posted internally for a minimum of three days prior to an external posting. Any internal candidate, who expresses interest and is qualified for the position, will be granted an interview prior to external posting

ARTICLE 17 - PERFORMANCE EVALUATIONS

A. Responsibility for Performance Appraisals

1. It shall be the responsibility of the Department Heads and the Departmental Supervisors to prepare a performance appraisal for each employee assigned to them.
2. Per the Personnel Compendium, the City Manager shall have the responsibility to ensure departmental compliance in completing performance reviews with all employees.
3. The City agrees to notify Union when in August they will present the above annual report.

B. Frequency of Evaluations

1. Probationary Employees - For each probationary employee having a probationary period of six months, the employee's supervisor shall conduct a performance review at least every two months, and so note in the employee's personnel file.
2. Regular Employees - A written performance appraisal shall be prepared at least annually for all employees within thirty days of their salary anniversary date.
3. Merit Increase - No merit increase approvals shall be implemented until the employee's performance appraisal is completed with a satisfactory or better rating justifying the merit increase. Employees who receive late evaluations that are satisfactory or above shall also receive retroactive pay back to their salary anniversary date.
4. Additional Performance Appraisals - Additional performance appraisals may be prepared at any time during the review period, upon reasonable request of the employee or at the discretion of the supervisor.

C. Review and Distribution of Evaluation

1. Each performance appraisal shall be thoroughly discussed with the employee to point out areas of successful performance and areas that need improvement or which are unacceptable. Employees shall be encouraged to comment about their work performance in a written statement attached to the appraisal within thirty (30) days of the performance appraisal.
2. The employee will be encouraged to sign the performance appraisal to acknowledge awareness of its contents and discussion of the appraisal with the evaluator. The employee shall be informed that his or her signature does not necessarily mean that the employee fully agrees with the contents of the report and the employee may so state on the report before signing.
3. Performance appraisals prepared by subordinate supervisors shall be reviewed and approved by the Department Head after review with the affected

employee. All performance appraisals shall be forwarded to the City Manager via the Human Resources Representative for final review and approval, prior to discussion with the employee.

4. A copy of the final approved performance appraisal shall be provided to the employee. The original shall be placed in the employee's personnel file.
5. Nothing herein shall limit the preparation of supplemental written information to accompany the evaluation form reports, however, all written information shall be provided to the employee who shall have the right to respond in writing within thirty (30) days after each issuance.

ARTICLE 18 - NO STRIKES/NO LOCKOUTS

It is agreed by Union and the City that there shall be no strikes or lockouts during the term of this MOU.

ARTICLE 19 - DISTRIBUTION OF MOU

City shall cause to be printed copies of this MOU as soon as practical after City Council approval for distribution to all applicable employees and shall provide copies to new regular employees.

ARTICLE 20 – WAIVER

Union and the City Manager, for the life of this MOU, voluntarily and unqualifiedly waive and relinquish the right to meet and negotiate and agree that neither party shall be obligated to meet and negotiate with respect to any subject or matter not specifically referred to or covered in this MOU, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated and signed this MOU. Nothing herein shall preclude the parties from meeting and negotiating by mutual consent.

ARTICLE 21 - SEVERABILITY SAVINGS CLAUSE

If, during the life of this MOU, any law or any order issued by a Court or other tribunal of competent jurisdiction shall render invalid or restrain compliance with or enforcement of any provision of this MOU, such provision shall be inoperative so long as such law or order shall remain in effect, but all other provisions of this MOU shall not be affected thereby and shall continue in full force and effect.

In the event of suspension or invalidation of any Article or Section of this MOU, the parties mutually agree to meet and negotiate within ninety (90) days after such determination for the purpose of endeavoring to arrive at a mutually satisfactory replacement for such Article or Section.

ARTICLE 22 - TERM OF MOU

This MOU shall be effective on July 1, 2023 and terminate June 30, 2024.

This MOU may be extended, modified, or amended; provided, that either party notify the other within ninety (90) days prior to the expiration date of this MOU of its desires, and both parties mutually agree in writing to the extension, modification or amendment.

ARTICLE 23 – NOTICE

Whenever a provision is made in this MOU for the giving, service, or delivery of any notice, statement, or other instrument, the same shall have been deemed as delivered, duly served or given upon personal delivery or upon mailing the same by United States registered or certified mail, proof of service, to the party entitled thereto at the address set forth below:

City:

City Manager
City of Grass Valley
125 E. Main Street
Grass Valley, CA 95945

Union:

Business Agent/Unit Representative
Stationary Engineers Local 39
3272 Fortune Court
Auburn, CA 95602

PARTIES SIGNATORY

The City and representatives of the Employees for the Unit have held meetings and discussed the above, and representatives of the Employees have caused this MOU to be signed and the representatives of the City have caused this MOU to be signed to signify their mutual recommendation for approval by the City Council as follows:

INTERNATIONAL UNION OF OPERATING
ENGINEERS, STATIONARY ENGINEERS

CITY OF GRASS VALLEY

LOCAL NO. 39

Bart Florence, Business Manager

Tim Kiser
City Manager

Jeff Gladieux, President

Brandy Johnson, Director of Public Employees

Stephen Hatch, Business Representative

Tina West, Bargaining Team Member

APPROVAL OF MOU

Approval and adoption of this MOU is made this 22nd day of August 2023 by the Grass Valley City Council.

ATTEST:

Jan Arbuckle, MAYOR

APPROVED AS TO FORM:

Michael G. Colantuono, CITY ATTORNEY

APPENDIX B - PROCEDURE TO MONITOR CHAIN OF CUSTODY

Upon implementation of its drug/alcohol-testing program, the City of Grass Valley should enter a contractual agreement with a NIDA certified physician service, hospital, and/or laboratory.

Inter alia, the contractee should design a chain of custody procedure, a copy of which should be provided by the City to the Bargaining Unit. Items to be addressed include:

- A. Who will coordinate the urinalysis program? This question really has two parts: What department will be responsible for the program, and who will collect the sample?
- B. How will sample tampering be prevented?
- C. Chain of custody samples: Starting at the time of collection, a sample's chain of custody must be documented and protected. Chain of custody is a legal term that refers to the ability to trace the sample from the time it was donated by the employee or applicant through all the steps in the process: from collection, through analysis, to reporting the result.

1. Were the specimen and the reported result correctly matched?
2. It will be further required that each time the sample changes hands or is moved from one place to another, it is signed and kept in a secure area to insure against inadvertent or intentional switching with another sample.
3. The elements of a good chain of custody procedure include the following:

The employee should be supervised while delivering the specimen.

The specimen container/s, preferably tamper-proof, should be banded directly to the person supervising the collection and labeled and sealed immediately. (The sample should be split, with one container held in reserve for possible re-testing).

The collector and the donor should initial the bottle to indicate that both agree that the bottle contains the person's urine specimen.

The name of each person who has access to the specimen should be noted on a form accompanying the specimen.

The sample should be kept in a secure place such as a locked room or refrigerator until it is either tested or sent to the laboratory.

APPENDIX B - PROCEDURE TO MONITOR CHAIN OF CUSTODY (continued)

Testing performed at the workplace should be done in a secure location to avoid the possibility of a passerby exchanging samples.

The sample must be transported to an outside laboratory. It should be mailed in a sealed container. U.S. Mail, or a commercial postal service or courier are all acceptable means for transporting specimens.

The specimen must be in the same condition when offered as evidence as it was when taken, unless the change is for a justified purpose such as an alteration required for the testing procedure.

- D. Further items to be addressed concern the documentation procedures and consequences when an employee:
 - 1. Refuses to submit a specimen; or
 - 2. Alleges that he/she cannot provide a specimen.
- E. Maintenance of confidentiality by facility and employer:
 - 1. If the medical department does the testing and the results become part of the medical file, that file is protected under law.
 - 2. Stringent confidentiality is required by all departments of the City. Unless there is justifiable reason to know the test results, the information should be confidential.

APPENDIX C – CLASSIFICATIONS (UNIT 3)

The terms and conditions of this agreement shall apply to active covered employees employed by the City within the following classifications:

Account Clerk I
 Senior Account Clerk
 Accounting Technician
 Finance Technician
 Police Evidence/Property Technician
 Community Service Officer I
 Community Service Officer II

Account Clerk II
 Senior Admin Clerk
 Accountant I
 Finance Specialist
 Police Records Technician
 Public Safety Analyst

Engineering Tech I
 Engineering Tech II
 Engineering Technician

Engineering Tech III
 Sr. Engineering Tech

Animal Control Officer
 Animal Shelter Kennel & Office Assistant
 Parking Enforcement Officer
 Senior Planner

Senior Animal Control Officer
 Community Services Analyst I
 Community Services Analyst II
 Associate Planner

The Union shall be considered the recognized bargaining agent for any classes certified to it by the Civil Service Commission during the term of this MOU. The City shall provide, upon request, a written list of all new hires and separations for all classes represented by the Union.

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
City Administrator	60.75	-	67.48	-	74.21	4,860.00	-	5,398.40	-	5,936.80	10,530.00	-	11,696.53	-	12,863.07	126,360.00	-	140,358.40	-	154,356.80
City Clerk	27.23	-	30.17	-	33.10	2,178.40	-	2,413.60	-	2,648.00	4,719.87	-	5,229.47	-	5,737.33	56,638.40	-	62,753.60	-	68,848.00
Community Development Director	52.20	-	57.83	-	63.45	4,176.00	-	4,626.40	-	5,076.00	9,048.00	-	10,023.87	-	10,998.00	108,576.00	-	120,286.40	-	131,976.00
Director of Finance	51.66	-	56.14	-	60.62	4,132.80	-	4,491.20	-	4,849.60	8,954.40	-	9,730.93	-	10,507.47	107,452.80	-	116,771.20	-	126,089.60
Director of Public Works/Engineer	56.92	-	62.63	-	68.33	4,553.60	-	5,010.40	-	5,466.40	9,866.13	-	10,855.87	-	11,843.87	118,393.60	-	130,270.40	-	142,126.40
Fire Chief	52.37	-	58.01	-	63.65	4,189.60	-	4,640.80	-	5,092.00	9,077.47	-	10,055.07	-	11,032.67	108,929.60	-	120,660.80	-	132,392.00
Human Relations Manager	41.55	-	44.83	-	48.10	3,324.00	-	3,586.40	-	3,848.00	7,202.00	-	7,770.53	-	8,337.33	86,424.00	-	93,246.40	-	100,048.00
Chief of Police	57.46	-	63.29	-	69.12	4,596.80	-	5,063.20	-	5,529.60	9,959.73	-	10,970.27	-	11,980.80	119,516.80	-	131,643.20	-	143,769.60
Account Clerk II - Confidential	16.38	-	18.14	-	19.90	1,310.40	-	1,451.20	-	1,592.00	2,839.20	-	3,144.27	-	3,449.33	34,070.40	-	37,731.20	-	41,392.00
Police Administrative Clerk	15.66	-	17.35	-	19.04	1,252.80	-	1,388.00	-	1,523.20	2,714.40	-	3,007.33	-	3,300.27	32,572.80	-	36,088.00	-	39,603.20
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34	1,799.20	-	1,993.20	-	2,187.20	3,898.27	-	4,318.60	-	4,738.93	46,779.20	-	51,823.20	-	56,867.20
Animal Control Supervisor	22.23	-	24.69	-	27.14	1,778.40	-	1,974.80	-	2,171.20	3,853.20	-	4,278.73	-	4,704.27	46,238.40	-	51,344.80	-	56,451.20
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04	1,252.80	-	1,388.00	-	1,523.20	2,714.40	-	3,007.33	-	3,300.27	32,572.80	-	36,088.00	-	39,603.20
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12	1,389.60	-	1,539.60	-	1,689.60	3,010.80	-	3,335.80	-	3,660.80	36,129.60	-	40,029.60	-	43,929.60
Accountant II	24.29	-	26.90	-	29.52	1,943.20	-	2,152.00	-	2,361.60	4,210.27	-	4,662.67	-	5,116.80	50,523.20	-	55,952.00	-	61,401.60
Assistant Finance Director	31.89	-	35.33	-	38.78	2,551.20	-	2,826.40	-	3,102.00	5,527.60	-	6,123.87	-	6,721.00	66,331.20	-	73,486.40	-	80,652.00
GIS Analyst	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Housing/Economic Development Spec II	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Associate Planner	26.92	-	29.82	-	32.72	2,153.60	-	2,385.60	-	2,617.60	4,666.13	-	5,168.80	-	5,671.47	55,993.60	-	62,025.60	-	68,057.60
Building Official	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Supervising Building Inspector	30.24	-	33.50	-	36.75	2,419.20	-	2,679.60	-	2,940.00	5,241.60	-	5,805.80	-	6,370.00	62,899.20	-	69,669.60	-	76,440.00
Planning Director	36.81	-	40.78	-	44.74	2,944.80	-	3,262.00	-	3,579.20	6,380.40	-	7,067.67	-	7,754.93	76,564.80	-	84,812.00	-	93,059.20
Assistant Engineer	29.73	-	32.93	-	36.13	2,378.40	-	2,634.40	-	2,890.40	5,153.20	-	5,707.87	-	6,262.53	61,838.40	-	68,494.40	-	75,150.40
Construction Engineer/Inspector	27.64	-	30.62	-	33.60	2,211.20	-	2,449.60	-	2,688.00	4,790.93	-	5,307.47	-	5,824.00	57,491.20	-	63,689.60	-	69,888.00
Associate Civil Engineer	35.66	-	39.50	-	43.34	2,852.80	-	3,160.00	-	3,467.20	6,181.07	-	6,846.67	-	7,512.27	74,172.80	-	82,160.00	-	90,147.20
Senior Civil Engineer	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Public Works Ass't Director of Ops	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Public Works Operations Manager	35.13	-	38.92	-	42.70	2,810.30	-	3,113.30	-	3,416.30	6,088.99	-	6,745.49	-	7,401.99	73,067.90	-	80,945.90	-	88,823.90
PW Water/WW Plant Superintendent	29.29	-	32.44	-	35.60	2,343.20	-	2,595.20	-	2,848.00	5,076.93	-	5,622.93	-	6,170.67	60,923.20	-	67,475.20	-	74,048.00
Recreation and Facilities Manager	23.06	-	25.55	-	28.03	1,844.80	-	2,043.60	-	2,242.40	3,997.07	-	4,427.80	-	4,858.53	47,964.80	-	53,133.60	-	58,302.40
Public Works Superintendent	25.89	-	28.68	-	31.46	2,071.20	-	2,294.40	-	2,516.80	4,487.60	-	4,971.20	-	5,453.07	53,851.20	-	59,654.40	-	65,436.80
Admin. Captain/Fire Marshall - 2,756 hrs.	28.13	-	31.16	-	34.19	2,250.40	-	2,492.80	-	2,735.20	4,875.87	-	5,401.07	-	5,926.27	58,510.40	-	64,812.80	-	71,115.20
Battalion Chief	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Chief Treatment Plant Operator	29.73	-	32.93	-	36.13	2,378.40	-	2,634.40	-	2,890.40	5,153.20	-	5,707.87	-	6,262.53	61,838.40	-	68,494.40	-	75,150.40
Account Clerk I	14.50	15.23	15.99	16.79	17.64	1,160.00	1,218.40	1,279.20	1,343.20	1,411.20	2,513.33	2,639.87	2,771.60	2,910.27	3,057.60	30,160.00	31,678.40	33,259.20	34,923.20	36,691.20
Account Clerk II	16.37	17.19	18.05	18.95	19.90	1,309.60	1,375.20	1,444.00	1,516.00	1,592.00	2,837.47	2,979.60	3,128.67	3,284.67	3,449.33	34,049.60	35,755.20	37,544.00	39,416.00	41,392.00
Account Clerk III	18.02	18.92	19.86	20.86	21.90	1,441.60	1,513.60	1,588.80	1,668.80	1,752.00	3,123.47	3,279.47	3,442.40	3,615.73	3,796.00	37,481.60	39,353.60	41,308.80	43,388.80	45,552.00
Account Clerk III - Confidential	18.02	18.92	19.86	20.86	21.90	1,441.60	1,513.60	1,588.80	1,668.80	1,752.00	3,123.47	3,279.47	3,442.40	3,615.73	3,796.00	37,481.60	39,353.60	41,308.80	43,388.80	45,552.00
Admin Clerk I	14.08	14.78	15.52	16.30	17.11	1,126.40	1,182.40	1,241.60	1,304.00	1,368.80	2,440.53	2,561.87	2,690.13	2,825.33	2,965.73	29,286.40	30,742.40	32,281.60	33,904.00	35,588.80
Admin Clerk II	15.66	16.44	17.27	18.13	19.04	1,252.80	1,315.20	1,381.38	1,450.40	1,523.20	2,714.40	2,849.60	2,993.00	3,142.53	3,300.27	32,572.80	34,195.20	35,915.98	37,710.40	39,603.20
Admin Clerk III	17.37	18.24	19.15	20.11	21.11	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80
Admin Clerk III / Housing Technician	17.37	18.24	19.15	20.11	21.11	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80
Accounting Technician	21.08	22.14	23.25	24.41	25.63	1,686.40	1,771.20	1,860.00	1,952.80	2,050.40	3,653.87	3,837.60	4,030.00	4,231.07	4,442.53	43,846.40	46,051.20	48,360.00	50,772.80	53,310.40
Housing Technician	21.08	22.14	23.25	24.41	25.63	1,686.40	1,771.20	1,860.00	1,952.80	2,050.40	3,653.87	3,837.60	4,030.00	4,231.07	4,442.53	43,846.40	46,051.20	48,360.00	50,772.80	53,310.40
Planning Technician	21.08	22.14	23.25	24.41	25.63	1,686.40	1,771.20	1,860.00	1,952.80	2,050.40	3,653.87	3,837.60	4,030.00	4,231.07	4,442.53	43,846.40	46,051.20	48,360.00	50,772.80	53,310.40
Finance Technician	21.08	22.14	23.25	24.41	25.63	1,686.40	1,771.20	1,860.00	1,952.80	2,050.40	3,653.87	3,837.60	4,030.00	4,231.07	4,442.53	43,846.40	46,051.20	48,360.00	50,772.80	53,310.40
Engineering Tech I	17.41	18.28	19.19	20.15	21.16	1,392.80	1,462.40	1,535.20	1,612.00	1,692.80	3,017.73	3,168.53	3,326.27	3,492.67	3,667.73	36,212.80	38,022.40	39,915.20	41,912.00	44,012.80
Engineering Tech II	21.31	22.38	23.50	24.68	25.91	1,704.80	1,790.40	1,880.00	1,974.40	2,072.80	3,693.73	3,879.20	4,073.33	4,277.87	4,491.07	44,324.80	46,550.40	48,880.00	51,334.40	53,892.80
Engineering Tech III	23.43	24.61	25.84	27.13	28.49	2,174.40	2,279.20	2,388.00	2,499.20	2,612.80	4,061.20	4,265.73	4,478.93	4,702.53	4,938.27	48,734.40	51,188.80	53,747.20	56,430.40	59,259.20
Assistant Planner	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Rehab Specialist/ Code Compliance	23.42	24.61	25.82	27.11	28.47	1,873.60	1,968.80	2,065.60	2,168.80	2,277.60	4,059.47	4,265.73	4,475.47	4,699.07	4,934.80	48,713.60	51,188.80	53,705.60	56,388.80	59,217.60
Housing Economic Specialist I	23.17	24.33	25.55	26.82	28.16	1,853.60	1,946.40	2,044.00	2,145.60	2,252.80	4,016.13	4,217.20	4,428.67	4,648.80	4,881.07	48,193.60	50,606.40	53,144.00	55,785.60	58,572.80
Accountant I	23.00	24.15	25.36	26.63	27.96	1,840.00	1,932.00	2,028.80	2,130.40	2,236.80	3,986.67	4,186.00	4,395.73	4,615.87	4,846.40	47,840.00	50,232.00	52,748.80	55,390.40	58,156.80
Finance Specialist	23.16	24.33	25.55	26.82	28.16	1,852.80	1,946.40	2,044.00	2,145.60	2,252.80	4,014.40	4,217.20	4,428.67	4,648.80	4,881.07	48,172.80	50,606.40	53,144.00	55,785.60	58,572.80
Police Administrative Aide	21.59	22.67	23.80	24.99	26.24	1,727.20	1,813.60	1,904.00	1,999.20	2,099.20	3,742.27	3,929.47	4,125.33	4,331.60	4,548.27	44,907.20	47,153.60	49,504.00	51,979.20	54,579.20
Police Administrative Clerk	15.66	16.44	17.27	18.13	19.04	1,252.80	1,315.20	1,381.60	1,450.40	1,523.20	2,714.40	2,849.60	2,993.47	3,142.53	3,300.27	32,572.80	34,195.20	35,921.60	37,710.40	39,603.20
Animal Control Officer	17.49	18.36	19.28	20.24	21.25	1,399.20	1,468.80	1,542.40	1,619.20	1,700.00	3,031.60	3,182.40	3,341.87	3,508.27	3,683.33	36,379.20	38,188.80	40,102.40	42,099.20	44,200.00
Senior Animal Control Officer	19.25	20.21	21.22	22.28	23.39	1,540.00	1,616.80	1,697.60	1,782.40	1,871.20	3,336.67	3,503.07	3,678.13	3,861.87	4,054.27	40,040.00	42,036.80	44,137.60	46,342.40	48,651.20
Assist. Equip. Mechanic	18.05	18.95	19.90	20.89	21.93	1,444.00	1,516.00	1,592.00	1,671.20	1,754.40	3,128.67	3,284.67	3,449.33	3,620.93	3,801.20	37,544.00	39,416.00	41,392.00	43,451.20	45,614.40
Mechanic	19.85	20.84	21.88	22.98	24.13	1,588.00	1,667.20	1,750.40	1,838.40	1,930.40	3,440.67	3,612.27	3,792.53	3,983.20	4,182.53	41,288.00	43,347.20	45,510.40	47,798.40	50,190.40
Lead Mechanic	21.66	22.75	23.88	25.08	26.33	1,732.80	1,820.00	1,910.40	2,006.40	2,106.40	3,754.40	3,943.33	4,139.20	4,347.20	4,563.87	45,052.80	47,320.00	49,670.40	52,166.40	54,766.40
Maintenance Assistant	11.40	11.97	12.57	13.19	13.86	912.00	957.60	1,005.60	1,055.20	1,108.80	1,976.00	2,074.80	2,178.80	2,286.27	2,402.40	23,712.00	24,897.60	26,145.60	27,435.20	28,828.80
Maintenance Worker I	15.51	16.29	17.10	17.95	18.85	1,240.80	1,303.20	1,368.00	1,436.00	1,508.00	2,688.40	2,823.60	2,964.00	3,111.33	3,267.33	32,260.80	33,883.20	35,568.00	37,336.00	39,208.00
Maintenance Worker II	17.28	18.14	19.05	20.00	21.00	1,382.40	1,451.20	1,524.00	1,600.00	1,680.00	2,995.20	3,144.27	3,302.00	3,466.67	3,640.00	35,942.40	37,731.20	39,624.00	41,600.00	43,680.00
Maintenance Worker III	20.24	21.25	22.31	23.42	24.59	1,619.20	1,700.00	1,784.80	1,873.60	1,967.20	3,508.27	3,683.33	3,867.07	4,059.47	4,262.27	42,099.20	44,200.00	46,404.80	48,713.60	51,147.20
Senior Maintenance Worker	23.71	24.90	26.15	27.45	28.82	1,896.80	1,992.00	2,092.00	2,196.00	2,305.60	4,109.73	4,316.00	4,532.67	4,758.00	4,995.47	49,316.80	51,792.00	54,392.00	57,096.00	59,945.60
Treatment Plant Operator I	20.51	21.54	22.62	23.75	24.93	1,640.80	1,723.20	1,809.60	1,900.00	1,994.40	3,555.07	3,733.60	3,920.80	4,116.67	4,321.20	42,660.80	44,803.20	47,049.60	49,400.00	51,854.40
Treatment Plant Operator II	23.01	24.16	25.36	26.63	24.96	1,840.80	1,932.80	2,028.80	2,130.40	1,996.80	3,988.40	4,187.73	4,395.73	4,615.87	4,326.40	47,860.80	50,252.80	52,748.80	55,390.40	51,916.80
Lead Treatment Plant Operator	24.18	25.39	26.66	27.99	29.39	1,934.40	2,031.20	2,132.80	2,239.20	2,351.20	4,191.20	4,400.93	4,621.07	4,851.60	5,094.27	50,294.40	52,811.20	55,452.80	58,219.20	61,131.20
Water Distribution Oper. In Training	16.56	17.39	18.27	19.18	20.13	1,324.80	1,391.20	1,461.60	1,534.40	1,610.40	2,870.40	3,014.27	3,166.80	3,324.53	3,489.20	34,444.80	36,171.20	38,001.60	39,894.40	41,870.40
Utility Maintenance Worker	18.77	19.71	20.69	21.73	22.81	1,501.60	1,576.80	1,655.20	1,738.40	1,824.80	3,253.47	3,416.40	3,586.27	3,766.53	3,953.73	39,041.60	40,996.80	43,035.20	45,198.40	47,444.80
Park Ranger	17.49	18.36	19.28	20.24	21.25	1,399.20	1,468.80	1,542.40	1,619.20	1,700.00	3,031.60	3,182.40	3,341.87	3,508.27	3,683.33	36,379.20	38,188.80	40,102.40	42,099.20	44,200.00
Street Sweeper Operator	17.71	18.59	19.52	20.49	21.52	1,416.80	1,487.20	1,561.60	1,639.20	1,721.60	3,069.73	3,222.27	3,383.47	3,551.60	3,730.13	36,836.80	38,667.20	40,601.60	42,619.20	44,761.60
Police Dispatcher I	18.32	19.23	20.20	21.21	22.27	1,465.60	1,538.40	1,616.00	1,696.80	1,781.60	3,175.47	3,333.20	3,501.33	3,676.40	3,860.13	38,105.60	39,998.40	42,016.00	44,116.80	46,321.60
Police Dispatcher II	20.20	21.21	22.27	23.38	24.55	1,616.00	1,696.80	1,781.60	1,870.40	1,964.00	3,501.33	3,676.40	3,860.13	4,052.53	4,255.33	42,016.00	44,116.80	46,321.60	48,630.40	51,064.00
Community Services Officer	17.74	18.63	19.56	20.53	21.56	1,419.20	1,490.40	1,564.80	1,642.40	1,724.80	3,074.93	3,229.20	3,390.40	3,558.53	3,737.07	36,899.20	38,750.40	40,684.80	42,702.40	44,844.80
Parking Enforcement Officer	16.12	16.93	17.77	18.66	19.60	1,289.60	1,354.40	1,421.60	1,492.80	1,568.00	2,794.13	2,934.53	3,080.13	3,234.40	3,397.33	33,529.60	35,214.40	36,961.60	38,812.80	40,768.00
Police Officer I	22.31	23.42	24.59	25.82	27.11	1,784.80	1,873.60	1,967.20	2,065.60	2,168.80	3,867.07	4,059.47	4,262.27	4,475.47	4,699.07	46,404.80	48,713.60	51,147.20	53,705.60	56,388.80
Police Officer II	23.47	24.65	25.88	27.17	28.53	1,877.60	1,972.00	2,070.40	2,173.60	2,282.40	4,068.13	4,272.67	4,485.87	4,709.47	4,945.20	48,817.60	51,272.00	53,830.40	56,513.60	59,342.40
Police Records Clerk	14.08	14.79	15.52	16.30	17.12	1,126.40	1,183.20	1,241.60	1,304.00	1,369.60	2,440.53	2,563.60	2,690.13	2,825.33	2,967.47	29,286.40	30,763.20	32,281.60	33,904.00	35,609.60
Police Capt.	37.86	39.74	41.73	43.82	46.00	3,028.80	3,179.20	3,338.40	3,505.60	3,680.00	6,562.40	6,888.27	7,233.20	7,595.47	7,973.33	78,748.80	82,659.20	86,798.40	91,145.60	95,680.00
Police Sergeant	28.41	29.82	31.31	32.89	34.52	2,272.80	2,385.60	2,504.80	2,631.20	2,761.60	4,924.40	5,168.80	5,427.07	5,700.93	5,983.47	59,092.80	62,025.60	65,124.80	68,411.20	71,801.60
Fire Captain (Note 1)	21.22	22.28	23.40	24.57	25.80	2,376.64	2,495.36	2,620.80	2,751.84	2,889.60	5,149.39	5,406.61	5,678.40	5,962.32	6,260.80	61,792.64	64,879.36	68,140.80	71,547.84	75,129.60
Engineer (Note 1)	17.44	18.31	19.22	20.19	21.20	1,953.28	2,050.72	2,152.64	2,261.28	2,374.40	4,232.11	4,443.23	4,664.05	4,899.44	5,144.53	50,785.28	53,318.72	55,968.64	58,793.28	61,734.40
Fire Fighter (Note 1)	14.84	15.58	16.36	17.18	18.03	1,662.08	1,744.96	1,832.32	1,924.16	2,019.36	3,601.17	3,780.75	3,970.03	4,169.01	4,375.28	43,214.08	45,368.96	47,640.32	50,028.16	52,503.36

Notes:
1) Based on 2,912 hours per year

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
City Administrator	60.75	-	67.48	-	74.21	4,860.00	-	5,398.40	-	5,936.80	10,530.00	-	11,696.53	-	12,863.07	126,360.00	-	140,358.40	-	154,356.80
City Clerk	27.23	-	30.17	-	33.10	2,178.40	-	2,413.60	-	2,648.00	4,719.87	-	5,229.47	-	5,737.33	56,638.40	-	62,753.60	-	68,848.00
Community Development Director	52.20	-	57.83	-	63.45	4,176.00	-	4,626.40	-	5,076.00	9,048.00	-	10,023.87	-	10,998.00	108,576.00	-	120,286.40	-	131,976.00
Director of Finance	51.66	-	56.14	-	60.62	4,132.80	-	4,491.20	-	4,849.60	8,954.40	-	9,730.93	-	10,507.47	107,452.80	-	116,771.20	-	126,089.60
Director of Public Works/Engineer	56.92	-	62.63	-	68.33	4,553.60	-	5,010.40	-	5,466.40	8,866.13	-	10,855.87	-	11,843.87	118,393.60	-	130,270.40	-	142,126.40
Fire Chief	52.37	-	58.01	-	63.65	4,189.60	-	4,640.80	-	5,092.00	9,077.47	-	10,055.07	-	11,032.67	108,929.60	-	120,660.80	-	132,392.00
Human Relations Manager	41.55	-	44.83	-	48.10	3,324.00	-	3,586.40	-	3,848.00	7,202.00	-	7,770.53	-	8,337.33	86,424.00	-	93,246.40	-	100,048.00
Chief of Police	57.46	-	63.29	-	69.12	4,596.80	-	5,063.20	-	5,529.60	9,959.73	-	10,970.27	-	11,980.80	119,516.80	-	131,643.20	-	143,769.60
Account Clerk II - Confidential	16.38	-	18.14	-	19.90	1,310.40	-	1,451.20	-	1,592.00	2,839.20	-	3,144.27	-	3,449.33	34,070.40	-	37,731.20	-	41,392.00
Police Administrative Clerk	15.66	-	17.35	-	19.04	1,252.80	-	1,388.00	-	1,523.20	2,714.40	-	3,007.33	-	3,300.27	32,572.80	-	36,088.00	-	39,603.20
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34	1,799.20	-	1,993.20	-	2,187.20	3,898.27	-	4,318.60	-	4,738.93	46,779.20	-	51,823.20	-	56,867.20
Animal Control Supervisor	22.23	-	24.69	-	27.14	1,778.40	-	1,974.80	-	2,171.20	3,853.20	-	4,278.73	-	4,704.27	46,238.40	-	51,344.80	-	56,451.20
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04	1,252.80	-	1,388.00	-	1,523.20	2,714.40	-	3,007.33	-	3,300.27	32,572.80	-	36,088.00	-	39,603.20
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12	1,389.60	-	1,539.60	-	1,689.60	3,010.80	-	3,335.80	-	3,660.80	36,129.60	-	40,029.60	-	43,929.60
Accounting Supervisor	24.29	-	26.91	-	29.53	1,943.20	-	2,152.80	-	2,362.40	4,210.27	-	4,664.40	-	5,118.53	50,523.20	-	55,972.80	-	61,422.40
Assistant Finance Director	31.90	-	35.34	-	38.78	2,552.00	-	2,827.20	-	3,102.40	5,529.33	-	6,125.60	-	6,721.87	66,352.00	-	73,507.20	-	80,662.40
GIS Analyst	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Housing/Economic Development Spec II	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Associate Planner	26.92	-	29.82	-	32.72	2,153.60	-	2,385.60	-	2,617.60	4,666.13	-	5,168.80	-	5,671.47	55,993.60	-	62,025.60	-	68,057.60
Building Official	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Supervising Building Inspector	30.24	-	33.50	-	36.75	2,419.20	-	2,679.60	-	2,940.00	5,241.60	-	5,805.80	-	6,370.00	62,899.20	-	69,669.60	-	76,440.00
Planning Director	36.81	-	40.78	-	44.74	2,944.80	-	3,262.00	-	3,579.20	6,380.40	-	7,067.67	-	7,754.93	76,564.80	-	84,812.00	-	93,059.20
Assistant Engineer	29.73	-	32.93	-	36.13	2,378.40	-	2,634.40	-	2,890.40	5,153.20	-	5,707.87	-	6,262.53	61,838.40	-	68,494.40	-	75,150.40
Construction Engineer/Inspector	27.64	-	30.62	-	33.60	2,211.20	-	2,449.60	-	2,688.00	4,790.93	-	5,307.47	-	5,824.00	57,491.20	-	63,689.60	-	69,888.00
Associate Civil Engineer	35.66	-	39.50	-	43.34	2,852.80	-	3,160.00	-	3,467.20	6,181.07	-	6,846.67	-	7,512.27	74,172.80	-	82,160.00	-	90,147.20
Senior Civil Engineer	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Public Works Ass't Director of Ops	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Public Works Operations Manager	35.13	-	38.92	-	42.71	2,810.40	-	3,113.60	-	3,416.80	6,089.20	-	6,746.13	-	7,403.07	73,070.40	-	80,953.60	-	88,836.80
PW Water/WW Plant Superintendent	29.29	-	32.44	-	35.60	2,343.20	-	2,595.20	-	2,848.00	5,076.93	-	5,622.93	-	6,170.67	60,923.20	-	67,475.20	-	74,048.00
Recreation and Facilities Manager	23.06	-	25.55	-	28.03	1,844.80	-	2,043.60	-	2,242.40	3,997.07	-	4,427.80	-	4,858.53	47,964.80	-	53,133.60	-	58,302.40
Public Works Superintendent	25.89	-	28.68	-	31.46	2,071.20	-	2,294.40	-	2,516.80	4,487.60	-	4,971.20	-	5,453.07	53,851.20	-	59,654.40	-	65,436.80
Admin. Captain/Fire Marshall - 2,756 hrs.	28.13	-	31.16	-	34.19	2,250.40	-	2,492.80	-	2,735.20	4,875.87	-	5,401.07	-	5,926.27	58,510.40	-	64,812.80	-	71,115.20
Battalion Chief	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Chief Treatment Plant Operator - Note 2	29.73	-	32.93	-	36.13	2,378.40	-	2,634.40	-	2,890.40	5,153.20	-	5,707.87	-	6,262.53	61,838.40	-	68,494.40	-	75,150.40
Chief Treatment Plant Operator - Note 2	35.00	-	38.78	-	42.55	2,800.00	-	3,102.40	-	3,404.00	6,066.67	-	6,721.87	-	7,375.33	72,800.00	-	80,662.40	-	88,504.00
Account Clerk I	14.51	15.24	16.00	16.80	17.64	1,160.80	1,219.20	1,280.00	1,344.00	1,411.20	2,515.07	2,641.60	2,773.33	2,912.00	3,057.60	30,180.80	31,699.20	33,280.00	34,944.00	36,691.20
Account Clerk II	16.38	17.20	18.06	18.96	19.90	1,310.40	1,376.00	1,444.80	1,516.80	1,592.00	2,839.20	2,981.33	3,130.40	3,286.40	3,449.33	34,070.40	35,776.00	37,564.80	39,436.80	41,392.00
Account Clerk III	18.02	18.92	19.87	20.86	21.90	1,441.60	1,513.60	1,589.60	1,668.80	1,752.00	3,123.47	3,279.47	3,444.13	3,615.73	3,796.00	37,481.60	39,353.60	41,329.60	43,388.80	45,552.00
Admin Clerk I	14.08	14.79	15.52	16.30	17.12	1,126.40	1,183.20	1,241.60	1,304.00	1,369.60	2,440.53	2,563.60	2,690.13	2,825.33	2,967.47	29,286.40	30,763.20	32,281.60	33,904.00	35,609.60
Admin Clerk II	15.66	16.45	17.27	18.14	19.04	1,252.80	1,316.00	1,381.38	1,451.20	1,523.20	2,714.40	2,851.33	2,993.00	3,144.27	3,300.27	32,572.80	34,216.00	35,915.98	37,731.20	39,603.20
Admin Clerk III	17.37	18.24	19.15	20.11	21.11	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80
Admin Clerk III / Housing Technician	17.37	18.24	19.15	20.11	21.11	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80
Accounting Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Housing Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Planning Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Finance Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Engineering Tech I	17.42	18.29	19.20	20.16	21.17	1,393.60	1,463.20	1,536.00	1,612.80	1,693.60	3,019.47	3,170.27	3,328.00	3,494.40	3,669.47	36,233.60	38,043.20	39,936.00	41,932.80	44,033.60
Engineering Tech	21.32	22.38	23.50	24.68	25.91	1,705.60	1,790.40	1,880.00	1,974.40	2,072.80	3,695.47	3,879.20	4,073.33	4,277.87	4,491.07	44,345.60	46,550.40	48,880.00	51,334.40	53,892.80
Engineering Tech II	21.32	22.38	23.50	24.68	25.91	1,705.60	1,790.40	1,880.00	1,974.40	2,072.80	3,695.47	3,879.20	4,073.33	4,277.87	4,491.07	44,345.60	46,550.40	48,880.00	51,334.40	53,892.80
Engineering Tech III	23.44	24.51	25.84	27.13	28.49	1,875.20	1,960.80	2,067.20	2,170.40	2,279.20	4,062.93	4,248.40	4,478.93	4,702.53	4,938.27	48,755.20	50,980.80	53,747.20	56,430.40	59,259.20
Engineering Tech Sr	23.44	24.51	25.84	27.13	28.49	1,875.20	1,960.80	2,067.20	2,170.40	2,279.20	4,062.93	4,248.40	4,478.93	4,702.53	4,938.27	48,755.20	50,980.80	53,747.20	56,430.40	

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Assistant Planner	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Rehab Specialist/ Code Compliance	23.42	24.59	25.82	27.11	28.47	1,873.60	1,967.20	2,065.60	2,168.80	2,277.60	4,059.47	4,262.27	4,475.47	4,699.07	4,934.80	48,713.60	51,147.20	53,705.60	56,388.80	59,217.60
Housing Economic Specialist I	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Accountant I	23.01	24.15	25.36	26.63	27.96	1,840.80	1,932.00	2,028.80	2,130.40	2,236.80	3,988.40	4,186.00	4,395.73	4,615.87	4,846.40	47,860.80	50,232.00	52,748.80	55,390.40	58,156.80
Finance Specialist	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Police Administrative Aide	21.59	22.67	23.80	24.99	26.24	1,727.20	1,813.60	1,904.00	1,999.20	2,099.20	3,742.27	3,929.47	4,125.33	4,331.60	4,548.27	44,907.20	47,153.60	49,504.00	51,979.20	54,579.20
Police Administrative Clerk	15.66	16.45	17.27	18.14	19.04	1,252.80	1,316.00	1,381.60	1,451.20	1,523.20	2,714.40	2,851.33	2,993.47	3,144.27	3,300.27	32,572.80	34,216.00	35,921.60	37,731.20	39,603.20
Animal Control Officer	17.49	18.37	19.29	20.25	21.26	1,399.20	1,469.60	1,543.20	1,620.00	1,700.80	3,031.60	3,184.13	3,343.60	3,510.00	3,685.07	36,379.20	38,209.60	40,123.20	42,120.00	44,220.80
Senior Animal Control Officer	19.25	20.21	21.22	22.29	23.40	1,540.00	1,616.80	1,697.60	1,783.20	1,872.00	3,336.67	3,503.07	3,678.13	3,863.60	4,056.00	40,040.00	42,036.80	44,137.60	46,363.20	48,672.00
Assist. Equip. Mechanic	18.06	18.96	19.90	20.90	21.94	1,444.80	1,516.80	1,592.00	1,672.00	1,755.20	3,130.40	3,286.40	3,449.33	3,622.67	3,802.93	37,564.80	39,436.80	41,392.00	43,472.00	45,635.20
Mechanic	19.85	20.84	21.89	22.98	24.13	1,588.00	1,667.20	1,751.20	1,838.40	1,930.40	3,440.67	3,612.27	3,794.27	3,983.20	4,182.53	41,288.00	43,347.20	45,531.20	47,798.40	50,190.40
Lead Mechanic	21.67	22.75	23.89	25.08	26.34	1,733.60	1,820.00	1,911.20	2,006.40	2,107.20	3,756.13	3,943.33	4,140.93	4,347.20	4,565.60	45,073.60	47,320.00	49,691.20	52,166.40	54,787.20
Maintenance Assistant	11.40	11.98	12.58	13.20	13.86	912.00	958.40	1,006.40	1,056.00	1,108.80	1,976.00	2,076.53	2,180.53	2,288.00	2,402.40	23,712.00	24,918.40	26,166.40	27,456.00	28,828.80
Maintenance Worker I	15.52	16.29	17.10	17.96	18.86	1,241.60	1,303.20	1,368.00	1,436.80	1,508.80	2,690.13	2,823.60	2,964.00	3,113.07	3,269.07	32,281.60	33,883.20	35,568.00	37,356.80	39,228.80
Maintenance Worker II	17.28	18.15	19.05	20.01	21.00	1,382.40	1,452.00	1,524.00	1,600.80	1,680.00	2,995.20	3,146.00	3,302.00	3,468.40	3,640.00	35,942.40	37,752.00	39,624.00	41,620.80	43,680.00
Maintenance Worker III	20.24	21.25	22.31	23.43	24.60	1,619.20	1,700.00	1,784.80	1,874.40	1,968.00	3,508.27	3,683.33	3,867.07	4,061.20	4,264.00	42,099.20	44,200.00	46,404.80	48,734.40	51,168.00
Senior Maintenance Worker	23.72	24.90	26.15	27.45	28.83	1,897.60	1,992.00	2,092.00	2,196.00	2,306.40	4,111.47	4,316.00	4,532.67	4,758.00	4,997.20	49,337.60	51,792.00	54,392.00	57,096.00	59,966.40
Treatment Plant Operator I	20.51	21.54	22.62	23.75	24.94	1,640.80	1,723.20	1,809.60	1,900.00	1,995.20	3,555.07	3,733.60	3,920.80	4,116.67	4,322.93	42,660.80	44,803.20	47,049.60	49,400.00	51,875.20
Treatment Plant Operator II	23.01	24.16	25.37	26.64	27.97	1,840.80	1,932.80	2,029.60	2,131.20	2,237.60	3,988.40	4,187.73	4,397.47	4,617.60	4,848.13	47,860.80	50,252.80	52,769.60	55,411.20	58,177.60
Lead Treatment Plant Operator	24.18	25.39	26.66	28.00	29.40	1,934.40	2,031.20	2,132.80	2,240.00	2,352.00	4,191.20	4,400.93	4,621.07	4,853.33	5,096.00	50,294.40	52,811.20	55,452.80	58,240.00	61,152.00
Water Distribution Oper. In Training	16.57	17.40	18.27	19.18	20.14	1,325.60	1,392.00	1,461.60	1,534.40	1,611.20	2,872.13	3,016.00	3,166.80	3,324.53	3,490.93	34,465.60	36,192.00	38,001.60	39,894.40	41,891.20
Water Distribution Operator	18.77	19.71	20.70	21.73	22.82	1,501.60	1,576.80	1,656.00	1,738.40	1,825.60	3,253.47	3,416.40	3,588.00	3,766.53	3,955.47	39,041.60	40,996.80	43,056.00	45,198.40	47,465.60
Utility Maintenance Worker	18.77	19.71	20.70	21.73	22.82	1,501.60	1,576.80	1,656.00	1,738.40	1,825.60	3,253.47	3,416.40	3,588.00	3,766.53	3,955.47	39,041.60	40,996.80	43,056.00	45,198.40	47,465.60
Street Sweeper Operator	17.71	18.59	19.52	20.50	21.52	1,416.80	1,487.20	1,561.60	1,640.00	1,721.60	3,069.73	3,222.27	3,383.47	3,553.33	3,730.13	36,836.80	38,667.20	40,601.60	42,640.00	44,761.60
Police Dispatcher I	18.32	19.23	20.20	21.21	22.27	1,465.60	1,538.40	1,616.00	1,696.80	1,781.60	3,175.47	3,333.20	3,501.33	3,676.40	3,860.13	38,105.60	39,998.40	42,016.00	44,116.80	46,321.60
Police Dispatcher II	20.20	21.21	22.27	23.38	24.55	1,616.00	1,696.80	1,781.60	1,870.40	1,964.00	3,501.33	3,676.40	3,860.13	4,052.53	4,255.33	42,016.00	44,116.80	46,321.60	48,630.40	51,064.00
Community Services Officer	17.74	18.63	19.56	20.53	21.56	1,419.20	1,490.40	1,564.80	1,642.40	1,724.80	3,074.93	3,229.20	3,390.40	3,558.53	3,737.07	36,899.20	38,750.40	40,684.80	42,702.40	44,844.80
Parking Enforcement Officer	16.12	16.93	17.77	18.66	19.60	1,289.60	1,354.40	1,421.60	1,492.80	1,568.00	2,794.13	2,934.53	3,080.13	3,234.40	3,397.33	33,529.60	35,214.40	36,961.60	38,812.80	40,768.00
Police Officer I	22.31	23.42	24.59	25.82	27.11	1,784.80	1,873.60	1,967.20	2,065.60	2,168.80	3,867.07	4,059.47	4,262.27	4,475.47	4,699.07	46,404.80	48,713.60	51,147.20	53,705.60	56,388.80
Police Officer II	23.47	24.65	25.88	27.17	28.53	1,877.60	1,972.00	2,070.40	2,173.60	2,282.40	4,068.13	4,272.67	4,485.87	4,709.47	4,945.20	48,817.60	51,272.00	53,830.40	56,513.60	59,342.40
Police Records Clerk	14.08	14.79	15.52	16.30	17.12	1,126.40	1,183.20	1,241.60	1,304.00	1,369.60	2,440.53	2,563.60	2,690.13	2,825.33	2,967.47	29,286.40	30,763.20	32,281.60	33,904.00	35,609.60
Police Capt.	37.86	39.74	41.73	43.82	46.00	3,028.80	3,179.20	3,338.40	3,505.60	3,680.00	6,562.40	6,888.27	7,233.20	7,595.47	7,973.33	78,748.80	82,659.20	86,798.40	91,145.60	95,680.00
Police Sergeant	28.41	29.82	31.31	32.89	34.52	2,272.80	2,385.60	2,504.80	2,631.20	2,761.60	4,924.40	5,168.80	5,427.07	5,700.93	5,983.47	59,092.80	62,025.60	65,124.80	68,411.20	71,801.60
Fire Captain (Note 1)	21.23	22.29	23.40	24.58	25.80	2,377.76	2,496.48	2,620.80	2,752.96	2,889.60	5,151.81	5409.04	5678.40	5964.75	6260.80	61,821.76	64,908.48	68,140.80	71,576.96	75,129.60
Engineer (Note 1)	17.44	18.31	19.23	20.19	21.20	1,953.28	2,050.72	2,153.76	2,261.28	2,374.40	4,232.11	4443.23	4666.48	4899.44	5144.53	50,785.28	53,318.72	55,997.76	58,793.28	61,734.40
Fire Fighter (Note 1)	14.84	15.58	16.36	17.18	18.04	1,662.08	1,744.96	1,832.32	1,924.16	2,020.48	3,601.17	3780.75	3970.03	4169.01	4377.71	43,214.08	45,368.96	47,640.32	50,028.16	52,532.48

Notes:

- 1) Based on 2,912 hours per year
- 2) The Chief Treatment Plant Operator received a pay adjustment effective October 4, 2010.

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
City Administrator	66.51	-	72.44	-	78.37	5,320.80	-	5,795.20	-	6,269.60	11,528.40	-	12,556.27	-	13,584.13	138,340.80	-	150,675.20	-	163,009.60
Chief of Police	57.46	-	63.29	-	69.12	4,596.80	-	5,063.20	-	5,529.60	9,959.73	-	10,970.27	-	11,980.80	119,516.80	-	131,643.20	-	143,769.60
City Clerk	27.23	-	30.17	-	33.10	2,178.40	-	2,413.60	-	2,648.00	4,719.87	-	5,229.47	-	5,737.33	56,638.40	-	62,753.60	-	68,848.00
Community Development Director	52.37	-	58.01	-	63.65	4,189.60	-	4,640.80	-	5,092.00	9,077.47	-	10,055.07	-	11,032.67	108,929.60	-	120,660.80	-	132,392.00
Finance Director	52.37	-	58.01	-	63.65	4,189.60	-	4,640.80	-	5,092.00	9,077.47	-	10,055.07	-	11,032.67	108,929.60	-	120,660.80	-	132,392.00
Fire Chief	52.37	-	58.01	-	63.65	4,189.60	-	4,640.80	-	5,092.00	9,077.47	-	10,055.07	-	11,032.67	108,929.60	-	120,660.80	-	132,392.00
Human Relations Manager	41.55	-	44.83	-	48.10	3,324.00	-	3,586.40	-	3,848.00	7,202.00	-	7,770.53	-	8,337.33	86,424.00	-	93,246.40	-	100,048.00
Public Works Director/City Engineer	56.92	-	62.63	-	68.33	4,553.60	-	5,010.40	-	5,466.40	9,866.13	-	10,855.87	-	11,843.87	118,393.60	-	130,270.40	-	142,126.40
Unit 1:																				
Account Clerk II - Confidential	16.38	-	18.14	-	19.90	1,310.40	-	1,451.20	-	1,592.00	2,839.20	-	3,144.27	-	3,449.33	34,070.40	-	37,731.20	-	41,392.00
Accounting Supervisor	24.29	-	26.91	-	29.53	1,943.20	-	2,152.80	-	2,362.40	4,210.27	-	4,664.40	-	5,118.53	50,523.20	-	55,972.80	-	61,422.40
Admin. Captain/Fire Marshall - 2,756 hrs.	28.13	-	31.16	-	34.19	2,250.40	-	2,492.80	-	2,735.20	4,875.87	-	5,401.07	-	5,926.27	58,510.40	-	64,812.80	-	71,115.20
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04	1,252.80	-	1,388.00	-	1,523.20	2,714.40	-	3,007.33	-	3,300.27	32,572.80	-	36,088.00	-	39,603.20
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12	1,389.60	-	1,539.60	-	1,689.60	3,010.80	-	3,335.80	-	3,660.80	36,129.60	-	40,029.60	-	43,929.60
Animal Control Supervisor	22.23	-	24.69	-	27.14	1,778.40	-	1,974.80	-	2,171.20	3,853.20	-	4,278.73	-	4,704.27	46,238.40	-	51,344.80	-	56,451.20
Assistant Engineer	29.73	-	32.93	-	36.13	2,378.40	-	2,634.40	-	2,890.40	5,153.20	-	5,707.87	-	6,262.53	61,838.40	-	68,494.40	-	75,150.40
Assistant Finance Director	31.90	-	35.34	-	38.78	2,552.00	-	2,827.20	-	3,102.40	5,529.33	-	6,125.60	-	6,721.87	66,352.00	-	73,507.20	-	80,662.40
Associate Civil Engineer	35.66	-	39.50	-	43.34	2,852.80	-	3,160.00	-	3,467.20	6,181.07	-	6,846.67	-	7,512.27	74,172.80	-	82,160.00	-	90,147.20
Associate Planner	26.92	-	29.82	-	32.72	2,153.60	-	2,385.60	-	2,617.60	4,666.13	-	5,168.80	-	5,671.47	55,993.60	-	62,025.60	-	68,057.60
Battalion Chief	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Building Official	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Chief Treatment Plant Operator	35.00	-	38.78	-	42.55	2,800.00	-	3,102.40	-	3,404.00	6,066.67	-	6,721.87	-	7,375.33	72,800.00	-	80,662.40	-	88,504.00
Construction Engineer/Inspector	27.64	-	30.62	-	33.60	2,211.20	-	2,449.60	-	2,688.00	4,790.93	-	5,307.47	-	5,824.00	57,491.20	-	63,689.60	-	69,888.00
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34	1,799.20	-	1,993.20	-	2,187.20	3,898.27	-	4,318.60	-	4,738.93	46,779.20	-	51,823.20	-	56,867.20
GIS Analyst	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Housing/Economic Development Spec II	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Planning Director	36.81	-	40.78	-	44.74	2,944.80	-	3,262.00	-	3,579.20	6,380.40	-	7,067.67	-	7,754.93	76,564.80	-	84,812.00	-	93,059.20
Public Works Ass't Director of Ops	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Recreation and Facilities Manager	23.06	-	25.55	-	28.03	1,844.80	-	2,043.60	-	2,242.40	3,997.07	-	4,427.80	-	4,858.53	47,964.80	-	53,133.60	-	58,302.40
Senior Civil Engineer	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Supervising Building Inspector	30.24	-	33.50	-	36.75	2,419.20	-	2,679.60	-	2,940.00	5,241.60	-	5,805.80	-	6,370.00	62,899.20	-	69,669.60	-	76,440.00
Utility Operations Manager	35.66	-	39.50	-	43.34	2,852.80	-	3,160.00	-	3,467.20	6,181.07	-	6,846.67	-	7,512.27	74,172.80	-	82,160.00	-	90,147.20
Unit 1: Implements Cost Savings Provision of Unit 1 Contract Under Article 6(A) from August 2011 to August 2012:																				
Account Clerk II - Confidential	16.06	-	17.79	-	19.51	1,284.80	-	1,423.20	-	1,560.80	2,783.73	-	3,083.60	-	3,381.73	33,404.80	-	37,003.20	-	40,580.80
Accounting Supervisor	23.81	-	26.38	-	28.94	1,904.80	-	2,110.40	-	2,315.20	4,127.07	-	4,572.53	-	5,016.27	49,524.80	-	54,870.40	-	60,195.20
Admin. Captain/Fire Marshall - 2,756 hrs.	27.57	-	30.54	-	33.51	2,205.60	-	2,443.20	-	2,680.80	4,778.80	-	5,293.60	-	5,808.40	57,345.60	-	63,523.20	-	69,700.80
Administrative Clerk II - Confidential	15.35	-	17.01	-	18.66	1,228.00	-	1,360.80	-	1,492.80	2,660.67	-	2,948.40	-	3,234.40	31,928.00	-	35,380.80	-	38,812.80
Administrative Clerk III - Confidential	17.03	-	17.87	-	20.70	1,362.40	-	1,429.60	-	1,656.00	2,951.87	-	3,097.47	-	3,588.00	35,422.40	-	37,169.60	-	43,056.00
Animal Control Supervisor	21.79	-	24.20	-	26.60	1,743.20	-	1,936.00	-	2,128.00	3,776.93	-	4,194.67	-	4,610.67	45,323.20	-	50,336.00	-	55,328.00
Assistant Engineer	29.14	-	32.28	-	35.41	2,331.20	-	2,582.40	-	2,832.80	5,050.93	-	5,595.20	-	6,137.73	60,611.20	-	67,142.40	-	73,652.80
Assistant Finance Director	31.27	-	34.64	-	38.01	2,501.60	-	2,771.20	-	3,040.80	5,420.13	-	6,004.27	-	6,588.40	65,041.60	-	72,051.20	-	79,060.80
Associate Civil Engineer	34.95	-	38.72	-	42.48	2,796.00	-	3,097.60	-	3,398.40	6,058.00	-	6,711.47	-	7,363.20	72,696.00	-	80,537.60	-	88,358.40
Associate Planner	26.39	-	29.23	-	32.07	2,111.20	-	2,338.40	-	2,565.60	4,574.27	-	5,066.53	-	5,558.80	54,891.20	-	60,798.40	-	66,705.60
Battalion Chief	32.68	-	36.20	-	39.71	2,614.40	-	2,896.00	-	3,176.80	5,664.53	-	6,274.67	-	6,883.07	67,974.40	-	75,296.00	-	82,596.80
Building Official	32.68	-	36.20	-	39.71	2,614.40	-	2,896.00	-	3,176.80	5,664.53	-	6,274.67	-	6,883.07	67,974.40	-	75,296.00	-	82,596.80
Chief Treatment Plant Operator	34.30	-	38.00	-	41.70	2,744.00	-	3,040.00	-	3,336.00	5,945.33	-	6,586.67	-	7,228.00	71,344.00	-	79,040.00	-	86,736.00
Construction Engineer/Inspector	27.09	-	30.01	-	32.93	2,167.20	-	2,400.80	-	2,634.40	4,695.60	-	5,201.73	-	5,707.87	56,347.20	-	62,420.80	-	68,494.40
Dispatch and Records Supervisor	22.05	-	24.43	-	26.80	1,764.00	-	1,954.40	-	2,144.00	3,822.00	-	4,234.53	-	4,645.33	45,864.00	-	50,814.40	-	55,744.00
GIS Analyst	24.79	-	27.46	-	30.13	1,983.20	-	2,196.80	-	2,410.40	4,296.93	-	4,759.73	-	5,222.53	51,563.20	-	57,116.80	-	62,670.40
Housing/Economic Development Spec II	24.79	-	27.46	-	30.13	1,983.20	-	2,196.80	-	2,410.40	4,296.93	-	4,759.73	-	5,222.53	51,563.20	-	57,116.80	-	62,670.40
Planning Director	36.08	-	39.97	-	43.85	2,886.40	-	3,197.60	-	3,508.00	6,253.87	-	6,928.13	-	7,600.67	75,046.40	-	83,137.60	-	91,208.00
Public Works Ass't Director of Ops	39.43	-	43.68	-	47.93	3,154.40	-	3,494.40	-	3,834.40	6,834.53	-	7,571.20	-	8,307.87	82,014.40	-	90,854.40	-	99,694.40
Recreation and Facilities Manager	22.60	-	25.04	-	27.47	1,808.00	-	2,003.20	-	2,197.60	3,917.33	-	4,340.27	-	4,761.47	47,008.00	-	52,083.20	-	57,137.60
Senior Civil Engineer	39.43	-	43.68	-	47.93	3,154.40	-	3,494.40	-	3,834.40	6,834.53	-	7,571.20	-	8,307.87	82,014.40	-	90,854.40	-	99,694.40
Supervising Building Inspector	29.64	-	32.83	-	36.02	2,371.20	-	2,626.40	-	2,881.60	5,137.60	-	5,690.53	-	6,243.47	61,651.20	-	68,286.40	-	74,921.60
Utility Operations Manager	35.66	-	39.50	-	43.34	2,852.80	-	3,160.00	-	3,467.20	6,181.07	-	6,846.67	-	7,512.27	74,172.80	-	82,160.00	-	90,147.20

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Unit 2:																				
Account Clerk I	14.51	15.24	16.00	16.80	17.64	1,160.80	1,219.20	1,280.00	1,344.00	1,411.20	2,515.07	2,641.60	2,773.33	2,912.00	3,057.60	30,180.80	31,699.20	33,280.00	34,944.00	36,691.20
Account Clerk II	16.38	17.20	18.06	18.96	19.90	1,310.40	1,376.00	1,444.80	1,516.80	1,592.00	2,839.20	2,981.33	3,130.40	3,286.40	3,449.33	34,070.40	35,776.00	37,564.80	39,436.80	41,392.00
Account Clerk III	18.02	18.92	19.87	20.86	21.90	1,441.60	1,513.60	1,589.60	1,668.80	1,752.00	3,123.47	3,279.47	3,444.13	3,615.73	3,796.00	37,481.60	39,353.60	41,329.60	43,388.80	45,552.00
Accountant I	23.01	24.15	25.36	26.63	27.96	1,840.80	1,932.00	2,028.80	2,130.40	2,236.80	3,988.40	4,186.00	4,395.73	4,615.87	4,846.40	47,860.80	50,232.00	52,748.80	55,390.40	58,156.80
Accounting Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Admin Clerk I	14.08	14.79	15.52	16.30	17.12	1,126.40	1,183.20	1,241.60	1,304.00	1,369.60	2,440.53	2,563.60	2,690.13	2,825.33	2,967.47	29,286.40	30,763.20	32,281.60	33,904.00	35,609.60
Admin Clerk II	15.66	16.45	17.27	18.14	19.04	1,252.80	1,316.00	1,381.38	1,451.20	1,523.20	2,714.40	2,851.33	2,993.00	3,144.27	3,300.27	32,572.80	34,216.00	35,915.98	37,731.20	39,603.20
Senior Admin Clerk	17.37	18.24	19.15	20.11	21.11	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80
Admin Clerk III / Housing Technician	19.60	20.58	21.61	22.69	23.82	1,568.00	1,646.40	1,728.80	1,815.20	1,905.60	3,397.33	3,567.20	3,745.73	3,932.93	4,128.80	40,768.00	42,806.40	44,948.80	47,195.20	49,545.60
Animal Control Officer	17.49	18.37	19.29	20.25	21.26	1,399.20	1,469.60	1,543.20	1,620.00	1,700.80	3,031.60	3,184.13	3,343.60	3,510.00	3,685.07	36,379.20	38,209.60	40,123.20	42,120.00	44,220.80
Assist. Equip. Mechanic	18.06	18.96	19.90	20.90	21.94	1,444.80	1,516.80	1,592.00	1,672.00	1,755.20	3,130.40	3,286.40	3,449.33	3,622.67	3,802.93	37,564.80	39,436.80	41,392.00	43,472.00	45,635.20
Assistant Planner	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Engineering Tech	21.32	22.38	23.50	24.68	25.91	1,705.60	1,790.40	1,880.00	1,974.40	2,072.80	3,695.47	3,879.20	4,073.33	4,277.87	4,491.07	44,345.60	46,550.40	48,880.00	51,334.40	53,892.80
Engineering Tech I	17.42	18.29	19.20	20.16	21.17	1,393.60	1,463.20	1,536.00	1,612.80	1,693.60	3,019.47	3,170.27	3,328.00	3,494.40	3,669.47	36,233.60	38,043.20	39,936.00	41,932.80	44,033.60
Engineering Tech II	21.32	22.38	23.50	24.68	25.91	1,705.60	1,790.40	1,880.00	1,974.40	2,072.80	3,695.47	3,879.20	4,073.33	4,277.87	4,491.07	44,345.60	46,550.40	48,880.00	51,334.40	53,892.80
Engineering Tech III	23.44	24.51	25.84	27.13	28.49	1,875.20	1,960.80	2,067.20	2,170.40	2,279.20	4,062.93	4,248.40	4,478.93	4,702.53	4,938.27	48,755.20	50,980.80	53,747.20	56,430.40	59,259.20
Engineering Tech Sr	23.44	24.51	25.84	27.13	28.49	1,875.20	1,960.80	2,067.20	2,170.40	2,279.20	4,062.93	4,248.40	4,478.93	4,702.53	4,938.27	48,755.20	50,980.80	53,747.20	56,430.40	59,259.20
Finance Specialist	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Finance Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Housing Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Housing/Economic Specialist I	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Lead Mechanic	21.67	22.75	23.89	25.08	26.34	1,733.60	1,820.00	1,911.20	2,006.40	2,107.20	3,756.13	3,943.33	4,140.93	4,347.20	4,565.60	45,073.60	47,320.00	49,691.20	52,166.40	54,787.20
Lead Treatment Plant Operator	24.18	25.39	26.66	28.00	29.40	1,934.40	2,031.20	2,132.80	2,240.00	2,352.00	4,191.20	4,400.93	4,621.07	4,853.33	5,096.00	50,294.40	52,811.20	55,452.80	58,240.00	61,152.00
Maintenance Assistant	11.40	11.98	12.58	13.20	13.86	912.00	958.40	1,006.40	1,056.00	1,108.80	1,976.00	2,076.53	2,180.53	2,288.00	2,402.40	23,712.00	24,918.40	26,166.40	27,456.00	28,828.80
Maintenance Worker I	15.52	16.29	17.10	17.96	18.86	1,241.60	1,303.20	1,368.00	1,436.80	1,508.80	2,690.13	2,823.60	2,964.00	3,113.07	3,269.07	32,281.60	33,883.20	35,568.00	37,356.80	39,228.80
Maintenance Worker II	17.28	18.15	19.05	20.01	21.00	1,382.40	1,452.00	1,524.00	1,600.80	1,680.00	2,995.20	3,146.00	3,302.00	3,468.40	3,640.00	35,942.40	37,752.00	39,624.00	41,620.80	43,680.00
Maintenance Worker III	20.24	21.25	22.31	23.43	24.60	1,619.20	1,700.00	1,784.80	1,874.40	1,968.00	3,508.27	3,683.33	3,867.07	4,061.20	4,264.00	42,099.20	44,200.00	46,404.80	48,734.40	51,168.00
Mechanic	19.85	20.84	21.89	22.98	24.13	1,588.00	1,667.20	1,751.20	1,838.40	1,930.40	3,440.67	3,612.27	3,794.27	3,983.20	4,182.53	41,288.00	43,347.20	45,531.20	47,798.40	50,190.40
Planning Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Police Administrative Aide	21.59	22.67	23.80	24.99	26.24	1,727.20	1,813.60	1,904.00	1,999.20	2,099.20	3,742.27	3,929.47	4,125.33	4,331.60	4,548.27	44,907.20	47,153.60	49,504.00	51,979.20	54,579.20
Police Administrative Clerk	15.66	16.45	17.27	18.14	19.04	1,252.80	1,316.00	1,381.60	1,451.20	1,523.20	2,714.40	2,851.33	2,993.47	3,144.27	3,300.27	32,572.80	34,216.00	35,921.60	37,731.20	39,603.20
Rehab. Specialist / Code Compliance	23.42	24.59	25.82	27.11	28.47	1,873.60	1,967.20	2,065.60	2,168.80	2,277.60	4,059.47	4,262.27	4,475.47	4,699.07	4,934.80	48,713.60	51,147.20	53,705.60	56,388.80	59,217.60
Senior Animal Control Officer	19.25	20.21	21.22	22.29	23.40	1,540.00	1,616.80	1,697.60	1,783.20	1,872.00	3,336.67	3,503.07	3,678.13	3,863.60	4,056.00	40,040.00	42,036.80	44,137.60	46,363.20	48,672.00
Senior Maintenance Worker	23.72	24.90	26.15	27.45	28.83	1,897.60	1,992.00	2,092.00	2,196.00	2,306.40	4,111.47	4,316.00	4,532.67	4,758.00	4,997.20	49,337.60	51,792.00	54,392.00	57,096.00	59,966.40
Street Sweeper Operator	17.71	18.59	19.52	20.50	21.52	1,416.80	1,487.20	1,561.60	1,640.00	1,721.60	3,069.73									

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Finance Technician	20.67	21.70	22.79	23.92	25.12	1,653.46	1,735.78	1,822.80	1,913.74	2,009.39	3,582.49	3,760.85	3,949.40	4,146.45	4,353.68	42,989.86	45,130.18	47,392.80	49,757.34	52,244.19
Housing Technician	20.67	21.70	22.79	23.92	25.12	1,653.46	1,735.78	1,822.80	1,913.74	2,009.39	3,582.49	3,760.85	3,949.40	4,146.45	4,353.68	42,989.86	45,130.18	47,392.80	49,757.34	52,244.19
Housing/Economic Specialist I	22.71	23.84	25.04	26.29	27.60	1,816.53	1,907.47	2,003.12	2,103.47	2,207.74	3,935.81	4,132.86	4,340.09	4,557.52	4,783.45	47,229.73	49,594.27	52,081.12	54,690.27	57,401.34
Lead Mechanic	21.24	22.30	23.41	24.58	25.81	1,698.93	1,783.60	1,872.98	1,966.27	2,065.06	3,681.01	3,864.47	4,058.11	4,260.26	4,474.29	44,172.13	46,373.60	48,697.38	51,123.07	53,691.46
Lead Treatment Plant Operator	23.70	24.89	26.13	27.44	28.81	1,895.71	1,991.36	2,090.14	2,195.20	2,304.96	4,107.38	4,314.61	4,528.65	4,756.27	4,994.08	49,288.51	51,775.36	54,343.74	57,075.20	59,928.96
Maintenance Assistant	11.17	11.74	12.33	12.94	13.58	893.76	939.23	986.27	1,034.88	1,086.62	1,936.48	2,035.00	2,136.92	2,242.24	2,354.35	23,237.76	24,420.03	25,643.07	26,906.88	28,252.22
Maintenance Worker I	15.21	15.96	16.76	17.60	18.48	1,216.77	1,277.14	1,340.64	1,408.06	1,478.62	2,636.33	2,767.13	2,904.72	3,050.81	3,203.69	31,635.97	33,205.54	34,856.64	36,609.66	38,444.22
Maintenance Worker II	16.93	17.79	18.67	19.61	20.58	1,354.75	1,422.96	1,493.52	1,568.78	1,646.40	2,935.30	3,083.08	3,235.96	3,399.03	3,567.20	35,223.55	36,996.96	38,831.52	40,788.38	42,806.40
Maintenance Worker III	19.84	20.83	21.86	22.96	24.11	1,586.82	1,666.00	1,749.10	1,836.91	1,928.64	3,438.10	3,609.67	3,789.73	3,979.98	4,178.72	41,257.22	43,316.00	45,476.70	47,759.71	50,144.64
Mechanic	19.45	20.42	21.45	22.52	23.65	1,556.24	1,633.86	1,716.18	1,801.63	1,891.79	3,371.85	3,540.02	3,718.38	3,903.54	4,098.88	40,462.24	42,480.26	44,620.58	46,842.43	49,186.59
Planning Technician	20.67	21.70	22.79	23.92	25.12	1,653.46	1,735.78	1,822.80	1,913.74	2,009.39	3,582.49	3,760.85	3,949.40	4,146.45	4,353.68	42,989.86	45,130.18	47,392.80	49,757.34	52,244.19
Police Administrative Aide	21.16	22.22	23.32	24.49	25.72	1,692.66	1,777.33	1,865.92	1,959.22	2,057.22	3,667.42	3,850.88	4,042.83	4,244.97	4,457.30	44,009.06	46,210.53	48,513.92	50,939.62	53,487.62
Police Administrative Clerk	15.35	16.12	16.92	17.78	18.66	1,227.74	1,289.68	1,353.97	1,422.18	1,492.74	2,660.11	2,794.31	2,933.60	3,081.38	3,234.26	31,921.34	33,531.68	35,203.17	36,976.58	38,811.14
Rehab. Specialist / Code Compliance	22.95	24.10	25.30	26.57	27.90	1,836.13	1,927.86	2,024.29	2,125.42	2,232.05	3,978.28	4,177.02	4,385.96	4,605.09	4,836.10	47,739.33	50,124.26	52,631.49	55,261.02	58,033.25
Senior Animal Control Officer	18.87	19.81	20.80	21.84	22.93	1,509.20	1,584.46	1,663.65	1,747.54	1,834.56	3,269.93	3,433.01	3,604.57	3,786.33	3,974.88	39,239.20	41,196.06	43,254.85	45,435.94	47,698.56
Senior Maintenance Worker	23.25	24.40	25.63	26.90	28.25	1,859.65	1,952.16	2,050.16	2,152.08	2,260.27	4,029.24	4,229.68	4,442.01	4,662.84	4,897.26	48,350.85	50,756.16	53,304.16	55,954.08	58,767.07
Street Sweeper Operator	17.36	18.22	19.13	20.09	21.09	1,388.46	1,457.46	1,530.37	1,607.20	1,687.17	3,008.34	3,157.82	3,315.80	3,482.27	3,655.53	36,100.06	37,893.86	39,789.57	41,787.20	43,866.37
Treatment Plant Operator I	24.44	25.67	26.95	28.30	29.72	1,955.30	2,053.30	2,156.00	2,264.19	2,377.87	4,236.47	4,448.81	4,671.33	4,905.75	5,152.06	50,837.70	53,385.70	56,056.00	58,868.99	61,824.67
Treatment Plant Operator II	27.41	28.78	30.22	31.74	33.33	2,192.85	2,302.61	2,417.86	2,539.38	2,666.38	4,751.17	4,988.98	5,238.69	5,501.98	5,777.17	57,014.05	59,867.81	62,864.26	66,023.78	69,325.98
Utility Maintenance Worker	18.39	19.32	20.29	21.30	22.36	1,471.57	1,545.26	1,622.88	1,703.63	1,789.09	3,188.40	3,348.07	3,516.24	3,691.20	3,876.36	38,260.77	40,176.86	42,194.88	44,294.43	46,516.29
Water Distribution Oper. In Training	16.24	17.05	17.90	18.80	19.74	1,299.09	1,364.16	1,432.37	1,503.71	1,578.98	2,814.69	2,955.68	3,103.46	3,258.04	3,421.11	33,776.29	35,468.16	37,241.57	39,096.51	41,053.38
Water Distribution Operator	18.39	19.32	20.29	21.30	22.36	1,471.57	1,545.26	1,622.88	1,703.63	1,789.09	3,188.40	3,348.07	3,516.24	3,691.20	3,876.36	38,260.77	40,176.86	42,194.88	44,294.43	46,516.29
Police Dispatcher I	18.32	19.23	20.20	21.21	22.27	1,465.60	1,538.40	1,616.00	1,696.80	1,781.60	3,175.47	3,333.20	3,501.33	3,676.40	3,860.13	38,105.60	39,998.40	42,016.00	44,116.80	46,321.60
Police Dispatcher II	20.20	21.21	22.27	23.38	24.55	1,616.00	1,696.80	1,781.60	1,870.40	1,964.00	3,501.33	3,676.40	3,860.13	4,052.53	4,255.33	42,016.00	44,116.80	46,321.60	48,630.40	51,064.00
Community Services Officer	17.74	18.63	19.56	20.53	21.56	1,419.20	1490.40	1564.80	1642.40	1724.80	3,074.93	3229.20	3390.40	3558.53	3737.07	36,899.20	38,750.40	40,684.80	42,702.40	44,844.80
Parking Enforcement Officer	16.12	16.93	17.77	18.66	19.60	1,289.60	1354.40	1421.60	1492.80	1568.00	2,794.13	2934.53	3080.13	3234.40	3397.33	33,529.60	35,214.40	36,961.60	38,812.80	40,768.00
Police Officer I	22.31	23.42	24.59	25.82	27.11	1,784.80	1,873.60	1,967.20	2,065.60	2,168.80	3,867.07	4,059.47	4,262.27	4,475.47	4,699.07	46,404.80	48,713.60	51,147.20	53,705.60	56,388.80
Police Officer II	23.47	24.65	25.88	27.17	28.53	1,877.60	1,972.00	2,070.40	2,173.60	2,282.40	4,068.13	4,272.67	4,485.87	4,709.47	4,945.20	48,817.60	51,272.00	53,830.40	56,513.60	59,342.40
Police Records Clerk	14.08	14.79	15.52	16.30	17.12	1,126.40	1,183.20	1,241.60	1,304.00	1,369.60	2,440.53	2,563.60	2,690.13	2,825.33	2,967.47	29,286.40	30,763.20	32,281.60	33,904.00	35,609.60
Fire Captain (Note 1)	21.23	22.29	23.40	24.58	25.80	2,377.76	2,496.48	2,620.80	2,752.96	2,889.60	5,151.81	5409.04	5678.40	5964.75	6260.80	61,821.76	64,908.48	68,140.80	71,576.96	75,129.60
Engineer (Note 1)	17.44	18.31	19.23	20.19	21.20	1,953.28	2,050.72	2,153.76	2,261.28	2,374.40	4,232.11	4443.23	4666.48	4899.44	5144.53	50,785.28	53,318.72	55,997.76	58,793.28	61,734.40
Fire Fighter (Note 1)	14.84	15.58	16.36	17.18	18.04	1,662.08	1,744.96	1,832.32	1,924.16	2,020.48	3,601.17	3780.75	3970.03	4169.01	4377.71	43,214.08	45,368.96	47,640.32	50,028.16	52,532.48

Notes:
1) Based on 2,912 hours per year

Position	Hourly						Bi Weekly						Monthly						Annually						
	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 4)	
City Administrator	66.51	-	72.44	-	78.37		5,320.80	-	5,795.20	-	6,269.60		11,528.40	-	12,556.27	-	13,584.13		138,340.80	-	150,675.20	-	163,009.60		
Chief of Police	57.46	-	63.29	-	69.12		4,596.80	-	5,063.20	-	5,529.60		9,959.73	-	10,970.27	-	11,980.80		119,516.80	-	131,643.20	-	143,769.60		
City Clerk	27.23	-	30.17	-	33.10		2,178.40	-	2,413.60	-	2,648.00		4,719.87	-	5,229.47	-	5,737.33		56,638.40	-	62,753.60	-	68,848.00		
Community Development Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00		
Finance Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00		
Fire Chief	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00		
Human Relations Manager	41.55	-	44.83	-	48.10		3,324.00	-	3,586.40	-	3,848.00		7,202.00	-	7,770.53	-	8,337.33		86,424.00	-	93,246.40	-	100,048.00		
Public Works Director/City Engineer	56.92	-	62.63	-	68.33		4,553.60	-	5,010.40	-	5,466.40		9,866.13	-	10,855.87	-	11,843.87		118,393.60	-	130,270.40	-	142,126.40		
Account Clerk II - Confidential	16.38	-	18.14	-	19.90		1,310.40	-	1,451.20	-	1,592.00		2,839.20	-	3,144.27	-	3,449.33		34,070.40	-	37,731.20	-	41,392.00		
Accounting Supervisor	24.29	-	26.91	-	29.53		1,943.20	-	2,152.80	-	2,362.40		4,210.27	-	4,664.40	-	5,118.53		50,523.20	-	55,972.80	-	61,422.40		
Admin. Captain/Fire Marshall - 2,756 hrs.	28.13	-	31.16	-	34.19		2,250.40	-	2,492.80	-	2,735.20		4,875.87	-	5,401.07	-	5,926.27		58,510.40	-	64,812.80	-	71,115.20		
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04		1,252.80	-	1,388.00	-	1,523.20		2,714.40	-	3,007.33	-	3,300.27		32,572.80	-	36,088.00	-	39,603.20		
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12		1,389.60	-	1,539.60	-	1,689.60		3,010.80	-	3,335.80	-	3,660.80		36,129.60	-	40,029.60	-	43,929.60		
Animal Control Supervisor	22.23	-	24.69	-	27.14		1,778.40	-	1,974.80	-	2,171.20		3,853.20	-	4,278.73	-	4,704.27		46,238.40	-	51,344.80	-	56,451.20		
Assistant Engineer	29.73	-	32.93	-	36.13		2,378.40	-	2,634.40	-	2,890.40		5,153.20	-	5,707.87	-	6,262.53		61,838.40	-	68,494.40	-	75,150.40		
Assistant Finance Director	31.90	-	35.34	-	38.78		2,552.00	-	2,827.20	-	3,102.40		5,529.33	-	6,125.60	-	6,721.87		66,352.00	-	73,507.20	-	80,662.40		
Associate Civil Engineer	35.66	-	39.50	-	43.34		2,852.80	-	3,160.00	-	3,467.20		6,181.07	-	6,846.67	-	7,512.27		74,172.80	-	82,160.00	-	90,147.20		
Associate Planner	26.92	-	29.82	-	32.72		2,153.60	-	2,385.60	-	2,617.60		4,666.13	-	5,168.80	-	5,671.47		55,993.60	-	62,025.60	-	68,057.60		
Battalion Chief	33.34	-	36.93	-	40.52		2,667.20	-	2,954.40	-	3,241.60		5,778.93	-	6,401.20	-	7,023.47		69,347.20	-	76,814.40	-	84,281.60		
Building Official	33.34	-	36.93	-	40.52		2,667.20	-	2,954.40	-	3,241.60		5,778.93	-	6,401.20	-	7,023.47		69,347.20	-	76,814.40	-	84,281.60		
Chief Treatment Plant Operator	35.00	-	38.78	-	42.55		2,800.00	-	3,102.40	-	3,404.00		6,066.67	-	6,721.87	-	7,375.33		72,800.00	-	80,662.40	-	88,504.00		
Construction Engineer/Inspector	27.64	-	30.62	-	33.60		2,211.20	-	2,449.60	-	2,688.00		4,790.93	-	5,307.47	-	5,824.00		57,491.20	-	63,689.60	-	69,888.00		
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34		1,799.20	-	1,993.20	-	2,187.20		3,898.27	-	4,318.60	-	4,738.93		46,779.20	-	51,823.20	-	56,867.20		
GIS Analyst	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20		
Housing/Economic Development Spec II	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20		
Planning Director	36.81	-	40.78	-	44.74		2,944.80	-	3,262.00	-	3,579.20		6,380.40	-	7,067.67	-	7,754.93		76,564.80	-	84,812.00	-	93,059.20		
Public Works Ass't Director of Ops	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00		
Recreation and Facilities Manager	23.06	-	25.55	-	28.03		1,844.80	-	2,043.60	-	2,242.40		3,997.07	-	4,427.80	-	4,858.53		47,964.80	-	53,133.60	-	58,302.40		
Senior Civil Engineer	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00		
Supervising Building Inspector	30.24	-	33.50	-	36.75		2,419.20	-	2,679.60	-	2,940.00		5,241.60	-	5,805.80	-	6,370.00		62,899.20	-	69,669.60	-	76,440.00		
Utility Operations Manager	35.66	-	39.50	-	43.34		2,852.80	-	3,160.00	-	3,467.20		6,181.07	-	6,846.67	-	7,512.27		74,172.80	-	82,160.00	-	90,147.20		
Unit 1: Implements Cost Savings Provision of Unit 1 Contract Under Article 6(A) from August 2011 to August 2012:																									
Account Clerk II - Confidential	16.06	-	17.79	-	19.51		1,284.80	-	1,423.20	-	1,560.80		2,783.73	-	3,083.60	-	3,381.73		33,404.80	-	37,003.20	-	40,580.80		
Accounting Supervisor	23.81	-	26.38	-	28.94		1,904.80	-	2,110.40	-	2,315.20		4,127.07	-	4,572.53	-	5,016.27		49,524.80	-	54,870.40	-	60,195.20		
Admin. Captain/Fire Marshall - 2,756 hrs.	27.57	-	30.54	-	33.51		2,205.60	-	2,443.20	-	2,680.80		4,778.80	-	5,293.60	-	5,808.40		57,345.60	-	63,523.20	-	69,700.80		
Administrative Clerk II - Confidential	15.35	-	17.01	-	18.66		1,228.00	-	1,360.80	-	1,492.80		2,660.67	-	2,948.40	-	3,234.40		31,928.00	-	35,380.80	-	38,812.80		
Administrative Clerk III - Confidential	17.03	-	17.87	-	20.70		1,362.40	-	1,429.60	-	1,656.00		2,951.87	-	3,097.47	-	3,588.00		35,422.40	-	37,169.60	-	43,056.00		
Animal Control Supervisor	21.79	-	24.20	-	26.60		1,743.20	-	1,936.00	-	2,128.00		3,776.93	-	4,194.67	-	4,610.67		45,323.20	-	50,336.00	-	55,328.00		
Assistant Engineer	29.14	-	32.28	-	35.41		2,331.20	-	2,582.40	-	2,832.80		5,050.93	-	5,595.20	-	6,137.73		60,611.20	-	67,142.40	-	73,652.80		
Assistant Finance Director	31.27	-	34.64	-	38.01		2,501.60	-	2,771.20	-	3,040.80		5,420.13	-	6,004.27	-	6,588.40		65,041.60	-	72,051.20	-	79,060.80		
Associate Civil Engineer	34.95	-	38.72	-	42.48		2,796.00	-	3,097.60	-	3,398.40		6,058.00	-	6,711.47	-	7,363.20		72,696.00	-	80,537.60	-	88,358.40		
Associate Planner	26.39	-	29.23	-	32.07		2,111.20	-	2,338.40	-	2,565.60		4,574.27	-	5,066.53	-	5,558.80		54,891.20	-	60,798.40	-	66,705.60		
Battalion Chief	32.68	-	36.20																						

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 4)
Senior Admin Clerk	17.37	18.24	19.15	20.11	21.11	25.72	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	2,057.60	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	4,458.13	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80	53,497.60
Admin Clerk II / Housing Technician	15.66	16.45	17.27	18.14	19.04	23.34	1,252.80	1,316.00	1,381.38	1,451.20	1,523.20	1,867.20	2,714.40	2,851.33	2,993.00	3,144.27	3,300.27	4,045.60	32,572.80	34,216.00	35,915.98	37,731.20	39,603.20	48,547.20
Admin Clerk III / Housing Technician	19.60	20.58	21.61	22.69	23.82		1,568.00	1,646.40	1,728.80	1,815.20	1,905.60		3,397.33	3,567.20	3,745.73	3,932.93	4,128.80		40,768.00	42,806.40	44,948.80	47,195.20	49,545.60	
Animal Control Officer	17.49	18.37	19.29	20.25	21.26		1,399.20	1,469.60	1,543.20	1,620.00	1,700.80		3,031.60	3,184.13	3,343.60	3,510.00	3,685.07		36,379.20	38,209.60	40,123.20	42,120.00	44,220.80	
Assist. Equip. Mechanic	18.06	18.96	19.90	20.90	21.94		1,444.80	1,516.80	1,592.00	1,672.00	1,755.20		3,130.40	3,286.40	3,449.33	3,622.67	3,802.93		37,564.80	39,436.80	41,392.00	43,472.00	45,635.20	
Assistant Planner	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Engineering Tech	21.32	22.38	23.50	24.68	25.91		1,705.60	1,790.40	1,880.00	1,974.40	2,072.80		3,695.47	3,879.20	4,073.33	4,277.87	4,491.07		44,345.60	46,550.40	48,880.00	51,334.40	53,892.80	
Engineering Tech I	17.42	18.29	19.20	20.16	21.17		1,393.60	1,463.20	1,536.00	1,612.80	1,693.60		3,019.47	3,170.27	3,328.00	3,494.40	3,669.47		36,233.60	38,043.20	39,936.00	41,932.80	44,033.60	
Engineering Tech II	21.32	22.38	23.50	24.68	25.91		1,705.60	1,790.40	1,880.00	1,974.40	2,072.80		3,695.47	3,879.20	4,073.33	4,277.87	4,491.07		44,345.60	46,550.40	48,880.00	51,334.40	53,892.80	
Engineering Tech III	23.44	24.51	25.84	27.13	28.49		1,875.20	1,960.80	2,067.20	2,170.40	2,279.20		4,062.93	4,248.40	4,478.93	4,702.53	4,938.27		48,755.20	50,980.80	53,747.20	56,430.40	59,259.20	
Engineering Tech Sr	23.44	24.51	25.84	27.13	28.49		1,875.20	1,960.80	2,067.20	2,170.40	2,279.20		4,062.93	4,248.40	4,478.93	4,702.53	4,938.27		48,755.20	50,980.80	53,747.20	56,430.40	59,259.20	
Finance Specialist	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Finance Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Housing Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Housing/Economic Specialist I	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Lead Mechanic	21.67	22.75	23.89	25.08	26.34		1,733.60	1,820.00	1,911.20	2,006.40	2,107.20		3,756.13	3,943.33	4,140.93	4,347.20	4,565.60		45,073.60	47,320.00	49,691.20	52,166.40	54,787.20	
Lead Treatment Plant Operator	24.18	25.39	26.66	28.00	29.40		1,934.40	2,031.20	2,132.80	2,240.00	2,352.00		4,191.20	4,400.93	4,621.07	4,853.33	5,096.00		50,294.40	52,811.20	55,452.80	58,240.00	61,152.00	
Maintenance Assistant	11.40	11.98	12.58	13.20	13.86		912.00	958.40	1,006.40	1,056.00	1,108.80		1,976.00	2,076.53	2,180.53	2,288.00	2,402.40		23,712.00	24,918.40	26,166.40	27,456.00	28,828.80	
Maintenance Worker I	15.52	16.29	17.10	17.96	18.86		1,241.60	1,303.20	1,368.00	1,436.80	1,508.80		2,690.13	2,823.60	2,960.00	3,113.07	3,269.07		32,281.60	33,883.20	35,568.00	37,356.80	39,228.80	
Maintenance Worker II	17.28	18.15	19.05	20.01	21.00		1,382.40	1,452.00	1,524.00	1,600.80	1,680.00		2,995.20	3,146.00	3,302.00	3,468.40	3,640.00		35,942.40	37,752.00	39,624.00	41,620.80	43,680.00	
Maintenance Worker III	20.24	21.25	22.31	23.43	24.60		1,619.20	1,700.00	1,784.80	1,874.40	1,968.00		3,508.27	3,683.33	3,867.07	4,061.20	4,264.00		42,099.20	44,200.00	46,404.80	48,734.40	51,168.00	
Mechanic	19.85	20.84	21.89	22.98	24.13		1,588.00	1,667.20	1,751.20	1,838.40	1,930.40		3,440.67	3,612.27	3,794.27	3,983.20	4,182.53		41,288.00	43,347.20	45,531.20	47,798.40	50,190.40	
Planning Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Police Administrative Aide	21.59	22.67	23.80	24.99	26.24		1,727.20	1,813.60	1,904.00	1,999.20	2,099.20		3,742.27	3,929.47	4,125.33	4,331.60	4,548.27		44,907.20	47,153.60	49,504.00	51,979.20	54,579.20	
Police Administrative Clerk	15.66	16.45	17.27	18.14	19.04		1,252.80	1,316.00	1,381.60	1,451.20	1,523.20		2,714.40	2,851.33	2,993.47	3,144.27	3,300.27		32,572.80	34,216.00	35,921.60	37,731.20	39,603.20	
Rehab. Specialist / Code Compliance	23.42	24.59	25.82	27.11	28.47		1,873.60	1,967.20	2,065.60	2,168.80	2,277.60		4,059.47	4,262.27	4,475.47	4,699.07	4,934.80		48,713.60	51,147.20	53,705.60	56,388.80	59,217.60	
Senior Animal Control Officer	19.25	20.21	21.22	22.29	23.40		1,540.00	1,616.80	1,697.60	1,783.20	1,872.00		3,336.67	3,503.07	3,678.13	3,863.60	4,056.00		40,040.00	42,036.80	44,137.60	46,363.20	48,672.00	
Senior Maintenance Worker	23.72	24.90	26.15	27.45	28.83		1,897.60	1,992.00	2,092.00	2,196.00	2,306.40		4,111.47	4,316.00	4,532.67	4,758.00	4,997.20		49,337.60	51,792.00	54,392.00	57,096.00	59,966.40	
Street Sweeper Operator	17.71	18.59	19.52	20.50	21.52		1,416.80	1,487.20	1,561.60	1,640.00	1,721.60		3,069.73	3,222.27	3,383.47	3,553.33	3,730.13		36,836.80	38,667.20	40,601.60	42,640.00	44,761.60	
Treatment Plant Operator I	24.94	26.19	27.50	28.88	30.33		1,995.20	2,095.20	2,200.00	2,310.40	2,426.40		4,322.93	4,539.60	4,766.67	5,005.87	5,257.20		51,875.20	54,475.20	57,200.00	60,070.40	63,086.40	
Treatment Plant Operator II	27.97	29.37	30.84	32.39	34.01		2,237.60	2,349.60	2,467.20	2,591.20	2,720.80		4,848.13	5,090.80	5,345.60	5,614.27	5,895.07		58,177.60	61,089.60	64,147.20	67,371.20	70,740.80	
Utility Maintenance Worker	18.77	19.71	20.70	21.73	22.82		1,501.60	1,576.80	1,656.00	1,738.40	1,825.60		3,253.47	3,416.40	3,588.00	3,766.53	3,955.47		39,041.60	40,996.80	43,056.00	45,198.40	47,465.60	

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 4)
Street Sweeper Operator	17.36	18.22	19.13	20.09	21.09		1,388.46	1,457.46	1,530.37	1,607.20	1,687.17		3,008.34	3,157.82	3,315.80	3,482.27	3,655.53		36,100.06	37,893.86	39,789.57	41,787.20	43,866.37	
Treatment Plant Operator I	24.44	25.67	26.95	28.30	29.72		1,955.30	2,053.30	2,156.00	2,264.19	2,377.87		4,236.47	4,448.81	4,671.33	4,905.75	5,152.06		50,837.70	53,385.70	56,056.00	58,868.99	61,824.67	
Treatment Plant Operator II	27.41	28.78	30.22	31.74	33.33		2,192.85	2,302.61	2,417.86	2,539.38	2,666.38		4,751.17	4,988.98	5,238.69	5,501.98	5,777.17		57,014.05	59,867.81	62,864.26	66,023.78	69,325.98	
Utility Maintenance Worker	18.39	19.32	20.29	21.30	22.36		1,471.57	1,545.26	1,622.88	1,703.63	1,789.09		3,188.40	3,348.07	3,516.24	3,691.20	3,876.36		38,260.77	40,176.86	42,194.88	44,294.43	46,516.29	
Water Distribution Oper. In Training	16.24	17.05	17.90	18.80	19.74		1,299.09	1,364.16	1,432.37	1,503.71	1,578.98		2,814.69	2,955.68	3,103.46	3,258.04	3,421.11		33,776.29	35,468.16	37,241.57	39,096.51	41,053.38	
Water Distribution Operator	18.39	19.32	20.29	21.30	22.36		1,471.57	1,545.26	1,622.88	1,703.63	1,789.09		3,188.40	3,348.07	3,516.24	3,691.20	3,876.36		38,260.77	40,176.86	42,194.88	44,294.43	46,516.29	
Police Dispatcher I	18.32	19.23	20.20	21.21	22.27		1,465.60	1,538.40	1,616.00	1,696.80	1,781.60		3,175.47	3,333.20	3,501.33	3,676.40	3,860.13		38,105.60	39,998.40	42,016.00	44,116.80	46,321.60	
Police Dispatcher II	20.20	21.21	22.27	23.38	24.55		1,616.00	1,696.80	1,781.60	1,870.40	1,964.00		3,501.33	3,676.40	3,860.13	4,052.53	4,255.33		42,016.00	44,116.80	46,321.60	48,630.40	51,064.00	
Community Services Officer	17.74	18.63	19.56	20.53	21.56		1,419.20	1,490.40	1,564.80	1,642.40	1,724.80		3,074.93	3,229.20	3,390.40	3,558.53	3,737.07		36,899.20	38,750.40	40,684.80	42,702.40	44,844.80	
Parking Enforcement Officer	16.12	16.93	17.77	18.66	19.60		1,289.60	1,354.40	1,421.60	1,492.80	1,568.00		2,794.13	2,934.53	3,080.13	3,234.40	3,397.33		33,529.60	35,214.40	36,961.60	38,812.80	40,768.00	
Police Officer I	22.31	23.42	24.59	25.82	27.11		1,784.80	1,873.60	1,967.20	2,065.60	2,168.80		3,867.07	4,059.47	4,262.27	4,475.47	4,699.07		46,404.80	48,713.60	51,147.20	53,705.60	56,388.80	
Police Officer II	23.47	24.65	25.88	27.17	28.53		1,877.60	1,972.00	2,070.40	2,173.60	2,282.40		4,068.13	4,272.67	4,485.87	4,709.47	4,945.20		48,817.60	51,272.00	53,830.40	56,513.60	59,342.40	
Police Records Clerk	14.08	14.79	15.52	16.30	17.12		1,126.40	1,183.20	1,241.60	1,304.00	1,369.60		2,440.53	2,563.60	2,690.13	2,825.33	2,967.47		29,286.40	30,763.20	32,281.60	33,904.00	35,609.60	
Deputy Fire Marshal (Note 2)	21.23	22.29	23.40	24.58	25.80		2,377.76	2,496.48	2,620.80	2,752.96	2,889.60		5,151.81	5409.04	5678.40	5964.75	6260.80		61,821.76	64,908.48	68,140.80	71,576.96	75,129.60	
Fire Captain (Note 2)	21.23	22.29	23.40	24.58	25.80		2,377.76	2,496.48	2,620.80	2,752.96	2,889.60		5,151.81	5409.04	5678.40	5964.75	6260.80		61,821.76	64,908.48	68,140.80	71,576.96	75,129.60	
Engineer (Note 2)	17.44	18.31	19.23	20.19	21.20		1,953.28	2,050.72	2,153.76	2,261.28	2,374.40		4,232.11	4443.23	4666.48	4899.44	5144.53		50,785.28	53,318.72	55,997.76	58,793.28	61,734.40	
Fire Fighter (Note 2)	14.84	15.58	16.36	17.18	18.04		1,662.08	1,744.96	1,832.32	1,924.16	2,020.48		3,601.17	3780.75	3970.03	4169.01	4377.71		43,214.08	45,368.96	47,640.32	50,028.16	52,532.48	
Fire Inspector	18.51	19.43	20.40	21.42	22.49		1,480.80	1,554.40	1,632.00	1,713.60	1,799.20		3,208.40	3367.87	3536.00	3712.80	3898.27		38,500.80	40,414.40	42,432.00	44,553.60	46,779.20	

Notes:
1) Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).
2) Based on 2,912 hours per year

Position	Hourly					Y Rated (Note 1)	Bi Weekly					Y Rated (Note 1)	Monthly					Y Rated (Note 1)	Annually					Y Rated (Note 4)
	A	B	C	D	E		A	B	C	D	E		A	B	C	D	E		A	B	C	D	E	
City Administrator/Manager	66.51	-	72.44	-	78.37		5,320.80	-	5,795.20	-	6,269.60		11,528.40	-	12,556.27	-	13,584.13		138,340.80	-	150,675.20	-	163,009.60	
Chief of Police	57.46	-	63.29	-	69.12		4,596.80	-	5,063.20	-	5,529.60		9,959.73	-	10,970.27	-	11,980.80		119,516.80	-	131,643.20	-	143,769.60	
City Clerk	27.23	-	30.17	-	33.10		2,178.40	-	2,413.60	-	2,648.00		4,719.87	-	5,229.47	-	5,737.33		56,638.40	-	62,753.60	-	68,848.00	
Community Development Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Finance Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Fire Chief	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Human Relations Manager	41.55	-	44.83	-	48.10		3,324.00	-	3,586.40	-	3,848.00		7,202.00	-	7,770.53	-	8,337.33		86,424.00	-	93,246.40	-	100,048.00	
Public Works Director/City Engineer	56.92	-	62.63	-	68.33		4,553.60	-	5,010.40	-	5,466.40		9,866.13	-	10,855.87	-	11,843.87		118,393.60	-	130,270.40	-	142,126.40	
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04		1,252.80	-	1,388.00	-	1,523.20		2,714.40	-	3,007.33	-	3,300.27		32,572.80	-	36,088.00	-	39,603.20	
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12		1,389.60	-	1,539.60	-	1,689.60		3,010.80	-	3,335.80	-	3,660.80		36,129.60	-	40,029.60	-	43,929.60	
Administrative Services Manager	29.73	-	32.93	-	36.13		2,378.40	-	2,634.40	-	2,890.40		5,153.20	-	5,707.87	-	6,262.53		61,838.40	-	68,494.40	-	75,150.40	
Animal Control Supervisor	22.49	-	24.92	-	27.34		1,799.20	-	1,993.20	-	2,187.20		3,898.27	-	4,318.60	-	4,738.93		46,779.20	-	51,823.20	-	56,867.20	
Assistant Engineer	29.73	-	32.93	-	36.13		2,378.40	-	2,634.40	-	2,890.40		5,153.20	-	5,707.87	-	6,262.53		61,838.40	-	68,494.40	-	75,150.40	
Associate Civil Engineer	35.66	-	39.50	-	43.34		2,852.80	-	3,160.00	-	3,467.20		6,181.07	-	6,846.67	-	7,512.27		74,172.80	-	82,160.00	-	90,147.20	
Associate Planner	26.92	-	29.82	-	32.72		2,153.60	-	2,385.60	-	2,617.60		4,666.13	-	5,168.80	-	5,671.47		55,993.60	-	62,025.60	-	68,057.60	
Battalion Chief	36.81	-	40.78	-	44.74		2,944.80	-	3,262.00	-	3,579.20		6,380.40	-	7,067.67	-	7,754.93		76,564.80	-	84,812.00	-	93,059.20	
Building Official	33.34	-	36.93	-	40.52		2,667.20	-	2,954.40	-	3,241.60		5,778.93	-	6,401.20	-	7,023.47		69,347.20	-	76,814.40	-	84,281.60	
Utilities Super./Chief Treatment Plant Operator	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Construction Engineer/Inspector	27.64	-	30.62	-	33.60		2,211.20	-	2,449.60	-	2,688.00		4,790.93	-	5,307.47	-	5,824.00		57,491.20	-	63,689.60	-	69,888.00	
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34		1,799.20	-	1,993.20	-	2,187.20		3,898.27	-	4,318.60	-	4,738.93		46,779.20	-	51,823.20	-	56,867.20	
GIS Analyst	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20	
Economic Development Coordinator	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20	
Planning Director	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Police Captain	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Police Lieutenant (added November 26, 2013)	35.92	-	39.60	-	43.66		2,873.60	-	3,168.00	-	3,492.80		6,226.13	-	6,864.00	-	7,567.73		74,713.60	-	82,368.00	-	90,812.80	
Senior Engineer/Deputy Director	42.24	-	46.80	-	51.35		3,379.20	-	3,743.60	-	4,108.00		7,321.60	-	8,111.13	-	8,900.67		87,859.20	-	97,333.60	-	106,808.00	
Account Clerk I	14.51	15.24	16.00	16.80	17.64		1,160.80	1,219.20	1,280.00	1,344.00	1,411.20		2,515.07	2,641.60	2,773.33	2,912.00	3,057.60		30,180.80	31,699.20	33,280.00	34,944.00	36,691.20	
Account Clerk II	16.38	17.20	18.06	18.96	19.90		1,310.40	1,376.00	1,444.80	1,516.80	1,592.00		2,839.20	2,981.33	3,130.40	3,286.40	3,449.33		34,070.40	35,776.00	37,564.80	39,436.80	41,392.00	
Account Clerk III	18.02	18.92	19.87	20.86	21.90		1,441.60	1,513.60	1,589.60	1,668.80	1,752.00		3,123.47	3,279.47	3,444.13	3,615.73	3,796.00		37,481.60	39,353.60	41,329.60	43,388.80	45,552.00	
Accountant I	23.01	24.15	25.36	26.63	27.96		1,840.80	1,932.00	2,028.80	2,130.40	2,236.80		3,988.40	4,186.00	4,395.73	4,615.87	4,846.40		47,860.80	50,232.00	52,748.80	55,390.40	58,156.80	
Accounting Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Admin Clerk I	14.08	14.79	15.52	16.30	17.12		1,126.40	1,183.20	1,241.60	1,304.00	1,369.60		2,440.53	2,563.60	2,690.13	2,825.33	2,967.47		29,286.40	30,763.20	32,281.60	33,904.00	35,609.60	
Admin Clerk II	15.66	16.45	17.27	18.14	19.04		1,252.80	1,316.00	1,381.38	1,451.20	1,523.20		2,714.40	2,851.33	2,993.00	3,144.27	3,300.27		32,572.80	34,216.00	35,915.98	37,731.20	39,603.20	
Senior Admin Clerk	17.37	18.24	19.15	20.11	21.11	25.72	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	2,057.60	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	4,458.13	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80	53,497.60
Admin Clerk II / Housing Technician	15.66	16.45	17.27	18.14	19.04	23.34	1,252.80	1,316.00	1,381.38	1,451.20	1,523.20	1,867.20	2,714.40	2,851.33	2,993.00	3,144.27	3,300.27	4,045.60	32,572.80	34,216.00	35,915.98	37,731.20	39,603.20	48,547.20
Animal Control Officer	17.49	18.37	19.29	20.25	21.26		1,399.20	1,469.60	1,543.20	1,620.00	1,700.80		3,031.60	3,184.13	3,343.60	3,510.00	3,685.07		36,379.20	38,209.60	40,123.20	42,120.00	44,220.80	
Assist. Equip. Mechanic	18.06	18.96	19.90	20.90	21.94		1,444.80	1,516.80	1,592.00	1,672.00	1,755.20		3,130.40	3,286.40	3,449.33	3,622.67	3,802.93		37,564.80	39,436.80	41,392.00	43,4		

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 4)
Police January 1, 2014 - June 30, 2014:																								
Police Officer Trainee	21.40	-	-	-	-		1,712.00	-	-	-	-		3,709.33	-	-	-	-		44,512.00	-	-	-	-	
Police Officer I	22.53	23.66	24.84	26.08	27.38		1,802.40	1,892.80	1,987.20	2,086.40	2,190.40		3,905.20	4,101.07	4,305.60	4,520.53	4,745.87		46,862.40	49,212.80	51,667.20	54,246.40	56,950.40	
Police Officer II	23.70	24.89	26.13	27.44	28.81		1,896.00	1,991.20	2,090.40	2,195.20	2,304.80		4,108.00	4,314.27	4,529.20	4,756.27	4,993.73		49,296.00	51,771.20	54,350.40	57,075.20	59,924.80	
Police Sergeant	28.69	30.12	31.63	33.21	34.87		2,295.20	2,409.60	2,530.40	2,656.80	2,789.60		4,972.93	5,220.80	5,482.53	5,756.40	6,044.13		59,675.20	62,649.60	65,790.40	69,076.80	72,529.60	
Fire July 1, 2013 - December 31, 2013:																								
Deputy Fire Marshal (Note 2)	21.23	22.29	23.40	24.58	25.80		2,377.76	2,496.48	2,620.80	2,752.96	2,889.60		5,151.81	5409.04	5678.40	5964.75	6260.80		61,821.76	64,908.48	68,140.80	71,576.96	75,129.60	
Fire Captain (Note 2)	21.23	22.29	23.40	24.58	25.80		2,377.76	2,496.48	2,620.80	2,752.96	2,889.60		5,151.81	5409.04	5678.40	5964.75	6260.80		61,821.76	64,908.48	68,140.80	71,576.96	75,129.60	
Engineer (Note 2)	17.44	18.31	19.23	20.19	21.20		1,953.28	2,050.72	2,153.76	2,261.28	2,374.40		4,232.11	4443.23	4666.48	4899.44	5144.53		50,785.28	53,318.72	55,997.76	58,793.28	61,734.40	
Fire Fighter (Note 2)	14.84	15.58	16.36	17.18	18.04		1,662.08	1,744.96	1,832.32	1,924.16	2,020.48		3,601.17	3780.75	3970.03	4169.01	4377.71		43,214.08	45,368.96	47,640.32	50,028.16	52,532.48	
Fire Inspector	18.51	19.43	20.40	21.42	22.49		1,480.80	1,554.40	1,632.00	1,713.60	1,799.20		3,208.40	3367.87	3536.00	3712.80	3898.27		38,500.80	40,414.40	42,432.00	44,553.60	46,779.20	
Fire January 1, 2014 - June 30, 2014:																								
Deputy Fire Marshal (Note 2)	21.55	22.62	23.75	24.95	26.19		2,413.43	2,533.93	2,660.11	2,794.25	2,932.94		5,229.09	5490.18	5763.58	6054.22	6354.71		62,749.09	65,882.11	69,162.91	72,650.61	76,256.54	
Fire Captain (Note 2)	21.55	22.62	23.75	24.95	26.19		2,413.43	2,533.93	2,660.11	2,794.25	2,932.94		5,229.09	5490.18	5763.58	6054.22	6354.71		62,749.09	65,882.11	69,162.91	72,650.61	76,256.54	
Engineer (Note 2)	17.70	18.58	19.52	20.49	21.52		1,982.58	2,081.48	2,186.07	2,295.20	2,410.02		4,295.59	4509.88	4736.48	4972.93	5221.70		51,547.06	54,118.50	56,837.73	59,675.18	62,660.42	
Fire Fighter (Note 2)	15.06	15.81	16.61	17.44	18.31		1,687.01	1,771.13	1,859.80	1,953.02	2,050.79		3,655.19	3837.46	4029.58	4231.55	4443.37		43,862.29	46,049.49	48,354.92	50,778.58	53,320.47	
Fire Inspector	18.79	19.72	20.71	21.74	22.83		1,503.01	1,577.72	1,656.48	1,739.30	1,826.19		3,256.53	3418.38	3589.04	3768.49	3956.74		39,078.31	41,020.62	43,068.48	45,221.90	47,480.89	

Notes:
1) Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).
2) Based on 2,912 hours per year

City of Grass Valley Salary Schedule
FY 2014-2015

Item # 5.

Position	Hourly					Bi Weekly					Monthly					Annually								
	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)
City Manager	78.37	-	78.37	-	78.37		6,269.60	-	6,269.60	-	6,269.60		13,584.13	-	13,584.13	-	13,584.13		163,009.60	-	163,009.60	-	163,009.60	
Chief of Police	57.46	-	63.29	-	69.12		4,596.80	-	5,063.20	-	5,529.60		9,959.73	-	10,970.27	-	11,980.80		119,516.80	-	130,643.20	-	143,769.60	
City Clerk	27.23	-	33.48	-	39.72		2,178.40	-	2,678.00	-	3,177.60		4,719.87	-	5,802.33	-	6,884.80		56,638.40	-	69,628.00	-	82,617.60	
Community Development Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Finance Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Fire Chief	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Public Works Director/City Engineer	56.92	-	62.63	-	68.33		4,553.60	-	5,010.40	-	5,466.40		9,866.13	-	10,855.87	-	11,843.87		118,393.60	-	130,270.40	-	142,126.40	
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04		1,252.80	-	1,388.00	-	1,523.20		2,714.40	-	3,007.33	-	3,300.27		32,572.80	-	36,088.00	-	39,603.20	
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12		1,389.60	-	1,539.60	-	1,689.60		3,010.80	-	3,335.80	-	3,660.80		36,129.60	-	40,029.60	-	43,929.60	
Administrative Services Manager	29.73	-	32.93	-	36.13		2,378.40	-	2,634.40	-	2,890.40		5,153.20	-	5,707.87	-	6,262.53		61,838.40	-	68,494.40	-	75,150.40	
Animal Control Supervisor	22.49	-	24.92	-	27.34		1,799.20	-	1,993.20	-	2,187.20		3,898.27	-	4,318.60	-	4,738.93		46,779.20	-	51,823.20	-	56,867.20	
Assistant Chief Treatment Plant Operator	35.66	-	39.50	-	43.44		2,852.80	-	3,160.00	-	3,475.20		6,181.07	-	6,846.67	-	7,529.60		74,172.80	-	82,160.00	-	90,355.20	
Assistant Engineer	29.73	-	32.93	-	36.13		2,378.40	-	2,634.40	-	2,890.40		5,153.20	-	5,707.87	-	6,262.53		61,838.40	-	68,494.40	-	75,150.40	
Associate Civil Engineer	35.66	-	39.50	-	43.44		2,852.80	-	3,160.00	-	3,467.20		6,181.07	-	6,846.67	-	7,512.27		74,172.80	-	82,160.00	-	90,147.20	
Associate Planner	26.92	-	29.82	-	32.72		2,153.60	-	2,385.60	-	2,617.60		4,666.13	-	5,168.80	-	5,671.47		55,993.60	-	62,025.60	-	68,057.60	
Battalion Chief	36.81	-	40.78	-	44.74		2,944.80	-	3,262.00	-	3,579.20		6,380.40	-	7,067.67	-	7,754.93		76,564.80	-	84,812.00	-	93,059.20	
Building Official	33.34	-	36.93	-	40.52		2,667.20	-	2,954.40	-	3,241.60		5,778.93	-	6,401.20	-	7,023.47		69,347.20	-	76,814.40	-	84,281.60	
Utilities Super./Chief Treatment Plant Operator	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Construction Engineer/Inspector	27.64	-	30.62	-	33.60		2,211.20	-	2,449.60	-	2,688.00		4,790.93	-	5,307.47	-	5,824.00		57,491.20	-	63,689.60	-	69,888.00	
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34		1,799.20	-	1,993.20	-	2,187.20		3,898.27	-	4,318.60	-	4,738.93		46,779.20	-	51,823.20	-	56,867.20	
GIS Analyst	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20	
Economic Development Coordinator	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20	
Planning Director	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Police Captain	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Police Lieutenant	35.92	-	39.60	-	43.66		2,873.60	-	3,168.00	-	3,492.80		6,226.13	-	6,864.00	-	7,567.73		74,713.60	-	82,368.00	-	90,812.80	
Senior Accountant	26.53	-	33.16	-	39.80		2,122.62	-	2,653.15	-	3,183.69		4,599.00	-	5,748.50	-	6,898.00		55,188.00	-	68,982.00	-	82,776.00	
Senior Engineer/Deputy Director	42.24	-	46.80	-	51.35		3,379.20	-	3,743.60	-	4,108.00		7,321.60	-	8,111.13	-	8,900.67		87,859.20	-	97,333.60	-	106,808.00	
Superintendent	27.97	-	30.48	-	34.01		2,237.60	-	2,438.40	-	2,720.80		4,848.13	-	5,283.20	-	5,895.07		58,177.60	-	63,398.40	-	70,740.80	
Account Clerk I	14.51	15.24	16.00	16.80	17.64		1,160.80	1,219.20	1,280.00	1,344.00	1,411.20		2,515.07	2,641.60	2,773.33	2,912.00	3,057.60		30,180.80	31,699.20	33,280.00	34,944.00	36,691.20	
Account Clerk II	16.38	17.20	18.06	18.96	19.90		1,310.40	1,376.00	1,444.80	1,516.80	1,592.00		2,839.20	2,981.33	3,130.40	3,286.40	3,449.33		34,070.40	35,776.00	37,564.80	39,436.80	41,392.00	
Senior Account Clerk	18.02	18.92	19.87	20.86	21.90		1,441.60	1,513.60	1,589.60	1,668.80	1,752.00		3,123.47	3,279.47	3,444.13	3,615.73	3,796.00		37,481.60	39,353.60	41,329.60	43,388.80	45,552.00	
Admin Clerk I (Note 2)	14.08	14.79	15.52	16.30	17.12		1,126.40	1,183.20	1,241.60	1,304.00	1,369.60		2,440.53	2,563.60	2,690.13	2,825.33	2,967.47		29,286.40	30,763.20	32,281.60	33,904.00	35,609.60	
Admin Clerk II (Note 2)	15.66	16.45	17.27	18.14	19.04		1,252.80	1,316.00	1,381.38	1,451.20	1,523.20		2,714.40	2,851.33	2,993.00	3,144.27	3,300.27		32,572.80	34,216.00	35,915.98	37,731.20	39,603.20	
Senior Admin Clerk	17.37	18.24	19.15	20.11	21.11	25.72	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	2,057.60	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	4,458.13	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80	53,497.60
Admin Clerk II / Housing Technician (Note 2)	15.66	16.45	17.27	18.14	19.04	23.34	1,252.80	1,316.00	1,381.38	1,451.20	1,523.20	1,867.20	2,714.40	2,851.33	2,993.00	3,144.27	3,300.27	4,045.60	32,572.80	34,216.00	35,915.98	37,731.20	39,603.20	48,547.20
Accounting Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Community Services Officer	17.74	18.63	19.56	20.53	21.56		1,419.20	1,490.40	1,564.80	1,642.40	1,724.80		3,074.93	3,229.20	3,390.40	3,558.53	3,737.07		36,899.20	38,750.40	40,684.80	42,702.40	44,844.80	
Housing Technician (Note 2)	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Planning Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Finance Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Engineering Tech	21.32	22.38	23.50	24.68	25.91		1,705.60	1,790.30	1,880.00	1,974.40	2,072.80		3,695.47	3,878.99	4,073.33	4,277.87	4,491.07		44,345.60	46,547.90	48,880.00	51,334.40	53,892.80	
Engineering Tech Sr	23.44	24.61	25.84	27.13	28.49		1,875.20	1,968.80	2,067.20	2,170.40	2,279.20		4,062.93	4,265.73	4,478.93	4,702.53	4,938.27		48,755.20	51,188.80	53,747.20	56,430.40	59,259.20	
Assistant Planner (Note 2)	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Rehab. Specialist / Code Compliance (Note 2)	23.42	24.59	25.82	27.11	28.47		1,873.60	1,967.20	2,065.60	2,168.80	2,277.60		4,059.47	4,262.27	4,475.47	4,699.07	4,934.80		48,713.60	51,147.20	53,705.60	56,388.80	59,217.60	
Housing/Economic Specialist I (Note 2)	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Accountant I	23.01	24.15	25.36	26.63	27.96		1,840.80	1,932.00	2,028.80	2,130.40	2,236.80		3,988.40	4,186.00	4,395.73	4,615.87	4,846.40		47,860.80	50,232.00	52,748.80	55,390.40	58,156.80	
Finance Specialist	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Animal Control Officer	17.49	18.37	19.29	20.25	21.26		1,399.20	1,469.60	1,543.20	1,620.00	1,700.80		3,031.60	3,184.13	3,343.60	3,510.00	3,685.07		36,379.20	38,209.60	40,123.20	42,120.00	44,220.80	
Senior Animal Control Officer	19.25	20.21	21.22	22.29	23.40		1,540.00	1,616.																

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)
Associate Planner (added 2/10/15)	29.73	31.27	32.82	34.36	35.90		2,378.31	2,501.77	2,625.23	2,748.69	2,872.15		5,153.00	5,420.50	5,688.00	5,955.50	6,223.00		61,836.00	65,046.00	68,256.00	71,466.00	74,676.00	
Police Evidence/Property Technician (added 2/10/15)	19.53	20.51	21.53	22.61	23.74		1,562.40	1,640.80	1,722.40	1,808.80	1,899.20		3,385.20	3,555.07	3,731.87	3,919.07	4,114.93		40,622.40	42,660.80	44,782.40	47,028.80	49,379.20	
Police Records Technician (added 2/10/15)	17.31	18.18	19.08	20.04	21.04		1,384.80	1,454.40	1,526.40	1,603.20	1,683.20		3,000.40	3,151.20	3,307.20	3,473.60	3,646.93		36,004.80	37,814.40	39,686.40	41,683.20	43,763.20	
Police Officer Trainee	21.61	-	-	-	-		1,728.80	-	-	-	-		3,745.73	-	-	-	-		44,948.80	-	-	-	-	
Police Officer I	22.76	23.90	25.10	26.36	27.68		1,820.80	1,912.00	2,008.00	2,108.80	2,214.40		3,945.07	4,142.67	4,350.67	4,569.07	4,797.87		47,340.80	49,712.00	52,208.00	54,828.80	57,574.40	
Police Officer II	23.94	25.14	26.40	27.72	29.11		1,915.20	2,011.20	2,112.00	2,217.60	2,328.80		4,149.60	4,357.60	4,576.00	4,804.80	5,045.73		49,795.20	52,291.20	54,912.00	57,657.60	60,548.80	
Police Sergeant	28.98	30.43	31.95	33.55	35.23		2,318.40	2,434.40	2,556.00	2,684.00	2,818.40		5,023.20	5,274.53	5,538.00	5,815.33	6,106.53		60,278.40	63,294.40	66,456.00	69,784.00	73,278.40	
Deputy Fire Marshal (Note 3)	21.87	22.96	24.11	25.32	26.58		2,449.44	2,571.94	2,700.01	2,836.17	2,976.94		5,307.12	5572.53	5850.03	6145.03	6450.03		63,685.44	66,870.34	70,200.36	73,740.37	77,400.39	
Fire Captain (Note 3)	21.87	22.96	24.11	25.32	26.58		2,449.44	2,571.94	2,700.01	2,836.17	2,976.94		5,307.12	5572.53	5850.03	6145.03	6450.03		63,685.44	66,870.34	70,200.36	73,740.37	77,400.39	
Engineer (Note 3)	17.97	18.86	19.81	20.80	21.84		2,012.64	2,112.70	2,218.86	2,329.63	2,446.17		4,360.72	4577.52	4807.52	5047.53	5300.03		52,328.64	54,930.28	57,690.29	60,570.31	63,600.32	
Fire Fighter (Note 3)	15.29	16.05	16.85	17.70	18.59		1,712.48	1,797.70	1,887.70	1,982.32	2,081.55		3,710.37	3895.02	4090.02	4295.02	4510.02		44,524.48	46,740.24	49,080.25	51,540.26	54,120.27	
Fire Inspector	19.07	20.02	21.02	22.07	23.17		1,525.60	1,601.38	1,681.33	1,765.39	1,853.58		3,305.47	3469.66	3642.88	3825.02	4016.09		39,665.60	41,635.93	43,714.51	45,900.23	48,193.10	

- Notes:**
- 1) Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).
 - 2) Eliminated classification on February 10, 2015
 - 3) Based on 2,912 hours per year
 - 4) Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).

City of Grass Valley Salary Schedule
FY 2015-2016

Position	Hourly						Bi Weekly						Monthly						Annually										
	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	
City Manager	78.37	-	78.37	-	78.37			6,269.60	-	6,269.60	-	6,269.60			13,584.13	-	13,584.13	-	13,584.13			163,009.60	-	163,009.60	-	163,009.60			
City Manager (effective 2/10/16)	82.21	-	82.21	-	82.21			6,576.80	-	6,576.80	-	6,576.80			14,249.73	-	14,249.73	-	14,249.73			170,996.80	-	170,996.80	-	170,996.80			
Chief of Police (Note 2)	57.46	-	65.71	-	73.96			4,596.80	-	5,256.74	-	5,916.67			9,959.73	-	11,389.59	-	12,819.46			119,516.80	-	136,675.14	-	153,833.47			
City Clerk	27.23	-	33.48	-	39.72			2,178.40	-	2,678.00	-	3,177.60			4,719.87	-	5,802.33	-	6,884.80			56,638.40	-	69,628.00	-	82,617.60			
Community Development Director (Note 2)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44			
Finance Director (Note 2)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44			
Fire Chief (Note 2)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44			
Public Works Director/City Engineer (Note 2)	56.92	-	65.02	-	73.11			4,553.60	-	5,201.32	-	5,849.05			9,866.13	-	11,269.54	-	12,672.94			118,393.60	-	135,234.42	-	152,075.25			
Administrative Services Manager (see Note 1)	29.73	-	32.93	-	36.13	37.94		2,378.40	-	2,634.40	-	2,890.40	3,034.92		5,153.20	-	5,707.87	-	6,262.53	6,575.66		61,838.40	-	68,494.40	-	75,150.40	78,907.92		
Animal Control Supervisor	22.49	-	24.92	-	27.34	28.71		1,799.20	-	1,993.20	-	2,187.20	2,296.56		3,898.27	-	4,318.60	-	4,738.93	4,975.88		46,779.20	-	51,823.20	-	56,867.20	59,710.56		
Assistant Chief Treatment Plant Operator	35.66	-	39.50	-	43.44	45.61		2,852.80	-	3,160.00	-	3,475.20	3,648.96		6,181.07	-	6,846.67	-	7,529.60	7,906.08		74,172.80	-	82,160.00	-	90,355.20	94,872.96		
Assistant Engineer	29.73	-	32.93	-	36.13	37.94		2,378.40	-	2,634.40	-	2,890.40	3,034.92		5,153.20	-	5,707.87	-	6,262.53	6,575.66		61,838.40	-	68,494.40	-	75,150.40	78,907.92		
Associate Civil Engineer	35.66	-	39.50	-	43.34	45.51		2,852.80	-	3,160.00	-	3,467.20	3,640.56		6,181.07	-	6,846.67	-	7,512.27	7,887.88		74,172.80	-	82,160.00	-	90,147.20	94,654.56		
Battalion Chief	36.81	-	40.78	-	44.74	46.98		2,944.80	-	3,262.00	-	3,579.20	3,758.16		6,380.40	-	7,067.67	-	7,754.93	8,142.68		76,564.80	-	84,812.00	-	93,059.20	97,712.16		
Building Official	33.34	-	36.93	-	40.52	42.55		2,667.20	-	2,954.40	-	3,241.60	3,403.68		5,778.93	-	6,401.20	-	7,023.47	7,374.64		69,347.20	-	76,814.40	-	84,281.60	88,495.68		
Utilities Super./Chief Treatment Plant Operator	40.23	-	44.57	-	48.90	51.35		3,218.40	-	3,565.20	-	3,912.00	4,107.60		6,973.20	-	7,724.60	-	8,476.00	8,899.80		83,678.40	-	92,695.20	-	101,712.00	106,797.60		
Police Captain	40.23	-	44.57	-	48.90	51.35		3,218.40	-	3,565.20	-	3,912.00	4,107.60		6,973.20	-	7,724.60	-	8,476.00	8,899.80		83,678.40	-	92,695.20	-	101,712.00	106,797.60		
Police Lieutenant	35.92	-	39.60	-	43.66	45.84		2,873.60	-	3,168.00	-	3,492.80	3,667.44		6,226.13	-	6,864.00	-	7,567.73	7,946.12		74,713.60	-	82,368.00	-	90,812.80	95,353.44		
General Ledger Accountant	26.53	-	33.16	-	39.80	41.79		2,122.62	-	2,653.15	-	3,183.69	3,342.88		4,599.00	-	5,748.50	-	6,898.00	7,242.90		55,188.00	-	68,982.00	-	82,776.00	86,914.80		
Senior Accountant	26.53	-	33.16	-	39.80	41.79		2,122.62	-	2,653.15	-	3,183.69	3,342.88		4,599.00	-	5,748.50	-	6,898.00	7,242.90		55,188.00	-	68,982.00	-	82,776.00	86,914.80		
Senior Engineer/Deputy Director	42.24	-	46.80	-	51.35	53.92		3,379.20	-	3,743.60	-	4,108.00	4,313.40		7,321.60	-	8,111.13	-	8,900.67	9,345.70		87,859.20	-	97,333.60	-	106,808.00	112,148.40		
Superintendent	27.97	-	30.48	-	34.01	35.71		2,237.60	-	2,438.40	-	2,720.80	2,856.84		4,848.13	-	5,283.20	-	5,895.07	6,189.82		58,177.60	-	63,398.40	-	70,740.80	74,277.84		
Misc Unit 2 July 1, 2015 - September 30, 2015:																													
Account Clerk I	14.51	15.24	16.00	16.80	17.64			1,160.80	1,219.20	1,280.00	1,344.00	1,411.20			2,515.07	2,641.60	2,773.33	2,912.00	3,057.60			30,180.80	31,699.20	33,280.00	34,944.00	36,691.20			
Account Clerk II	16.38	17.20	18.06	18.96	19.90			1,310.40	1,376.00	1,444.80	1,516.80	1,592.00			2,839.20	2,981.33	3,130.40	3,286.40	3,449.33			34,070.40	35,776.00	37,564.80	39,436.80	41,392.00			
Senior Account Clerk	18.02	18.92	19.87	20.86	21.90			1,441.60	1,513.60	1,589.60	1,668.80	1,752.00			3,123.47	3,279.47	3,444.13	3,615.73	3,796.00			37,481.60	39,353.60	41,329.60	43,388.80	45,552.00			
Senior Admin Clerk	17.37	18.24	19.15	20.11	21.11	25.72		1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	2,057.60		3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	4,458.13			36,129.60	37,939.20	39,832.00	41,828.80	43,908.80	53,497.60	
Accounting Technician	21.09	22.14	23.25	24.41	25.63			1,687.20	1,771.20	1,860.00	1,952.80	2,050.40			3,655.60	3,837.60	4,030.00	4,231.07	4,442.53			43,867.20	46,051.20	48,360.00	50,772.80	53,310.40			
Community Services Officer	17.74	18.63	19.56	20.53	21.56			1,419.20	1,490.40	1,564.80	1,642.40	1,724.80			3,074.93	3,229.20	3,390.40	3,558.53	3,737.07			36,899.20	38,750.40	40,684.80	42,702.40	44,844.80			
Finance Technician	21.09	22.14	23.25	24.41	25.63			1,687.20	1,771.20	1,860.00	1,952.80	2,050.40			3,655.60	3,837.60	4,030.00	4,231.07	4,442.53			43,867.20	46,051.20	48,360.00	50,772.80	53,310.40			
Engineering Tech	21.32	22.38	23.50	24.68	25.91			1,705.60	1,790.30	1,880.00	1,974.40	2,072.80			3,695.47	3,878.99	4,073.33	4,277.87	4,491.07			44,345.60	46,547.90	48,880.00	51,334.40	53,892.80			
Engineering Tech Sr	23.44	24.61	25.84	27.13	28.49			1,875.20	1,968.80	2,067.20	2,170.40	2,279.20			4,062.93	4,265.73	4,478.93	4,702.53	4,938.27			48,755.20	51,188.80	53,747.20	56,430.40	59,259.20			
Accountant I	23.01	24.15	25.36	26.63	27.96			1,840.80	1,932.00	2,028.80	2,130.40	2,236.80			3,988.40	4,186.00	4,395.73	4,615.87	4,846.40			47,860.80	50,232.00	52,748.80	55,390.40	58,156.80			
Finance Specialist	23.17	24.33	25.55	26.83	28.16			1,853.60	1,946.40	2,044.00	2,146.40	2,252.80			4,016.13	4,217.20	4,428.67	4,650.53	4,881.07										

Position	Hourly						Bi Weekly						Monthly						Annually									
	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)
Animal Control Officer	18.01	18.92	19.87	20.86	21.90			1,440.80	1,513.60	1,589.60	1,668.80	1,752.00			3,121.73	3,279.47	3,444.13	3,615.73	3,796.00			37,460.80	39,353.60	41,329.60	43,388.80	45,552.00		
Senior Animal Control Officer	19.83	20.82	21.86	22.96	24.10			1,586.40	1,665.60	1,748.80	1,836.80	1,928.00			3,437.20	3,608.80	3,789.07	3,979.73	4,177.33			41,246.40	43,305.60	45,468.80	47,756.80	50,128.00		
Assist. Equip. Mechanic	18.60	19.53	20.50	21.53	22.60			1,488.00	1,562.40	1,640.00	1,722.40	1,808.00			3,224.00	3,385.20	3,553.33	3,731.87	3,917.33			38,688.00	40,622.40	42,640.00	44,782.40	47,008.00		
Mechanic	20.45	21.47	22.55	23.67	24.85			1,636.00	1,717.60	1,804.00	1,893.60	1,988.00			3,544.67	3,721.47	3,908.67	4,102.80	4,307.33			42,536.00	44,657.60	46,904.00	49,233.60	51,688.00		
Lead Mechanic	22.32	23.43	24.61	25.83	27.13			1,785.60	1,874.40	1,968.80	2,066.40	2,170.40			3,868.80	4,061.20	4,265.73	4,477.20	4,702.53			46,425.60	48,734.40	51,188.80	53,726.40	56,430.40		
Maintenance Assistant	11.74	12.34	12.96	13.60	14.28			939.20	987.20	1,036.80	1,088.00	1,142.40			2,034.93	2,138.93	2,246.40	2,357.33	2,475.20			24,419.20	25,667.20	26,956.80	28,288.00	29,702.40		
Maintenance Worker I	15.99	16.78	17.61	18.50	19.43			1,279.20	1,342.40	1,408.80	1,480.00	1,554.40			2,771.60	2,908.53	3,052.40	3,206.67	3,367.87			33,259.20	34,902.40	36,628.80	38,480.00	40,414.40		
Maintenance Worker II	17.80	18.69	19.62	20.61	21.63			1,424.00	1,495.20	1,569.60	1,648.80	1,730.40			3,085.33	3,239.60	3,400.80	3,572.40	3,749.20			37,024.00	38,875.20	40,809.60	42,868.80	44,990.40		
Maintenance Worker III	20.85	21.89	22.98	24.13	25.34			1,668.00	1,751.20	1,838.40	1,930.40	2,027.20			3,614.00	3,794.27	3,983.20	4,182.53	4,392.27			43,368.00	45,531.20	47,798.40	50,190.40	52,707.20		
Parking Enforcement Officer	16.60	17.44	18.30	19.22	20.19			1,328.00	1,395.20	1,464.00	1,537.60	1,615.20			2,877.33	3,022.93	3,172.00	3,331.47	3,499.60			34,528.00	36,275.20	38,064.00	39,977.60	41,995.20		
Senior Maintenance Worker	24.43	25.65	26.93	28.27	29.69			1,954.53	2,051.76	2,154.76	2,261.88	2,375.59			4,234.81	4,445.48	4,668.65	4,900.74	5,147.12			50,817.73	53,345.76	56,023.76	58,808.88	61,765.39		
Treatment Plant Operator I	25.69	26.98	28.33	29.75	31.24			2,055.20	2,158.40	2,266.40	2,380.00	2,499.20			4,452.93	4,676.53	4,910.53	5,156.67	5,414.93			53,435.20	56,118.40	58,926.40	61,880.00	64,979.20		
Treatment Plant Operator II	28.81	30.25	31.77	33.36	35.03			2,304.80	2,420.00	2,541.60	2,668.80	2,802.40			4,993.73	5,243.33	5,506.80	5,782.40	6,071.87			59,924.80	62,920.00	66,081.60	69,388.80	72,862.40		
Senior Treatment Plant Operator	33.14	34.79	36.53	38.37	40.29			2,651.20	2,783.20	2,922.40	3,069.60	3,223.20			5,744.27	6,030.27	6,331.87	6,650.80	6,983.60			68,931.20	72,363.20	75,982.40	79,809.60	83,803.20		
Water Distribution Operator in Training	17.07	17.92	18.82	19.76	20.74			1,365.60	1,433.60	1,505.60	1,580.80	1,659.20			2,958.80	3,106.13	3,262.13	3,425.07	3,594.93			35,505.60	37,273.60	39,145.60	41,100.80	43,139.20		
Water Distribution Operator	19.33	20.30	21.32	22.38	23.50			1,546.40	1,624.00	1,705.60	1,790.40	1,880.00			3,350.53	3,518.67	3,695.47	3,879.20	4,073.33			40,206.40	42,224.00	44,345.60	46,550.40	48,880.00		
Utility Maintenance Worker	19.33	20.30	21.32	22.38	23.50			1,546.40	1,624.00	1,705.60	1,790.40	1,880.00			3,350.53	3,518.67	3,695.47	3,879.20	4,073.33			40,206.40	42,224.00	44,345.60	46,550.40	48,880.00		
Street Sweeper Operator	18.24	19.15	20.11	21.12	22.17			1,459.20	1,532.00	1,608.80	1,689.60	1,773.60			3,161.60	3,319.33	3,485.73	3,660.80	3,842.80			37,939.20	39,832.00	41,828.80	43,929.60	46,113.60		
Community Services Analyst (added 2/10/15, revised 02/20/15)	23.89	25.08	26.34	27.66	29.04			1,911.20	2,006.40	2,107.20	2,212.80	2,323.20			4,140.93	4,347.20	4,565.60	4,794.40	5,033.60			49,691.20	52,166.40	54,787.20	57,532.80	60,403.20		
Senior Planner (added 2/10/15)	36.73	38.71	40.68	42.66	44.64			2,938.40	3,096.80	3,254.40	3,412.80	3,571.20			6,366.53	6,709.73	7,051.20	7,394.40	7,737.60			76,398.40	80,516.80	84,614.40	88,732.80	92,851.20		
Associate Planner (added 2/10/15)	30.62	32.21	33.80	35.39	36.98			2,449.60	2,576.80	2,704.00	2,831.20	2,958.40			5,307.47	5,583.07	5,858.67	6,134.27	6,409.87			63,689.60	66,996.80	70,304.00	73,611.20	76,918.40		
Police Evidence/Property Technician (added 2/10/15)	20.12	21.13	22.18	23.29	24.45			1,609.60	1,690.40	1,774.40	1,863.20	1,956.00			3,487.47	3,662.53	3,844.53	4,036.93	4,238.00			41,849.60	43,950.40	46,134.40	48,443.20	50,856.00		
Police Records Technician (added 2/10/15)	17.83	18.73	19.65	20.64	21.67			1,426.40	1,498.40	1,572.00	1,651.20	1,733.60			3,090.53	3,246.53	3,406.00	3,577.60	3,756.13			37,086.40	38,958.40	40,872.00	42,931.20	45,073.60		
Police Officer Trainee	22.26	-	-	-	-			1,780.80	-	-	-	-			3,858.40	-	-	-	-			46,300.80	-	-	-	-		
Police Officer I	23.44	24.62	25.85	27.15	28.51			1,875.20	1,969.60	2,068.00	2,172.00	2,280.80			4,062.93	4,267.47	4,480.67	4,706.00	4,941.73			48,755.20	51,209.60	53,768.00	56,472.00	59,300.80		
Police Officer II	24.66	25.89	27.19	28.55	29.98			1,972.80	2,071.20	2,175.20	2,284.00	2,398.40			4,274.40	4,487.60	4,712.93	4,948.67	5,196.53			51,292.80	53,851.20	56,555.20	59,384.00	62,358.40		
Police Sergeant	29.85	31.34	32.91	34.56	36.29			2,388.00	2,507.20	2,632.80	2,764.80	2,903.20			5,174.00	5,432.27	5,704.40	5,990.40	6,290.27			62,088.00	65,187.20	68,452.80	71,884.80	75,483.20		
Deputy Fire Marshal (Note 3)	22.64	23.76	24.95	26.21	27.51			2,535.68	2,661.12	2,794.40	2,935.52	3,081.12			5,493.97	5765.76	6054.53	6360.29	6675.76			65,927.68	69,189.12	72,654.40	76,323.52	80,109.12		
Fire Captain (Note 3)	22.64	23.76	24.95	26.21	27.51			2,535.68	2,661.12	2,794.40	2,935.52	3,081.12			5,493.97	5765.76	6054.53	6360.29	6675.76			65,927.68	69,189.12	72,654.40	76,323.52	80,109.12		
Engineer (Note 3)	18.60	19.52	20.50	21.53	22.60			2,083.20	2,186.24	2,296.00	2,411.36	2,531.20			4,513.60	4736.85	4974.67	5224.61	5484.27			54,163.20	56,842.24	59,696.00	62,695.36	65,811.20		
Fire Fighter (Note 3)	15.83	16.61	17.44	18.32	19.24			1,772.96	1,860.32	1,953.28	2,051.84	2,154.88			3,841.41	4030.69	4232.11	4445.65	4668.91			46,096.96	48,368.32	50,785.28	53,347.84	56,026.88		
Fire Inspector	19.74	20.72	21.76	22.84	23.98			1,579.20	1,657.60	1,740.80	1,827.20	1,918.40			3,421.60	3591.47	3771.73	3958.93	4156.53			41,059.20	43,097.60	45,260.80	47,507.20	49,878.40		

- Notes:
- 1) Reclassified to General Ledger Accountant on January 26, 2016
 - 2) Salary range revised on September 22, 2015
 - 3) Based on 2,912 hours per year
 - 4) Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).

**City of Grass Valley Salary Schedule
FY 2016-2017**

Position	Hourly						Bi Weekly						Monthly						Annually									
	A	B	C	D	E	10% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)
City Manager	82.21	-	82.21	-	82.21			6,576.80	-	6,576.80	-	6,576.80			14,249.73	-	14,249.73	-	14,249.73			170,996.80	-	170,996.80	-	170,996.80		
Chief of Police (Note 1)	57.46	-	65.71	-	73.96			4,596.80	-	5,256.74	-	5,916.67			9,959.73	-	11,389.59	-	12,819.46			119,516.80	-	136,675.14	-	153,833.47		
City Clerk	27.23	-	33.48	-	39.72			2,178.40	-	2,678.00	-	3,177.60			4,719.87	-	5,802.33	-	6,884.80			56,638.40	-	69,628.00	-	82,617.60		
Community Development Director (Note 1)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44		
Finance Director (Note 1)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44		
Fire Chief (Note 1)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44		
Public Works Director/City Engineer (Note 1)	56.92	-	65.02	-	73.11			4,553.60	-	5,201.32	-	5,849.05			9,866.13	-	11,269.54	-	12,672.94			118,393.60	-	135,234.42	-	152,075.25		
Unit 1 July 1, 2016 - December 31, 2016:																												
Animal Control Supervisor	23.84	-	26.42	-	28.98	31.88		1,907.20	-	2,113.60	-	2,318.40	2,550.24		4,132.27	-	4,579.47	-	5,023.20	5,525.52		49,587.20	-	54,953.60	-	60,278.40	66,306.24	
Assistant Chief Treatment Plant Operator	39.55	-	43.62	-	47.80	52.58		3,164.00	-	3,489.60	-	3,824.00	4,206.40		6,855.33	-	7,560.80	-	8,282.33	9,113.87		82,264.00	-	90,729.60	-	99,424.00	109,386.40	
Assistant Engineer	31.51	-	34.91	-	38.30	42.13		2,520.80	-	2,792.80	-	3,064.00	3,370.40		5,202.53	-	6,051.07	-	6,839.67	7,662.80		65,540.80	-	72,612.80	-	79,684.00	86,330.40	
Associate Civil Engineer	37.80	-	41.87	-	45.94	50.53		3,024.00	-	3,349.60	-	3,675.20	4,042.72		6,552.00	-	7,257.47	-	7,962.93	8,759.23		78,624.00	-	87,089.60	-	95,555.20	105,110.72	
Battalion Chief	39.02	-	43.23	-	47.42	52.16		3,121.60	-	3,458.40	-	3,793.60	4,172.96		6,763.47	-	7,493.20	-	8,219.47	9,041.41		81,161.60	-	89,918.40	-	98,633.60	108,496.96	
Building Official	35.34	-	39.15	-	42.95	47.25		2,827.20	-	3,132.00	-	3,436.00	3,779.60		6,125.60	-	6,786.00	-	7,444.67	8,189.13		73,507.20	-	81,432.00	-	89,336.00	98,269.60	
Utilities Super./Chief Treatment Plant Operator	42.64	-	47.24	-	51.83	57.01		3,411.20	-	3,779.20	-	4,146.40	4,561.04		7,390.93	-	8,188.27	-	8,983.87	9,882.25		86,691.20	-	96,259.20	-	105,806.40	115,887.04	
Police Captain	47.25	-	53.92	-	60.58	66.64		3,780.00	-	4,313.60	-	4,846.40	5,331.04		8,190.00	-	9,346.13	-	10,500.53	11,550.59		98,280.00	-	112,153.60	-	126,006.40	138,607.04	
Police Lieutenant	41.34	-	45.89	-	50.48	55.53		3,307.20	-	3,671.20	-	4,038.40	4,442.24		7,165.60	-	7,954.27	-	8,749.87	9,624.85		85,987.20	-	95,451.20	-	104,998.40	115,498.24	
General Ledger Accountant	28.12	-	35.15	-	42.19	46.41		2,249.60	-	2,812.00	-	3,375.20	3,712.72		4,874.13	-	5,092.67	-	5,312.93	5,804.23		58,489.60	-	73,112.00	-	87,755.20	96,530.72	
Senior Accountant	28.12	-	35.15	-	42.19	46.41		2,249.60	-	2,812.00	-	3,375.20	3,712.72		4,874.13	-	5,092.67	-	5,312.93	5,804.23		58,489.60	-	73,112.00	-	87,755.20	96,530.72	
Senior Engineer	41.28	-	45.75	-	50.69	55.76		3,302.40	-	3,660.00	-	4,055.20	4,460.72		7,155.20	-	7,930.00	-	8,736.27	9,664.89		85,862.40	-	95,160.00	-	104,535.20	115,978.72	
Senior Engineer/Deputy Director	44.77	-	49.61	-	54.43	59.87		3,581.60	-	3,968.80	-	4,354.40	4,789.84		7,760.13	-	8,599.07	-	9,434.53	10,377.99		93,121.60	-	103,188.80	-	113,214.40	124,535.84	
Superintendent	32.35	-	35.15	-	39.07	42.98		2,588.00	-	2,812.00	-	3,125.60	3,438.16		5,607.33	-	6,092.67	-	6,772.13	7,449.35		67,288.00	-	73,112.00	-	81,265.60	89,392.16	
Unit 1 January 1, 2017 - December 31, 2017:																												
Animal Control Supervisor	24.79	-	27.48	-	30.14	33.15		1,983.20	-	2,198.40	-	2,411.20	2,652.32		4,296.93	-	4,763.20	-	5,224.27	5,746.69		51,563.20	-	57,158.40	-	62,891.20	68,860.32	
Assistant Chief Treatment Plant Operator	40.71	-	45.36	-	49.71	54.68		3,290.40	-	3,628.80	-	3,976.80	4,374.48		7,129.20	-	7,862.40	-	8,616.40	9,396.80		85,550.40	-	94,348.80	-	103,396.80	113,736.48	
Assistant Engineer	32.77	-	36.31	-	39.83	43.81		2,621.60	-	2,904.80	-	3,186.40	3,505.04		5,680.13	-	6,293.73	-	6,903.87	7,594.25		68,161.60	-	75,524.80	-	82,846.40	91,131.04	
Associate Civil Engineer	39.31	-	43.54	-	47.78	52.56		3,144.80	-	3,483.20	-	3,822.40	4,204.64		6,813.73	-	7,546.93	-	8,281.87	9,110.05		81,764.80	-	90,563.20	-	99,362.40	109,320.64	
Battalion Chief	40.58	-	44.96	-	49.32	54.25		3,246.40	-	3,596.80	-	3,945.60	4,340.16		7,033.87	-	7,793.07	-	8,548.80	9,403.68		84,406.40	-	93,516.80	-	102,585.60	112,644.16	
Building Official	36.75	-	40.72	-	44.67	49.14		2,940.00	-	3,357.60	-	3,754.60	4,160.80		6,300.13	-	7,053.07	-	7,742.80	8,507.08		76,440.00	-	84,697.60	-	92,913.60	102,204.96	
Utilities Super./Chief Treatment Plant Operator	44.35	-	49.13	-	53.90	59.29		3,548.00	-	3,930.40	-	4,312.80	4,743.20		7,887.33	-	8,515.87	-	9,144.41	10,276.93		92,248.00	-	102,190.40	-	112,112.00	122,323.20	
Police Captain	49.14	-	56.08	-	63.00	69.30		3,931.20	-	4,486.40	-	5,040.00	5,544.00		8,517.60	-	9,720.53	-	10,920.00	12,012.00		102,211.20	-	116,646.40	-	131,040.00	144,144.00	
Police Lieutenant	43.00	-	47.73	-	52.50	57.75		3,440.00	-	3,818.40	-	4,200.00	4,620.00		7,453.33	-	8,273.20	-	9,100.00	10,010.00		89,440.00	-	99,278.40	-	109,200.00	120,120.00	
General Ledger Accountant	29.24	-	36.56	-	43.88	48.27		2,339.20	-	2,924.80	-	3,510.40	3,861.44		5,068.27	-	5,337.07	-	5,605.87	6,366.45		60,819.20	-	76,044.80	-	91,270.40	100,397.44	
Senior Accountant	29.24	-	36.56	-	43.88	48.27		2,339.20	-	2,924.80	-	3,510.40	3,861.44		5,068.27	-	5,337.07	-	5,605.87	6,366.45		60,819.20	-	76,044.80	-	91,270.40	100,397.44	
Senior Engineer	42.93	-	47.58	-	52.71	57.98		3,424.00	-	3,806.40	-	4,216.80	4,638.48		7,441.20	-	8,247.20	-	9,136.40	10,050.04		89,294.40	-	98,966.40	-	109,636.80	120,600.48	
Senior Engineer/Deputy Director	46.56	-	51.59	-	56.61	62.27		3,724.80	-	4,127.20	-	4,528.80	4,981.68		8,070.40	-	8,942.27	-	9,812.40	10,793.64		96,844.80	-	107,307.20	-	117,748.80	129,523.68	
Superintendent	33.65	-	36.55	-	40.64	44.70		2,692.00	-	2,924.00	-	3,251.20	3,576.32		5,832.67	-	6,335.33	-	7,044.27	7,748.69		69,992.00	-	76,024.00	-	84,531.20	92,984.32	
Misc Unit 2 July 1, 2016 - September 30, 2016:																												
Account Clerk I	14.95	15.70	16.48	17.30	18.17			1,196.00	1,256.00	1,318.40	1,384.00	1,453.60			2,591.33	2,721.33	2,856.53	2,998.67	3,149.47			31,096.00	32,656.00	34,278.40	35,984.00	37,793.60		
Account Clerk II	16.87	17.72	18.60	19.53	20.50			1,349.60	1,417.60	1,488.00	1,562.40	1,640.00			2,924.13	3,071.47	3,224.00	3,385.20	3,553.33			35,089.60	36,857.60	38,688.00	40,622.40	42,640.00		
Senior Account Clerk	18.56	19.49	20.47	21.49	22.56			1,484.80	1,559.20	1,637.60	1,719.20	1,804.80			3,217.07	3,378.27	3,548.13	3,724.93	3,910.40			38,604.80	40,539.20	42,577.60	44,699.20	46,924.80		
Senior Admin Clerk	17.89	18.79	19.72	20.71	21.74		25.72	1,431.20	1,503.20	1,5,1																		

City of Grass Valley Salary Schedule
FY 2016-2017

Position	Hourly					10% O/S Perform	Y Rated (Note 4)	Bi Weekly					5% O/S Perform	Y Rated (Note 4)	Monthly					5% O/S Perform	Y Rated (Note 4)	Annually					5% O/S Perform	Y Rated (Note 4)	
	A	B	C	D	E			A	B	C	D	E			A	B	C	D	E			A	B	C	D	E			
Maintenance Worker III	21.27	22.33	23.44	24.61	25.85			1,701.36	1,786.22	1,875.17	1,969.01	2,067.74			3,686.28	3,870.15	4,062.86	4,266.18	4,480.11			44,235.36	46,441.82	48,754.37	51,194.21	53,761.34			
Parking Enforcement Officer	16.93	17.79	18.67	19.60	20.59			1,354.56	1,423.10	1,493.28	1,568.35	1,647.50			2,934.88	3,083.39	3,235.44	3,398.10	3,569.59			35,218.56	37,000.70	38,825.28	40,777.15	42,835.10			
Plant Maintenance Mechanic (revised 4/1/2016)	25.10	26.35	27.67	29.05	30.51			2,008.00	2,113.60	2,224.00	2,334.00	2,440.80			4,350.67	4,567.33	4,796.13	5,035.33	5,288.40			52,208.00	54,808.00	57,553.60	60,424.00	63,460.80			
Senior Maintenance Worker	24.92	26.16	27.47	28.84	30.29			1,993.62	2,092.80	2,197.86	2,307.12	2,423.10			4,319.51	4,534.39	4,762.02	4,998.75	5,250.06			51,834.08	54,412.68	57,144.24	59,985.06	63,000.70			
Treatment Plant Operator I	26.20	27.52	28.90	30.35	31.86			2,096.30	2,201.57	2,311.73	2,427.60	2,549.18			4,541.99	4,770.06	5,008.74	5,259.80	5,523.23			54,503.90	57,240.77	60,104.93	63,117.60	66,278.78			
Treatment Plant Operator II	29.39	30.86	32.41	34.03	35.73			2,350.90	2,468.40	2,592.43	2,722.18	2,858.45			5,093.61	5,348.20	5,616.94	5,898.05	6,193.30			61,123.30	64,178.40	67,403.23	70,776.58	74,319.65			
Senior Treatment Plant Operator	33.80	35.49	37.26	39.14	41.10			2,704.22	2,838.86	2,980.85	3,130.99	3,287.66			5,859.15	6,150.87	6,458.50	6,783.82	7,123.27			70,309.82	73,810.46	77,502.05	81,405.79	85,479.26			
Water Distribution Operator in Training	17.41	18.28	19.20	20.16	21.15			1,392.91	1,462.27	1,535.71	1,612.42	1,692.38			3,017.98	3,168.26	3,327.38	3,493.57	3,666.83			36,215.71	38,019.07	39,928.51	41,922.82	44,001.98			
Water Distribution Operator	19.72	20.71	21.75	22.83	23.97			1,577.33	1,656.48	1,739.71	1,826.21	1,917.60			3,417.54	3,589.04	3,769.38	3,956.78	4,154.80			41,010.53	43,068.48	45,232.51	47,481.41	49,857.60			
Utility Maintenance Worker	19.72	20.71	21.75	22.83	23.97			1,577.33	1,656.48	1,739.71	1,826.21	1,917.60			3,417.54	3,589.04	3,769.38	3,956.78	4,154.80			41,010.53	43,068.48	45,232.51	47,481.41	49,857.60			
Street Sweeper Operator	18.60	19.53	20.51	21.54	22.61			1,488.38	1,562.64	1,640.98	1,723.39	1,809.07			3,224.83	3,385.72	3,555.45	3,734.02	3,919.66			38,697.98	40,628.64	42,665.38	44,808.19	47,035.87			
Community Services Analyst	24.37	25.58	26.87	28.21	29.62			1,949.42	2,046.53	2,149.34	2,257.06	2,369.66			4,223.75	4,434.14	4,656.91	4,890.29	5,134.27			50,685.02	53,209.73	55,882.94	58,683.46	61,611.26			
Senior Planner	37.46	39.48	41.49	43.51	45.53			2,997.17	3,158.74	3,319.49	3,481.06	3,642.62			6,493.86	6,843.93	7,192.22	7,542.29	7,892.35			77,926.37	82,127.14	86,306.69	90,507.46	94,708.22			
Associate Planner	31.23	32.85	34.48	36.10	37.72			2,498.59	2,628.34	2,758.08	2,887.82	3,017.57			5,413.62	5,694.73	5,975.84	6,256.95	6,538.06			64,963.39	68,336.74	71,710.08	75,083.42	78,456.77			
Police Evidence/Property Technician	20.52	21.55	22.62	23.76	24.94			1,641.79	1,724.21	1,809.89	1,900.46	1,995.12			3,557.22	3,735.78	3,921.42	4,117.67	4,322.76			42,686.59	44,829.41	47,057.09	49,412.06	51,873.12			
Police Records Technician	18.19	19.10	20.04	21.05	22.10			1,454.93	1,528.37	1,603.44	1,684.22	1,768.27			3,152.34	3,311.46	3,474.12	3,649.15	3,831.26			37,828.13	39,737.57	41,689.44	43,789.82	45,975.07			
Police Officer Trainee	22.93	-	-	-	-			1,834.40	-	-	-	-			3,974.53	-	-	-	-			47,694.40	-	-	-	-			
Police Officer I	24.14	25.36	26.63	27.96	29.37			1,931.20	2,028.80	2,130.40	2,236.80	2,349.60			4,184.27	4,395.73	4,615.87	4,846.40	5,090.80			50,211.20	52,748.80	55,390.40	58,156.80	61,089.60			
Police Officer II	25.40	26.67	28.01	29.41	30.88			2,032.00	2,133.60	2,240.80	2,352.80	2,470.40			4,402.67	4,622.80	4,855.07	5,097.73	5,352.53			52,832.00	55,473.60	58,260.80	61,172.80	64,230.40			
Police Sergeant	30.75	32.28	33.90	35.60	37.38			2,460.00	2,682.40	2,912.00	3,148.00	3,390.40			5,330.00	5,698.20	6,076.40	6,464.20	6,869.20			63,960.00	67,942.40	72,048.00	76,280.40	80,648.00			
Police Sergeant (revised 2/26/2017)	31.52	33.09	34.75	36.49	38.31			2,521.60	2,647.20	2,780.00	2,919.20	3,064.80			5,463.47	5,735.60	6,023.33	6,324.93	6,640.40			65,561.60	68,827.20	72,280.00	75,899.20	79,684.80			
Deputy Fire Marshal (Note 2)	23.43	24.59	25.82	27.13	28.47			2,624.16	2,754.08	2,891.84	3,038.56	3,188.64			5,685.68	5,967.17	6,265.65	6,583.55	6,908.72			68,228.16	71,606.08	75,187.84	79,002.56	82,904.64			
Fire Captain (Note 2)	23.43	24.59	25.82	27.13	28.47			2,624.16	2,754.08	2,891.84	3,038.56	3,188.64			5,685.68	5,967.17	6,265.65	6,583.55	6,908.72			68,228.16	71,606.08	75,187.84	79,002.56	82,904.64			
Engineer (Note 2)	19.25	20.20	21.22	22.28	23.39			2,156.00	2,262.40	2,376.64	2,495.36	2,619.68			4,671.33	4,901.87	5,140.39	5,406.61	5,675.97			56,056.00	58,822.40	61,792.64	64,879.36	68,111.68			
Fire Fighter (Note 2)	16.38	17.19	18.05	18.96	19.91			1,834.56	1,925.28	2,021.60	2,123.52	2,229.92			3,974.88	4,171.44	4,380.13	4,600.96	4,831.49			47,698.56	50,057.28	52,561.60	55,211.52	57,977.92			
Fire Inspector	20.43	21.45	22.52	23.64	24.82			1,634.40	1,716.00	1,801.60	1,891.20	1,985.60			3,541.20	3,718.00	3,903.47	4,097.60	4,302.13			42,494.40	44,616.00	46,841.60	49,171.20	51,625.60			
Part Time/Seasonal																													
Seasonal Fire Fighter	14.84	15.58	16.36	17.18	18.04			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Reserve Police Officer Level III	15.00	-	-	-	-			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Reserve Police Officer Level II (see note 4)	20.00	-	-	-	-			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Reserve Police Officer Level I (see note 5)	22.14	25.36	26.63	27.96	29.37			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Kennel Assistant	10.00	-	-	-	-			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Accountant (see note 6)	27.00	-	-	-	40.00			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Pool Manger	17.00	17.50	18.00	18.50	19.00			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			

Notes:

- Salary range revised on September 22, 2015
- Based on 2,912 hours per year
- Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).
- Rate for Level 1 Reserve Officers hired before 1999
- A range equal to that of Police Officer I as published in the Unit 6 MOU
- Range of \$27.00-40.00/hour depending on City need and experience level

City of Grass Valley Salary Schedule
FY 2017-2018

Position	Hourly						Bi Weekly						Monthly						Annually									
	A	B	C	D	E	10% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)
Misc Unit 2 October 1, 2017 - September 30, 2018:																												
Account Clerk I	15.56	16.33	17.15	18.00	18.90			1,244.40	1,306.42	1,371.70	1,440.24	1,512.05			2,696.20	2,830.57	2,972.01	3,120.52	3,276.10			32,354.40	33,966.82	35,664.10	37,446.24	39,313.25		
Account Clerk II	17.55	18.43	19.35	20.32	21.33			1,404.34	1,474.51	1,547.95	1,625.47	1,706.26			3,042.73	3,194.78	3,353.90	3,521.86	3,696.89			36,512.74	38,337.31	40,246.75	42,262.27	44,362.66		
Senior Account Clerk	19.31	20.28	21.30	22.36	23.47			1,544.69	1,622.21	1,703.81	1,788.67	1,877.62			3,346.82	3,514.78	3,691.58	3,875.46	4,068.17			40,161.89	42,177.41	44,299.01	46,505.47	48,818.02		
Senior Admin Clerk (see note 3)	18.62	19.55	20.51	21.54	22.61	26.75		1,489.20	1,564.27	1,640.98	1,723.39	1,809.07		2,140.00	3,226.60	3,389.26	3,555.45	3,734.02	3,919.66		4,636.67	38,719.20	40,871.07	42,665.38	44,808.19	47,035.87	55,640.00	
Accounting Technician	22.59	23.73	24.92	26.15	27.47			1,807.44	1,898.02	1,993.49	2,092.22	2,197.46			3,916.12	4,112.37	4,319.22	4,533.15	4,761.22			46,993.44	49,348.42	51,830.69	54,397.82	57,134.69		
Community Services Officer I	19.01	19.96	20.96	22.00	23.10			1,521.02	1,596.91	1,676.88	1,760.11	1,848.24			3,295.55	3,459.98	3,633.24	3,813.58	4,004.52			39,546.62	41,519.71	43,598.88	45,762.91	48,054.24		
Community Services Officer II (new as of 4/10/18)	20.91	21.96	23.06	24.20	25.41			1,672.80	1,756.80	1,844.80	1,936.00	2,032.80			3,624.40	3,806.40	3,997.07	4,194.67	4,404.40			43,492.80	45,676.80	47,964.80	50,336.00	52,852.80		
Finance Technician	22.59	23.73	24.92	26.15	27.47			1,807.44	1,898.02	1,993.49	2,092.22	2,197.49			3,916.12	4,112.37	4,319.22	4,533.15	4,761.22			46,993.44	49,348.42	51,830.69	54,397.82	57,134.69		
Engineering Tech	22.85	23.98	25.18	26.45	27.76			1,827.84	1,918.42	2,014.70	2,115.89	2,221.15			3,960.32	4,156.57	4,365.19	4,584.42	4,812.80			47,523.84	49,878.62	52,382.30	55,013.09	57,749.95		
Engineering Tech Sr	25.11	26.38	27.69	29.07	30.53			2,008.99	2,110.18	2,215.44	2,325.60	2,442.29			4,352.82	4,572.05	4,800.12	5,038.80	5,291.62			52,233.79	54,864.58	57,601.44	60,465.60	63,499.49		
Accountant I	24.65	25.88	27.17	28.54	29.97			1,972.27	2,070.19	2,173.82	2,283.17	2,397.41			4,273.26	4,485.42	4,709.95	4,946.86	5,194.38			51,279.07	53,824.99	56,519.42	59,362.37	62,332.61		
Accounting Specialist	24.84	26.07	27.39	28.74	30.17			1,986.96	2,085.70	2,190.96	2,299.49	2,413.73			4,305.08	4,519.01	4,747.08	4,982.22	5,229.74			51,660.96	54,228.10	56,964.96	59,786.69	62,756.93		
Animal Control Officer	18.74	19.69	20.68	21.71	22.79			1,498.99	1,574.88	1,654.03	1,736.45	1,822.94			3,247.82	3,412.24	3,583.74	3,762.30	3,949.71			38,973.79	40,946.88	43,004.83	45,147.65	47,396.54		
Senior Animal Control Officer	20.63	21.66	22.75	23.89	25.07			1,650.77	1,733.18	1,819.68	1,911.07	2,005.73			3,576.66	3,755.23	3,942.64	4,140.66	4,345.74			42,919.97	45,062.78	47,311.68	49,687.87	52,148.93		
Assist. Equip. Mechanic	19.35	20.32	21.33	22.40	23.51			1,547.95	1,625.47	1,706.26	1,791.94	1,880.68			3,353.90	3,521.86	3,696.89	3,882.53	4,075.24			40,246.75	42,262.27	44,362.66	46,505.47	48,818.02		
Mechanic	21.28	22.34	23.46	24.62	25.86			1,702.18	1,787.04	1,876.80	1,969.82	2,068.56			3,688.05	3,871.92	4,066.40	4,267.95	4,481.88			44,256.58	46,463.04	48,796.80	51,215.42	53,782.56		
Lead Mechanic	23.23	24.38	25.60	26.88	28.22			1,858.03	1,950.24	2,048.16	2,150.16	2,257.87			4,025.74	4,225.52	4,437.68	4,658.68	4,892.06			48,308.83	50,706.24	53,252.16	55,904.16	58,704.67		
Maintenance Assistant	12.21	12.84	13.48	14.15	14.86			976.75	1,027.34	1,078.75	1,131.79	1,188.91			2,116.30	2,225.91	2,337.30	2,452.22	2,575.98			25,395.55	26,710.94	28,047.55	29,426.59	30,911.71		
Maintenance Worker I	16.64	17.46	18.32	19.25	20.22			1,330.90	1,396.99	1,465.54	1,536.79	1,617.31			2,863.61	3,026.82	3,175.33	3,336.22	3,504.18			34,603.30	36,321.79	38,103.94	40,034.59	42,050.11		
Maintenance Worker II	18.52	19.44	20.41	21.44	22.50			1,481.86	1,555.30	1,632.82	1,715.23	1,800.10			3,210.69	3,369.81	3,537.77	3,716.34	3,900.21			38,528.26	40,437.70	42,453.22	44,596.03	46,802.50		
Maintenance Worker III	21.70	22.78	23.91	25.10	26.37			1,735.63	1,822.13	1,912.70	2,008.18	2,109.36			3,760.54	3,947.94	4,144.19	4,351.05	4,570.28			45,126.43	47,375.33	49,730.30	52,212.58	54,843.36		
Parking Enforcement Officer	17.27	18.15	19.04	19.99	21.00			1,381.49	1,451.66	1,523.47	1,599.36	1,680.14			2,993.22	3,145.27	3,300.86	3,465.28	3,640.31			35,918.69	37,743.26	39,610.27	41,583.36	43,683.74		
Plant Maintenance Mechanic (revised 4/1/2016)	25.60	26.88	28.22	29.63	31.12			2,048.16	2,150.16	2,257.87	2,370.48	2,489.62			4,437.68	4,658.68	4,892.06	5,136.04	5,394.17			53,252.16	55,904.16	58,704.67	61,632.48	64,730.02		
Senior Maintenance Worker	25.42	26.68	28.02	29.42	30.90			2,033.47	2,134.66	2,241.55	2,353.34	2,471.66			4,405.86	4,625.09	4,856.70	5,098.91	5,355.27			52,870.27	55,501.06	58,280.35	61,186.94	64,263.26		
Treatment Plant Operator I	26.72	28.07	29.48	30.96	32.50			2,137.92	2,245.63	2,358.24	2,476.56	2,599.78			4,632.16	4,865.54	5,109.52	5,365.88	5,632.85			55,585.92	58,386.43	61,314.24	64,390.56	67,594.18		
Treatment Plant Operator II	29.98	31.48	33.06	34.71	36.44			2,398.22	2,518.18	2,644.66	2,776.85	2,915.57			5,196.15	5,456.05	5,730.09	6,016.50	6,317.06			62,353.82	65,472.58	68,761.06	72,198.05	75,804.77		
Senior Treatment Plant Operator	34.48	36.20	38.01	39.92	41.92			2,758.08	2,895.98	3,040.42	3,193.82	3,353.76			5,975.84	6,274.63	6,587.57	6,919.95	7,266.48			71,710.08	75,295.58	79,050.82	83,039.42	87,197.76		
Water Distribution Operator in Training	17.76	18.65	19.58	20.56	21.57			1,420.66	1,491.65	1,566.72	1,645.06	1,725.84			3,078.09	3,231.90	3,394.56	3,564.29	3,739.32			36,937.06	38,782.85	40,734.72	42,771.46	44,871.84		

City of Grass Valley Salary Schedule
FY 2018-2019

Position	Hourly							Bi Weekly							Monthly							Annually						
	A	B	C	D	E	F	10% O/S (Note 4)	A	B	C	D	E	F	5% O/S Perform (Note 4)	A	B	C	D	E	F	5% O/S Perform (Note 4)	A	B	C	D	E	F	5% O/S Perform (Note 4)
Misc Unit 2 October 1, 2017 - September 30, 2018:																												
Account Clerk I	15.66	16.33	17.15	18.00	18.80			1,244.40	1,306.42	1,371.70	1,440.24	1,512.05			2,896.20	2,830.57	2,972.01	3,120.52	3,276.10			32,354.40	33,966.82	35,664.10	37,446.24	39,313.25		
Account Clerk II	17.55	18.43	19.35	20.32	21.33			1,404.34	1,474.51	1,547.95	1,625.47	1,706.06			3,042.73	3,194.78	3,353.90	3,521.96	3,696.89			36,512.74	38,337.31	40,246.75	42,262.27	44,362.66		
Senior Account Clerk	19.31	20.28	21.30	22.36	23.47			1,544.69	1,622.21	1,703.81	1,788.67	1,877.62			3,346.82	3,514.78	3,691.58	3,875.46	4,068.17			40,161.89	42,177.41	44,299.01	46,505.47	48,818.02		
Senior Admin Clerk (see note 3)	18.62	19.55	20.51	21.54	22.61		26.75	1,489.20	1,564.27	1,640.98	1,723.39	1,809.07			3,226.60	3,389.26	3,555.45	3,734.02	3,919.66			38,719.20	40,671.07	42,665.38	44,808.19	47,035.87		55,640.00
Accounting Technician	22.59	23.73	24.92	26.15	27.47			1,807.44	1,898.02	1,993.49	2,092.22	2,197.49			3,916.12	4,112.37	4,319.22	4,533.15	4,761.22			46,993.44	49,348.42	51,830.69	54,397.82	57,134.69		
Community Services Officer I	19.01	19.96	20.96	22.00	23.10			1,521.02	1,596.91	1,676.88	1,760.11	1,848.24			3,295.55	3,459.98	3,633.24	3,813.58	4,004.52			39,546.62	41,519.71	43,598.88	45,762.91	48,054.24		
Community Services Officer II (new as of 4/10/18)	20.91	21.96	23.06	24.20	25.41			1,672.80	1,756.80	1,844.80	1,936.00	2,032.80			3,624.40	3,806.40	3,997.07	4,194.67	4,404.40			43,492.80	45,676.80	47,964.80	50,336.00	52,852.80		
Finance Technician	22.59	23.73	24.92	26.15	27.47			1,807.44	1,898.02	1,993.49	2,092.22	2,197.49			3,916.12	4,112.37	4,319.22	4,533.15	4,761.22			46,993.44	49,348.42	51,830.69	54,397.82	57,134.69		
Engineering Tech	22.85	23.98	25.18	26.45	27.76			1,827.84	1,918.42	2,014.70	2,115.89	2,221.15			3,960.32	4,156.57	4,365.19	4,584.42	4,812.50			47,523.84	49,876.82	52,382.30	55,013.09	57,749.96		
Engineering Tech Sr	25.11	26.38	27.69	29.07	30.53			2,008.99	2,110.18	2,215.44	2,325.60	2,442.29			4,352.82	4,572.05	4,800.12	5,038.80	5,291.62			52,233.79	54,864.58	57,601.44	60,465.60	63,499.49		
Accountant I	24.65	25.88	27.17	28.54	29.97			1,972.27	2,070.19	2,173.82	2,283.17	2,397.41			4,273.26	4,485.42	4,709.95	4,946.86	5,194.38			51,279.07	53,624.99	56,519.42	59,362.37	62,332.61		
Accounting Specialist	24.84	26.07	27.39	28.74	30.17			1,986.96	2,085.70	2,190.96	2,299.49	2,413.73			4,305.08	4,519.01	4,747.08	4,992.22	5,229.74			51,660.96	54,228.10	56,964.96	59,786.69	62,756.93		
Animal Control Officer	18.74	19.69	20.68	21.71	22.79			1,498.99	1,574.88	1,654.03	1,736.45	1,822.94			3,247.82	3,412.24	3,583.74	3,762.30	3,949.71			38,973.79	40,946.88	43,004.83	45,147.65	47,396.54		
Senior Animal Control Officer	20.63	21.66	22.75	23.89	25.07			1,650.77	1,733.18	1,819.68	1,911.07	2,005.73			3,576.66	3,755.23	3,942.64	4,140.66	4,345.74			42,919.97	45,062.78	47,311.68	49,687.87	52,148.93		
Assist. Equip. Mechanic	19.35	20.32	21.33	22.40	23.51			1,547.95	1,625.47	1,706.26	1,791.94	1,880.88			3,353.90	3,521.86	3,696.89	3,882.53	4,075.24			40,246.75	42,262.27	44,362.66	46,590.34	48,902.88		
Mechanic	21.28	22.34	23.46	24.62	25.86			1,702.18	1,787.04	1,876.80	1,969.82	2,068.56			3,688.05	3,871.92	4,066.40	4,267.95	4,481.88			44,256.58	46,463.04	48,796.80	51,215.42	53,782.56		
Lead Mechanic	23.23	24.38	25.60	26.88	28.22			1,858.03	1,950.24	2,048.16	2,150.16	2,257.87			4,025.74	4,225.52	4,437.68	4,658.68	4,892.06			48,308.83	50,706.24	53,252.16	55,904.16	58,704.67		
Maintenance Assistant	12.21	12.84	13.48	14.15	14.86			976.75	1,027.34	1,078.75	1,131.79	1,188.91			2,116.30	2,225.91	2,337.30	2,452.22	2,575.98			25,395.55	26,710.94	28,047.55	29,426.59	30,911.71		
Maintenance Worker I	16.64	17.46	18.32	19.25	20.22			1,330.90	1,396.99	1,465.54	1,536.79	1,611.31			2,983.61	3,026.82	3,175.33	3,336.22	3,504.18			34,603.30	36,321.79	38,103.94	40,034.59	42,050.11		
Maintenance Worker II	18.52	19.44	20.41	21.44	22.50			1,481.86	1,555.30	1,632.82	1,715.23	1,800.10			3,210.69	3,369.81	3,537.77	3,716.34	3,900.21			38,528.26	40,437.70	42,463.22	44,596.03	46,802.50		
Maintenance Worker III	21.70	22.78	23.91	25.10	26.37			1,735.63	1,822.13	1,912.70	2,008.18	2,109.36			3,760.54	3,947.94	4,144.19	4,351.05	4,570.28			45,126.43	47,375.33	49,730.30	52,212.58	54,843.36		
Parking Enforcement Officer	17.27	18.15	19.04	19.99	21.00			1,381.49	1,451.66	1,523.47	1,599.36	1,680.14			2,993.22	3,145.27	3,300.86	3,465.28	3,640.31			35,918.69	37,743.26	39,610.27	41,583.38	43,683.74		
Plant Maintenance Mechanic (revised 4/1/2016)	25.60	26.88	28.22	29.63	31.12			2,048.16	2,150.16	2,257.87	2,370.48	2,489.62			4,437.68	4,658.68	4,892.06	5,136.04	5,394.17			53,252.16	55,904.16	58,704.67	61,632.48	64,730.02		
Senior Maintenance Worker	25.42	26.68	28.02	29.42	30.90			2,033.47	2,134.66	2,241.55	2,353.34	2,471.66			4,405.86	4,625.09	4,856.70	5,098.91	5,355.27			52,870.27	55,501.06	58,280.35	61,186.94	64,263.26		
Treatment Plant Operator I	26.72	28.07	29.48	30.96	32.50			2,137.92	2,245.63	2,358.24	2,476.56	2,599.78			4,632.16	4,865.54	5,109.52	5,365.88	5,632.85			55,585.92	58,386.43	61,314.24	64,390.56	67,594.18		
Treatment Plant Operator II	29.98	31.48	33.06	34.71	36.44			2,398.22	2,518.18	2,644.66	2,776.85	2,915.57			5,196.15	5,456.05	5,730.09	6,016.50	6,317.06			62,353.82	65,472.58	68,761.06	72,186.05	75,804.77		
Senior Treatment Plant Operator	34.48	36.20	38.01	39.92	41.92			2,758.08	2,895.98	3,040.42	3,193.82	3,353.76			5,975.84	6,274.63	6,587.57	6,919.95	7,266.48			71,710.08	75,295.58	79,050.82	83,039.42	87,197.76		
Water Distribution Operator in Training	17.76	18.65	19.58	20.56	21.57			1,420.66	1,491.65	1,566.72	1,645.06	1,725.84			3,078.09	3,231.90	3,394.56	3,564.29	3,739.32			36,937.06	38,782.85	40,734.72	42,771.46	44,871.84		

City of Grass Valley Salary Schedule
FY 2019-2020

	Hourly							Bi Weekly							Monthly							Annually							
	A	B	C	D	E	F	Y Rated (Note 3)	A	B	C	D	E	F	Y Rated (Note 3)	A	B	C	D	E	F	Y Rated (Note 3)	A	B	C	D	E	F	Y Rated (Note 3)	
Executive Unit January 1, 2019:																													
City Manager	79.80	-	-	-	-	87.99		6,384.00	-	-	-	-	7,039.20		13,832.00	-	0.00	-	15,251.60			165,984.00	-	0.00	-	-	183,019.20		
Chief of Police	64.42	-	73.62	-	84.13			5,153.25	-	5,889.42	-	6,730.77			11,665.37	-	12,760.42	-	14,583.33			133,984.38	-	153,125.00	-	-	175,000.00		
City Clerk	31.29	-	35.76	-	40.23			2,563.28	-	2,860.58	-	3,262.33			5,750.31	-	6,197.92	-	7,083.33			65,078.13	-	74,375.00	-	-	85,000.00		
Community Development Director	55.21	-	63.10	-	72.12			4,417.07	-	5,048.08	-	5,769.23			9,570.31	-	10,937.50	-	12,500.00			114,843.75	-	131,250.00	-	-	150,000.00		
Fire Chief	58.89	-	67.31	-	76.92			4,711.54	-	5,384.62	-	6,153.85			10,208.33	-	11,666.67	-	13,333.33			122,500.00	-	140,000.00	-	-	160,000.00		
Public Works Director of Operations	55.21	-	63.10	-	72.12			4,417.07	-	5,048.08	-	5,769.23			9,570.31	-	10,937.50	-	12,500.00			114,843.75	-	131,250.00	-	-	150,000.00		
Executive Unit January 14, 2020:																													
Administrative Services Director	58.89	-	67.31	-	81.73			4,711.54	-	5,384.62	-	6,538.46			10,208.33	-	11,666.67	-	14,166.67			122,500.00	-	140,000.00	-	-	170,000.00		
City Manager	79.80	-	-	-	-	87.99		6,384.00	-	-	-	-	7,039.20		13,832.00	-	0.00	-	15,251.60			165,984.00	-	0.00	-	-	183,019.20		
Chief of Police	64.42	-	73.62	-	88.94			5,153.25	-	5,889.42	-	7,115.38			11,665.37	-	12,760.42	-	15,416.67			133,984.38	-	153,125.00	-	-	185,000.00		
City Clerk	31.29	-	35.76	-	45.67			2,503.01	-	2,860.58	-	3,663.85			5,423.18	-	6,197.92	-	7,916.67			65,078.13	-	74,375.00	-	-	95,000.00		
Community Development Director	55.21	-	63.10	-	76.92			4,417.07	-	5,048.08	-	6,153.85			9,570.31	-	10,937.50	-	13,333.33			114,843.75	-	131,250.00	-	-	160,000.00		
Fire Chief	58.89	-	67.31	-	81.73			4,711.54	-	5,384.62	-	6,538.46			10,208.33	-	11,666.67	-	14,166.67			122,500.00	-	140,000.00	-	-	170,000.00		
Public Works Director of Operations	55.21	-	63.10	-	76.92			4,417.07	-	5,048.08	-	6,153.85			9,570.31	-	10,937.50	-	13,333.33			114,843.75	-	131,250.00	-	-	160,000.00		
Unit 1 July 1, 2019 - June 30, 2020:																													
Animal Control Supervisor	25.78	-	28.58	-	33.06			2,062.40	-	2,286.40	-	2,644.80			4,468.53	-	4,953.87	-	5,730.40			53,622.40	-	59,446.40	-	-	68,764.80		
Assistant Chief Treatment Plant Operator	42.78	-	47.18	-	54.29			3,422.40	-	3,774.40	-	4,343.20			7,415.20	-	8,177.87	-	9,410.27			88,982.40	-	98,134.40	-	-	112,923.20		
Assistant Engineer	34.08	-	37.76	-	43.49			2,726.40	-	3,020.80	-	3,479.20			5,907.20	-	6,545.07	-	7,538.27			70,886.40	-	78,540.80	-	-	90,493.20		
Assistant City Engineer	48.42	-	53.65	-	61.81			3,873.60	-	4,292.00	-	4,944.80			8,392.80	-	9,299.33	-	10,713.73			100,713.60	-	111,592.00	-	-	128,564.80		
Associate City Engineer	40.88	-	45.28	-	52.77			3,270.40	-	3,622.40	-	4,173.60			7,085.87	-	7,848.53	-	9,042.80			85,030.40	-	94,182.40	-	-	108,513.60		
Battalion Chief	42.20	-	46.76	-	55.14			3,740.00	-	4,141.20	-	4,714.40			8,314.67	-	9,105.07	-	10,557.60			87,778.16	-	97,260.16	-	-	114,691.20		
Building Officer	40.22	-	42.35	-	48.78			3,057.60	-	3,388.00	-	3,902.40			6,624.80	-	7,340.67	-	8,455.20			79,497.60	-	88,088.00	-	-	101,462.40		
Principal Planner	40.12	-	44.44	-	51.20			3,209.60	-	3,555.20	-	4,096.00			6,954.13	-	7,702.93	-	8,874.67			83,449.60	-	92,435.20	-	-	106,496.00		
Utilities Super-Chief Treatment Plant Operator	51.12	-	56.10	-	65.86			3,689.60	-	4,088.00	-	4,708.80			7,994.13	-	8,857.33	-	10,202.40			95,929.60	-	106,288.00	-	-	122,488.00		
Police Captain	51.11	-	58.32	-	72.07			4,088.80	-	4,665.60	-	5,365.60			8,859.07	-	10,108.80	-	12,492.13			106,308.80	-	121,305.60	-	-	149,905.60		
Police Lieutenant	44.72	-	49.64	-	60.06			3,577.60	-	3,971.20	-	4,604.80			7,751.47	-	8,604.27	-	10,410.40			93,017.60	-	103,251.20	-	-	124,924.80		
Information Technology Analyst	47.78	-	52.78	-	62.56			4,242.40	-	4,772.80	-	5,436.80			7,415.20	-	8,174.40	-	9,464.00			88,982.40	-	98,092.80	-	-	113,568.00		
General Ledger Accountant	30.41	-	38.02	-	47.92			2,432.80	-	3,041.60	-	3,833.60			5,271.07	-	6,590.13	-	8,306.13			63,252.80	-	79,081.60	-	-	99,673.60		
Senior Accountant	30.41	-	38.02	-	47.92			2,432.80	-	3,041.60	-	3,833.60			5,271.07	-	6,590.13	-	8,306.13			63,252.80	-	79,081.60	-	-	99,673.60		
Senior Engineer	44.65	-	49.48	-	57.56			3,572.00	-	3,958.40	-	4,604.80			7,739.33	-	8,576.53	-	9,977.07			92,872.00	-	102,916.00	-	-	119,724.80		
Senior Engineer/Deputy Director	48.42	-	53.65	-	61.81			3,873.60	-	4,292.00	-	4,944.80			8,392.80	-	9,299.33	-	10,713.73			100,713.60	-	111,592.00	-	-	128,564.80		
Superintendent	34.99	-	38.01	-	44.37			2,796.20	-	3,040.80	-	3,549.60			6,064.93	-	6,588.40	-	7,690.80			72,779.20	-	79,060.80	-	-	92,289.60		
Superintendent II	36.74	-	39.91	-	46.59			2,939.20	-	3,192.80	-	3,727.20			6,366.27	-	6,917.73	-	8,075.60			76,419.20	-	83,012.80	-	-	96,907.20		
Misc Unit 2 October 1, 2018 - September 30, 2019:																													
Account Clerk I	15.87	16.66	17.49	18.36	19.28			1,269.60	1,332.80	1,399.20	1,468.80	1,542.40			2,750.80	2,887.73	3,031.60	3,182.40	3,341.87			33,009.60	34,652.80	36,378.20	38,185.80	40,102.40			
Account Clerk II	17.91	18.80	19.74	20.72	21.76			1,432.80	1,504.00	1,579.20	1,657.60	1,740.00			3,104.40	3,256.67	3,421.60	3,591.47	3,770.00			37,252.80	39,184.00	41,059.20	42,980.80	45,040.00			
Senior Account Clerk	19.69	20.68	21.72	22.81	23.94			1,575.20	1,654.40	1,737.60	1,824.80	1,915.20			3,412.93	3,584.53	3,764.80	3,953.73	4,149.60			40,955.20	43,014.40	45,177.60	47,444.80	49,795.20			
Senior Admin Clerk (see note 3)	18.99	19.94	20.92	21.97	23.07	25.75		1,519.20	1,595.20	1,673.60	1,757.60	1,845.60		2,140.00	3,291.60	3,456.27	3,626.13	3,808.13	3,998.80	4,636.67			39,499.20	41,475.20	43,513.60	45,697.60	47,985.60	55,640.00	
Accounting Technician	23.04	24.20	25.42	26.68	27.96			1,943.20	2,025.60	2,110.40	2,208.80	2,310.40			3,993.60	4,167.87	4,354.40	4,552.93	4,763.60			47,823.20	50,326.40	52,948.80	55,688.00	58,544.00			
Community Services Officer I	19.39	20.36	21.38	22.44	23.57			1,551.20	1,628.80	1,710.40	1,795.20	1,884.60			3,360.93	3,529.07	3,705.87	3,889.60	4,085.47			40,331.20	42,348.80	44,470.40	46,725.20	49,025.60			
Community Services Officer II	21.31	22.40	23.52	24.68	25.92			1,706.40	1,792.00	1,881.60	1,974.40	2,073.60			3,697.20	3,862.67	4,036.80	4,217.87	4,402.80			44,366.40	46,592.00	48,921.60	51,334.40	53,913.60			
Finance Technician	23.04	24.20	25.42	26.68	27.96			1,943.20	2,025.60	2,110.40	2,208.80	2,310.40			3,993.60	4,167.87	4,354.40	4,552.93	4,763.60			47,823.20	50,326.40	52,948.80	55,688.00	58,544.00			
Community Services Officer III	23.30	24.46	25.69	26.98	28.32			1,864.00	1,956.80	2,055.20	2,158.40	2,265.60			4,038.67	4,239.73	4,452.93	4,676.53	4,908.80			48,464.00	50,876.80	53,435.20	56,114.80	58,905.60			
Engineering Tech	25.61	26.90	28.25	29.65	31.14			2,048.80	2,152.00	2,260.00	2,372.00	2,491.20			4,439.07	4,662.67	4,896.67	5,139.33	5,397.60			53,268.80	55,952.00	58,760.00	61,672.00	64,771.20			
Accountant I	25.15	26.59	27.92	29.31	30.77			2,115.20	2,216.00	2,321.60	2,432.80	2,549.60			4,359.33	4,574.27	4,804.80	5,045.73	5,298.80			52,312.00	54,891.20	57,565.60	60,340.80	63,265.60			
Accounting Specialist	25.33	26.59	27.93	29.32	30.78			2,026.40	2,127.20	2,234.40	2,345.60	2,462.40		</															

City of Grass Valley Salary Schedule
FY 2019-2020

Position	Hourly						Bi Weekly						Monthly						Annually								
	A	B	C	D	E	F	Y Rated (Note 3)	A	B	C	D	E	F	Y Rated (Note 3)	A	B	C	D	E	F	Y Rated (Note 3)	A	B	C	D	E	F
Associate Planner	33.14	34.86	36.59	38.31	40.02			2,651.20	2,788.80	2,927.20	3,064.80	3,201.60			5,744.27	6,042.40	6,342.27	6,640.40	6,936.80			68,931.20	72,508.80	76,107.20	79,684.80	83,241.60	
Police Evidence/Property Technician	21.78	22.87	24.00	25.21	26.47			1,742.40	1,829.60	1,920.00	2,016.80	2,117.60			3,775.20	3,964.13	4,160.00	4,369.73	4,588.13			45,302.40	47,569.60	49,920.00	52,436.80	55,067.60	
Police Records Technician	19.30	20.27	21.27	22.34	23.45			1,544.00	1,621.60	1,701.60	1,787.20	1,876.00			3,345.33	3,513.47	3,686.80	3,872.27	4,064.67			40,144.00	42,161.60	44,241.60	46,467.20	48,776.00	
Police Officer Trainee	25.06	-	-	-	-	-		2,004.80	-	-	-	-	-		4,343.73	-	-	-	-	-		52,124.80	-	-	-	-	-
Police Officer I	26.38	27.70	29.09	30.54	32.07	33.67		2,110.40	2,216.00	2,327.20	2,443.20	2,565.60	2,693.60		4,572.53	4,801.33	5,042.27	5,293.60	5,558.80	5,836.13		54,870.40	57,616.00	60,507.20	63,523.20	66,705.60	70,033.60
Police Officer II	27.75	29.14	30.60	32.13	33.74	35.43		2,220.00	2,331.20	2,448.00	2,570.40	2,699.20	2,834.40		4,810.00	5,050.93	5,304.00	5,569.20	5,848.27	6,141.20		57,720.00	60,611.20	63,648.00	66,830.40	70,179.20	73,694.40
Police Sergeant	34.44	36.16	37.97	39.87	41.86	43.95		2,755.20	2,892.80	3,037.60	3,189.60	3,348.80	3,516.00		5,969.60	6,267.73	6,581.47	6,910.80	7,255.73	7,618.00		71,635.20	75,212.80	78,977.60	82,929.60	87,068.80	91,416.00
Deputy Fire Marshal (Note 2)	24.61	25.85	27.14	28.50	29.93			2,756.32	2,895.20	3,039.68	3,192.00	3,352.16			5,972.03	6,272.93	6,585.97	6,916.00	7,263.01			71,664.32	75,275.20	79,031.68	82,992.00	87,156.16	
Deputy Fire Marshal	32.61	34.25	35.97	37.76	39.64			2,608.80	2,740.00	2,877.60	3,020.80	3,171.20			5,652.40	5,936.67	6,234.80	6,545.07	6,870.93			67,828.80	71,240.00	74,817.60	78,540.80	82,451.20	
Fire Captain (Note 2)	24.61	25.85	27.14	28.50	29.93			2,756.32	2,895.20	3,039.68	3,192.00	3,352.16			5,972.03	6,272.93	6,585.97	6,916.00	7,263.01			71,664.32	75,275.20	79,031.68	82,992.00	87,156.16	
Engineer (Note 2)	20.37	21.39	22.46	23.58	24.76			2,281.44	2,395.68	2,515.52	2,640.96	2,773.12			4,943.12	5,190.64	5,450.29	5,722.08	6,008.43			59,317.44	62,287.68	65,403.52	68,664.96	72,101.12	
Fire Fighter (Note 2)	17.49	18.36	19.29	20.25	21.27			1,958.88	2,056.32	2,160.48	2,268.00	2,382.24			4,244.24	4,455.36	4,681.04	4,914.00	5,161.52			50,930.88	53,464.32	56,172.48	58,968.00	61,938.24	
Fire Inspector	21.46	22.53	23.65	24.84	26.08			1,716.80	1,802.40	1,892.00	1,987.20	2,086.40			3,719.73	3,905.20	4,099.33	4,305.60	4,520.53			44,636.80	46,862.40	49,192.00	51,667.20	54,246.40	
Part Time/Seasonal																											
Seasonal Fire Fighter	14.84	15.58	16.36	17.18	18.04																						
Reserve Police Officer Level III	15.00	-	-	-	-			-	-	-	-	-	-		-	-	-	-	-	-		-	-	-	-	-	-
Reserve Police Officer Level II (see note 4)	20.00	-	-	-	-			-	-	-	-	-	-		-	-	-	-	-	-		-	-	-	-	-	-
Reserve Police Officer Level I (see note 5)	26.38	27.70	29.09	30.54	32.07	33.67		-	-	-	-	-	-		-	-	-	-	-	-		-	-	-	-	-	-
Kennel Assistant (see note 7)	13.00	-	-	-	-			-	-	-	-	-	-		-	-	-	-	-	-		-	-	-	-	-	-
Accountant (see note 6)	27.00	-	-	-	40.00			-	-	-	-	-	-		-	-	-	-	-	-		-	-	-	-	-	-
Pool Manager	17.00	17.50	18.00	18.50	19.00			-	-	-	-	-	-		-	-	-	-	-	-		-	-	-	-	-	-

Notes:

- 1) Salary range revised on September 22, 2015
- 2) Based on 2,912 hours per year
- 3) Employees was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).
- 4) Rate for Level 1 Reserve Officers hired before 1999
- 5) A range equal to that of Police Officer I as published in the Unit 6 MCO
- 6) Range of \$27.00-40.00/hour depending on City need and experience level
- 7) \$10.00 or existing minimum wage, whichever is greater.

**City of Grass Valley Salary Schedule
FY 2020-2021**

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F
Executive Unit January 14, 2020:																								
Administrative Services Director	58.89	-	67.31	-	81.73		4,711.54	-	5,384.62	-	6,538.46		10,208.33	-	11,666.67	-	14,166.67		122,500.00	-	140,000.00	-	170,000.00	
Deputy Administrative Services Director	44.17	-	50.93	-	57.69		3,533.62	-	4,074.50	-	4,615.38		7,656.17	-	8,828.08	-	10,000.00		91,874.00	-	105,937.00	-	120,000.00	
City Manager	79.80	-	-	-	93.75		6,384.00	-	-	-	7,500.00		13,832.00	-	-	-	16,250.00		165,984.00	-	-	-	195,000.00	
Chief of Police	64.42	-	73.62	-	88.94		5,153.25	-	5,889.42	-	7,115.38		11,165.37	-	12,760.42	-	15,416.67		133,984.38	-	153,125.00	-	185,000.00	
City Clerk	31.29	-	35.76	-	45.67		2,503.01	-	2,860.58	-	3,653.85		5,423.18	-	6,197.92	-	7,916.67		65,078.13	-	74,375.00	-	95,000.00	
Community Development Director	55.21	-	63.10	-	76.92		4,417.07	-	5,048.08	-	6,153.85		9,570.31	-	10,937.50	-	13,333.33		114,843.75	-	131,250.00	-	160,000.00	
Fire Chief	58.89	-	67.31	-	81.73		4,711.54	-	5,384.62	-	6,538.46		10,208.33	-	11,666.67	-	14,166.67		122,500.00	-	140,000.00	-	170,000.00	
Public Works Director of Operations	55.21	-	63.10	-	76.92		4,417.07	-	5,048.08	-	6,153.85		9,570.31	-	10,937.50	-	13,333.33		114,843.75	-	131,250.00	-	160,000.00	
Executive Unit November 29, 2020:																								
Administrative Services Director	58.89	-	67.31	-	81.73		4,711.54	-	5,384.62	-	6,538.46		10,208.33	-	11,666.67	-	14,166.67		122,500.00	-	140,000.00	-	170,000.00	
City Manager	79.80	-	-	-	87.99		6,384.00	-	-	-	7,039.20		13,832.00	-	-	-	15,251.60		165,984.00	-	-	-	195,000.00	
Chief of Police	64.42	-	73.62	-	88.94		5,153.25	-	5,889.42	-	7,115.38		11,165.37	-	12,760.42	-	15,416.67		133,984.38	-	153,125.00	-	185,000.00	
City Clerk	36.81	-	42.44	-	48.08		2,944.69	-	3,395.42	-	3,946.15		6,380.17	-	7,356.75	-	8,333.33		76,562.00	-	88,281.00	-	100,000.00	
Community Development Director	55.21	-	63.10	-	76.92		4,417.07	-	5,048.08	-	6,153.85		9,570.31	-	10,937.50	-	13,333.33		114,843.75	-	131,250.00	-	160,000.00	
Deputy City Clerk/Management Services Analyst	33.13	-	38.20	-	43.27		2,650.24	-	3,055.89	-	3,461.54		5,742.19	-	6,621.09	-	7,500.00		68,906.25	-	79,453.13	-	90,000.00	
Fire Chief	58.89	-	67.31	-	81.73		4,711.54	-	5,384.62	-	6,538.46		10,208.33	-	11,666.67	-	14,166.67		122,500.00	-	140,000.00	-	170,000.00	
Public Works Director of Operations	55.21	-	63.10	-	76.92		4,417.07	-	5,048.08	-	6,153.85		9,570.31	-	10,937.50	-	13,333.33		114,843.75	-	131,250.00	-	160,000.00	
Management/Supervisory Unit 1 July 1, 2020 - June 30, 2021:																								
Animal Control Supervisor	26.30	-	29.15	-	33.72		2,104.00	-	2,332.00	-	2,697.60		4,558.67	-	5,052.67	-	5,844.80		54,704.00	-	60,632.00	-	70,137.60	
Assistant Chief Treatment Plant Operator	43.64	-	48.12	-	55.38		3,491.20	-	3,849.60	-	4,430.40		7,564.27	-	8,340.80	-	9,599.20		90,771.20	-	100,089.60	-	115,190.40	
Assistant Engineer	34.76	-	38.52	-	44.36		2,780.80	-	3,081.60	-	3,548.80		6,025.07	-	6,676.80	-	7,689.07		72,300.80	-	80,121.60	-	92,268.80	
Assistant City Engineer	49.39	-	54.72	-	63.05		3,951.20	-	4,377.60	-	5,044.00		8,560.93	-	9,484.80	-	10,928.67		102,731.20	-	113,817.60	-	131,144.00	
Associate Civil Engineer	41.70	-	46.19	-	53.21		3,336.00	-	3,695.20	-	4,256.80		7,228.00	-	8,006.27	-	9,223.07		86,736.00	-	96,075.20	-	110,676.80	
Battalion Chief	43.04	-	47.70	-	56.24		3,443.20	-	3,816.00	-	4,499.20		7,460.27	-	8,268.00	-	9,748.27		89,523.20	-	99,216.00	-	116,979.20	
Building Official	38.98	-	43.20	-	49.76		3,118.40	-	3,456.00	-	3,980.80		6,756.53	-	7,488.00	-	8,625.07		81,078.00	-	89,856.00	-	103,500.80	
Principal Planner	40.92	-	45.33	-	52.22		3,273.60	-	3,626.40	-	4,177.60		7,092.80	-	7,857.20	-	9,051.47		85,113.60	-	94,286.40	-	108,817.60	
Utilities Super./Chief Treatment Plant Operator	47.04	-	52.12	-	60.04		3,763.20	-	4,169.60	-	4,803.20		8,153.60	-	9,034.13	-	10,406.93		97,843.20	-	108,409.60	-	124,883.20	
Police Captain	52.13	-	59.49	-	73.51		4,170.40	-	4,759.20	-	5,880.80		9,035.87	-	10,311.60	-	12,741.73		108,430.40	-	123,739.20	-	152,900.80	
Police Lieutenant	45.61	-	50.63	-	61.26		3,648.80	-	4,050.40	-	4,900.80		7,905.73	-	8,775.87	-	10,618.40		94,868.80	-	105,310.40	-	127,420.80	
Information Technology Analyst	43.64	-	48.10	-	55.69		3,491.20	-	3,848.00	-	4,455.20		7,564.27	-	8,337.33	-	9,652.93		90,771.20	-	100,048.00	-	115,835.20	
General Ledger Accountant	31.02	-	38.78	-	48.88		2,481.60	-	3,102.40	-	3,910.40		5,376.80	-	6,721.87	-	8,472.53		64,521.60	-	80,662.40	-	101,670.40	
Senior Accountant	31.02	-	38.78	-	48.88		2,481.60	-	3,102.40	-	3,910.40		5,376.80	-	6,721.87	-	8,472.53		64,521.60	-	80,662.40	-	101,670.40	
Senior Engineer	45.54	-	50.47	-	58.71		3,643.20	-	4,037.60	-	4,696.80		7,893.60	-	8,748.13	-	10,176.40		94,723.20	-	104,977.60	-	122,116.80	
Senior Engineer/Deputy Director	49.39	-	54.72	-	63.05		3,951.20	-	4,377.60	-	5,044.00		8,560.93	-	9,484.80	-	10,928.67		102,731.20	-	113,817.60	-	131,144.00	
Superintendent	35.69	-	38.77	-	45.26		2,855.20	-	3,101.60	-	3,620.80		6,186.27	-	6,720.13	-	7,845.07		74,235.20	-	80,641.60	-	94,140.80	
Superintendent II	37.47	-	40.71	-	47.52		2,997.60	-	3,256.80	-	3,801.60		6,494.80	-	7,056.40	-	8,236.80		77,937.60	-	84,676.80	-	98,841.60	
Misc Unit 2 October 1, 2020 - August 30, 2021:																								
Account Clerk I	16.51	17.33	18.20	19.10	20.06		1,320.80	1,386.40	1,456.00	1,528.00	1,604.80		2,861.73	3,003.87	3,154.67	3,310.67	3,477.07		34,340.80	36,046.40	37,856.00	39,728.00	41,724.80	
Account Clerk II	18.64	19.56	20.53	21.55	22.63		1,491.20	1,564.80	1,642.40	1,724.00	1,810.40		3,230.93	3,390.40	3,558.53	3,735.33	3,922.53		38,771.20	40,684.80	42,702.40	44,824.00	47,070.40	
Accountant I	26.16	27.46	28.84	30.28	31.80		2,092.80	2,196.80	2,307.20	2,422.40	2,544.00		4,534.40	4,759.73	4,998.93	5,248.53	5,512.00		54,412.80	57,116.80	59,987.20	62,982.40	66,144.00	
Accounting Specialist	26.36	27.66	29.06	30.51	32.03		2,108.80	2,212.80	2,324.80	2,440.80	2,562.40		4,569.07	4,794.40	5,037.07	5,288.40	5,551.87		54,828.80	57,532.80	60,444.80	63,460.80	66,622.40	
Accounting Technician	23.97	25.17	26.45	27.75	29.15		1,917.60	2,013.60	2,116.00	2,220.00	2,332.00		4,154.80	4,362.80	4,584.67	4,810.00	5,052.67		49,857.60	52,353.60	55,016.00	57,720.00	60,632.00	
Animal Control Officer	19.88	20.89	21.94	23.03	24.17		1,590.40	1,671.20	1,755.20	1,842.40	1,933.60		3,445.87	3,620.93	3,802.93	3,991.87	4,189.47		41,350.40	43,451.20	45,635.20	47,902.40	50,273.60	
Animal Shelter Kennel and Office Assistant	15.61	16.39	17.21	18.06	18.96		1,248.80	1,311.20	1,376.80	1,444.80	1,516.80		2,705.73	2,840.93	2,983.07	3,130.40	3,286.40		32,468.80	34,091.20	35,796.80	37,564.80	39,436.80	
Assist. Equip. Mechanic	20.53	21.55	22.63	23.78	24.95		1,642.40	1,724.00	1,810.40	1,902.40	1,996.00		3,558.53	3,735.33	3,922.53	4,121.87	4,324.67		42,702.40	44,824.00	47,070.40	49,462.40	51,896.00	
Associate Planner	33.80	35.56	37.32	39.08	40.82		2,704.00	2,844.80	2,985.60	3,126.40	3,265.60		5,858.67	6,163.73	6,468.80	6,773.87	7,075.47		70,304.00	73,964.80	77,625.60	81,286.40	84,905.60	
Community Services Analyst I	26.38	27.68	29.09	30.54	32.07		2,110.40	2,214.40	2,327.20	2,443.20	2,565.60		4,572.53	4,797.87	5,042.27	5,293.60	5,558.80		54,870.40	57,574.40	60,507.20	63,523.20	66,705.60	
Community Services Analyst II	30.33	31.84	33.45	35.12	36.86		2,426.40	2,547.20	2,676.00	2,809.60	2,948.80													

City of Grass Valley Salary Schedule
FY 2020-2021

Position	Hourly						Bi Weekly						Monthly						Annually							
	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F		
Police Officer II	31.08	32.64	34.27	35.99	37.79	39.68	2,486.40	2,611.20	2,741.60	2,879.20	3,023.20	3,174.40	5,387.20	5,657.60	5,940.13	6,238.27	6,550.27	6,877.87	64,646.40	67,891.20	71,281.60	74,859.20	78,603.20	82,534.40		
Police Sergeant	38.92	40.86	42.91	45.05	47.30	49.66	3,113.60	3,268.80	3,432.80	3,604.00	3,784.00	3,972.80	6,746.13	7,082.40	7,437.73	7,808.67	8,198.67	8,607.73	80,953.60	84,988.80	89,252.80	93,704.00	98,384.00	103,292.80		
Fire Unit 8 July 1, 2020 - June 30, 2021:																										
Deputy Fire Marshal (Note 2)	25.10	26.37	27.68	29.07	30.53		2,811.45	2,953.10	3,100.47	3,255.84	3,419.20		6,091.47	6,398.39	6,717.69	7,054.32	7,408.27		73,097.61	76,780.70	80,612.31	84,651.84	88,899.28			
Deputy Fire Marshal	33.26	34.94	36.69	38.52	40.43		2,660.98	2,794.80	2,935.15	3,081.22	3,234.62		5,765.45	6,055.40	6,359.50	6,675.97	7,008.35		69,185.38	72,664.80	76,313.95	80,111.62	84,100.22			
Fire Captain (Note 2)	25.10	26.37	27.68	29.07	30.53		2,811.45	2,953.10	3,100.47	3,255.84	3,419.20		6,091.47	6,398.39	6,717.69	7,054.32	7,408.27		73,097.61	76,780.70	80,612.31	84,651.84	88,899.28			
Engineer (Note 2)	20.78	21.82	22.91	24.05	25.26		2,327.07	2,443.59	2,565.83	2,693.78	2,828.58		5,041.98	5,294.45	5,559.30	5,836.52	6,128.60		60,503.79	63,533.43	66,711.59	70,038.26	73,543.14			
Fire Fighter (Note 2)	17.84	18.73	19.68	20.66	21.70		1,998.06	2,097.45	2,203.69	2,313.36	2,429.88		4,329.12	4,544.47	4,774.66	5,012.28	5,264.75		51,949.50	54,533.61	57,295.93	60,147.36	63,177.00			
Fire Inspector	21.89	22.98	24.12	25.34	26.60		1,751.14	1,838.45	1,929.84	2,026.94	2,128.13		3,794.13	3,983.30	4,181.32	4,391.71	4,610.94		45,529.54	47,799.65	50,175.84	52,700.54	55,331.33			
Part Time/Seasonal																										
Seasonal Fire Fighter	14.84	15.58	16.36	17.18	18.04		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Reserve Police Officer Level III	15.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Reserve Police Officer Level II (see note 4)	20.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Reserve Police Officer Level I (see note 5)	29.55	31.02	32.58	34.20	35.92	37.71	-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Kennel Assistant (see note 7)	13.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Accountant (see note 6)	27.00	-	-	-	40.00		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Pool Manager	17.00	17.50	18.00	18.50	19.00		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			

Notes:

- 1) N/A
- 2) Based on 2,912 hours per year
- 3) N/A
- 4) Rate for Level 1 Reserve Officers hired before 1999
- 5) A range equal to that of Police Officer I as published in the Unit 6 MOU
- 6) Range of \$27.00-40.00/hour depending on City need and experience level
- 7) \$10.00 or existing minimum wage, whichever is greater.

**City of Grass Valley Salary Schedule
FY 2021-2022**

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F
Executive Unit July 1, 2021:																								
Administrative Services Director	61.84	-	70.67	-	85.82		4,947.12	-	5,653.85	-	6,865.38		10,718.75	-	12,250.00	-	14,875.00		128,625.00	-	147,000.00	-	178,500.00	
Deputy Administrative Services Director	46.38	-	53.48	-	60.58		3,710.30	-	4,278.23	-	4,846.15		8,038.98	-	9,269.49	-	10,500.00		96,467.70	-	111,233.85	-	126,000.00	
City Manager	83.79	-	93.08	-	102.38		6,703.20	-	7,446.79	-	8,190.38		14,523.60	-	16,134.72	-	17,745.83		174,283.20	-	193,616.60	-	212,950.00	
Chief of Police	67.64	-	77.30	-	93.39		5,410.91	-	6,183.89	-	7,471.15		11,723.63	-	13,398.44	-	16,187.50		140,683.60	-	160,781.25	-	194,250.00	
Deputy Police Chief	61.84	-	70.67	-	85.82		4,947.12	-	5,653.85	-	6,865.38		10,718.75	-	12,250.00	-	14,875.00		128,625.00	-	147,000.00	-	178,500.00	
City Clerk	38.65	-	44.56	-	50.48		3,091.93	-	3,565.19	-	4,038.46		6,699.18	-	7,724.59	-	8,750.00		80,390.10	-	92,695.05	-	105,000.00	
Deputy City Clerk/management Services Analyst	34.78	-	40.11	-	45.43		2,782.75	-	3,208.68	-	3,634.62		6,029.30	-	6,952.15	-	7,875.00		72,351.56	-	83,425.79	-	94,500.00	
Community Development Director	57.97	-	66.26	-	80.77		4,637.92	-	5,300.48	-	6,461.54		10,048.83	-	11,484.38	-	14,000.00		120,585.94	-	137,812.50	-	168,000.00	
City Engineer	57.97	-	66.26	-	80.77		4,637.92	-	5,300.48	-	6,461.54		10,048.83	-	11,484.38	-	14,000.00		120,585.94	-	137,812.50	-	168,000.00	
Fire Chief	61.84	-	70.67	-	85.82		4,947.12	-	5,653.85	-	6,865.38		10,718.75	-	12,250.00	-	14,875.00		128,625.00	-	147,000.00	-	178,500.00	
Public Works Director of Operations	57.97	-	66.26	-	80.77		4,637.92	-	5,300.48	-	6,461.54		10,048.83	-	11,484.38	-	14,000.00		120,585.94	-	137,812.50	-	168,000.00	
Utilities Director	57.97	-	66.26	-	80.77		4,637.92	-	5,300.48	-	6,461.54		10,048.83	-	11,484.38	-	14,000.00		120,585.94	-	137,812.50	-	168,000.00	
Management/Supervisory Unit 1 July 1, 2021 - June 30, 2022:																								
Animal Control Supervisor	28.17	-	31.22	-	36.11		2,253.38	-	2,497.57	-	2,889.13		4,882.33	-	5,411.41	-	6,259.78		58,587.98	-	64,936.87	-	\$ 75,117.37	
Assistant Chief Treatment Plant Operator	46.74	-	51.54	-	59.31		3,739.08	-	4,122.92	-	4,744.96		8,101.33	-	8,933.00	-	10,280.74		97,215.96	-	107,195.96	-	\$ 123,368.92	
Assistant Engineer	37.23	-	41.25	-	47.51		2,978.24	-	3,300.39	-	3,800.76		6,452.85	-	7,150.85	-	8,234.99		77,434.16	-	85,810.23	-	\$ 98,819.88	
Assistant City Engineer	52.90	-	58.61	-	67.53		4,231.74	-	4,688.41	-	5,402.12		9,168.76	-	10,158.22	-	11,704.60		110,025.12	-	121,898.65	-	\$ 140,455.22	
Associate Civil Engineer	44.66	-	49.47	-	56.99		3,572.86	-	3,957.56	-	4,559.03		7,741.19	-	8,574.71	-	9,977.90		92,894.26	-	102,886.54	-	\$ 118,534.85	
Battalion Chief (40)	46.10	-	51.09	-	60.23		3,687.67	-	4,086.94	-	4,818.64		7,989.95	-	8,855.03	-	10,440.39		95,879.35	-	106,260.34	-	\$ 125,284.72	
Battalion Chief (56)	46.10	-	51.09	-	60.23		3,688.16	-	4,086.88	-	4,818.24		7,991.01	-	8,854.91	-	10,439.52		95,892.16	-	106,258.88	-	\$ 125,274.24	
Building Official	41.75	-	46.27	-	53.29		3,339.81	-	3,701.38	-	4,263.44		7,236.25	-	8,019.65	-	9,237.45		86,834.97	-	96,235.78	-	\$ 110,849.36	
Principal Planner	43.83	-	48.55	-	55.93		3,506.03	-	3,883.87	-	4,474.21		7,596.39	-	8,415.06	-	9,694.12		91,156.67	-	100,980.73	-	\$ 116,329.45	
Utilities Super./Chief Treatment Plant Operator	50.38	-	55.82	-	64.30		4,030.39	-	4,465.64	-	5,144.23		8,732.51	-	9,675.56	-	11,145.83		104,790.07	-	116,106.68	-	\$ 133,749.91	
Police Captain	55.83	-	63.71	-	78.73		4,466.50	-	5,097.10	-	6,298.34		9,677.41	-	11,043.74	-	13,646.40		116,128.96	-	132,524.68	-	\$ 163,756.76	
Police Lieutenant	48.85	-	54.22	-	65.61		3,907.86	-	4,337.98	-	5,248.76		8,467.04	-	9,398.95	-	11,372.31		101,604.48	-	112,787.44	-	\$ 136,467.68	
Information Technology Analyst	46.74	-	51.52	-	59.64		3,739.08	-	4,121.21	-	4,771.52		8,101.33	-	8,929.28	-	10,338.29		97,215.96	-	107,151.41	-	\$ 124,059.50	
General Ledger Accountant	33.22	-	41.53	-	52.35		2,657.79	-	3,322.67	-	4,188.04		5,758.55	-	7,199.12	-	9,074.08		69,102.63	-	86,389.43	-	\$ 108,889.00	
Senior Accountant	33.22	-	41.53	-	52.35		2,657.79	-	3,322.67	-	4,188.04		5,758.55	-	7,199.12	-	9,074.08		69,102.63	-	86,389.43	-	\$ 108,889.00	
Senior Engineer	48.77	-	54.05	-	62.88		3,901.87	-	4,324.27	-	5,030.27		8,454.05	-	9,369.25	-	10,898.92		101,448.55	-	112,431.01	-	\$ 130,787.09	
Senior Engineer/Deputy Director	52.90	-	58.61	-	67.53		4,231.74	-	4,688.41	-	5,402.12		9,168.76	-	10,158.22	-	11,704.60		110,025.12	-	121,898.65	-	\$ 140,455.22	
Superintendent	38.22	-	41.52	-	48.47		3,057.92	-	3,321.81	-	3,877.88		6,625.49	-	7,197.26	-	8,402.07		79,505.90	-	86,367.15	-	\$ 100,824.80	
Superintendent II	40.13	-	43.60	-	50.89		3,210.43	-	3,488.03	-	4,071.51		6,955.93	-	7,557.40	-	8,821.61		83,471.17	-	90,688.85	-	\$ 105,859.35	
Misc Unit 2 October 1, 2021 - August 30, 2022:																								
Assist. Equip. Mechanic	21.56	22.63	23.76	24.97	26.20		1,724.80	1,810.40	1,900.80	1,997.60	2,096.00		3,737.07	3,922.53	4,118.40	4,328.13	4,541.33		44,844.80	47,070.40	49,420.80	51,937.60	54,496.00	
Fleet Supervisor	36.24	38.05	39.95	41.95	44.05		2,899.20	3,044.00	3,196.00	3,356.00	3,524.00		6,281.60	6,595.33	6,924.67	7,271.33	7,635.33		75,379.20	79,144.00	83,096.00	87,256.00	91,624.00	
Lead Mechanic	25.87	27.17	28.52	29.95	31.46		2,069.60	2,173.60	2,281.60	2,396.00	2,516.80		4,484.13	4,709.47	4,943.47	5,191.33	5,453.07		53,809.60	56,513.60	59,321.60	62,296.00	65,436.80	
Maintenance Assistant	15.00	15.75	16.54	17.37	18.24		1,200.00	1,260.00	1,323.20	1,389.60	1,459.20		2,600.00	2,730.00	2,866.93	3,010.80	3,161.60		31,200.00	32,760.00	34,403.20	36,129.60	37,939.20	
Maintenance Worker I	18.54	19.46	20.41	21.44	22.52		1,483.20	1,556.80	1,632.80	1,715.20	1,801.60		3,213.60	3,373.07	3,537.73	3,716.27	3,903.47		38,563.20	40,476.80	42,452.80	44,596.20	46,814.60	
Maintenance Worker II	20.64	21.66	22.74	23.90	25.07		1,651.20	1,732.80	1,819.20	1,912.00	2,005.60		3,577.60	3,754.40	3,941.60	4,142.67	4,345.47		42,931.20	45,052.80	47,299.20	49,712.00	52,145.60	
Maintenance Worker III	24.17	25.37	26.65	27.96	29.38		1,933.60	2,029.60	2,132.00	2,236.80	2,350.40		4,189.47	4,397.47	4,619.33	4,846.40	5,092.53		50,273.60	52,769.60	55,432.00	58,156.80	61,110.40	
Mechanic	23.70	24.89	26.15	27.44	28.81		1,896.00	1,991.20	2,092.00	2,195.20	2,304.80		4,108.00	4,314.27	4,532.67	4,766.27	4,993.73		49,296.00	51,771.20	54,392.00	57,075.20	59,924.80	
Plant Maintenance Mechanic	28.52	29.95	31.46	33.01	34.67		2,281.60	2,396.00	2,516.80	2,640.80	2,773.60		4,943.47	5,191.33	5,453.07	5,721.73	6,009.47		59,321.60	62,296.00	65,436.80	68,660.80	72,113.60	
Senior Maintenance Worker	28.33	29.74	31.22	32.78	34.42		2,266.40	2,379.20	2,497.60	2,622.40	2,753.60		4,910.53	5,154.93	5,411.47	5,681.87	5,966.13		58,926.40	61,859.20	64,937.60	68,182.40	71,593.60	
Senior Treatment Plant Operator	38.42	40.33	42.36	44.48	46.71		3,073.60	3,226.40	3,388.80	3,558.40	3,736.80		6,659.47	6,990.53	7,342.40	7,709.87	8,096.40		79,913.60	83,886.40	88,108.80	92,518.40	97,156.80	
Street Sweeper Operator	21.14	22.20	23.32	24.49	25.69		1,691.20	1,776.00	1,865.60	1,959.20	2,055.20		3,664.27	3,848.00	4,042.13	4,244.93	4,452.93		43,971.20	46,176.00	48,505.60	50,939.20	53,435.20	
Treatment Plant Operator I	29.79	31.27	32.84	34.49	36.21		2,383.20																	

City of Grass Valley Salary Schedule
FY 2021-2022

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F
Fire Unit 8 July 1, 2021 - June 30, 2022:																								
Deputy Fire Marshal (Note 2)	26.36	27.69	29.06	30.52	32.06		2,952.32	3,101.28	3,254.72	3,418.24	3,590.72		6,396.69	6,719.44	7,051.89	7,406.19	7,779.89		76,760.32	80,633.28	84,622.72	88,874.24	93,358.72	
Fire Captain (Note 2)	34.92	36.69	38.52	40.45	42.45		2,793.60	2,935.20	3,081.60	3,236.00	3,396.00		6,052.80	6,359.60	6,676.80	7,011.33	7,358.00		72,633.60	76,315.20	80,121.60	84,136.00	88,296.00	
Engineer (Note 2)	26.36	27.69	29.06	30.52	32.06		2,952.32	3,101.28	3,254.72	3,418.24	3,590.72		6,396.69	6,719.44	7,051.89	7,406.19	7,779.89		76,760.32	80,633.28	84,622.72	88,874.24	93,358.72	
Fire Fighter (Note 2)	21.82	22.91	24.06	25.25	26.52		2,443.84	2,565.92	2,694.72	2,828.00	2,970.24		5,294.99	5,559.49	5,838.56	6,127.33	6,435.52		63,539.84	66,713.92	70,062.72	73,528.00	77,226.24	
Fire Inspector	18.73	19.67	20.66	21.69	22.79		2,097.76	2,203.04	2,313.92	2,429.28	2,552.48		4,545.15	4,773.25	5,013.49	5,263.44	5,530.37		54,541.76	57,279.04	60,161.92	63,161.28	66,364.48	
	22.98	24.13	25.33	26.61	27.93		1,838.40	1,930.40	2,026.40	2,128.80	2,234.40		3,983.20	4,182.53	4,390.53	4,612.40	4,841.20		47,798.40	50,190.40	52,686.40	55,348.80	58,094.40	
Part Time/Seasonal																								
Seasonal Fire Fighter	15.58	16.36	17.18	18.04	18.94		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Reserve Police Officer Level III	15.75	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Reserve Police Officer Level II (see note 4)	21.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Reserve Police Officer Level I (see note 5)	31.03	32.57	34.21	35.91	37.72	39.60	-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Kennel Assistant (see note 7)	15.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Accountant (see note 6)	28.35	-	-	-	42.00		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Pool Manager	17.00	17.50	18.00	18.50	19.00		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	

Notes:

- 1) N/A
- 2) Based on 2,912 hours per year
- 3) N/A
- 4) Rate for Level 1 Reserve Officers hired before 1999
- 5) A range equal to that of Police Officer I as published in the Unit 6 MOU
- 6) Range of \$28.35-42.00/hour depending on City need and experience level
- 7) Minimum wage

City of Grass Valley Salary Schedule
FY 2023-2024

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F
Misc Unit 3 July 1, 2023 - June 30, 2024:																								
Account Clerk I	18.76	19.69	20.68	21.71	22.80		1,500.50	1,575.53	1,654.31	1,737.02	1,823.87		3,251.09	3,413.65	3,584.33	3,763.55	3,951.72		39,013.10	40,963.76	43,011.95	45,162.54	47,420.67	
Account Clerk II	21.17	22.22	23.34	24.50	25.73		1,693.32	1,777.99	1,866.89	1,960.23	2,058.24		3,668.86	3,852.30	4,044.92	4,247.16	4,459.52		44,026.32	46,227.64	48,539.02	50,965.97	53,514.27	
Accountant I	29.71	31.19	32.75	34.39	36.11		2,376.42	2,495.24	2,620.00	2,751.00	2,888.55		5,148.90	5,406.35	5,676.66	5,960.50	6,258.52		61,786.82	64,876.16	68,119.96	71,525.96	75,102.26	
Accounting Specialist	29.93	31.43	33.00	34.65	36.38		2,394.54	2,514.27	2,639.98	2,771.98	2,910.58		5,188.18	5,447.59	5,719.97	6,005.97	6,306.26		62,258.14	65,371.05	68,639.60	72,071.58	75,675.16	
Accounting Technician	27.22	28.58	30.01	31.51	33.09		2,177.83	2,286.72	2,401.06	2,521.11	2,647.17		4,718.64	4,954.57	5,202.30	5,462.41	5,735.53		56,623.63	59,454.81	62,427.55	65,548.93	68,826.38	
Animal Control Officer	22.57	23.70	24.88	26.12	27.43		1,805.38	1,895.65	1,990.44	2,089.96	2,194.46		3,911.67	4,107.25	4,312.61	4,528.24	4,754.65		46,939.98	49,286.98	51,751.33	54,338.90	57,055.84	
Animal Shelter Kennel and Office Assistant	17.73	18.61	19.54	20.52	21.55		1,418.10	1,489.01	1,563.46	1,641.63	1,723.71		3,072.56	3,226.19	3,387.50	3,556.87	3,734.71		36,870.70	38,714.24	40,649.95	42,682.45	44,816.57	
Associate Planner	38.38	40.30	42.31	44.43	46.65		3,070.22	3,223.74	3,384.92	3,554.17	3,731.88		6,652.15	6,984.76	7,334.00	7,700.70	8,085.73		79,825.82	83,817.12	88,007.97	92,408.37	97,028.79	
Community Services Analyst I	29.96	31.46	33.03	34.69	36.42		2,397.02	2,516.87	2,642.71	2,774.85	2,913.59		5,193.53	5,453.21	5,725.87	6,012.17	6,312.77		62,322.42	65,438.54	68,710.46	72,145.99	75,753.29	
Community Services Analyst II	34.44	36.17	37.97	39.87	41.87		2,755.46	2,893.23	3,037.89	3,189.78	3,349.27		5,970.15	6,268.66	6,582.10	6,911.20	7,256.76		71,641.86	75,223.95	78,985.15	82,934.40	87,081.12	
Community Services Officer I	22.92	24.06	25.27	26.53	27.86		1,833.40	1,925.07	2,021.32	2,122.39	2,228.51		3,972.37	4,170.99	4,379.53	4,598.51	4,828.44		47,668.40	50,051.82	52,554.41	55,182.13	57,941.24	
Community Services Officer II	25.21	26.48	27.80	29.19	30.65		2,017.15	2,118.01	2,223.91	2,335.11	2,451.86		4,370.50	4,589.02	4,818.47	5,059.40	5,312.37		52,445.95	55,068.25	57,821.66	60,712.75	63,748.38	
Engineering Tech	27.53	28.91	30.35	31.87	33.47		2,202.55	2,312.68	2,428.31	2,549.73	2,677.22		4,772.20	5,010.81	5,261.35	5,524.41	5,800.63		57,266.35	60,129.67	63,136.15	66,292.96	69,607.61	
Finance Technician	27.22	28.58	30.01	31.51	33.09		2,177.83	2,286.72	2,401.06	2,521.11	2,647.17		4,718.64	4,954.57	5,202.30	5,462.41	5,735.53		56,623.63	59,454.81	62,427.55	65,548.93	68,826.38	
Parking Enforcement Officer	20.81	21.85	22.94	24.09	25.29		1,684.48	1,747.70	1,835.09	1,926.84	2,023.19		3,606.37	3,786.69	3,976.03	4,174.83	4,383.57		43,276.48	45,440.30	47,712.32	50,097.94	52,602.83	
Police Evidence/Property Technician	25.24	26.50	27.82	29.21	30.67		2,018.80	2,119.74	2,225.73	2,337.01	2,453.86		4,374.07	4,592.77	4,822.41	5,063.53	5,316.71		52,488.80	55,113.24	57,868.90	60,762.35	63,800.46	
Police Records Technician	22.35	23.47	24.64	25.87	27.17		1,788.08	1,877.48	1,971.36	2,069.93	2,173.42		3,874.17	4,067.88	4,271.28	4,484.84	4,709.08		46,490.08	48,814.58	51,255.31	53,818.08	56,508.98	
Public Safety Analyst I	29.96	31.46	33.03	34.69	36.42		2,397.02	2,516.87	2,642.71	2,774.85	2,913.59		5,193.53	5,453.21	5,725.87	6,012.17	6,312.77		62,322.42	65,438.54	68,710.46	72,145.99	75,753.29	
Public Safety Analyst II	34.44	36.17	37.97	39.87	41.87		2,755.46	2,893.23	3,037.89	3,189.78	3,349.27		5,970.15	6,268.66	6,582.10	6,911.20	7,256.76		71,641.86	75,223.95	78,985.15	82,934.40	87,081.12	
Senior Account Clerk	23.26	24.42	25.64	26.92	28.27		1,860.59	1,953.62	2,051.30	2,153.87	2,261.56		4,031.28	4,232.85	4,444.49	4,666.71	4,900.05		48,375.39	50,794.16	53,333.87	56,000.56	58,800.59	
Senior Admin Clerk	22.00	23.10	24.26	25.47	26.74		1,760.06	1,848.07	1,940.47	2,037.49	2,139.37		3,813.47	4,004.15	4,204.35	4,414.57	4,635.30		45,761.66	48,049.75	50,452.23	52,974.85	55,623.59	
Senior Animal Control Officer	24.87	26.12	27.42	28.80	30.24		1,989.96	2,089.46	2,193.93	2,303.63	2,418.81		4,311.58	4,527.16	4,753.52	4,991.19	5,240.75		51,738.96	54,325.91	57,042.20	59,894.31	62,889.03	
Senior Engineering Technician	30.25	31.76	33.35	35.02	36.77		2,420.09	2,541.09	2,668.15	2,801.55	2,941.63		5,243.52	5,505.70	5,780.99	6,070.03	6,373.54		62,922.29	66,068.40	69,371.82	72,840.41	76,482.43	
Senior Planner	46.05	48.35	50.77	53.31	55.98		3,684.10	3,868.31	4,061.72	4,264.81	4,478.05		7,982.23	8,381.34	8,800.40	9,240.42	9,702.44		95,786.70	100,576.04	105,604.84	110,885.08	116,429.34	



City of Grass Valley City Council Agenda Action Sheet

Title: Grass Valley Police Officer's Association - July 1, 2023 - June 30, 2024

CEQA: Not a Project

Recommendation: Adopt Resolution No. 2023-52 approving the Labor Memorandum of Understanding for a twelve-month period beginning July 1, 2023, through June 30, 2024, between the City of Grass Valley and City of Grass Valley and the Grass Valley Police Officer's Association (Unit 6).

Prepared by: Catrina Olson, Deputy Administrative Services Director

Council Meeting Date: 08/22/2023

Date Prepared: 08/17/23

Agenda: Consent

Background Information:

Over the course of the last couple of months, the City's labor negotiations team has been meeting with representatives of the Grass Valley Police Officer's Association ("GVPOA") ("Unit 6") to come to an agreement on terms and conditions for an updated Memorandum of Understanding ("MOU") effective July 1, 2023. The City's labor team and Unit 6 have concluded the negotiations process, and Unit 6 has duly ratified the updated provisions to the MOU which are now being recommended for City Council approval.

Updated provisions to the MOU and annual estimated fiscal impacts include the following:

MOU Provision	Estimated Annual Incremental Cost
1. Term of Agreement - July 1, 2023 - June 30, 2024 <i>(Note: the effective date will be June 25, 2022, the first day of a new pay period)</i> - 3% COLA	\$68,682 (General Fund) \$33,228 (Measure E Fund)
2. Classic Employee pension contribution 9% (reduced from 12%), PEPPA POA members will receive 3% deferred compensation to a 457b plan	\$54,288 (General Fund) \$22,161 (Measure E Fund)

Council Goals/Objectives:

The approval of an updated labor MOU between the City and Unit 6 executes portions of work tasks towards achieving/maintaining (1) a Productive and Efficient Workforce, and (2) Community Safety.

Fiscal Impact:

The estimated incremental annual costs of \$178,359 effective for the beginning of the FY2023/24 have been included in the recommended budget for FY2023/24.

Funds Available: Yes

Account #: General Fund
Measure E Fund

Reviewed by: Tim Kiser, City Manager

Attachments:

- Resolution No. 2023-52 - Approval of Unit 6 Memorandum of Understanding
- Memorandum of Understanding - Unit 6
- Salary Schedule - Unit 6

RESOLUTION NO. 2023-52

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GRASS VALLEY
ADOPTING AN AMENDED MEMORANDUM OF UNDERSTANDING WITH
THE GRASS VALLEY POLICE OFFICERS ASSOCIATION (UNIT #6) FOR
THE PERIOD JULY 1, 2023 – JUNE 30, 2024 AND AUTHORIZING THE CITY
MANAGER TO EXECUTE SAID AGREEMENT**

WHEREAS, the labor negotiations team appointed to represent the City Council of the City of Grass Valley and representatives of the Grass Valley Police Officer's Association (Unit #6) have engaged in negotiations to update the labor Memorandum of Understanding ("MOU") between the City and Unit 6; and

WHEREAS, the parties came to an agreement which incorporates updates to the attached updated MOU;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GRASS VALLEY, as follows:

1. The above recitals are true and correct and are a substantive part of this Resolution.
2. The City Council of the City of Grass Valley approves the updated Memorandum of Understanding for the Grass Valley Police Officer's Association (Unit #6) for the period of July 1, 2023, through June 30, 2024, and authorizes the City Manager to execute said agreement.

PASSED AND ADOPTED as a Resolution of the City Council of Grass Valley at a meeting thereof held on the 22nd day of August 2023, by the following vote:

AYES: Councilmember
NOES: Councilmember
ABSENT: Councilmember
ABSTAINING: Councilmember

Jan Arbuckle, Mayor

ATTEST:

APPROVED AS TO FORM:

Taylor Day, City Clerk

Michael Colantuono, City Attorney

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF GRASS VALLEY CITY COUNCIL

AND

THE GRASS VALLEY POLICE OFFICERS' ASSOCIATION
FOR AND ON BEHALF OF
THE EMPLOYMENT CLASSIFICATIONS IN THE
CITY'S UNIT #6
POLICE SERGEANT/POLICE OFFICER/POLICE OFFICER TRAINEE

Effective July 1, 2023 – June 30, 2024

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INTRODUCTION

This Memorandum of Understanding hereinafter referred to as the "Agreement" or "MOU" is made and entered into by and between the City of Grass Valley, hereinafter referred to as the "City", and the Grass Valley Police Officers, Police Officer Trainees and Police Sergeants, hereinafter referred to as the "Unit" or the "Employees".

ARTICLE 1 – RECOGNITION

The City recognizes the Employees who collectively are referred to as "Grass Valley Police Officers Association" as the sole and exclusive representatives of Police Sergeants and Police Officers/Trainees and other sworn positions as may be allocated by the City with concurrence from the Unit.

ARTICLE 2 – SUPPORT OF AGREEMENT

During the term of this Agreement, the City agrees not to meet and confer with any other organization on matters upon which the Employees is the exclusive representative and which is within its scope of representation. Employees agree to meet and confer only with the representative(s) officially designated by the City to act on its behalf, and to utilize the meet and confer process as the means of gaining consensus as to wages, hours and conditions of employment.

During the term of this MOU and as appropriate thereafter the parties agree to use the dispute resolution machinery as provided herein or by Civil Service rules as a means of adjudicating disputes between them.

ARTICLE 3 – ASSOCIATION RIGHTS AND DUES DEDUCTIONS

A. Association Rights

The Association shall have the following rights:

The Association shall have the right of access to bargaining unit members outside of their assigned duties; before and after work hours, at meal and break periods and at other times, only with the approval of the Police Chief.

The Association may use bulletin boards designated for its use in appropriate places. All items to be posted shall be officially authorized by the Association and shall bear the date of posting and the date of removal. Posted materials shall not be obscene, defamatory, or of a partisan political nature, misleading, violative of any Federal, State, or local ordinance, law, statute or rule. Such material shall not pertain to public issues which do not involve the City and its relations with employees. A copy shall be provided to the Police Chief.

The Police Chief or his/her designee, upon request, may permit the Association to use facilities, depending upon availability of space, for meeting purposes at no charge. No request for use of the

City facilities shall be unreasonably refused.

Employees shall not be given time off for meetings of the Association unless approved by the Police Chief.

The Association shall furnish annually and update as required a list of all officials and representatives authorized to act on the Association's behalf. The City agrees to grant authorized officials and representatives access to City property to transact officially the Association business upon prior notice to the City Manager.

B. Union Access to Employees

The City agrees that for purposes of representation on issues covered by this agreement, official representatives of the Union may meet with unit employees on City facilities during working hours, provided that prior notification has been given to the appropriate supervisor. The Union agrees that such meetings shall not interfere with the normal work duties of the employees.

Solicitation for membership in the Union or other internal association business not directly connected to administration of this agreement shall be conducted during the nonwork hours of all employees involved.

City facilities may be made available for use by City employees or the Union in accordance with such administrative procedures as may be established by the City Manager or Department Heads concerned.

City will provide a written statement to each new bargaining unit employee that the classification is part of a bargaining unit represented by the Union, and the name of a representative of the Union. City will provide the Union President not less than ten (10) days' notice of the onboarding orientation meeting, including the date, time, and location of the orientation meeting. If a bargaining unit employee's first day of work begins less than ten (10) days after the date the employee is hired, the 10-day notice requirement may be reduced, and City will instead provide as much advance notice as reasonably possible of the orientation meeting.

The City will allow a Business Representative of the Union and/or outside labor representative to spend up to fifteen (15) minutes with the new unit member at the end of the onboarding orientation meeting in order to provide information and materials about the MOU and related matters. No representative of City management shall be present during the Union's presentation. A bargaining unit member attending the onboarding orientation meeting as the Union representative shall be given paid release time sufficient to cover the Union's presentation and related travel time. The Union will provide the Human Resources Department with the names of any bargaining unit members who they request to be released for this purpose as soon as reasonably possible, and at least 48 hours before the meeting.

To the extent required by Government Code Section 3558, City shall provide the Union President with a list of names and contact information (listed below) for any newly hired unit member within 30 days of the date of hire or by the first pay period of the month following hire.

City shall also provide the Union a list of all unit member names and contact information on the last working day of September, January, and May. The information shall include the following information except for any information subject to exclusion pursuant to Government Code Section 6254.3(c):

- Employee name,
- Job title,
- Department,
- Work location,
- Home address, and
- Work, home and personal telephone numbers and personal email addresses on file with the City.

C. Dues Deductions

Employees may sign up for Payroll Deductions of Association dues with the Association. The Association will certify to the City any new members of the Association.

City agrees to deduct dues as established by the Association, and premiums for approved insurance programs from the salaries of Association members. The sum so withheld shall be remitted by the City, without delay, directly to the Association along with a list of employees who have had such amounts deducted. Association agrees to provide a listing of all additions or deletions of membership or requested changes to establish payroll deductions of its members, to the City.

The employee's earnings must be sufficient after the other legal and required deductions are made to cover the amount of the dues authorized. When an employee is in a non-pay status for an entire pay period, no withholding will be made to cover the pay period from future earnings. In the case of an employee who is in a non-pay status during only part of the pay period, and the salary is not sufficient to cover the full withholding, no deduction shall be made. All other legal and required deductions (including healthcare deductions) have priority over Association dues.

It shall be the sole responsibility of the Association to procure and enforce payroll deduction of dues.

Hold Harmless: The Association shall indemnify, defend, and hold harmless the City, its officers, employees, and agents acting on its behalf from and against any and all losses, damages, costs, expenses, claims, demands, actions, suits, judgments and other forms of liability arising out of the application or enforcement of this Section. In no event shall the City be required to pay from its own funds Association dues which the employee was obligated to pay, but failed to pay regardless of the reasons.

Any Association member who notifies the City of their desire to discontinue dues or otherwise withdraw from Association membership shall be referred back to the Association. The City agrees to continue all dues deductions until notified of a deduction

change by the Association

ARTICLE 4 - PROCEDURAL PREROGATIVES

It is understood that the City retains the procedural prerogative to initiate or to refrain from initiating actions that may affect association members' wages, hours and conditions of employment and that such actions, once initiated by the City are subject only to the express procedural limitations that may be set forth in the MOU, Civil Service Rules, Charter or other law. Such matters include, but are not limited to, the procedural rights to contract out work not performed by active association members, to transfer, lay-off, terminate or otherwise discipline employees, to reasonably accommodate qualified disabled persons/employees, to make technological improvements, and to take necessary action to implement the terms and conditions of the MOU.

The Association recognizes and agrees that the City, on its own behalf and on behalf of the electors of the City, retains and reserves unto itself, limited only by Articles of this MOU, all powers, rights, authority, duties and responsibilities conferred upon, and vested in it, express or implied, by the laws of the Constitution of the State of California and of the United States and the provisions of the City Charter.

The Association recognizes and agrees that the exercise of the foregoing powers, rights, authority, duties and responsibilities of the City, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this MOU.

The Association recognizes and agrees that the City's powers, rights, authority, duties and responsibilities include, without limitation, the generality of the foregoing, the exclusive right to manage, plan, organize, staff, direct and control; to determine levels of services; to determine solely the extent to which the facilities of any department thereof shall be operated, and the outside purchases of products or services; the right to introduce new or improved methods and facilities and to otherwise take any action desired to run the entire operation efficiently, except as modified by this MOU.

It is understood and agreed that the specific provisions contained in this MOU shall prevail over City practices and procedures and over State laws and the City Charter to the extent permitted by State law, and that in the absence of specific provisions in this MOU, such practices and procedures are discretionary with the City. Nothing contained in this MOU shall be interpreted as to imply or permit the invocation of past practice, or tradition, or accumulation of any employee rights or privileges other than those expressly stated herein.

If a conflict arises between this MOU and a City Charter provision or resolution incorporated herein, the City's Charter provision or resolution shall prevail.

ARTICLE 5 - HOURS OF WORK AND BASIS OF COMPENSATION

A. Pay Periods

The "pay period" shall be fourteen (14) calendar days from Sunday (starting at midnight Saturday) to midnight of the second Saturday thereafter, and refers to the period for computing compensation due for all working hours during that period. Actual payment of payroll shall be made the ensuing Friday at noon following the end of the pay period.

B. Work Periods

The normal work schedule shall be eighty (80) hours within each work period for each full-time employee assigned to a 12 hour shift schedule and eighty (80) hours within each work period for each full-time employee assigned to an eight (8) or ten (10) hour shift schedule, and shall coincide with the established two (2) week period (consisting of 14 days or two weeks) from Saturday midnight to the second Saturday at midnight. Continuous work after midnight at the end of a work period shall be reported on the day in which the work shift began. The City shall have the right to implement schedules containing shifts of greater than (8) hours following proper notice and the opportunity to meet and confer.

The City shall have the right to implement schedules containing shifts of greater than eight (8) hours such as four (4) ten (10) hour shifts or three (3) twelve/(4) twelve (12) hour shifts upon 14 days notice to effected employees. Any hours worked beyond such schedules by non-exempt employees shall be paid at the overtime rate.

The hours of employment and legal holidays to be observed shall be with regard to convenience of the public.

Employees will be paid during their lunch period.

C. Calculation of Compensation

Compensation shall be calculated on the basis of 2,080 hours per year and twenty-six (26) equal pay periods per year. Compensation is based on the hourly rates and pay schedule set forth in Appendix A. Adjustments in hourly rates are rounded up to the nearest cent, but may not exceed the top of any pay range. Pay is based on 2,080 hours with hourly rates rounded to the nearest cent. The payment of compensation shall be calculated to the nearest one-fourth (1/4) hour.

D. Work Shift

The normal work shift means each shift during which an employee performs a normal working shift of continuous work hours as designated by their assigned classification or duty/specialty assignment, including holidays, Saturday and Sunday for those employees who work other than the regular Monday through Friday week. All time authorized in excess of a normal working shift shall be administered pursuant to Article 6.

ARTICLE 6 - OVERTIME, CALLBACK, STANDBY, COURT TIME, SPECIAL ASSIGNMENT PAY

A. Overtime

(1) Policy:

It is the policy that overtime work be discouraged; that the Police Chief arrange the work of his or her department so that full-time employees shall normally work not more than eighty (80) hours in any pay period. Overtime work shall be held to a minimum consistent with the efficient performance of necessary functions.

(2) Defined:

An employee authorized to work over their work shift or their duty assignment or over eighty (80) hours in a pay period will receive overtime. All hours compensated will be included for overtime purposes.

All work authorized as overtime shall be calculated at the overtime rate, which is one and one-half (1-1/2) times the regular hourly rate of pay.

(3) Authorization for Overtime Work:

Overtime work not specifically authorized shall be performed only upon express authorization of the Police Chief or subordinate empowered by him/her to authorize the same.

(4) Reporting Overtime:

Total hours of recorded authorized overtime for each pay period for each employee shall be reported on an attendance report and shall be signed by each Police Chief or his or her designee. The total hours of prior accumulated compensatory time taken off during each pay period shall be likewise reported.

(5) Fringe Benefits Not Affected by Overtime:

Overtime work shall not be a basis for increasing vacation or sick time leave benefits, nor shall it be a basis of advancing completion of required period for probation or salary step advances.

(6) Compensation for Overtime:

Employees shall have the option of either taking authorized overtime as pay or accrued as compensatory time. The balance of any accumulated Compensatory Time shall be paid upon termination of employment.

Compensatory time may be accrued up to one hundred twenty (120) hours.

B. Callback Time

Callback time shall be that time an employee is called back to work by the Police Chief before or after a normal work day; when an employee is required to work on a normal work day off by the Police Chief; in the event of an emergency; or when an employee is required to work on any holiday recognized by the City Council. The time actually worked or a minimum of two (2) hours

at one and one-half (1-1/2) times the regular hourly rate of pay shall be accrued as compensatory time, or taken as pay subject to the same rules for compensation for overtime provided above.

C. On Call Pay

At the discretion of the Police Chief, or designee, an employee may be assigned and scheduled to on-call status during off-duty hours. On-Call shall be paid at the rate of \$1.25 per hour for each hour that an employee is assigned to be On-Call.

D. Standby Time

Standby time shall be that time an employee is designated by the Police Chief to be available on immediate call (for example; court standby, fires, riots and critical incidents) on normal days or hours off, or that time an employee is designated by the Police Chief to be available on immediate call on holidays. If not called, the employee shall be compensated with two (2) hours overtime which may be taken as pay or compensatory time off subject to the same rules for compensation for overtime provided above.

E. Court Time

Court time is defined as that period of time when an employee is required to appear in court as part of the performance of his/her normal duties on a day when the employee would not otherwise be scheduled to work. Court time will be compensated only when the employee is required to appear in court in connection with his or her duties at a time when he/she is not otherwise scheduled to be working. An employee will not be granted court time during the same time period that callback time is compensable. Court time may be paid or accrued as compensatory time in the same manner and shall be computed on the basis of three (3) hours or the actual amount of the time the employee is required to appear in court, whichever is greater.

F. Special Assignment Pay

Specialty pay assignments will be made in accordance with Departmental Policies and Procedures and will receive compensation in addition to base pay as noted below. Police Officer Trainees are not eligible for special assignment pay. If an employee is routinely and consistently assigned to any of the below listed special assignments, the employee shall be compensated in the amount of two and one half or five percent (2.5 or 5%) as noted below , and in accordance with CCR Section 571.

(1)	Bilingual Premium	5%	
(2)	Officer-In-Charge Pay		5%
(3)	Field Training Officer (FTO) (while training)		5%
(4)	Corporal	5%	
(5)	Traffic Officer	5%	
(6)	School Resource Officer (SRO), Juvenile Officer Premium	5%	
(7)	Detective Division Premium	5%	
(8)	Special Assignment Pay - as determined by Chief of Police in accordance with § 571.		

Definition of Special Compensation.

2.5% or 5%

Bilingual pay will be for languages designated by the Chief of Police and demonstrated proficiency. Number of personnel approved for bilingual pay will be limited to meet needs of the City.

Officer-In-Charge pay shall apply only to situations when a supervisor and/or manager is not on duty and responsible for the shift or work unit. Only one employee will be designated as an OIC should shifts overlap, and there is not an on-duty supervisor for either shift. An employee designated by the City as acting in the capacity of a Police Sergeant shall receive a 5% increase to base pay, providing the assignment and responsibility is for four (4) or more hours of continuous duty. The 5% increase to base pay shall be computed and applied on an hourly basis.

A specialty pay cap of fifteen percent (15%) shall apply; however, bilingual and officer-in-charge pay will not apply toward this cap.

G. Educational Incentive and POST Incentives

1. The City shall offer an academic educational incentive program with a maximum cumulative ceiling of five percent (5%) of base salary for Police Sergeants and seven and one-half percent (7-1/2%) of base salary for Police Officers. Only certificates and degrees granted by accredited institutions which are above their minimum education requirement of the employee's position and enhance the employee's abilities and contributions will be considered. College units obtained to qualify for an incentive cannot be compounded to qualify for an additional incentive. For example, units used to obtain an AA/S and then utilized to obtain a BA/S cannot yield incentives for both degrees.

a. Eligible Degrees for Police Officers:

<u>Degree</u>	<u>% of Base Salary</u>
Associate of Arts or Science	2.5%
Bachelor of Arts or Science	5.0%
Master of Arts or Science	2.5%

b. Eligible Degrees for Police Sergeants:

<u>Degree</u>	<u>% of Base Salary</u>
Bachelor of Arts or Science	2.5%
Master of Arts or Science	2.5%

2. The City shall offer a POST incentive program with a maximum cumulative ceiling of 5% of base salary for a combination of the below listed certificates. This incentive shall not be paid to employees in classifications that require such certifications as a minimum requirement for the position occupied.

<u>Certificate</u>	<u>% of Base Salary</u>
Intermediate	2.5%
Advanced	2.5%
Supervisory	2.5%

Management
H. Longevity Pay

2.5%

The City shall pay two and one-half percent (2.5%) of base rate for longevity pay upon completion of ten (10) years of continuous service as a member of Unit 6.

ARTICLE 7 – LEAVE

A. Absence from Duty

The absence of an employee from duty shall be reported to the Police Chief. The reasons for the absence, if known, shall be stated. The return of an employee to duty shall likewise be reported. Unauthorized absence from duty is sufficient cause for discipline up to and including termination of employment. Unauthorized absence from duty for five (5) consecutive scheduled work shifts shall be deemed a resignation from City employment.

B. Sick Leave

Sick leave shall be considered as a privilege by an employee to use at his/her discretion as provided herein.

Police Officer Trainees shall accrue 2.77 hours per pay period while in the Academy. Police Officers shall accrue 2.77 hours per pay period for the first four (4) years of service and 3.69 hours per pay period thereafter. Police Sergeants shall accrue 3.69 hours of sick leave per pay period. If any employee does not take the full amount of sick leave allowed in any calendar year, the amount not taken may be accumulated from year to year without limit.

Sick leave accrual, if available, will be used for the following circumstances:

- a) The absence from duty of an employee because of his/her illness, pregnancy or related complications, quarantine due to contagious diseases.
- b) The absence from duty of an employee due to the preventative care, diagnosis, care or treatment of a health condition of the employee's family member or other purposes authorized by Labor Codes Section 246.5 (leave for victims of domestic violence, sexual assault, or stalking).. For the purposes of this provision, family member shall be restricted to the employee's biological parent, foster parent, adoptive parent, sibling, spouse, domestic partner, child, parent-in-law, brother-in-law, sister-in-law, grandparent, grandchild, step parents, stepchildren, step sibling, where there is a child rearing relationship, or a person who stood in loco parentis when the employee was a minor child.
- c) Medical appointment of an employee.
- d) The absence from duty of an employee due to medical appointment or illness of his/her spouse, domestic partner, child or parent to the extent provided by California Law (specifically AB 109, known as the "Kin Care" legislation effective in 2002, and SB 1471 as enacted in 2003)..
- e) The City of Grass Valley may allow the use of sick leave due to the illness/medical appointment of other relatives of the employee, if such relative is living in the same

household as the employee.

Sick leave due to a medical appointment must be approved in advance by the employee's immediate supervisor. Other leaves provided for due to illness or medical complications shall be provided consistent with other leave conditions herein and within the Federal and State Family Leave Acts.

If absence from duty by reason of sickness extends beyond the period of three (3) consecutive working shifts, the employee may be required to file, with the Human Resources Office, a certificate of sickness or disability prepared by a regular, licensed and practicing physician prior to entitlement to sick leave pay. A copy of this certificate shall also be filed with the Police Chief. All employees whose absence from duty because of sickness extends beyond (1) calendar week may be required to provide a weekly report or certificate by a regular licensed and practicing physician to be filed with the Human Resources Office. Certificates filed under this Section shall detail the nature of the sickness and certify the employee's inability to return to work. If no certificate is filed, salary or wages may be withheld from said employee.

The Human Resources Office or Police Chief may require any employee to furnish a certificate of illness or disability completed by a regular, licensed and practicing physician at any time that the Human Resources Office or the Police Chief is aware of information that an employee is abusing the sick leave privilege. No employee will be disciplined for insubordination based on the refusal to work when he/she has elected to use accrued sick leave but will remain subject to discipline for any abuse of the sick leave, dishonesty in use of sick leave or other grounds for discipline arising from inappropriate use or abuse of sick leave.

Notwithstanding any other provision of this MOU, the City shall provide every employee at least as much sick leave as required by California Labor Code section 245 et seq. as it now exists or may be amended during the term of this Agreement. The City shall inform the Employees when it establishes or alters a policy governing the allowance of such leave.

C. Extended Medical Leave (See Civil Service Rules, same title)

Those employees who have been granted an approved extended medical leave shall not be required to provide weekly verification of their medical condition. However, this is subject to the right of the City to require such verification if the City reasonably believes that the granting of medical leave is being abused. Failure of an employee to supply the requested verification of medical condition shall be grounds for terminating extended medical leave.

D. Bereavement Leave

Employees shall be granted leave of absence with pay, not to exceed 60 hours per fiscal year, non-cumulative, for purposes of attending funeral services, making related arrangements for the family or travel to and from the location of services on account of the death of any member of his/her immediate family. Member of the immediate family means the mother, step-mother, father, step-father, grandmother, grandfather, or a grandchild of the employee or of the spouse of the employee and the spouse, son, son-in-law, step-son, daughter, daughter-in-law, step-daughter, brother or sister of the employee, or any relative living in the immediate household of the employee.

It shall be the responsibility of the department to account for such leaves, and leaves of more than 60 hours, if approved, shall be charged against sick leave or other leave accumulations.

E. Vacation Leave

Vacation leave will begin accruing immediately upon active service and may be used following completion of (6) months of continuous service. Police Officer Trainees will not be eligible until completion of the POST academy and appointment to active service with the City of Grass Valley Police Department as a Police Officer. For each completed pay period of service and employee shall receive credit for vacation pay in accordance with the following schedule:

Up to four (4) years,..... eighty (80) hours per year (3.08 hours per pay period)

49 months to 12 years, one hundred twenty (120) hours per year (4.62 hours per pay period)

145 months and over,.....one hundred and sixty (160) hours per year (6.15 hours per pay period)

Employees with more than 20 years of service as of July 1, 2023 shall continue to receive one hundred and eighty (180) hours per year (6.92 hours per pay period).

Each and every credit of vacation earned by an employee shall be vested to such employee at the conclusion of each pay period of service.

Employees shall be permitted to accumulate accrued vacation hours until reaching the maximum limit 380 hours. Once the employee has reached the maximum limit, vacation accruals over the maximum hour limit will automatically be converted to, and deposited in, a sick leave bank for retirement service credit conversion. The banked sick leave shall only be used to convert to PERS service credit at retirement from the City of Grass Valley. Should the employee utilize all sick leave accruals, all CTO accruals and all but up to 56 hours of Holiday leave, he/she will be entitled to utilize the banked sick leave hours for illness and/or extended medical leave.

Vacations will be scheduled in December and June of each year for the six-month period following the sign-up period. If staffing levels require vacations to be denied, additional time or banking of time will be granted based on a request of the Chief to the City Manager.

Employees may request payment in lieu of vacation accrual in December of each year for the following calendar year. The maximum vacation buyback shall be eighty (80) hours.

Elective cash-out provisions:

1. Employees utilizing this provision will be required to submit an irrevocable election form by December 31st of the calendar year prior to the calendar year in which the vacation hours to be cashed out are earned.
2. Employees that have submitted an irrevocable election form may submit a vacation cash out request form at any time during the calendar year in which the vacation hours are earned.

3. The actual payment of the requested hours cannot occur until the hours to be cashed out for that calendar year have accrued. Cash-outs for hours accrued in prior years are not allowed.
4. Employees that submitted an irrevocable election form in the prior year but did not submit a cash out request shall receive their vacation cash out by the last paycheck of the calendar year in which the vacation hours are earned.
5. Payment will be issued at the employee's current regular rate of pay at the time the payment is made.

F. Holidays

Employees will accrue a maximum of 132 holiday hours each calendar year at an accrual rate of 5.07 hours per pay period. Employees may schedule holiday time off in accordance with Department procedures. Police Officer Trainees will not be eligible until completion of the POST academy and appointment to active service with the City of Grass Valley Police Department.

Hours accrued but not used by the end of the last full pay period in November each year will be cashed out at the employee's regular hourly rate of pay and paid to the employee in the first pay date in December each year.

A payout of hours accrued but not used by the end of the last full pay period in May of each year will be cashed out at the employee's regular hourly rate of pay and paid to the employee in the first pay date in June each year.

G. Jury Duty Leave

An exempt employee shall be paid his/her normal salary for each work day, or portion thereof, he/she is required to be in jury duty. Any money, less travel expenses, received by the employee for jury duty shall be remitted to the City by the employee.

H. Community Service and Professional Organization Participation

The City encourages employees to participate and be involved in community service and professional organizations.

Upon approval by the City Manager, the City may make a reasonable amount of paid release time available for employees to represent the City and to participate and be involved as a member or officer in a community service, professional organization, excluding fraternal organizations. Further, the Council recognizes that certain expenses may be incurred by an employee to be an active member or to participate in such an organization. Therefore, upon approval by the City Manager, the Council shall budget and pay or reimburse, on behalf of the employee, expenses for his/her membership and attendance of such costs as dues, fees, assessments or charges associated with participating in the organization up to \$250 per fiscal year.

I. Family and Medical Care Leave

Regular full time employees, with more than one (1) year of continuous service, or have worked more than 1250 hours during the previous 12-months, may request an unpaid Family and Medical Care Leave of absence of up to 12-weeks in any one continuous 12-month period. This leave may be taken for the birth or adoption of a child, to care for a child, spouse or parent who has a serious health condition or for the employee's own health condition that makes the employee unable to perform the essential functions of their job. If this leave is granted, upon the employee's return, the employee will be reinstated to the same or a comparable position as the position held before the leave. Available accruals must be used for such leaves. For leaves related to an employee's own serious health condition, or that of an eligible family member, sick leave will be utilized first, followed by other accruals (i.e., holiday, CTO, vacation). If all available accrual is depleted, an employee may continue on an unpaid leave until the 12-week maximum leave is taken. If an employee desires to take an FMLA leave not associated with the serious health condition of him/herself, or an eligible family member, sick leave hours accrued may not be used (i.e., adoption of a child, birth of a child).

An employee may elect to keep forty (40) hours of sick leave in their accrual bank prior to taking unpaid time off.

Whenever possible, the employee must provide at least thirty (30) calendar days written notice that the employee wishes to take this leave of absence. When this is not possible, the employee must notify the City, in writing, as soon as possible. Failure to comply with these notification rules may result in the denial or deferral of the requested leave until the employee complies with the notice provisions.

The City will require the certification from the health care provider who is attending to the serious health care condition of the employee, employee's child, spouse or parent before allowing the employee to take a leave to take care of that family member. If there is a question concerning this certification, the City reserves the right to require additional certification(s) at City expense.

Unless otherwise agreed to by the City, any Family and Medical Care Leave must be taken in segments of one (1) full workday.

If the employee is pregnant, the employee has the right to take a maternity leave and some amount of Medical Care Leave. The employee should check with Human Resources to determine eligibility under such circumstances.

The cost of the employee's health care coverage while on a Family and Medical Care Leave less any portion of the premium the employee is required to pay will be paid for by the City for up to twelve (12) weeks. If the employee does not return from leave, the employee will be responsible for reimbursing the City for the insurance premiums paid on the employee's behalf.

While the above provisions will apply to most employees in most circumstances, there are certain exceptions under which the City may refuse to grant a Family Care Leave.

ARTICLE 8 –RETIREMENT BENEFITS DEFINITIONS

New Member Employees:

- A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who has no prior membership in any California Public Retirement System.
- A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who was a member with another California Public Retirement System prior to January 1, 2013 and is not eligible for reciprocity.
- A member who first established CalPERS membership prior to January 1, 2013, and who is rehired (by a different CalPERS employer) after a break in service of greater than six months.

Classic Member Employees:

- A member who was brought into CalPERS membership for the first time before January 1, 2013.
- A member who was brought into CalPERS membership for the first time on or after January 1, 2013, and who was a member with another California Public Retirement System prior to January 1, 2013 and is eligible for reciprocity.
- A member who first established CalPERS membership prior to January 1, 2013, and who is rehired (by a different CalPERS employer) after a break in service of less than six months.

A. New Member Retirement Benefits

New employees hired after to January 1, 2013, upon placement in a full-time employment status shall have the PERS 2.7% @ 57 formula, as provided by the terms of the contract in effect between the City and PERS.

B. New Member Retirement Contributions

The employee contribution rate shall be 50 percent of the “normal cost” rounded to the nearest quarter of 1 percent, as determined by PERS.

C. Classic Member Retirement Benefits

Retirement Benefits – Tier 1

Employees hired before July 1, 2011 and designated as local public safety members by the City are provided retirement benefits under the California Public Employee's Retirement System Local Safety 3% at 50 formula.

Retirement Benefits - Tier 2

Employees hired after June 30, 2011 and designated as local public safety members by the City are provided retirement benefits under the California Public Employee's Retirement System Local Safety 3% at 55 formula.

D. Classic Member Retirement Contributions

Effective the pay period starting June 25, 2023, total Classic Employee pension contribution shall be 9% of salary.

E. Social Security

Employees are also provided retirement benefits under Social Security. The employee shall pay the full amount of the employee's contribution rate to Social Security. The City shall pay the employer contribution.

F. Supplemental Retirement Benefits

The City shall pay a supplemental retirement benefit to each eligible employee covered under the terms of this MOU who attains normal retirement age as defined in California Public Employees' Retirement Law. The term "eligible employee" is limited to those employees who leave City employment for the sole reason of retiring under a PERS regular service retirement and at least five (5) years of service with the City. No minimum years of service is required for disability or industrial disability retirement provision.

The benefits provided under the terms of this Section shall be a one-time lump sum payment, calculated on the basis of fifty percent (50%) of the straight time value of the retiring employee's accumulated but unused sick leave, up to 400 hours on the date that the employee retires from City employment. The reference to sick leave days in this Section is for purposes of calculating the benefit provided under this Section only, and shall not operate to "vest" sick leave hours, or otherwise create any entitlement to pay for those sick leave hours for an employee who terminates employment prior to attaining normal retirement age as defined in this sub-part. The straight-time value of the retiring employee's sick leave hours shall be computed solely and exclusively on the basis of the non-overtime normal wage rate paid to the employee, and no overtime premiums, or any other type of premium pay or pay for working out-of-class or employee benefits or other forms of non-straight time wage compensation shall be used for purposes of calculating the benefits due under this Section.

Any employee that shows an effective date of retirement into the PERS system within 120 days of separation from employment with the City shall be credited with PERS service credit for all accumulated but unused or uncompensated sick leave.

Consistent with the sick leave provisions of this MOU, any employee whose employment with the City terminates for any reason, as opposed to being reinstated, prior to attaining normal retirement age, forfeits all accumulated but unused sick leave hours, and shall not become entitled or eligible to receive any benefits under the terms of this Section even if the employee is subsequently re-employed by the City. Notwithstanding the limitations contained in the previous sentences, the City shall pay a supplemental retirement benefit consisting of all unused sick leave to the estate of any employee covered by this MOU who is killed in the line of duty. Any rehired or reinstated employee shall begin to accrue sick leave hours as if they had never worked for the City previously. The benefit provided in this Section shall not arise or vest until such time as the individual employee applying for the benefit becomes eligible for the benefit as provided in this Section and provides written notice to the City Manager of his/her intention to retire from employment with the City. The benefit provided in this Section shall not increase the City's obligations with respect

to other benefits of employment, including, but not limited to, other retirement benefits, health and welfare benefits, sick leave benefits, disability benefits, or any other form of compensation or fringe benefits of whatsoever kind or nature.

G. Retiree Health Insurance Benefit

(1) Employees hired prior to January 1, 2016 and retiring from the City under PERS, after twenty-five (25) or more years of City service, are eligible for the following retiree health insurance benefit:

(a) Three Hundred Dollars (\$300.00) per month, not including the statutory administrative fee for PERS coverage.

(2) For employees ineligible for the retiree health insurance benefit above that elect to participate in the health insurance plan as a retiree the City will pay the statutory administrative fee for PERS coverage.

(3) Eligibility and Term. To receive the benefit provided in F (1) of Article 8, a retiree must provide annual evidence of health insurance coverage to the Human Resources Department. Such benefit will cease upon the retiree receiving group medical insurance coverage from another employer or receiving coverage through Medicare or upon being eligible for Medicare. If a retiree covered under another employer's group medical insurance loses such coverage, this benefit will start or restart until the retiree is otherwise ineligible.

ARTICLE 9 – SALARY

A. Salary Schedule

Salaries shall be as set forth in the Unit's salary schedule, attached hereto as Appendix A to this MOU.

B. Salary Adjustment

- Effective the pay period starting June 25, 2023, pay rates for all unit classifications shall increase by 3%.

C. City Contribution to PEPPRA Tier Deferred Compensation Account Effective the pay period starting June 25, 2023, the City shall make a three percent (3%) of base salary contribution to each sworn PEPPRA safety member's 457(b) deferred compensation account, up to the lesser of each sworn PEPPRA safety member's includible compensation or the IRC 457(b) limits set forth in IRC section 457(e)(15).

D. Shift Differential

1. An employee, whose shift that has 50% or more of hours worked between the hours of 5:00 p.m. and 5:00 a.m., shall be paid an additional night shift differential of five percent (5%) of their hourly adjusted base wage, per shift worked.

2. An employee, who is assigned a rotational shift that has 50% or more of hours worked between 5:00 p.m. and 5:00 a.m., shall be paid an additional night shift differential of five percent (5%) of their hourly adjusted base wage, for all hours worked outside of the rotational shift (I.E.: Court, shift shortages, training, Departmental needs etc.), up to a maximum of 3 months.
3. The above provisions are subject to change by the Chief of Police or his designee, on a case-by-case bases, to ensure appropriate application of these provision and to suit the needs of the department.

E. Rules for Use of Salary Schedule

1. In the general schedule of pay ranges established by the City Council each classification within a department has an applicable range consisting of five steps.
2. All appointments from an eligibility list will enter the probationary periods at the base salary of the range applicable to the job. The City Manager and Chief of Police may recommend elevation above the entry level step to compensate for education and experience.
3. All employees shall be eligible for a merit step increase to the next step in pay range every twelve (12) months until the end of his or her pay range, if recommended by the Chief of Police and approved by the City Manager that such employee's job performance satisfies the City and department standards relating to such employees.
Employees denied a merit increase will be eligible for reconsideration no later than three (3) months following their initial review date.
4. An employee promoted from a promotional eligibility list to a position in a higher pay range will be placed at the minimum of the new range, or at a level in the new range to provide a minimum 5% increase in the regular rate of pay. Any new pay rate upon promotion may not exceed the top of the pay range. The date of the promotion will establish a new anniversary date for the employee's future merit increases. Should a promotion occur concurrently with the employee's evaluation, and the employee is eligible for a merit increase, the merit increase is to be included in the base salary before the promotion.
5. Upon reduction in force, permanent employees may be appointed to a classification with a lower pay range. An employee assigned by management to a position in a lower classification shall be placed at the step in the new range to provide an approximate 5% decrease in regular pay. The anniversary date for future merit increases will be the date of the appointment to the lower classification.
6. Allocation to a class with Lower Salary Range: If the salary range of the new class to which an employee's position is allocated has a maximum step lower than that of his/her current class, but not lower than his/her actual salary, he/she should continue to receive his/her present salary until his/her next anniversary date, which remains unchanged, at which time he/she would be eligible for a merit increase in the new range. If the top of the new range is lower than the current salary, then the salary will be reduced to an amount not to exceed the top of the new range effective the next full pay period one year from the re-allocation date.

7. A reclassification may result if the job, responsibilities, duties, requirements, skills change to a degree that the position needs to be placed in a new classification. If the reclassification impacts only the incumbent employee and the employee is qualified for the position, they will be placed in the position. If more than one employee is impacted and each is qualified, an internal review of the employees will be completed to select the best qualified person for the position. A reclassification will result in the elimination of the old position if it is a single person position and be replaced by the new position, as by the very process the position has fundamentally changed. A reclassification is not a promotion and does not carry with it an automatic pay increase. If the employee's salary is currently below the minimum of the new range, the employee's salary will be increased to meet the minimum of the new range. A reclassification will not change the employee's annual evaluation date. The employee will be able to move through the new pay range based on the normal evaluation and merit process.

ARTICLE 10 – HEALTH AND WELFARE

A. Insurance Benefits:

During the term of this agreement the City will make available medical, dental, and vision insurance benefits to the employee and their dependents.

- (1) For the term of this agreement the City will pay a monthly set rate for health insurance (Medical, Vision, and Dental) based on the employee's medical coverage selection as follows:
 - a. For Employee only - \$814.00;
 - b. For Employee plus 1 dependent- \$1,622.00;
 - c. For Employee plus 2 or more dependents- \$2,130.00
- (2) Employees electing to waive medical insurance coverage will receive a payment of \$305 per month (a rebate) if evidence of similar or better coverage from another source is provided (effective May 1, 2012). Employee may use this rebate to pay for elected dental and vision coverage.
- (3) The City shall supply and administer group health and welfare benefits on behalf of each eligible unit member. Said benefits shall include, but not be limited to health, dental, vision, and life.
- (4) The City shall provide term life insurance coverage in the amount of \$50,000.00 for each employee, \$5,000.00 for the employee's spouse, and \$1,500.00 for other eligible dependents without cost to the employee.
- (5) All benefits shall be subject to the standard provisions set forth in the policy or policies, or PERS regulations.
- (6) Disputes concerning the hospital/medical, dental, vision and life insurance as provided, including but not limited to questions as to the scope of benefits or disability coverage, eligibility, and premium rate shall not be subject to the Grievance Procedure.

B. Gym Membership

Gym membership will be provided to Police Officers and Police Sergeants at no cost. Members are required to meet physical standards as a condition of employment.

C. Short Term Disability Insurance

SDI is now in force for bargaining unit employees. The employee is entitled to supplement weekly SDI benefits with accumulated leave time up to the amount of his/her regular monthly salary.

ARTICLE 11 - SCHEDULING OF SHIFTS

The Police Chief or his/her designated subordinate representative or under the direction of the City Council may change or alter the shifts so that the highest level of protection to life and property may be maintained. To the extent possible employees will be provided a two week notice of changes to their daily shift hours.

The Police Chief or his/her designated subordinate representative or under the direction of the City Council may assign one hundred percent (100%) of the total number of employees of the Police Department to work overlapping shifts in cases of criminal investigations, riots, civil disturbances, strikes or emergencies.

The decision of the Police Chief or his/her designated subordinate representative or under the direction of the City Council shall be final and not subject to the grievance procedure. All shifts shall be scheduled at least forty-five (45) days in advance.

ARTICLE 12 – UNIFORMS

(1) Employees shall receive a uniform reimbursement not to exceed Eight Hundred Seventy Five Dollars (\$875.00) per fiscal year.

Employees designated as Detectives and Motor Officers will receive an additional uniform reimbursement of five Hundred Dollars (\$500.00) per fiscal.

(2) Employees may have one (1) uniform per week professionally cleaned at an established vendor. Detectives may substitute a professional cleaning of slacks/shirt/jacket once per week in lieu of a uniform cleaning.

(3) Annual reimbursement totals for uniforms paid by the City will not accrue beyond the fiscal year. Any charges above the allotted totals will be paid by the employee.

(4) Employees hired as Police Officer Trainees attending the academy at the City's expense will be provided the required uniforms for the academy. Police Officer Trainees are not eligible for Uniform Reimbursement until graduation from the academy and placement into active service as a Police Officer with the City of Grass Valley.

(5) To comply with the special compensation requirements of CalPERS, the City shall report to CalPERS periodically as earned the value of the uniform allowance above for classic members (as defined by CalPERS) – the total value to be reported to CalPERS is: ____ per pay period for the uniforms. For classic members, the City and employees will be required to make required employer and employee contributions based on this special compensation in the applicable employer/employee contribution amounts. For example, classic members will be required to make the required employee contribution on this amount. Pursuant to CalPERS regulations, the value of uniforms and uniform cleaning for new members (as defined by CalPERS) does not count as special compensation.

ARTICLE 13 –RESIDENTIAL MILEAGE RESTRICTION

Employees shall live no further than 30 air miles from the City limits. The Chief of Police shall have the discretion to permit sworn employees to live further than 30 air miles from the City limits when, in the Chief of Police’s opinion, the officer will be capable of responding in an emergency in a reasonable period of time.

ARTICLE 14 –VEHICLE USE, PARKING

A. Detective Officer/Sergeant Vehicle

Employees may be assigned a take home vehicle. The assignment of the vehicle is to reduce response times, to allow for direct response to crime scenes, and to respond as may be necessary for call back or if placed on stand-by. The vehicle is the property of the City and it to be treated and used accordingly. The vehicle may be redirected to other needs of the department at the direction of the Chief. If the employee is not available for a period of time, the vehicle will be left at the Police Department for other uses (i.e. on vacation, extended leave, sick leave).

ARTICLE 15 - REDUCTION IN FORCE AND RE-EMPLOYMENT

A. Layoff/Furlough Provisions:

(1) In lieu of layoff, the City may pursue a furlough or reduction of hours on a department basis as follows:

- (a) City Council makes a finding that for reason lack of work, lack of funds, or for reorganization that a reduction in services is needed.
- (b) City identifies the need for a reduction by part or whole position equivalency within a department.
- (c) Department Head consults with employees to explore alternatives.
 - 1. Voluntary furloughs/hours reduction sought first
 - 2. Involuntary furloughs or reductions in hours may be imposed on a uniform basis by class within department, not to exceed 80 hours per year. Should the City desire to utilize more than eighty (80) hours involuntary furlough days in a year, The Grass Valley Police Employees will be consulted and shall have the option of agreeing to permit the City to utilize up to an additional 40 hours of involuntary leave for a total of 120 hours or refusing such request. If such request is refused, the City shall have

- the option of reducing the force through layoffs.
3. In lieu of taking actual furlough time employees may elect to pay a higher portion of city provided benefits (i.e. health insurance) in an amount equal to the total savings that that would have been realized by the furlough time. Equivalent paid time may be taken off. Savings must be achieved within the same time period (fiscal year) as the assignment of furloughs.
 4. Benefit accruals shall not be reduced for employees. Insurance shall still be paid by the extent agreed to by the City. Leave accruals will continue at the full time rates. Retirement contribution accounts and related benefits shall be maintained as if no reduction in force had occurred.

B. Treatment of the Employees Laid Off

(1) When the Police Chief is instructed by the City Council to reduce the number of employees in the classified service within his/her department, lay-off shall be made in accordance with the following rules:

- (a) Employees to be laid off shall be given a leave of absence for a period of 24 months without pay until the position is re-established whereupon such employee shall be given ten (10) days' notice to accept re-employment.
- (b) The names of each employee laid off shall be entered on the "re-employment list" established by the Personnel Commission and notification as provided in the Commission Rules shall be required. Within ten (10) days of reinstatement, a certificate by a qualified physician or surgeon selected by the Commission, may be required certifying as to his/her physical fitness to perform the service involved.
- (c) Vacation and sick leave accrual rates for reinstated employees will incorporate service time prior to layoff.

(2) The first person laid off from a department within a class, shall be the one with the least length of service within the class and grade since original permanent employment. The person so laid off shall thereupon be restored to a position in a class in the same department in which he/she formerly held a regular position in which:

- (a) The employee displaced shall be considered laid off for the same reason as the person who displaces him/her and shall likewise be restored as provided herein, in a class in which an unfilled position exists, or,
- (b) There is then employed a person with less total length of service since original appointment. The person with the least length of service shall be displaced by the employee laid off from the higher class.

(3) Should an employee have rights for displacement in more than one (1) previous classification, he/she shall displace first in the highest classification to which he/she is eligible.

(4) In accordance with Article 9, Section 8 of the City Charter, whenever a position in any class is to be filled, unless filled by a reduction of rank as provided above, it shall be filled in the following order:

- (a) From the re-employment list for that class;
- (b) From the promotional register of eligible candidates for that class;
- (c) From the appropriate competitive register of eligible.

(5) When employment is from the re-employment list, one name shall be certified for each vacancy to be filled and in the order of greatest length of service in that and higher classes since regular appointment.

C. Seniority

(1) Seniority ratings in any department shall be based on the time of service in the City of Grass Valley Civil Service, including periods of authorized leave of absence or period of illness.

(2) Credit allowable by the Personnel Commission for length of service shall be calculated on the basis of the year of continuous employment including leaves of absence and dating from the first day of such continuous employment in any department or departments of the City of Grass Valley.

(3) Credits allowable by the Personnel Commission for examination based on the length of service shall be deemed to include periods of time granted under authorized leaves of absence.

ARTICLE 16 - DISCIPLINARY ACTION (See Civil Service Rules)

The City shall administer employee discipline in accordance with the Public Safety Officers Procedural Bill of Rights Act (California Government Code sections 3300 et seq.), and as related to employees who are employed as peace officers within the meaning of Government Code section 3301. The disciplinary procedures set forth herein shall only apply to employees who have completed probation. (Government Code section 3304(b).)

Definitions

- A. “Discipline/Punitive Action.” Any action that may lead to dismissal, demotion, suspension, reduction in salary, written reprimand or transfer for purposes of punishment within the meaning of Government Code section 3304.
- B. “Minor Discipline.” Minor discipline is considered punitive action that does not involve termination or suspension without pay for more than 5 days. Examples include, but are not limited to, written reprimands, suspensions without pay of 5 days or less, and disciplinary transfers.
- C. “Major Discipline.” Major discipline is considered punitive action that involves termination, disciplinary demotions, and suspensions without pay of more than 5 days.

Disciplinary Actions and Procedures

- A. Procedure for Minor Discipline
 - 1. Notice of Discipline. Minor discipline shall be implemented in the form of a Notice of Discipline, such as a written reprimand or notice of suspension, and shall set forth the acts or omissions that provide the basis for the discipline. It shall also specify the City/Department rules, regulations, policies, and procedures that the employee violated.

2. **Written Response.** An employee may prepare a written response to the Notice of Discipline, which will accompany the Notice of Discipline in the employee's personnel file. An employee shall have thirty (30) calendar days within which to submit the written response to the Office of the Police Chief.
3. **Informal Administrative Appeal.** In addition to the right to submit a written response to a Notice of Discipline, an employee is entitled to an informal administrative appeal.
4. **Minor Discipline Appeal Procedures.** An employee who receives a Notice of Discipline under this section may appeal to the Police Chief. In the event the Police Chief prepared the Notice of Discipline, the employee may appeal to the City Manager. Any such request to appeal must be in writing and received in the Office of the Police Chief within ten (10) calendar days from the date the Notice of Discipline is served on the employee. Thereafter, an informal hearing shall be scheduled before the Police Chief or City Manager. In the informal hearing, the Police Chief or City Manager shall regulate the course of the proceeding, and shall permit the parties and may permit others to offer written or oral comments on the issues. The Police Chief or City Manager may limit the formality of the proceeding or formal use of witnesses, testimony, and evidence.
5. The decision of the Police Chief or City Manager shall be in writing and shall be final.

B. Procedure for Major Discipline

1. **Notice of Intent to Discipline.** Major discipline shall be initiated in the form of a Notice of Intent to Discipline (such as a Notice of Intent to Terminate). The Notice of Intent to Discipline shall include the following:
 - a. The proposed disciplinary action to be taken.
 - b. The proposed effective date of such action.
 - c. A statement of charges against the employee, which sets forth the acts or omissions that provide the basis for the intended discipline. It shall also specify the City/Department rules, regulations, policies, and procedures that the employee is alleged to have violated.
 - d. The materials upon which the intended action is based in accordance with the requirements set forth in *Skelly v. State Personnel Board*.
 - e. Notice that he or she has the right to respond to the proposed action in writing or verbally at a specified place and time in an informal meeting (i.e., a "Skelly" meeting), which shall be within 10 calendar days of the date that the Notice of Intent to Discipline is served on the employee.

2. Right to Respond. Upon receipt of a Notice of Intent to Discipline, the employee shall have the right to respond to the Police Chief or designee in writing or verbally in an informal meeting (i.e., a “Skelly” meeting) prior to the imposition of discipline.
3. Notice of Disciplinary Action. After the receipt of an employee’s written or verbal response to the Notice of Intent to Discipline, or after the time to respond has passed, the Police Chief or designee shall notify the employee in writing of the final decision regarding the intended discipline. If the Police Chief or designee determines to proceed with a form of major discipline, a Notice of Disciplinary Action (such as a Notice of Termination) shall be provided to the employee as follows:
 - a. The Notice of Disciplinary Action shall be issued within 30 days of the final decision.
 - b. The Notice of Disciplinary Action shall contain:
 - i. The effective date of such action.
 - ii. A statement of charges against the employee, which set forth the acts or omissions that provide the basis for the discipline. It shall also specify the City/Department rules, regulations, policies, and procedures that the employee violated.
 - iii. The materials upon which the action is based.
 - iv. Notice that he or she has the right to request an appeal by filing a notice with the Office of the Police Chief within 10 calendar days of the date that the Notice of Disciplinary Action is served on the employee.
4. Major Discipline Appeal Procedures. The appeal of major discipline shall be before the City’s Personnel Commission (See Civil Service Rules), which shall render a final decision.

ARTICLE 17 - GRIEVANCE PROCEDURE

A. Definition

A grievance is any dispute concerning the interpretation or application of this MOU, or of rules or regulations governing personnel practices or working conditions, or of the practical consequences of a City rights' decision on wages, hours and other terms and conditions of employment.

B. Procedures

All grievances shall be processed only in accordance with the procedures and general conditions set forth below:

It is the intent of these procedures to encourage resolution of complaints and grievances informally, at the nearest practical organizational level from which it emanates, and as promptly and fairly as possible to all concerned.

Informal Grievance:

Within five (5) working days/shifts following an occurrence giving rise to a grievance, the employee shall orally present the grievance situation to his/her immediate supervisor. (Exception: where the grievance directly involves the working relationship with the supervisor, the grievance shall be presented to the next higher level of supervision). The employee and supervisor have a mutual responsibility to have the grievance resolved at their level whenever possible.

Presentation of an informal grievance shall be necessary prior to processing it further as a formal grievance.

Formal Grievance:

A formal grievance shall only be initiated in writing to each appropriate step of the grievance procedure with a copy to the Human Resources Office.

Step 1:

If a mutually satisfactory solution of the grievance was not resolved informally, the employee may file a written grievance with his/her department head (or designated representative) within five (5) working days/shifts after the last meeting between the employee and supervisor. Within ten (10) working days/shifts after the formal grievance is received, the Department Head shall investigate the facts and issues at the earliest date consistent with the nature of the grievance and the normal conduct of the department's business. Within five (5) working days/shifts after concluding the investigation, the Department Head shall render a decision in writing to the employee and Human Resources Office.

Unless a decision of the Department Head is appealed by the employee to Step 2 in the time limits provided, the grievance shall be deemed resolved, final and binding.

Step 2:

If the employee finds that the grievance has not been resolved in Step 1, he/she may, within five (5) working days/shifts after the Department Head's decision is rendered, request in writing that the City Manager consider the grievance and decision as rendered by the Department Head. Within ten (10) working days/shifts after the grievance is received, the City Manager (or designated representative) shall review the facts, issues and make such further investigation as is necessary at the earliest date consistent with the nature of the grievance and normal conduct of City business. Within five (5) working days/shifts after concluding the review, the City Manager shall render a decision in writing to the employee, Department Head, and Human Resources Office.

Unless the decision of the City Manager is appealed by the employee to Step 3 in the time provided, the grievance shall be deemed resolved, final and binding.

Step 3:

If the employee finds that the grievance has not been resolved in Step 2, he/she may, within five (5) working days/shifts after the City Manager's decision is rendered, request in writing to the Personnel Commission that they consider the grievance and decision rendered by the City Manager. Within fifteen (15) working days/shifts after the grievance is received, the Personnel Commission shall commence conducting the review. The Personnel Commission shall determine the best means to conduct the review of the facts, issues and such further investigation as is necessary at the earliest date consistent with the nature of the grievance and normal conduct of City business. Within five (5) working days/shifts after concluding the review, the Personnel Commission shall render a decision in writing to the employee, City Manager, Department Head and Human Resources Office.

Step 4:

If the employee finds that the grievance has not been resolved in Step 3, he/she may, within five (5) working days/shifts after the Personnel Commission decision is rendered, submit a request in writing to the City Council. Within fifteen (15) working days/shifts after the grievance is received, the City Council (or their designated representative(s)) shall commence conducting the review. The City Council shall determine the best means to conduct the review of the facts, issues and such further investigation as is necessary at the earliest date consistent with the nature of the grievance and normal conduct of City business. Within five (5) working days/shifts after concluding the review, the City Council shall render a decision in writing to the employee, City Manager, Personnel Commission, Department Head and Human Resources Office.

The decision rendered by the City Council shall be final and binding on all parties.

C. General Conditions

Review and determination of a grievance is applicable to certain interpretations and applications as set forth under Definitions and, as such, cannot change any City adopted salary schedules/ranges or such other benefits subject to the meet and confer process.

Performance Appraisals and merit step determinations are not grievable matters, except as provided herein. Performance appraisals and merit increase concerns should be brought forward to the Human Resources Office, with a final determination to be made by the City Manager. If an employee does not receive a due evaluation within a month after the due date, the employee may file a grievance.

An employee may choose to represent himself/herself or select a representative of his/her choice. The employee shall be personally present at any meeting which may be held, unless he/she specifically waives that right in writing.

In the event that more than one (1) employee is directly involved in a grievance, they shall select one (1) person from among them to carry the grievance forward on their behalf. This person may also select a representative of his/her choice. The employee shall be present at any meetings which may be held, unless he/she specifically waives that right in writing.

Any time limit of these procedures may be extended by mutual consent of the parties in writing or by action of the Mayor in writing to all parties.

During the grievance process, there shall be no interruption of scheduled work of a department or the City.

ARTICLE 18 – SAFETY

A. Safety Equipment

The City may make such protective clothing or other protective devices available to employees as the Police Chief deems appropriate under the circumstances. Any employee issued such protective clothing or other protective device is responsible for the proper care of these items.

B. Employee Alertness

(1) The most effective safety equipment an employee possesses is an alert mind. Conversely, an employee whose judgment, reactions and analytical processes are impaired or influenced by

alcohol or drugs poses a risk to himself/herself, his/her fellow officers and employees, and to the public. The City, therefore, expressly retains the right as explained in this Article to verify that employees covered by this MOU are alert and are not under the influence of alcohol, controlled substances, drugs, or other conditions which would tend to affect or impair judgment, reactions or thought processes.

(2) The parties recognize the problems associated with alcohol and drug abuse in the work place and recognize the safety hazard which would be presented if an employee worked while under the influence of alcohol, intoxicating drugs or controlled substances. The parties further agree that a testing procedure with both privacy and accuracy safeguards is one appropriate means to protect the safety of employees.

C. Drug, Alcohol and Substance Abuse Policy

(1) The City reserves the right, for reasonable suspicion, to require an employee to submit to drug, alcohol or substance abuse testing.

(2) "Reasonable suspicion" for purposes of this Article includes, but is not limited to the following:

- (a) A critical incident has occurred while on duty for the City or at the employee's work location.
 - (i) An accident involving a City vehicle or equipment causing damage to property or persons, in combination with any factors in (b) below.
 - (ii) Employee manifests mental or physical impairment sufficient to raise doubt that normal tasks can be safely or effectively performed.
 - (iii) Employee is observed with illegal drug or drug paraphernalia in possession for possible sale or use; employee is observed with open container of alcohol in work area or vehicle.

- (b) Documented objected facts and a reasonable inference drawn from those facts that an employee is under the influence of drugs, alcohol or substance. Such objective facts may include characteristics of the employee's appearance, behavior, mannerisms, and speech or body odors. Components of such documentation should include:
1. equilibrium,
 2. manner of speech,
 3. mental reactions,
 4. odor of intoxicants on breath or clothing,
 5. eyes,
 6. general appearance,
 7. physical actions, and
 8. work behaviors.

D. Employee Assistance Program

The City shall maintain an Employee Assistance Program (EAP) for employees and family members. Such program shall endeavor to provide counseling services for personal and family member problems related to marital/family, relationship problems, alcohol or drug abuse, stress related problems, depression, and other types of psychological problems, for employees in need of such referral and intervention.

E. Coverage

The City recognizes the hazards associated with the police profession and will provide adequate staffing to protect the public and attempt to make certain that employees covered by this MOU are not exposed to undue or unnecessary hazards. The Police Chief shall determine the appropriate staffing using these basic principles. Additional staffing over and above authorized current staff levels is subject to City Council approval.

ARTICLE 19 - NO STRIKE / NO LOCKOUT

It is agreed by the Association and the City that there shall be not strikes and no lockouts during the term of this MOU.

ARTICLE 20 - DISTRIBUTION

Upon request, the City shall provide copies of this MOU for distribution to the Association. Additionally, the MOU shall be available on the City's website.

ARTICLE 21 - EFFECT OF THIS MOU

It is understood and agreed that the specific and express provisions contained in this MOU shall prevail over employer practice and procedures and over all applicable laws to the extent permitted by law.

This written MOU sets forth the full and complete agreement between the parties concerning the subject matter hereof and supersedes all prior informal or formal agreements thereon. There is no valid or binding representation, inducements, promises, or agreements, oral or otherwise, between the parties that are not embodied herein.

A. Completion of Negotiations

The Unit and the City, for the life of this MOU, voluntarily and unqualifiedly waive and relinquish the right to meet and confer, except for express, conditional re-openers. Neither party shall be obligated to meet and confer with respect to any subject or matter not specifically referenced in this MOU, even though such subjects may not have been within the knowledge or contemplation of either or both parties at the time they signed this MOU, unless required by state or federal law. Nothing herein shall preclude the parties from meeting and conferring by mutual consent.

ARTICLE 22 – NOTICE

Whenever provision is made in this MOU for the giving, service, or delivery of any notice, statement, or other instrument, the same shall have been deemed as delivered, duly served or given upon personal delivery or upon mailing the same by United States registered or certified mail, proof of service, to the party entitled thereto at the address set forth below:

Employer

City of Grass Valley, Human Resources
125 E. Main Street
Grass Valley, CA 95945

Association:

Unit No. 6 Representative
129 S. Auburn Street
Grass Valley, CA 95945

Labor Representative

Mastagni, Holstedt, A.P.C.
1912 I Street
Sacramento, CA 95811

ARTICLE 23 –SEVERABILITY SAVINGS CLAUSE

If, during the life of this MOU, any law or any order issued by a court or other tribunal of competent jurisdiction shall render invalid or restrain compliance with or enforcement of any provision of this MOU, such provision shall be inoperative so long as such law or order shall remain in effect, but all other provisions of this MOU shall not be affected thereby and shall continue in full force and effect.

In the event of suspension or invalidation of any Article or Section of this MOU, the parties mutually agree to meet and negotiate within ninety (90) days after such determination for the purpose of arriving at a mutually satisfactory replacement for such Article or Section.

ARTICLE 24 –MAINTENANCE OF NEGOTIABLE BENEFITS

It is understood and agreed by the parties that there exist within the City certain negotiable past practices, policies, or procedures which pertain to wages, hours, and conditions of employment. Such matters shall not be modified or rescinded during the term of this Memorandum of

Understanding except by the giving of notice to the Association and providing the opportunity to meet and confer on the matter.

ARTICLE 25 – TERM OF MOU

Upon the approval of the City Council and ratification of the Association the terms of this MOU shall be effective July 1, 2023 and shall continue in full force and effect through June 30, 2024.

This MOU may be extended, modified, or amended by mutual agreement in writing by both parties and City Council approves the extension, modification or amendment. It is understood and agreed between the parties that all prior MOU's, Agreements, and/or Resolutions between them are hereby terminated and canceled, and that this MOU supersedes and replaces all such prior MOU's, Agreements or Resolutions. Negotiations for successor MOU shall commence no later than April 1st of the last year of the agreement.

RECOMMENDATION OF REPRESENTATIVES

The City and representatives of the Association held meetings and discussed the above, and representatives of the Association have caused this MOU to be signed and the representative of the City has caused this MOU to be signed to signify their mutual agreement.

CITY OF GRASS VALLEY

**GRASS VALLEY POLICE
OFFICERS ASSOCIATION**

TIM KISER, CITY MANAGER

JOHN HERRERA, POA PRESIDENT

BRIAN COVELLA, TREASURER

APPROVAL OF AGREEMENT

Approval and adoption of this Memorandum of Understanding is made this twenty second day of August 2023, effective July 1, 2023 – June 30, 2024, by the Grass Valley City Council.

JAN ARBUCKLE, MAYOR

ATTEST:

TAYLOR DAY, CITY CLERK

APPROVED AS TO FORM:

MICHAEL G. COLANTUONO, CITY ATTORNEY

APPENDIX A – SALARY SCHEDULE

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
City Administrator	60.75	-	67.48	-	74.21	4,860.00	-	5,398.40	-	5,936.80	10,530.00	-	11,696.53	-	12,863.07	126,360.00	-	140,358.40	-	154,356.80
City Clerk	27.23	-	30.17	-	33.10	2,178.40	-	2,413.60	-	2,648.00	4,719.87	-	5,229.47	-	5,737.33	56,638.40	-	62,753.60	-	68,848.00
Community Development Director	52.20	-	57.83	-	63.45	4,176.00	-	4,626.40	-	5,076.00	9,048.00	-	10,023.87	-	10,998.00	108,576.00	-	120,286.40	-	131,976.00
Director of Finance	51.66	-	56.14	-	60.62	4,132.80	-	4,491.20	-	4,849.60	8,954.40	-	9,730.93	-	10,507.47	107,452.80	-	116,771.20	-	126,089.60
Director of Public Works/Engineer	56.92	-	62.63	-	68.33	4,553.60	-	5,010.40	-	5,466.40	9,866.13	-	10,855.87	-	11,843.87	118,393.60	-	130,270.40	-	142,126.40
Fire Chief	52.37	-	58.01	-	63.65	4,189.60	-	4,640.80	-	5,092.00	9,077.47	-	10,055.07	-	11,032.67	108,929.60	-	120,660.80	-	132,392.00
Human Relations Manager	41.55	-	44.83	-	48.10	3,324.00	-	3,586.40	-	3,848.00	7,202.00	-	7,770.53	-	8,337.33	86,424.00	-	93,246.40	-	100,048.00
Chief of Police	57.46	-	63.29	-	69.12	4,596.80	-	5,063.20	-	5,529.60	9,959.73	-	10,970.27	-	11,980.80	119,516.80	-	131,643.20	-	143,769.60
Account Clerk II - Confidential	16.38	-	18.14	-	19.90	1,310.40	-	1,451.20	-	1,592.00	2,839.20	-	3,144.27	-	3,449.33	34,070.40	-	37,731.20	-	41,392.00
Police Administrative Clerk	15.66	-	17.35	-	19.04	1,252.80	-	1,388.00	-	1,523.20	2,714.40	-	3,007.33	-	3,300.27	32,572.80	-	36,088.00	-	39,603.20
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34	1,799.20	-	1,993.20	-	2,187.20	3,898.27	-	4,318.60	-	4,738.93	46,779.20	-	51,823.20	-	56,867.20
Animal Control Supervisor	22.23	-	24.69	-	27.14	1,778.40	-	1,974.80	-	2,171.20	3,853.20	-	4,278.73	-	4,704.27	46,238.40	-	51,344.80	-	56,451.20
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04	1,252.80	-	1,388.00	-	1,523.20	2,714.40	-	3,007.33	-	3,300.27	32,572.80	-	36,088.00	-	39,603.20
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12	1,389.60	-	1,539.60	-	1,689.60	3,010.80	-	3,335.80	-	3,660.80	36,129.60	-	40,029.60	-	43,929.60
Accountant II	24.29	-	26.90	-	29.52	1,943.20	-	2,152.00	-	2,361.60	4,210.27	-	4,662.67	-	5,116.80	50,523.20	-	55,952.00	-	61,401.60
Assistant Finance Director	31.89	-	35.33	-	38.78	2,551.20	-	2,826.40	-	3,102.00	5,527.60	-	6,123.87	-	6,721.00	66,331.20	-	73,486.40	-	80,652.00
GIS Analyst	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Housing/Economic Development Spec II	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Associate Planner	26.92	-	29.82	-	32.72	2,153.60	-	2,385.60	-	2,617.60	4,666.13	-	5,168.80	-	5,671.47	55,993.60	-	62,025.60	-	68,057.60
Building Official	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Supervising Building Inspector	30.24	-	33.50	-	36.75	2,419.20	-	2,679.60	-	2,940.00	5,241.60	-	5,805.80	-	6,370.00	62,899.20	-	69,669.60	-	76,440.00
Planning Director	36.81	-	40.78	-	44.74	2,944.80	-	3,262.00	-	3,579.20	6,380.40	-	7,067.67	-	7,754.93	76,564.80	-	84,812.00	-	93,059.20
Assistant Engineer	29.73	-	32.93	-	36.13	2,378.40	-	2,634.40	-	2,890.40	5,153.20	-	5,707.87	-	6,262.53	61,838.40	-	68,494.40	-	75,150.40
Construction Engineer/Inspector	27.64	-	30.62	-	33.60	2,211.20	-	2,449.60	-	2,688.00	4,790.93	-	5,307.47	-	5,824.00	57,491.20	-	63,689.60	-	69,888.00
Associate Civil Engineer	35.66	-	39.50	-	43.34	2,852.80	-	3,160.00	-	3,467.20	6,181.07	-	6,846.67	-	7,512.27	74,172.80	-	82,160.00	-	90,147.20
Senior Civil Engineer	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Public Works Ass't Director of Ops	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Public Works Operations Manager	35.13	-	38.92	-	42.70	2,810.30	-	3,113.30	-	3,416.30	6,088.99	-	6,745.49	-	7,401.99	73,067.90	-	80,945.90	-	88,823.90
PW Water/WW Plant Superintendent	29.29	-	32.44	-	35.60	2,343.20	-	2,595.20	-	2,848.00	5,076.93	-	5,622.93	-	6,170.67	60,923.20	-	67,475.20	-	74,048.00
Recreation and Facilities Manager	23.06	-	25.55	-	28.03	1,844.80	-	2,043.60	-	2,242.40	3,997.07	-	4,427.80	-	4,858.53	47,964.80	-	53,133.60	-	58,302.40
Public Works Superintendent	25.89	-	28.68	-	31.46	2,071.20	-	2,294.40	-	2,516.80	4,487.60	-	4,971.20	-	5,453.07	53,851.20	-	59,654.40	-	65,436.80
Admin. Captain/Fire Marshall - 2,756 hrs.	28.13	-	31.16	-	34.19	2,250.40	-	2,492.80	-	2,735.20	4,875.87	-	5,401.07	-	5,926.27	58,510.40	-	64,812.80	-	71,115.20
Battalion Chief	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Chief Treatment Plant Operator	29.73	-	32.93	-	36.13	2,378.40	-	2,634.40	-	2,890.40	5,153.20	-	5,707.87	-	6,262.53	61,838.40	-	68,494.40	-	75,150.40
Account Clerk I	14.50	15.23	15.99	16.79	17.64	1,160.00	1,218.40	1,279.20	1,343.20	1,411.20	2,513.33	2,639.87	2,771.60	2,910.27	3,057.60	30,160.00	31,678.40	33,259.20	34,923.20	36,691.20
Account Clerk II	16.37	17.19	18.05	18.95	19.90	1,309.60	1,375.20	1,444.00	1,516.00	1,592.00	2,837.47	2,979.60	3,128.67	3,284.67	3,449.33	34,049.60	35,755.20	37,544.00	39,416.00	41,392.00
Account Clerk III	18.02	18.92	19.86	20.86	21.90	1,441.60	1,513.60	1,588.80	1,668.80	1,752.00	3,123.47	3,279.47	3,442.40	3,615.73	3,796.00	37,481.60	39,353.60	41,308.80	43,388.80	45,552.00
Account Clerk III - Confidential	18.02	18.92	19.86	20.86	21.90	1,441.60	1,513.60	1,588.80	1,668.80	1,752.00	3,123.47	3,279.47	3,442.40	3,615.73	3,796.00	37,481.60	39,353.60	41,308.80	43,388.80	45,552.00
Admin Clerk I	14.08	14.78	15.52	16.30	17.11	1,126.40	1,182.40	1,241.60	1,304.00	1,368.80	2,440.53	2,561.87	2,690.13	2,825.33	2,965.73	29,286.40	30,742.40	32,281.60	33,904.00	35,588.80
Admin Clerk II	15.66	16.44	17.27	18.13	19.04	1,252.80	1,315.20	1,381.38	1,450.40	1,523.20	2,714.40	2,849.60	2,993.00	3,142.53	3,300.27	32,572.80	34,195.20	35,915.98	37,710.40	39,603.20
Admin Clerk III	17.37	18.24	19.15	20.11	21.11	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80
Admin Clerk III / Housing Technician	17.37	18.24	19.15	20.11	21.11	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80
Accounting Technician	21.08	22.14	23.25	24.41	25.63	1,686.40	1,771.20	1,860.00	1,952.80	2,050.40	3,653.87	3,837.60	4,030.00	4,231.07	4,442.53	43,846.40	46,051.20	48,360.00	50,772.80	53,310.40
Housing Technician	21.08	22.14	23.25	24.41	25.63	1,686.40	1,771.20	1,860.00	1,952.80	2,050.40	3,653.87	3,837.60	4,030.00	4,231.07	4,442.53	43,846.40	46,051.20	48,360.00	50,772.80	53,310.40
Planning Technician	21.08	22.14	23.25	24.41	25.63	1,686.40	1,771.20	1,860.00	1,952.80	2,050.40	3,653.87	3,837.60	4,030.00	4,231.07	4,442.53	43,846.40	46,051.20	48,360.00	50,772.80	53,310.40
Finance Technician	21.08	22.14	23.25	24.41	25.63	1,686.40	1,771.20	1,860.00	1,952.80	2,050.40	3,653.87	3,837.60	4,030.00	4,231.07	4,442.53	43,846.40	46,051.20	48,360.00	50,772.80	53,310.40
Engineering Tech I	17.41	18.28	19.19	20.15	21.16	1,392.80	1,462.40	1,535.20	1,612.00	1,692.80	3,017.73	3,168.53	3,326.27	3,492.67	3,667.73	36,212.80	38,022.40	39,915.20	41,912.00	44,012.80
Engineering Tech II	21.31	22.38	23.50	24.68	25.91	1,704.80	1,790.40	1,880.00	1,974.40	2,072.80	3,693.73	3,879.20	4,073.33	4,277.87	4,491.07	44,324.80	46,550.40	48,880.00	51,334.40	53,892.80
Engineering Tech III	23.43	24.61	25.84	27.13	28.49	2,174.40	2,279.20	2,388.00	2,498.40	2,612.80	4,061.20	4,265.73	4,478.93	4,702.53	4,938.27	48,734.40	51,188.80	53,747.20	56,430.40	59,259.20
Assistant Planner	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Rehab Specialist/ Code Compliance	23.42	24.61	25.82	27.11	28.47	1,873.60	1,968.80	2,065.60	2,168.80	2,277.60	4,059.47	4,265.73	4,475.47	4,699.07	4,934.80	48,713.60	51,188.80	53,705.60	56,388.80	59,217.60
Housing Economic Specialist I	23.17	24.33	25.55	26.82	28.16	1,853.60	1,946.40	2,044.00	2,145.60	2,252.80	4,016.13	4,217.20	4,428.67	4,648.80	4,881.07	48,193.60	50,606.40	53,144.00	55,785.60	58,572.80
Accountant I	23.00	24.15	25.36	26.63	27.96	1,840.00	1,932.00	2,028.80	2,130.40	2,236.80	3,986.67	4,186.00	4,395.73	4,615.87	4,846.40	47,840.00	50,232.00	52,748.80	55,390.40	58,156.80
Finance Specialist	23.16	24.33	25.55	26.82	28.16	1,852.80	1,946.40	2,044.00	2,145.60	2,252.80	4,014.40	4,217.20	4,428.67	4,648.80	4,881.07	48,172.80	50,606.40	53,144.00	55,785.60	58,572.80
Police Administrative Aide	21.59	22.67	23.80	24.99	26.24	1,727.20	1,813.60	1,904.00	1,999.20	2,099.20	3,742.27	3,929.47	4,125.33	4,331.60	4,548.27	44,907.20	47,153.60	49,504.00	51,979.20	54,579.20
Police Administrative Clerk	15.66	16.44	17.27	18.13	19.04	1,252.80	1,315.20	1,381.60	1,450.40	1,523.20	2,714.40	2,849.60	2,993.47	3,142.53	3,300.27	32,572.80	34,195.20	35,921.60	37,710.40	39,603.20
Animal Control Officer	17.49	18.36	19.28	20.24	21.25	1,399.20	1,468.80	1,542.40	1,619.20	1,700.00	3,031.60	3,182.40	3,341.87	3,508.27	3,683.33	36,379.20	38,188.80	40,102.40	42,099.20	44,200.00
Senior Animal Control Officer	19.25	20.21	21.22	22.28	23.39	1,540.00	1,616.80	1,697.60	1,782.40	1,871.20	3,336.67	3,503.07	3,678.13	3,861.87	4,054.27	40,040.00	42,036.80	44,137.60	46,342.40	48,651.20
Assist. Equip. Mechanic	18.05	18.95	19.90	20.89	21.93	1,444.00	1,516.00	1,592.00	1,671.20	1,754.40	3,128.67	3,284.67	3,449.33	3,620.93	3,801.20	37,544.00	39,416.00	41,392.00	43,451.20	45,614.40
Mechanic	19.85	20.84	21.88	22.98	24.13	1,588.00	1,667.20	1,750.40	1,838.40	1,930.40	3,440.67	3,612.27	3,792.53	3,983.20	4,182.53	41,288.00	43,347.20	45,510.40	47,798.40	50,190.40
Lead Mechanic	21.66	22.75	23.88	25.08	26.33	1,732.80	1,820.00	1,910.40	2,006.40	2,106.40	3,754.40	3,943.33	4,139.20	4,347.20	4,563.87	45,052.80	47,320.00	49,670.40	52,166.40	54,766.40
Maintenance Assistant	11.40	11.97	12.57	13.19	13.86	912.00	957.60	1,005.60	1,055.20	1,108.80	1,976.00	2,074.80	2,178.80	2,286.27	2,402.40	23,712.00	24,897.60	26,145.60	27,435.20	28,828.80
Maintenance Worker I	15.51	16.29	17.10	17.95	18.85	1,240.80	1,303.20	1,368.00	1,436.00	1,508.00	2,688.40	2,823.60	2,964.00	3,111.33	3,267.33	32,260.80	33,883.20	35,568.00	37,336.00	39,208.00
Maintenance Worker II	17.28	18.14	19.05	20.00	21.00	1,382.40	1,451.20	1,524.00	1,600.00	1,680.00	2,995.20	3,144.27	3,302.00	3,466.67	3,640.00	35,942.40	37,731.20	39,624.00	41,600.00	43,680.00
Maintenance Worker III	20.24	21.25	22.31	23.42	24.59	1,619.20	1,700.00	1,784.80	1,873.60	1,967.20	3,508.27	3,683.33	3,867.07	4,059.47	4,262.27	42,099.20	44,200.00	46,404.80	48,713.60	51,147.20
Senior Maintenance Worker	23.71	24.90	26.15	27.45	28.82	1,896.80	1,992.00	2,092.00	2,196.00	2,305.60	4,109.73	4,316.00	4,532.67	4,758.00	4,995.47	49,316.80	51,792.00	54,392.00	57,096.00	59,945.60
Treatment Plant Operator I	20.51	21.54	22.62	23.75	24.93	1,640.80	1,723.20	1,809.60	1,900.00	1,994.40	3,555.07	3,733.60	3,920.80	4,116.67	4,321.20	42,660.80	44,803.20	47,049.60	49,400.00	51,854.40
Treatment Plant Operator II	23.01	24.16	25.36	26.63	24.96	1,840.80	1,932.80	2,028.80	2,130.40	1,996.80	3,988.40	4,187.73	4,395.73	4,615.87	4,326.40	47,860.80	50,252.80	52,748.80	55,390.40	51,916.80
Lead Treatment Plant Operator	24.18	25.39	26.66	27.99	29.39	1,934.40	2,031.20	2,132.80	2,239.20	2,351.20	4,191.20	4,400.93	4,621.07	4,851.60	5,094.27	50,294.40	52,811.20	55,452.80	58,219.20	61,131.20
Water Distribution Oper. In Training	16.56	17.39	18.27	19.18	20.13	1,324.80	1,391.20	1,461.60	1,534.40	1,610.40	2,870.40	3,014.27	3,166.80	3,324.53	3,489.20	34,444.80	36,171.20	38,001.60	39,894.40	41,870.40
Utility Maintenance Worker	18.77	19.71	20.69	21.73	22.81	1,501.60	1,576.80	1,655.20	1,738.40	1,824.80	3,253.47	3,416.40	3,586.27	3,766.53	3,953.73	39,041.60	40,996.80	43,035.20	45,198.40	47,444.80
Park Ranger	17.49	18.36	19.28	20.24	21.25	1,399.20	1,468.80	1,542.40	1,619.20	1,700.00	3,031.60	3,182.40	3,341.87	3,508.27	3,683.33	36,379.20	38,188.80	40,102.40	42,099.20	44,200.00
Street Sweeper Operator	17.71	18.59	19.52	20.49	21.52	1,416.80	1,487.20	1,561.60	1,639.20	1,721.60	3,069.73	3,222.27	3,383.47	3,551.60	3,730.13	36,836.80	38,667.20	40,601.60	42,619.20	44,761.60
Police Dispatcher I	18.32	19.23	20.20	21.21	22.27	1,465.60	1,538.40	1,616.00	1,696.80	1,781.60	3,175.47	3,333.20	3,501.33	3,676.40	3,860.13	38,105.60	39,998.40	42,016.00	44,116.80	46,321.60
Police Dispatcher II	20.20	21.21	22.27	23.38	24.55	1,616.00	1,696.80	1,781.60	1,870.40	1,964.00	3,501.33	3,676.40	3,860.13	4,052.53	4,255.33	42,016.00	44,116.80	46,321.60	48,630.40	51,064.00
Community Services Officer	17.74	18.63	19.56	20.53	21.56	1,419.20	1,490.40	1,564.80	1,642.40	1,724.80	3,074.93	3,229.20	3,390.40	3,558.53	3,737.07	36,899.20	38,750.40	40,684.80	42,702.40	44,844.80
Parking Enforcement Officer	16.12	16.93	17.77	18.66	19.60	1,289.60	1,354.40	1,421.60	1,492.80	1,568.00	2,794.13	2,934.53	3,080.13	3,234.40	3,397.33	33,529.60	35,214.40	36,961.60	38,812.80	40,768.00
Police Officer I	22.31	23.42	24.59	25.82	27.11	1,784.80	1,873.60	1,967.20	2,065.60	2,168.80	3,867.07	4,059.47	4,262.27	4,475.47	4,699.07	46,404.80	48,713.60	51,147.20	53,705.60	56,388.80
Police Officer II	23.47	24.65	25.88	27.17	28.53	1,877.60	1,972.00	2,070.40	2,173.60	2,282.40	4,068.13	4,272.67	4,485.87	4,709.47	4,945.20	48,817.60	51,272.00	53,830.40	56,513.60	59,342.40
Police Records Clerk	14.08	14.79	15.52	16.30	17.12	1,126.40	1,183.20	1,241.60	1,304.00	1,369.60	2,440.53	2,563.60	2,690.13	2,825.33	2,967.47	29,286.40	30,763.20	32,281.60	33,904.00	35,609.60
Police Capt.	37.86	39.74	41.73	43.82	46.00	3,028.80	3,179.20	3,338.40	3,505.60	3,680.00	6,562.40	6,888.27	7,233.20	7,595.47	7,973.33	78,748.80	82,659.20	86,798.40	91,145.60	95,680.00
Police Sergeant	28.41	29.82	31.31	32.89	34.52	2,272.80	2,385.60	2,504.80	2,631.20	2,761.60	4,924.40	5,168.80	5,427.07	5,700.93	5,983.47	59,092.80	62,025.60	65,124.80	68,411.20	71,801.60
Fire Captain (Note 1)	21.22	22.28	23.40	24.57	25.80	2,376.64	2,495.36	2,620.80	2,751.84	2,889.60	5,149.39	5,406.61	5,678.40	5,962.32	6,260.80	61,792.64	64,879.36	68,140.80	71,547.84	75,129.60
Engineer (Note 1)	17.44	18.31	19.22	20.19	21.20	1,953.28	2,050.72	2,152.64	2,261.28	2,374.40	4,232.11	4,443.23	4,664.05	4,899.44	5,144.53	50,785.28	53,318.72	55,968.64	58,793.28	61,734.40
Fire Fighter (Note 1)	14.84	15.58	16.36	17.18	18.03	1,662.08	1,744.96	1,832.32	1,924.16	2,019.36	3,601.17	3,780.75	3,970.03	4,169.01	4,375.28	43,214.08	45,368.96	47,640.32	50,028.16	52,503.36

Notes:

1) Based on 2,912 hours per year

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
City Administrator	60.75	-	67.48	-	74.21	4,860.00	-	5,398.40	-	5,936.80	10,530.00	-	11,696.53	-	12,863.07	126,360.00	-	140,358.40	-	154,356.80
City Clerk	27.23	-	30.17	-	33.10	2,178.40	-	2,413.60	-	2,648.00	4,719.87	-	5,229.47	-	5,737.33	56,638.40	-	62,753.60	-	68,848.00
Community Development Director	52.20	-	57.83	-	63.45	4,176.00	-	4,626.40	-	5,076.00	9,048.00	-	10,023.87	-	10,998.00	108,576.00	-	120,286.40	-	131,976.00
Director of Finance	51.66	-	56.14	-	60.62	4,132.80	-	4,491.20	-	4,849.60	8,954.40	-	9,730.93	-	10,507.47	107,452.80	-	116,771.20	-	126,089.60
Director of Public Works/Engineer	56.92	-	62.63	-	68.33	4,553.60	-	5,010.40	-	5,466.40	8,866.13	-	10,855.87	-	11,843.87	118,393.60	-	130,270.40	-	142,126.40
Fire Chief	52.37	-	58.01	-	63.65	4,189.60	-	4,640.80	-	5,092.00	9,077.47	-	10,055.07	-	11,032.67	108,929.60	-	120,660.80	-	132,392.00
Human Relations Manager	41.55	-	44.83	-	48.10	3,324.00	-	3,586.40	-	3,848.00	7,202.00	-	7,770.53	-	8,337.33	86,424.00	-	93,246.40	-	100,048.00
Chief of Police	57.46	-	63.29	-	69.12	4,596.80	-	5,063.20	-	5,529.60	9,959.73	-	10,970.27	-	11,980.80	119,516.80	-	131,643.20	-	143,769.60
Account Clerk II - Confidential	16.38	-	18.14	-	19.90	1,310.40	-	1,451.20	-	1,592.00	2,839.20	-	3,144.27	-	3,449.33	34,070.40	-	37,731.20	-	41,392.00
Police Administrative Clerk	15.66	-	17.35	-	19.04	1,252.80	-	1,388.00	-	1,523.20	2,714.40	-	3,007.33	-	3,300.27	32,572.80	-	36,088.00	-	39,603.20
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34	1,799.20	-	1,993.20	-	2,187.20	3,898.27	-	4,318.60	-	4,738.93	46,779.20	-	51,823.20	-	56,867.20
Animal Control Supervisor	22.23	-	24.69	-	27.14	1,778.40	-	1,974.80	-	2,171.20	3,853.20	-	4,278.73	-	4,704.27	46,238.40	-	51,344.80	-	56,451.20
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04	1,252.80	-	1,388.00	-	1,523.20	2,714.40	-	3,007.33	-	3,300.27	32,572.80	-	36,088.00	-	39,603.20
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12	1,389.60	-	1,539.60	-	1,689.60	3,010.80	-	3,335.80	-	3,660.80	36,129.60	-	40,029.60	-	43,929.60
Accounting Supervisor	24.29	-	26.91	-	29.53	1,943.20	-	2,152.80	-	2,362.40	4,210.27	-	4,664.40	-	5,118.53	50,523.20	-	55,972.80	-	61,422.40
Assistant Finance Director	31.90	-	35.34	-	38.78	2,552.00	-	2,827.20	-	3,102.40	5,529.33	-	6,125.60	-	6,721.87	66,352.00	-	73,507.20	-	80,662.40
GIS Analyst	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Housing/Economic Development Spec II	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Associate Planner	26.92	-	29.82	-	32.72	2,153.60	-	2,385.60	-	2,617.60	4,666.13	-	5,168.80	-	5,671.47	55,993.60	-	62,025.60	-	68,057.60
Building Official	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Supervising Building Inspector	30.24	-	33.50	-	36.75	2,419.20	-	2,679.60	-	2,940.00	5,241.60	-	5,805.80	-	6,370.00	62,899.20	-	69,669.60	-	76,440.00
Planning Director	36.81	-	40.78	-	44.74	2,944.80	-	3,262.00	-	3,579.20	6,380.40	-	7,067.67	-	7,754.93	76,564.80	-	84,812.00	-	93,059.20
Assistant Engineer	29.73	-	32.93	-	36.13	2,378.40	-	2,634.40	-	2,890.40	5,153.20	-	5,707.87	-	6,262.53	61,838.40	-	68,494.40	-	75,150.40
Construction Engineer/Inspector	27.64	-	30.62	-	33.60	2,211.20	-	2,449.60	-	2,688.00	4,790.93	-	5,307.47	-	5,824.00	57,491.20	-	63,689.60	-	69,888.00
Associate Civil Engineer	35.66	-	39.50	-	43.34	2,852.80	-	3,160.00	-	3,467.20	6,181.07	-	6,846.67	-	7,512.27	74,172.80	-	82,160.00	-	90,147.20
Senior Civil Engineer	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Public Works Ass't Director of Ops	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Public Works Operations Manager	35.13	-	38.92	-	42.71	2,810.40	-	3,113.60	-	3,416.80	6,089.20	-	6,746.13	-	7,403.07	73,070.40	-	80,953.60	-	88,836.80
PW Water/WW Plant Superintendent	29.29	-	32.44	-	35.60	2,343.20	-	2,595.20	-	2,848.00	5,076.93	-	5,622.93	-	6,170.67	60,923.20	-	67,475.20	-	74,048.00
Recreation and Facilities Manager	23.06	-	25.55	-	28.03	1,844.80	-	2,043.60	-	2,242.40	3,997.07	-	4,427.80	-	4,858.53	47,964.80	-	53,133.60	-	58,302.40
Public Works Superintendent	25.89	-	28.68	-	31.46	2,071.20	-	2,294.40	-	2,516.80	4,487.60	-	4,971.20	-	5,453.07	53,851.20	-	59,654.40	-	65,436.80
Admin. Captain/Fire Marshall - 2,756 hrs.	28.13	-	31.16	-	34.19	2,250.40	-	2,492.80	-	2,735.20	4,875.87	-	5,401.07	-	5,926.27	58,510.40	-	64,812.80	-	71,115.20
Battalion Chief	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Chief Treatment Plant Operator - Note 2	29.73	-	32.93	-	36.13	2,378.40	-	2,634.40	-	2,890.40	5,153.20	-	5,707.87	-	6,262.53	61,838.40	-	68,494.40	-	75,150.40
Chief Treatment Plant Operator - Note 2	35.00	-	38.78	-	42.55	2,800.00	-	3,102.40	-	3,404.00	6,066.67	-	6,721.87	-	7,375.33	72,800.00	-	80,662.40	-	88,504.00
Account Clerk I	14.51	15.24	16.00	16.80	17.64	1,160.80	1,219.20	1,280.00	1,344.00	1,411.20	2,515.07	2,641.60	2,773.33	2,912.00	3,057.60	30,180.80	31,699.20	33,280.00	34,944.00	36,691.20
Account Clerk II	16.38	17.20	18.06	18.96	19.90	1,310.40	1,376.00	1,444.80	1,516.80	1,592.00	2,839.20	2,981.33	3,130.40	3,286.40	3,449.33	34,070.40	35,776.00	37,564.80	39,436.80	41,392.00
Account Clerk III	18.02	18.92	19.87	20.86	21.90	1,441.60	1,513.60	1,589.60	1,668.80	1,752.00	3,123.47	3,279.47	3,444.13	3,615.73	3,796.00	37,481.60	39,353.60	41,329.60	43,388.80	45,552.00
Admin Clerk I	14.08	14.79	15.52	16.30	17.12	1,126.40	1,183.20	1,241.60	1,304.00	1,369.60	2,440.53	2,563.60	2,690.13	2,825.33	2,967.47	29,286.40	30,763.20	32,281.60	33,904.00	35,609.60
Admin Clerk II	15.66	16.45	17.27	18.14	19.04	1,252.80	1,316.00	1,381.38	1,451.20	1,523.20	2,714.40	2,851.33	2,993.00	3,144.27	3,300.27	32,572.80	34,216.00	35,915.98	37,731.20	39,603.20
Admin Clerk III	17.37	18.24	19.15	20.11	21.11	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80
Admin Clerk III / Housing Technician	17.37	18.24	19.15	20.11	21.11	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80
Accounting Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Housing Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Planning Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Finance Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Engineering Tech I	17.42	18.29	19.20	20.16	21.17	1,393.60	1,463.20	1,536.00	1,612.80	1,693.60	3,019.47	3,170.27	3,328.00	3,494.40	3,669.47	36,233.60	38,043.20	39,936.00	41,932.80	44,033.60
Engineering Tech	21.32	22.38	23.50	24.68	25.91	1,705.60	1,790.40	1,880.00	1,974.40	2,072.80	3,695.47	3,879.20	4,073.33	4,277.87	4,491.07	44,345.60	46,550.40	48,880.00	51,334.40	53,892.80
Engineering Tech II	21.32	22.38	23.50	24.68	25.91	1,705.60	1,790.40	1,880.00	1,974.40	2,072.80	3,695.47	3,879.20	4,073.33	4,277.87	4,491.07	44,345.60	46,550.40	48,880.00	51,334.40	53,892.80
Engineering Tech III	23.44	24.51	25.84	27.13	28.49	1,875.20	1,960.80	2,067.20	2,170.40	2,279.20	4,062.93	4,248.40	4,478.93	4,702.53	4,938.27	48,755.20	50,980.80	53,747.20	56,430.40	59,259.20
Engineering Tech Sr	23.44	24.51	25.84	27.13	28.49	1,875.20	1,960.80	2,067.20	2,170.40	2,279.20	4,062.93	4,248.40	4,478.93	4,702.53	4,938.27	48,755.20	50,980.80	53,747.20	56,430.40	

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Assistant Planner	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Rehab Specialist/ Code Compliance	23.42	24.59	25.82	27.11	28.47	1,873.60	1,967.20	2,065.60	2,168.80	2,277.60	4,059.47	4,262.27	4,475.47	4,699.07	4,934.80	48,713.60	51,147.20	53,705.60	56,388.80	59,217.60
Housing Economic Specialist I	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Accountant I	23.01	24.15	25.36	26.63	27.96	1,840.80	1,932.00	2,028.80	2,130.40	2,236.80	3,988.40	4,186.00	4,395.73	4,615.87	4,846.40	47,860.80	50,232.00	52,748.80	55,390.40	58,156.80
Finance Specialist	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Police Administrative Aide	21.59	22.67	23.80	24.99	26.24	1,727.20	1,813.60	1,904.00	1,999.20	2,099.20	3,742.27	3,929.47	4,125.33	4,331.60	4,548.27	44,907.20	47,153.60	49,504.00	51,979.20	54,579.20
Police Administrative Clerk	15.66	16.45	17.27	18.14	19.04	1,252.80	1,316.00	1,381.60	1,451.20	1,523.20	2,714.40	2,851.33	2,993.47	3,144.27	3,300.27	32,572.80	34,216.00	35,921.60	37,731.20	39,603.20
Animal Control Officer	17.49	18.37	19.29	20.25	21.26	1,399.20	1,469.60	1,543.20	1,620.00	1,700.80	3,031.60	3,184.13	3,343.60	3,510.00	3,685.07	36,379.20	38,209.60	40,123.20	42,120.00	44,220.80
Senior Animal Control Officer	19.25	20.21	21.22	22.29	23.40	1,540.00	1,616.80	1,697.60	1,783.20	1,872.00	3,336.67	3,503.07	3,678.13	3,863.60	4,056.00	40,040.00	42,036.80	44,137.60	46,363.20	48,672.00
Assist. Equip. Mechanic	18.06	18.96	19.90	20.90	21.94	1,444.80	1,516.80	1,592.00	1,672.00	1,755.20	3,130.40	3,286.40	3,449.33	3,622.67	3,802.93	37,564.80	39,436.80	41,392.00	43,472.00	45,635.20
Mechanic	19.85	20.84	21.89	22.98	24.13	1,588.00	1,667.20	1,751.20	1,838.40	1,930.40	3,440.67	3,612.27	3,794.27	3,983.20	4,182.53	41,288.00	43,347.20	45,531.20	47,798.40	50,190.40
Lead Mechanic	21.67	22.75	23.89	25.08	26.34	1,733.60	1,820.00	1,911.20	2,006.40	2,107.20	3,756.13	3,943.33	4,140.93	4,347.20	4,565.60	45,073.60	47,320.00	49,691.20	52,166.40	54,787.20
Maintenance Assistant	11.40	11.98	12.58	13.20	13.86	912.00	958.40	1,006.40	1,056.00	1,108.80	1,976.00	2,076.53	2,180.53	2,288.00	2,402.40	23,712.00	24,918.40	26,166.40	27,456.00	28,828.80
Maintenance Worker I	15.52	16.29	17.10	17.96	18.86	1,241.60	1,303.20	1,368.00	1,436.80	1,508.80	2,690.13	2,823.60	2,964.00	3,113.07	3,269.07	32,281.60	33,883.20	35,568.00	37,356.80	39,228.80
Maintenance Worker II	17.28	18.15	19.05	20.01	21.00	1,382.40	1,452.00	1,524.00	1,600.80	1,680.00	2,995.20	3,146.00	3,302.00	3,468.40	3,640.00	35,942.40	37,752.00	39,624.00	41,620.80	43,680.00
Maintenance Worker III	20.24	21.25	22.31	23.43	24.60	1,619.20	1,700.00	1,784.80	1,874.40	1,968.00	3,508.27	3,683.33	3,867.07	4,061.20	4,264.00	42,099.20	44,200.00	46,404.80	48,734.40	51,168.00
Senior Maintenance Worker	23.72	24.90	26.15	27.45	28.83	1,897.60	1,992.00	2,092.00	2,196.00	2,306.40	4,111.47	4,316.00	4,532.67	4,758.00	4,997.20	49,337.60	51,792.00	54,392.00	57,096.00	59,966.40
Treatment Plant Operator I	20.51	21.54	22.62	23.75	24.94	1,640.80	1,723.20	1,809.60	1,900.00	1,995.20	3,555.07	3,733.60	3,920.80	4,116.67	4,322.93	42,660.80	44,803.20	47,049.60	49,400.00	51,875.20
Treatment Plant Operator II	23.01	24.16	25.37	26.64	27.97	1,840.80	1,932.80	2,029.60	2,131.20	2,237.60	3,988.40	4,187.73	4,397.47	4,617.60	4,848.13	47,860.80	50,252.80	52,769.60	55,411.20	58,177.60
Lead Treatment Plant Operator	24.18	25.39	26.66	28.00	29.40	1,934.40	2,031.20	2,132.80	2,240.00	2,352.00	4,191.20	4,400.93	4,621.07	4,853.33	5,096.00	50,294.40	52,811.20	55,452.80	58,240.00	61,152.00
Water Distribution Oper. In Training	16.57	17.40	18.27	19.18	20.14	1,325.60	1,392.00	1,461.60	1,534.40	1,611.20	2,872.13	3,016.00	3,166.80	3,324.53	3,490.93	34,465.60	36,192.00	38,001.60	39,894.40	41,891.20
Water Distribution Operator	18.77	19.71	20.70	21.73	22.82	1,501.60	1,576.80	1,656.00	1,738.40	1,825.60	3,253.47	3,416.40	3,588.00	3,766.53	3,955.47	39,041.60	40,996.80	43,056.00	45,198.40	47,465.60
Utility Maintenance Worker	18.77	19.71	20.70	21.73	22.82	1,501.60	1,576.80	1,656.00	1,738.40	1,825.60	3,253.47	3,416.40	3,588.00	3,766.53	3,955.47	39,041.60	40,996.80	43,056.00	45,198.40	47,465.60
Street Sweeper Operator	17.71	18.59	19.52	20.50	21.52	1,416.80	1,487.20	1,561.60	1,640.00	1,721.60	3,069.73	3,222.27	3,383.47	3,553.33	3,730.13	36,836.80	38,667.20	40,601.60	42,640.00	44,761.60
Police Dispatcher I	18.32	19.23	20.20	21.21	22.27	1,465.60	1,538.40	1,616.00	1,696.80	1,781.60	3,175.47	3,333.20	3,501.33	3,676.40	3,860.13	38,105.60	39,998.40	42,016.00	44,116.80	46,321.60
Police Dispatcher II	20.20	21.21	22.27	23.38	24.55	1,616.00	1,696.80	1,781.60	1,870.40	1,964.00	3,501.33	3,676.40	3,860.13	4,052.53	4,255.33	42,016.00	44,116.80	46,321.60	48,630.40	51,064.00
Community Services Officer	17.74	18.63	19.56	20.53	21.56	1,419.20	1,490.40	1,564.80	1,642.40	1,724.80	3,074.93	3,229.20	3,390.40	3,558.53	3,737.07	36,899.20	38,750.40	40,684.80	42,702.40	44,844.80
Parking Enforcement Officer	16.12	16.93	17.77	18.66	19.60	1,289.60	1,354.40	1,421.60	1,492.80	1,568.00	2,794.13	2,934.53	3,080.13	3,234.40	3,397.33	33,529.60	35,214.40	36,961.60	38,812.80	40,768.00
Police Officer I	22.31	23.42	24.59	25.82	27.11	1,784.80	1,873.60	1,967.20	2,065.60	2,168.80	3,867.07	4,059.47	4,262.27	4,475.47	4,699.07	46,404.80	48,713.60	51,147.20	53,705.60	56,388.80
Police Officer II	23.47	24.65	25.88	27.17	28.53	1,877.60	1,972.00	2,070.40	2,173.60	2,282.40	4,068.13	4,272.67	4,485.87	4,709.47	4,945.20	48,817.60	51,272.00	53,830.40	56,513.60	59,342.40
Police Records Clerk	14.08	14.79	15.52	16.30	17.12	1,126.40	1,183.20	1,241.60	1,304.00	1,369.60	2,440.53	2,563.60	2,690.13	2,825.33	2,967.47	29,286.40	30,763.20	32,281.60	33,904.00	35,609.60
Police Capt.	37.86	39.74	41.73	43.82	46.00	3,028.80	3,179.20	3,338.40	3,505.60	3,680.00	6,562.40	6,888.27	7,233.20	7,595.47	7,973.33	78,748.80	82,659.20	86,798.40	91,145.60	95,680.00
Police Sergeant	28.41	29.82	31.31	32.89	34.52	2,272.80	2,385.60	2,504.80	2,631.20	2,761.60	4,924.40	5,168.80	5,427.07	5,700.93	5,983.47	59,092.80	62,025.60	65,124.80	68,411.20	71,801.60
Fire Captain (Note 1)	21.23	22.29	23.40	24.58	25.80	2,377.76	2,496.48	2,620.80	2,752.96	2,889.60	5,151.81	5409.04	5678.40	5964.75	6260.80	61,821.76	64,908.48	68,140.80	71,576.96	75,129.60
Engineer (Note 1)	17.44	18.31	19.23	20.19	21.20	1,953.28	2,050.72	2,153.76	2,261.28	2,374.40	4,232.11	4443.23	4666.48	4899.44	5144.53	50,785.28	53,318.72	55,997.76	58,793.28	61,734.40
Fire Fighter (Note 1)	14.84	15.58	16.36	17.18	18.04	1,662.08	1,744.96	1,832.32	1,924.16	2,020.48	3,601.17	3780.75	3970.03	4169.01	4377.71	43,214.08	45,368.96	47,640.32	50,028.16	52,532.48

Notes:

- 1) Based on 2,912 hours per year
- 2) The Chief Treatment Plant Operator received a pay adjustment effective October 4, 2010.

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
City Administrator	66.51	-	72.44	-	78.37	5,320.80	-	5,795.20	-	6,269.60	11,528.40	-	12,556.27	-	13,584.13	138,340.80	-	150,675.20	-	163,009.60
Chief of Police	57.46	-	63.29	-	69.12	4,596.80	-	5,063.20	-	5,529.60	9,959.73	-	10,970.27	-	11,980.80	119,516.80	-	131,643.20	-	143,769.60
City Clerk	27.23	-	30.17	-	33.10	2,178.40	-	2,413.60	-	2,648.00	4,719.87	-	5,229.47	-	5,737.33	56,638.40	-	62,753.60	-	68,848.00
Community Development Director	52.37	-	58.01	-	63.65	4,189.60	-	4,640.80	-	5,092.00	9,077.47	-	10,055.07	-	11,032.67	108,929.60	-	120,660.80	-	132,392.00
Finance Director	52.37	-	58.01	-	63.65	4,189.60	-	4,640.80	-	5,092.00	9,077.47	-	10,055.07	-	11,032.67	108,929.60	-	120,660.80	-	132,392.00
Fire Chief	52.37	-	58.01	-	63.65	4,189.60	-	4,640.80	-	5,092.00	9,077.47	-	10,055.07	-	11,032.67	108,929.60	-	120,660.80	-	132,392.00
Human Relations Manager	41.55	-	44.83	-	48.10	3,324.00	-	3,586.40	-	3,848.00	7,202.00	-	7,770.53	-	8,337.33	86,424.00	-	93,246.40	-	100,048.00
Public Works Director/City Engineer	56.92	-	62.63	-	68.33	4,553.60	-	5,010.40	-	5,466.40	9,866.13	-	10,855.87	-	11,843.87	118,393.60	-	130,270.40	-	142,126.40
Unit 1:																				
Account Clerk II - Confidential	16.38	-	18.14	-	19.90	1,310.40	-	1,451.20	-	1,592.00	2,839.20	-	3,144.27	-	3,449.33	34,070.40	-	37,731.20	-	41,392.00
Accounting Supervisor	24.29	-	26.91	-	29.53	1,943.20	-	2,152.80	-	2,362.40	4,210.27	-	4,664.40	-	5,118.53	50,523.20	-	55,972.80	-	61,422.40
Admin. Captain/Fire Marshall - 2,756 hrs.	28.13	-	31.16	-	34.19	2,250.40	-	2,492.80	-	2,735.20	4,875.87	-	5,401.07	-	5,926.27	58,510.40	-	64,812.80	-	71,115.20
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04	1,252.80	-	1,388.00	-	1,523.20	2,714.40	-	3,007.33	-	3,300.27	32,572.80	-	36,088.00	-	39,603.20
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12	1,389.60	-	1,539.60	-	1,689.60	3,010.80	-	3,335.80	-	3,660.80	36,129.60	-	40,029.60	-	43,929.60
Animal Control Supervisor	22.23	-	24.69	-	27.14	1,778.40	-	1,974.80	-	2,171.20	3,853.20	-	4,278.73	-	4,704.27	46,238.40	-	51,344.80	-	56,451.20
Assistant Engineer	29.73	-	32.93	-	36.13	2,378.40	-	2,634.40	-	2,890.40	5,153.20	-	5,707.87	-	6,262.53	61,838.40	-	68,494.40	-	75,150.40
Assistant Finance Director	31.90	-	35.34	-	38.78	2,552.00	-	2,827.20	-	3,102.40	5,529.33	-	6,125.60	-	6,721.87	66,352.00	-	73,507.20	-	80,662.40
Associate Civil Engineer	35.66	-	39.50	-	43.34	2,852.80	-	3,160.00	-	3,467.20	6,181.07	-	6,846.67	-	7,512.27	74,172.80	-	82,160.00	-	90,147.20
Associate Planner	26.92	-	29.82	-	32.72	2,153.60	-	2,385.60	-	2,617.60	4,666.13	-	5,168.80	-	5,671.47	55,993.60	-	62,025.60	-	68,057.60
Battalion Chief	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Building Official	33.34	-	36.93	-	40.52	2,667.20	-	2,954.40	-	3,241.60	5,778.93	-	6,401.20	-	7,023.47	69,347.20	-	76,814.40	-	84,281.60
Chief Treatment Plant Operator	35.00	-	38.78	-	42.55	2,800.00	-	3,102.40	-	3,404.00	6,066.67	-	6,721.87	-	7,375.33	72,800.00	-	80,662.40	-	88,504.00
Construction Engineer/Inspector	27.64	-	30.62	-	33.60	2,211.20	-	2,449.60	-	2,688.00	4,790.93	-	5,307.47	-	5,824.00	57,491.20	-	63,689.60	-	69,888.00
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34	1,799.20	-	1,993.20	-	2,187.20	3,898.27	-	4,318.60	-	4,738.93	46,779.20	-	51,823.20	-	56,867.20
GIS Analyst	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Housing/Economic Development Spec II	25.29	-	28.02	-	30.74	2,023.20	-	2,241.20	-	2,459.20	4,383.60	-	4,855.93	-	5,328.27	52,603.20	-	58,271.20	-	63,939.20
Planning Director	36.81	-	40.78	-	44.74	2,944.80	-	3,262.00	-	3,579.20	6,380.40	-	7,067.67	-	7,754.93	76,564.80	-	84,812.00	-	93,059.20
Public Works Ass't Director of Ops	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Recreation and Facilities Manager	23.06	-	25.55	-	28.03	1,844.80	-	2,043.60	-	2,242.40	3,997.07	-	4,427.80	-	4,858.53	47,964.80	-	53,133.60	-	58,302.40
Senior Civil Engineer	40.23	-	44.57	-	48.90	3,218.40	-	3,565.20	-	3,912.00	6,973.20	-	7,724.60	-	8,476.00	83,678.40	-	92,695.20	-	101,712.00
Supervising Building Inspector	30.24	-	33.50	-	36.75	2,419.20	-	2,679.60	-	2,940.00	5,241.60	-	5,805.80	-	6,370.00	62,899.20	-	69,669.60	-	76,440.00
Utility Operations Manager	35.66	-	39.50	-	43.34	2,852.80	-	3,160.00	-	3,467.20	6,181.07	-	6,846.67	-	7,512.27	74,172.80	-	82,160.00	-	90,147.20
Unit 1: Implements Cost Savings Provision of Unit 1 Contract Under Article 6(A) from August 2011 to August 2012:																				
Account Clerk II - Confidential	16.06	-	17.79	-	19.51	1,284.80	-	1,423.20	-	1,560.80	2,783.73	-	3,083.60	-	3,381.73	33,404.80	-	37,003.20	-	40,580.80
Accounting Supervisor	23.81	-	26.38	-	28.94	1,904.80	-	2,110.40	-	2,315.20	4,127.07	-	4,572.53	-	5,016.27	49,524.80	-	54,870.40	-	60,195.20
Admin. Captain/Fire Marshall - 2,756 hrs.	27.57	-	30.54	-	33.51	2,205.60	-	2,443.20	-	2,680.80	4,778.80	-	5,293.60	-	5,808.40	57,345.60	-	63,523.20	-	69,700.80
Administrative Clerk II - Confidential	15.35	-	17.01	-	18.66	1,228.00	-	1,360.80	-	1,492.80	2,660.67	-	2,948.40	-	3,234.40	31,928.00	-	35,380.80	-	38,812.80
Administrative Clerk III - Confidential	17.03	-	17.87	-	20.70	1,362.40	-	1,429.60	-	1,656.00	2,951.87	-	3,097.47	-	3,588.00	35,422.40	-	37,169.60	-	43,056.00
Animal Control Supervisor	21.79	-	24.20	-	26.60	1,743.20	-	1,936.00	-	2,128.00	3,776.93	-	4,194.67	-	4,610.67	45,323.20	-	50,336.00	-	55,328.00
Assistant Engineer	29.14	-	32.28	-	35.41	2,331.20	-	2,582.40	-	2,832.80	5,050.93	-	5,595.20	-	6,137.73	60,611.20	-	67,142.40	-	73,652.80
Assistant Finance Director	31.27	-	34.64	-	38.01	2,501.60	-	2,771.20	-	3,040.80	5,420.13	-	6,004.27	-	6,588.40	65,041.60	-	72,051.20	-	79,060.80
Associate Civil Engineer	34.95	-	38.72	-	42.48	2,796.00	-	3,097.60	-	3,398.40	6,058.00	-	6,711.47	-	7,363.20	72,696.00	-	80,537.60	-	88,358.40
Associate Planner	26.39	-	29.23	-	32.07	2,111.20	-	2,338.40	-	2,565.60	4,574.27	-	5,066.53	-	5,558.80	54,891.20	-	60,798.40	-	66,705.60
Battalion Chief	32.68	-	36.20	-	39.71	2,614.40	-	2,896.00	-	3,176.80	5,664.53	-	6,274.67	-	6,883.07	67,974.40	-	75,296.00	-	82,596.80
Building Official	32.68	-	36.20	-	39.71	2,614.40	-	2,896.00	-	3,176.80	5,664.53	-	6,274.67	-	6,883.07	67,974.40	-	75,296.00	-	82,596.80
Chief Treatment Plant Operator	34.30	-	38.00	-	41.70	2,744.00	-	3,040.00	-	3,336.00	5,945.33	-	6,586.67	-	7,228.00	71,344.00	-	79,040.00	-	86,736.00
Construction Engineer/Inspector	27.09	-	30.01	-	32.93	2,167.20	-	2,400.80	-	2,634.40	4,695.60	-	5,201.73	-	5,707.87	56,347.20	-	62,420.80	-	68,494.40
Dispatch and Records Supervisor	22.05	-	24.43	-	26.80	1,764.00	-	1,954.40	-	2,144.00	3,822.00	-	4,234.53	-	4,645.33	45,864.00	-	50,814.40	-	55,744.00
GIS Analyst	24.79	-	27.46	-	30.13	1,983.20	-	2,196.80	-	2,410.40	4,296.93	-	4,759.73	-	5,222.53	51,563.20	-	57,116.80	-	62,670.40
Housing/Economic Development Spec II	24.79	-	27.46	-	30.13	1,983.20	-	2,196.80	-	2,410.40	4,296.93	-	4,759.73	-	5,222.53	51,563.20	-	57,116.80	-	62,670.40
Planning Director	36.08	-	39.97	-	43.85	2,886.40	-	3,197.60	-	3,508.00	6,253.87	-	6,928.13	-	7,600.67	75,046.40	-	83,137.60	-	91,208.00
Public Works Ass't Director of Ops	39.43	-	43.68	-	47.93	3,154.40	-	3,494.40	-	3,834.40	6,834.53	-	7,571.20	-	8,307.87	82,014.40	-	90,854.40	-	99,694.40
Recreation and Facilities Manager	22.60	-	25.04	-	27.47	1,808.00	-	2,003.20	-	2,197.60	3,917.33	-	4,340.27	-	4,761.47	47,008.00	-	52,083.20	-	57,137.60
Senior Civil Engineer	39.43	-	43.68	-	47.93	3,154.40	-	3,494.40	-	3,834.40	6,834.53	-	7,571.20	-	8,307.87	82,014.40	-	90,854.40	-	99,694.40
Supervising Building Inspector	29.64	-	32.83	-	36.02	2,371.20	-	2,626.40	-	2,881.60	5,137.60	-	5,690.53	-	6,243.47	61,651.20	-	68,286.40	-	74,921.60
Utility Operations Manager	35.66	-	39.50	-	43.34	2,852.80	-	3,160.00	-	3,467.20	6,181.07	-	6,846.67	-	7,512.27	74,172.80	-	82,160.00	-	90,147.20

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Unit 2:																				
Account Clerk I	14.51	15.24	16.00	16.80	17.64	1,160.80	1,219.20	1,280.00	1,344.00	1,411.20	2,515.07	2,641.60	2,773.33	2,912.00	3,057.60	30,180.80	31,699.20	33,280.00	34,944.00	36,691.20
Account Clerk II	16.38	17.20	18.06	18.96	19.90	1,310.40	1,376.00	1,444.80	1,516.80	1,592.00	2,839.20	2,981.33	3,130.40	3,286.40	3,449.33	34,070.40	35,776.00	37,564.80	39,436.80	41,392.00
Account Clerk III	18.02	18.92	19.87	20.86	21.90	1,441.60	1,513.60	1,589.60	1,668.80	1,752.00	3,123.47	3,279.47	3,444.13	3,615.73	3,796.00	37,481.60	39,353.60	41,329.60	43,388.80	45,552.00
Accountant I	23.01	24.15	25.36	26.63	27.96	1,840.80	1,932.00	2,028.80	2,130.40	2,236.80	3,988.40	4,186.00	4,395.73	4,615.87	4,846.40	47,860.80	50,232.00	52,748.80	55,390.40	58,156.80
Accounting Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Admin Clerk I	14.08	14.79	15.52	16.30	17.12	1,126.40	1,183.20	1,241.60	1,304.00	1,369.60	2,440.53	2,563.60	2,690.13	2,825.33	2,967.47	29,286.40	30,763.20	32,281.60	33,904.00	35,609.60
Admin Clerk II	15.66	16.45	17.27	18.14	19.04	1,252.80	1,316.00	1,381.38	1,451.20	1,523.20	2,714.40	2,851.33	2,993.00	3,144.27	3,300.27	32,572.80	34,216.00	35,915.98	37,731.20	39,603.20
Senior Admin Clerk	17.37	18.24	19.15	20.11	21.11	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80
Admin Clerk III / Housing Technician	19.60	20.58	21.61	22.69	23.82	1,568.00	1,646.40	1,728.80	1,815.20	1,905.60	3,397.33	3,567.20	3,745.73	3,932.93	4,128.80	40,768.00	42,806.40	44,948.80	47,195.20	49,545.60
Animal Control Officer	17.49	18.37	19.29	20.25	21.26	1,399.20	1,469.60	1,543.20	1,620.00	1,700.80	3,031.60	3,184.13	3,343.60	3,510.00	3,685.07	36,379.20	38,209.60	40,123.20	42,120.00	44,220.80
Assist. Equip. Mechanic	18.06	18.96	19.90	20.90	21.94	1,444.80	1,516.80	1,592.00	1,672.00	1,755.20	3,130.40	3,286.40	3,449.33	3,622.67	3,802.93	37,564.80	39,436.80	41,392.00	43,472.00	45,635.20
Assistant Planner	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Engineering Tech	21.32	22.38	23.50	24.68	25.91	1,705.60	1,790.40	1,880.00	1,974.40	2,072.80	3,695.47	3,879.20	4,073.33	4,277.87	4,491.07	44,345.60	46,550.40	48,880.00	51,334.40	53,892.80
Engineering Tech I	17.42	18.29	19.20	20.16	21.17	1,393.60	1,463.20	1,536.00	1,612.80	1,693.60	3,019.47	3,170.27	3,328.00	3,494.40	3,669.47	36,233.60	38,043.20	39,936.00	41,932.80	44,033.60
Engineering Tech II	21.32	22.38	23.50	24.68	25.91	1,705.60	1,790.40	1,880.00	1,974.40	2,072.80	3,695.47	3,879.20	4,073.33	4,277.87	4,491.07	44,345.60	46,550.40	48,880.00	51,334.40	53,892.80
Engineering Tech III	23.44	24.51	25.84	27.13	28.49	1,875.20	1,960.80	2,067.20	2,170.40	2,279.20	4,062.93	4,248.40	4,478.93	4,702.53	4,938.27	48,755.20	50,980.80	53,747.20	56,430.40	59,259.20
Engineering Tech Sr	23.44	24.51	25.84	27.13	28.49	1,875.20	1,960.80	2,067.20	2,170.40	2,279.20	4,062.93	4,248.40	4,478.93	4,702.53	4,938.27	48,755.20	50,980.80	53,747.20	56,430.40	59,259.20
Finance Specialist	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Finance Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Housing Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Housing/Economic Specialist I	23.17	24.33	25.55	26.83	28.16	1,853.60	1,946.40	2,044.00	2,146.40	2,252.80	4,016.13	4,217.20	4,428.67	4,650.53	4,881.07	48,193.60	50,606.40	53,144.00	55,806.40	58,572.80
Lead Mechanic	21.67	22.75	23.89	25.08	26.34	1,733.60	1,820.00	1,911.20	2,006.40	2,107.20	3,756.13	3,943.33	4,140.93	4,347.20	4,565.60	45,073.60	47,320.00	49,691.20	52,166.40	54,787.20
Lead Treatment Plant Operator	24.18	25.39	26.66	28.00	29.40	1,934.40	2,031.20	2,132.80	2,240.00	2,352.00	4,191.20	4,400.93	4,621.07	4,853.33	5,096.00	50,294.40	52,811.20	55,452.80	58,240.00	61,152.00
Maintenance Assistant	11.40	11.98	12.58	13.20	13.86	912.00	958.40	1,006.40	1,056.00	1,108.80	1,976.00	2,076.53	2,180.53	2,288.00	2,402.40	23,712.00	24,918.40	26,166.40	27,456.00	28,828.80
Maintenance Worker I	15.52	16.29	17.10	17.96	18.86	1,241.60	1,303.20	1,368.00	1,436.80	1,508.80	2,690.13	2,823.60	2,964.00	3,113.07	3,269.07	32,281.60	33,883.20	35,568.00	37,356.80	39,228.80
Maintenance Worker II	17.28	18.15	19.05	20.01	21.00	1,382.40	1,452.00	1,524.00	1,600.80	1,680.00	2,995.20	3,146.00	3,302.00	3,468.40	3,640.00	35,942.40	37,752.00	39,624.00	41,620.80	43,680.00
Maintenance Worker III	20.24	21.25	22.31	23.43	24.60	1,619.20	1,700.00	1,784.80	1,874.40	1,968.00	3,508.27	3,683.33	3,867.07	4,061.20	4,264.00	42,099.20	44,200.00	46,404.80	48,734.40	51,168.00
Mechanic	19.85	20.84	21.89	22.98	24.13	1,588.00	1,667.20	1,751.20	1,838.40	1,930.40	3,440.67	3,612.27	3,794.27	3,983.20	4,182.53	41,288.00	43,347.20	45,531.20	47,798.40	50,190.40
Planning Technician	21.09	22.14	23.25	24.41	25.63	1,687.20	1,771.20	1,860.00	1,952.80	2,050.40	3,655.60	3,837.60	4,030.00	4,231.07	4,442.53	43,867.20	46,051.20	48,360.00	50,772.80	53,310.40
Police Administrative Aide	21.59	22.67	23.80	24.99	26.24	1,727.20	1,813.60	1,904.00	1,999.20	2,099.20	3,742.27	3,929.47	4,125.33	4,331.60	4,548.27	44,907.20	47,153.60	49,504.00	51,979.20	54,579.20
Police Administrative Clerk	15.66	16.45	17.27	18.14	19.04	1,252.80	1,316.00	1,381.60	1,451.20	1,523.20	2,714.40	2,851.33	2,993.47	3,144.27	3,300.27	32,572.80	34,216.00	35,921.60	37,731.20	39,603.20
Rehab. Specialist / Code Compliance	23.42	24.59	25.82	27.11	28.47	1,873.60	1,967.20	2,065.60	2,168.80	2,277.60	4,059.47	4,262.27	4,475.47	4,699.07	4,934.80	48,713.60	51,147.20	53,705.60	56,388.80	59,217.60
Senior Animal Control Officer	19.25	20.21	21.22	22.29	23.40	1,540.00	1,616.80	1,697.60	1,783.20	1,872.00	3,336.67	3,503.07	3,678.13	3,863.60	4,056.00	40,040.00	42,036.80	44,137.60	46,363.20	48,672.00
Senior Maintenance Worker	23.72	24.90	26.15	27.45	28.83	1,897.60	1,992.00	2,092.00	2,196.00	2,306.40	4,111.47	4,316.00	4,532.67	4,758.00	4,997.20	49,337.60	51,792.00	54,392.00	57,096.00	59,966.40
Street Sweeper Operator	17.71	18.59	19.52	20.50	21.52	1,416.80	1,487.20	1,561.60	1,640.00	1,721.60	3,069.73									

Position	Hourly					Bi Weekly					Monthly					Annually				
	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E	A	B	C	D	E
Finance Technician	20.67	21.70	22.79	23.92	25.12	1,653.46	1,735.78	1,822.80	1,913.74	2,009.39	3,582.49	3,760.85	3,949.40	4,146.45	4,353.68	42,989.86	45,130.18	47,392.80	49,757.34	52,244.19
Housing Technician	20.67	21.70	22.79	23.92	25.12	1,653.46	1,735.78	1,822.80	1,913.74	2,009.39	3,582.49	3,760.85	3,949.40	4,146.45	4,353.68	42,989.86	45,130.18	47,392.80	49,757.34	52,244.19
Housing/Economic Specialist I	22.71	23.84	25.04	26.29	27.60	1,816.53	1,907.47	2,003.12	2,103.47	2,207.74	3,935.81	4,132.86	4,340.09	4,557.52	4,783.45	47,229.73	49,594.27	52,081.12	54,690.27	57,401.34
Lead Mechanic	21.24	22.30	23.41	24.58	25.81	1,698.93	1,783.60	1,872.98	1,966.27	2,065.06	3,681.01	3,864.47	4,058.11	4,260.26	4,474.29	44,172.13	46,373.60	48,697.38	51,123.07	53,691.46
Lead Treatment Plant Operator	23.70	24.89	26.13	27.44	28.81	1,895.71	1,991.36	2,090.14	2,195.20	2,304.96	4,107.38	4,314.61	4,528.65	4,756.27	4,994.08	49,288.51	51,775.36	54,343.74	57,075.20	59,928.96
Maintenance Assistant	11.17	11.74	12.33	12.94	13.58	893.76	939.23	986.27	1,034.88	1,086.62	1,936.48	2,035.00	2,136.92	2,242.24	2,354.35	23,237.76	24,420.03	25,643.07	26,906.88	28,252.22
Maintenance Worker I	15.21	15.96	16.76	17.60	18.48	1,216.77	1,277.14	1,340.64	1,408.06	1,478.62	2,636.33	2,767.13	2,904.72	3,050.81	3,203.69	31,635.97	33,205.54	34,856.64	36,609.66	38,444.22
Maintenance Worker II	16.93	17.79	18.67	19.61	20.58	1,354.75	1,422.96	1,493.52	1,568.78	1,646.40	2,935.30	3,083.08	3,235.96	3,399.03	3,567.20	35,223.55	36,996.96	38,831.52	40,788.38	42,806.40
Maintenance Worker III	19.84	20.83	21.86	22.96	24.11	1,586.82	1,666.00	1,749.10	1,836.91	1,928.64	3,438.10	3,609.67	3,789.73	3,979.98	4,178.72	41,257.22	43,316.00	45,476.70	47,759.71	50,144.64
Mechanic	19.45	20.42	21.45	22.52	23.65	1,556.24	1,633.86	1,716.18	1,801.63	1,891.79	3,371.85	3,540.02	3,718.38	3,903.54	4,098.88	40,462.24	42,480.26	44,620.58	46,842.43	49,186.59
Planning Technician	20.67	21.70	22.79	23.92	25.12	1,653.46	1,735.78	1,822.80	1,913.74	2,009.39	3,582.49	3,760.85	3,949.40	4,146.45	4,353.68	42,989.86	45,130.18	47,392.80	49,757.34	52,244.19
Police Administrative Aide	21.16	22.22	23.32	24.49	25.72	1,692.66	1,777.33	1,865.92	1,959.22	2,057.22	3,667.42	3,850.88	4,042.83	4,244.97	4,457.30	44,009.06	46,210.53	48,513.92	50,939.62	53,487.62
Police Administrative Clerk	15.35	16.12	16.92	17.78	18.66	1,227.74	1,289.68	1,353.97	1,422.18	1,492.74	2,660.11	2,794.31	2,933.60	3,081.38	3,234.26	31,921.34	33,531.68	35,203.17	36,976.58	38,811.14
Rehab. Specialist / Code Compliance	22.95	24.10	25.30	26.57	27.90	1,836.13	1,927.86	2,024.29	2,125.42	2,232.05	3,978.28	4,177.02	4,385.96	4,605.09	4,836.10	47,739.33	50,124.26	52,631.49	55,261.02	58,033.25
Senior Animal Control Officer	18.87	19.81	20.80	21.84	22.93	1,509.20	1,584.46	1,663.65	1,747.54	1,834.56	3,269.93	3,433.01	3,604.57	3,786.33	3,974.88	39,239.20	41,196.06	43,254.85	45,435.94	47,698.56
Senior Maintenance Worker	23.25	24.40	25.63	26.90	28.25	1,859.65	1,952.16	2,050.16	2,152.08	2,260.27	4,029.24	4,229.68	4,442.01	4,662.84	4,897.26	48,350.85	50,756.16	53,304.16	55,954.08	58,767.07
Street Sweeper Operator	17.36	18.22	19.13	20.09	21.09	1,388.46	1,457.46	1,530.37	1,607.20	1,687.17	3,008.34	3,157.82	3,315.80	3,482.27	3,655.53	36,100.06	37,893.86	39,789.57	41,787.20	43,866.37
Treatment Plant Operator I	24.44	25.67	26.95	28.30	29.72	1,955.30	2,053.30	2,156.00	2,264.19	2,377.87	4,236.47	4,448.81	4,671.33	4,905.75	5,152.06	50,837.70	53,385.70	56,056.00	58,868.99	61,824.67
Treatment Plant Operator II	27.41	28.78	30.22	31.74	33.33	2,192.85	2,302.61	2,417.86	2,539.38	2,666.38	4,751.17	4,988.98	5,238.69	5,501.98	5,777.17	57,014.05	59,867.81	62,864.26	66,023.78	69,325.98
Utility Maintenance Worker	18.39	19.32	20.29	21.30	22.36	1,471.57	1,545.26	1,622.88	1,703.63	1,789.09	3,188.40	3,348.07	3,516.24	3,691.20	3,876.36	38,260.77	40,176.86	42,194.88	44,294.43	46,516.29
Water Distribution Oper. In Training	16.24	17.05	17.90	18.80	19.74	1,299.09	1,364.16	1,432.37	1,503.71	1,578.98	2,814.69	2,955.68	3,103.46	3,258.04	3,421.11	33,776.29	35,468.16	37,241.57	39,096.51	41,053.38
Water Distribution Operator	18.39	19.32	20.29	21.30	22.36	1,471.57	1,545.26	1,622.88	1,703.63	1,789.09	3,188.40	3,348.07	3,516.24	3,691.20	3,876.36	38,260.77	40,176.86	42,194.88	44,294.43	46,516.29
Police Dispatcher I	18.32	19.23	20.20	21.21	22.27	1,465.60	1,538.40	1,616.00	1,696.80	1,781.60	3,175.47	3,333.20	3,501.33	3,676.40	3,860.13	38,105.60	39,998.40	42,016.00	44,116.80	46,321.60
Police Dispatcher II	20.20	21.21	22.27	23.38	24.55	1,616.00	1,696.80	1,781.60	1,870.40	1,964.00	3,501.33	3,676.40	3,860.13	4,052.53	4,255.33	42,016.00	44,116.80	46,321.60	48,630.40	51,064.00
Community Services Officer	17.74	18.63	19.56	20.53	21.56	1,419.20	1490.40	1564.80	1642.40	1724.80	3,074.93	3229.20	3390.40	3558.53	3737.07	36,899.20	38,750.40	40,684.80	42,702.40	44,844.80
Parking Enforcement Officer	16.12	16.93	17.77	18.66	19.60	1,289.60	1354.40	1421.60	1492.80	1568.00	2,794.13	2934.53	3080.13	3234.40	3397.33	33,529.60	35,214.40	36,961.60	38,812.80	40,768.00
Police Officer I	22.31	23.42	24.59	25.82	27.11	1,784.80	1,873.60	1,967.20	2,065.60	2,168.80	3,867.07	4,059.47	4,262.27	4,475.47	4,699.07	46,404.80	48,713.60	51,147.20	53,705.60	56,388.80
Police Officer II	23.47	24.65	25.88	27.17	28.53	1,877.60	1,972.00	2,070.40	2,173.60	2,282.40	4,068.13	4,272.67	4,485.87	4,709.47	4,945.20	48,817.60	51,272.00	53,830.40	56,513.60	59,342.40
Police Records Clerk	14.08	14.79	15.52	16.30	17.12	1,126.40	1,183.20	1,241.60	1,304.00	1,369.60	2,440.53	2,563.60	2,690.13	2,825.33	2,967.47	29,286.40	30,763.20	32,281.60	33,904.00	35,609.60
Fire Captain (Note 1)	21.23	22.29	23.40	24.58	25.80	2,377.76	2,496.48	2,620.80	2,752.96	2,889.60	5,151.81	5409.04	5678.40	5964.75	6260.80	61,821.76	64,908.48	68,140.80	71,576.96	75,129.60
Engineer (Note 1)	17.44	18.31	19.23	20.19	21.20	1,953.28	2,050.72	2,153.76	2,261.28	2,374.40	4,232.11	4443.23	4666.48	4899.44	5144.53	50,785.28	53,318.72	55,997.76	58,793.28	61,734.40
Fire Fighter (Note 1)	14.84	15.58	16.36	17.18	18.04	1,662.08	1,744.96	1,832.32	1,924.16	2,020.48	3,601.17	3780.75	3970.03	4169.01	4377.71	43,214.08	45,368.96	47,640.32	50,028.16	52,532.48

Notes:
1) Based on 2,912 hours per year

Position	Hourly						Bi Weekly						Monthly						Annually						
	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 4)	
City Administrator	66.51	-	72.44	-	78.37		5,320.80	-	5,795.20	-	6,269.60		11,528.40	-	12,556.27	-	13,584.13		138,340.80	-	150,675.20	-	163,009.60		
Chief of Police	57.46	-	63.29	-	69.12		4,596.80	-	5,063.20	-	5,529.60		9,959.73	-	10,970.27	-	11,980.80		119,516.80	-	131,643.20	-	143,769.60		
City Clerk	27.23	-	30.17	-	33.10		2,178.40	-	2,413.60	-	2,648.00		4,719.87	-	5,229.47	-	5,737.33		56,638.40	-	62,753.60	-	68,848.00		
Community Development Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00		
Finance Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00		
Fire Chief	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00		
Human Relations Manager	41.55	-	44.83	-	48.10		3,324.00	-	3,586.40	-	3,848.00		7,202.00	-	7,770.53	-	8,337.33		86,424.00	-	93,246.40	-	100,048.00		
Public Works Director/City Engineer	56.92	-	62.63	-	68.33		4,553.60	-	5,010.40	-	5,466.40		9,866.13	-	10,855.87	-	11,843.87		118,393.60	-	130,270.40	-	142,126.40		
Account Clerk II - Confidential	16.38	-	18.14	-	19.90		1,310.40	-	1,451.20	-	1,592.00		2,839.20	-	3,144.27	-	3,449.33		34,070.40	-	37,731.20	-	41,392.00		
Accounting Supervisor	24.29	-	26.91	-	29.53		1,943.20	-	2,152.80	-	2,362.40		4,210.27	-	4,664.40	-	5,118.53		50,523.20	-	55,972.80	-	61,422.40		
Admin. Captain/Fire Marshall - 2,756 hrs.	28.13	-	31.16	-	34.19		2,250.40	-	2,492.80	-	2,735.20		4,875.87	-	5,401.07	-	5,926.27		58,510.40	-	64,812.80	-	71,115.20		
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04		1,252.80	-	1,388.00	-	1,523.20		2,714.40	-	3,007.33	-	3,300.27		32,572.80	-	36,088.00	-	39,603.20		
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12		1,389.60	-	1,539.60	-	1,689.60		3,010.80	-	3,335.80	-	3,660.80		36,129.60	-	40,029.60	-	43,929.60		
Animal Control Supervisor	22.23	-	24.69	-	27.14		1,778.40	-	1,974.80	-	2,171.20		3,853.20	-	4,278.73	-	4,704.27		46,238.40	-	51,344.80	-	56,451.20		
Assistant Engineer	29.73	-	32.93	-	36.13		2,378.40	-	2,634.40	-	2,890.40		5,153.20	-	5,707.87	-	6,262.53		61,838.40	-	68,494.40	-	75,150.40		
Assistant Finance Director	31.90	-	35.34	-	38.78		2,552.00	-	2,827.20	-	3,102.40		5,529.33	-	6,125.60	-	6,721.87		66,352.00	-	73,507.20	-	80,662.40		
Associate Civil Engineer	35.66	-	39.50	-	43.34		2,852.80	-	3,160.00	-	3,467.20		6,181.07	-	6,846.67	-	7,512.27		74,172.80	-	82,160.00	-	90,147.20		
Associate Planner	26.92	-	29.82	-	32.72		2,153.60	-	2,385.60	-	2,617.60		4,666.13	-	5,168.80	-	5,671.47		55,993.60	-	62,025.60	-	68,057.60		
Battalion Chief	33.34	-	36.93	-	40.52		2,667.20	-	2,954.40	-	3,241.60		5,778.93	-	6,401.20	-	7,023.47		69,347.20	-	76,814.40	-	84,281.60		
Building Official	33.34	-	36.93	-	40.52		2,667.20	-	2,954.40	-	3,241.60		5,778.93	-	6,401.20	-	7,023.47		69,347.20	-	76,814.40	-	84,281.60		
Chief Treatment Plant Operator	35.00	-	38.78	-	42.55		2,800.00	-	3,102.40	-	3,404.00		6,066.67	-	6,721.87	-	7,375.33		72,800.00	-	80,662.40	-	88,504.00		
Construction Engineer/Inspector	27.64	-	30.62	-	33.60		2,211.20	-	2,449.60	-	2,688.00		4,790.93	-	5,307.47	-	5,824.00		57,491.20	-	63,689.60	-	69,888.00		
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34		1,799.20	-	1,993.20	-	2,187.20		3,898.27	-	4,318.60	-	4,738.93		46,779.20	-	51,823.20	-	56,867.20		
GIS Analyst	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20		
Housing/Economic Development Spec II	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20		
Planning Director	36.81	-	40.78	-	44.74		2,944.80	-	3,262.00	-	3,579.20		6,380.40	-	7,067.67	-	7,754.93		76,564.80	-	84,812.00	-	93,059.20		
Public Works Ass't Director of Ops	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00		
Recreation and Facilities Manager	23.06	-	25.55	-	28.03		1,844.80	-	2,043.60	-	2,242.40		3,997.07	-	4,427.80	-	4,858.53		47,964.80	-	53,133.60	-	58,302.40		
Senior Civil Engineer	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00		
Supervising Building Inspector	30.24	-	33.50	-	36.75		2,419.20	-	2,679.60	-	2,940.00		5,241.60	-	5,805.80	-	6,370.00		62,899.20	-	69,669.60	-	76,440.00		
Utility Operations Manager	35.66	-	39.50	-	43.34		2,852.80	-	3,160.00	-	3,467.20		6,181.07	-	6,846.67	-	7,512.27		74,172.80	-	82,160.00	-	90,147.20		
Unit 1: Implements Cost Savings Provision of Unit 1 Contract Under Article 6(A) from August 2011 to August 2012:																									
Account Clerk II - Confidential	16.06	-	17.79	-	19.51		1,284.80	-	1,423.20	-	1,560.80		2,783.73	-	3,083.60	-	3,381.73		33,404.80	-	37,003.20	-	40,580.80		
Accounting Supervisor	23.81	-	26.38	-	28.94		1,904.80	-	2,110.40	-	2,315.20		4,127.07	-	4,572.53	-	5,016.27		49,524.80	-	54,870.40	-	60,195.20		
Admin. Captain/Fire Marshall - 2,756 hrs.	27.57	-	30.54	-	33.51		2,205.60	-	2,443.20	-	2,680.80		4,778.80	-	5,293.60	-	5,808.40		57,345.60	-	63,523.20	-	69,700.80		
Administrative Clerk II - Confidential	15.35	-	17.01	-	18.66		1,228.00	-	1,360.80	-	1,492.80		2,660.67	-	2,948.40	-	3,234.40		31,928.00	-	35,380.80	-	38,812.80		
Administrative Clerk III - Confidential	17.03	-	17.87	-	20.70		1,362.40	-	1,429.60	-	1,656.00		2,951.87	-	3,097.47	-	3,588.00		35,422.40	-	37,169.60	-	43,056.00		
Animal Control Supervisor	21.79	-	24.20	-	26.60		1,743.20	-	1,936.00	-	2,128.00		3,776.93	-	4,194.67	-	4,610.67		45,323.20	-	50,336.00	-	55,328.00		
Assistant Engineer	29.14	-	32.28	-	35.41		2,331.20	-	2,582.40	-	2,832.80		5,050.93	-	5,595.20	-	6,137.73		60,611.20	-	67,142.40	-	73,652.80		
Assistant Finance Director	31.27	-	34.64	-	38.01		2,501.60	-	2,771.20	-	3,040.80		5,420.13	-	6,004.27	-	6,588.40		65,041.60	-	72,051.20	-	79,060.80		
Associate Civil Engineer	34.95	-	38.72	-	42.48		2,796.00	-	3,097.60	-	3,398.40		6,058.00	-	6,711.47	-	7,363.20		72,696.00	-	80,537.60	-	88,358.40		
Associate Planner	26.39	-	29.23	-	32.07		2,111.20	-	2,338.40	-	2,565.60		4,574.27	-	5,066.53	-	5,558.80		54,891.20	-	60,798.40	-	66,705.60		
Battalion Chief	32.68	-	36.20																						

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 4)
Senior Admin Clerk	17.37	18.24	19.15	20.11	21.11	25.72	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	2,057.60	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	4,458.13	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80	53,497.60
Admin Clerk II / Housing Technician	15.66	16.45	17.27	18.14	19.04	23.34	1,252.80	1,316.00	1,381.38	1,451.20	1,523.20	1,867.20	2,714.40	2,851.33	2,993.00	3,144.27	3,300.27	4,045.60	32,572.80	34,216.00	35,915.98	37,731.20	39,603.20	48,547.20
Admin Clerk III / Housing Technician	19.60	20.58	21.61	22.69	23.82		1,568.00	1,646.40	1,728.80	1,815.20	1,905.60		3,397.33	3,567.20	3,745.73	3,932.93	4,128.80		40,768.00	42,806.40	44,948.80	47,195.20	49,545.60	
Animal Control Officer	17.49	18.37	19.29	20.25	21.26		1,399.20	1,469.60	1,543.20	1,620.00	1,700.80		3,031.60	3,184.13	3,343.60	3,510.00	3,685.07		36,379.20	38,209.60	40,123.20	42,120.00	44,220.80	
Assist. Equip. Mechanic	18.06	18.96	19.90	20.90	21.94		1,444.80	1,516.80	1,592.00	1,672.00	1,755.20		3,130.40	3,286.40	3,449.33	3,622.67	3,802.93		37,564.80	39,436.80	41,392.00	43,472.00	45,635.20	
Assistant Planner	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Engineering Tech	21.32	22.38	23.50	24.68	25.91		1,705.60	1,790.40	1,880.00	1,974.40	2,072.80		3,695.47	3,879.20	4,073.33	4,277.87	4,491.07		44,345.60	46,550.40	48,880.00	51,334.40	53,892.80	
Engineering Tech I	17.42	18.29	19.20	20.16	21.17		1,393.60	1,463.20	1,536.00	1,612.80	1,693.60		3,019.47	3,170.27	3,328.00	3,494.40	3,669.47		36,233.60	38,043.20	39,936.00	41,932.80	44,033.60	
Engineering Tech II	21.32	22.38	23.50	24.68	25.91		1,705.60	1,790.40	1,880.00	1,974.40	2,072.80		3,695.47	3,879.20	4,073.33	4,277.87	4,491.07		44,345.60	46,550.40	48,880.00	51,334.40	53,892.80	
Engineering Tech III	23.44	24.51	25.84	27.13	28.49		1,875.20	1,960.80	2,067.20	2,170.40	2,279.20		4,062.93	4,248.40	4,478.93	4,702.53	4,938.27		48,755.20	50,980.80	53,747.20	56,430.40	59,259.20	
Engineering Tech Sr	23.44	24.51	25.84	27.13	28.49		1,875.20	1,960.80	2,067.20	2,170.40	2,279.20		4,062.93	4,248.40	4,478.93	4,702.53	4,938.27		48,755.20	50,980.80	53,747.20	56,430.40	59,259.20	
Finance Specialist	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Finance Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Housing Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Housing/Economic Specialist I	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Lead Mechanic	21.67	22.75	23.89	25.08	26.34		1,733.60	1,820.00	1,911.20	2,006.40	2,107.20		3,756.13	3,943.33	4,140.93	4,347.20	4,565.60		45,073.60	47,320.00	49,691.20	52,166.40	54,787.20	
Lead Treatment Plant Operator	24.18	25.39	26.66	28.00	29.40		1,934.40	2,031.20	2,132.80	2,240.00	2,352.00		4,191.20	4,400.93	4,621.07	4,853.33	5,096.00		50,294.40	52,811.20	55,452.80	58,240.00	61,152.00	
Maintenance Assistant	11.40	11.98	12.58	13.20	13.86		912.00	958.40	1,006.40	1,056.00	1,108.80		1,976.00	2,076.53	2,180.53	2,288.00	2,402.40		23,712.00	24,918.40	26,166.40	27,456.00	28,828.80	
Maintenance Worker I	15.52	16.29	17.10	17.96	18.86		1,241.60	1,303.20	1,368.00	1,436.80	1,508.80		2,690.13	2,823.60	2,964.00	3,113.07	3,269.07		32,281.60	33,883.20	35,568.00	37,356.80	39,228.80	
Maintenance Worker II	17.28	18.15	19.05	20.01	21.00		1,382.40	1,452.00	1,524.00	1,600.80	1,680.00		2,995.20	3,146.00	3,302.00	3,468.40	3,640.00		35,942.40	37,752.00	39,624.00	41,620.80	43,680.00	
Maintenance Worker III	20.24	21.25	22.31	23.43	24.60		1,619.20	1,700.00	1,784.80	1,874.40	1,968.00		3,508.27	3,683.33	3,867.07	4,061.20	4,264.00		42,099.20	44,200.00	46,404.80	48,734.40	51,168.00	
Mechanic	19.85	20.84	21.89	22.98	24.13		1,588.00	1,667.20	1,751.20	1,838.40	1,930.40		3,440.67	3,612.27	3,794.27	3,983.20	4,182.53		41,288.00	43,347.20	45,531.20	47,798.40	50,190.40	
Planning Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Police Administrative Aide	21.59	22.67	23.80	24.99	26.24		1,727.20	1,813.60	1,904.00	1,999.20	2,099.20		3,742.27	3,929.47	4,125.33	4,331.60	4,548.27		44,907.20	47,153.60	49,504.00	51,979.20	54,579.20	
Police Administrative Clerk	15.66	16.45	17.27	18.14	19.04		1,252.80	1,316.00	1,381.60	1,451.20	1,523.20		2,714.40	2,851.33	2,993.47	3,144.27	3,300.27		32,572.80	34,216.00	35,921.60	37,731.20	39,603.20	
Rehab. Specialist / Code Compliance	23.42	24.59	25.82	27.11	28.47		1,873.60	1,967.20	2,065.60	2,168.80	2,277.60		4,059.47	4,262.27	4,475.47	4,699.07	4,934.80		48,713.60	51,147.20	53,705.60	56,388.80	59,217.60	
Senior Animal Control Officer	19.25	20.21	21.22	22.29	23.40		1,540.00	1,616.80	1,697.60	1,783.20	1,872.00		3,336.67	3,503.07	3,678.13	3,863.60	4,056.00		40,040.00	42,036.80	44,137.60	46,363.20	48,672.00	
Senior Maintenance Worker	23.72	24.90	26.15	27.45	28.83		1,897.60	1,992.00	2,092.00	2,196.00	2,306.40		4,111.47	4,316.00	4,532.67	4,758.00	4,997.20		49,337.60	51,792.00	54,392.00	57,096.00	59,966.40	
Street Sweeper Operator	17.71	18.59	19.52	20.50	21.52		1,416.80	1,487.20	1,561.60	1,640.00	1,721.60		3,069.73	3,222.27	3,383.47	3,553.33	3,730.13		36,836.80	38,667.20	40,601.60	42,640.00	44,761.60	
Treatment Plant Operator I	24.94	26.19	27.50	28.88	30.33		1,995.20	2,095.20	2,200.00	2,310.40	2,426.40		4,322.93	4,539.60	4,766.67	5,005.87	5,257.20		51,875.20	54,475.20	57,200.00	60,070.40	63,086.40	
Treatment Plant Operator II	27.97	29.37	30.84	32.39	34.01		2,237.60	2,349.60	2,467.20	2,591.20	2,720.80		4,848.13	5,090.80	5,345.60	5,614.27	5,895.07		58,177.60	61,089.60	64,147.20	67,371.20	70,740.80	
Utility Maintenance Worker	18.77	19.71	20.70	21.73	22.82		1,501.60	1,576.80	1,656.00	1,738.40	1,825.60		3,253.47	3,416.40	3,588.00	3,766.53	3,955.47		39,041.60	40,996.80	43,056.00	45,198.40	47,465.60	

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 4)
Street Sweeper Operator	17.36	18.22	19.13	20.09	21.09		1,388.46	1,457.46	1,530.37	1,607.20	1,687.17		3,008.34	3,157.82	3,315.80	3,482.27	3,655.53		36,100.06	37,893.86	39,789.57	41,787.20	43,866.37	
Treatment Plant Operator I	24.44	25.67	26.95	28.30	29.72		1,955.30	2,053.30	2,156.00	2,264.19	2,377.87		4,236.47	4,448.81	4,671.33	4,905.75	5,152.06		50,837.70	53,385.70	56,056.00	58,868.99	61,824.67	
Treatment Plant Operator II	27.41	28.78	30.22	31.74	33.33		2,192.85	2,302.61	2,417.86	2,539.38	2,666.38		4,751.17	4,988.98	5,238.69	5,501.98	5,777.17		57,014.05	59,867.81	62,864.26	66,023.78	69,325.98	
Utility Maintenance Worker	18.39	19.32	20.29	21.30	22.36		1,471.57	1,545.26	1,622.88	1,703.63	1,789.09		3,188.40	3,348.07	3,516.24	3,691.20	3,876.36		38,260.77	40,176.86	42,194.88	44,294.43	46,516.29	
Water Distribution Oper. In Training	16.24	17.05	17.90	18.80	19.74		1,299.09	1,364.16	1,432.37	1,503.71	1,578.98		2,814.69	2,955.68	3,103.46	3,258.04	3,421.11		33,776.29	35,468.16	37,241.57	39,096.51	41,053.38	
Water Distribution Operator	18.39	19.32	20.29	21.30	22.36		1,471.57	1,545.26	1,622.88	1,703.63	1,789.09		3,188.40	3,348.07	3,516.24	3,691.20	3,876.36		38,260.77	40,176.86	42,194.88	44,294.43	46,516.29	
Police Dispatcher I	18.32	19.23	20.20	21.21	22.27		1,465.60	1,538.40	1,616.00	1,696.80	1,781.60		3,175.47	3,333.20	3,501.33	3,676.40	3,860.13		38,105.60	39,998.40	42,016.00	44,116.80	46,321.60	
Police Dispatcher II	20.20	21.21	22.27	23.38	24.55		1,616.00	1,696.80	1,781.60	1,870.40	1,964.00		3,501.33	3,676.40	3,860.13	4,052.53	4,255.33		42,016.00	44,116.80	46,321.60	48,630.40	51,064.00	
Community Services Officer	17.74	18.63	19.56	20.53	21.56		1,419.20	1,490.40	1,564.80	1,642.40	1,724.80		3,074.93	3,229.20	3,390.40	3,558.53	3,737.07		36,899.20	38,750.40	40,684.80	42,702.40	44,844.80	
Parking Enforcement Officer	16.12	16.93	17.77	18.66	19.60		1,289.60	1,354.40	1,421.60	1,492.80	1,568.00		2,794.13	2,934.53	3,080.13	3,234.40	3,397.33		33,529.60	35,214.40	36,961.60	38,812.80	40,768.00	
Police Officer I	22.31	23.42	24.59	25.82	27.11		1,784.80	1,873.60	1,967.20	2,065.60	2,168.80		3,867.07	4,059.47	4,262.27	4,475.47	4,699.07		46,404.80	48,713.60	51,147.20	53,705.60	56,388.80	
Police Officer II	23.47	24.65	25.88	27.17	28.53		1,877.60	1,972.00	2,070.40	2,173.60	2,282.40		4,068.13	4,272.67	4,485.87	4,709.47	4,945.20		48,817.60	51,272.00	53,830.40	56,513.60	59,342.40	
Police Records Clerk	14.08	14.79	15.52	16.30	17.12		1,126.40	1,183.20	1,241.60	1,304.00	1,369.60		2,440.53	2,563.60	2,690.13	2,825.33	2,967.47		29,286.40	30,763.20	32,281.60	33,904.00	35,609.60	
Deputy Fire Marshal (Note 2)	21.23	22.29	23.40	24.58	25.80		2,377.76	2,496.48	2,620.80	2,752.96	2,889.60		5,151.81	5409.04	5678.40	5964.75	6260.80		61,821.76	64,908.48	68,140.80	71,576.96	75,129.60	
Fire Captain (Note 2)	21.23	22.29	23.40	24.58	25.80		2,377.76	2,496.48	2,620.80	2,752.96	2,889.60		5,151.81	5409.04	5678.40	5964.75	6260.80		61,821.76	64,908.48	68,140.80	71,576.96	75,129.60	
Engineer (Note 2)	17.44	18.31	19.23	20.19	21.20		1,953.28	2,050.72	2,153.76	2,261.28	2,374.40		4,232.11	4443.23	4666.48	4899.44	5144.53		50,785.28	53,318.72	55,997.76	58,793.28	61,734.40	
Fire Fighter (Note 2)	14.84	15.58	16.36	17.18	18.04		1,662.08	1,744.96	1,832.32	1,924.16	2,020.48		3,601.17	3780.75	3970.03	4169.01	4377.71		43,214.08	45,368.96	47,640.32	50,028.16	52,532.48	
Fire Inspector	18.51	19.43	20.40	21.42	22.49		1,480.80	1,554.40	1,632.00	1,713.60	1,799.20		3,208.40	3367.87	3536.00	3712.80	3898.27		38,500.80	40,414.40	42,432.00	44,553.60	46,779.20	

Notes:
1) Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).
2) Based on 2,912 hours per year

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 4)
City Administrator/Manager	66.51	-	72.44	-	78.37		5,320.80	-	5,795.20	-	6,269.60		11,528.40	-	12,556.27	-	13,584.13		138,340.80	-	150,675.20	-	163,009.60	
Chief of Police	57.46	-	63.29	-	69.12		4,596.80	-	5,063.20	-	5,529.60		9,959.73	-	10,970.27	-	11,980.80		119,516.80	-	131,643.20	-	143,769.60	
City Clerk	27.23	-	30.17	-	33.10		2,178.40	-	2,413.60	-	2,648.00		4,719.87	-	5,229.47	-	5,737.33		56,638.40	-	62,753.60	-	68,848.00	
Community Development Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Finance Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Fire Chief	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Human Relations Manager	41.55	-	44.83	-	48.10		3,324.00	-	3,586.40	-	3,848.00		7,202.00	-	7,770.53	-	8,337.33		86,424.00	-	93,246.40	-	100,048.00	
Public Works Director/City Engineer	56.92	-	62.63	-	68.33		4,553.60	-	5,010.40	-	5,466.40		9,866.13	-	10,855.87	-	11,843.87		118,393.60	-	130,270.40	-	142,126.40	
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04		1,252.80	-	1,388.00	-	1,523.20		2,714.40	-	3,007.33	-	3,300.27		32,572.80	-	36,088.00	-	39,603.20	
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12		1,389.60	-	1,539.60	-	1,689.60		3,010.80	-	3,335.80	-	3,660.80		36,129.60	-	40,029.60	-	43,929.60	
Administrative Services Manager	29.73	-	32.93	-	36.13		2,378.40	-	2,634.40	-	2,890.40		5,153.20	-	5,707.87	-	6,262.53		61,838.40	-	68,494.40	-	75,150.40	
Animal Control Supervisor	22.49	-	24.92	-	27.34		1,799.20	-	1,993.20	-	2,187.20		3,898.27	-	4,318.60	-	4,738.93		46,779.20	-	51,823.20	-	56,867.20	
Assistant Engineer	29.73	-	32.93	-	36.13		2,378.40	-	2,634.40	-	2,890.40		5,153.20	-	5,707.87	-	6,262.53		61,838.40	-	68,494.40	-	75,150.40	
Associate Civil Engineer	35.66	-	39.50	-	43.34		2,852.80	-	3,160.00	-	3,467.20		6,181.07	-	6,846.67	-	7,512.27		74,172.80	-	82,160.00	-	90,147.20	
Associate Planner	26.92	-	29.82	-	32.72		2,153.60	-	2,385.60	-	2,617.60		4,666.13	-	5,168.80	-	5,671.47		55,993.60	-	62,025.60	-	68,057.60	
Battalion Chief	36.81	-	40.78	-	44.74		2,944.80	-	3,262.00	-	3,579.20		6,380.40	-	7,067.67	-	7,754.93		76,564.80	-	84,812.00	-	93,059.20	
Building Official	33.34	-	36.93	-	40.52		2,667.20	-	2,954.40	-	3,241.60		5,778.93	-	6,401.20	-	7,023.47		69,347.20	-	76,814.40	-	84,281.60	
Utilities Super./Chief Treatment Plant Operator	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Construction Engineer/Inspector	27.64	-	30.62	-	33.60		2,211.20	-	2,449.60	-	2,688.00		4,790.93	-	5,307.47	-	5,824.00		57,491.20	-	63,689.60	-	69,888.00	
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34		1,799.20	-	1,993.20	-	2,187.20		3,898.27	-	4,318.60	-	4,738.93		46,779.20	-	51,823.20	-	56,867.20	
GIS Analyst	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20	
Economic Development Coordinator	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20	
Planning Director	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Police Captain	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Police Lieutenant (added November 26, 2013)	35.92	-	39.60	-	43.66		2,873.60	-	3,168.00	-	3,492.80		6,226.13	-	6,864.00	-	7,567.73		74,713.60	-	82,368.00	-	90,812.80	
Senior Engineer/Deputy Director	42.24	-	46.80	-	51.35		3,379.20	-	3,743.60	-	4,108.00		7,321.60	-	8,111.13	-	8,900.67		87,859.20	-	97,333.60	-	106,808.00	
Account Clerk I	14.51	15.24	16.00	16.80	17.64		1,160.80	1,219.20	1,280.00	1,344.00	1,411.20		2,515.07	2,641.60	2,773.33	2,912.00	3,057.60		30,180.80	31,699.20	33,280.00	34,944.00	36,691.20	
Account Clerk II	16.38	17.20	18.06	18.96	19.90		1,310.40	1,376.00	1,444.80	1,516.80	1,592.00		2,839.20	2,981.33	3,130.40	3,286.40	3,449.33		34,070.40	35,776.00	37,564.80	39,436.80	41,392.00	
Account Clerk III	18.02	18.92	19.87	20.86	21.90		1,441.60	1,513.60	1,589.60	1,668.80	1,752.00		3,123.47	3,279.47	3,444.13	3,615.73	3,796.00		37,481.60	39,353.60	41,329.60	43,388.80	45,552.00	
Accountant I	23.01	24.15	25.36	26.63	27.96		1,840.80	1,932.00	2,028.80	2,130.40	2,236.80		3,988.40	4,186.00	4,395.73	4,615.87	4,846.40		47,860.80	50,232.00	52,748.80	55,390.40	58,156.80	
Accounting Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Admin Clerk I	14.08	14.79	15.52	16.30	17.12		1,126.40	1,183.20	1,241.60	1,304.00	1,369.60		2,440.53	2,563.60	2,690.13	2,825.33	2,967.47		29,286.40	30,763.20	32,281.60	33,904.00	35,609.60	
Admin Clerk II	15.66	16.45	17.27	18.14	19.04		1,252.80	1,316.00	1,381.38	1,451.20	1,523.20		2,714.40	2,851.33	2,993.00	3,144.27	3,300.27		32,572.80	34,216.00	35,915.98	37,731.20	39,603.20	
Senior Admin Clerk	17.37	18.24	19.15	20.11	21.11	25.72	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	2,057.60	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	4,458.13	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80	53,497.60
Admin Clerk II / Housing Technician	15.66	16.45	17.27	18.14	19.04	23.34	1,252.80	1,316.00	1,381.38	1,451.20	1,523.20	1,867.20	2,714.40	2,851.33	2,993.00	3,144.27	3,300.27	4,045.60	32,572.80	34,216.00	35,915.98	37,731.20	39,603.20	48,547.20
Animal Control Officer	17.49	18.37	19.29	20.25	21.26		1,399.20	1,469.60	1,543.20	1,620.00	1,700.80		3,031.60	3,184.13	3,343.60	3,510.00	3,685.07		36,379.20	38,209.60	40,123.20	42,120.00	44,220.80	
Assist. Equip. Mechanic	18.06	18.96	19.90	20.90	21.94		1,444.80	1,516.80	1,592.00	1,672.00	1,755.20		3,130.40	3,286.40	3,449.33	3,622.67	3,802.93		37,564.80	39,436.80	41,392.00	43,472.00	45	

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 1)	A	B	C	D	E	Y Rated (Note 4)
Police January 1, 2014 - June 30, 2014:																								
Police Officer Trainee	21.40	-	-	-	-		1,712.00	-	-	-	-		3,709.33	-	-	-	-		44,512.00	-	-	-	-	
Police Officer I	22.53	23.66	24.84	26.08	27.38		1,802.40	1,892.80	1,987.20	2,086.40	2,190.40		3,905.20	4,101.07	4,305.60	4,520.53	4,745.87		46,862.40	49,212.80	51,667.20	54,246.40	56,950.40	
Police Officer II	23.70	24.89	26.13	27.44	28.81		1,896.00	1,991.20	2,090.40	2,195.20	2,304.80		4,108.00	4,314.27	4,529.20	4,756.27	4,993.73		49,296.00	51,771.20	54,350.40	57,075.20	59,924.80	
Police Sergeant	28.69	30.12	31.63	33.21	34.87		2,295.20	2,409.60	2,530.40	2,656.80	2,789.60		4,972.93	5,220.80	5,482.53	5,756.40	6,044.13		59,675.20	62,649.60	65,790.40	69,076.80	72,529.60	
Fire July 1, 2013 - December 31, 2013:																								
Deputy Fire Marshal (Note 2)	21.23	22.29	23.40	24.58	25.80		2,377.76	2,496.48	2,620.80	2,752.96	2,889.60		5,151.81	5409.04	5678.40	5964.75	6260.80		61,821.76	64,908.48	68,140.80	71,576.96	75,129.60	
Fire Captain (Note 2)	21.23	22.29	23.40	24.58	25.80		2,377.76	2,496.48	2,620.80	2,752.96	2,889.60		5,151.81	5409.04	5678.40	5964.75	6260.80		61,821.76	64,908.48	68,140.80	71,576.96	75,129.60	
Engineer (Note 2)	17.44	18.31	19.23	20.19	21.20		1,953.28	2,050.72	2,153.76	2,261.28	2,374.40		4,232.11	4443.23	4666.48	4899.44	5144.53		50,785.28	53,318.72	55,997.76	58,793.28	61,734.40	
Fire Fighter (Note 2)	14.84	15.58	16.36	17.18	18.04		1,662.08	1,744.96	1,832.32	1,924.16	2,020.48		3,601.17	3780.75	3970.03	4169.01	4377.71		43,214.08	45,368.96	47,640.32	50,028.16	52,532.48	
Fire Inspector	18.51	19.43	20.40	21.42	22.49		1,480.80	1,554.40	1,632.00	1,713.60	1,799.20		3,208.40	3367.87	3536.00	3712.80	3898.27		38,500.80	40,414.40	42,432.00	44,553.60	46,779.20	
Fire January 1, 2014 - June 30, 2014:																								
Deputy Fire Marshal (Note 2)	21.55	22.62	23.75	24.95	26.19		2,413.43	2,533.93	2,660.11	2,794.25	2,932.94		5,229.09	5490.18	5763.58	6054.22	6354.71		62,749.09	65,882.11	69,162.91	72,650.61	76,256.54	
Fire Captain (Note 2)	21.55	22.62	23.75	24.95	26.19		2,413.43	2,533.93	2,660.11	2,794.25	2,932.94		5,229.09	5490.18	5763.58	6054.22	6354.71		62,749.09	65,882.11	69,162.91	72,650.61	76,256.54	
Engineer (Note 2)	17.70	18.58	19.52	20.49	21.52		1,982.58	2,081.48	2,186.07	2,295.20	2,410.02		4,295.59	4509.88	4736.48	4972.93	5221.70		51,547.06	54,118.50	56,837.73	59,675.18	62,660.42	
Fire Fighter (Note 2)	15.06	15.81	16.61	17.44	18.31		1,687.01	1,771.13	1,859.80	1,953.02	2,050.79		3,655.19	3837.46	4029.58	4231.55	4443.37		43,862.29	46,049.49	48,354.92	50,778.58	53,320.47	
Fire Inspector	18.79	19.72	20.71	21.74	22.83		1,503.01	1,577.72	1,656.48	1,739.30	1,826.19		3,256.53	3418.38	3589.04	3768.49	3956.74		39,078.31	41,020.62	43,068.48	45,221.90	47,480.89	

Notes:
1) Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).
2) Based on 2,912 hours per year

City of Grass Valley Salary Schedule
FY 2014-2015

Item # 6.

Position	Hourly					Bi Weekly					Monthly					Annually								
	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)
City Manager	78.37	-	78.37	-	78.37		6,269.60	-	6,269.60	-	6,269.60		13,584.13	-	13,584.13	-	13,584.13		163,009.60	-	163,009.60	-	163,009.60	
Chief of Police	57.46	-	63.29	-	69.12		4,596.80	-	5,063.20	-	5,529.60		9,959.73	-	10,970.27	-	11,980.80		119,516.80	-	130,643.20	-	143,769.60	
City Clerk	27.23	-	33.48	-	39.72		2,178.40	-	2,678.00	-	3,177.60		4,719.87	-	5,802.33	-	6,884.80		56,638.40	-	69,628.00	-	82,617.60	
Community Development Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Finance Director	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Fire Chief	52.37	-	58.01	-	63.65		4,189.60	-	4,640.80	-	5,092.00		9,077.47	-	10,055.07	-	11,032.67		108,929.60	-	120,660.80	-	132,392.00	
Public Works Director/City Engineer	56.92	-	62.63	-	68.33		4,553.60	-	5,010.40	-	5,466.40		9,866.13	-	10,855.87	-	11,843.87		118,393.60	-	130,270.40	-	142,126.40	
Administrative Clerk II - Confidential	15.66	-	17.35	-	19.04		1,252.80	-	1,388.00	-	1,523.20		2,714.40	-	3,007.33	-	3,300.27		32,572.80	-	36,088.00	-	39,603.20	
Administrative Clerk III - Confidential	17.37	-	19.25	-	21.12		1,389.60	-	1,539.60	-	1,689.60		3,010.80	-	3,335.80	-	3,660.80		36,129.60	-	40,029.60	-	43,929.60	
Administrative Services Manager	29.73	-	32.93	-	36.13		2,378.40	-	2,634.40	-	2,890.40		5,153.20	-	5,707.87	-	6,262.53		61,838.40	-	68,494.40	-	75,150.40	
Animal Control Supervisor	22.49	-	24.92	-	27.34		1,799.20	-	1,993.20	-	2,187.20		3,898.27	-	4,318.60	-	4,738.93		46,779.20	-	51,823.20	-	56,867.20	
Assistant Chief Treatment Plant Operator	35.66	-	39.50	-	43.44		2,852.80	-	3,160.00	-	3,475.20		6,181.07	-	6,846.67	-	7,529.60		74,172.80	-	82,160.00	-	90,355.20	
Assistant Engineer	29.73	-	32.93	-	36.13		2,378.40	-	2,634.40	-	2,890.40		5,153.20	-	5,707.87	-	6,262.53		61,838.40	-	68,494.40	-	75,150.40	
Associate Civil Engineer	35.66	-	39.50	-	43.44		2,852.80	-	3,160.00	-	3,467.20		6,181.07	-	6,846.67	-	7,512.27		74,172.80	-	82,160.00	-	90,147.20	
Associate Planner	26.92	-	29.82	-	32.72		2,153.60	-	2,385.60	-	2,617.60		4,666.13	-	5,168.80	-	5,671.47		55,993.60	-	62,025.60	-	68,057.60	
Battalion Chief	36.81	-	40.78	-	44.74		2,944.80	-	3,262.00	-	3,579.20		6,380.40	-	7,067.67	-	7,754.93		76,564.80	-	84,812.00	-	93,059.20	
Building Official	33.34	-	36.93	-	40.52		2,667.20	-	2,954.40	-	3,241.60		5,778.93	-	6,401.20	-	7,023.47		69,347.20	-	76,814.40	-	84,281.60	
Utilities Super./Chief Treatment Plant Operator	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Construction Engineer/Inspector	27.64	-	30.62	-	33.60		2,211.20	-	2,449.60	-	2,688.00		4,790.93	-	5,307.47	-	5,824.00		57,491.20	-	63,689.60	-	69,888.00	
Dispatch and Records Supervisor	22.49	-	24.92	-	27.34		1,799.20	-	1,993.20	-	2,187.20		3,898.27	-	4,318.60	-	4,738.93		46,779.20	-	51,823.20	-	56,867.20	
GIS Analyst	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20	
Economic Development Coordinator	25.29	-	28.02	-	30.74		2,023.20	-	2,241.20	-	2,459.20		4,383.60	-	4,855.93	-	5,328.27		52,603.20	-	58,271.20	-	63,939.20	
Planning Director	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Police Captain	40.23	-	44.57	-	48.90		3,218.40	-	3,565.20	-	3,912.00		6,973.20	-	7,724.60	-	8,476.00		83,678.40	-	92,695.20	-	101,712.00	
Police Lieutenant	35.92	-	39.60	-	43.66		2,873.60	-	3,168.00	-	3,492.80		6,226.13	-	6,864.00	-	7,567.73		74,713.60	-	82,368.00	-	90,812.80	
Senior Accountant	26.53	-	33.16	-	39.80		2,122.62	-	2,653.15	-	3,183.69		4,599.00	-	5,748.50	-	6,898.00		55,188.00	-	68,982.00	-	82,776.00	
Senior Engineer/Deputy Director	42.24	-	46.80	-	51.35		3,379.20	-	3,743.60	-	4,108.00		7,321.60	-	8,111.13	-	8,900.67		87,859.20	-	97,333.60	-	106,808.00	
Superintendent	27.97	-	30.48	-	34.01		2,237.60	-	2,438.40	-	2,720.80		4,848.13	-	5,283.20	-	5,895.07		58,177.60	-	63,398.40	-	70,740.80	
Account Clerk I	14.51	15.24	16.00	16.80	17.64		1,160.80	1,219.20	1,280.00	1,344.00	1,411.20		2,515.07	2,641.60	2,773.33	2,912.00	3,057.60		30,180.80	31,699.20	33,280.00	34,944.00	36,691.20	
Account Clerk II	16.38	17.20	18.06	18.96	19.90		1,310.40	1,376.00	1,444.80	1,516.80	1,592.00		2,839.20	2,981.33	3,130.40	3,286.40	3,449.33		34,070.40	35,776.00	37,564.80	39,436.80	41,392.00	
Senior Account Clerk	18.02	18.92	19.87	20.86	21.90		1,441.60	1,513.60	1,589.60	1,668.80	1,752.00		3,123.47	3,279.47	3,444.13	3,615.73	3,796.00		37,481.60	39,353.60	41,329.60	43,388.80	45,552.00	
Admin Clerk I (Note 2)	14.08	14.79	15.52	16.30	17.12		1,126.40	1,183.20	1,241.60	1,304.00	1,369.60		2,440.53	2,563.60	2,690.13	2,825.33	2,967.47		29,286.40	30,763.20	32,281.60	33,904.00	35,609.60	
Admin Clerk II (Note 2)	15.66	16.45	17.27	18.14	19.04		1,252.80	1,316.00	1,381.38	1,451.20	1,523.20		2,714.40	2,851.33	2,993.00	3,144.27	3,300.27		32,572.80	34,216.00	35,915.98	37,731.20	39,603.20	
Senior Admin Clerk	17.37	18.24	19.15	20.11	21.11	25.72	1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	2,057.60	3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	4,458.13	36,129.60	37,939.20	39,832.00	41,828.80	43,908.80	53,497.60
Admin Clerk II / Housing Technician (Note 2)	15.66	16.45	17.27	18.14	19.04	23.34	1,252.80	1,316.00	1,381.38	1,451.20	1,523.20	1,867.20	2,714.40	2,851.33	2,993.00	3,144.27	3,300.27	4,045.60	32,572.80	34,216.00	35,915.98	37,731.20	39,603.20	48,547.20
Accounting Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Community Services Officer	17.74	18.63	19.56	20.53	21.56		1,419.20	1,490.40	1,564.80	1,642.40	1,724.80		3,074.93	3,229.20	3,390.40	3,558.53	3,737.07		36,899.20	38,750.40	40,684.80	42,702.40	44,844.80	
Housing Technician (Note 2)	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Planning Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Finance Technician	21.09	22.14	23.25	24.41	25.63		1,687.20	1,771.20	1,860.00	1,952.80	2,050.40		3,655.60	3,837.60	4,030.00	4,231.07	4,442.53		43,867.20	46,051.20	48,360.00	50,772.80	53,310.40	
Engineering Tech	21.32	22.38	23.50	24.68	25.91		1,705.60	1,790.30	1,880.00	1,974.40	2,072.80		3,695.47	3,878.99	4,073.33	4,277.87	4,491.07		44,345.60	46,547.90	48,880.00	51,334.40	53,892.80	
Engineering Tech Sr	23.44	24.61	25.84	27.13	28.49		1,875.20	1,968.80	2,067.20	2,170.40	2,279.20		4,062.93	4,265.73	4,478.93	4,702.53	4,938.27		48,755.20	51,188.80	53,747.20	56,430.40	59,259.20	
Assistant Planner (Note 2)	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Rehab. Specialist / Code Compliance (Note 2)	23.42	24.59	25.82	27.11	28.47		1,873.60	1,967.20	2,065.60	2,168.80	2,277.60		4,059.47	4,262.27	4,475.47	4,699.07	4,934.80		48,713.60	51,147.20	53,705.60	56,388.80	59,217.60	
Housing/Economic Specialist I (Note 2)	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Accountant I	23.01	24.15	25.36	26.63	27.96		1,840.80	1,932.00	2,028.80	2,130.40	2,236.80		3,988.40	4,186.00	4,395.73	4,615.87	4,846.40		47,860.80	50,232.00	52,748.80	55,390.40	58,156.80	
Finance Specialist	23.17	24.33	25.55	26.83	28.16		1,853.60	1,946.40	2,044.00	2,146.40	2,252.80		4,016.13	4,217.20	4,428.67	4,650.53	4,881.07		48,193.60	50,606.40	53,144.00	55,806.40	58,572.80	
Animal Control Officer	17.49	18.37	19.29	20.25	21.26		1,399.20	1,469.60	1,543.20	1,620.00	1,700.80		3,031.60	3,184.13	3,343.60	3,510.00	3,685.07		36,379.20	38,209.60	40,123.20	42,120.00	44,220.80	
Senior Animal Control Officer	19.25	20.21	21.22	22.29	23.40		1,540.00	1,616.																

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)	A	B	C	D	E	Y Rated (Note 4)
Associate Planner (added 2/10/15)	29.73	31.27	32.82	34.36	35.90		2,378.31	2,501.77	2,625.23	2,748.69	2,872.15		5,153.00	5,420.50	5,688.00	5,955.50	6,223.00		61,836.00	65,046.00	68,256.00	71,466.00	74,676.00	
Police Evidence/Property Technician (added 2/10/15)	19.53	20.51	21.53	22.61	23.74		1,562.40	1,640.80	1,722.40	1,808.80	1,899.20		3,385.20	3,555.07	3,731.87	3,919.07	4,114.93		40,622.40	42,660.80	44,782.40	47,028.80	49,379.20	
Police Records Technician (added 2/10/15)	17.31	18.18	19.08	20.04	21.04		1,384.80	1,454.40	1,526.40	1,603.20	1,683.20		3,000.40	3,151.20	3,307.20	3,473.60	3,646.93		36,004.80	37,814.40	39,686.40	41,683.20	43,763.20	
Police Officer Trainee	21.61	-	-	-	-		1,728.80	-	-	-	-		3,745.73	-	-	-	-		44,948.80	-	-	-	-	
Police Officer I	22.76	23.90	25.10	26.36	27.68		1,820.80	1,912.00	2,008.00	2,108.80	2,214.40		3,945.07	4,142.67	4,350.67	4,569.07	4,797.87		47,340.80	49,712.00	52,208.00	54,828.80	57,574.40	
Police Officer II	23.94	25.14	26.40	27.72	29.11		1,915.20	2,011.20	2,112.00	2,217.60	2,328.80		4,149.60	4,357.60	4,576.00	4,804.80	5,045.73		49,795.20	52,291.20	54,912.00	57,657.60	60,548.80	
Police Sergeant	28.98	30.43	31.95	33.55	35.23		2,318.40	2,434.40	2,556.00	2,684.00	2,818.40		5,023.20	5,274.53	5,538.00	5,815.33	6,106.53		60,278.40	63,294.40	66,456.00	69,784.00	73,278.40	
Deputy Fire Marshal (Note 3)	21.87	22.96	24.11	25.32	26.58		2,449.44	2,571.94	2,700.01	2,836.17	2,976.94		5,307.12	5572.53	5850.03	6145.03	6450.03		63,685.44	66,870.34	70,200.36	73,740.37	77,400.39	
Fire Captain (Note 3)	21.87	22.96	24.11	25.32	26.58		2,449.44	2,571.94	2,700.01	2,836.17	2,976.94		5,307.12	5572.53	5850.03	6145.03	6450.03		63,685.44	66,870.34	70,200.36	73,740.37	77,400.39	
Engineer (Note 3)	17.97	18.86	19.81	20.80	21.84		2,012.64	2,112.70	2,218.86	2,329.63	2,446.17		4,360.72	4577.52	4807.52	5047.53	5300.03		52,328.64	54,930.28	57,690.29	60,570.31	63,600.32	
Fire Fighter (Note 3)	15.29	16.05	16.85	17.70	18.59		1,712.48	1,797.70	1,887.70	1,982.32	2,081.55		3,710.37	3895.02	4090.02	4295.02	4510.02		44,524.48	46,740.24	49,080.25	51,540.26	54,120.27	
Fire Inspector	19.07	20.02	21.02	22.07	23.17		1,525.60	1,601.38	1,681.33	1,765.39	1,853.58		3,305.47	3469.66	3642.88	3825.02	4016.09		39,665.60	41,635.93	43,714.51	45,900.23	48,193.10	

- Notes:
- 1) Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).
 - 2) Eliminated classification on February 10, 2015
 - 3) Based on 2,912 hours per year
 - 4) Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).

City of Grass Valley Salary Schedule
FY 2015-2016

Position	Hourly							Bi Weekly							Monthly							Annually						
	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)
City Manager	78.37	-	78.37	-	78.37			6,269.60	-	6,269.60	-	6,269.60			13,584.13	-	13,584.13	-	13,584.13			163,009.60	-	163,009.60	-	163,009.60		
City Manager (effective 2/10/16)	82.21	-	82.21	-	82.21			6,576.80	-	6,576.80	-	6,576.80			14,249.73	-	14,249.73	-	14,249.73			170,996.80	-	170,996.80	-	170,996.80		
Chief of Police (Note 2)	57.46	-	65.71	-	73.96			4,596.80	-	5,256.74	-	5,916.67			9,959.73	-	11,389.59	-	12,819.46			119,516.80	-	136,675.14	-	153,833.47		
City Clerk	27.23	-	33.48	-	39.72			2,178.40	-	2,678.00	-	3,177.60			4,719.87	-	5,802.33	-	6,884.80			56,638.40	-	69,628.00	-	82,617.60		
Community Development Director (Note 2)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44		
Finance Director (Note 2)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44		
Fire Chief (Note 2)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44		
Public Works Director/City Engineer (Note 2)	56.92	-	65.02	-	73.11			4,553.60	-	5,201.32	-	5,849.05			9,866.13	-	11,269.54	-	12,672.94			118,393.60	-	135,234.42	-	152,075.25		
Administrative Services Manager (see Note 1)	29.73	-	32.93	-	36.13	37.94		2,378.40	-	2,634.40	-	2,890.40	3,034.92		5,153.20	-	5,707.87	-	6,262.53	6,575.66		61,838.40	-	68,494.40	-	75,150.40	78,907.92	
Animal Control Supervisor	22.49	-	24.92	-	27.34	28.71		1,799.20	-	1,993.20	-	2,187.20	2,296.56		3,898.27	-	4,318.60	-	4,738.93	4,975.88		46,779.20	-	51,823.20	-	56,867.20	59,710.56	
Assistant Chief Treatment Plant Operator	35.66	-	39.50	-	43.44	45.61		2,852.80	-	3,160.00	-	3,475.20	3,648.96		6,181.07	-	6,846.67	-	7,529.60	7,906.08		74,172.80	-	82,160.00	-	90,355.20	94,872.96	
Assistant Engineer	29.73	-	32.93	-	36.13	37.94		2,378.40	-	2,634.40	-	2,890.40	3,034.92		5,153.20	-	5,707.87	-	6,262.53	6,575.66		61,838.40	-	68,494.40	-	75,150.40	78,907.92	
Associate Civil Engineer	35.66	-	39.50	-	43.34	45.51		2,852.80	-	3,160.00	-	3,467.20	3,640.56		6,181.07	-	6,846.67	-	7,512.27	7,887.88		74,172.80	-	82,160.00	-	90,147.20	94,654.56	
Battalion Chief	36.81	-	40.78	-	44.74	46.98		2,944.80	-	3,262.00	-	3,579.20	3,758.16		6,380.40	-	7,067.67	-	7,754.93	8,142.68		76,564.80	-	84,812.00	-	93,059.20	97,712.16	
Building Official	33.34	-	36.93	-	40.52	42.55		2,667.20	-	2,954.40	-	3,241.60	3,403.68		5,778.93	-	6,401.20	-	7,023.47	7,374.64		69,347.20	-	76,814.40	-	84,281.60	88,495.68	
Utilities Super./Chief Treatment Plant Operator	40.23	-	44.57	-	48.90	51.35		3,218.40	-	3,565.20	-	3,912.00	4,107.60		6,973.20	-	7,724.60	-	8,476.00	8,899.80		83,678.40	-	92,695.20	-	101,712.00	106,797.60	
Police Captain	40.23	-	44.57	-	48.90	51.35		3,218.40	-	3,565.20	-	3,912.00	4,107.60		6,973.20	-	7,724.60	-	8,476.00	8,899.80		83,678.40	-	92,695.20	-	101,712.00	106,797.60	
Police Lieutenant	35.92	-	39.60	-	43.66	45.84		2,873.60	-	3,168.00	-	3,492.80	3,667.44		6,226.13	-	6,864.00	-	7,567.73	7,946.12		74,713.60	-	82,368.00	-	90,812.80	95,353.44	
General Ledger Accountant	26.53	-	33.16	-	39.80	41.79		2,122.62	-	2,653.15	-	3,183.69	3,342.88		4,599.00	-	5,748.50	-	6,898.00	7,242.90		55,188.00	-	68,982.00	-	82,776.00	86,914.80	
Senior Accountant	26.53	-	33.16	-	39.80	41.79		2,122.62	-	2,653.15	-	3,183.69	3,342.88		4,599.00	-	5,748.50	-	6,898.00	7,242.90		55,188.00	-	68,982.00	-	82,776.00	86,914.80	
Senior Engineer/Deputy Director	42.24	-	46.80	-	51.35	53.92		3,379.20	-	3,743.60	-	4,108.00	4,313.40		7,321.60	-	8,111.13	-	8,900.67	9,345.70		87,859.20	-	97,333.60	-	106,808.00	112,148.40	
Superintendent	27.97	-	30.48	-	34.01	35.71		2,237.60	-	2,438.40	-	2,720.80	2,856.84		4,848.13	-	5,283.20	-	5,895.07	6,189.82		58,177.60	-	63,398.40	-	70,740.80	74,277.84	
Misc Unit 2 July 1, 2015 - September 30, 2015:																												
Account Clerk I	14.51	15.24	16.00	16.80	17.64			1,160.80	1,219.20	1,280.00	1,344.00	1,411.20			2,515.07	2,641.60	2,773.33	2,912.00	3,057.60			30,180.80	31,699.20	33,280.00	34,944.00	36,691.20		
Account Clerk II	16.38	17.20	18.06	18.96	19.90			1,310.40	1,376.00	1,444.80	1,516.80	1,592.00			2,839.20	2,981.33	3,130.40	3,286.40	3,449.33			34,070.40	35,776.00	37,564.80	39,436.80	41,392.00		
Senior Account Clerk	18.02	18.92	19.87	20.86	21.90			1,441.60	1,513.60	1,589.60	1,668.80	1,752.00			3,123.47	3,279.47	3,444.13	3,615.73	3,796.00			37,481.60	39,353.60	41,329.60	43,388.80	45,552.00		
Senior Admin Clerk	17.37	18.24	19.15	20.11	21.11	25.72		1,389.60	1,459.20	1,532.00	1,608.80	1,688.80	2,057.60		3,010.80	3,161.60	3,319.33	3,485.73	3,659.07	4,458.13			36,129.60	37,939.20	39,832.00	41,828.80	43,908.80	53,497.60
Accounting Technician	21.09	22.14	23.25	24.41	25.63			1,687.20	1,771.20	1,860.00	1,952.80	2,050.40			3,655.60	3,837.60	4,030.00	4,231.07	4,442.53			43,867.20	46,051.20	48,360.00	50,772.80	53,310.40		
Community Services Officer	17.74	18.63	19.56	20.53	21.56			1,419.20	1,490.40	1,564.80	1,642.40	1,724.80			3,074.93	3,229.20	3,390.40	3,558.53	3,737.07			36,899.20	38,750.40	40,684.80	42,702.40	44,844.80		
Finance Technician	21.09	22.14	23.25	24.41	25.63			1,687.20	1,771.20	1,860.00	1,952.80	2,050.40			3,655.60	3,837.60	4,030.00	4,231.07	4,442.53			43,867.20	46,051.20	48,360.00	50,772.80	53,310.40		
Engineering Tech	21.32	22.38	23.50	24.68	25.91			1,705.60	1,790.30	1,880.00	1,974.40	2,072.80			3,695.47	3,878.99	4,073.33	4,277.87	4,491.07			44,345.60	46,547.90	48,880.00	51,334.40	53,892.80		
Engineering Tech Sr	23.44	24.61	25.84	27.13	28.49			1,875.20	1,968.80	2,067.20	2,170.40	2,279.20			4,062.93	4,265.73	4,478.93	4,702.53	4,938.27			48,755.20	51,188.80	53,747.20	56,430.40	59,259.20		
Accountant I	23.01	24.15	25.36	26.63	27.96			1,840.80	1,932.00	2,028.80	2,130.40	2,236.80			3,988.40	4,186.00	4,395.73	4,615.87	4,846.40			47,860.80	50,232.00	52,748.80	55,390.40	58,156.80		
Finance Specialist	23.17	24.33	25.55	26.83	28.16			1,853.60	1,946.40	2,044.00	2,146.40	2,252.80			4,016.13	4,217.20	4,428.67	4,650.53	4,881.07			48,193.60	50,606.40	53,144.00				

Position	Hourly						Bi Weekly						Monthly						Annually									
	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)
Animal Control Officer	18.01	18.92	19.87	20.86	21.90			1,440.80	1,513.60	1,589.60	1,668.80	1,752.00			3,121.73	3,279.47	3,444.13	3,615.73	3,796.00			37,460.80	39,353.60	41,329.60	43,388.80	45,552.00		
Senior Animal Control Officer	19.83	20.82	21.86	22.96	24.10			1,586.40	1,665.60	1,748.80	1,836.80	1,928.00			3,437.20	3,608.80	3,789.07	3,979.73	4,177.33			41,246.40	43,305.60	45,468.80	47,756.80	50,128.00		
Assist. Equip. Mechanic	18.60	19.53	20.50	21.53	22.60			1,488.00	1,562.40	1,640.00	1,722.40	1,808.00			3,224.00	3,385.20	3,553.33	3,731.87	3,917.33			38,688.00	40,622.40	42,640.00	44,782.40	47,008.00		
Mechanic	20.45	21.47	22.55	23.67	24.85			1,636.00	1,717.60	1,804.00	1,893.60	1,988.00			3,544.67	3,721.47	3,908.67	4,102.80	4,307.33			42,536.00	44,657.60	46,904.00	49,233.60	51,688.00		
Lead Mechanic	22.32	23.43	24.61	25.83	27.13			1,785.60	1,874.40	1,968.80	2,066.40	2,170.40			3,868.80	4,061.20	4,265.73	4,477.20	4,702.53			46,425.60	48,734.40	51,188.80	53,726.40	56,430.40		
Maintenance Assistant	11.74	12.34	12.96	13.60	14.28			939.20	987.20	1,036.80	1,088.00	1,142.40			2,034.93	2,138.93	2,246.40	2,357.33	2,475.20			24,419.20	25,667.20	26,956.80	28,288.00	29,702.40		
Maintenance Worker I	15.99	16.78	17.61	18.50	19.43			1,279.20	1,342.40	1,408.80	1,480.00	1,554.40			2,771.60	2,908.53	3,052.40	3,206.67	3,367.87			33,259.20	34,902.40	36,628.80	38,480.00	40,414.40		
Maintenance Worker II	17.80	18.69	19.62	20.61	21.63			1,424.00	1,495.20	1,569.60	1,648.80	1,730.40			3,085.33	3,239.60	3,400.80	3,572.40	3,749.20			37,024.00	38,875.20	40,809.60	42,868.80	44,990.40		
Maintenance Worker III	20.85	21.89	22.98	24.13	25.34			1,668.00	1,751.20	1,838.40	1,930.40	2,027.20			3,614.00	3,794.27	3,983.20	4,182.53	4,392.27			43,368.00	45,531.20	47,798.40	50,190.40	52,707.20		
Parking Enforcement Officer	16.60	17.44	18.30	19.22	20.19			1,328.00	1,395.20	1,464.00	1,537.60	1,615.20			2,877.33	3,022.93	3,172.00	3,331.47	3,499.60			34,528.00	36,275.20	38,064.00	39,977.60	41,995.20		
Senior Maintenance Worker	24.43	25.65	26.93	28.27	29.69			1,954.53	2,051.76	2,154.76	2,261.88	2,375.59			4,234.81	4,445.48	4,668.65	4,900.74	5,147.12			50,817.73	53,345.76	56,023.76	58,808.88	61,765.39		
Treatment Plant Operator I	25.69	26.98	28.33	29.75	31.24			2,055.20	2,158.40	2,266.40	2,380.00	2,499.20			4,452.93	4,676.53	4,910.53	5,156.67	5,414.93			53,435.20	56,118.40	58,926.40	61,880.00	64,979.20		
Treatment Plant Operator II	28.81	30.25	31.77	33.36	35.03			2,304.80	2,420.00	2,541.60	2,668.80	2,802.40			4,993.73	5,243.33	5,506.80	5,782.40	6,071.87			59,924.80	62,920.00	66,081.60	69,388.80	72,862.40		
Senior Treatment Plant Operator	33.14	34.79	36.53	38.37	40.29			2,651.20	2,783.20	2,922.40	3,069.60	3,223.20			5,744.27	6,030.27	6,331.87	6,650.80	6,983.60			68,931.20	72,363.20	75,982.40	79,809.60	83,803.20		
Water Distribution Operator in Training	17.07	17.92	18.82	19.76	20.74			1,365.60	1,433.60	1,505.60	1,580.80	1,659.20			2,958.80	3,106.13	3,262.13	3,425.07	3,594.93			35,505.60	37,273.60	39,145.60	41,100.80	43,139.20		
Water Distribution Operator	19.33	20.30	21.32	22.38	23.50			1,546.40	1,624.00	1,705.60	1,790.40	1,880.00			3,350.53	3,518.67	3,695.47	3,879.20	4,073.33			40,206.40	42,224.00	44,345.60	46,550.40	48,880.00		
Utility Maintenance Worker	19.33	20.30	21.32	22.38	23.50			1,546.40	1,624.00	1,705.60	1,790.40	1,880.00			3,350.53	3,518.67	3,695.47	3,879.20	4,073.33			40,206.40	42,224.00	44,345.60	46,550.40	48,880.00		
Street Sweeper Operator	18.24	19.15	20.11	21.12	22.17			1,459.20	1,532.00	1,608.80	1,689.60	1,773.60			3,161.60	3,319.33	3,485.73	3,660.80	3,842.80			37,939.20	39,832.00	41,828.80	43,929.60	46,113.60		
Community Services Analyst (added 2/10/15, revised 02/20/15)	23.89	25.08	26.34	27.66	29.04			1,911.20	2,006.40	2,107.20	2,212.80	2,323.20			4,140.93	4,347.20	4,565.60	4,794.40	5,033.60			49,691.20	52,166.40	54,787.20	57,532.80	60,403.20		
Senior Planner (added 2/10/15)	36.73	38.71	40.68	42.66	44.64			2,938.40	3,096.80	3,254.40	3,412.80	3,571.20			6,366.53	6,709.73	7,051.20	7,394.40	7,737.60			76,398.40	80,516.80	84,614.40	88,732.80	92,851.20		
Associate Planner (added 2/10/15)	30.62	32.21	33.80	35.39	36.98			2,449.60	2,576.80	2,704.00	2,831.20	2,958.40			5,307.47	5,583.07	5,858.67	6,134.27	6,409.87			63,689.60	66,996.80	70,304.00	73,611.20	76,918.40		
Police Evidence/Property Technician (added 2/10/15)	20.12	21.13	22.18	23.29	24.45			1,609.60	1,690.40	1,774.40	1,863.20	1,956.00			3,487.47	3,662.53	3,844.53	4,036.93	4,238.00			41,849.60	43,950.40	46,134.40	48,443.20	50,856.00		
Police Records Technician (added 2/10/15)	17.83	18.73	19.65	20.64	21.67			1,426.40	1,498.40	1,572.00	1,651.20	1,733.60			3,090.53	3,246.53	3,406.00	3,577.60	3,756.13			37,086.40	38,958.40	40,872.00	42,931.20	45,073.60		
Police Officer Trainee	22.26	-	-	-	-			1,780.80	-	-	-	-			3,858.40	-	-	-	-			46,300.80	-	-	-	-		
Police Officer I	23.44	24.62	25.85	27.15	28.51			1,875.20	1,969.60	2,068.00	2,172.00	2,280.80			4,062.93	4,267.47	4,480.67	4,706.00	4,941.73			48,755.20	51,209.60	53,768.00	56,472.00	59,300.80		
Police Officer II	24.66	25.89	27.19	28.55	29.98			1,972.80	2,071.20	2,175.20	2,284.00	2,398.40			4,274.40	4,487.60	4,712.93	4,948.67	5,196.53			51,292.80	53,851.20	56,555.20	59,384.00	62,358.40		
Police Sergeant	29.85	31.34	32.91	34.56	36.29			2,388.00	2,507.20	2,632.80	2,764.80	2,903.20			5,174.00	5,432.27	5,704.40	5,990.40	6,290.27			62,088.00	65,187.20	68,452.80	71,884.80	75,483.20		
Deputy Fire Marshal (Note 3)	22.64	23.76	24.95	26.21	27.51			2,535.68	2,661.12	2,794.40	2,935.52	3,081.12			5,493.97	5765.76	6054.53	6360.29	6675.76			65,927.68	69,189.12	72,654.40	76,323.52	80,109.12		
Fire Captain (Note 3)	22.64	23.76	24.95	26.21	27.51			2,535.68	2,661.12	2,794.40	2,935.52	3,081.12			5,493.97	5765.76	6054.53	6360.29	6675.76			65,927.68	69,189.12	72,654.40	76,323.52	80,109.12		
Engineer (Note 3)	18.60	19.52	20.50	21.53	22.60			2,083.20	2,186.24	2,296.00	2,411.36	2,531.20			4,513.60	4736.85	4974.67	5224.61	5484.27			54,163.20	56,842.24	59,696.00	62,695.36	65,811.20		
Fire Fighter (Note 3)	15.83	16.61	17.44	18.32	19.24			1,772.96	1,860.32	1,953.28	2,051.84	2,154.88			3,841.41	4030.69	4232.11	4445.65	4668.91			46,096.96	48,368.32	50,785.28	53,347.84	56,026.88		
Fire Inspector	19.74	20.72	21.76	22.84	23.98			1,579.20	1,657.60	1,740.80	1,827.20	1,918.40			3,421.60	3591.47	3771.73	3958.93	4156.53			41,059.20	43,097.60	45,260.80	47,507.20	49,878.40		

- Notes:
- 1) Reclassified to General Ledger Accountant on January 26, 2016
 - 2) Salary range revised on September 22, 2015
 - 3) Based on 2,912 hours per year
 - 4) Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).

City of Grass Valley Salary Schedule
FY 2016-2017

Position	Hourly						Bi Weekly						Monthly						Annually									
	A	B	C	D	E	10% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)
City Manager	82.21	-	82.21	-	82.21			6,576.80	-	6,576.80	-	6,576.80			14,249.73	-	14,249.73	-	14,249.73			170,996.80	-	170,996.80	-	170,996.80		
Chief of Police (Note 1)	57.46	-	65.71	-	73.96			4,596.80	-	5,256.74	-	5,916.67			9,959.73	-	11,389.59	-	12,819.46			119,516.80	-	136,675.14	-	153,833.47		
City Clerk	27.23	-	33.48	-	39.72			2,178.40	-	2,678.00	-	3,177.60			4,719.87	-	5,802.33	-	6,884.80			56,638.40	-	69,628.00	-	82,617.60		
Community Development Director (Note 1)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44		
Finance Director (Note 1)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44		
Fire Chief (Note 1)	52.37	-	60.24	-	68.11			4,189.60	-	4,819.02	-	5,448.44			9,077.47	-	10,441.21	-	11,804.95			108,929.60	-	125,294.52	-	141,659.44		
Public Works Director/City Engineer (Note 1)	56.92	-	65.02	-	73.11			4,553.60	-	5,201.32	-	5,849.05			9,866.13	-	11,269.54	-	12,672.94			118,393.60	-	135,234.42	-	152,075.25		
Unit 1 July 1, 2016 - December 31, 2016:																												
Animal Control Supervisor	23.84	-	26.42	-	28.98	31.88		1,907.20	-	2,113.60	-	2,318.40	2,550.24		4,132.27	-	4,579.47	-	5,023.20	5,525.52		49,587.20	-	54,953.60	-	60,278.40	66,306.24	
Assistant Chief Treatment Plant Operator	39.55	-	43.62	-	47.80	52.58		3,164.00	-	3,489.60	-	3,824.00	4,206.40		6,855.33	-	7,560.80	-	8,282.33	9,113.87		82,264.00	-	90,729.60	-	99,424.00	108,366.40	
Assistant Engineer	31.51	-	34.91	-	38.30	42.13		2,520.80	-	2,792.80	-	3,064.00	3,370.40		5,202.53	-	5,803.67	-	6,404.81	7,027.53		65,540.80	-	72,612.80	-	79,684.00	86,330.40	
Associate Civil Engineer	37.80	-	41.87	-	45.94	50.53		3,024.00	-	3,349.60	-	3,675.20	4,042.72		6,552.00	-	7,257.47	-	7,962.93	8,759.23		78,624.00	-	87,089.60	-	95,555.20	105,110.72	
Battalion Chief	39.02	-	43.23	-	47.42	52.16		3,121.60	-	3,458.40	-	3,793.60	4,172.96		6,763.47	-	7,493.20	-	8,219.47	9,041.41		81,161.60	-	89,918.40	-	98,633.60	108,496.96	
Building Official	35.34	-	39.15	-	42.95	47.25		2,827.20	-	3,132.00	-	3,436.00	3,779.60		6,125.60	-	6,786.00	-	7,444.67	8,189.13		73,507.20	-	81,432.00	-	89,336.00	98,269.60	
Utilities Super./Chief Treatment Plant Operator	42.64	-	47.24	-	51.83	57.01		3,411.20	-	3,779.20	-	4,146.40	4,561.04		7,390.93	-	8,188.27	-	9,083.87	9,882.25		86,691.20	-	96,259.20	-	105,806.40	115,887.04	
Police Captain	47.25	-	53.92	-	60.58	66.64		3,780.00	-	4,313.60	-	4,846.40	5,331.04		8,190.00	-	9,346.13	-	10,500.53	11,550.59		98,280.00	-	112,153.60	-	126,006.40	138,607.04	
Police Lieutenant	41.34	-	45.89	-	50.48	55.53		3,307.20	-	3,671.20	-	4,038.40	4,442.24		7,165.60	-	7,954.27	-	8,749.87	9,624.85		85,987.20	-	95,451.20	-	104,998.40	115,498.24	
General Ledger Accountant	28.12	-	35.15	-	42.19	46.41		2,249.60	-	2,812.00	-	3,375.20	3,712.72		4,874.13	-	5,092.67	-	5,312.93	5,044.23		58,489.60	-	73,112.00	-	87,755.20	96,530.72	
Senior Accountant	28.12	-	35.15	-	42.19	46.41		2,249.60	-	2,812.00	-	3,375.20	3,712.72		4,874.13	-	5,092.67	-	5,312.93	5,044.23		58,489.60	-	73,112.00	-	87,755.20	96,530.72	
Senior Engineer	41.28	-	45.75	-	50.69	55.76		3,302.40	-	3,660.00	-	4,055.20	4,460.72		7,155.20	-	7,930.00	-	8,736.27	9,664.89		85,862.40	-	95,160.00	-	105,435.20	115,978.72	
Senior Engineer/Deputy Director	44.77	-	49.61	-	54.43	59.87		3,581.60	-	3,968.80	-	4,354.40	4,789.84		7,760.13	-	8,599.07	-	9,434.53	10,377.99		93,121.60	-	103,188.80	-	113,214.40	124,535.84	
Superintendent	32.35	-	35.15	-	39.07	42.98		2,588.00	-	2,812.00	-	3,125.60	3,438.16		5,607.33	-	6,092.67	-	6,772.13	7,449.35		67,288.00	-	73,112.00	-	81,265.60	89,392.16	
Unit 1 January 1, 2017 - December 31, 2017:																												
Animal Control Supervisor	24.79	-	27.48	-	30.14	33.15		1,983.20	-	2,198.40	-	2,411.20	2,652.32		4,296.93	-	4,763.20	-	5,224.27	5,746.69		51,563.20	-	57,158.40	-	62,891.20	68,860.32	
Assistant Chief Treatment Plant Operator	40.71	-	45.36	-	49.71	54.68		3,290.40	-	3,628.80	-	3,976.80	4,374.48		7,129.20	-	7,862.40	-	8,616.40	9,396.80		85,550.40	-	94,348.80	-	103,396.80	113,736.48	
Assistant Engineer	32.77	-	36.31	-	39.83	43.81		2,621.60	-	2,904.80	-	3,186.40	3,505.04		5,680.13	-	6,293.73	-	6,903.87	7,594.25		68,161.60	-	75,524.80	-	82,846.40	91,131.04	
Associate Civil Engineer	39.31	-	43.54	-	47.78	52.56		3,144.80	-	3,483.20	-	3,822.40	4,204.64		6,813.73	-	7,546.93	-	8,281.87	9,110.05		81,764.80	-	90,563.20	-	99,382.40	109,320.64	
Battalion Chief	40.58	-	44.96	-	49.32	54.25		3,246.40	-	3,596.80	-	3,945.60	4,340.16		7,033.87	-	7,793.07	-	8,548.80	9,403.68		84,406.40	-	93,516.80	-	102,585.60	112,644.16	
Building Official	36.75	-	40.72	-	44.67	49.14		2,940.00	-	3,357.60	-	3,753.60	4,160.80		6,300.13	-	7,053.07	-	7,742.80	8,507.08		76,440.00	-	84,697.60	-	92,913.60	102,204.96	
Utilities Super./Chief Treatment Plant Operator	44.35	-	49.58	-	53.90	59.29		3,548.00	-	3,930.40	-	4,312.00	4,743.20		7,887.33	-	8,515.87	-	9,144.41	9,882.67		92,248.00	-	112,112.00	-	122,040.00	132,920.00	
Police Captain	49.14	-	56.08	-	63.00	69.30		3,931.20	-	4,486.40	-	5,040.00	5,544.00		8,517.60	-	9,720.53	-	10,920.00	12,012.00		102,211.20	-	116,646.40	-	131,040.00	144,144.00	
Police Lieutenant	43.00	-	47.73	-	52.50	57.75		3,440.00	-	3,818.40	-	4,200.00	4,620.00		7,453.33	-	8,273.20	-	9,100.00	10,010.00		89,440.00	-	99,278.40	-	109,200.00	120,120.00	
General Ledger Accountant	29.24	-	36.56	-	43.88	48.27		2,339.20	-	2,924.80	-	3,510.40	3,861.44		5,068.27	-	5,337.07	-	5,605.87	5,966.45		60,819.20	-	76,044.80	-	91,270.40	100,397.44	
Senior Accountant	29.24	-	36.56	-	43.88	48.27		2,339.20	-	2,924.80	-	3,510.40	3,861.44		5,068.27	-	5,337.07	-	5,605.87	5,966.45		60,819.20	-	76,044.80	-	91,270.40	100,397.44	
Senior Engineer	42.93	-	47.58	-	52.71	57.98		3,424.00	-	3,806.40	-	4,216.80	4,638.48		7,441.20	-	8,247.20	-	9,136.40	10,050.04		89,294.40	-	99,296.00	-	109,636.80	120,600.48	
Senior Engineer/Deputy Director	46.56	-	51.59	-	56.61	62.27		3,724.80	-	4,127.20	-	4,528.80	4,981.68		8,070.40	-	8,942.27	-	9,812.40	10,793.64		96,844.80	-	107,307.20	-	117,748.80	129,523.68	
Superintendent	33.65	-	36.55	-	40.64	44.70		2,692.00	-	2,924.00	-	3,251.20	3,576.32		5,832.67	-	6,335.33	-	7,044.27	7,748.69		69,992.00	-	76,024.00	-	84,531.20	92,984.32	
Misc Unit 2 July 1, 2016 - September 30, 2016:																												
Account Clerk I	14.95	15.70	16.48	17.30	18.17			1,196.00	1,256.00	1,318.40	1,384.00	1,453.60			2,591.33	2,721.33	2,856.53	2,998.67	3,149.47			31,096.00	32,656.00	34,278.40	35,984.00	37,793.60		
Account Clerk II	16.87	17.72	18.60	19.53	20.50			1,349.60	1,417.60	1,488.00	1,562.40	1,640.00			2,924.13	3,071.47	3,224.00	3,385.20	3,553.33			35,089.60	36,857.60	38,688.00	40,622.40	42,640.00		
Senior Account Clerk	18.56	19.49	20.47	21.49	22.56			1,484.80	1,559.20	1,637.60	1,719.20	1,804.80			3,217.07	3,378.27	3,548.13	3,724.93	3,910.40			38,604.80	40,539.20	42,577.60	44,699.20	46,924.80		
Senior Admin Clerk	17.89	18.79	19.72	20.71	21.74		25.72	1,431.20	1,503.20	1,5																		

City of Grass Valley Salary Schedule
FY 2016-2017

Position	Hourly					Bi Weekly					Monthly					Annually													
	A	B	C	D	E	10% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	
Maintenance Worker III	21.27	22.33	23.44	24.61	25.85			1,701.36	1,786.22	1,875.17	1,969.01	2,067.74			3,686.28	3,870.15	4,062.86	4,266.18	4,480.11			44,235.36	46,441.82	48,754.37	51,194.21	53,761.34			
Parking Enforcement Officer	16.93	17.79	18.67	19.60	20.59			1,354.56	1,423.10	1,493.28	1,568.35	1,647.50			2,934.88	3,083.39	3,235.44	3,398.10	3,569.59			35,218.56	37,000.70	38,825.28	40,777.15	42,835.10			
Plant Maintenance Mechanic (revised 4/1/2016)	25.10	26.35	27.67	29.05	30.51			2,008.00	2,113.60	2,224.00	2,334.00	2,440.80			4,350.67	4,567.33	4,796.13	5,035.33	5,288.40			52,208.00	54,808.00	57,553.60	60,424.00	63,460.80			
Senior Maintenance Worker	24.92	26.16	27.47	28.84	30.29			1,993.62	2,092.80	2,197.86	2,307.12	2,423.10			4,319.51	4,534.39	4,762.02	4,998.75	5,250.06			51,834.08	54,412.68	57,144.24	59,985.06	63,000.70			
Treatment Plant Operator I	26.20	27.52	28.90	30.35	31.86			2,096.30	2,201.57	2,311.73	2,427.60	2,549.18			4,541.99	4,770.06	5,008.74	5,259.80	5,523.23			54,503.90	57,240.77	60,104.93	63,117.60	66,278.78			
Treatment Plant Operator II	29.39	30.86	32.41	34.03	35.73			2,350.90	2,468.40	2,592.43	2,722.18	2,858.45			5,093.61	5,348.20	5,616.94	5,898.05	6,193.30			61,123.30	64,178.40	67,403.23	70,776.58	74,319.65			
Senior Treatment Plant Operator	33.80	35.49	37.26	39.14	41.10			2,704.22	2,838.86	2,980.85	3,130.99	3,287.66			5,859.15	6,150.87	6,458.50	6,783.82	7,123.27			70,309.82	73,810.46	77,502.05	81,405.79	85,479.26			
Water Distribution Operator in Training	17.41	18.28	19.20	20.16	21.15			1,392.91	1,462.27	1,535.71	1,612.42	1,692.38			3,017.98	3,168.26	3,327.38	3,493.57	3,666.83			36,215.71	38,019.07	39,928.51	41,922.82	44,001.98			
Water Distribution Operator	19.72	20.71	21.75	22.83	23.97			1,577.33	1,656.48	1,739.71	1,826.21	1,917.60			3,417.54	3,589.04	3,769.38	3,956.78	4,154.80			41,010.53	43,068.48	45,232.51	47,481.41	49,857.60			
Utility Maintenance Worker	19.72	20.71	21.75	22.83	23.97			1,577.33	1,656.48	1,739.71	1,826.21	1,917.60			3,417.54	3,589.04	3,769.38	3,956.78	4,154.80			41,010.53	43,068.48	45,232.51	47,481.41	49,857.60			
Street Sweeper Operator	18.60	19.53	20.51	21.54	22.61			1,488.38	1,562.64	1,640.98	1,723.39	1,809.07			3,224.83	3,385.72	3,555.45	3,734.02	3,919.66			38,697.98	40,628.64	42,665.38	44,808.19	47,035.87			
Community Services Analyst	24.37	25.58	26.87	28.21	29.62			1,949.42	2,046.53	2,149.34	2,257.06	2,369.66			4,223.75	4,434.14	4,656.91	4,890.29	5,134.27			50,685.02	53,209.73	55,882.94	58,683.46	61,611.26			
Senior Planner	37.46	39.48	41.49	43.51	45.53			2,997.17	3,158.74	3,319.49	3,481.06	3,642.62			6,493.86	6,843.93	7,192.22	7,542.29	7,892.35			77,926.37	82,127.14	86,306.69	90,507.46	94,708.22			
Associate Planner	31.23	32.85	34.48	36.10	37.72			2,498.59	2,628.34	2,758.08	2,887.82	3,017.57			5,413.62	5,694.73	5,975.84	6,256.95	6,538.06			64,963.39	68,336.74	71,710.08	75,083.42	78,456.77			
Police Evidence/Property Technician	20.52	21.55	22.62	23.76	24.94			1,641.79	1,724.21	1,809.89	1,900.46	1,995.12			3,557.22	3,735.78	3,921.42	4,117.67	4,322.76			42,686.59	44,829.41	47,057.09	49,412.06	51,873.12			
Police Records Technician	18.19	19.10	20.04	21.05	22.10			1,454.93	1,528.37	1,603.44	1,684.22	1,768.27			3,152.34	3,311.46	3,474.12	3,649.15	3,831.26			37,828.13	39,737.57	41,689.44	43,789.82	45,975.07			
Police Officer Trainee	22.93	-	-	-	-			1,834.40	-	-	-	-			3,974.53	-	-	-	-			47,694.40	-	-	-	-	-		
Police Officer I	24.14	25.36	26.63	27.96	29.37			1,931.20	2,028.80	2,130.40	2,236.80	2,349.60			4,184.27	4,395.73	4,615.87	4,846.40	5,090.80			50,211.20	52,748.80	55,390.40	58,156.80	61,089.60			
Police Officer II	25.40	26.67	28.01	29.41	30.88			2,032.00	2,133.60	2,240.80	2,352.80	2,470.40			4,402.67	4,622.80	4,855.07	5,097.73	5,352.53			52,832.00	55,473.60	58,260.80	61,172.80	64,230.40			
Police Sergeant	30.75	32.28	33.90	35.60	37.38			2,460.00	2,682.40	2,912.00	3,148.00	3,390.40			5,460.00	5,698.20	5,947.00	6,196.20	6,446.20			65,960.00	68,442.40	70,942.00	73,460.40	76,000.00			
Police Sergeant (revised 2/26/2017)	31.52	33.09	34.75	36.49	38.31			2,521.60	2,647.20	2,780.00	2,919.20	3,064.80			5,463.47	5,735.60	6,023.33	6,324.93	6,640.40			65,561.60	68,827.20	72,280.00	75,899.20	79,684.80			
Deputy Fire Marshal (Note 2)	23.43	24.59	25.82	27.13	28.47			2,624.16	2,754.08	2,891.84	3,038.56	3,188.64			5,685.68	5,967.17	6,265.65	6,583.55	6,908.72			68,228.16	71,606.08	75,187.84	79,002.56	82,904.64			
Fire Captain (Note 2)	23.43	24.59	25.82	27.13	28.47			2,624.16	2,754.08	2,891.84	3,038.56	3,188.64			5,685.68	5,967.17	6,265.65	6,583.55	6,908.72			68,228.16	71,606.08	75,187.84	79,002.56	82,904.64			
Engineer (Note 2)	19.25	20.20	21.22	22.28	23.39			2,156.00	2,262.40	2,376.64	2,495.36	2,619.68			4,671.33	4,901.87	5,140.39	5,406.61	5,675.97			56,056.00	58,822.40	61,792.64	64,879.36	68,111.68			
Fire Fighter (Note 2)	16.38	17.19	18.05	18.96	19.91			1,834.56	1,925.28	2,021.60	2,123.52	2,229.92			3,974.88	4,171.44	4,380.13	4,600.96	4,831.49			47,698.56	50,057.28	52,561.60	55,211.52	57,977.92			
Fire Inspector	20.43	21.45	22.52	23.64	24.82			1,634.40	1,716.00	1,801.60	1,891.20	1,985.60			3,541.20	3,718.00	3,903.47	4,097.60	4,302.13			42,494.40	44,616.00	46,841.60	49,171.20	51,625.60			
Part Time/Seasonal																													
Seasonal Fire Fighter	14.84	15.58	16.36	17.18	18.04			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Reserve Police Officer Level III	15.00	-	-	-	-			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Reserve Police Officer Level II (see note 4)	20.00	-	-	-	-			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Reserve Police Officer Level I (see note 5)	22.14	25.36	26.63	27.96	29.37			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Kennel Assistant	10.00	-	-	-	-			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Accountant (see note 6)	27.00	-	-	-	40.00			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			
Pool Manger	17.00	17.50	18.00	18.50	19.00			-	-	-	-	-			-	-	-	-	-			-	-	-	-	-			

Notes:

- Salary range revised on September 22, 2015
- Based on 2,912 hours per year
- Employee was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).
- Rate for Level 1 Reserve Officers hired before 1999
- A range equal to that of Police Officer I as published in the Unit 6 MOU
- Range of \$27.00-40.00/hour depending on City need and experience level

City of Grass Valley Salary Schedule
FY 2017-2018

Position	Hourly						Bi Weekly						Monthly						Annually									
	A	B	C	D	E	10% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)	A	B	C	D	E	5% O/S Perform	Y Rated (Note 4)
Misc Unit 2 October 1, 2017 - September 30, 2018:																												
Account Clerk I	15.56	16.33	17.15	18.00	18.90			1,244.40	1,306.42	1,371.70	1,440.24	1,512.05			2,696.20	2,830.57	2,972.01	3,120.52	3,276.10			32,354.40	33,966.82	35,664.10	37,446.24	39,313.25		
Account Clerk II	17.55	18.43	19.35	20.32	21.33			1,404.34	1,474.51	1,547.95	1,625.47	1,706.26			3,042.73	3,194.78	3,353.90	3,521.86	3,696.89			36,512.74	38,337.31	40,246.75	42,262.27	44,362.66		
Senior Account Clerk	19.31	20.28	21.30	22.36	23.47			1,544.69	1,622.21	1,703.81	1,788.67	1,877.62			3,346.82	3,514.78	3,691.58	3,875.46	4,068.17			40,161.89	42,177.41	44,299.01	46,505.47	48,818.02		
Senior Admin Clerk (see note 3)	18.62	19.55	20.51	21.54	22.61	26.75		1,489.20	1,564.27	1,640.98	1,723.39	1,809.07		2,140.00	3,226.60	3,389.26	3,555.45	3,734.02	3,919.66	4,636.67			38,719.20	40,871.07	42,665.38	44,808.19	47,035.87	55,640.00
Accounting Technician	22.59	23.73	24.92	26.14	27.47			1,807.44	1,898.02	1,993.49	2,092.22	2,197.46			3,916.12	4,112.37	4,319.22	4,533.15	4,761.22			46,993.44	49,348.42	51,830.69	54,397.82	57,134.69		
Community Services Officer I	19.01	19.96	20.96	22.00	23.10			1,521.02	1,596.91	1,676.88	1,760.11	1,848.24			3,295.55	3,459.98	3,633.24	3,813.58	4,004.52			39,546.62	41,519.71	43,598.88	45,762.91	48,054.24		
Community Services Officer II (new as of 4/10/18)	20.91	21.96	23.06	24.20	25.41			1,672.80	1,756.80	1,844.80	1,936.00	2,032.80			3,624.40	3,806.40	3,997.07	4,194.67	4,404.40			43,492.80	45,676.80	47,964.80	50,336.00	52,852.80		
Finance Technician	22.59	23.73	24.92	26.15	27.47			1,807.44	1,898.02	1,993.49	2,092.22	2,197.49			3,916.12	4,112.37	4,319.22	4,533.15	4,761.22			46,993.44	49,348.42	51,830.69	54,397.82	57,134.69		
Engineering Tech	22.85	23.98	25.18	26.45	27.76			1,827.84	1,918.42	2,014.70	2,121.15	2,221.15			3,960.32	4,156.57	4,365.19	4,584.42	4,812.80			47,523.84	49,878.62	52,382.30	55,013.09	57,749.95		
Engineering Tech Sr	25.11	26.38	27.69	29.07	30.53			2,008.99	2,110.18	2,215.44	2,325.60	2,442.29			4,352.82	4,572.05	4,800.12	5,038.90	5,291.62			52,233.79	54,864.58	57,601.44	60,465.60	63,499.49		
Accountant I	24.65	25.88	27.17	28.54	29.97			1,972.27	2,070.19	2,173.82	2,283.17	2,397.41			4,273.26	4,485.42	4,709.95	4,946.86	5,194.38			51,279.07	53,824.99	56,519.42	59,362.37	62,332.61		
Accounting Specialist	24.84	26.07	27.39	28.74	30.17			1,986.96	2,085.70	2,190.96	2,299.49	2,413.73			4,305.08	4,519.01	4,747.08	4,982.22	5,229.74			51,660.96	54,228.10	56,964.96	59,786.69	62,756.93		
Animal Control Officer	18.74	19.69	20.68	21.71	22.79			1,498.99	1,574.88	1,654.03	1,736.45	1,822.94			3,247.82	3,412.24	3,583.74	3,762.30	3,949.71			38,973.79	40,946.88	43,004.83	45,147.65	47,396.54		
Senior Animal Control Officer	20.63	21.66	22.75	23.89	25.07			1,650.77	1,733.18	1,819.68	1,911.07	2,005.73			3,576.66	3,755.38	3,942.97	4,140.66	4,346.74			42,919.97	45,062.78	47,311.68	49,687.87	52,148.93		
Assist. Equip. Mechanic	19.35	20.32	21.33	22.40	23.51			1,547.95	1,625.47	1,706.26	1,791.94	1,880.68			3,353.90	3,521.86	3,696.89	3,882.53	4,075.24			40,246.75	42,262.27	44,362.66	46,505.47	48,902.88		
Mechanic	21.28	22.34	23.46	24.62	25.86			1,702.18	1,787.04	1,876.80	1,969.82	2,068.56			3,688.05	3,871.92	4,066.40	4,267.95	4,481.88			44,256.58	46,463.04	48,796.80	51,215.42	53,782.56		
Lead Mechanic	23.23	24.38	25.60	26.88	28.22			1,858.03	1,950.24	2,048.16	2,150.16	2,257.87			4,025.74	4,225.52	4,437.68	4,658.68	4,892.06			48,308.83	50,706.24	53,252.16	55,904.16	58,704.67		
Maintenance Assistant	12.21	12.84	13.48	14.15	14.86			976.75	1,027.34	1,078.75	1,131.79	1,188.91			2,116.30	2,225.91	2,337.30	2,452.22	2,575.98			25,395.55	26,710.94	28,047.55	29,426.59	30,911.71		
Maintenance Worker I	16.64	17.46	18.32	19.25	20.22			1,330.90	1,396.99	1,465.54	1,539.79	1,617.31			2,863.61	3,026.82	3,175.33	3,336.22	3,504.18			34,603.30	36,321.79	38,103.94	40,034.59	42,050.11		
Maintenance Worker II	18.52	19.44	20.41	21.44	22.50			1,481.86	1,555.30	1,632.82	1,715.23	1,800.10			3,210.69	3,369.81	3,537.77	3,716.34	3,900.21			38,528.26	40,437.70	42,453.22	44,596.03	46,802.50		
Maintenance Worker III	21.70	22.78	23.91	25.10	26.37			1,735.63	1,822.13	1,912.70	2,008.18	2,109.36			3,760.54	3,947.94	4,144.19	4,351.05	4,570.28			45,126.43	47,375.33	49,730.30	52,212.58	54,843.36		
Parking Enforcement Officer	17.27	18.15	19.04	19.99	21.00			1,381.49	1,451.66	1,523.47	1,599.36	1,680.14			2,993.22	3,145.27	3,300.86	3,465.28	3,640.31			35,918.69	37,743.26	39,610.27	41,583.36	43,683.74		
Plant Maintenance Mechanic (revised 4/1/2016)	25.60	26.88	28.22	29.63	31.12			2,048.16	2,150.16	2,257.87	2,370.48	2,489.62			4,437.68	4,658.68	4,892.06	5,136.04	5,394.17			53,252.16	55,904.16	58,704.67	61,632.48	64,730.02		
Senior Maintenance Worker	25.42	26.68	28.02	29.42	30.90			2,033.47	2,134.66	2,241.55	2,353.34	2,471.66			4,405.86	4,625.09	4,856.70	5,098.91	5,355.27			52,870.27	55,501.06	58,280.35	61,186.94	64,263.26		
Treatment Plant Operator I	26.72	28.07	29.48	30.96	32.50			2,137.92	2,245.63	2,358.24	2,476.56	2,599.78			4,632.16	4,865.54	5,109.52	5,365.88	5,632.85			55,585.92	58,386.43	61,314.24	64,390.56	67,594.18		
Treatment Plant Operator II	29.98	31.48	33.06	34.71	36.44			2,398.22	2,518.18	2,644.66	2,776.85	2,915.57			5,196.15	5,456.05	5,730.09	6,016.50	6,317.06			62,353.82	65,472.58	68,761.06	72,198.05	75,804.77		
Senior Treatment Plant Operator	34.48	36.20	38.01	39.92	41.92			2,758.08	2,895.98	3,040.42	3,193.82	3,353.76			5,975.84	6,274.63	6,587.57	6,919.95	7,266.48			71,710.08	75,295.58	79,050.82	83,039.42	87,197.76		
Water Distribution Operator in Training	17.76	18.65	19.58	20.56	21.57			1,420.66	1,491.65	1,566.72	1,645.06	1,725.84			3,078.09	3,231.90	3,394.56	3,564.29	3,739.32			36,937.06	38,782.85	40,734.72	42,771.46	44,871.84		

City of Grass Valley Salary Schedule
FY 2018-2019

Position	Hourly							Bi Weekly							Monthly							Annually						
	A	B	C	D	E	F	10% O/S (Note 4)	A	B	C	D	E	F	5% O/S Perform (Note 4)	A	B	C	D	E	F	5% O/S Perform (Note 4)	A	B	C	D	E	F	5% O/S Perform (Note 4)
Misc Unit 2 October 1, 2017 - September 30, 2018:																												
Account Clerk I	15.66	16.33	17.15	18.00	18.80			1,244.40	1,306.42	1,371.70	1,440.24	1,512.05			2,896.20	2,830.57	2,972.01	3,120.52	3,276.10			32,354.40	33,966.82	35,664.10	37,446.24	39,313.25		
Account Clerk II	17.55	18.43	19.35	20.32	21.33			1,404.34	1,474.51	1,547.95	1,625.47	1,706.06			3,042.73	3,194.78	3,353.90	3,521.96	3,696.89			36,512.74	38,337.31	40,246.75	42,252.27	44,362.66		
Senior Account Clerk	19.31	20.28	21.30	22.36	23.47			1,544.69	1,622.21	1,703.81	1,788.67	1,877.62			3,346.82	3,514.78	3,691.58	3,875.46	4,068.17			40,161.89	42,177.41	44,299.01	46,505.47	48,818.02		
Senior Admin Clerk (see note 3)	18.62	19.55	20.51	21.54	22.61		26.75	1,489.20	1,564.27	1,640.98	1,723.39	1,809.07			3,226.60	3,389.26	3,555.45	3,734.02	3,919.66			38,719.20	40,671.07	42,665.38	44,808.19	47,035.87		55,640.00
Accounting Technician	22.59	23.73	24.92	26.15	27.47			1,807.44	1,898.02	1,993.49	2,092.22	2,197.49			3,916.12	4,112.37	4,319.22	4,533.15	4,761.22			46,993.44	49,348.42	51,830.69	54,397.82	57,134.69		
Community Services Officer I	19.01	19.96	20.96	22.00	23.10			1,521.02	1,596.91	1,676.88	1,760.11	1,848.24			3,295.55	3,459.98	3,633.24	3,813.58	4,004.52			39,546.62	41,519.71	43,598.88	45,762.91	48,054.24		
Community Services Officer II (new as of 4/10/18)	20.91	21.96	23.06	24.20	25.41			1,672.80	1,756.80	1,844.80	1,936.00	2,032.80			3,624.40	3,806.40	3,997.07	4,194.67	4,404.40			43,492.80	45,676.80	47,964.80	50,336.00	52,852.80		
Finance Technician	22.59	23.73	24.92	26.15	27.47			1,807.44	1,898.02	1,993.49	2,092.22	2,197.49			3,916.12	4,112.37	4,319.22	4,533.15	4,761.22			46,993.44	49,348.42	51,830.69	54,397.82	57,134.69		
Engineering Tech	22.85	23.98	25.18	26.45	27.76			1,827.84	1,918.42	2,014.70	2,115.89	2,221.15			3,960.32	4,156.57	4,365.19	4,584.42	4,812.50			47,523.84	49,876.82	52,382.30	55,013.09	57,749.96		
Engineering Tech Sr	25.11	26.38	27.69	29.07	30.53			2,008.99	2,110.18	2,215.44	2,325.60	2,442.29			4,352.82	4,572.05	4,800.12	5,038.80	5,291.62			52,233.79	54,864.58	57,601.44	60,465.60	63,499.49		
Accountant I	24.65	25.88	27.17	28.54	29.97			1,972.27	2,070.19	2,173.82	2,283.17	2,397.41			4,273.26	4,485.42	4,709.95	4,946.86	5,194.38			51,279.07	53,624.99	56,519.42	59,362.37	62,332.61		
Accounting Specialist	24.84	26.07	27.39	28.74	30.17			1,986.96	2,085.70	2,190.96	2,299.49	2,413.73			4,305.08	4,519.01	4,747.08	4,992.22	5,229.74			51,660.96	54,228.10	56,964.96	59,786.69	62,756.93		
Animal Control Officer	18.74	19.69	20.68	21.71	22.79			1,498.99	1,574.88	1,654.03	1,736.45	1,822.94			3,247.82	3,412.24	3,583.74	3,762.30	3,949.71			38,973.79	40,946.88	43,004.83	45,147.65	47,396.54		
Senior Animal Control Officer	20.63	21.66	22.75	23.89	25.07			1,650.77	1,733.18	1,819.68	1,911.07	2,005.73			3,576.66	3,755.23	3,942.64	4,140.66	4,345.74			42,919.97	45,062.78	47,311.68	49,687.87	52,148.93		
Assist. Equip. Mechanic	19.35	20.32	21.33	22.40	23.51			1,547.95	1,625.47	1,706.26	1,791.94	1,880.88			3,353.90	3,521.86	3,696.89	3,882.53	4,075.24			40,246.75	42,262.27	44,362.66	46,590.34	48,902.88		
Mechanic	21.28	22.34	23.46	24.62	25.86			1,702.18	1,787.04	1,876.80	1,969.82	2,068.56			3,688.05	3,871.92	4,066.40	4,267.95	4,481.88			44,256.58	46,463.04	48,796.80	51,215.42	53,782.56		
Lead Mechanic	23.23	24.38	25.60	26.88	28.22			1,858.03	1,950.24	2,048.16	2,150.16	2,257.87			4,025.74	4,225.52	4,437.68	4,658.68	4,892.06			48,308.83	50,706.24	53,252.16	55,904.16	58,704.67		
Maintenance Assistant	12.21	12.84	13.48	14.15	14.86			976.75	1,027.34	1,078.75	1,131.79	1,188.91			2,116.30	2,225.91	2,337.30	2,452.22	2,575.98			25,395.55	26,710.94	28,047.55	29,426.59	30,911.71		
Maintenance Worker I	16.64	17.46	18.32	19.25	20.22			1,330.90	1,396.99	1,465.54	1,536.79	1,611.31			2,983.61	3,026.82	3,175.33	3,336.22	3,504.18			34,603.30	36,321.79	38,103.94	40,034.59	42,050.11		
Maintenance Worker II	18.52	19.44	20.41	21.44	22.50			1,481.86	1,555.30	1,632.82	1,715.23	1,800.10			3,210.69	3,369.81	3,537.77	3,716.34	3,900.21			38,528.26	40,437.70	42,463.22	44,596.03	46,802.50		
Maintenance Worker III	21.70	22.78	23.91	25.10	26.37			1,735.63	1,822.13	1,912.70	2,008.18	2,109.36			3,760.54	3,947.94	4,144.19	4,351.05	4,570.28			45,126.43	47,375.33	49,730.30	52,212.58	54,843.36		
Parking Enforcement Officer	17.27	18.15	19.04	19.99	21.00			1,381.49	1,451.66	1,523.47	1,599.36	1,680.14			2,993.22	3,145.27	3,300.86	3,465.28	3,640.31			35,918.69	37,743.26	39,610.27	41,583.38	43,683.74		
Plant Maintenance Mechanic (revised 4/1/2016)	25.60	26.88	28.22	29.63	31.12			2,048.16	2,150.16	2,257.87	2,370.48	2,489.62			4,437.68	4,658.68	4,892.06	5,136.04	5,394.17			53,252.16	55,904.16	58,704.67	61,632.48	64,730.02		
Senior Maintenance Worker	25.42	26.68	28.02	29.42	30.90			2,033.47	2,134.66	2,241.55	2,353.34	2,471.66			4,405.86	4,625.09	4,856.70	5,098.91	5,355.27			52,870.27	55,501.06	58,280.35	61,186.94	64,263.26		
Treatment Plant Operator I	26.72	28.07	29.48	30.96	32.50			2,137.92	2,245.63	2,358.24	2,476.56	2,599.78			4,632.16	4,865.54	5,109.52	5,365.88	5,632.85			55,585.92	58,386.43	61,314.24	64,390.56	67,594.18		
Treatment Plant Operator II	29.98	31.48	33.06	34.71	36.44			2,398.22	2,518.18	2,644.66	2,776.85	2,915.57			5,196.15	5,456.05	5,730.09	6,016.50	6,317.06			62,353.82	65,472.58	68,761.06	72,186.05	75,804.77		
Senior Treatment Plant Operator	34.48	36.20	38.01	39.92	41.92			2,758.08	2,895.98	3,040.42	3,193.82	3,353.76			5,975.84	6,274.63	6,587.57	6,919.95	7,266.48			71,710.08	75,295.58	79,050.82	83,039.42	87,197.76		
Water Distribution Operator in Training	17.76	18.65	19.58	20.56	21.57			1,420.66	1,491.65	1,566.72	1,645.06	1,725.84			3,078.09	3,231.90	3,394.56	3,564.29	3,739.32			36,937.06	38,782.85	40,734.72	42,771.46	44,871.84		

City of Grass Valley Salary Schedule
FY 2019-2020

	Hourly							Bi Weekly							Monthly							Annually							
	A	B	C	D	E	F	Y Rated (Note 3)	A	B	C	D	E	F	Y Rated (Note 3)	A	B	C	D	E	F	Y Rated (Note 3)	A	B	C	D	E	F	Y Rated (Note 3)	
Executive Unit January 1, 2019:																													
City Manager	79.80	-	-	-	-	-	87.99	6,384.00	-	-	-	-	-	7,039.20	13,832.00	-	0.00	-	-	-	15,251.60	-	-	165,984.00	-	0.00	-	-	183,019.20
Chief of Police	64.42	-	-	-	-	-	84.13	5,153.25	-	-	-	-	-	6,730.77	11,165.37	-	-	-	-	-	12,760.42	-	-	145,833.42	-	-	-	-	175,000.00
City Clerk	31.29	-	-	-	-	-	37.76	2,503.01	-	-	-	-	-	2,860.58	5,123.18	-	-	-	-	-	6,197.92	-	-	65,078.13	-	-	-	-	85,000.00
Community Development Director	55.21	-	-	-	-	-	63.10	4,417.07	-	-	-	-	-	5,769.23	9,570.31	-	-	-	-	-	10,937.50	-	-	125,000.00	-	-	-	-	150,000.00
Fire Chief	58.89	-	-	-	-	-	67.31	4,711.54	-	-	-	-	-	6,153.85	10,208.33	-	-	-	-	-	11,666.67	-	-	133,333.33	-	-	-	-	160,000.00
Public Works Director of Operations	55.21	-	-	-	-	-	63.10	4,417.07	-	-	-	-	-	5,769.23	9,570.31	-	-	-	-	-	10,937.50	-	-	125,000.00	-	-	-	-	150,000.00
Executive Unit January 14, 2020:																													
Administrative Services Director	58.89	-	-	-	-	-	67.31	4,711.54	-	-	-	-	-	6,538.46	10,208.33	-	-	-	-	-	11,666.67	-	-	14,166.67	-	-	-	-	170,000.00
City Manager	79.80	-	-	-	-	-	87.99	6,384.00	-	-	-	-	-	7,039.20	13,832.00	-	0.00	-	-	-	15,251.60	-	-	165,984.00	-	0.00	-	-	183,019.20
Chief of Police	64.42	-	-	-	-	-	88.94	5,153.25	-	-	-	-	-	7,115.38	11,165.37	-	-	-	-	-	12,760.42	-	-	15,416.67	-	-	-	-	185,000.00
City Clerk	31.29	-	-	-	-	-	35.76	2,503.01	-	-	-	-	-	2,860.58	5,423.18	-	-	-	-	-	6,197.92	-	-	7,085.87	-	-	-	-	95,000.00
Community Development Director	55.21	-	-	-	-	-	63.10	4,417.07	-	-	-	-	-	5,048.08	9,570.31	-	-	-	-	-	10,937.50	-	-	13,333.33	-	-	-	-	160,000.00
Fire Chief	58.89	-	-	-	-	-	67.31	4,711.54	-	-	-	-	-	6,538.46	10,208.33	-	-	-	-	-	11,666.67	-	-	14,166.67	-	-	-	-	170,000.00
Public Works Director of Operations	55.21	-	-	-	-	-	63.10	4,417.07	-	-	-	-	-	5,048.08	9,570.31	-	-	-	-	-	10,937.50	-	-	13,333.33	-	-	-	-	160,000.00
Unit 1 July 1, 2019 - June 30, 2020:																													
Animal Control Supervisor	25.78	-	-	-	-	-	28.58	2,062.40	-	-	-	-	-	2,286.40	4,468.53	-	-	-	-	-	4,953.87	-	-	5,730.40	-	-	-	-	68,764.80
Assistant Chief Treatment Plant Operator	42.78	-	-	-	-	-	47.18	3,422.40	-	-	-	-	-	4,343.20	7,415.20	-	-	-	-	-	8,177.87	-	-	9,410.27	-	-	-	-	112,923.20
Assistant Engineer	34.08	-	-	-	-	-	37.76	2,726.40	-	-	-	-	-	3,479.20	5,907.20	-	-	-	-	-	6,545.07	-	-	7,538.27	-	-	-	-	90,459.20
Assistant City Engineer	48.42	-	-	-	-	-	53.65	3,873.60	-	-	-	-	-	4,944.80	8,352.80	-	-	-	-	-	9,299.33	-	-	10,713.73	-	-	-	-	128,564.80
Associate Civil Engineer	40.88	-	-	-	-	-	45.28	3,270.40	-	-	-	-	-	4,173.60	7,085.87	-	-	-	-	-	7,848.53	-	-	9,042.80	-	-	-	-	108,513.60
Battalion Chief	42.20	-	-	-	-	-	46.76	3,376.00	-	-	-	-	-	4,411.20	7,314.67	-	-	-	-	-	8,105.07	-	-	9,557.60	-	-	-	-	114,691.20
Building Officer	38.22	-	-	-	-	-	42.35	3,057.60	-	-	-	-	-	3,388.00	6,624.80	-	-	-	-	-	7,340.67	-	-	8,455.20	-	-	-	-	101,462.40
Principal Planner	40.12	-	-	-	-	-	44.44	3,209.60	-	-	-	-	-	3,555.20	6,954.13	-	-	-	-	-	7,702.93	-	-	8,874.67	-	-	-	-	106,496.00
Utilities Super-Chief Treatment Plant Operator	51.12	-	-	-	-	-	51.10	3,689.60	-	-	-	-	-	4,088.00	7,994.13	-	-	-	-	-	8,857.33	-	-	10,202.40	-	-	-	-	122,488.00
Police Captain	51.11	-	-	-	-	-	58.32	4,088.00	-	-	-	-	-	4,665.60	8,859.07	-	-	-	-	-	10,108.80	-	-	12,492.13	-	-	-	-	149,905.60
Police Lieutenant	44.72	-	-	-	-	-	49.64	3,577.60	-	-	-	-	-	3,971.20	7,751.47	-	-	-	-	-	8,604.27	-	-	10,410.40	-	-	-	-	124,924.80
Information Technology Analyst	42.78	-	-	-	-	-	47.16	3,422.40	-	-	-	-	-	3,772.80	7,415.20	-	-	-	-	-	8,174.40	-	-	9,364.10	-	-	-	-	113,568.00
General Ledger Accountant	30.41	-	-	-	-	-	38.02	2,432.80	-	-	-	-	-	3,041.60	5,271.07	-	-	-	-	-	6,590.13	-	-	8,306.13	-	-	-	-	99,673.60
Senior Accountant	30.41	-	-	-	-	-	38.02	2,432.80	-	-	-	-	-	3,041.60	5,271.07	-	-	-	-	-	6,590.13	-	-	8,306.13	-	-	-	-	99,673.60
Senior Engineer	44.65	-	-	-	-	-	49.48	3,572.00	-	-	-	-	-	4,064.80	7,739.33	-	-	-	-	-	8,576.53	-	-	9,977.07	-	-	-	-	119,724.80
Senior Engineer/Deputy Director	48.42	-	-	-	-	-	53.65	3,873.60	-	-	-	-	-	4,292.00	8,352.80	-	-	-	-	-	9,299.33	-	-	10,713.73	-	-	-	-	128,564.80
Superintendent	34.99	-	-	-	-	-	38.01	2,798.20	-	-	-	-	-	3,040.80	6,064.93	-	-	-	-	-	6,588.40	-	-	7,690.80	-	-	-	-	92,289.60
Superintendent II	36.74	-	-	-	-	-	39.91	2,939.20	-	-	-	-	-	3,192.80	6,368.27	-	-	-	-	-	6,917.73	-	-	8,075.60	-	-	-	-	96,907.20
Misc Unit 2 October 1, 2018 - September 30, 2019:																													
Account Clerk I	15.87	16.66	17.49	18.36	19.28	-	-	1,269.60	1,332.80	1,399.20	1,468.80	1,542.40	-	-	2,750.80	2,887.73	3,031.60	3,182.40	3,341.87	-	-	33,009.60	34,652.80	36,378.20	38,185.80	40,102.40	-	-	-
Account Clerk II	17.91	18.80	19.74	20.72	21.76	-	-	1,432.80	1,504.00	1,579.20	1,657.60	1,740.00	-	-	3,166.80	3,298.67	3,431.60	3,591.47	3,770.00	-	-	37,252.80	39,184.00	41,059.20	42,980.80	45,040.00	-	-	-
Senior Account Clerk	19.69	20.68	21.72	22.81	23.94	-	-	1,575.20	1,654.40	1,737.60	1,824.80	1,915.20	-	-	3,412.93	3,584.53	3,764.80	3,953.73	4,149.60	-	-	40,955.20	43,014.40	45,177.60	47,444.80	49,795.20	-	-	-
Senior Admin Clerk (see note 3)	18.99	19.94	20.92	21.97	23.07	-	25.75	1,519.20	1,595.20	1,673.60	1,757.60	1,845.60	-	-	3,291.60	3,456.27	3,626.13	3,808.13	3,998.80	-	-	39,499.20	41,475.20	43,513.60	45,697.60	47,985.60	-	-	55,640.00
Accounting Technician	23.04	24.20	25.42	26.68	27.96	-	-	1,983.20	2,064.00	2,148.00	2,236.00	2,326.00	-	-	3,993.60	4,167.87	4,354.40	4,554.27	4,766.80	-	-	47,823.20	50,336.00	52,948.80	55,660.80	58,480.00	-	-	-
Community Services Analyst I	19.39	20.36	21.38	22.44	23.57	-	-	1,551.20	1,628.80	1,710.40	1,795.20	1,885.60	-	-	3,360.93	3,529.07	3,705.87	3,889.60	4,085.47	-	-	40,331.20	42,348.80	44,470.40	46,725.20	49,025.60	-	-	-
Community Services Officer II	21.33	22.40	23.52	24.68	25.92	-	-	1,706.40	1,792.00	1,881.60	1,974.40	2,073.60	-	-	3,697.20	3,882.67	4,076.80	4,277.87	4,492.80	-	-	44,366.40	46,592.00	48,921.60	51,334.40	53,913.60	-	-	-
Senior Technician	23.04	24.20	25.42	26.68	27.96	-	-	1,983.20	2,064.00	2,148.00	2,236.00	2,326.00	-	-	3,993.60	4,167.87	4,354.40	4,554.27	4,766.80	-	-	47,823.20	50,336.00	52,948.80	55,660.80	58,480.00	-	-	-
Engineering Tech	23.30	24.46	25.69	26.98	28.32	-	-	1,864.00	1,956.80	2,055.20	2,158.40	2,265.60	-	-	4,038.67	4,239.73	4,452.93	4,676.53	4,908.80	-	-	48,464.00	50,876.80	53,435.20	56,114.80	58,905.60	-	-	-
Engineering Tech Sr	25.61	26.90	28.25	29.65	31.14	-	-	2,048.80	2,152.00	2,260.00	2,372.00	2,491.20	-	-	4,430.07	4,662.67	4,896.67	5,139.33	5,397.60	-	-	53,268.80	55,925.60	58,760.00	61,672.00	64,665.60	-	-	-
Animal Shelter Officer	15.00	15.75	16.54	17.33	18.14	-	-	1,200.00	1,260.00	1,323.20	1,388.80	1,458.40	-	-	2,600.00	2,730.00	2,866.93	3,008.07	3,159.87	-	-	31,200.00	32,760.00	34,403.20	36,108.00	37,918.40	-	-	-
Animal Shelter Kennel and Office Assistant	19.11	20.08	21.09	22.14	23.24	-	-	1,528.80	1,606.40	1,687.20	1,771.20	1,859.20	-	-	3,312.40	3,483.33	3,655.33	3,837.60	4,028.27	-	-	39,748.33	41,766.00	43,827.33	45,939.60	48,102.80	-	-	-
Senior Animal Shelter Director	21.05	22.10	23.24	24.44	25.69	-	-	1,684.00	1,768.00	1,856.00	1,946.40	2,041.60	-	-	3,458.27	3,639.33	3,825.33	4,016.33	4,212.33	-	-	41,659.33	43,699.60	45,825.60	48,040.80	50,345.60	-	-	-
Assist. Equip. Mechanic	19.74	20.72	21.75	22.85	23.98	-	-	1,579.2																					

City of Grass Valley Salary Schedule
FY 2019-2020

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F
Associate Planner	33.14	34.86	36.59	38.31	40.02		2,651.20	2,788.80	2,927.20	3,064.80	3,201.60		5,744.27	6,042.40	6,342.27	6,640.40	6,936.80		68,931.20	72,508.80	76,107.20	79,684.80	83,241.60	
Police Evidence/Property Technician	21.78	22.87	24.00	25.21	26.47		1,742.40	1,829.60	1,920.00	2,016.80	2,117.60		3,775.20	3,964.13	4,160.00	4,369.73	4,586.13		45,302.40	47,569.60	49,920.00	52,436.80	55,067.60	
Police Records Technician	19.30	20.27	21.27	22.34	23.45		1,544.00	1,621.60	1,701.60	1,787.20	1,876.00		3,345.33	3,513.47	3,686.80	3,872.27	4,064.67		40,144.00	42,161.60	44,241.60	46,467.20	48,776.00	
Police Officer Trainee	25.06	-	-	-	-		2,004.80	-	-	-	-		4,343.73	-	-	-	-		52,124.80	-	-	-	-	
Police Officer I	26.38	27.70	29.09	30.54	32.07	33.67	2,110.40	2,216.00	2,327.20	2,443.20	2,565.60	2,693.60	4,572.53	4,801.33	5,042.27	5,293.60	5,558.80	5,836.13	54,870.40	57,616.00	60,507.20	63,523.20	66,705.60	70,033.60
Police Officer II	27.75	29.14	30.60	32.13	33.74	35.43	2,220.00	2,331.20	2,448.00	2,570.40	2,699.20	2,834.40	4,810.00	5,050.93	5,304.00	5,569.20	5,848.27	6,141.20	57,720.00	60,611.20	63,648.00	66,830.40	70,179.20	73,694.40
Police Sergeant	34.44	36.16	37.97	39.87	41.86	43.95	2,755.20	2,892.80	3,037.60	3,189.60	3,348.80	3,516.00	5,960.60	6,267.73	6,581.47	6,910.80	7,255.73	7,618.00	71,635.20	75,212.80	78,977.60	82,929.60	87,068.80	91,416.00
Deputy Fire Marshal (Note 2)	24.61	25.85	27.14	28.50	29.93		2,756.32	2,895.20	3,039.68	3,192.00	3,352.16		5,972.03	6,272.93	6,585.97	6,916.00	7,263.01		71,664.32	75,275.20	79,031.68	82,992.00	87,156.16	
Deputy Fire Marshal	32.61	34.25	35.97	37.76	39.64		2,608.80	2,740.00	2,877.60	3,020.80	3,171.20		5,652.40	5,936.67	6,234.80	6,545.07	6,870.93		67,828.80	71,240.00	74,817.60	78,540.80	82,451.20	
Fire Captain (Note 2)	24.61	25.85	27.14	28.50	29.93		2,756.32	2,895.20	3,039.68	3,192.00	3,352.16		5,972.03	6,272.93	6,585.97	6,916.00	7,263.01		71,664.32	75,275.20	79,031.68	82,992.00	87,156.16	
Engineer (Note 2)	20.37	21.39	22.46	23.58	24.76		2,281.44	2,395.68	2,515.52	2,640.96	2,773.12		4,943.12	5,190.64	5,450.29	5,722.08	6,008.43		59,317.44	62,287.68	65,403.52	68,664.96	72,101.12	
Fire Fighter (Note 2)	17.49	18.36	19.29	20.25	21.27		1,958.88	2,056.32	2,160.48	2,268.00	2,382.24		4,244.24	4,455.36	4,681.04	4,914.00	5,161.52		50,930.88	53,464.32	56,172.48	58,968.00	61,938.24	
Fire Inspector	21.46	22.53	23.65	24.84	26.08		1,716.80	1,802.40	1,892.00	1,987.20	2,086.40		3,719.73	3,905.20	4,099.33	4,305.60	4,520.53		44,636.80	46,882.40	49,192.00	51,667.20	54,246.40	
Part Time/Seasonal	14.84	15.58	16.35	17.18	18.04		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Seasonal Fire Fighter	15.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Reserve Police Officer Level III	20.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Reserve Police Officer Level II (see note 4)	26.38	27.70	29.09	30.54	32.07	33.67	-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Reserve Police Officer Level I (see note 5)	13.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Kennel Assistant (see note 7)	27.00	-	-	-	40.00		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Accountant (see note 6)	17.00	17.50	18.00	18.50	19.00		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Pool Manager							-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	

Notes:

- Salary range revised on September 22, 2015
- Based on 2,912 hours per year
- Employees was "Y rated" at the pay rate shown above due to a reclassification to a job classification with a lower salary range in 2012 (approved by City Council on June 26, 2012).
- Rate for Level 1 Reserve Officers hired before 1999
- A range equal to that of Police Officer I as published in the Unit 6 MCO
- Range of \$27.00-40.00/hour depending on City need and experience level
- \$10.00 or existing minimum wage, whichever is greater.

**City of Grass Valley Salary Schedule
FY 2020-2021**

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F
Executive Unit January 14, 2020:																								
Administrative Services Director	58.89	-	67.31	-	81.73		4,711.54	-	5,384.62	-	6,538.46		10,208.33	-	11,666.67	-	14,166.67		122,500.00	-	140,000.00	-	170,000.00	
Deputy Administrative Services Director	44.17	-	50.93	-	57.69		3,533.62	-	4,074.50	-	4,615.38		7,656.17	-	8,828.08	-	10,000.00		91,874.00	-	105,937.00	-	120,000.00	
City Manager	79.80	-	-	-	93.75		6,384.00	-	-	-	7,500.00		13,832.00	-	-	-	16,250.00		165,984.00	-	-	-	195,000.00	
Chief of Police	64.42	-	73.62	-	88.94		5,153.25	-	5,889.42	-	7,115.38		11,165.37	-	12,760.42	-	15,416.67		133,984.38	-	153,125.00	-	185,000.00	
City Clerk	31.29	-	35.76	-	45.67		2,503.01	-	2,860.58	-	3,653.85		5,423.18	-	6,197.92	-	7,916.67		65,078.13	-	74,375.00	-	95,000.00	
Community Development Director	55.21	-	63.10	-	76.92		4,417.07	-	5,048.08	-	6,153.85		9,570.31	-	10,937.50	-	13,333.33		114,843.75	-	131,250.00	-	160,000.00	
Fire Chief	58.89	-	67.31	-	81.73		4,711.54	-	5,384.62	-	6,538.46		10,208.33	-	11,666.67	-	14,166.67		122,500.00	-	140,000.00	-	170,000.00	
Public Works Director of Operations	55.21	-	63.10	-	76.92		4,417.07	-	5,048.08	-	6,153.85		9,570.31	-	10,937.50	-	13,333.33		114,843.75	-	131,250.00	-	160,000.00	
Executive Unit November 29, 2020:																								
Administrative Services Director	58.89	-	67.31	-	81.73		4,711.54	-	5,384.62	-	6,538.46		10,208.33	-	11,666.67	-	14,166.67		122,500.00	-	140,000.00	-	170,000.00	
City Manager	79.80	-	-	-	87.99		6,384.00	-	-	-	7,039.20		13,832.00	-	-	-	15,251.60		165,984.00	-	-	-	195,000.00	
Chief of Police	64.42	-	73.62	-	88.94		5,153.25	-	5,889.42	-	7,115.38		11,165.37	-	12,760.42	-	15,416.67		133,984.38	-	153,125.00	-	185,000.00	
City Clerk	36.81	-	42.44	-	48.08		2,944.69	-	3,395.42	-	3,946.15		6,380.17	-	7,356.75	-	8,333.33		76,562.00	-	88,281.00	-	100,000.00	
Community Development Director	55.21	-	63.10	-	76.92		4,417.07	-	5,048.08	-	6,153.85		9,570.31	-	10,937.50	-	13,333.33		114,843.75	-	131,250.00	-	160,000.00	
Deputy City Clerk/Management Services Analyst	33.13	-	38.20	-	43.27		2,650.24	-	3,055.89	-	3,461.54		5,742.19	-	6,621.09	-	7,500.00		68,906.25	-	79,453.13	-	90,000.00	
Fire Chief	58.89	-	67.31	-	81.73		4,711.54	-	5,384.62	-	6,538.46		10,208.33	-	11,666.67	-	14,166.67		122,500.00	-	140,000.00	-	170,000.00	
Public Works Director of Operations	55.21	-	63.10	-	76.92		4,417.07	-	5,048.08	-	6,153.85		9,570.31	-	10,937.50	-	13,333.33		114,843.75	-	131,250.00	-	160,000.00	
Management/Supervisory Unit 1 July 1, 2020 - June 30, 2021:																								
Animal Control Supervisor	26.30	-	29.15	-	33.72		2,104.00	-	2,332.00	-	2,697.60		4,558.67	-	5,052.67	-	5,844.80		54,704.00	-	60,632.00	-	70,137.60	
Assistant Chief Treatment Plant Operator	43.64	-	48.12	-	55.38		3,491.20	-	3,849.60	-	4,430.40		7,564.27	-	8,340.80	-	9,599.20		90,771.20	-	100,089.60	-	115,190.40	
Assistant Engineer	34.76	-	38.52	-	44.36		2,780.80	-	3,081.60	-	3,548.80		6,025.07	-	6,676.80	-	7,689.07		72,300.80	-	80,121.60	-	92,268.80	
Assistant City Engineer	49.39	-	54.72	-	63.05		3,951.20	-	4,377.60	-	5,044.00		8,560.93	-	9,484.80	-	10,928.67		102,731.20	-	113,817.60	-	131,144.00	
Associate Civil Engineer	41.70	-	46.19	-	53.21		3,336.00	-	3,695.20	-	4,256.80		7,228.00	-	8,006.27	-	9,223.07		86,736.00	-	96,075.20	-	110,676.80	
Battalion Chief	43.04	-	47.70	-	56.24		3,443.20	-	3,816.00	-	4,499.20		7,460.27	-	8,268.00	-	9,748.27		89,523.20	-	99,216.00	-	116,979.20	
Building Official	38.98	-	43.20	-	49.76		3,118.40	-	3,456.00	-	3,980.80		6,756.53	-	7,488.00	-	8,625.07		81,078.00	-	89,856.00	-	103,500.80	
Principal Planner	40.92	-	45.33	-	52.22		3,273.60	-	3,626.40	-	4,177.60		7,092.80	-	7,857.20	-	9,051.47		85,113.60	-	94,286.40	-	108,817.60	
Utilities Super./Chief Treatment Plant Operator	47.04	-	52.12	-	60.04		3,763.20	-	4,169.60	-	4,803.20		8,153.60	-	9,034.13	-	10,406.93		97,843.20	-	108,409.60	-	124,883.20	
Police Captain	52.13	-	59.49	-	73.51		4,170.40	-	4,759.20	-	5,880.80		9,035.87	-	10,311.60	-	12,741.73		108,430.40	-	123,739.20	-	152,900.80	
Police Lieutenant	45.61	-	50.63	-	61.26		3,648.80	-	4,050.40	-	4,900.80		7,905.73	-	8,775.87	-	10,618.40		94,868.80	-	105,310.40	-	127,420.80	
Information Technology Analyst	43.64	-	48.10	-	55.69		3,491.20	-	3,848.00	-	4,455.20		7,564.27	-	8,337.33	-	9,652.93		90,771.20	-	100,048.00	-	115,835.20	
General Ledger Accountant	31.02	-	38.78	-	48.88		2,481.60	-	3,102.40	-	3,910.40		5,376.80	-	6,721.87	-	8,472.53		64,521.60	-	80,662.40	-	101,670.40	
Senior Accountant	31.02	-	38.78	-	48.88		2,481.60	-	3,102.40	-	3,910.40		5,376.80	-	6,721.87	-	8,472.53		64,521.60	-	80,662.40	-	101,670.40	
Senior Engineer	45.54	-	50.47	-	58.71		3,643.20	-	4,037.60	-	4,696.80		7,893.60	-	8,748.13	-	10,176.40		94,723.20	-	104,977.60	-	122,116.80	
Senior Engineer/Deputy Director	49.39	-	54.72	-	63.05		3,951.20	-	4,377.60	-	5,044.00		8,560.93	-	9,484.80	-	10,928.67		102,731.20	-	113,817.60	-	131,144.00	
Superintendent	35.69	-	38.77	-	45.26		2,855.20	-	3,101.60	-	3,620.80		6,186.27	-	6,720.13	-	7,845.07		74,235.20	-	80,641.60	-	94,140.80	
Superintendent II	37.47	-	40.71	-	47.52		2,997.60	-	3,256.80	-	3,801.60		6,494.80	-	7,056.40	-	8,236.80		77,937.60	-	84,676.80	-	98,841.60	
Misc Unit 2 October 1, 2020 - August 30, 2021:																								
Account Clerk I	16.51	17.33	18.20	19.10	20.06		1,320.80	1,386.40	1,456.00	1,528.00	1,604.80		2,861.73	3,003.87	3,154.67	3,310.67	3,477.07		34,340.80	36,046.40	37,856.00	39,728.00	41,724.80	
Account Clerk II	18.64	19.56	20.53	21.55	22.63		1,491.20	1,564.80	1,642.40	1,724.00	1,810.40		3,230.93	3,390.40	3,558.53	3,735.33	3,922.53		38,771.20	40,684.80	42,702.40	44,824.00	47,070.40	
Accounting I	26.16	27.46	28.84	30.28	31.80		2,092.80	2,196.80	2,307.20	2,422.40	2,544.00		4,534.40	4,759.73	4,989.83	5,248.53	5,512.00		54,412.80	57,116.80	59,987.20	62,982.40	66,144.00	
Accounting Specialist	26.36	27.66	29.06	30.51	32.03		2,108.80	2,212.80	2,324.80	2,440.80	2,562.40		4,569.07	4,794.40	5,037.07	5,288.40	5,551.87		54,828.80	57,532.80	60,444.80	63,460.80	66,622.40	
Accounting Technician	23.97	25.17	26.45	27.75	29.15		1,917.60	2,013.60	2,116.00	2,220.00	2,332.00		4,154.80	4,362.80	4,584.67	4,810.00	5,052.67		49,857.60	52,353.60	55,016.00	57,720.00	60,632.00	
Animal Control Officer	19.88	20.89	21.94	23.03	24.17		1,590.40	1,671.20	1,755.20	1,842.40	1,933.60		3,445.87	3,620.93	3,802.93	3,991.87	4,189.47		41,350.40	43,451.20	45,635.20	47,902.40	50,273.60	
Animal Shelter Kennel and Office Assistant	15.61	16.39	17.21	18.06	18.96		1,248.80	1,311.20	1,376.80	1,444.80	1,516.80		2,705.73	2,840.93	2,983.07	3,130.40	3,286.40		32,468.80	34,091.20	35,796.80	37,564.80	39,436.80	
Assist. Equip. Mechanic	20.53	21.55	22.63	23.78	24.95		1,642.40	1,724.00	1,810.40	1,902.40	1,996.00		3,558.53	3,735.33	3,922.53	4,121.87	4,324.67		42,702.40	44,824.00	47,070.40	49,462.40	51,896.00	
Associate Planner	33.80	35.56	37.32	39.08	40.82		2,704.00	2,844.80	2,985.60	3,126.40	3,265.60		5,858.67	6,163.73	6,468.80	6,773.87	7,075.47		70,304.00	73,964.80	77,625.60	81,286.40	84,905.60	
Community Services Analyst I	26.38	27.68	29.09	30.54	32.07		2,110.40	2,214.40	2,327.20	2,443.20	2,565.60		4,572.53	4,797.87	5,042.27	5,293.60	5,558.80		54,870.40	57,574.40	60,507.20	63,523.20	66,705.60	
Community Services Analyst II	30.33	31.84	33.45	35.12	36.86		2,426.40	2,547.20	2,676.00	2,809.60	2,948.80													

City of Grass Valley Salary Schedule
FY 2020-2021

Position	Hourly						Bi Weekly						Monthly						Annually							
	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F		
Police Officer II	31.08	32.64	34.27	35.99	37.79	39.68	2,486.40	2,611.20	2,741.60	2,879.20	3,023.20	3,174.40	5,387.20	5,657.60	5,940.13	6,238.27	6,550.27	6,877.87	64,646.40	67,891.20	71,281.60	74,859.20	78,603.20	82,534.40		
Police Sergeant	38.92	40.86	42.91	45.05	47.30	49.66	3,113.60	3,268.80	3,432.80	3,604.00	3,784.00	3,972.80	6,746.13	7,082.40	7,437.73	7,808.67	8,198.67	8,607.73	80,953.60	84,988.80	89,252.80	93,704.00	98,384.00	103,292.80		
Fire Unit 8 July 1, 2020 - June 30, 2021:																										
Deputy Fire Marshal (Note 2)	25.10	26.37	27.68	29.07	30.53		2,811.45	2,953.10	3,100.47	3,255.84	3,419.20		6,091.47	6,398.39	6,717.69	7,054.32	7,408.27		73,097.61	76,780.70	80,612.31	84,651.84	88,899.28			
Deputy Fire Marshal	33.26	34.94	36.69	38.52	40.43		2,660.98	2,794.80	2,935.15	3,081.22	3,234.62		5,765.45	6,055.40	6,359.50	6,675.97	7,008.35		69,185.38	72,664.80	76,313.95	80,111.62	84,100.22			
Fire Captain (Note 2)	25.10	26.37	27.68	29.07	30.53		2,811.45	2,953.10	3,100.47	3,255.84	3,419.20		6,091.47	6,398.39	6,717.69	7,054.32	7,408.27		73,097.61	76,780.70	80,612.31	84,651.84	88,899.28			
Engineer (Note 2)	20.78	21.82	22.91	24.05	25.26		2,327.07	2,443.59	2,565.83	2,693.78	2,828.58		5,041.98	5,294.45	5,559.30	5,836.52	6,128.60		60,503.79	63,533.43	66,711.59	70,038.26	73,543.14			
Fire Fighter (Note 2)	17.84	18.73	19.68	20.66	21.70		1,998.06	2,097.45	2,203.69	2,313.36	2,429.88		4,329.12	4,544.47	4,774.66	5,012.28	5,264.75		51,949.50	54,533.61	57,295.93	60,147.36	63,177.00			
Fire Inspector	21.89	22.98	24.12	25.34	26.60		1,751.14	1,838.45	1,929.84	2,026.94	2,128.13		3,794.13	3,983.30	4,181.32	4,391.71	4,610.94		45,529.54	47,799.65	50,175.84	52,700.54	55,331.33			
Part Time/Seasonal																										
Seasonal Fire Fighter	14.84	15.58	16.36	17.18	18.04		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Reserve Police Officer Level III	15.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Reserve Police Officer Level II (see note 4)	20.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Reserve Police Officer Level I (see note 5)	29.55	31.02	32.58	34.20	35.92	37.71	-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Kennel Assistant (see note 7)	13.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Accountant (see note 6)	27.00	-	-	-	40.00		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			
Pool Manager	17.00	17.50	18.00	18.50	19.00		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-			

Notes:

- 1) N/A
- 2) Based on 2,912 hours per year
- 3) N/A
- 4) Rate for Level 1 Reserve Officers hired before 1999
- 5) A range equal to that of Police Officer I as published in the Unit 6 MOU
- 6) Range of \$27.00-40.00/hour depending on City need and experience level
- 7) \$10.00 or existing minimum wage, whichever is greater.

**City of Grass Valley Salary Schedule
FY 2021-2022**

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F
Executive Unit July 1, 2021:																								
Administrative Services Director	61.84	-	70.67	-	85.82		4,947.12	-	5,653.85	-	6,865.38		10,718.75	-	12,250.00	-	14,875.00		128,625.00	-	147,000.00	-	178,500.00	
Deputy Administrative Services Director	46.38	-	53.48	-	60.58		3,710.30	-	4,278.23	-	4,846.15		8,038.98	-	9,269.49	-	10,500.00		96,467.70	-	111,233.85	-	126,000.00	
City Manager	83.79	-	93.08	-	102.38		6,703.20	-	7,446.79	-	8,190.38		14,523.60	-	16,134.72	-	17,745.83		174,283.20	-	193,616.60	-	212,950.00	
Chief of Police	67.64	-	77.30	-	93.39		5,410.91	-	6,183.89	-	7,471.15		11,723.63	-	13,398.44	-	16,187.50		140,683.60	-	160,781.25	-	194,250.00	
Deputy Police Chief	61.84	-	70.67	-	85.82		4,947.12	-	5,653.85	-	6,865.38		10,718.75	-	12,250.00	-	14,875.00		128,625.00	-	147,000.00	-	178,500.00	
City Clerk	38.65	-	44.56	-	50.48		3,091.93	-	3,565.19	-	4,038.46		6,699.18	-	7,724.59	-	8,750.00		80,390.10	-	92,695.05	-	105,000.00	
Deputy City Clerk/management Services Analyst	34.78	-	40.11	-	45.43		2,782.75	-	3,208.68	-	3,634.62		6,029.30	-	6,952.15	-	7,875.00		72,351.56	-	83,425.79	-	94,500.00	
Community Development Director	57.97	-	66.26	-	80.77		4,637.92	-	5,300.48	-	6,461.54		10,048.83	-	11,484.38	-	14,000.00		120,585.94	-	137,812.50	-	168,000.00	
City Engineer	57.97	-	66.26	-	80.77		4,637.92	-	5,300.48	-	6,461.54		10,048.83	-	11,484.38	-	14,000.00		120,585.94	-	137,812.50	-	168,000.00	
Fire Chief	61.84	-	70.67	-	85.82		4,947.12	-	5,653.85	-	6,865.38		10,718.75	-	12,250.00	-	14,875.00		128,625.00	-	147,000.00	-	178,500.00	
Public Works Director of Operations	57.97	-	66.26	-	80.77		4,637.92	-	5,300.48	-	6,461.54		10,048.83	-	11,484.38	-	14,000.00		120,585.94	-	137,812.50	-	168,000.00	
Utilities Director	57.97	-	66.26	-	80.77		4,637.92	-	5,300.48	-	6,461.54		10,048.83	-	11,484.38	-	14,000.00		120,585.94	-	137,812.50	-	168,000.00	
Management/Supervisory Unit 1 July 1, 2021 - June 30, 2022:																								
Animal Control Supervisor	28.17	-	31.22	-	36.11		2,253.38	-	2,497.57	-	2,889.13		4,882.33	-	5,411.41	-	6,259.78		58,587.98	-	64,936.87	-	\$ 75,117.37	
Assistant Chief Treatment Plant Operator	46.74	-	51.54	-	59.31		3,739.08	-	4,122.92	-	4,744.96		8,101.33	-	8,933.00	-	10,280.74		97,215.96	-	107,195.96	-	\$ 123,368.92	
Assistant Engineer	37.23	-	41.25	-	47.51		2,978.24	-	3,300.39	-	3,800.76		6,452.85	-	7,150.85	-	8,234.99		77,434.16	-	85,810.23	-	\$ 98,819.88	
Assistant City Engineer	52.90	-	58.61	-	67.53		4,231.74	-	4,688.41	-	5,402.12		9,168.76	-	10,158.22	-	11,704.60		110,025.12	-	121,898.65	-	\$ 140,455.22	
Associate Civil Engineer	44.66	-	49.47	-	56.99		3,572.86	-	3,957.56	-	4,559.03		7,741.19	-	8,574.71	-	9,977.90		92,894.26	-	102,886.54	-	\$ 118,534.85	
Battalion Chief (40)	46.10	-	51.09	-	60.23		3,687.67	-	4,086.94	-	4,818.64		7,989.95	-	8,855.03	-	10,440.39		95,879.35	-	106,260.34	-	\$ 125,284.72	
Battalion Chief (56)	46.10	-	51.09	-	60.23		3,688.16	-	4,086.88	-	4,818.24		7,991.01	-	8,854.91	-	10,439.52		95,892.16	-	106,258.88	-	\$ 125,274.24	
Building Official	41.75	-	46.27	-	53.29		3,339.81	-	3,701.38	-	4,263.44		7,236.25	-	8,019.65	-	9,237.45		86,834.97	-	96,235.78	-	\$ 110,849.36	
Principal Planner	43.83	-	48.55	-	55.93		3,506.03	-	3,883.87	-	4,474.21		7,596.39	-	8,415.06	-	9,694.12		91,156.67	-	100,980.73	-	\$ 116,329.45	
Utilities Super./Chief Treatment Plant Operator	50.38	-	55.82	-	64.30		4,030.39	-	4,465.64	-	5,144.23		8,732.51	-	9,675.56	-	11,145.83		104,790.07	-	116,106.68	-	\$ 133,749.91	
Police Captain	55.83	-	63.71	-	78.73		4,466.50	-	5,097.10	-	6,298.34		9,677.41	-	11,043.72	-	13,646.40		116,128.96	-	132,524.68	-	\$ 163,756.76	
Police Lieutenant	48.85	-	54.22	-	65.61		3,907.86	-	4,337.98	-	5,248.76		8,467.04	-	9,398.95	-	11,372.31		101,604.48	-	112,787.44	-	\$ 136,467.68	
Information Technology Analyst	46.74	-	51.52	-	59.64		3,739.08	-	4,121.21	-	4,771.52		8,101.33	-	8,929.28	-	10,338.29		97,215.96	-	107,151.41	-	\$ 124,059.50	
General Ledger Accountant	33.22	-	41.53	-	52.35		2,657.79	-	3,322.67	-	4,188.04		5,758.55	-	7,199.12	-	9,074.08		69,102.63	-	86,389.43	-	\$ 108,889.00	
Senior Accountant	33.22	-	41.53	-	52.35		2,657.79	-	3,322.67	-	4,188.04		5,758.55	-	7,199.12	-	9,074.08		69,102.63	-	86,389.43	-	\$ 108,889.00	
Senior Engineer	48.77	-	54.05	-	62.88		3,901.87	-	4,324.27	-	5,030.27		8,454.05	-	9,369.25	-	10,898.92		101,448.55	-	112,431.01	-	\$ 130,787.09	
Senior Engineer/Deputy Director	52.90	-	58.61	-	67.53		4,231.74	-	4,688.41	-	5,402.12		9,168.76	-	10,158.22	-	11,704.60		110,025.12	-	121,898.65	-	\$ 140,455.22	
Superintendent	38.22	-	41.52	-	48.47		3,057.92	-	3,321.81	-	3,877.88		6,625.49	-	7,197.26	-	8,402.07		79,505.90	-	86,367.15	-	\$ 100,824.80	
Superintendent II	40.13	-	43.60	-	50.89		3,210.43	-	3,488.03	-	4,071.51		6,955.93	-	7,557.40	-	8,821.61		83,471.17	-	90,688.85	-	\$ 105,859.35	
Misc Unit 2 October 1, 2021 - August 30, 2022:																								
Assist. Equip. Mechanic	21.56	22.63	23.76	24.97	26.20		1,724.80	1,810.40	1,900.80	1,997.60	2,096.00		3,737.07	3,922.53	4,118.40	4,328.13	4,541.33		44,844.80	47,070.40	49,420.80	51,937.60	54,496.00	
Fleet Supervisor	36.24	38.05	39.95	41.95	44.05		2,899.20	3,044.00	3,196.00	3,356.00	3,524.00		6,281.60	6,595.33	6,924.67	7,271.33	7,635.33		75,379.20	79,144.00	83,096.00	87,256.00	91,624.00	
Lead Mechanic	25.87	27.17	28.52	29.95	31.46		2,069.60	2,173.60	2,281.60	2,396.00	2,516.80		4,484.13	4,709.47	4,943.47	5,191.33	5,453.07		53,809.60	56,513.60	59,321.60	62,296.00	65,436.80	
Maintenance Assistant	15.00	15.75	16.54	17.37	18.24		1,200.00	1,260.00	1,323.20	1,389.60	1,459.20		2,600.00	2,730.00	2,866.93	3,010.80	3,161.60		31,200.00	32,760.00	34,403.20	36,129.60	37,939.20	
Maintenance Worker I	18.54	19.46	20.41	21.44	22.52		1,493.20	1,556.80	1,632.80	1,715.20	1,801.60		3,213.60	3,373.07	3,537.73	3,716.27	3,903.47		38,563.20	40,476.80	42,452.80	44,595.20	46,814.60	
Maintenance Worker II	20.64	21.66	22.74	23.90	25.07		1,651.20	1,732.80	1,819.20	1,912.00	2,005.60		3,577.60	3,754.40	3,941.60	4,142.67	4,345.47		42,912.00	45,052.80	47,299.20	49,712.00	52,145.60	
Maintenance Worker III	24.17	25.37	26.65	27.96	29.38		1,933.60	2,029.60	2,132.00	2,236.80	2,350.40		4,189.47	4,397.47	4,619.33	4,846.40	5,092.53		50,273.60	52,769.60	55,432.00	58,156.80	61,110.40	
Mechanic	23.70	24.89	26.15	27.44	28.81		1,896.00	1,991.20	2,092.00	2,195.20	2,304.80		4,108.00	4,314.27	4,532.67	4,756.27	4,993.73		49,296.00	51,771.20	54,392.00	57,075.20	59,924.80	
Plant Maintenance Mechanic	28.52	29.95	31.46	33.01	34.67		2,281.60	2,396.00	2,516.80	2,640.80	2,773.60		4,943.47	5,191.33	5,453.07	5,721.73	6,009.47		59,321.60	62,296.00	65,436.80	68,660.80	72,113.60	
Senior Maintenance Worker	28.33	29.74	31.22	32.78	34.42		2,266.40	2,379.20	2,497.60	2,622.40	2,753.60		4,910.53	5,154.93	5,411.47	5,681.87	5,966.13		58,926.40	61,859.20	64,937.60	68,182.40	71,593.60	
Senior Treatment Plant Operator	38.42	40.33	42.36	44.48	46.71		3,073.60	3,226.40	3,388.80	3,558.40	3,736.80		6,659.47	6,990.53	7,342.40	7,709.87	8,096.40		79,913.60	83,886.40	88,108.80	92,518.40	97,156.80	
Street Sweeper Operator	21.14	22.20	23.32	24.49	25.69		1,691.20	1,776.00	1,865.60	1,959.20	2,055.20		3,664.27	3,848.00	4,042.13	4,244.93	4,452.93		43,971.20	46,176.00	48,505.60	50,939.20	53,435.20	
Treatment Plant Operator I	29.79	31.27	32.84	34.49	36.21		2,383.20																	

City of Grass Valley Salary Schedule
FY 2021-2022

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F
Fire Unit 8 July 1, 2021 - June 30, 2022:																								
Deputy Fire Marshal (Note 2)	26.36	27.69	29.06	30.52	32.06		2,952.32	3,101.28	3,254.72	3,418.24	3,590.72		6,396.69	6,719.44	7,051.89	7,406.19	7,779.89		76,760.32	80,633.28	84,622.72	88,874.24	93,358.72	
Fire Captain (Note 2)	34.92	36.69	38.52	40.45	42.45		2,793.60	2,935.20	3,081.60	3,236.00	3,396.00		6,052.80	6,359.60	6,676.80	7,011.33	7,358.00		72,633.60	76,315.20	80,121.60	84,136.00	88,296.00	
Engineer (Note 2)	26.36	27.69	29.06	30.52	32.06		2,952.32	3,101.28	3,254.72	3,418.24	3,590.72		6,396.69	6,719.44	7,051.89	7,406.19	7,779.89		76,760.32	80,633.28	84,622.72	88,874.24	93,358.72	
Fire Fighter (Note 2)	21.82	22.91	24.06	25.25	26.52		2,443.84	2,565.92	2,694.72	2,828.00	2,970.24		5,294.99	5,559.49	5,838.56	6,127.33	6,435.52		63,539.84	66,713.92	70,062.72	73,528.00	77,226.24	
Fire Inspector	18.73	19.67	20.66	21.69	22.79		2,097.76	2,203.04	2,313.92	2,429.28	2,552.48		4,545.15	4,773.25	5,013.49	5,263.44	5,530.37		54,541.76	57,279.04	60,161.92	63,161.28	66,364.48	
	22.98	24.13	25.33	26.61	27.93		1,838.40	1,930.40	2,026.40	2,128.80	2,234.40		3,983.20	4,182.53	4,390.53	4,612.40	4,841.20		47,798.40	50,190.40	52,686.40	55,348.80	58,094.40	
Part Time/Seasonal																								
Seasonal Fire Fighter	15.58	16.36	17.18	18.04	18.94		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Reserve Police Officer Level III	15.75	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Reserve Police Officer Level II (see note 4)	21.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Reserve Police Officer Level I (see note 5)	31.03	32.57	34.21	35.91	37.72	39.60	-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Kennel Assistant (see note 7)	15.00	-	-	-	-		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Accountant (see note 6)	28.35	-	-	-	42.00		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	
Pool Manager	17.00	17.50	18.00	18.50	19.00		-	-	-	-	-		-	-	-	-	-		-	-	-	-	-	

Notes:

- 1) N/A
- 2) Based on 2,912 hours per year
- 3) N/A
- 4) Rate for Level 1 Reserve Officers hired before 1999
- 5) A range equal to that of Police Officer I as published in the Unit 6 MOU
- 6) Range of \$28.35-42.00/hour depending on City need and experience level
- 7) Minimum wage

City of Grass Valley Salary Schedule
FY 2023-2024

Position	Hourly						Bi Weekly						Monthly						Annually					
	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F	A	B	C	D	E	F
Police Unit 6 July 1, 2023 - June 30, 2024:																								
Police Officer Trainee	30.26	0.00	0.00	0.00	0.00	0.00	2,420.91	-	-	-	-	-	5,245.31	-	-	-	-	-	62,943.71	-	-	-	-	-
Police Officer I	35.68	37.45	39.35	41.29	43.37	45.54	2,854.34	2,996.06	3,147.68	3,303.42	3,469.86	3,642.90	6,184.39	6,491.47	6,819.97	7,157.40	7,518.04	7,892.96	74,212.74	77,897.66	81,839.68	85,888.82	90,216.46	94,715.50
Police Officer II	37.52	39.41	41.38	43.46	45.63	47.91	3,001.83	3,152.62	3,310.01	3,476.46	3,650.32	3,832.42	6,503.97	6,830.69	7,171.68	7,532.32	7,909.03	8,303.59	78,047.63	81,968.22	86,060.21	90,387.86	94,908.32	99,643.02
Police Sergeant	47.00	49.34	51.82	54.39	57.12	59.96	3,759.91	3,946.96	4,145.54	4,351.54	4,569.90	4,796.50	8,146.48	8,551.75	8,982.01	9,428.35	9,901.46	10,392.43	97,757.71	102,620.96	107,784.14	113,140.14	118,817.50	124,709.10



**City of Grass Valley
City Council
Agenda Action Sheet**

Title: Appointment of Mayor Arbuckle as the voting delegate and Vice Mayor Hodge and Council Member Caravelli as alternates for League of California Cities 2023 Annual Conference meeting

CEQA: Not a Project

Recommendation: That Council appoint Mayor Arbuckle as the voting delegate and Vice Mayor Hodge and Council Member Caravelli as the alternates for the 2023 League Annual Conference on September 20-22, 2023.

Prepared by: Miranda Bacon, Community Services Analyst

Council Meeting Date: 08/22/2023

Date Prepared: 08/16/2023

Agenda: Consent

Background Information: The Council is required to appoint voting delegates and alternates for the Annual Business meeting which takes place as part of the annual conference. It is recommended that Mayor Arbuckle be appointed as the primary voting delegate (she has served in this capacity previously) and Vice Mayor Hodge and Council Member Caravelli be appointed as first and second alternates respectively.

Council Goals/Objectives: The item executes portions of work tasks towards achieving/maintaining Strategic Plan -High-Performance Government and Quality Service.

Fiscal Impact: N/A

Funds Available: N/A

Account #: N/A

Reviewed by: _____ City Manager



City of Grass Valley City Council Agenda Action Sheet

Title: Mill Street Parking Lot Construction Project - Contract Award

CEQA: Exempt, Class 11 and 32

Recommendation: That Council 1) award a contract for the Mill Street Parking Lot Construction Project to Peter Schack Construction Engineering, 2) authorize the Mayor to execute the construction contract, subject to legal review, and 3) authorize the City Engineer to approve construction change orders for up to 10% of the contract amount.

Prepared by: Bjorn P. Jones, PE, City Engineer

Council Meeting Date: 08/22/2023

Date Prepared: 08/14/2023

Agenda: Consent

Background Information: The Mill Street Parking Lot Construction Project involves the construction of an outdoor public parking lot containing 32 parking spaces located on a City owned lot at 309 Mill Street. Associated improvements are also proposed including accessible walkways, lighting, landscaping, fencing, and drainage improvements.

Bids were opened on August 1, 2023, and eight bids were received. A bid summary is attached. Staff reviewed the low bid of \$650,000 submitted by Peter Schack Construction Engineering and determined the bid to be complete and responsive.

Staff recommends that Council award the construction contract to Peter Schack Construction Engineering, in the amount of \$650,000; authorize the Mayor to execute the construction contract, subject to legal review; and authorize the City Engineer to approve construction change orders up to 10% of the contract amount.

Council Goals/Objectives: Construction of the Mill Street Parking Lot Improvement Project executes portions of work tasks towards achieving/maintaining Strategic Plan Goal #1 - Community and Sense of Place and Goal #4 - Economic Development and Vitality.

Fiscal Impact: The project is funded in the Fiscal Year 23/24 CIP Budget with the use of remaining Regional Circulation Funds

Funds Available: Yes

Account #: 300-406-63440

Reviewed by: _____ City Manager

**MILL STREET PARKING LOT CONSTRUCTION PROJECT
PROJECT NO. 18-12
BID SUMMARY**

Date: August 1, 2023; 3:30 p.m.

Engineer's Estimate: \$650,000

BIDDER	DATE/TIME REC'VD	AMOUNT
All American Construction	8/1/23 3:22PM	1,136,464.00
C & D Construction	8/1/23 3:11PM	699,000.00
*Peter Schack Construction	8/1/23 3:10PM	648,500.00
Deschaine Enterprises	8/1/23 3:10PM	683,165.00
Eschelman Construction	8/1/23 2:56PM	829,444.61
B & M	8/1/23 2:55PM	767,297.00
Baldoni Construction	8/1/23 2:21PM	754,550.00
Koch & Koch	8/1/23 2:40PM	722,751.48

*** Apparent Low Bidder**



City of Grass Valley City Council Agenda Action Sheet

Title: Loma Rica Ranch - Accept Open Space Easement Deed

CEQA: Exempt - Not a Project

Recommendation: That Council 1) accept an Open Space Easement (“Agreement”) across portions of the Loma Rica Ranch property, 2) authorize the City Manager to execute the agreement, subject to legal review and 3) authorize the City Clerk to sign the Certificate of Acceptance for the easement grant deed.

Prepared by: Bjorn P. Jones, PE, City Engineer

Council Meeting Date: 08/22/2023

Date Prepared: 08/17/2023

Agenda: Consent

Background Information: Portions of the Loma Rica Ranch property, east of Brunswick Road and either side of Idaho Maryland Road, contain unique areas of nature, wildlife habitat, and open space values (“Conservation Values”). As part of the conditions of approval for the Loma Rica Ranch Development project, the applicant was required to establish certain open space areas to preserve and protect these Conservation Values in perpetuity.

The City of Grass Valley has engaged with the developer to further establish an Open Space Easement over portions of the property, to better partner and convey to the City the right to enforce the protection of the natural, scenic, historical, and Conservation Values of the Open Space areas. Moreover, an easement agreement endorses public use of the Open Space for the many beneficial uses afforded by the areas, including hiking and biking trails, equestrian trails, wildlife and ecological enhancements, nature study, and fuels reduction, to name a few.

An open space agreement and grant deed have been prepared by the developer, along with the survey mapping and legal descriptions for the open space areas. These documents are attached and have been reviewed and accepted by the City Surveyor. Staff recommends that Council accept the Open Space Easement and authorize the City Manager and City Clerk to execute the grant deed, subject to legal review.

Council Goals/Objectives: An Open Space Easement executes portions of work tasks towards achieving/maintaining Strategic Plan Goals #1 - Community & Sense of Place, #3 - Recreation and Parks, and #6 - Public Safety

Fiscal Impact: No immediate fiscal impact with acceptance of the easement. Future maintenance and improvement costs would be budgeted as necessary.

Funds Available: N/A

Account #: N/A

Reviewed by: _____ City Manager **Attachments:** Open Space Agreement, Grant Deed

RECORDING REQUESTED BY AND
WHEN RECORDED MAIL TO:

CITY OF GRASS VALLEY
Attn.: City Clerk
125 East Main Street
Grass Valley, CA 95945

(Space above for Recorder's use only.)

GRANT OF OPEN SPACE EASEMENT TO THE CITY OF GRASS VALLEY

THIS GRANT OF OPEN SPACE EASEMENT ("Agreement") is made as of this _____ day of _____, 2023 by GVC Property 18 LLC, a California limited liability company ("Grantor"), and the City of Grass Valley, a municipal corporation ("Grantee").

RECITALS

- A. Grantor is the owner in fee simple of that certain real property Easterly of Brunswick Road described and recorded in Document No.2018-021263, Official Records, County of Nevada, State of California and incorporated herein by this reference "The Property").
- B. Portions of the "The Property" possess natural, wildlife habitat and open space values (collectively "Conservation Values").
- C. The preservation of open space, wildlife habitat lands and scenic vistas is consistent with the adopted policies of the State of California, the County of Nevada and the City of Grass Valley.
- D. A portion of the Property containing such Conservation Values will be protected as open space in perpetuity pursuant to this Agreement, as said portion is described on Exhibit A and shown on Exhibit B attached hereto and incorporated herein by this reference (the "Open Space Easement").
- E. Grantor, as owner of the Property, intends to convey to Grantee an open space easement over a portion of the Open Space Property, including the right to enforce the protection, in perpetuity, of the natural, scenic, historical, open space and other Conservation Values of the Open Space Easement area, pursuant to the restrictions contained herein.
- F. Grantee is authorized to implement and/or enforce a program of natural area conservation and stewardship.
- G. The parties herein agree to preserve and protect in perpetuity the Conservation Values of the Open Space Property, for the benefit of this generation and generations to come, with the primary obligation of conveyance falling upon Grantor or its successors and assigns and the primary responsibility of enforcement falling upon Grantee.

AGREEMENT

NOW, THEREFORE, in consideration of the above and for a valuable consideration, and the mutual covenants, terms, conditions and restrictions contained herein, Grantor hereby grants to Grantee an open space easement (the "Easement") in perpetuity over the Open Space Property, Area A upon the following terms and conditions:

1. Purpose. The purpose of this Easement is to assure that the Open Space Property will be retained in perpetuity generally in its natural, scenic and open space condition and to prevent any use of the Open Space Property, that will significantly impair or interfere with its Conservation Values. Accordingly, this Easement restricts the use of the Open Space Property, Area A to uses that do not degrade the Conservation Values, including hiking and biking trails (which may be paved), equestrian trails, wildlife enhancement, ecological enhancement treatments, timber harvest (for enhancing wildlife habitat, fuels reduction, removal of hazards and appropriate thinning), signage, drainage facilities, trail infrastructure, picnic areas (which may include the construction, use and maintenance of shelters related to such picnic areas), nature study, enjoyment of views (which may include the construction, use and maintenance of viewing decks and viewing facilities), open space, temporary uses that do not degrade the Conservation Values, natural habitat, water wells and infrastructure, and environmental protection consistent with this Easement, along with roadways and roadway uses and infrastructure and utilities, which roadway infrastructure and utility locations may be modified and/or relocated but not substantially expanded in land coverage over the Open Space Property.
2. Rights of Grantee. To accomplish the purposes of this Easement, Grantor conveys to Grantee the right to enter upon the Open Space Property at reasonable times following notice to identify the current condition of the Open Space Property and monitor compliance with the terms of this Easement and to take all steps reasonably necessary to prevent or mitigate any activity or condition on the Open Space Property which is inconsistent with the purposes of this Easement.
3. Prohibited Uses. Any activity on or use of the Open Space Property that is inconsistent with the purposes of this Easement is prohibited, including development of commercial, industrial or residential uses, mineral exploration, hunting, discharge of firearms and use of off-road vehicles.
4. Reserved Rights. Grantor reserves unto itself and to its successors and assigns all rights which are not transferred and conveyed by this Agreement and which are not inconsistent with the purposes of this Easement, including motorized and non-commercial uses, which do not substantially diminish or detract from the Conservation Values of the Open Space Property, Trails, utilities, roads and roadway uses as per the Loma Rica Specific Plan, appropriately designed fencing, signage, culverts, landscaping, mailbox areas, utilities, easements and other appropriate improvements.
5. Maintenance. Grantor or its successors retain the responsibility for ownership, operation, upkeep and maintenance of the Open Space Property and for payment of real property taxes.
6. Extinguishment. If circumstances arise in the future which render the purposes of this Easement impossible to accomplish, this Easement may only be terminated or extinguished by judicial proceedings in a court of competent jurisdiction or by mutual agreement of the parties.
7. Amendment. If circumstances arise under which an amendment to or modification of this Agreement would be appropriate, Grantor and Grantee may jointly amend this Agreement. The parties' consent to any such amendment shall not unreasonably be withheld. Any such

amendment shall be in writing and recorded in the Official Records of the County of Nevada, California.

8. Notices. Any notice, demand, request or communication that any party desires shall be in writing and delivered as follows:

To Grantor: GVC Property 18, LLC
Attn.: Thomas A. Baldacci
12885 Alcosta Blvd. Suite A
San Ramon, CA 94583

To Grantee: City of Grass Valley
125 East Main Street
Grass Valley, CA 95945

9. Recordation. When effective, this instrument shall be recorded by Grantor or Grantee in the Official Records of the County of Nevada, California.

10. General Provisions.

- a. The interpretation and performance of this Agreement shall be governed by the laws of the State of California with venue in the County of Nevada.
- b. This Agreement is made for the sole benefit and protection of Grantor and Grantee and their respective successors and assigns and no other entity, person or party shall have any right of action under this Agreement or any right to enforce the terms and provisions hereof.
- c. The covenants, terms, conditions and restrictions of this Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective successors and assigns and shall continue as a servitude running with the Open Space Property, Area A. It is anticipated that Grantor will ultimately convey the Open Space Property, Area A to its successor, the Gray's Crossing Master Association, at which time Grantor shall be released of liability from this Agreement.

GRANTOR:

GVC Property 18, LLC

By: _____

Name: _____

Title: _____

GRANTEE:

City of Grass Valley, a municipal corporation

By: _____

Name: _____

Title: _____

ACKNOWLEDGMENT

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California

County of _____)

On _____ before me, _____
(insert name and title of the officer)

personally appeared _____,
who proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are
subscribed to the within instrument and acknowledged to me that he/she/they executed the same in
his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the
person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

I certify under PENALTY OF PERJURY under the laws of the State of California that the foregoing
paragraph is true and correct.

WITNESS my hand and official seal.

Signature _____ (Seal)

ACKNOWLEDGMENT

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California

County of _____)

On _____ before me, _____
(insert name and title of the officer)

personally appeared _____,
who proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are
subscribed to the within instrument and acknowledged to me that he/she/they executed the same in
his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the
person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

I certify under PENALTY OF PERJURY under the laws of the State of California that the foregoing
paragraph is true and correct.

WITNESS my hand and official seal.

Signature _____ (Seal)

EXHIBIT "A"
LEGAL DESCRIPTION
Open Space Easement

All that real property situated in the incorporated City of Grass Valley, County of Nevada, State of California, being a portion of Sections 24 and 25, Township 16 North, Range 8 East, and Sections 19 and 30, Township 16, Range 9 East, Mount Diablo Base and Meridian, and being more particularly described as follows:

Beginning at a point on the easterly right of way line of Brunswick Road, being the northwesterly corner of Resultant Parcel 3 as described in that Lot Line Adjustment LA01-035 Grant Deed, recorded as Document No. 2001-0045279, Official Records of Nevada County. Thence from said point of beginning along the boundary of said Resultant Parcel 3 the following four (4) courses:

- 1) Thence North 70°10'50" East, 137.48 feet;
- 2) Thence North 61°42'00" East, 182.98 feet;
- 3) Thence North 55°32'00" East, 173.63 feet;
- 4) Thence North 63°54'00" East, 200.00 feet to the northeasterly corner of said Resultant Parcel 3 and the northwesterly corner of Resultant Parcel 4 as described in that Lot Line Adjustment LA01-035 Grant Deed, recorded as Document No. 2001-0045280, Official Records of Nevada County;

Thence along the boundary of said Resultant Parcel 4 the following twelve (12) courses:

- 1) Thence North 63°54'00" East, 87.84 feet;
- 2) Thence North 40°02'00" East, 148.07 feet;
- 3) Thence North 53°16'00" East, 80.63 feet;
- 4) Thence North 64°17'00" East, 25.65 feet;
- 5) Thence North 01°21'00" West, 371.13 feet;
- 6) Thence North 88°55'19" East, 1,347.22 feet;
- 7) Thence North 86°44'23" East, 36.24 feet;
- 8) Thence North 07°32'39" West, 45.64 feet;
- 9) Thence North 82°27'21" East, 600.00 feet;
- 10) Thence South 07°32'39" East, 90.56 feet;
- 11) Thence North 86°44'16" East, 1,989.75 feet to the northeasterly corner of said Resultant Parcel 4;
- 12) Thence South 01°18'43" East, 350.00 feet to the southeasterly corner of said Resultant Parcel 4 and the northeasterly corner of Resultant Parcel 5 as described in that Lot Line Adjustment LA01-035 Grant Deed, recorded as Document No. 2001-0045281, Official Records of Nevada County;

LEGAL DESCRIPTION(continued)

Thence along the boundary of said Resultant Parcel 5 the following eighteen (18) courses:

- 1) Thence South $01^{\circ}18'43''$ East, 966.97 feet;
- 2) Thence South $01^{\circ}20'13''$ East, 385.73 feet to the southeasterly corner of Said Resultant Parcel 5;
- 3) Thence South $71^{\circ}37'00''$ West, 47.28 feet;
- 4) Thence along the arc of a curve to the left having a radius of 485.00 feet, a delta angle of $19^{\circ}17'00''$ and an arc length of 163.23 feet;
- 5) Thence South $52^{\circ}20'00''$ West, 117.98 feet;
- 6) Thence along the arc of a curve to the right having a radius of 315.00 feet, a delta angle of $56^{\circ}19'00''$ and an arc length of 309.62 feet;
- 7) Thence North $71^{\circ}21'00''$ West, 123.19 feet;
- 8) Thence along the arc of a curve to the left having a radius of 385.00 feet, a delta angle of $13^{\circ}35'00''$ and an arc length of 91.27 feet;
- 9) Thence North $84^{\circ}56'00''$ West, 83.48 feet;
- 10) Thence along the arc of a curve to the right having a radius of 715.00 feet, a delta angle of $04^{\circ}30'00''$ and an arc length of 56.16 feet;
- 11) Thence North $80^{\circ}26'00''$ West, 149.84 feet;
- 12) Thence along the arc of a curve to the right having a radius of 615.00 feet, a delta angle of $18^{\circ}50'00''$ and an arc length of 202.15 feet;
- 13) Thence North $61^{\circ}36'00''$ West, 118.77 feet;
- 14) Thence North $29^{\circ}41'18''$ East, 66.34 feet;
- 15) Thence North $60^{\circ}18'42''$ West, 150.00 feet;
- 16) Thence North $29^{\circ}41'18''$ East, 10.00 feet;
- 17) Thence South $60^{\circ}18'42''$ East, 71.21 feet;
- 18) Thence along the arc of a curve to the left having a radius of 490.00 feet, a delta angle of $04^{\circ}01'48''$ and an arc length of 34.46 feet;

Thence leaving the boundary of said Resultant Parcel 5 the following fifty-eight (58) Courses:

- 1) Thence North $08^{\circ}59'56''$ West, 280.96 feet;
- 2) Thence North $30^{\circ}55'41''$ West, 75.22 feet;
- 3) Thence South $48^{\circ}05'13''$ West, 112.32 feet;
- 4) Thence along the arc of a curve to the right having a radius of 130.00 feet, a delta angle of $23^{\circ}55'53''$ and an arc length of 54.30 feet;
- 5) Thence South $72^{\circ}01'06''$ West, 132.18 feet;
- 6) Thence South $45^{\circ}00'33''$ West, 151.90 feet;
- 7) Thence South $76^{\circ}42'48''$ West, 157.80 feet;
- 8) Thence South $43^{\circ}34'40''$ West, 80.99 feet;
- 9) Thence South $57^{\circ}49'41''$ West, 198.68 feet;

LEGAL DESCRIPTION(continued)

- 10) Thence South 45°39'10" West, 175.30 feet;
- 11) Thence South 48°48'54" West, 210.60 feet;
- 12) Thence South 82°57'38" West, 360.20 feet;
- 13) Thence North 45°18'41" West, 83.70 feet;
- 14) Thence South 75°47'41" West, 135.87 feet;
- 15) Thence South 45°19'45" West, 141.53 feet;
- 16) Thence South 75°14'23" West, 219.23 feet;
- 17) Thence South 68°40'43" West, 416.71 feet;
- 18) Thence North 76°02'54" West, 103.23 feet;
- 19) Thence South 58°38'55" West, 318.29 feet;
- 20) Thence North 81°22'30" West, 146.87 feet;
- 21) Thence South 31°04'14" West, 323.39 feet;
- 22) Thence South 75°51'20" West, 273.15 feet to the easterly right of way line of Brunswick Road;
- 23) Thence North 06°09'11" West, 70.69 feet along the easterly right of way line of Brunswick Road;
- 24) Thence leaving said easterly Brunswick Road right of way North 75°51'20" East, 234.49 feet;
- 25) Thence North 31°04'14" East, 316.37 feet;
- 26) Thence North 65°15'18" East, 42.00 feet;
- 27) Thence South 81°22'30" East, 142.70 feet;
- 28) Thence North 58°38'55" East, 322.04 feet;
- 29) Thence South 76°02'54" East, 110.19 feet;
- 30) Thence North 68°40'43" East, 398.47 feet;
- 31) Thence North 75°14'23" East, 204.55 feet;
- 32) Thence North 45°19'45" East, 141.89 feet;
- 33) Thence North 75°47'41" East, 194.45 feet;
- 34) Thence South 45°18'41" East, 89.28 feet;
- 35) Thence North 82°57'38" East, 304.77 feet;
- 36) Thence North 48°48'54" East, 187.17 feet;
- 37) Thence North 45°39'10" East, 180.84 feet;
- 38) Thence North 57°49'41" East, 197.40 feet;
- 39) Thence North 43°34'40" East, 93.07 feet;
- 40) Thence North 76°42'48" East, 158.75 feet;
- 41) Thence North 45°00'33" East, 148.83 feet;
- 42) Thence North 72°01'06" East, 148.99 feet;
- 43) Thence along the arc of a curve to the left having a radius of 60.00 feet, a delta angle of 29°17'50" and an arc length of 30.68 feet;
- 44) Thence along the arc of a curve to the right having a radius of 575.00 feet, a delta angle of 44°43'45" and an arc length of 448.89 feet;
- 45) Thence North 11°45'32" West, 597.87 feet;

LEGAL DESCRIPTION(continued)

- 46) Thence North 89°31'02" West, 401.37 feet;
- 47) Thence North 72°16'00" West, 515.82 feet;
- 48) Thence South 71°05'00" West, 621.23 feet;
- 49) Thence North 84°44'27" West, 136.14 feet;
- 50) Thence North 46°12'36" West, 146.50 feet;
- 51) Thence South 83°36'26" West, 471.41 feet;
- 52) Thence South 58°45'38" West, 406.52 feet;
- 53) Thence South 41°22'21" West, 187.22 feet;
- 54) Thence South 63°54'00" West, 294.75 feet;
- 55) Thence South 55°32'00" West, 172.67 feet;
- 56) Thence South 61°51'44" West, 193.05 feet;
- 57) Thence South 70°10'50" West, 159.75 feet to the westerly boundary of said Resultant Parcel 3;
- 58) Thence along the easterly right of way line of Brunswick North 04°11'28" East, 54.74 feet to the **Point of Beginning**.

Containing 83.36 acres more, or less.

Basis of Bearings: The basis of bearings is identical and based upon that Record of Survey for F. Knoop, recorded in Book 8 of Surveys, Page 37, Official Records of Nevada County.

Together with;

All that real property situated in the incorporated City of Grass Valley, County of Nevada, State of California, being a portion of Section 25, Township 16 North, Range 8 East, and Section 30, Township 16 North, Range 9 East, Mount Diablo Base and Meridian, and being more particularly described as follows:

Beginning at a point on the southerly right of way line of Idaho Maryland road, being the northeasterly corner of Resultant Parcel 6 as described in that Lot Line Adjustment LA01-035 Grant Deed, recorded as Document No. 2001-0045282, Official Records of Nevada County. Thence from said point of beginning along the boundary of said Resultant Parcel 6, as described in that Lot Line Adjustment LA01-035 Grant Deed, recorded as Document No. 2001-0045282 and Resultant Parcel 7, as described in that Lot Line Adjustment LA01-035 Grant Deed, recorded as Document No. 2001-0045283 the following three (3) courses:

- 1) Thence South 07°32'39" East, 1,198.20 feet;
- 2) Thence North 86°58'31" East, 169.59 feet;
- 3) Thence South 00°18'09" East, 355.78 feet;

LEGAL DESCRIPTION(continued)

Thence leaving the boundary of said Resultant Parcel 7 the following eighteen (18) Courses:

- 1) Thence from a tangent bearing of North $07^{\circ}16'33''$ West along the arc of a curve to the left having a radius of 51.98 feet, a delta angle of $151^{\circ}28'27''$ and an arc length of 137.43 feet;
- 2) Thence South $29^{\circ}32'38''$ West, 15.30 feet;
- 3) Thence along the arc of a curve to the right having a radius of 200.00 feet, a delta angle of $43^{\circ}10'49''$ and an arc length of 150.73 feet;
- 4) Thence South $72^{\circ}43'27''$ West, 146.48 feet;
- 5) Thence South $82^{\circ}46'30''$ West, 567.91 feet;
- 6) Thence South $45^{\circ}29'02''$ West, 122.73 feet;
- 7) Thence along the arc of a curve to the left having a radius of 300.00 feet, a delta angle of $11^{\circ}22'32''$ and an arc length of 59.56 feet;
- 8) Thence South $34^{\circ}06'31''$ West, 157.59 feet;
- 9) Thence South $50^{\circ}26'08''$ West, 111.76 feet;
- 10) Thence South $44^{\circ}49'36''$ West, 131.76 feet;
- 11) Thence along the arc of a curve to the left having a radius of 200.00 feet, a delta angle of $65^{\circ}56'05''$ and an arc length of 230.16 feet;
- 12) Thence along the arc of a curve to the right having a radius of 200.00 feet, a delta angle of $41^{\circ}28'53''$ and an arc length of 144.80 feet;
- 13) Thence South $19^{\circ}24'22''$ West, 211.64 feet;
- 14) Thence South $04^{\circ}41'28''$ West, 390.43 feet;
- 15) Thence South $01^{\circ}57'13''$ East, 113.72 feet;
- 16) Thence along a curve to the left having a radius of 300.00 feet, a delta angle of $33^{\circ}40'50''$ and an arc length of 176.35 feet;
- 17) Thence along the arc of a curve to the left having a radius of 70.00 feet, a delta angle of $59^{\circ}56'11''$ and an arc length of 73.23 feet;
- 18) Thence North $84^{\circ}25'46''$ East, 59.81 feet to the northerly right of way line of Loma Rica Drive

Thence along the northerly right of way line of Loma Rica Drive and the southerly boundary of said Resultant Parcels 6 and 7 the following ten (10) courses:

- 1) Thence from a tangent bearing of South South $53^{\circ}42'31''$ West along the arc of a curve to the right having a radius of 380.00 feet, a delta angle of $24^{\circ}06'01''$ and an arc length of 159.84 feet;
- 2) Thence South $77^{\circ}48'32''$ West, 218.23 feet;
- 3) Thence along the arc of a curve to the right with a radius of 300.00 feet, a delta angle of $55^{\circ}09'58''$ and an arc length of 288.85 feet;
- 4) Thence North $47^{\circ}01'30''$ West, 57.72 feet;
- 5) Thence North $42^{\circ}58'30''$ East, 35.00 feet;

LEGAL DESCRIPTION(continued)

- 6) Thence North $47^{\circ}01'30''$ West, 513.56 feet;
- 7) Thence North $42^{\circ}58'30''$ East, 15.00 feet;
- 8) Thence from a tangent bearing of North North $47^{\circ}01'30''$ West along the arc of a curve to the left having a radius of 120.00 feet, a delta angle of $100^{\circ}06'27''$ and an arc length of 209.66 feet;
- 9) Thence South $32^{\circ}52'03''$ West, 23.92 feet;
- 10) Thence North $56^{\circ}50'00''$ West, 106.33 feet;

Thence leaving the northerly right of way line of Loma Rica Drive and the southerly boundary line of said Resultant Parcel 6 the following twenty-five (25) courses:

- 1) Thence from a tangent bearing of North $77^{\circ}47'01''$ East along the arc of a curve to the left having a radius of 592.51 feet, a delta angle of $23^{\circ}59'05''$ and an arc length of 248.03 feet;
- 2) Thence along the arc of a curve to the left having a radius of 50.00 feet, a delta angle of $135^{\circ}17'41''$ and an arc length of 118.07 feet;
- 3) Thence North $81^{\circ}29'46''$ West, 47.25 feet;
- 4) Thence along the arc of a curve to the right having a radius of 100.00 feet, a delta angle of $53^{\circ}15'46''$ and an arc length of 92.96 feet;
- 5) Thence North $28^{\circ}14'00''$ West, 55.97 feet;
- 6) Thence along the arc of a curve to the right having a radius of 40.00 feet, a delta angle of $166^{\circ}36'04''$ and an arc length of 116.31 feet;
- 7) Thence along the arc of a curve to the left having a radius of 34.22 feet, a delta angle of $107^{\circ}16'20''$ and an arc length of 64.07 feet;
- 8) Thence along the arc of a curve to the left having a radius of 272.47 feet, a delta angle of $27^{\circ}06'07''$ and an arc length of 128.89 feet;
- 9) Thence along the arc of a curve to the left having a radius of 46.49 feet, a delta angle of $46^{\circ}45'35''$ and an arc length of 37.94 feet;
- 10) Thence along the arc of a curve to the right having a radius of 40.00 feet, a delta angle of $65^{\circ}47'32''$ and an arc length of 45.93 feet;
- 11) Thence North $23^{\circ}01'34''$ East, 59.35 feet;
- 12) Thence along the arc of a curve to the right having a radius of 40.00 feet, a delta angle of $95^{\circ}00'23''$ and an arc length of 66.33 feet;
- 13) Thence along the arc of a curve to the left having a radius of 75.00 feet, a delta angle of $103^{\circ}28'37''$ and an arc length of 135.45 feet;
- 14) Thence North $14^{\circ}33'20''$ East, 29.81 feet;
- 15) Thence along the arc of a curve to the left having a radius of 75.00 feet, a delta angle of $77^{\circ}22'04''$ and an arc length of 101.27 feet;
- 16) Thence along the arc of a curve to the right having a radius of 65.00 feet, a delta angle of $84^{\circ}53'37''$ and an arc length of 96.31 feet;
- 17) Thence along the arc of a curve to the left having a radius of 100.00 feet, a delta angle of $91^{\circ}23'46''$ and an arc length of 159.52 feet;

LEGAL DESCRIPTION(continued)

- 18) Thence along the arc of a curve to the right having a radius of 80.00 feet, a delta angle of $104^{\circ}59'34''$ and an arc length of 146.60 feet;
- 19) Thence along the arc of a curve to the left having a radius of 328.99 feet, a delta angle of $41^{\circ}37'36''$ and an arc length of 239.02 feet;
- 20) Thence along the arc of a curve to the right having a radius of 100.00 feet, a delta angle of $45^{\circ}57'09''$ and an arc length of 80.20 feet;
- 21) Thence North $40^{\circ}00'14''$ east, 249.66 feet;
- 22) Thence along the arc of a curve to the left having a radius of 150.00 feet, a delta angle of $150^{\circ}57'49''$ and an arc length of 395.22 feet;
- 23) Thence North $72^{\circ}35'24''$ West, 171.89 feet;
- 24) Thence along the arc of a curve to the right having a radius of 50.00 feet, a delta angle of $44^{\circ}58'52''$ and an arc length of 39.25 feet;
- 25) Thence North $27^{\circ}36'31''$ West, 19.62 feet to the southerly right of way line of Idaho Maryland Road and the northerly boundary of said Resultant Parcel 6;

Thence along the southerly right of way line of Loma Rica Drive and the northerly boundary of said Resultant Parcels 6 the following twenty-four (24) courses:

- 1) Thence North $72^{\circ}13'11''$ East, 52.44 feet;
- 2) Thence along the arc of a curve to the right having a radius of 951.16 feet, a delta angle of $8^{\circ}41'29''$ and an arc length of 50.00 feet;
- 3) Thence North $81^{\circ}55'30''$ East, 103.68 feet;
- 4) Thence along the arc of a curve to the left having a radius of 817.18 feet, a delta angle of $18^{\circ}56'45''$ and an arc length of 270.21 feet;
- 5) Thence North $62^{\circ}25'59''$ East, 132.36 feet;
- 6) Thence South $32^{\circ}23'58''$ East, 9.98 feet;
- 7) Thence from a tangent bearing of North $57^{\circ}36'02''$ East along the arc of a curve to the left having a radius of 940.00 feet, a delta angle of $01^{\circ}16'30''$ and an arc length of 20.92 feet;
- 8) Thence North $56^{\circ}19'32''$ East, 180.69 feet;
- 9) Thence North $33^{\circ}40'28''$ West, 10.00 feet;
- 10) Thence North $56^{\circ}19'32''$ East, 150.00 feet;
- 11) Thence South $33^{\circ}40'28''$ East, 10.00 feet;
- 12) Thence North $56^{\circ}19'32''$ East, 50.00 feet;
- 13) Thence South $33^{\circ}40'28''$ East, 10.00 feet;
- 14) Thence North $56^{\circ}19'32''$ East, 100.00 feet;
- 15) Thence North $33^{\circ}40'28''$ West, 10.00 feet;
- 16) Thence North $56^{\circ}19'32''$ East, 67.72 feet;
- 17) Thence along the arc of a curve to the left having a radius of 640.00 feet, a delta angle of $12^{\circ}37'54''$ and an arc length of 141.10 feet;
- 18) Thence South $46^{\circ}18'22''$ East, 10.00 feet;
- 19) Thence North $41^{\circ}58'40''$ East, 100.48 feet;

LEGAL DESCRIPTION(continued)

- 20) Thence along the arc of a curve to the right having a radius of 400.00 feet, a delta angle of $10^{\circ}23'00''$ and an arc length of 72.49 feet;
- 21) Thence North $37^{\circ}38'20''$ West, 10.00 feet;
- 22) Thence from a tangent bearing of North $53^{\circ}03'44''$ East along the arc of a curve to the right having a radius of 410.00 feet, a delta angle of $05^{\circ}39'54''$ and an arc length of 40.54 feet;
- 23) Thence North $31^{\circ}16'22''$ West, 10.00 feet;
- 24) Thence from a tangent bearing of North $58^{\circ}43'38''$ East along the arc of a curve to the right having a radius of 420.00 feet, a delta angle of $22^{\circ}08'34''$ and an arc length of 162.32 feet to the **Point of Beginning**.

Containing 87.97 acres more, or less.

Basis of Bearings: The basis of bearings is identical and based upon that Record of Survey for F. Knoop, recorded in Book 8 of Surveys, Page 37, Official Records of Nevada County.

End of Description

Martin D. Wood
Martin D. Wood, P.L.S. 8321

7-17-23
Date

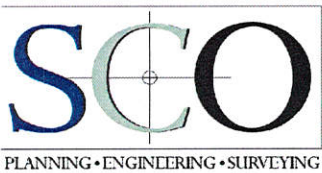
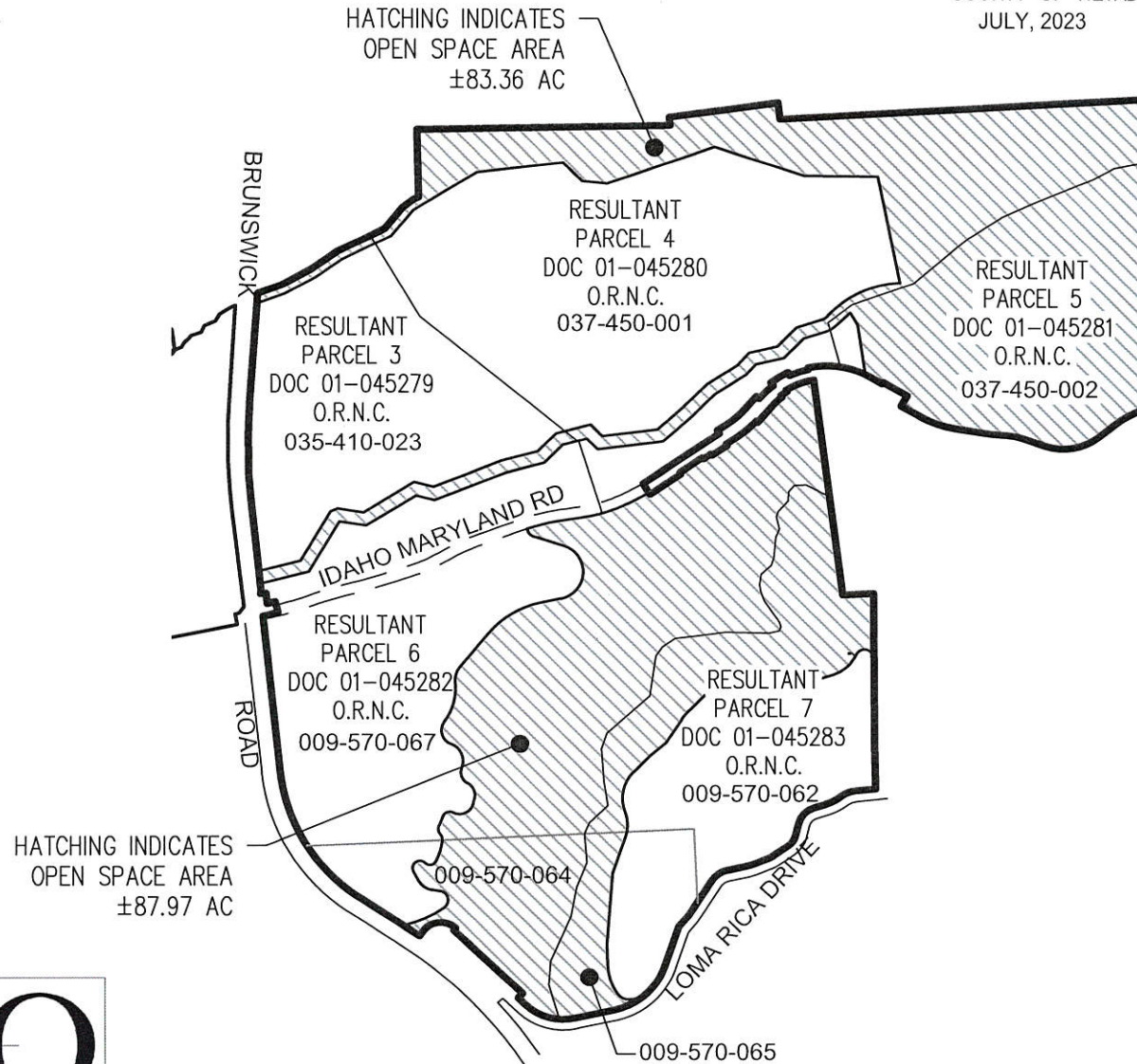


BASIS OF BEARINGS

THE BASIS OF BEARINGS FOR THIS MAP IS BASED UPON FOUND MONUMENTS AND IS IDENTICAL TO THAT RECORD OF SURVEY AS SHOWN IN BOOK 8 OF SURVEYS AT PAGE 37 OFFICIAL RECORDS OF NEVADA COUNTY.

EXHIBIT "B" **OPEN SPACE EASEMENT**

BEING A PORTION OF SECTION 19, 24, 25, 30, T.16N., R8E. MDB& M.
WITHIN THE INCORPORATED CITY OF GRASS VALLEY,
COUNTY OF NEVADA, STATE OF CALIFORNIA
JULY, 2023 SCALE: 1"=1000'



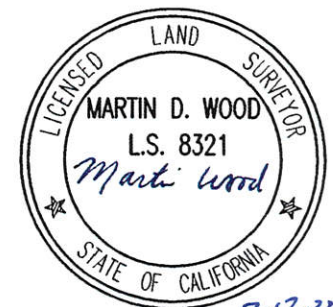
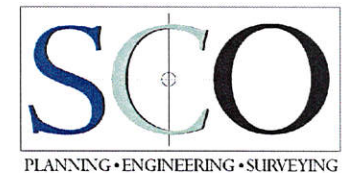
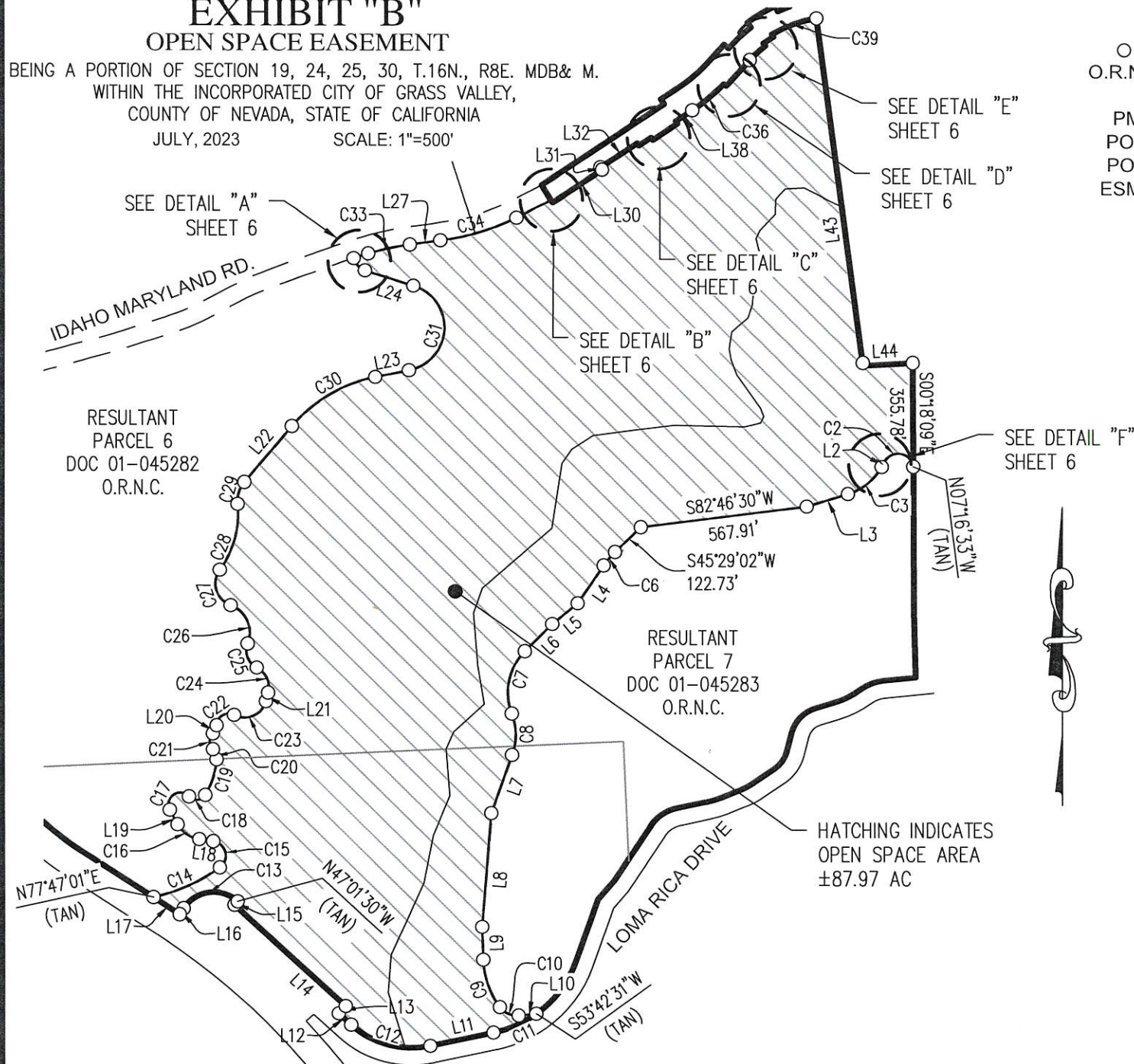
7-17-23
SHEET 1 OF 6

EXHIBIT "B"

OPEN SPACE EASEMENT

BEING A PORTION OF SECTION 19, 24, 25, 30, T.16N., R8E. MDB& M.
WITHIN THE INCORPORATED CITY OF GRASS VALLEY,
COUNTY OF NEVADA, STATE OF CALIFORNIA
JULY, 2023 SCALE: 1"=500'

- LEGEND:**
- DIMENSION POINT
 - O.R.N.C. OFFICIAL RECORDS OF NEVADA COUNTY PARCEL MAP
 - PM POINT OF COMMENCEMENT
 - POB POINT OF BEGINNING
 - ESMT EASEMENT



7-17-23
SHEET 2 OF 6

LINE TABLE

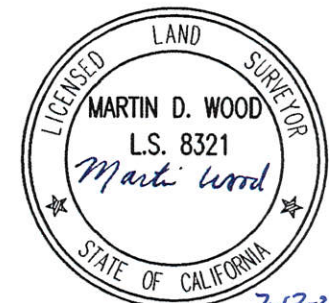
LINE #	LENGTH	DIRECTION
L1	355.78'	S 00°18'09" E
L2	15.30'	S 29°32'38" W
L3	146.48'	S 72°43'27" W
L4	157.59'	S 34°06'31" W
L5	111.76'	S 50°26'08" W
L6	131.76'	S 44°49'36" W
L7	211.64'	S 19°24'22" W
L8	390.43'	S 04°41'28" W
L9	113.72'	S 01°57'13" E
L10	59.81'	N 84°25'46" E
L11	218.23'	S 77°48'32" W
L12	57.72'	N 47°01'30" W
L13	35.00'	N 42°58'30" E
L14	513.56'	N 47°01'30" W
L15	15.00'	N 42°58'30" E
L16	23.92'	S 32°52'03" W
L17	106.33'	N 56°50'00" W
L18	47.25'	N 81°29'46" W
L19	55.97'	N 28°14'00" W
L20	59.35'	N 23°01'34" E
L21	29.81'	N 14°33'20" E
L22	249.66'	N 40°00'14" E
L23	116.05'	N 78°22'25" E

LINE #	LENGTH	DIRECTION
L24	171.89'	N 72°35'24" W
L25	19.62'	N 27°36'31" W
L26	52.44'	N 72°13'11" E
L27	103.68'	N 81°55'30" E
L28	132.36'	N 62°25'59" E
L29	9.98'	S 32°23'58" E
L30	180.69'	N 56°19'32" E
L31	10.00'	N 33°40'28" W
L32	150.00'	N 56°19'32" E
L33	10.00'	S 33°40'28" E
L34	50.00'	N 56°19'32" E
L35	10.00'	S 33°40'28" E
L36	100.00'	N 56°19'32" E
L37	10.00'	N 33°40'28" W
L38	67.72'	N 56°19'32" E
L39	10.00'	S 46°18'22" E
L40	100.48'	N 41°58'40" E
L41	10.00'	S 37°38'20" E
L42	10.00'	S 31°16'22" E
L43	1198.20'	S 07°32'39" E
L44	169.59'	N 86°58'31" E

CURVE TABLE

CURVE #	LENGTH	RADIUS	DELTA
C2	137.43'	51.98'	151°28'27"
C3	150.73'	200.00'	43°10'49"
C6	59.56'	300.00'	11°22'32"
C7	230.16'	200.00'	65°56'05"
C8	144.80'	200.00'	41°28'53"
C9	176.35'	300.00'	33°40'50"
C10	73.23'	70.00'	59°56'11"
C11	159.84'	380.00'	24°06'01"
C12	288.85'	300.00'	55°09'58"
C13	209.66'	120.00'	100°06'27"
C14	248.03'	592.51'	23°59'05"
C15	118.07'	50.00'	135°17'41"
C16	92.96'	100.00'	53°15'46"
C17	116.31'	40.00'	166°36'04"
C18	64.07'	34.22'	107°16'20"
C19	128.89'	272.47'	27°06'07"
C20	37.94'	46.49'	46°45'35"
C21	45.93'	40.00'	65°47'32"
C22	66.33'	40.00'	95°00'23"
C23	135.45'	75.00'	103°28'37"
C24	101.27'	75.00'	77°22'04"
C25	96.31'	65.00'	84°53'37"
C26	159.52'	100.00'	91°23'46"
C27	146.60'	80.00'	104°59'34"

CURVE #	LENGTH	RADIUS	DELTA
C28	239.02'	328.99'	41°37'36"
C29	80.20'	100.00'	45°57'09"
C30	334.84'	500.00'	38°22'11"
C31	395.22'	150.00'	150°57'49"
C32	39.25'	50.00'	44°58'52"
C33	144.28'	951.16'	8°41'29"
C34	270.21'	817.18'	18°56'45"
C35	20.92'	940.00'	1°16'30"
C36	141.10'	640.00'	12°37'54"
C37	72.49'	400.00'	10°23'00"
C38	40.54'	410.00'	5°39'54"
C39	162.32'	420.00'	22°08'34"

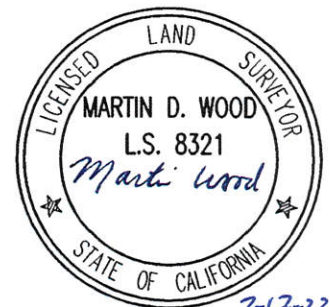
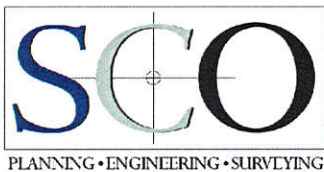
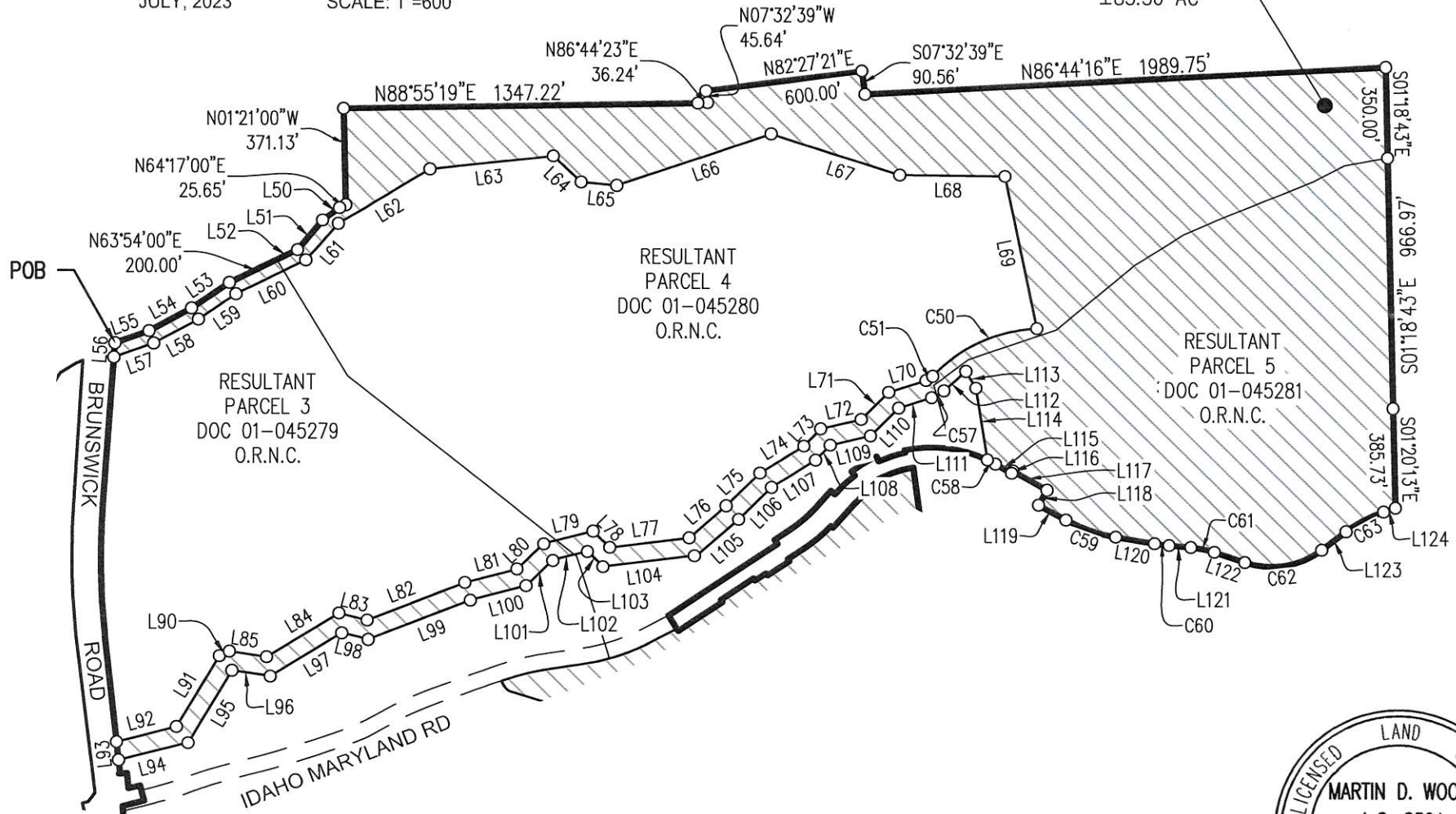


7-17-23
SHEET 3 OF 6

EXHIBIT "B" OPEN SPACE EASEMENT

BEING A PORTION OF SECTION 19, 24, 25, 30, T.16N., R8E. MDB& M.
WITHIN THE INCORPORATED CITY OF GRASS VALLEY,
COUNTY OF NEVADA, STATE OF CALIFORNIA
JULY, 2023 SCALE: 1"=600'

HATCHING INDICATES
OPEN SPACE AREA
±83.36 AC



7-17-23
SHEET 4 OF 6

LINE TABLE

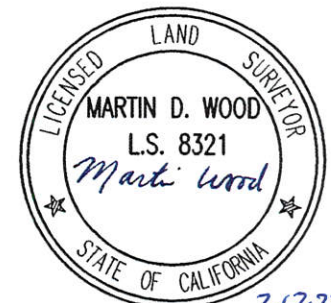
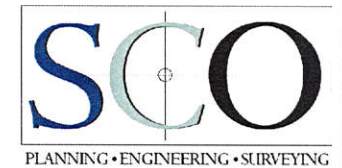
LINE #	LENGTH	DIRECTION
L50	80.63'	N 53°16'00" E
L51	148.07'	N 40°02'00" E
L52	87.84'	N 63°54'00" E
L53	173.63'	N 55°32'00" E
L54	182.98'	N 61°42'00" E
L55	137.48'	N 70°10'50" E
L56	54.74'	N 04°11'28" E
L57	159.75'	S 70°10'50" W
L58	193.05'	S 61°51'44" W
L59	172.67'	S 55°32'00" W
L60	294.75'	S 63°54'00" W
L61	187.22'	S 41°22'21" W
L62	406.52'	S 58°45'38" W
L63	471.41'	S 83°36'26" W
L64	146.50'	N 46°12'36" W
L65	136.14'	N 84°44'27" W
L66	621.23'	S 71°05'00" W
L67	515.82'	N 72°16'00" W
L68	401.37'	N 89°31'02" W
L69	597.87'	N 11°45'32" W
L70	148.99'	N 72°01'06" E
L71	148.83'	N 45°00'33" E
L72	158.75'	N 76°42'48" E
L73	93.07'	N 43°34'40" E

LINE #	LENGTH	DIRECTION
L74	197.40'	N 57°49'41" E
L75	180.84'	N 45°39'10" E
L76	187.17'	N 48°48'54" E
L77	304.77'	N 82°57'38" E
L78	89.28'	S 45°18'41" E
L79	194.45'	N 75°47'41" E
L80	141.89'	N 45°19'45" E
L81	204.55'	N 75°14'23" E
L82	398.47'	N 68°40'43" E
L83	110.19'	S 76°02'54" E
L84	322.04'	N 58°38'55" E
L85	142.70'	S 81°22'30" E
L90	42.00'	N 65°15'18" E
L91	316.37'	N 31°04'14" E
L92	234.49'	N 75°51'20" E
L93	70.69'	N 06°09'11" W
L94	273.15'	S 75°51'20" W
L95	323.39'	S 31°04'14" W
L96	146.87'	N 81°22'30" W
L97	318.29'	S 58°38'55" W
L98	103.23'	N 76°02'54" W
L99	416.71'	S 68°40'43" W
L100	219.23'	S 75°14'23" W
L101	141.53'	S 45°19'45" W

LINE #	LENGTH	DIRECTION
L102	135.87'	S 75°47'41" W
L103	83.70'	N 45°18'41" W
L104	360.20'	S 82°57'38" W
L105	210.60'	S 48°48'54" W
L106	175.30'	S 45°39'10" W
L107	198.68'	S 57°49'41" W
L108	80.99'	S 43°34'40" W
L109	157.80'	S 76°42'48" W
L110	151.90'	S 45°00'33" W
L111	132.18'	S 72°01'06" W
L112	112.32'	S 48°05'13" W
L113	75.22'	N 30°55'31" W
L114	280.96'	N 08°59'56" W
L115	71.21'	S 60°18'42" E
L116	10.00'	N 29°41'18" E
L117	150.00'	N 60°18'42" W
L118	66.34'	N 29°41'18" E
L119	118.77'	N 61°36'00" W
L120	149.84'	N 80°26'00" W
L121	83.48'	N 84°56'00" W
L122	123.19'	N 71°21'00" W
L123	117.98'	S 52°20'00" W
L124	47.28'	S 71°37'00" W

CURVE TABLE

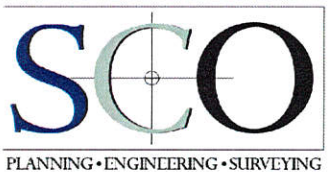
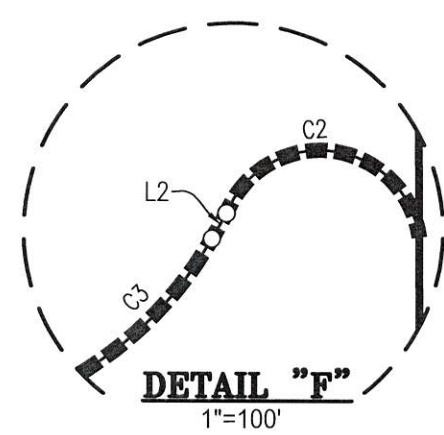
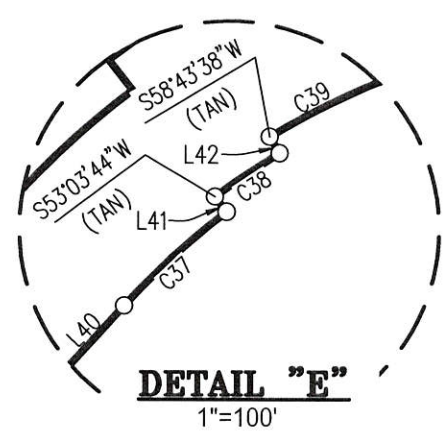
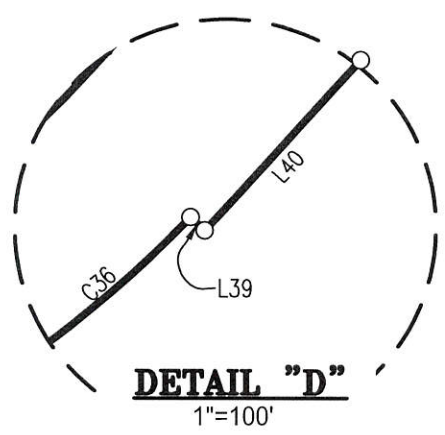
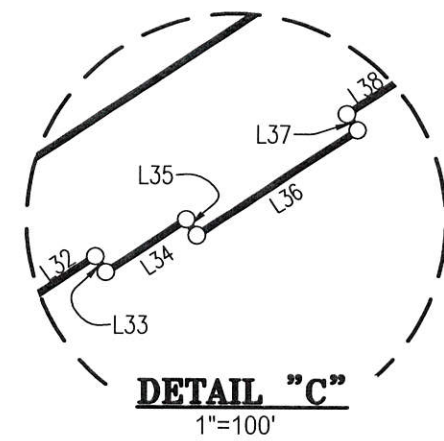
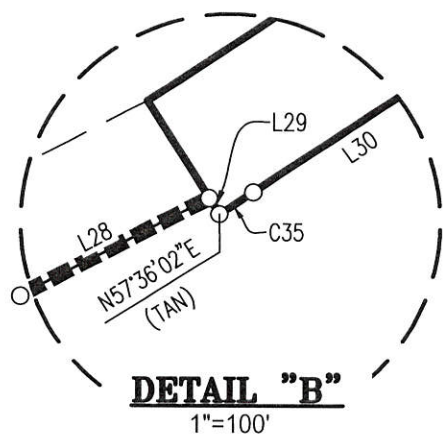
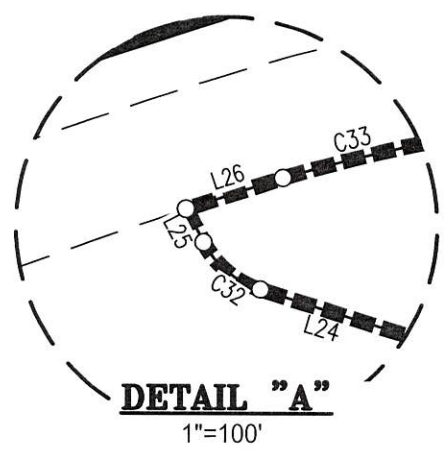
CURVE #	LENGTH	RADIUS	DELTA
C50	448.89'	575.00'	44°43'45"
C51	30.68'	60.00'	29°17'50"
C57	54.30'	130.00'	23°55'53"
C58	34.46'	490.00'	4°01'48"
C59	202.15'	615.00'	18°50'00"
C60	56.16'	715.00'	4°30'00"
C61	91.27'	385.00'	13°35'00"
C62	309.62'	315.00'	56°19'00"
C63	163.23'	485.00'	19°17'00"



7-17-23
SHEET 5 OF 6

EXHIBIT "B" OPEN SPACE EASEMENT

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WITHIN THE INCORPORATED CITY OF GRASS VALLEY,
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JULY, 2023 SCALE: 1"=100'



○ LEGEND:
DIMENSION POINT



7-17-23 SHEET 6 OF 6



City of Grass Valley City Council Agenda Action Sheet

Title: 2023 Sewer Main Replacement Project - Rejection of Bids

CEQA: Exempt - Section 15301 "Existing Facilities"

Recommendation: That Council reject all bids for the 2023 Sewer Main Replacement Project and authorize immediate re-advertisement of bidding.

Prepared by: Bjorn P. Jones, PE, City Engineer

Council Meeting Date: 08/22/2023

Date Prepared: 08/17/2023

Agenda: Consent

Background Information: The 2023 Sewer Main Replacement Project involves sewer main line, manhole and cleanout replacements, along with associated hot mix asphalt pavement improvements. Three sewer line segments were included for replacement, located on Miners Trail, Hocking Avenue, and Jan Road.

Four bids were opened and received on June 20, 2023. Council previously authorized the award of a contract to the low bidder McIntosh Equipment for \$279,000, however, McIntosh was not able secure the necessary performance bonds in order to execute a contract and has withdrawn their proposal.

Staff requests that Council reject all bids at this time and authorize immediate re-advertisement of bidding for the 2023 Sewer Main Replacement Project.

Council Goals/Objectives: The 2023 Sewer Main Replacement Project executes portions of work tasks towards achieving/maintaining the Strategic Plan - Water & Wastewater Systems & Underground Infrastructure

Fiscal Impact: The project is fully funded with Sewer Rate Funds

Funds Available: Yes

Account #: 300-406-66820

Reviewed by: _____ City Manager



City of Grass Valley City Council Agenda Action Sheet

Title: Transportation Impact Fees - Public Hearing for Fee Program Updates

CEQA: Not a Project

Recommendation: That Council hold a public hearing and adopt three resolutions; updating the Grass Valley Transportation Impact Fee Program, updating the Regional Transportation Mitigation Fee (RTMF) Program, and authorizing execution of an RTMF agreement and adoption of the RTMF Program Administrative Manual.

Prepared by: Bjorn P. Jones, PE, City Engineer

Council Meeting Date: 8/22/2023

Date Prepared: 8/17/2023

Agenda: Public Hearing

Background Information: Growth and development brings changes and impacts to existing communities, often notably with strains on the transportation infrastructure. In 2001, Nevada County and the cities of Grass Valley and Nevada City joined together and separately adopted the Regional Transportation Mitigation Fee (RTMF) program which is administered by the Nevada County Transportation Commission (NCTC). Similarly, in 2008 the City of Grass Valley adopted its own Grass Valley Transportation Impact Fee (GVTIF) program to address local transportation concerns. These programs were developed to ensure that new development projects pay their fair share of the cost of improvements required to mitigate their impact on the existing transportation network.

Per California Government Code Sections 66000 et seq., also known as the Mitigation Fee Act, comprehensive updates are required periodically to fee programs to ensure that the assumptions regarding the need for the projects, costs, growth, etc. continue to provide a nexus between the development impacts and the fees charged. Both RTMF and GVTIF programs were last updated in 2016. In mid-2021, in coordination with the Nevada County Transportation Commission, the City contracted with consultant GHD to provide a technical study and nexus analysis necessary to update the RTMF Program, as well as concurrently updating the GVTIF Program.

City staff have worked closely with GHD, NCTC, and other agency representatives over the last two years to develop and fine tune the nexus study and propose reasonable and justifiable fee updates to both impact fee programs. The Nexus study update reports for the GVTIF and the RTMF programs are attached. GHD staff will present a summary of the update process and findings at the Council meeting including changes to the program's structures brought about by recent State Assembly Bills.

The proposed fees for both programs are shown in the excerpt tables below. In short, for the RTMF program, residential development (per EDU) sees a 5.3% increase in fees from their current level, while non-residential development (per trip) decreases by 30.9%. For the GVTIF program, fees increase by 3.3% for residential and decrease by 5.3% for non-residential.

Proposed RTMF Fees

Trip Type	Current Fee	Proposed Fee	% Change
Residential Fee Per EDU	\$4,621.01	\$4,867.76	5.3%
Non-Residential Fee per Trip	\$85.72	\$59.19	-30.9%

Proposed GVTIF Fees

Trip Type	Current Fee	Proposed Fee	% Change
Residential Fee Per EDU	\$3,849.89	\$3,977.78	3.3%
Non-Residential Fee per Trip	\$130.45	\$123.53	-5.3%

The RTMF Nexus Study and Program Update were approved by the Nevada County Transportation Commission at their July 19th meeting and are scheduled to be heard at the Nevada County Board of Supervisors meeting on September 12th. Once all participating agencies adopt the proposed update, an RTMF Agreement would be executed with NCTC to administer the program and the fees would go into effect a minimum of 60 days after adoption. For the GVTIF, if Council adopts the program updates, it is proposed that new fees would become effective on November 1, 2023.

Staff recommends that Council hold a public hearing and adopt three resolutions; adopting the updated Grass Valley Transportation Impact Fee Program; adopting the updated Regional Transportation Mitigation Impact Fee Program; and authorizing the execution of a RTMF agreement and adoption of the RTMF Program Administrative Manual.

Council Goals/Objectives: Implementation of the proposed Impact Fees Program Updates executes portions of work tasks towards achieving/maintaining Goal #2 - Transportation, and Goal #4 - Economic Development and Vitality.

Fiscal Impact: The proposed transportation impact fees are established based on the capital costs for facilities and transportation improvement projects needed to mitigate the impacts of additional development.

Funds Available: N/A

Account #: N/A

Reviewed by: ___ City Manager

Attachments:

- GVTIF & RTMF Final Reports
- Resolutions No. 2023-53, 2023-54 & 2023-55



Grass Valley Transportation Impact Fee 2023 Nexus Study Update

Final Report

City of Grass Valley

16 August 2023

GHD Inc.

2200 21st Street,
Sacramento, California 95818, United States

T 916-782-8688 | ghd.com

Printed date	16/08/2023 12:10:00 PM
Last saved date	August 16, 2023
File name	https://ghdnet-my.sharepoint.com/personal/rosanna_southern_ghd_com/Documents/Desktop/12559906_RPT001-FinalGVTIF.docx
Author	Rosanna Southern, EIT Todd Tregenza, AICP Don Hubbard, TE, AICP
Project manager	Todd Tregenza
Client name	City of Grass Valley
Project name	Grass Valley Traffic Impact Fee Update
Document title	Grass Valley Transportation Impact Fee 2023 Nexus Study Update Final Report
Revision version	Rev 04
Project number	12559906

Executive summary

The Mitigation Fee Act requires that mitigation fees be periodically updated. This is to ensure that the assumptions regarding future growth, the need for projects, their costs, etc. continue to provide a reasonable nexus between the impacts of new development and the fees charged. This report describes the methodology used in updating the nexus, the resulting recommended fee structure, and the revised forecast for Grass Valley Transportation Impact Fee (GVTIF) program revenues based on the new growth assumptions and recommended fees.

Since the previous GVTIF nexus study was prepared in 2016, the effects of the global COVID-19 pandemic caused an economic slump which not only effected most industries but also affected travel patterns nationwide due to stay-at-home orders, school closures, and a prolonged increase in employees being able to work from home. New forecasts for future development incorporate a slight increase in the existing base of households and employment, and a change in anticipated growth allocation, with lower future growth rates. These factors have resulted in lower reduced forecasts for future traffic congestion and a reduced need for roadway operational improvements. However, it also means that the cost of projects will be spread over fewer new units. Additionally, trip generation rates have been updated to reflect the most recent data presented in the Institute of Transportation Engineer's Trip Generation Manual, which results in some differences in the percentage change in the proposed fees.

Assembly Bill (AB) 602, signed into law January 1, 2022, imposed new requirements for fees on residential development (effective July 1, 2022). The law requires that the fee reflect a reasonable relationship to the size of the dwelling unit. This is explained further in Section 3.6. Table ES.1.1 and Table ES.1.2 presents the recommended revised fee structure for residential and non-residential developments, respectively, which take into account the factors described above.

Table ES.1.1 Current and Recommended GVTIF Fees – Residential Land Uses

Land Use Category	Current GVTIF Rate	Proposed GVTIF Rate	% Change in GVTIF Rate
	(C)=(A)*(B)	(D)	(E)=(C)/(D)-1
Single Family House			
Small (<1,500 sq.ft.)	\$3,850	\$3,293	-14%
Medium (1,500-2,500 sq.ft.)	\$3,850	\$3,978	3%
Large (<2,500 sq.ft.)	\$3,850	\$4,410	15%
Multi-Family			
Small (<1,500 sq.ft.)	\$2,664	\$922	-65%
Medium (1,500-2,500 sq.ft.)	\$2,664	\$1,114	-58%
Large (<2,500 sq.ft.)	\$2,664	\$1,235	-54%
Mobile Home in Park			
Small (<1,500 sq.ft.)	\$2,018	\$2,268	12%
Medium (1,500-2,500 sq.ft.)	\$2,018	\$2,739	36%
Large (<2,500 sq.ft.)	\$2,018	\$3,037	50%
Senior Housing			
Small (<1,500 sq.ft.)	\$1,440	\$637	-56%
Medium (1,500-2,500 sq.ft.)	\$1,440	\$770	-47%
Large (<2,500 sq.ft.)	\$1,440	\$854	-41%

Table ES.1.2 Current and Recommended GVTIF Fees – Non-Residential Land Uses

Land Use Category		Proposed GVTIF Rate	Current GVTIF Rate	% Change in GVTIF Rate
		(C)=(A)*(B)	(D)	(E)=(C)/(D)-1
	Office	\$1,571	\$1,571	0%
	Industry	\$695	\$695	-16%
	Warehouse	\$464	\$464	-5%
	Retail - Low	\$3,114	\$3,114	-14%
	Retail - Medium	\$6,654	\$6,654	-6%
	Retail - High	\$11,799	\$11,799	-4%
	Lodging	\$833	\$833	-38%
	Public & Quasi-Public	Exempt	Exempt	
	School K-8th Grade	Exempt	Exempt	
	School 9-12th Grade	Exempt	Exempt	
	Public College	Exempt	Exempt	

Senate Bill (SB) 13, passed in 2019, establishes a new system for assessing fees on accessory dwelling units (ADUs). The law states that ADUs less than 750 square feet are exempt from impact fees, and that ADUs larger than 750 square feet are charged the impact fee based on the ratio of its floor area in relation to the primary unit, multiplied by the fee that the primary unit would pay, if it was being built today (i.e., ADU sq.ft. / primary unit sq.ft. x GVTIF for primary unit). This is explained further in Section 3.6.1.

The recommendation includes a small increase to current fees for residential (a 3% increase for medium sized single-family units), a 15% increase in the fees for large-sized single-family units, and an increase for mobile home units. However, the fee per unit for multi-family units and senior housing decreased compared to current rates, and there is a general decrease in fees for non-residential uses. This is largely due to the change in the project list, lower costs overall, an increase in the percentage of need attributable to new development, and lower growth anticipated as compared with the previous nexus study. This applied especially to non-residential development. Analysis using the Nevada County Transportation Commission (NCTC) regional traffic model showed that, given the county's current jobs/housing imbalance, development of places for Grass Valley residents to work and shop locally will reduce the need for some long trips out of the city. As a result, this type of localized development will have fewer traffic impacts than was previously forecast, which also leads to a lower impact fee.

If the forecasts for future residential and non-residential development prove correct, then total revenues from the GVTIF over the next twenty years will be approximately \$13.8 million which will provide approximately 99% of the total cost of the projects on the updated Capital Improvement Program (CIP). The remaining 1% of project costs are attributable to existing deficiencies and by law must be covered by some source other than impact fees.

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1. Introduction

1.1 Background

In August of 2008 the City of Grass Valley adopted the Grass Valley Transportation Impact Fee (GVTIF) to help fund local roadway improvements triggered by new development. The GVTIF covers traffic impacts to local streets in Grass Valley while a companion program, the Western Nevada County Regional Transportation Mitigation Fee (RTMF) program¹, covers traffic impacts to regional roads including some within the City of Grass Valley. Together these programs provide a mechanism for new development to pay its fair share towards the cost of construction of the regional system of roads, streets, and highways needed to accommodate growth in western Nevada County.

The GVTIF program operates pursuant to the Mitigation Fee Act, also known as California Assembly Bill 1600 (AB 1600) or California Government Code Sections 66000 et seq., which governs impact fees in California. The Mitigation Fee Act requires that all local agencies in California, including cities, counties, and special districts follow some basic principles when instituting impact fees as a condition of new development. Agencies must:

1. Identify the purpose of the fee. (Government Code Section 66001(a)(1))
2. Identify the use to which the fee is to be put. (Government Code Section 66001(a)(2))
3. Determine that there is a reasonable relationship between the fee's use and the type of development on which the fee is to be imposed. (Government Code Section 66001(a)(3))
4. Determine how there is a reasonable relationship between the need for the public facility and the type of development project on which the fee is to be imposed. (Government Code Section 66001(a)(4))
5. Discuss how there is a reasonable relationship between the amount of the fee and the cost of the public facility or portion of the public facility attributable to the development on which the fee is to be imposed. (Government Code Section 66001(b))

These principles closely emulate two landmark U.S. Supreme Court rulings that each provide guidance on the application of impact fees. The first case, *Nollan v. California Coastal Commission* (1987) 107 S.Ct. 3141, established that local governments are not prohibited from imposing impact fees or dedications as conditions of project approval provided the local government establishes the existence of a "nexus" or link between the exaction and the state interest being advanced by that exaction. The *Nollan* ruling clarifies that once the adverse impacts of development have been quantified, the local government must then document the relationship between the project and the need for the conditions that mitigate those impacts. The ruling further clarifies that an exaction may be imposed on a development even if the development project itself will not benefit, provided the exaction is necessitated by the project's impacts on identifiable public resources.

The second case, *Dolan v. City of Tigard* (1994) 114 S.Ct. 2309, held that in addition to the *Nollan* standard of an essential nexus, there must be a "rough proportionality" between proposed exactions and the project impacts that the exactions are intended to allay. As part of the *Dolan* ruling, the U.S. Supreme Court advised that "a term such as 'rough proportionality' best encapsulates what we hold to be the requirements of the Fifth Amendment. No precise mathematical calculation is required, but the city (or other local government) must make some sort of individualized determination that the required dedication is related both in nature and extent to the impact of the proposed development."

The combined effect of both rulings is the requirement that public exactions must be carefully documented and supported. This requirement is reiterated by the provisions of the Mitigation Fee Act and subsequent rulings in the California Supreme Court (*Ehrlich v. City of Culver City* (1996) 12 C4th 854) and the California Court of Appeals (*Loyola Marymount University v. Los Angeles Unified School District 45* (1996) Cal.App.4th 1256).

¹ The RTMF was established in 2001 through a partnership of Nevada County, Nevada City, Grass Valley, and the Nevada County Transportation Commission (NCTC). It is administered by NCTC.

This Nexus Study report is intended to satisfy the requirements of the State of California Mitigation Fee Act. Specifically, this Nexus Study report will outline the purpose and use of the GVTIF, the relationship between new development and impacts on the transportation system, the estimated cost to complete necessary improvements to the local street system in Grass Valley, and the 'rough proportionality' or 'fair-share' fee for differing development types.

In 2021, AB-602 was signed into law, which amended the Mitigation Fee Act to include new requirements regarding the contents (§66016.5(a)(4)) and timing (§66016.5(a)(8)) of nexus studies adopted after July 2022, and how fees for residential development are to be computed (§66016.5(a)(5)). Chapters 2 and 3 of this report fulfill the new requirement to describe changes in input assumptions that led to the changes in fees. Section 3.6 fulfills the new requirements regarding how fees for residential development is to be computed.

1.2 Program Experience to Date

The City has used the revenues it has collected to fund a variety of improvement projects. These are listed in Table 1.1 below. Table 1.1 shows that the GVTIF program is important not just for the funding it provides but also because the GVTIF dollars are used as local matching funds to leverage funding from other sources.

Table 1.1 *Projects that have Received GVTIF Funds since 2015/16*

Project Name	GV-TIF Funding		Funding From Other Sources		Total Project Cost
Idaho-Maryland Road from East Main Street to SR 20/49 Ramps	\$150,000	100%	\$0	0%	\$150,000
Model & Fee Study Updates	\$35,000	100%	\$0	0%	\$35,000
Administrative Costs	\$40,000	100%	\$0	0%	\$40,000
Total	\$225,000	100%	\$0	0	\$225,000

2. Updates to Key Inputs

2.1 Trip Generation Rates

ITE's Trip Generation Manual has been updated with new survey material since the edition that was used in the previous nexus study. The trip generation rates have accordingly been updated to those of the latest (11th) edition.

Table 2.1 shows a detailed correspondence list between general land use categories, the ITE land use codes, and the derivation of the trip generation rate used for broad categories from the individual rates of the sub-categories.

Table 2.1 *Trip-Generation Rates by Land Use*

Land Use Category	Unit	ITE Code	Weekday Trips per Unit
RESIDENTIAL			
Single Family Detached House	Dwelling Unit	210	9.43
Multi-Family			
Apartment	Dwelling Unit	220	6.74
Low Rise Apartment	Dwelling Unit	221	4.54
Residential Condominium/Townhouse	Dwelling Unit	230	3.44
<i>Median for Multi-Family</i>			<i>4.54</i>
Mobile Home in Park	Dwelling Unit	240	7.12
Senior Residential			
Senior Adult Housing - Detached	Dwelling Unit	251	4.31
Senior Adult Housing - Attached	Dwelling Unit	252	3.24
<i>Median for Senior Residential</i>			<i>3.78</i>
NON-RESIDENTIAL			
Office			
General Office	KSF	710	10.84
Single Tenant Office	KSF	715	13.07
Office Park	KSF	750	11.07
Business Park	KSF	770	12.44
Clinic	KSF	630	37.60
Medical-Dentist Office	KSF	720	36.00
<i>Median for Office</i>			<i>12.76</i>
Industrial			
General Light Industry	KSF	110	4.87
General Heavy Industry	KSF	120	1.50
Industrial Park	KSF	130	3.37
Manufacturing	KSF	140	4.75
<i>Median for Industrial</i>			<i>4.06</i>
Warehousing	KSF	150	3.56
Retail/Service - Low			
Building Materials and Lumber	KSF	812	17.05
Hardware/Paint Store	KSF	816	8.07
Furniture Store	KSF	890	6.30
Discount Home Furnishing Superstore	KSF	869	20.00
Tire Superstore	KSF	849	20.37
Department Store	KSF	875	22.88

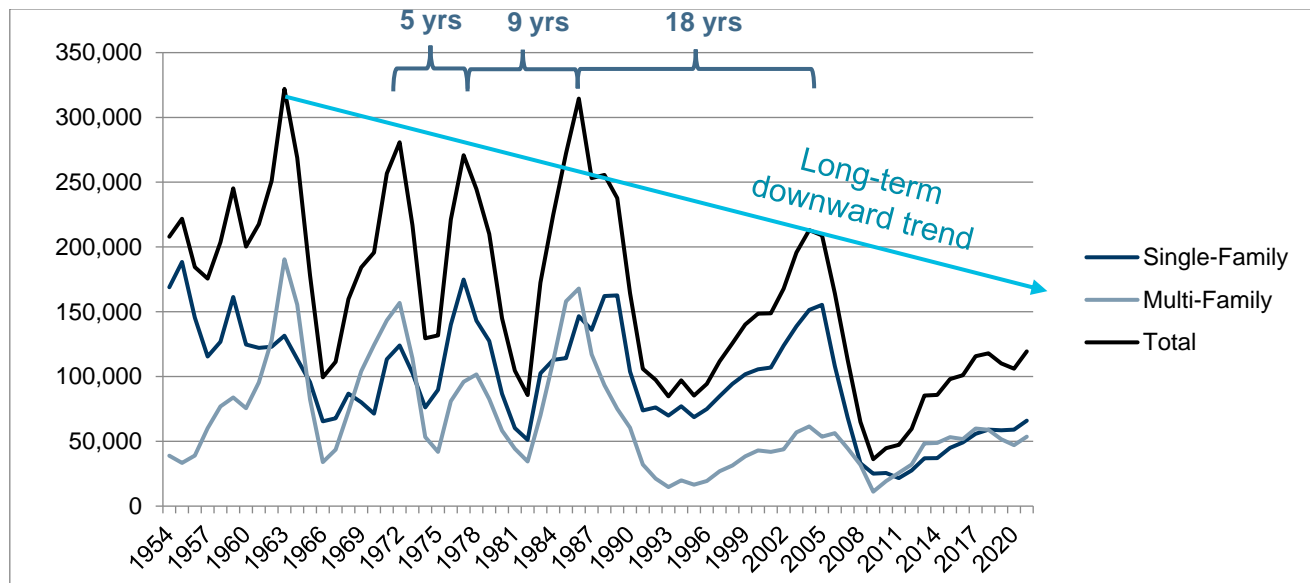
Land Use Category	Unit	ITE Code	Weekday Trips per Unit
Tire Store	KSF	848	27.69
Factory Outlet Center	KSF	823	26.59
Home Improvement Superstore	KSF	862	30.74
New Car Sales	KSF	841	27.06
<i>Median for Retail - Low</i>			21.63
Retail/Service - Medium			
Discount Club	KSF	857	42.46
Shopping Center	KSF	820	37.01
Electronics Superstore	KSF	863	41.05
Discount Superstore	KSF	813	50.52
Arts and Crafts Store	KSF	879	56.55
Discount Store	KSF	815	53.87
Auto Parts Store	KSF	843	54.57
Specialty Retail Center	KSF	814	63.66
<i>Median for Retail - Medium</i>			50.52
Retail/Service - High			
Nursery (Garden Center)	KSF	817	68.10
Supermarket	KSF	850	93.84
Apparel Store	KSF	876	66.40
Pharmacy/Drugstore w/o Drive Through Window	KSF	880	90.08
Pharmacy/Drugstore with Drive Through Window	KSF	881	108.40
Drive-in Bank	KSF	912	100.35
Quality Restaurant	KSF	931	83.84
High Turnover (Sit-Down) Restaurant	KSF	932	107.20
<i>Median for Retail - High</i>			91.96
Lodging			
Hotel	Room	310	7.99
All Suites Hotel	Room	311	4.40
Business Hotel	Room	312	4.02
Motel	Room	320	3.35
<i>Median for Lodging</i>			4.21
Public & Quasi-Public			
Military Base	KSF	501	0.39
Library	KSF	590	72.05
Government Office Building	KSF	730	22.59
State Motor Vehicles Department	KSF	731	11.21
United States Post Office	KSF	732	103.94
Government Office Complex	KSF	733	27.92
<i>Median for Public Sector</i>			25.26
School K-8th Grade	Student	520 & 522	2.25
School 9th-12 Grade	Student	522 & 530	1.98
Junior/Community College	Student	540	1.15
Other Non-Residential			
All Port and Terminal Uses		000-099	The trip generation for any project in these categories shall be computed using the ITE daily trip-generation rate for their land use type or, at the
All Recreational Uses		300-399	
All Private Institutional Uses (Public Institutions are Exempt)		500-599	
Convenience Market		851	
Convenience Market with Gasoline Pumps		853	
Fast Food Restaurant with Drive Through		934	
Coffee/Donut Shop with Drive Through		937	
Coffee/Donut Shop Drive Through No Seating		938	

Land Use Category	Unit	ITE Code	Weekday Trips per Unit
Gasoline/Service Station		944	discretion of
Gasoline/Service Station with Convenience Market		945	agency staff,
Gasoline/Service Station with Convenience Market and Car Wash		946	through a
Self-Service Car Wash		947	separate traffic study
Based on ITE Trip Generation Manual, 11th Ed. KSF = 1,000 square feet			

2.2 Growth Forecasts

Assumptions regarding future growth are critical inputs for a traffic mitigation fee since they help determine both whether roadway deficiencies will develop and how many new homes or square feet of new non-residential development will contribute towards the costs of mitigations. Since the GVTIF is a long-term program, we must look at long-term trends to forecast growth over the study horizon. Figure 2.1 shows the number of housing starts for California for the period 1954 to 2020.

Figure 2.1 Housing Starts in California by Year²



The figure shows the unstable nature of the housing market in California, with five major “housing booms” and five “housing busts” occurring during this period. Several patterns are discernible, namely:

- The housing booms are occurring further and further apart. Five years elapsed between the peaks of the 1972 and 1977 booms, 9 years between the peaks of the 1977 and 1986 booms, and 18 years between the 1986 and 2004 booms. If this pattern continues it may be decades before the next peak occurs.
- The size of the booms is trending downwards. The 2004 boom was the smallest of the five, being only about 2/3rds the size of the previous boom.
- From the 1960’s through the 1980’s single-family and multi-family housing was being built in similar quantities in California. Multi-family housing production exceeded single-family housing in 3 of the 4 housing booms in this period. The period from 1990 to 2005, when single-family housing was produced at more than 2½ times the pace

² Source: California Building Industry Association

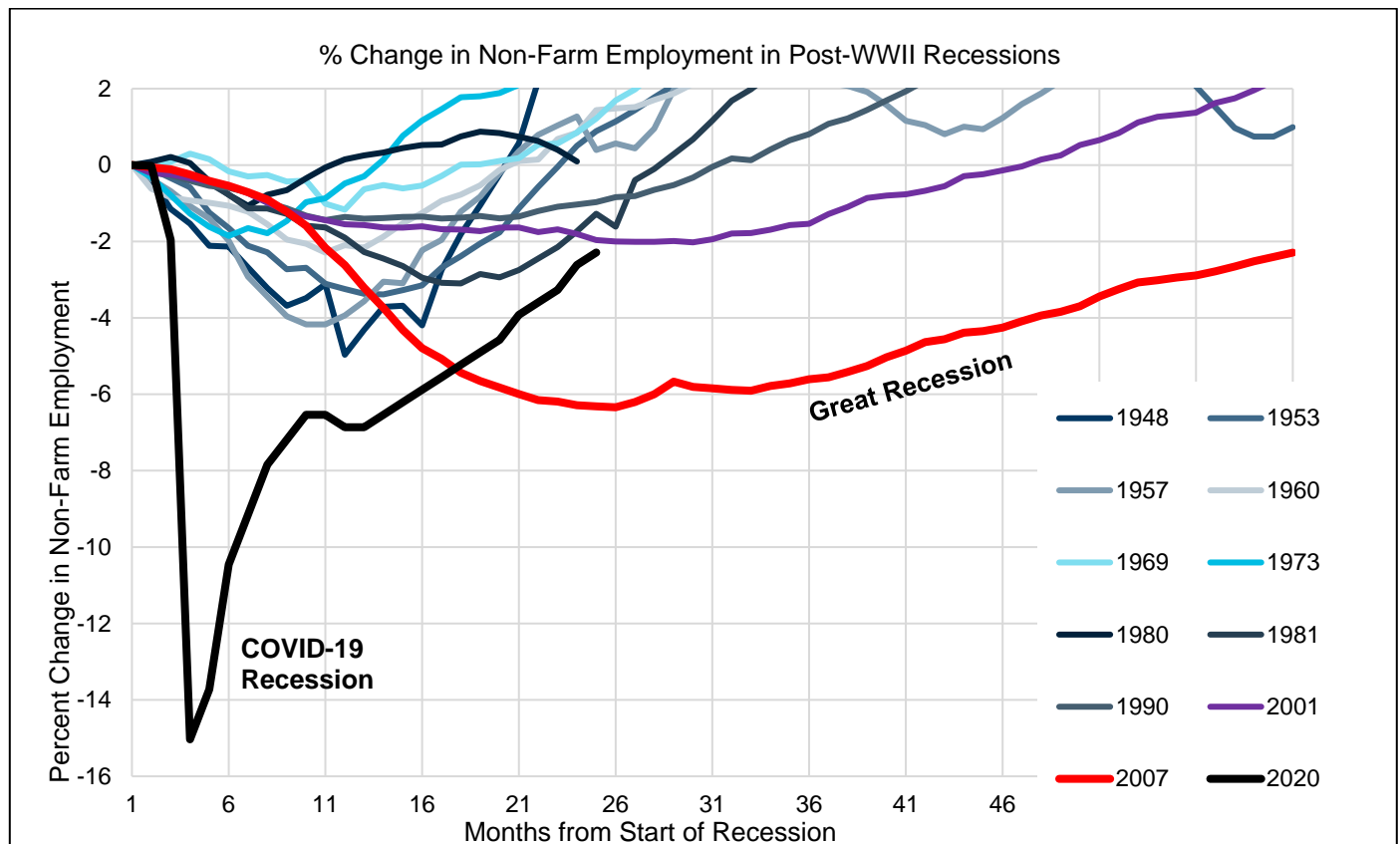
of multi-family, appears in retrospect to have been an aberration from the historical pattern. Since 2005, multi-family housing has returned to being about half of all new housing being built.

- The housing market crash in 2008 also affected housing production significantly, where housing production was the lowest it's been since before the 1950's. As shown, the market is on a gradual recovery from that.

The Great Recession was deeper and much longer than any previous recession since WWII (see Figure 2.2) and the collapse of the real estate market was at the heart of the recession. This was, hopefully, a one-off event unlikely to recur within the time horizon of the current study (to 2040). More recently the real estate market has been affected by inflation and construction costs due to supply limitations from COVID-19. Employment losses with the statewide shut-down were significantly deeper than even the Great Recession. However, employment has bounced back relatively swiftly almost to post-2001 recession levels. There have been long-term travel and housing changes resulting from COVID-19 due to employers implementing flexible schedules and more people working from home. Housing prices were affected, short-term, and there was an increased demand for senior housing due to people going into early retirement from the shut-down and layoffs.

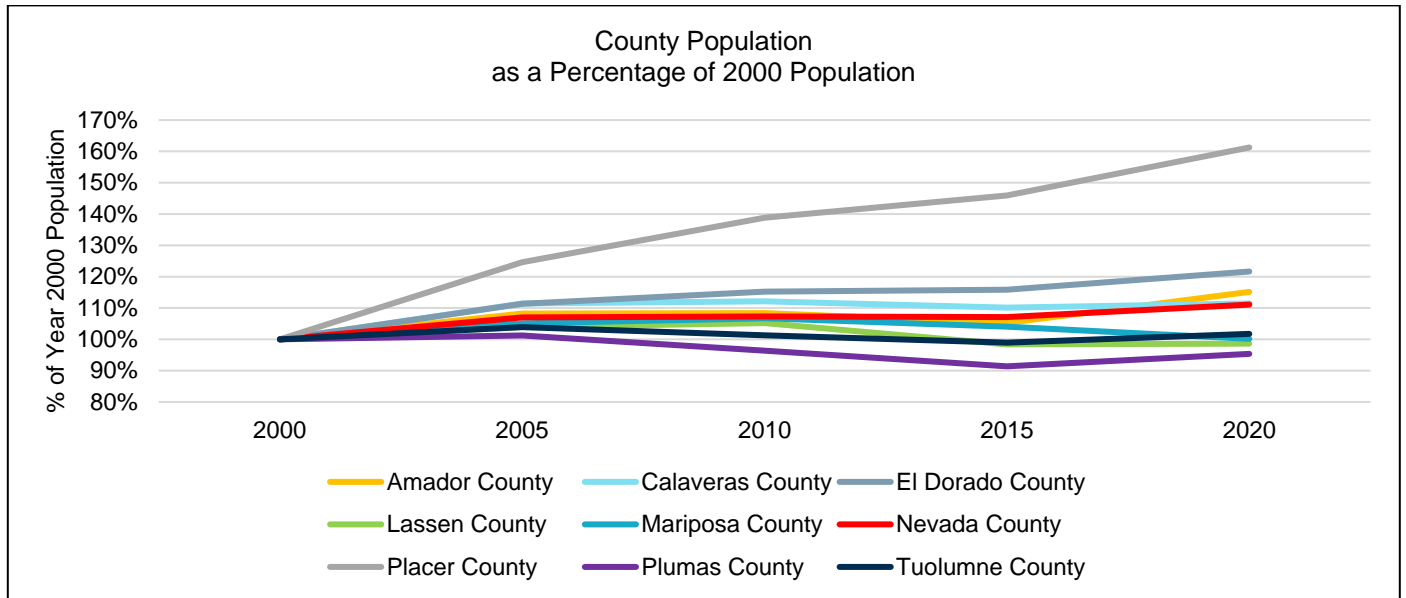
Nevertheless, it seems unlikely that things will “go back to normal” (i.e., to the conditions prevailing in the 1990-to-2005 period) in terms of real estate development; structural and demographic changes have occurred resulting in a new normal. Any assumptions regarding real estate development that were made based on pre-recession or pre-COVID data therefore need to be re-examined to determine if they remain valid.

Figure 2.2 US Employment by Year³

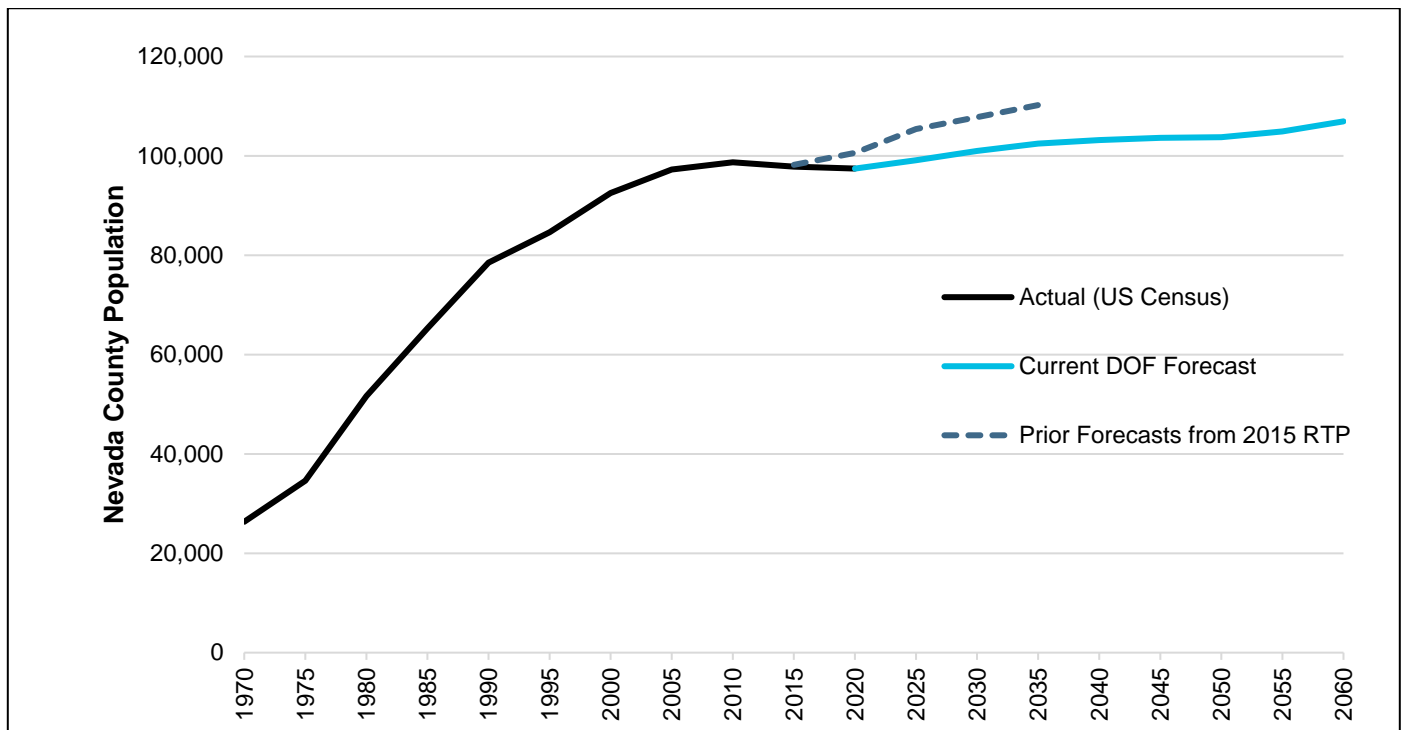


Scaling down from the state-wide level to the local level, data from the U.S. Census Bureau shows that in recent years the foothills counties have been growing slowly, if at all (see Figure 2.3).

³ Source: Federal Reserve Bank of Minneapolis

Figure 2.3 Foothill Counties Population by Year

Population forecasts by Caltrans⁴ suggests that only modest growth can be expected for the foreseeable future (see Figure 2.4). The DOF's most recent forecast is for slower growth than had been anticipated in the 2015 forecasts used for the NCTC Regional Transportation Plan (RTP).

Figure 2.4 Nevada County Population by Year - Actual & Forecasted

The growth forecasts used in the previous nexus study, which began in 2012, were based on data collected in the construction boom leading up to the Great Recession. The forecasts used in the current study are based on an

⁴ California Department of Finance. Demographic Research Unit. Report P-2A: Total Population Projections, California Counties, 2010-2060 (Baseline 2019 Population Projections; Vintage 2020 Release). Sacramento, California. July 2021.

assumed lower growth rate and therefore the 2040 population in the current forecast is lower than the prior 2035 forecast used in the previous study.

The lower forecast for future population has several effects on the GVTIF, most notably:

- Fewer new households mean less traffic impacts and therefore less need for roadway improvements as mitigation. Some projects may no longer be needed and for other projects a smaller portion of the need will be attributable to new development.
- However, for those projects that are still needed, fewer new dwelling units means that each will have to pay a higher share of the cost.

These trends work in opposite directions; the first would tend to lower fees while the second would tend to raise them. The interaction of these opposing trends is discussed further in a later section of this report.

Based on the growth projections supplied by the local jurisdictions and using the land use categories described in Section 2.1.1, the growth forecast by land use type is shown in Table 2.2.

Table 2.2 Land Use Growth Forecast

Land Use Category		GVTIF Area			% Growth
Description	Unit	Year 2018	Year 2040	Growth	
Residential					
Single-Family Dwelling	DU	4,180	6,416	2,236	53%
Multi-Family Dwelling	DU	1,799	2,344	545	30%
Mobile Home	DU	425	425	0	0%
Senior Housing	DU	1,101	1,171	70	6%
Total		7,505	10,356	2,851	38%
Non-Residential					
Retail/Service - Low	KSF	1,234	1,455	221	18%
Retail/Service - Medium	KSF	987	1,164	177	18%
Retail/Service - High	KSF	247	291	44	18%
Office	KSF	865	1,337	472	55%
Office-Medical	KSF	269	268	-1	0%
Industrial	KSF	1,289	3,430	2,142	166%
Warehouse	KSF	354	427	73	21%
Lodging	Rooms	297	374	77	26%

2.3 Funding from Other Sources

In some cases, the need for projects that receive GVTIF funding is not 100 percent attributable to new development; there is an existing deficiency that new development by law cannot be held responsible for. In such cases another source of funds must be used to fund the portion of the project not attributable to new development.

The City of Grass Valley has several sources of funds besides GVTIF that can be used for local roadway improvements. The most important of these include:

- Congestion Mitigation and Air Quality (CMAQ) Program provides a flexible funding source to State and local governments for transportation projects and programs to reduce congestion and improve air quality.

- The Regional Surface Transportation Program (RSTP) provides funding for construction, reconstruction, rehabilitation, resurfacing, restoration, and operational improvements on certain types of roads and bridges, and for safety improvements on all types of roads.
- A portion of the state excise tax on gasoline is used to fund local transportation improvements.

Grass Valley has received more than \$400,000 in non-GVTIF funding for road projects from these sources over the last 5 years. Based on the historical average of \$80,000/year in non-fee funding we estimate that \$1.6 million will be available from these sources over the next 20 years. Additional funding sources included CMAQ, RSTP, HSIP, HBP, and LRSP funds.

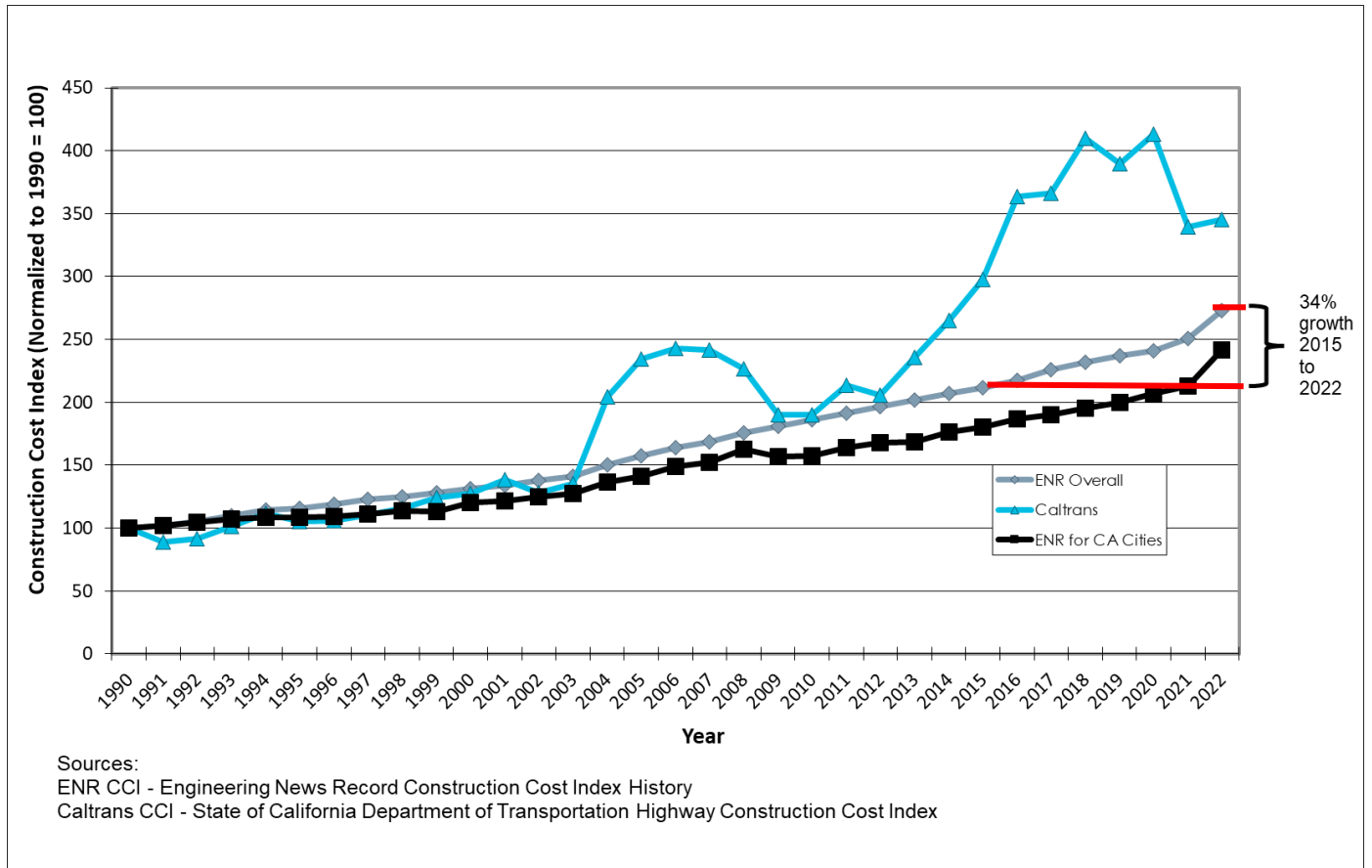
2.4 Updated Project Costs

The cost of road construction has varied significantly over the course of the last decade, so it is important that this be factored into the fee structure for the GVTIF.

Figure 2.5 shows Caltrans' construction price index for highway projects for the period from 1900 to 2014. As can be seen in the exhibit, there was a slow and stable rise in prices throughout the 1990's and early years of the 2000's. However, in 2004 a combination of a construction boom, rising land and fuel costs, and the effect of a weakening U.S. dollar on the cost of imported construction materials, caused construction prices to rise more in a single year than they had in the previous 15 years combined; the highest single-year increase since Caltrans started the index. This was followed in 2005 by the second-highest single-year increase. The rapid increase was followed by a rapid decrease with the collapse of the housing market, which used many of the same construction inputs as Caltrans.

The Caltrans cost index is based on actual bid prices for projects done in the previous year. There is a second cost index, prepared by the Engineering News Record (ENR) that is computed based on the market prices for various major inputs to road projects (concrete, steel, aggregate, etc.). This index is less volatile than the Caltrans index because it does not include the effect of contractors' changing profit expectations in response to strong or weak market conditions. The two indices are compared in Figure 2.5. The Caltrans index over the past seven years (since 2015) has experienced an overall 16% increase, and a 39% increase between 2015 and 2020, while the ENR index for California cities has experienced a 34% increase, and the ENR overall index have only experienced a 29% increase. The impacts of the COVID-19 pandemic increased and then subsequently lowered the index.

Figure 2.5 Caltrans Construction Price Index, 1990-2022



Grass Valley policy specifies that the ENR index for California Cities is to be used as the basis for cost adjustments for the GVTIF. This decision was based in part on the relative stability of the ENR index, which makes the fee program more predictable for developers compared to the highly volatile Caltrans index. Therefore, since the ENR (CA) index has risen 34% since the last nexus study, for projects where no recent cost estimates are available, the project cost estimates were increased 34% from the estimates used the previous nexus study.

3. Updates to Fee Calculation

An overview of the methodology used to compute the GVTIF is provided in the section below, followed by sections providing more in-depth discussion of the key components.

3.1 Computation Methodology

The methodology used in the fee computation is outlined in Figure 3.1 below. The major steps include:

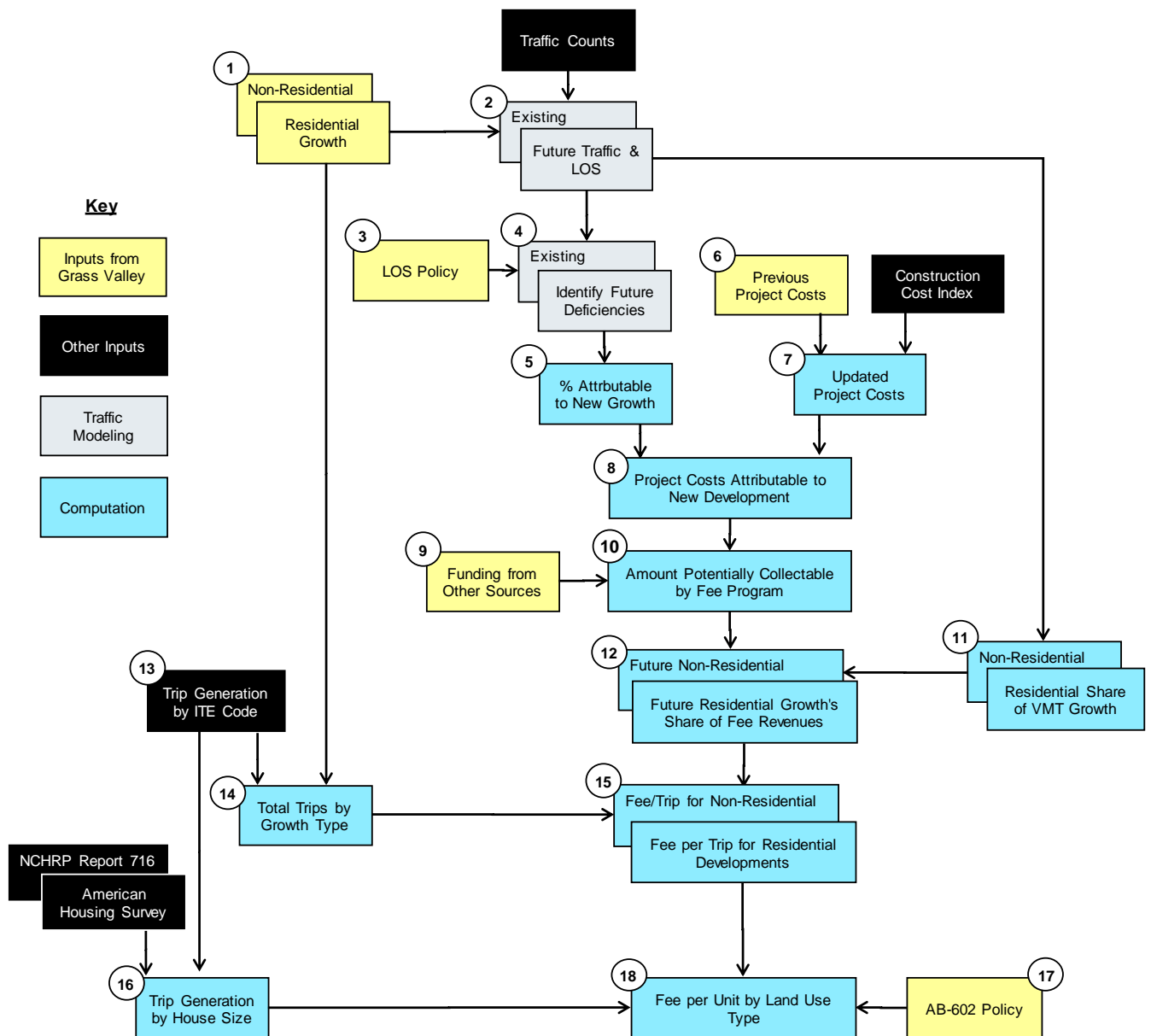
1. The starting point was a set of forecasts for residential and non-residential growth from NCTC, the City of Grass Valley, Nevada City, and Nevada County. The forecasts were described in Section 2.2.
2. The growth forecasts were used as inputs into the NCTC traffic model, which was then used to forecast traffic volumes for 2040. Recent traffic counts were used to find current traffic volumes. The volumes were then used to determine the level of service (LOS) for each potential project site under 2022 and 2040 conditions.
3. Each jurisdiction sets its LOS standards through resolutions, usually as part of its General Plan.
4. The existing and future LOS were compared to the LOS standard to determine where deficiencies currently exist and where they may develop in the future. Potential projects were identified that would correct the deficiencies.
5. The outputs of Step 4 were used to determine the percentage of the need for each potential project that is attributable to new development.
6. The estimated cost for different projects come from a variety of sources, including engineering studies and planning-level estimates.
7. The project cost estimates were updated, if necessary, using the Engineering New Record construction cost index to reflect current prices. This was described in Section 2.4.
8. The outputs from steps 5 and 7 were used to determine the dollar cost for each project that is attributable to new development.
9. Next, any funding that may be available from other sources for the listed projects was identified. This was discussed in Section 2.3.
10. The amount of funding available from other sources was compared to the project costs to determine if it exceeded the amount attributable to existing deficiencies (i.e., not attributable to new development). If so, the surplus of other funds was used to reduce the amount needed from new development. The result was the maximum amount of funding allowable by law that could potentially be collected using the GVTIF.
11. The NCTC traffic model was used to determine the percentage share of growth in vehicle trips (VT) that will be associated with residential and non-residential development for Grass Valley.
12. The results of Steps 10 and 11 were then combined to determine the portion of project costs that could be attributed to new residential and non-residential development.
13. Next, the trip generation rate was determined for each land use type. For residential land uses the unit of measurement was daily trips/dwelling unit, while for non-residential uses trip-generation was measured in terms of daily trips/thousand square feet of space, except for schools, where the unit was daily trips/student and lodging, where daily trips/room were used.
14. The number of new units for each development type was then multiplied by the trip generation rate to produce the total number of new trips associated with each type of land use development.
15. The project funding attributable to residential and non-residential developments (from Step 12) was then divided by the expected number of new residential and non-residential trips (from Step 14) to produce the potential impact fee per trip for each type of unit.
16. AB 602 introduced a requirement that unit size be taken into account when assessing impact fees on new residential development. Data from the American Housing Survey and the National Cooperative Highway

Research Program (NCHRP) were used to estimate trip generation rates for different sized residential units. This is described in Section 3.7.

17. AB 602 offers agencies several options for incorporating dwelling size into a fee program. The NCTC Technical Advisory Committee selected an option that divided new dwellings into small, medium, and large size categories and applies different rates for different types of dwellings. This is described in Section 3.7.
18. The policies from Step 17 were applied to take the fees per trip from Step 15 and combine them with the trip generation rates from Step 13 (for non-residential units) and Step 16 (for residential units) to compute the fee per unit.

The next sections describe several key steps in the process in more detail.

Figure 3.1 Fee Computation Methodology Flowchart



3.2 Existing & Future Deficiencies

Existing and future deficiencies were identified by comparing the existing and future LOS to the LOS standards adopted by the city. The Grass Valley General Plan calls for LOS D at most locations. However, in some locations LOS E is allowed to maintain the walkable character of the historic downtown area⁵. For Nevada City, the LOS standard is at LOS D. Table 3.1 shows the existing and future LOS at the 11 project locations listed in the previous (2016) nexus study and 10 other locations that the City requested to review as part of this update. Existing and forecasted traffic volumes and the LOS worksheets are included in the Appendix. Table 3.1 shows the disposition of the 21 project locations. Of these:

- 2 have been completed and paid for
 - Idaho-Maryland Road from East Main Street to SR 20/49 Ramps (north side improvements completed, retaining for south side improvements)
 - East Main Street at Bennett Street/Richardson (Reimbursement is being sought through the RTMF program)
- 2 are currently under construction and are being paid for by the developer:
 - Brunswick Road at Idaho-Maryland Road
 - Dorsey Drive extension to Brunswick Road (keep for reimbursement)
- 11 are deemed unnecessary. These include:
 - 4 that were identified in the previous nexus study as no longer being needed/not deficient,
 - 7 were reviewed again at the City's request but are not expected to be needed due to the new, lower growth expectations.
- 1 where the revised growth forecasts combined with the latest traffic count data show a deficiency even though the previous forecasts did not show a deficiency.
- 5 sites where the previous recommendations for improvements should be retained in the GVTIF.

The proposed improvements identified for the fee program are listed below:

1. Brunswick Road at Whispering Pines – Construct barrier curbs to better protect merging traffic
2. East Main Street from Bennett Street to Idaho-Maryland Road – Widening to provide 3 travel lanes
3. Idaho-Maryland Road at Centennial Road - Realign Centennial Drive to intersect Idaho- Maryland Rd and Spring Hill intersection.
4. Idaho-Maryland Road from East Main Street to SR 20/49 Ramps – Widening for sidewalk and curb ramps on south side.
5. Ophir Street at Bennett Street – install a traffic signal
6. Dorsey Drive Extension to Bennett Road – new roadway
7. Railroad Avenue Extension to Bennett Road – new roadway

⁵ See City of Grass Valley Resolution 2013-33

Table 3.1 Existing & Future LOS at Proposed Project Locations

TIF ID	Intersection	Traffic Control	LOS Standard	Previous Nexus Study (Existing) Delay (sec/veh) or ADT	LOS	Previous Nexus Study (2035) Delay (sec/veh) or ADT	LOS	Current Nexus Study (Existing) Delay (sec/veh) or ADT	LOS	Current Nexus Study (2040) Delay (sec/veh) or ADT	LOS	Notes
	SR 20/49 NB Ramps/Bennett St	AWSC	D	17.7	C	27.5	D	21.2	C	29.8	C	The previous analysis in 2008 left out the existing EB left-turn lane. When included, this site is no longer expected to be deficient.
	SR 20/49 SB Ramps/Bennett St	AWSC	E*	33.7	D	43.4	E	13.8	B	24.0	C	Not deficient with new forecasts and with the reduced LOS standard for downtown sites. County requested review again.
1	Brunswick Rd/Whispering Pines Lane	SSSC	D	17.0	C	33.2	D	19.3	C	39.3	E	County requested review again. Current study shows a future deficiency. Higher volumes with revised assumptions.
2	E. Main St: Bennett St to Idaho-Maryland Rd		D	13,200	D	15,200	E	11,200	C	13,860	E	Deficiency remains.
	E. Main St: Idaho-Maryland Rd to Hughes Rd		D	19,500	F	20,100	F	9,700	B	10,990	D	Deficient in previous nexus study but not deficient under revised assumptions (lower volumes with Dorsey Dr Interchange)
3	Idaho Maryland Dr/Centennial Dr	SSSC	D	21.4	C	64.4	F	28.2	D	39.1	E	Current study shows a future deficiency.
4	Idaho Maryland Rd: E.Main to SR 20/49 Ramps			11,566	C	14,800	E	14,080	E	17,170	F	Now shows an existing deficiency. Improved recently with sidewalk, etc.
	Idaho Maryland Rd/Sutton Way	AWSC	D	11.1	B	20.8	C	12.4	B	17.3	C	City requested review again.
	McCourtney Rd/Brighton St	SSSC	D	17.4	C	20.6	C	14.8	B	17.8	C	City requested review again.
	S.Auburn St/Neal St	Signal	D	10.2	B	11.4	B	11.0	B	13.2	B	Triangle Intersections. ICE study shows LOS F in future for NB Ramp/Hansen - Stop sign was added NB on Auburn St since, and SB volume is lower. Without added stop sign NB, intersection operates at LOS D/E cusp.
	S.Auburn St/SR 49/20 SB Ramp/Tinloy St	Signal	D	15.4	B	16.5	B	11.2	B	15.7	B	
	S.Auburn St/SR 49/20 NB Ramp/Hansen Wy	Signal	D	27.7	D	68.8	F	10.2	B	11.0	B	
	SR 20/49 SB Ramp /Neal St/Colfax St	Signal	D	19.3	B	45.7	D	15.3	B	26.7	C	
5	Ophir St/Bennett St	SSSC	D	23.7	C	98.1	F	60.8	F	OVR	F	Now Existing Deficiency. Higher volume on free approach on Ophir.
	E. Main St/Bennett/Richardson	Signal	D									The improvements identified in the original RTMF study have already been built. Reimbursement is being sought from the RTMF program.
	Ridge Rd: Hughes Rd to Sierra College Dr		D	13,900	F	15,100	F	5,570	A	8,080	B	No longer deficient. Lower volumes could be due to Dorsey Drive Interchange.
	Dorsey Dr/Sutton Way	AWSC	D	14.0	B	212.5	F	11.7	B	13.6	B	No longer deficient. Prior land uses were much higher here for Loma Rica with >350 ksf retail.
	Brunswick Rd/Idaho Maryland Rd	SSSC	D	51.5	F	OVR	F	53.6	F	OVR	F	Developer to construct soon.
6	Dorsey Drive /Sutton Way Extension											Retain
7	Railroad Ave Extension											Retain
	Bank Street Bridge							300	A	320	A	Remove per City.
8	Admin Costs & 5-yr Reviews											Retain
9	Traffic Model & Fee Study Updates											Retain

Notes:
For signalized intersections average delay and LOS for all approaches are reported.
"AWSC" means "all way stop-controlled." For AWSC intersections, average intersection delay and LOS are reported.
"SSSC" means "side-street stop controlled." For SSSC intersections, delay and LOS for the worst performing approach are reported.
Sites marked with an asterisk (*) have a lower LOS standard to maintain the walkable character of the downtown area. See Resolution 2013-33

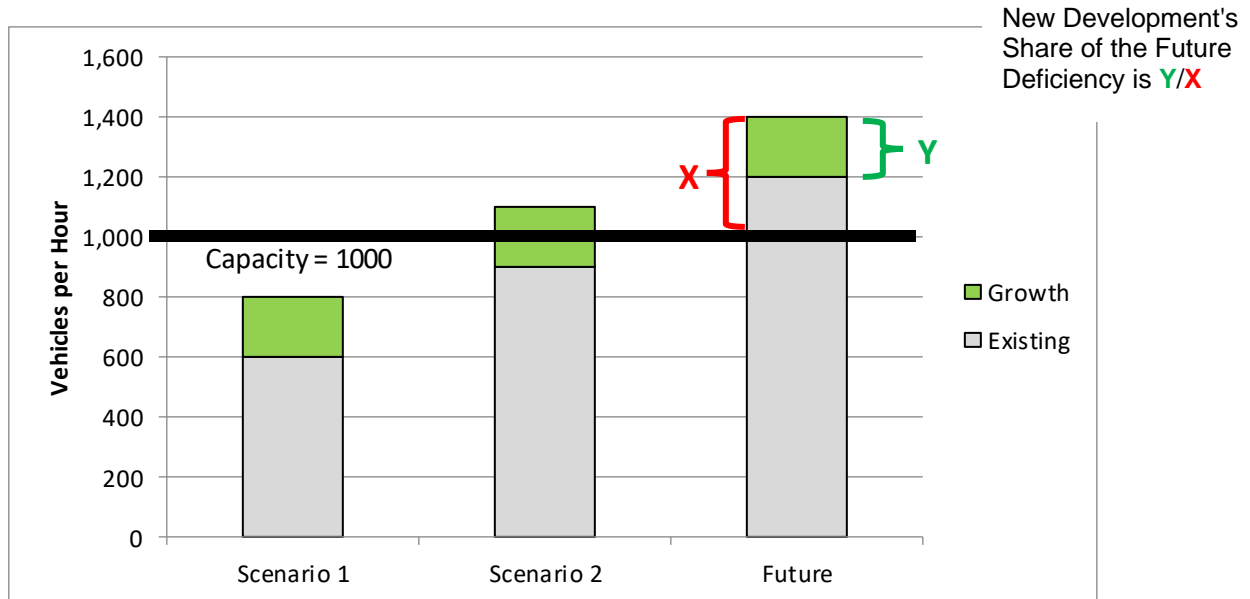
Table 3.2 Recommended Disposition of Projects on Previous GVTIF List

GVTIF ID	Site	Recommended Action	Notes
	Bennett Street/ SR 20/49 NB Ramps	Drop	Reviewed again at City's request. No deficiency found.
	Bennett Street/ SR 20/49 SB Ramps	Drop	Reviewed again at City's request. No deficiency found.
1	Brunswick Road/ Whispering Pines Lane	Retain on GVTIF	Reviewed again at City's request. Current study shows a future deficiency. Higher volumes with revised assumptions. Construct barrier curbs to better protect merging traffic. Traffic signal installation as proposed by the traffic model is not recommended.
2	East Main Street - Bennett Street to Idaho-Maryland Road	Retain on GVTIF	Deficiency remains. Widen to provide two 12' travel lanes and allow installation of curb gutter and sidewalk on south side of street.
	East Main Street - Idaho-Maryland Road to Hughes Road	Drop	Deficient in previous nexus study but not deficient under revised assumptions (lower volumes with Dorsey Dr Interchange).
3	Idaho Maryland Drive/ Centennial Dr	Retain on GVTIF	Deficiency remains. Realign Centennial Drive to intersect Idaho Maryland Rd and Spring Hill intersection.
4	Idaho Maryland Road: East Main Street to SR 20/49 Ramps	Retain on GVTIF	Now shows an existing deficiency. Recently installed sidewalk and curb ramps on north side of street. City to construct same on south side.
	Idaho Maryland Road / Sutton Way	Drop	Reviewed at City's request. No deficiency found.
	McCourtney Road/ Brighton Street	Drop	Reviewed at City's request. No deficiency found.
	Neal Street/ S. Auburn St/ SR 20/49 Frontage Rd (Triangle Intersections)	Drop	Conduct a Corridor Analysis Study to provide standards and recommendations for all intersections.
	South Auburn Street/ SR 49/20 NB Ramps		Triangle Intersections. match ICE recommendation. ATP funded.
5	Ophir Street/ Bennett Street	Retain on GVTIF	Now Existing Deficiency. Install a traffic signal.
	Ridge Road - Hughes Road to Sierra College Drive	Drop	No longer deficient. Lower volumes could be due to Dorsey Drive Interchange. Counts near 11,000 (LOS C)
	Sutton Way/ Dorsey Drive	Drop	No longer deficient. Prior land uses were much higher here for Loma Rica with >350 ksf retail.
	Brunswick Road/ Idaho Maryland Road	Drop	Deficiency remains. Install a traffic signal. Widen southbound, westbound and eastbound approaches. Developer is constructing soon.
6	Dorsey Dr/Sutton Way Extension	Retain on GVTIF	
7	Railroad Ave Extension	Retain on GVTIF	Extend Railroad Ave to East Bennett Street.
	Bank Street Bridge	Drop	City said to drop.
8	Admin Costs & 5-yr Reviews	Retain on GVTIF	
9	Traffic Model & Fee Study	Retain on GVTIF	

3.3 Determining the Percent of Project Need Attributable to New Development

The procedure for determining the percentage of the need to improve a roadway facility that is attributable to new development is illustrated in Figure 3.2.

Figure 3.2 Percent Attributable Cases



In Figure 3.2 the capacity is the maximum volume that can be accommodated at the adopted LOS. There are three possible cases, namely:

- In Case 1, the roadway facility is operating at below its capacity under existing conditions and is forecast to continue to do so under future (2040) conditions. In such cases there is no deficiency and so no impact fees can be collected for the project.
- In Case 2 the facility operates below its maximum capacity under existing conditions, but the capacity is insufficient to accommodate the expected future growth in traffic. In such cases the need to provide additional capacity is entirely attributable to new development.
- In Case 3 the traffic using the facility already exceeds its rated capacity and the expected growth in traffic will exacerbate the situation. In such cases the percentage attributable to new development is the portion of the volume beyond the rated capacity that comes from new development (Y/X).

Table 3.3 shows how this methodology was applied to the projects identified in Table 3.1 as having existing and/or future deficiencies.

As can be seen from Table 3.3, of the 13 sites where deficiencies were identified, 8 were locations where the need for the project is wholly attributable to new development (i.e. Case 2 in Figure 3.2). In the other 5 locations a deficiency already exists to some degree and new development is responsible for only a portion of the need for improvement (i.e., Case 3 in Figure 3.2).

Table 3.3 *Percent of Project Need Attributable to New Development*

TIF ID	Facility	Location	LOS Standard	Existing 2022			Future (2040) Without Improvements					% of Deficiency Attributable to New Development
				Peak-Hour Entering Volume or ADT	Capacity*	V/C Ratio	LOS	Peak-Hour Entering Volume or ADT	Capacity*	V/C Ratio	LOS	
				(A)	(B)	(C)=(A)/(B)	(D)	(E)	(F)	(G)=(E)/(F)	(H)	
1	Brunswick Rd	@ Whispering Pines Lane	D				C				E	100%
2	East Main	Bennett St to Idaho-Maryland Rd	D	11,200	13,500	0.83	C	13,860	13,500	1.03	E	100%
3	Idaho-Maryland Rd	@ Centennial Dr	D				D				E	100%
4	Idaho-Maryland Rd	East Main to SR-20/49 Ramps	D	14,080	13,500	1.04	E	17,170	13,500	1.27	F	84%
5	Ophir St	@ Bennett St	D	708	630	1.12	F	935	630	1.48	F	74%
	Note: For roadway segments, capacity is as defined in the General Plan. For intersections, capacity is defined as the maximum sum of the approach volumes that does not exceed the LOS standard											

3.4 Determining the Amount Potentially Collectible Through the GVTIF

The amount potentially collectable through the GVTIF program was calculated using the updated project costs, the percentage of project need attributable to new development shown in Table 3.3. This calculation is shown in Table 3.4. The amount potentially collectable through the GVTIF is equal to the costs attributable to new development (see Column C), which is \$15.4 million. Note that this includes administrative costs equal to 1% of the cost of the mitigation projects, as is allowed by state law.

Table 3.4 Amount Potentially Collectable Through GVTIF between 2023 to 2040

TIF ID	Facility	Segment	Cost Estimate	% of Need Attributable to New Development	Costs Attributable to New Development	Costs Attributable to Existing Deficiencies (not New Development)
			(A)	(B)	(C) = (A)*(B)	(D) = (A) - (B)
1	Brunswick Rd	@Whispering Pines	\$400,000	100%	\$400,000	\$0
2	East Main	Bennett St to Idaho-Maryland Rd	\$2,300,000	100%	\$2,300,000	\$0
3	Idaho-Maryland Rd	@ Centennial Dr	\$4,100,000	100%	\$4,100,000	\$0
4	Idaho-Maryland Rd	East Main to SR-20/49 Ramps	\$150,000	84%	\$126,294	\$23,706
5	Ophir St	@ Bennett St	\$400,000	74%	\$297,705	\$102,295
6	Dorsey Drive	Extension to Brunswick Road	\$5,000,000	100%	\$5,000,000	\$0
7	Railroad Ave	Extension to Bennett Rd	\$2,700,000	100%	\$2,700,000	\$0
8	Admin Costs and 5-year reviews		1% of fees	100%	\$150,740	
9	Traffic Model & Fee Study Updates		\$150,000	100%	\$150,000	\$0
	Total (including Admin Costs)		\$15,350,740		\$15,224,739	\$126,001
	As a percent of total costs for needed projects				99%	1%

Column "D" in Table 3.4 shows the amount of funding needed to correct existing deficiencies for these projects. A comparison of this amount, \$126,001, with the amount of funding reasonably foreseeable for potential⁶ matching funds (\$1.6 million, see Section 2.4 of this report), shows that the City will be able to fully fund the non-GVTIF portion of the projects.

3.5 Residential & Non-Residential Shares of Traffic Impacts

The traffic impact of a development project is a function of the number of vehicle trips (VT) generated by that development.

Outputs from the NCTC travel demand model were used to forecast the growth in VT for the five different types of trips that are represented in the model. The growth in VT from new development within Grass Valley was attributed to residential and non-residential developments based on trip type. Standard practice for how to do this can be found in NCHRP Report 1876, a primary reference for travel estimation techniques used in travel demand modeling, which states that "HBW (Home Based Work) and HBNW (Home Based Non-Work) trips are generated at the households, whereas the NHB (Non-Home Based) trips are generated elsewhere." The current study follows this practice by attributing all trips beginning or ending at the traveler's home to the residential land use while all trips not involving a residential location are attributed to non-residential land uses. The forecast growth in VT from residential and non-residential land uses is shown in Table 3.5.

⁶ The projects shown in Table 3.4 are not the complete list of projects that the City will be funding from these sources.

Table 3.5 **Percentage of VMT Growth Attributable to Residential & Non-Residential Development**

Trip Purpose	2018 Vehicle Trips	2040 Vehicle Trips	Growth in Trips	% of Total Trip Growth
Attributable to Residential Development				
Home-Base Other Trip Ends	35,054	51,073	16,019	22%
Home-Base Work Trip Ends	92,852	123,593	30,741	42%
School Trip Ends	8,487	10,457	1,970	3%
Home-Based Sierra College Trip Ends	5,705	6,711	1,005	1%
Attributable to Non-Residential Development				
Non-Home-Based Trips	105,700	129,212	23,512	32%
Total Vehicle Trips Ends	247,798	321,045	73,247	100%

Based on this calculation, 68% of VT growth was attributed to residential development and 32% was attributed to non-residential development.

3.6 Consideration of Residential Floor Area

Since the 2016 nexus study, the State of California has instituted a new policy⁷ pertaining to fees on residential developments. California Government Code (CGC) Section 66016.5(a)(5), which is new with the enactment of AB-602, states that,

“(A) A nexus study adopted after July 1, 2022, shall calculate a fee imposed on a housing development project proportionately to the square footage of proposed units of the development. A local agency that imposes a fee proportionately to the square footage of the proposed units of the development shall be deemed to have used a valid method to establish a reasonable relationship between the fee charged and the burden posed by the development.

(B) A nexus study is not required to comply with subparagraph (A) if the local agency makes a finding that includes all of the following:

- (i) An explanation as to why square footage is not appropriate metric to calculate fees imposed on housing development project.*
- (ii) An explanation that an alternative basis of calculating the fee bears a reasonable relationship between the fee charged and the burden posed by the development.*
- (iii) That other policies in the fee structure support smaller developments, or otherwise ensure that smaller developments are not charged disproportionate fees.*

(C) This paragraph does not prohibit an agency from establishing different fees for different types of developments.”

AB 602 applies to impact fee programs generally and was not specifically designed to suit transportation impact fees regarding trip generations and unit size. Web research revealed that there are currently no well-established sources for trip generation rates based on residential unit size. However, data on the number of persons per household can be obtained from the U.S. Census Bureau's American Housing Survey, and data on the number of trips by household size is available from the National Cooperative Highway Research Program (NCHRP) Report 716, *Travel Demand Forecast: Parameters and Techniques*. This data was combined as shown in Table 3.6.

⁷ Assembly Bill 602, signed into law September 2021.

Table 3.6 Computation of Average Trip Generation by Dwelling Size Category

Persons per House- hold	Trips per House- hold	Less than 1,500 sq.ft			1,501 to 2,500 sq.ft			Greater than 2,500 sq.ft		
		Number of Units	Percent of Units	Trips	Number of Units	Percent of Units	Trips	Number of Units	Percent of Units	Trips
	(A)	(B)	(C)=(B)*Σ(B)	(D)=(A)* (C)	(E)	(F)=(E)* Σ(E)	(G)=(A)*(F))	(H)	(I)=(H)*Σ (H)	(J)=(A)*(I)
1	4.1	21,895	39%	1.58	7,828	20%	0.81	2,387	12%	0.48
2	8.2	18,076	32%	2.61	14,701	37%	3.04	7,754	38%	3.11
3	11.2	7,592	13%	1.50	6,928	17%	1.96	3,098	15%	1.70
4	16.1	5,355	9%	1.52	5,928	15%	2.41	4,106	20%	3.24
5	18.6	2,368	4%	0.78	2,754	7%	1.29	1,924	9%	1.75
6	18.6	907	2%	0.30	989	2%	0.46	755	4%	0.69
7+	18.6	525	1%	0.17	553	1%	0.26	398	2%	0.36
Total		56,718	100%	8.46	39,681	100%	10.22	20,422	100%	11.33
Average Persons Per Household		2.17			2.66			2.97		
Trip-Gen Rate as a % of SFD Average		83%			100%			111%		
Sources:	Columns (A),(C) - NCHRP Report 716, Columns (B), (E), and (H) - American Housing Survey									

As can be seen in Table 3.6, although the trip generation rate is somewhat related to the size of the residence, it is not directly proportional to the floor area, as is assumed in Section 66016.5(a)(5)(A). We therefore find, pursuant to Section 66016.5(a)(5)(B)(i), that it would not be appropriate to use square footage directly as the metric of traffic impacts for the purposes of this fee program. We instead find, pursuant to Section 66016.5(a)(5)(B)(ii), that the data supports basing the fees on new small, medium, and large-sized homes on the relationships shown in the bottom row of Table 3.6. We further find, pursuant to Section 66016.5(a)(5)(B)(iii), that these relationships would ensure that smaller units would not be charged disproportionate fees compared to larger units.

CGC Section 66016.5(a)(5)(C) allows agencies to establish different fees for different types of developments. In alignment with AB 602, the City of Grass Valley believes that fees on multi-family and senior housing should be set lower than those of single-family dwellings, in recognition of their lower trip generation rates. Unfortunately, a calculation like that shown in Table 3.6 could not be done for these other classes of residential development because the American Housing Survey only has data on the number of persons per household for single-family dwellings (Table 3.6 uses SFD data). DUEs for multi-family, mobile homes, and senior age-restricted housing were therefore calculated based on their respective PM peak-hour trip-generation rates found in ITE's *Trip Generation Manual*. The average size for these housing types in the GVTIF fee area falls within the "Small" category, so the ITE average rate for them was used to compute the "Small" value. The ratio of the values shown in the bottom row of Table 3.6 were then used to compute the DUEs for "Medium" and "Large" multi-family, mobile homes, and senior age-restricted housing. The results as shown in Table 3.7.

Table 3.7 Computation of Dwelling DUEs by Size and Dwelling Type

Since fees are based on DUEs, as can be seen in Table 3.7, the highest fees would be paid by large single-family dwellings, which would pay 111% of the base rate for SFD. The lowest fees would be paid by small senior dwellings, which would pay 32% of the base rate.

3.6.1 Accessory Dwelling Units (ADUs)

In addition to the considerations discussed above pursuant to AB-602, a separate piece of legislation, SB-13, passed in 2019, establishes a new system for assessing fees on accessory dwelling units (ADUs). It amended CGC Section 65852.2(3)(A)(f)(3) to read,

“A local agency, special district, or water corporation shall not impose any impact fee upon the development of an accessory dwelling unit less than 750 square feet. Any impact fees charged for an accessory dwelling unit of 750 square feet or more shall be charged proportionately in relation to the square footage of the primary dwelling unit.”

Based on this sub-section, if an ADU is smaller than 750 square feet then it is exempt from GVTIF fees. Fees on ADU's larger than 750 square feet require a two-part calculation. First the GVTIF fee that would be charged to the primary unit (if it were new) is calculated, then the fee on the ADU is computed based on the ratio of its floor area in relation to the primary unit. For example, if the primary dwelling was 2,000 sq. ft. and would be charged a fee of \$800, then an ADU 1,000 sq. ft. in size on that property would be charged a fee of \$400.

3.7 Determination of Total Trips and Fee per Trip

As described earlier, the next step in the process is to determine the total number of trips for residential and non-residential development. This was done by multiplying the trip generation rate for each land use category (see Table 2.1) by number of new units of each land use type (see Table 2.2). The result is shown in Table 3.8.

Table 3.8 Total Trips by Land Use - Residential Trips

Land Use	Unit	Trip-Gen Rate	Estimated Split of Residential Units by Dwelling Type	# of New Units	Dwelling Unit Equivalent (DUE)	Daily Trips
		(A)	(B)	(C)=(C _{Total})*(B)	(D)	(E)=(A)*(C)*(D)
Residential						
Single-Family Dwelling	DU			2,236		20,830
Small (<1,500 sq.ft.)	DU	9.43	16%	358	83%	2,793
Medium (1,500-2,500 sq.ft.)	DU	9.43	80%	1,789	100%	16,868
Large (<2,500 sq.ft.)	DU	9.43	5%	112	111%	1,169
Multi-Family Dwelling	DU			545		1,191
Small (<1,500 sq.ft.)	DU	4.54	100%	545	48%	1,191
Medium (1,500-2,500 sq.ft.)	DU	4.54	0%	0	58%	0
Large (<2,500 sq.ft.)	DU	4.54	0%	0	64%	0
Mobile Home in Park	DU			0		0
Small (<1,500 sq.ft.)	DU	7.12	100%	0	76%	0
Medium (1,500-2,500 sq.ft.)	DU	7.12	0%	0	91%	0
Large (<2,500 sq.ft.)	DU	7.12	0%	0	101%	0
Senior Housing	DU			70		116
Small (<1,500 sq.ft.)	DU	3.78	57%	40	40%	60
Medium (1,500-2,500 sq.ft.)	DU	3.78	41%	29	48%	52
Large (<2,500 sq.ft.)	DU	3.78	2%	1	54%	3
Total Residential						22,137

Table 3.9 Total Trips by Land Use - Non-Residential Trips

Land Use	Unit	# of New Units	Trip-Gen Rate	Daily Trips
Office	KSF	472	12.76	6,019
Industrial	KSF	2,142	4.75	10,174
Warehouse	KSF	73	3.56	260
Retail - Low	KSF	221	24.74	5,465
Retail - Medium	KSF	177	47.62	8,417
Retail - High	KSF	44	91.96	4,064
Lodging	Rooms	77	4.21	324
Public & Quasi-Public*	KSF	0	22.59	0
School K-8th Grade*	Students	51	2.25	115
School 9-12th Grade*	Students	298	1.98	590
Community College*	Students	419	1.15	482
Total Non-Residential				35,735
* Indicates Public Sector				

The portion of project costs attributable to new development (see Table 3.4) was multiplied by the percent attributable to residential and non-residential development (see Table 3.5) to find the fee-eligible costs for residential and non-residential development. This was then divided by the number of trips shown in Table 3.8 to determine the fee per trip for residential and non-residential developments (see Table 3.10).

Table 3.10 Fee per Trip and Fee per EDU

Item	Formula	Total GVTIF-Eligible Project Costs	Attributable to Residential Development	Attributable to Non-Residential Development
Total Project Costs	(A)	\$15,224,739		
GVTIF Fund Balance (Amount Collected)	(B)	\$1,472,529		
Remaining Cost for Fee Collection	(C)	\$13,752,210		
% Attributable by Category	(D)		68%	32%
Amount Attributable by Category	(E)=(C)*(D)		\$9,337,782.96	\$4,414,427.23
Trip Ends	(F)		22,137	35,735
TIF per Trip End	(G)=(E)/(F)		\$421.82	\$123.53
Fee per EDU	(H)=(G _{RES})*9.43		\$3,977.78	
9.43 is the trip rate equivalent to a single family detached housing unit EDU = Equivalent Dwelling Unit				

3.8 Recommended Fee by Land Use Category

The final step was to compute the fee to be charged for each unit of new development. This was done by multiplying the trip generation rates from Table 2.1 by the fee per trip from Table 3.10. The result is shown in Table 3.11. Table 3.11 also compares the new fees with the current fees and includes the effects of the recommended changes to the RTMF fee schedule from a parallel study⁸. The key points from this comparison are:

⁸ See Regional Transportation Mitigation Fee 2023 Nexus Study Update, GHD, June 2023

- A small increase (3.3%) is recommended for the GVTIF fees for per medium-sized single-family home, a (15%) increase for per large-sized single-family home, and increases for mobile homes (12%-50%). The recommended fees are significantly reduced for multi-family and senior housing units and reduced for small sized single-family homes.
- When combined with the residential fees recommended for the RTMF, the net increases for medium and large-sized single-family units (4% and 16%) are below the inflation rate since the previous nexus study (29%). The combined fee for mobile homes increased by 14% to 52%, and the other unit types and sizes are significantly decreased.
- A reduction in fees is recommended for every category of non-residential land use. The decrease stems from the reduction in the list of projects to be funded (see Table 3.2) and attributing trips to residential and non-residential development based on trip purpose which was discussed in Section 3.5.

Table 3.11 Revised Fee Levels – Residential Fees per Dwelling Unit

Land Use Category	Current GVTIF Rate (A)	Proposed GVTIF Rate (B)	% Change in GVTIF Rate (C)=(B)/(A)-1	Current RTMF Rate (D)	Proposed RTMF Rate (E)	% Change in RTMF Rate (F)=(E)/(D)-1	Current Total Rate (G)=(A)+(D)	Proposed Total Rate (H)=(B)+(E)	% Change in Total Rate (I)=(H)/(G)-1
Residential									
Single Family House									
Small (<1,500 sq.ft.)	\$3,850	\$3,293	-14%	\$4,621	\$4,030	-13%	\$8,471	\$7,323	-14%
Medium (1,500-2,500 sq.ft.)	\$3,850	\$3,978	3%	\$4,621	\$4,868	5%	\$8,471	\$8,846	4%
Large (<2,500 sq.ft.)	\$3,850	\$4,410	15%	\$4,621	\$5,396	17%	\$8,471	\$9,806	16%
Multi-Family									
Small (<1,500 sq.ft.)	\$2,664	\$922	-65%	\$3,199	\$1,128	-65%	\$5,863	\$2,050	-65%
Medium (1,500-2,500 sq.ft.)	\$2,664	\$1,114	-58%	\$3,199	\$1,363	-57%	\$5,863	\$2,477	-58%
Large (<2,500 sq.ft.)	\$2,664	\$1,235	-54%	\$3,199	\$1,511	-53%	\$5,863	\$2,746	-53%
Mobile Home in Park									
Small (<1,500 sq.ft.)	\$2,018	\$2,268	12%	\$2,422	\$2,775	15%	\$4,440	\$5,043	14%
Medium (1,500-2,500 sq.ft.)	\$2,018	\$2,739	36%	\$2,422	\$3,352	38%	\$4,440	\$6,091	37%
Large (<2,500 sq.ft.)	\$2,018	\$3,037	50%	\$2,422	\$3,716	53%	\$4,440	\$6,753	52%
Senior Housing									
Small (<1,500 sq.ft.)	\$1,440	\$637	-56%	\$1,728	\$780	-55%	\$3,168	\$1,418	-55%
Medium (1,500-2,500 sq.ft.)	\$1,440	\$770	-47%	\$1,728	\$942	-45%	\$3,168	\$1,712	-46%
Large (<2,500 sq.ft.)	\$1,440	\$854	-41%	\$1,728	\$1,045	-40%	\$3,168	\$1,898	-40%
Accessory Dwelling Unit (ADU)									
< 750 sq.ft.	Exempt			Exempt			Exempt		
> 750 sq.ft.	Fee is based on the ratio of its floor area in relation to the primary unit, multiplied by the fee that the primary unit would pay, if it was being built today. (GVTIF for primary unit (C)) x (ADU sq.ft. divided by primary unit sq.ft.)			Fee is based on the ratio of its floor area in relation to the primary unit, multiplied by the fee that the primary unit would pay, if it was being built today. (RTMF for primary unit (F)) x (ADU sq.ft. divided by primary unit sq.ft.)					

Table 3.12 Revised Fee Levels – Non-Residential Fees per KSF

Land Use Category	Current GVTIF Rate (A)	Proposed GVTIF Rate (B)	% Change in GVTIF Rate (C)=(B)/(A)-1	Current RTMF Rate (D)	Proposed RTMF Rate (E)	% Change in RTMF Rate (F)=(E)/(D)-1	Current Total Rate (G)=(A)+(D)	Proposed Total Rate (H)=(B)+(E)	% Change in Total Rate (I)=(H)/(G)-1
Non-Residential									
Office	\$1,571	\$1,576	0%	\$1,033	\$755	-27%	\$2,604	\$2,331	-11%
Industry	\$695	\$587	-16%	\$457	\$281	-38%	\$1,152	\$868	-25%
Warehouse	\$464	\$440	-5%	\$305	\$211	-31%	\$770	\$650	-15%
Retail - Low	\$3,114	\$2,671	-14%	\$2,047	\$1,280	-37%	\$5,161	\$3,951	-23%
Retail - Medium	\$6,654	\$6,241	-6%	\$4,373	\$2,990	-32%	\$11,027	\$9,231	-16%
Retail - High	\$11,799	\$11,360	-4%	\$7,754	\$5,443	-30%	\$19,553	\$16,803	-14%
Lodging	\$833	\$520	-38%	\$553	\$249	-55%	\$1,386	\$769	-45%
Public & Quasi-Public	Exempt		0%	Exempt		0%	Exempt		0%
School K-8th Grade	Exempt		0%	Exempt		0%	Exempt		0%
School 9-12th Grade	Exempt		0%	Exempt		0%	Exempt		0%
Public College	Exempt		0%	Exempt		0%	Exempt		0%

3.9 Revenues Expected to be Raised by the GVTIF Program

Based on the number of new units of development shown in Table 2.2 and the recommended fee schedule shown in Table 3.11 and Table 3.12, the total fee revenue expected to be generated by the GVTIF in the next 20 years is \$13.8 million, as shown in Table 3.13. Note that this is slightly (1%) less than the \$13.9 million in project costs attributable to new development shown in Column C of Table 3.4. This is because public-sector developments are exempt from the GVTIF and their share of the costs cannot legally be transferred to others development since the latter are responsible only for mitigating their own impacts.

Table 3.13 Forecast of GVTIF Revenues

Land Use Category	Unit	TIF/ Trip End	Trip-Gen Rate	TIF/ Unit	Expected # of New Units	Expected Revenues	Percent of Revenues
Residential							
Single Family House	DU	\$421.82	9.43	\$3,978	2,236		
Small (<1,500 sq.ft.)	DU		83%	\$3,293	16%	\$1,178,099	8.7%
Medium (1,500-2,500 sq.ft.)	DU		100%	\$3,978	80%	\$7,115,450	52.3%
Large (<2,500 sq.ft.)	DU		111%	\$4,410	5%	\$493,016	3.6%
Multi-Family	DU	\$421.82	4.54	\$1,915	545		
Small (<1,500 sq.ft.)	DU		48%	\$922	100%	\$502,488	3.7%
Medium (1,500-2,500 sq.ft.)	DU		58%	\$1,114	0%	\$0	0.0%
Large (<2,500 sq.ft.)	DU		64%	\$1,235	0%	\$0	0.0%
Mobile Home in Park	DU	\$421.82	7.12	\$3,003	0		
Small (<1,500 sq.ft.)	DU		76%	\$2,268	100%	\$0	0.0%
Medium (1,500-2,500 sq.ft.)	DU		91%	\$2,739	0%	\$0	0.0%
Large (<2,500 sq.ft.)	DU		101%	\$3,037	0%	\$0	0.0%
Senior Housing	DU	\$421.82	3.78	\$1,592	70		
Small (<1,500 sq.ft.)	DU		40%	\$637	57%	\$25,435	0.2%
Medium (1,500-2,500 sq.ft.)	DU		48%	\$770	41%	\$22,100	0.2%
Large (<2,500 sq.ft.)	DU		54%	\$854	2%	\$1,195	0.0%
Residential Total >						\$9,337,783	68.6%
Non-Residential							
Office	KSF	\$123.53	12.76	\$1,576	472	\$743,553	5.5%
Industry	KSF	\$123.53	4.75	\$587	2,142	\$1,256,765	9.2%
Warehouse	KSF	\$123.53	3.56	\$440	73	\$32,104	0.2%
Retail - Low	KSF	\$123.53	21.63	\$2,671	221	\$590,244	4.3%
Retail - Medium	KSF	\$123.53	50.52	\$6,241	177	\$1,103,135	8.1%
Retail - High	KSF	\$123.53	91.96	\$11,360	44	\$502,001	3.7%
Lodging	Rooms	\$123.53	4.21	\$520	77	\$40,046	0.3%
Public & Quasi-Public	KSF	Exempt	22.59	\$0	0	\$0	
School K-8th Grade	Students	Exempt	2.25	\$0	51	\$0	
School 9-12th Grade	Students	Exempt	1.98	\$0	298	\$0	
Public College	Students	Exempt	1.15	\$0	419	\$0	
Non-Residential Total >						\$4,267,846	31.4%
Combined Total Expected Revenues >						\$13,605,629	
Total Costs Attributable to New Development >						\$13,752,210	
Expected Revenues as a Percentage of Allowable Project Costs >						99%	

Approximately 69% of the forecast revenue will come from single and multi-family housing. It is therefore crucial to the viability of the program that fees on those two categories of development are not reduced further.

4. Mitigation Fee Act Findings

The Mitigation Fee Act, as set forth in the California Government Code Sections 66000 through 66008, establishes the framework for mitigation fees in the State of California. The Act requires agencies to make certain findings with respect to a proposed fee. These are described in the sections below.

4.1 Purpose of the Fee

Identify the purpose of the fee

The purpose of the GVTIF is to mitigate the cumulative impacts of future developments on traffic conditions on city streets in Grass Valley. The fees will help fund improvements needed to maintain the target level of service in the face of the higher traffic volumes brought on by new developments.

4.2 Use of Fee Revenues

Identify the use to which the fees will be put. If the use is financing facilities, the facilities shall be identified

The list of projects to receive GVTIF funding is shown in Exhibit 23. We recommend that the GVTIF should be used only for non-State roads in the city. NCTC has a complementary program (the RTMF) to mitigate cumulative traffic impacts on regional facilities in the city. Only projects involving state facilities were considered “regional” under this policy and can receive RTMF funding.

4.3 Use/Type of Development Relationship

Determine the reasonable relationship between the fees’ use and the type of development project on which the fees are imposed

To determine the “use” relationship, the development being assessed an impact fee must be reasonably shown to derive some use or benefit from the facility being built using the fee. In the case of the GVTIF the projects to be funded were selected because they performed a local (as opposed to regional) function and that the need for the project was at least partially attributable to new development. The growth in vehicle trips and the increases in congestion at project sites (see Exhibit 16) are evidence that new developments contribute towards the need for roadway improvements.

The fact that the projects that will be funded by the GVTIF are high-priority city roads means that all the city’s new residents and businesses will benefit in important ways from the maintenance of a reasonable level of service. Most drivers in the new developments can be expected to use these roads regularly, and those that do not will nevertheless benefit because good traffic conditions on the GVTIF-funded roads will keep drivers from diverting to other roads and causing congestion in other parts of the city. Even residents or workers in the new developments who do not drive at all will benefit from access to goods and services made possible in part by the serviceability of the Grass Valley road network.

4.4 Need/Type of Development Relationship

Determine the reasonable relationship between the need for the public facilities and the types of development on which the fees are imposed

To determine the “need” relationship, the facilities to be financed must be shown to be needed at least in part because of the new development. This was determined by analyzing the forecast traffic demand with the expected degree of new development and comparing that with the demand without new development. Projects were analyzed individually

and the degree to which the need for the project was attributable to new development varied from project to project. This analysis is described in an earlier chapter of this report.

4.5 Proportionality Relationship

Determine how there is a reasonable relationship between the fee amount and the cost of the facilities or portion of the facilities attributable to the development on which the fee is imposed

The “proportionality” relationship requires that there be rough proportionality between the fee charged to each type of development and the cost of the facility being financed. In the case of the GVTIF the differences in the traffic generated by different types of development were factored into the fee to be charged for each type, as is described earlier in this report. Within each land use category, the size of the project, i.e. the number of dwelling units constructed or size of the building, is accounted for in assessing the fee. This ensures that projects that generate a lot of traffic and therefore have a greater traffic impact will pay more than other projects that have less impacts.

5. Implementation

The GVTIF Program presented in this report is based on the best available information on roadway improvement cost estimates, administrative cost estimates, and land use. If costs change significantly, if the type or amount of new development changes, if other assumptions significantly change, or if other funding becomes available (as a result of legislative action on state and local government finance, for example), the fee program should be updated accordingly.

After the fees presented in this report are adopted, the city should conduct periodic reviews of roadway improvement costs and other assumptions used as the basis of this nexus study. Based on these reviews, the city may make adjustments to the fee program through subsequent fee program updates.

5.1 Implementing Ordinances & Resolutions

The proposed fee schedule would be adopted by the City through one or more ordinances authorizing collection of the fee and through one or more fee resolutions. The revised fee will take effect on the date specified in the ordinance but not less than 60 days following the City's final action on the ordinances authorizing collection of the fee and on the fee resolutions establishing the fee schedule. The new ordinances or resolutions should reference the potential adjustments discussed later in this chapter.

5.2 Fee Administration

The GVTIF Program will be collected from new development in areas subject to the fee at the time of the building permit issuance; use of these funds may need to wait until a sufficient fund balance can be accrued. According to Government Code Section 66000, the city is required to deposit, invest, account for, and expend the fees in a prescribed manner.

New development located in any of the SDAs will require annexation to the city before entitlement and development. The fee will be collected at the time of the issuance of the Certificate of Occupancy. The city intends to request traffic mitigation from new development located in the City's SOI, but not currently in the City limits, through the County where possible.

5.3 GVTIF Exemptions, Reimbursements, & Credits

5.3.1 Exemptions

The GVTIF Program may be reduced under certain circumstances. Any exemptions or reduction in fees will be based on the City's independent analysis and review of the subject property.

The City Council may waive any and all portions of the Fee if it can be determined that a proposed project will not impact any facility for which the Fee is collected. Exemption criteria will be established by the City at the time of enactment of the fee ordinance(s) or resolution(s). Examples of the types of development that may be fully or partially exempted from the Fee include:

- Additions to residential and non-residential structures provided that such additions do not increase traffic impacts;
- Replacement of damaged or destroyed structures as a result of fire, flood, explosion, wind, earthquake, riot, or other calamity, or act of God; provided that such replacement does not increase the traffic impact of the structure.
- Square footage of a multi-family project used for purposes of supporting the project's operation, such as the office, restrooms, or recreation room, provided that such changes do not increase the number of dwelling units;

- Public facilities; and
- Agricultural storage facilities, provided that such facilities do not increase the traffic impact of the property.

The GVTIF Program excludes public facilities from the fee because the Mitigation Fee Act coupled with the California Codes restrict the City from assessing fees or collecting revenue from public facilities (e.g., State buildings, County buildings, or State-regulated public schools) for the construction of roadway facilities.

5.3.2 Credit for Replacement of Existing Buildings

Portions of the City are already developed. New development that replaces existing development is eligible for a fee credit to the extent that the facilities to be funded by the new development are already provided to the existing development. In such cases the development will be charged for the difference in the number of dwelling unit (for residential) or floor space (for non-residential) between the building being replaced and the new building. For example, a four-unit apartment complex that is replaced by a ten-unit apartment complex would pay GVTIF on the additional six apartments only. The City's Public Works Department will determine the amount of the fee credit at the time a site plan is submitted to the city.

Note that the credits given under this sub-section are for replacement of existing buildings only; meaning existing during the period for which existing roadway capacity deficiencies were analyzed. Credit will not be given for buildings that may once have existed on the site but were demolished prior to the establishment of the GVTIF.

5.3.3 Reimbursement to Developers

In some cases, traffic impacts occur, and public infrastructure improvements are needed up-front, before sufficient revenue from the fee collection is available to fund such improvements. Consequently, to mitigate their impacts developers may sometimes be required to pay for the public improvements whose need is triggered by their projects, but they are only partially responsible for.

In cases where a private party (e.g., developer) has advance-funded an eligible GVTIF facility, the party will be due a reimbursement from the GVTIF Program. Reimbursements will be provided under the following conditions:

- Developer-installed improvements shall be considered for reimbursement. Only funds collected from the roadway fee shall be used to reimburse a developer who installed eligible roadway facility improvement identified in this report; and
- The value of any developer-installed improvement for fee credit or reimbursement purposes shall be based on the actual cost of eligible facilities in the CIP as determined by the City.

The reimbursement may be in the form of fee credits or cash reimbursements as described in more detail herein.

5.3.4 Credit and Reimbursement Implementation Process

Once all criteria are met, fee credits may be taken against fees when payable at building permit issuance. To obtain fee credits, the public facility project must meet all criteria and developers must apply to the City before payment of fees on the first unit associated with final development approval. The city maintains the flexibility to allocate fee credits in a manner it chooses. Fee credits granted shall be on a per-dwelling-unit or per-thousand-square-foot basis for all development projects. In no event, will a party be granted fee credits against the administrative portion of the fee.

Cash reimbursements will be due to developers who have advance funded a facility (or facilities) in excess of their proportionate share for such a facility. In this instance, developers would first obtain fee credits, up to their fair share requirement for a facility, and then await reimbursement from fee revenue collections from other fee payers.

The use of accumulated fee revenues shall be used in the following priority order:

1. Critical projects as defined by the city; then
2. Repayment of reimbursement to private developers for the construction of CIP projects.

To obtain reimbursements, developers must enter into a reimbursement agreement with the city. Reimbursements will be paid only after the city accepts public facility improvements. It is important to note that reimbursements are an obligation of the GVTIF Program and not an obligation of the City General Fund or other operating funds.

5.4 Fee Program Update

The GVTIF Program is subject to inflation adjustments, periodic updates, and a 5-year review requirement. The purpose of each update is described in this section.

5.4.1 Inflation Adjustment

The proposed fee may be adjusted by the city annually to account for the inflation of construction, right-of-way acquisition, and environmental or design costs. It is recommended that once each calendar year, using the procedures set forth in California Government Code Section 66017, the city should adjust the fees based on the California Cities Construction Cost Index as reported in the Engineering News Record for the 12-month period ending December of the prior year. The new fee schedule should be adopted by the city through a resolution.

5.4.2 Period Update

The city may, at its option, adjust the fee based on changes in developable land, cost estimates, or outside funding sources. In such cases the city will review the costs and fee to determine if any updates to the fee are warranted. During the periodic reviews, the city will analyze:

- Changes to the required facilities listed in the most recent Nexus Study;
- Changes in the cost to update or administer the fee;
- Changes in costs greater than inflation;
- Changes in assumed land uses; and
- Changes in other funding sources.

Any changes to the fee based on the periodic update will be presented to the City Council for approval before an increase or decrease in the fee.

5.4.3 5-Year Review

Fees will be collected from new development in the City immediately; use of these funds, however, may need to wait until a sufficient fund balance can be accrued. According to Government Code Section 66006, the City is required to deposit, invest, account for, and expend the fees in a prescribed manner. The fifth fiscal year following the first deposit into the Fee account or fund and every 5 years thereafter, the City is required to make all of the following findings with respect to that portion of the account or fund remaining unexpended:

- Identify the purpose for which the fee is to be put;
- Demonstrate a reasonable relationship between the fee and the purpose for which it is charged;
- Identify all sources and amounts of funding anticipated to complete financing in incomplete plan area improvements; and
- Designate the approximate dates on that the funding referred to in the above paragraph is expected to be deposited in the appropriate account or fund.

The city must refund the unexpended or uncommitted revenue portion of the fee for which a need could not be demonstrated in the above findings unless the administrative costs exceed the amount of the refund.





Regional Transportation Mitigation Fee 2023 Nexus Study Update Final Report

Nevada County Transportation Commission

12 July 2023

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Executive summary

The Mitigation Fee Act requires that mitigation fees be periodically updated. This is to ensure that the assumptions regarding future growth, the need for projects, their costs, etc. continue to provide a reasonable nexus between the impacts of new development and the fees charged. This report describes the methodology used in updating the nexus, the resulting recommended fee structure, and the revised forecast for Regional Transportation Mitigation Fee (RTMF) program revenues based on the new growth assumptions and recommended fees.

Since the previous RTMF nexus study was prepared in 2016, the effects of the global COVID-19 pandemic caused an economic slump which not only effected most industries but also affected travel patterns nationwide due to stay-at-home orders, school closures, and a prolonged increase in employees being able to work from home. New forecasts for future development incorporate a slight increase in the existing base of households and employment, and a change in anticipated growth allocation, with lower future growth rates. These factors have resulted in lower reduced forecasts for future traffic congestion and a reduced need for roadway operational improvements. However, it also means that the cost of projects will be spread over fewer new units. Additionally, trip generation rates have been updated to reflect the most recent data presented in the Institute of Transportation Engineer's Trip Generation Manual, which results in some differences in the percentage change in the proposed fees.

Assembly Bill (AB) 602, signed into law January 1, 2022, imposed new requirements for fees on residential development (effective July 1, 2022). The law requires that the fee reflect a reasonable relationship to the size of the dwelling unit. This is explained further in Section 3.6.

Table ES.1.1 and Table ES.1.2 present the recommended revised fee structure for residential and non-residential developments, respectively, which take into account the factors described above.

Table ES.1.1 Current and Recommended RTMF Fees – Residential Land Uses

Typical Use	Unit	Current Fee per Unit	Proposed Fee per Unit	% Change in Fee
Single Family				
Small (<1,500 sq.ft.)	Dwelling Unit	\$4,621	\$4,030	-13%
Medium (1,500-2,500 sq.ft.)	Dwelling Unit	\$4,621	\$4,868	5%
Large (<2,500 sq.ft.)	Dwelling Unit	\$4,621	\$5,396	17%
Multi-Family				
Small (<1,500 sq.ft.)	Dwelling Unit	\$3,199	\$1,128	-65%
Medium (1,500-2,500 sq.ft.)	Dwelling Unit	\$3,199	\$1,363	-57%
Large (<2,500 sq.ft.)	Dwelling Unit	\$3,199	\$1,511	-53%
Mobile Home				
Small (<1,500 sq.ft.)	Dwelling Unit	\$2,422	\$2,775	15%
Medium (1,500-2,500 sq.ft.)	Dwelling Unit	\$2,422	\$3,352	38%
Large (<2,500 sq.ft.)	Dwelling Unit	\$2,422	\$3,716	53%
Senior Housing				
Small (<1,500 sq.ft.)	Dwelling Unit	\$1,728	\$780	-55%
Medium (1,500-2,500 sq.ft.)	Dwelling Unit	\$1,728	\$942	-45%
Large (<2,500 sq.ft.)	Dwelling Unit	\$1,728	\$1,045	-40%
Accessory Dwelling Unit (ADU) - Calculated based on ratio of size to primary unit. See below for more information.				

Table ES.1.2 Current and Recommended RTMF Fees – Non-Residential Land Uses

Typical Use		Unit	Current Fee	Proposed Fee	% Change
	Office	Thousand Sq. ft.	\$1,033	\$755	-27%
	Industrial	Thousand Sq. ft.	\$457	\$281	-38%
	Warehouse	Thousand Sq. ft.	\$305	\$211	-31%
	Retail/Service - Low	Thousand Sq. ft.	\$2,047	\$1,280	-37%
	Retail/Service - Medium	Thousand Sq. ft.	\$4,373	\$2,990	-32%
	Retail/Service - High	Thousand Sq. ft.	\$7,754	\$5,443	-30%
	Lodging	Room	\$553	\$249	-55%
	Public & Quasi-Public	Thousand Sq. ft.	Exempt	Exempt	N/A
	School K-8th Grade	Student	Exempt	Exempt	N/A
	School 9-12th Grade	Student	Exempt	Exempt	N/A
	Public College	Student	Exempt	Exempt	N/A

Senate Bill (SB) 13, passed in 2019, establishes a new system for assessing fees on accessory dwelling units (ADUs). The law states that ADUs less than 750 square feet are exempt from impact fees, and that ADUs larger than 750 square feet are charged the impact fee based on the ratio of its floor area in relation to the primary unit, multiplied by the fee that the primary unit would pay, if it was being built today (i.e., ADU sq.ft. / primary unit sq.ft. x RTMF for primary unit). This is explained further in Section 3.6.1.

The recommendation includes a slight increase in the residential fees (comparing single-family medium-sized unit as that is equal to one dwelling unit equivalent), and a larger decrease in non-residential fees. This is largely due to the removal of expensive projects to widen several sections of SR 49, which greatly lowered the costs that new development will be expected to bear. Although those projects are justifiable on technical grounds, the fee program would provide only a relatively small portion of the funds needed to complete the project, and there is no guarantee of obtaining State or Federal competitive grant funds to cover the remaining costs. Since State law precludes NCTC from collecting funds for projects that do not have a reasonable expectation of being implemented, these projects were removed from the RTMF project list.

The other factor in the recommended fee reduction was a reduction in the percentage of project costs attributable to new development. This applied especially to non-residential development. Analysis using NCTC's traffic model showed that, given the county's current jobs/housing imbalance, development of places for Nevada County residents to work and shop locally will reduce the need for some long trips out of the county. As a result, this type of localized development will have fewer traffic impacts than was previously forecast, which also leads to a lower impact fee.

The recommended fee schedule will continue to have residential fees in the lower range of foothill counties while non-residential fees will be lower than peer counties. If the forecasts for future residential and non-residential development prove correct, then total revenues from the RTMF over the next twenty years will be approximately \$17.6M, which will provide approximately 28% of the total cost of the projects on the updated Capital Improvements Program (CIP). The remaining 72% of project costs are attributable to existing deficiencies and by law must be covered by some source other than impact fees. The other sources of project funding are identified in Section 3.10 of this report.

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1. Introduction

The western Nevada County Regional Transportation Mitigation Fee (RTMF) program was established in 2001 through a partnership of Nevada County, Nevada City, Grass Valley, and the Nevada County Transportation Commission (NCTC). The program provides a mechanism for new development to pay its fair share towards the cost of construction of the regional system of roads, streets, and highways needed to accommodate growth in western Nevada County.

1.1 Background

The RTMF program operates pursuant to the Mitigation Fee Act, also known as California Assembly Bill 1600 (AB 1600) or California Government Code Sections 66000 et seq., which governs impact fees in California. The Mitigation Fee Act requires that all local agencies in California, including cities, counties, and special districts follow some basic principles when instituting impact fees as a condition of new development. Agencies must:

1. Identify the purpose of the fee. (Government Code Section 66001(a)(1))
2. Identify the use to which the fee is to be put. (Government Code Section 66001(a)(2))
3. Determine that there is a reasonable relationship between the fee's use and the type of development on which the fee is to be imposed. (Government Code Section 66001(a)(3))
4. Determine how there is a reasonable relationship between the need for the public facility and the type of development project on which the fee is to be imposed. (Government Code Section 66001(a)(4))
5. Discuss how there is a reasonable relationship between the amount of the fee and the cost of the public facility or portion of the public facility attributable to the development on which the fee is to be imposed. (Government Code Section 66001(b))

These principles closely emulate two landmark U.S. Supreme Court rulings that each provide guidance on the application of impact fees. The first case, *Nollan v. California Coastal Commission* (1987) 107 S.Ct. 3141, established that local governments are not prohibited from imposing impact fees or dedications as conditions of project approval provided the local government establishes the existence of a "nexus" or link between the exaction and the state interest being advanced by that exaction. The *Nollan* ruling clarifies that once the adverse impacts of development have been quantified, the local government must then document the relationship between the project and the need for the conditions that mitigate those impacts. The ruling further clarifies that an exaction may be imposed on a development even if the development project itself will not benefit, provided the exaction is necessitated by the project's impacts on identifiable public resources.

The second case, *Dolan v. City of Tigard* (1994) 114 S.Ct. 2309, held that in addition to the *Nollan* standard of an essential nexus, there must be a "rough proportionality" between proposed exactions and the project impacts that the exactions are intended to allay. As part of the *Dolan* ruling, the U.S. Supreme Court advised that "*a term such as 'rough proportionality' best encapsulates what we hold to be the requirements of the Fifth Amendment. No precise mathematical calculation is required, but the city (or other local government) must make some sort of individualized determination that the required dedication is related both in nature and extent to the impact of the proposed development.*"

The combined effect of both rulings is the requirement that public exactions must be carefully documented and supported. This requirement is reiterated by the provisions of the Mitigation Fee Act and subsequent rulings in the California Supreme Court (*Ehrlich v. City of Culver City* (1996) 12 C4th 854) and the California Court of Appeals (*Loyola Marymount University v. Los Angeles Unified School District 45* (1996) Cal.App.4th 1256).

This Nexus Study report is intended to satisfy the requirements of the State of California Mitigation Fee Act. Specifically, this Nexus Study report will outline the purpose and use of the RTMF, the relationship between new development and impacts on the transportation system, the estimated cost to complete necessary improvements to

the regional street system within western Nevada County, and the 'rough proportionality' or 'fair share' fee for differing development types.

In 2021, AB-602 was signed into law, which amended the Mitigation Fee Act to include new requirements regarding the contents (§66016.5(a)(4)) and timing (§66016.5(a)(8)) of nexus studies adopted after July 2022, and how fees for residential development are to be computed (§66016.5(a)(5)). Chapters 2 and 3 of this report fulfill the new requirement to describe changes in input assumptions that led to the changes in fees. Section 3.6 fulfills the new requirements regarding how fees for residential development is to be computed.

1.2 Program Experience to Date

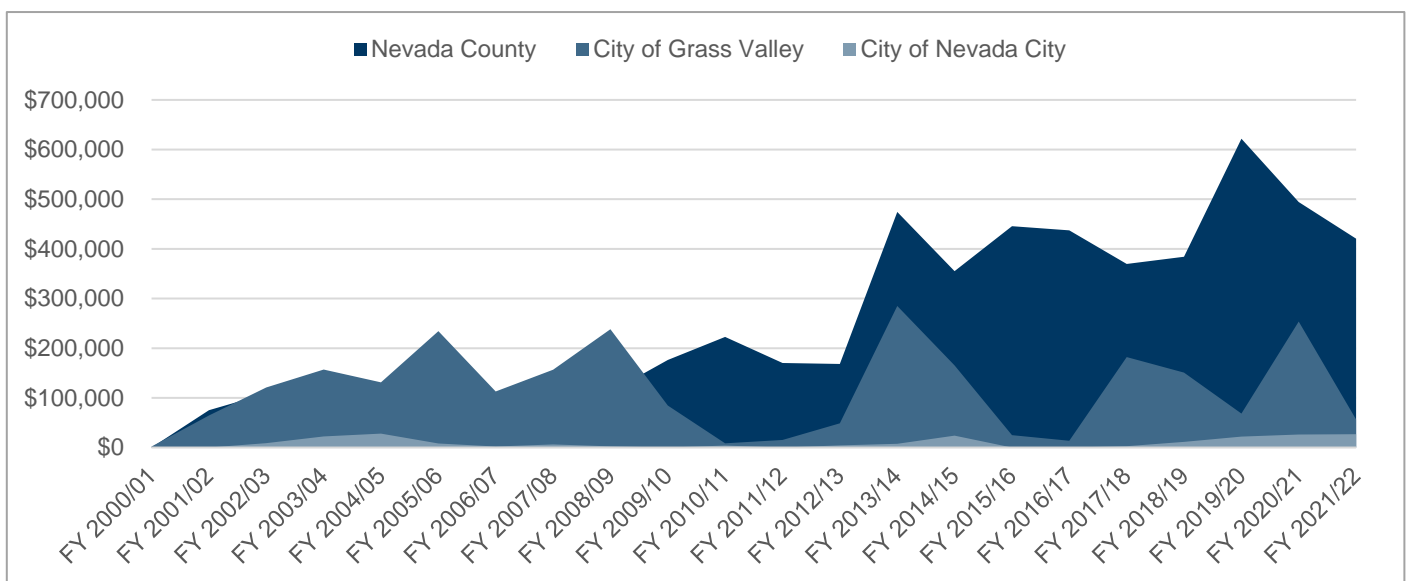
From its inception in fiscal year 2000/2001 until the end of the second quarter of fiscal year 2022/23 a total of \$8.4M was collected in RTMF fees. Of this, 67% came from developments in unincorporated Nevada County, 31% from developments in Grass Valley, and 2% from developments in Nevada City (see Table 1.1 and Figure 1.1).

Table 1.1 RTMF Revenues, 2000 – 2021

Fiscal Year	Nevada County	City of Grass Valley	City of Nevada City	Total
FY 2000/01	\$0	\$1,897	\$0	\$1,897
FY 2001/02	\$75,183	\$64,383	\$0	\$139,565
FY 2002/03	\$108,576	\$120,764	\$8,664	\$238,004
FY 2003/04	\$94,530	\$156,887	\$22,468	\$273,885
FY 2004/05	\$72,575	\$131,114	\$28,028	\$231,717
FY 2005/06	\$138,480	\$234,399	\$7,987	\$380,866
FY 2006/07	\$63,253	\$112,896	\$1,890	\$178,039
FY 2007/08	\$44,445	\$156,834	\$6,308	\$207,587
FY 2008/09	\$111,937	\$238,031	\$2,499	\$352,466
FY 2009/10	\$176,458	\$84,370	\$0	\$260,828
FY 2010/11	\$222,750	\$8,459	\$3,928	\$235,138
FY 2011/12	\$170,155	\$15,178	\$0	\$185,333
FY 2012/13	\$168,255	\$48,771	\$4,201	\$221,228
FY 2013/14	\$474,393	\$284,987	\$7,482	\$766,863
FY 2014/15	\$355,081	\$165,255	\$23,842	\$544,178
FY 2015/16	\$445,599	\$24,798	\$-	\$470,397
FY 2016/17	\$437,147	\$13,622	\$-	\$450,770

Fiscal Year	Nevada County	City of Grass Valley	City of Nevada City	Total
FY 2017/18	\$369,707	\$182,227	\$2,563	\$554,497
FY 2018/19	\$384,019	\$150,821	\$11,378	\$546,218
FY 2019/20	\$621,779	\$68,476	\$21,961	\$712,217
FY 2020/21	\$494,265	\$253,690	\$26,094	\$774,049
FY 2021/22	\$420,561	\$56,527	\$26,862	\$503,950
FY 22/23 Q1, Q2	\$355,081	\$165,255	\$23,842	\$544,178
Total	\$5,623,024	\$2,574,387	\$206,154	\$8,403,565
Percentage Split	67%	31%	2%	100%

Figure 1.1 RTMF Revenues by Year & Jurisdiction



Since the previous nexus study (in 2016), revenues have averaged \$569,000 per year, which is a significant increase from the period prior to the 2014 study, when the average was approximately \$337,000 per year. Despite the higher revenue collection, this was only 34% of the amount anticipated in the previous nexus study (\$1.7M/year). This was due to the suppressive effect of the Great Recession on real estate development and the 2009 housing market crash. On the other hand, NCTC had great success in securing other funds for projects on the Capital Improvement Program (CIP) including a \$19M grant for the Dorsey Drive Interchange which more than made up for the less-than-expected RTMF revenues.

The RTMF has used the revenues it has collected to fund a variety of improvement projects. These are listed in Table 1.2 below. Table 1.2 shows that the RTMF program is important not just for the funding it provides but also because the RTMF dollars are used as local matching funds to leverage funding from other sources.

Table 1.2 *Projects that have Received RTMF Funds (2011-2022)*

Project	RTMF Funding	Funding from Other Sources	Total Funding
East Main/Idaho-Maryland Roundabout	\$1,823,000	\$777,000	\$2,600,000
Dorsey Drive Interchange	\$214,020	\$19,333,980	\$19,548,000
Brunswick/Loma Rica	\$488,790	\$536,865	\$1,025,655
E Main/Bennett St	\$1,500,000	\$0	\$1,500,000
NCTC Admin Annual Administration Charges	\$37,158	\$0	\$37,158
RTMF Update Charges	\$221,244	\$0	\$221,244
Total Paid	\$4,284,212	\$20,647,845	\$24,932,057
	17%	83%	100%

2. Updates to Key Inputs

2.1 Trip Generation Rates

ITE's Trip Generation Manual has been updated with new survey material since the edition that was used in the previous nexus study. The trip generation rates have accordingly been updated to those of the latest (11th) edition.

Table 2.1 shows a detailed correspondence list between general land use categories, the ITE land use codes, and the derivation of the trip generation rate used for broad categories from the individual rates of the sub-categories.

Table 2.1 *Trip-Generation Rates by Land Use*

Land Use Category	Unit	ITE Code	Weekday Trips per Unit
RESIDENTIAL			
Single Family Detached House	Dwelling Unit	210	9.43
Multi-Family			
Apartment	Dwelling Unit	220	6.74
Low Rise Apartment	Dwelling Unit	221	4.54
Residential Condominium/Townhouse	Dwelling Unit	230	3.44
<i>Median for Multi-Family</i>			<i>4.54</i>
Mobile Home in Park	Dwelling Unit	240	7.12
Senior Residential			
Senior Adult Housing - Detached	Dwelling Unit	251	4.31
Senior Adult Housing - Attached	Dwelling Unit	252	3.24
<i>Median for Senior Residential</i>			<i>3.78</i>
NON-RESIDENTIAL			
Office			
General Office	KSF	710	10.84
Single Tenant Office	KSF	715	13.07
Office Park	KSF	750	11.07
Business Park	KSF	770	12.44
Clinic	KSF	630	37.60
Medical-Dentist Office	KSF	720	36.00
<i>Median for Office</i>			<i>12.76</i>
Industrial			
General Light Industry	KSF	110	4.87
General Heavy Industry	KSF	120	1.50
Industrial Park	KSF	130	3.37
Manufacturing	KSF	140	4.75
<i>Median for Industrial</i>			<i>4.06</i>
Warehousing	KSF	150	3.56
Retail/Service - Low			
Building Materials and Lumber	KSF	812	17.05
Hardware/Paint Store	KSF	816	8.07
Furniture Store	KSF	890	6.30
Discount Home Furnishing Superstore	KSF	869	20.00
Tire Superstore	KSF	849	20.37
Department Store	KSF	875	22.88

Land Use Category	Unit	ITE Code	Weekday Trips per Unit
Tire Store	KSF	848	27.69
Factory Outlet Center	KSF	823	26.59
Home Improvement Superstore	KSF	862	30.74
New Car Sales	KSF	841	27.06
<i>Median for Retail - Low</i>			21.63
Retail/Service - Medium			
Discount Club	KSF	857	42.46
Shopping Center	KSF	820	37.01
Electronics Superstore	KSF	863	41.05
Discount Superstore	KSF	813	50.52
Arts and Crafts Store	KSF	879	56.55
Discount Store	KSF	815	53.87
Auto Parts Store	KSF	843	54.57
Specialty Retail Center	KSF	814	63.66
<i>Median for Retail - Medium</i>			50.52
Retail/Service - High			
Nursery (Garden Center)	KSF	817	68.10
Supermarket	KSF	850	93.84
Apparel Store	KSF	876	66.40
Pharmacy/Drugstore w/o Drive Through Window	KSF	880	90.08
Pharmacy/Drugstore with Drive Through Window	KSF	881	108.40
Drive-in Bank	KSF	912	100.35
Quality Restaurant	KSF	931	83.84
High Turnover (Sit-Down) Restaurant	KSF	932	107.20
<i>Median for Retail - High</i>			91.96
Lodging			
Hotel	Room	310	7.99
All Suites Hotel	Room	311	4.40
Business Hotel	Room	312	4.02
Motel	Room	320	3.35
<i>Median for Lodging</i>			4.21
Public & Quasi-Public			
Military Base	KSF	501	0.39
Library	KSF	590	72.05
Government Office Building	KSF	730	22.59
State Motor Vehicles Department	KSF	731	11.21
United States Post Office	KSF	732	103.94
Government Office Complex	KSF	733	27.92
<i>Median for Public Sector</i>			25.26
School K-8th Grade	Student	520 & 522	2.25
School 9th-12 Grade	Student	522 & 530	1.98
Junior/Community College	Student	540	1.15
Other Non-Residential			
All Port and Terminal Uses		000-099	The trip generation for any project in these categories shall be computed using the ITE daily trip-generation rate for their land use type or, at the
All Recreational Uses		300-399	
All Private Institutional Uses (Public Institutions are Exempt)		500-599	
Convenience Market		851	
Convenience Market with Gasoline Pumps		853	
Fast Food Restaurant with Drive Through		934	
Coffee/Donut Shop with Drive Through		937	
Coffee/Donut Shop Drive Through No Seating		938	

Land Use Category	Unit	ITE Code	Weekday Trips per Unit
Gasoline/Service Station		944	discretion of
Gasoline/Service Station with Convenience Market		945	agency staff,
Gasoline/Service Station with Convenience Market and Car Wash		946	through a
Self-Service Car Wash		947	separate traffic study
Based on ITE Trip Generation Manual, 11th Ed. KSF = 1,000 square feet			

2.2 Growth Forecasts

Assumptions regarding future growth are critical inputs for a traffic mitigation fee since they help determine both whether roadway deficiencies will develop and how many new homes or square feet of new commercial development will contribute towards the costs of mitigations. Since the RTMF is a long-term program, we must look at long-term trends to arrive forecast growth over the study horizon. Figure 2.1 shows the number of housing starts for California for the period 1954 to 2020.

Figure 2.1 Housing Starts in California by Year²

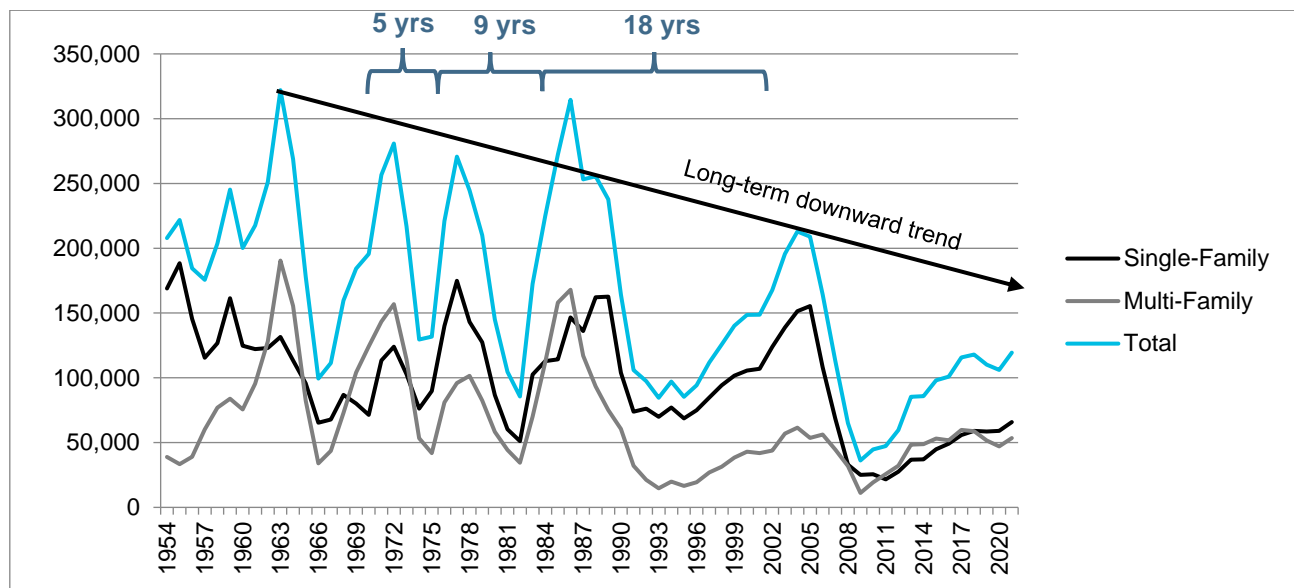


Figure 2.1 shows the unstable nature of the housing market in California, with five major “housing booms” and five “housing busts” occurring during this period. Several patterns are discernible, namely:

- The housing booms are occurring further and further apart. Five years elapsed between the peaks of the 1972 and 1977 booms, 9 years between the peaks of the 1977 and 1986 booms, and 18 years between the 1986 and 2004 booms. If this pattern continues it may be decades before the next peak occurs.
- The size of the booms is trending downwards. The 2004 boom was the smallest of the five, being only about 2/3rds the size of the previous boom.
- From the 1960’s through the 1980’s single-family and multi-family housing was being built in similar quantities in California. Multi-family housing production exceeded single-family housing in 3 of the 4 housing booms in this period. The period from 1990 to 2005, when single-family housing was produced at more than 2½ times the pace of multi-family, appears in retrospect to have been an aberration from the historical pattern. Since 2005, multi-family housing has returned to being about half of all new housing being built.

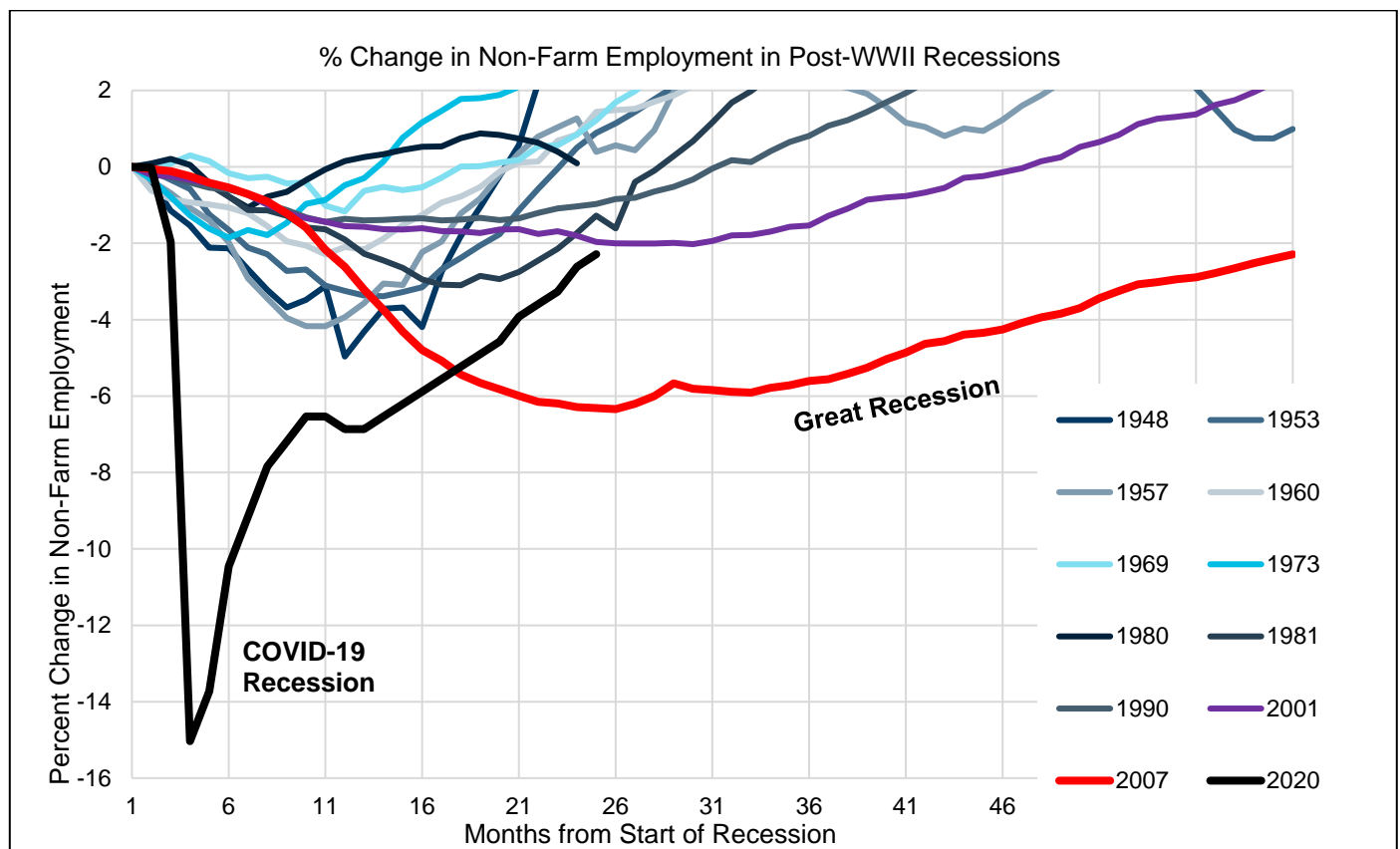
² Source: California Building Industry Association

- The housing market crash in 2008 also affected housing production significantly, where housing production was the lowest it's been since before the 1950's. As shown, the market is on a gradual recovery from that.

The Great Recession was deeper and much longer than any previous recession since WWII (see Figure 2.2) and the collapse of the real estate market was at the heart of the recession. This was, hopefully, a one-off event unlikely to recur within the time horizon of the current study (to 2045). More recently the real estate market has been affected by inflation and construction costs due to supply limitations from COVID. Employment losses with the statewide shut-down were significantly deeper than even the Great Recession. However, employment has bounced back relatively swiftly almost to post-2001 recession levels. There have been long-term travel and housing changes resulting from COVID-19 due to employers implementing flexible schedules and more people working from home. Housing prices were affected, short-term, and there was an increased demand for senior housing due to people going into early retirement from the shut-down and layoffs.

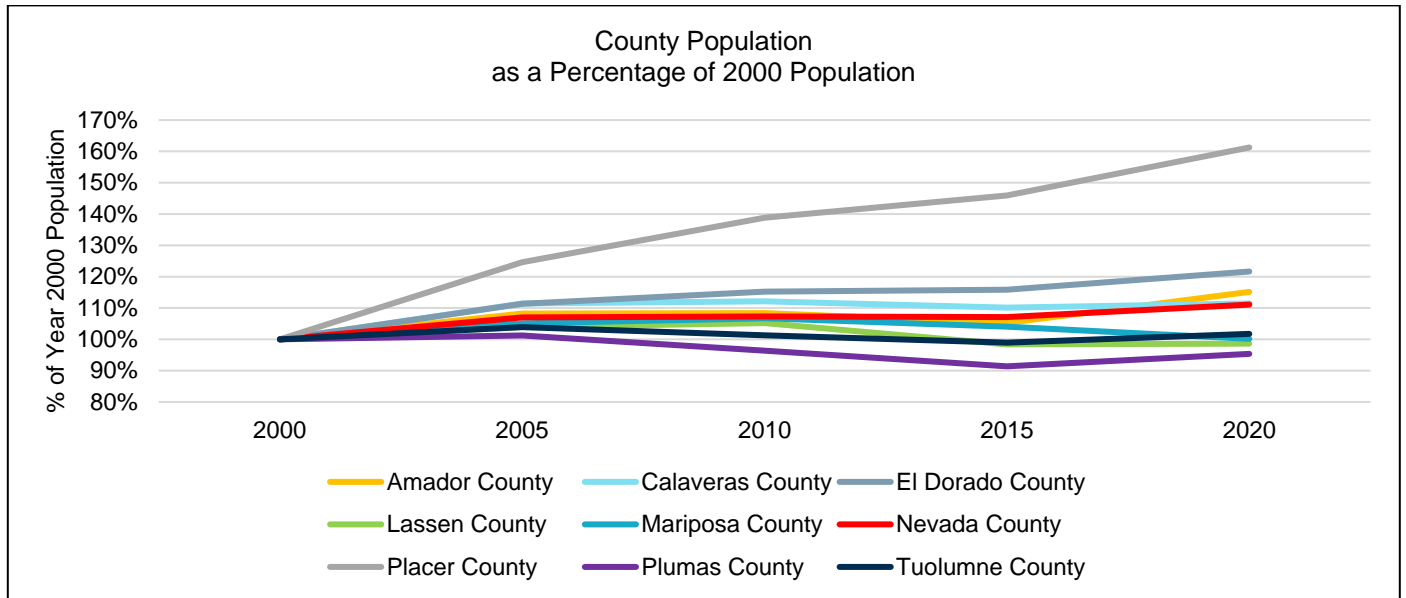
Nevertheless, it seems unlikely that things will “go to back to normal” (i.e., to the conditions prevailing in the 1990-to-2005 period) in terms of real estate development; structural and demographic changes have occurred resulting in a new normal. Any assumptions regarding real estate development that were made based on pre-recession or pre-COVID data therefore need to be re-examined to determine if they remain valid.

Figure 2.2 US Employment by Year³

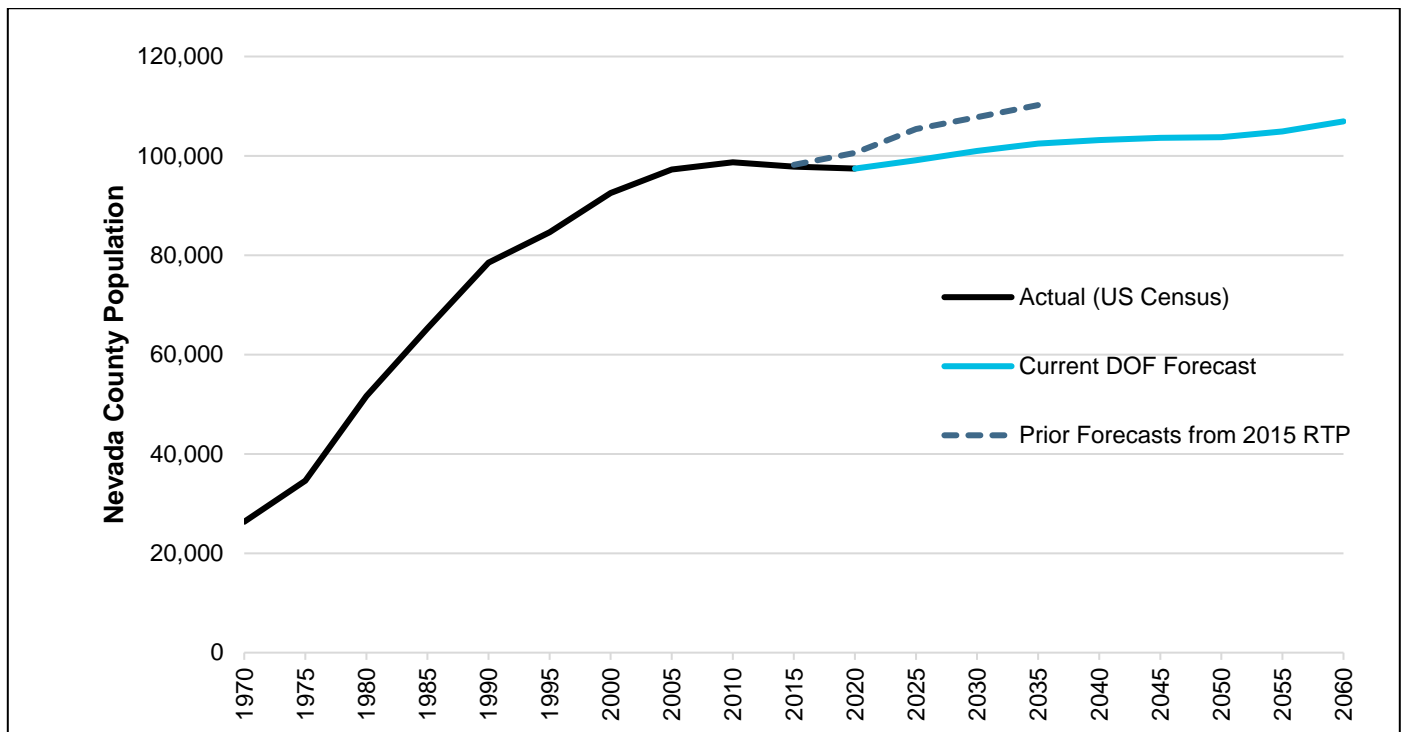


Scaling down from the state-wide level to the local level, data from the U.S. Census Bureau shows that in recent years the foothills counties have been growing slowly, if at all, apart from Placer County (see Figure 2.3).

³ Source: Federal Reserve Bank of Minneapolis

Figure 2.3 Foothill Counties Population by Year

Population forecasts by Caltrans⁴ suggests that only modest growth can be expected for the foreseeable future (see Figure 2.4). The DOF's most recent forecast is for slower growth than had been anticipated in the 2015 forecasts used for the NCTC Regional Transportation Plan (RTP).

Figure 2.4 Nevada County Population by Year - Actual & Forecasted

The growth forecasts used in the previous nexus study, which began in 2012, were based on data collected in the construction boom leading up to the Great Recession. The forecasts used in the current study are based on an

⁴ California Department of Finance. Demographic Research Unit. Report P-2A: Total Population Projections, California Counties, 2010-2060 (Baseline 2019 Population Projections; Vintage 2020 Release). Sacramento, California. July 2021.

assumed lower growth rate and therefore the 2040 population in the current forecast is lower than the prior 2035 forecast used in the previous study.

The lower forecast for future population has several effects on the RTMF, most notably:

- Fewer new households mean less traffic impacts and therefore less need for roadway improvements as mitigation. Some projects may no longer be needed, and a smaller portion of the need will be attributable to new development.
- However, for those projects that are still needed, fewer new dwelling units means that each will have to pay a higher share of the cost.

These trends work in opposite directions; the first would tend to lower fees while the second would tend to raise them. The interaction of these opposing trends is discussed further in a later section of this report.

Based on the growth projections supplied by the local jurisdictions and using the land use categories described in, the growth forecast by land use type is shown in Table 2.2.

Table 2.2 Land Use Growth Forecast

Land Use Category		Entire RTMF Area			% Growth
Description	Unit	Year 2018	Year 2040	Growth	
Residential					
Single-Family Dwelling	DU	31,768	34,353	2,585	8%
Multi-Family Dwelling	DU	2,422	4,003	1,581	65%
Mobile Home	DU	1,540	1,791	251	16%
Senior Housing	DU	1,101	1,561	460	42%
Total		36,831	41,708	4,877	13%
Non-Residential					
Retail/Service - Low	KSF	1,670	1,925	255	15%
Retail/Service - Medium	KSF	1,336	1,540	204	15%
Retail/Service - High	KSF	334	385	51	15%
Office	KSF	1,256	1,772	516	41%
Office-Medical	KSF	284	337	53	19%
Industrial	KSF	1,924	4,086	2,162	112%
Lodging	Rooms	573	670	97	17%

2.3 Funding from Other Sources

When computing the amount of an impact fee, the amount of funding available from other sources must be deducted from the project cost estimates to ensure that new development is not paying more than the actual cost of the project to the agency. State and federal funds for transportation improvements are channeled through the State Transportation Improvement Program (STIP), which is administered by the California Transportation Commission (CTC). For the purposes of this study there are two key features of the STIP; namely: 1) that the CTC allocates a share of statewide funding to Nevada County which NCTC then allocates among individual projects, subject to later review by the CTC, and 2) that STIP funding is difficult to predict and varies widely from year to year depending on the budget situation on the state level. Under these circumstances the best way to estimate future funding from the STIP is to look at the long-term average of funding from this source. This is done in Table 2.3. Based on the historical

average of \$7.9M/year in STIP funding we estimate that \$158M will be available from this source over the next 20 years.

Table 2.3 Funding Available from Other Sources

Year	Project	STIP Funding
2002	SR 267 Truckee Bypass	\$33,500,000
2012	SR 49/La Barr Meadows Road Intersection Improvements	\$40,500,000
2014	Dorsey Drive Interchange	\$17,000,000
2015	SR 89 Mousehole - Pedestrian/Bike Path	\$6,400,000
2015	SR 49 La Barr Project North to McKnight Widening	\$3,000,000
Total Over 14-Year Period		\$110,800,000
Annual Average of 14-Year Period		\$7,914,000
Amount Available Over 20 Years, Based on 14-Year Annual Average		\$158,280,000

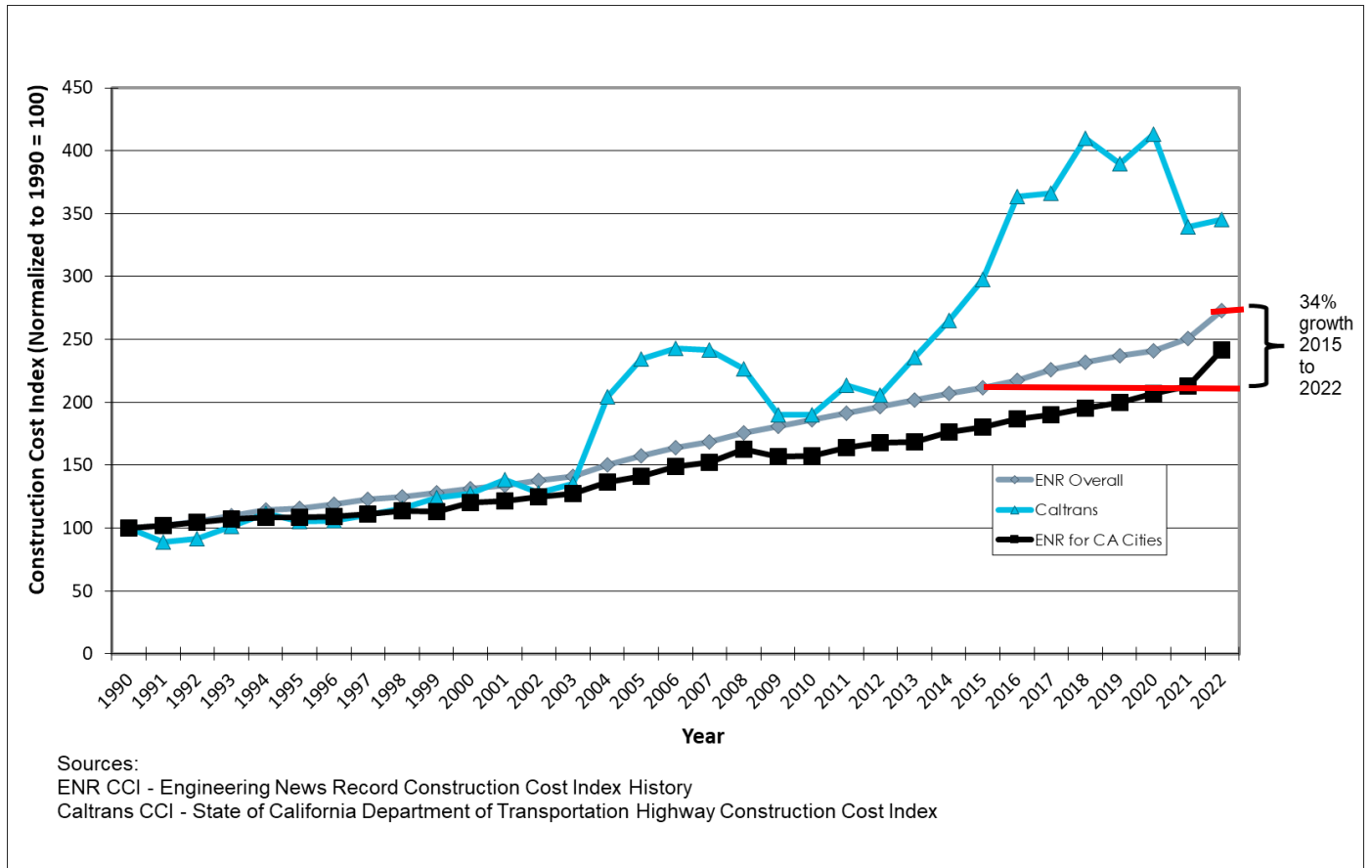
2.4 Updated Project Costs

The cost of road construction has varied significantly over the course of the last decade, so it is important that this be factored into the fee structure for the RTMF.

Figure 2.5 shows Caltrans' construction price index for highway projects for the period from 1900 to 2022. As shown, there was a slow and stable rise in prices throughout the 1990's and early years of the 2000's. However, in 2004 a combination of a construction boom, rising land and fuel costs, and the effect of a weakening U.S. dollar on the cost of imported construction materials, caused construction prices to rise more in a single year than they had in the previous 15 years combined; it is still the highest single-year increase since Caltrans started the index. This was followed in 2005 by the third-highest single-year increase. The rapid increase was followed by a rapid decrease with the collapse of the housing market, which used many of the same construction inputs as Caltrans.

The Caltrans cost index is based on actual bid prices for projects done in the previous year. There is a second cost index, prepared by the Engineering News Record (ENR) that is computed based on the market prices for various major inputs to road projects (concrete, steel, aggregate, etc.). This index is less volatile than the Caltrans index because it does not include the effect of contractors' changing profit expectations in response to strong or weak market conditions. The two indices are compared in Figure 2.5. The Caltrans index over the past seven years (since 2015) has experienced an overall 16% increase, and a 39% increase between 2015 and 2020, while the ENR index for California cities has experienced a 34% increase, and the ENR overall index have only experienced a 29% increase. The impacts of the COVID-19 pandemic increased and then subsequently lowered the index.

Figure 2.5 Caltrans' Construction Price Index, 1990-2022



NCTC policy specifies that the ENR index for California Cities is to be used as the basis for cost adjustments for the RTMF. This decision was based in part on the relative stability of the ENR index, which makes the fee program more predictable for developers compared to the highly volatile Caltrans index. Therefore, since the ENR (CA) index has risen 34% since the last nexus study, for projects where no recent cost estimates are available, the project cost estimates were increased 34% from the estimates used in the previous nexus study.

3. Updates to the Fee Calculation

An overview of the methodology used to compute the RTMF is provided in the section below, followed by sections providing more in-depth discussion of the key components. These are followed by sections describing the resulting fees and the revenues that would be raised by the RTMF under the different sets of policy options.

3.1 Computation Methodology

The methodology used in the fee computation is outlined in Figure 3.1 below. The major steps include:

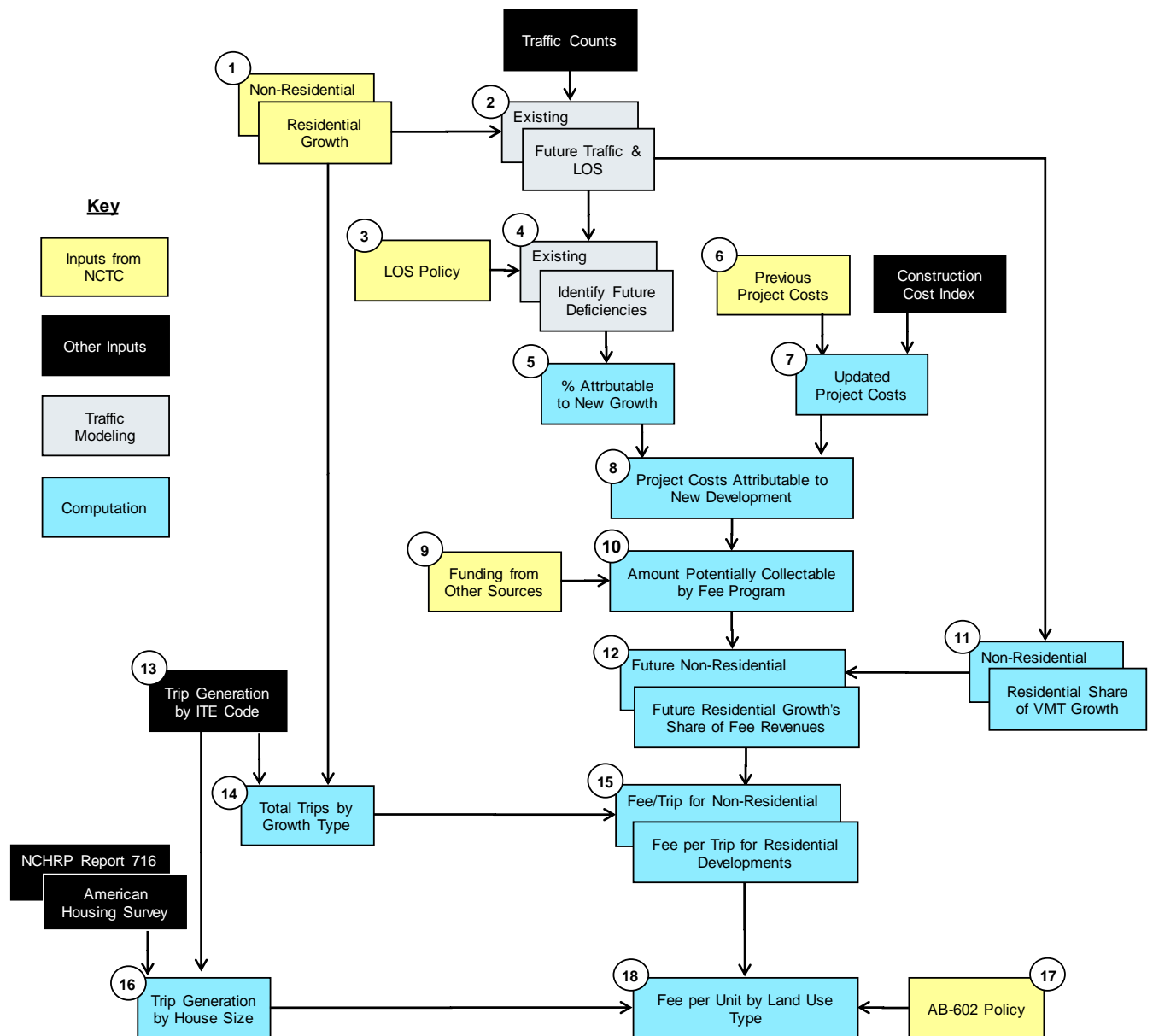
1. The starting point was a set of forecasts for residential and non-residential growth from NCTC, the City of Grass Valley, Nevada City, and Nevada County. The forecasts were described in Section 2.2.
2. The growth forecasts were used as inputs into the NCTC traffic model, which was then used to forecast traffic volumes for 2040. Recent traffic counts were used to find current traffic volumes. The volumes were then used to determine the level of service (LOS) for each potential project site under 2022 and 2040 conditions.
3. Each jurisdiction sets its LOS standards through resolutions, usually as part of its General Plan.
4. The existing and future LOS were compared to the LOS standard to determine where deficiencies currently exist and where they may develop in the future. Potential projects were identified that would correct the deficiencies.
5. The outputs of Step 4 were used to determine the percentage of the need for each potential project that is attributable to new development.
6. The estimated cost for different projects come from a variety of sources, including engineering studies and planning-level estimates.
7. The project cost estimates were updated, if necessary, using the Engineering New Record construction cost index to reflect current prices. This was described in Section 2.4.
8. The outputs from steps 5 and 7 were used to determine the dollar cost for each project that is attributable to new development.
9. Next, any funding that may be available from other sources for the listed projects was identified. This was discussed in Section 2.3.
10. The amount of funding available from other sources was compared to the project costs to determine if it exceeded the amount attributable to existing deficiencies (i.e., not attributable to new development). If so, the surplus of other funds was used to reduce the amount needed from new development. The result was the maximum amount of funding allowable by law that could potentially be collected using the RTMF.
11. The NCTC traffic model was used to determine the percentage share of growth in vehicle-miles traveled (VMT) that will be associated with residential and non-residential development.
12. The results of Steps 10 and 11 were then combined to determine the portion of project costs that could be attributed to new residential and non-residential development.
13. Next, the trip generation rate was determined for each land use type. For residential land uses the unit of measurement was daily trips/dwelling unit, while for non-residential uses trip-generation was measured in terms of daily trips/thousand square feet of space, except for schools, where the unit was daily trips/student and lodging, where daily trips/room were used.
14. The number of new units for each development type was then multiplied by the trip generation rate to produce the total number of new trips associated with each type of land use development.
15. The project funding attributable to residential and non-residential developments (from Step 12) was then divided by the expected number of new residential and non-residential trips (from Step 14) to produce the potential impact fee per trip for each type of unit.
16. AB 602 introduced a requirement that unit size be taken into account when assessing impact fees on new residential development. Data from the American Housing Survey and the National Cooperative Highway

Research Program (NCHRP) were used to estimate trip generation rates for different sized residential units. This is described in Section 3.7.

17. AB 602 offers agencies several options for incorporating dwelling size into a fee program. The NCTC Technical Advisory Committee selected an option that divided new dwellings into small, medium, and large size categories and applies different rates for different types of dwellings. This is described in Section 3.7.
18. The policies from Step 17 were applied to take the fees per trip from Step 15 and combine them with the trip generation rates from Step 13 (for non-residential units) and Step 16 (for residential units) to compute the fee per unit.

The next sections describe several key steps in the process in more detail.

Figure 3.1 Fee Computation Methodology Flowchart



3.2 Existing & Future Deficiencies

Existing and future deficiencies were identified by comparing the existing and future LOS to the LOS standards adopted by the local jurisdictions. For unincorporated Nevada County the LOS standard is D in all locations. For Grass Valley, the General Plan calls for LOS D at most locations. However, in some locations LOS E is allowed in order to maintain the walkable character of the historic downtown area⁵. For Nevada City, the LOS standard is at LOS D.

Table 3.1 shows the existing and future LOS at the project locations listed in the previous nexus study. Existing and forecasted traffic volumes and the LOS worksheets are included in the Appendix. Several additional sites were identified as potentially requiring improvement; these were added to the bottom of the table.

The previous nexus study (2016) identified 11 projects for the fee program. Of these:

- 2 have been completed but not yet paid for. This includes the Dorsey Drive Interchange, which was financed through bonds that will be repaid through the RTMF program, and improvements at the East Main/Bennett/Richardson intersection, which the City of Grass Valley paid for and will be seeking reimbursement from NCTC.
- 1 is now deemed unnecessary, due to the new, lower growth expectations.
- 8 are recommended to be retained in the fee program.

In addition, two new locations were considered: SR-49 south of McKnight Way (PM 13.1 to PM 11.0), and SR 174/Colfax Highway at Brunswick Road. These two locations were identified as having a future deficiency and being eligible for inclusion in the RTMF program.

The proposed improvements identified for the fee program are listed below:

1. SR 49 Interchange at Dorsey Drive – new interchange (already constructed, retain for reimbursement)
2. E. Main Street at Bennett Street/Richardson Street – install a traffic signal (constructed, retain for reimbursement)
3. SR 49 Southbound – PM 13.1 to PM 11.0 – widen to 2 lanes
4. SR 49 at McKnight Way – Interchange improvement project
5. McCourtney Road at SR 20 Eastbound Ramps – intersection improvements
6. SR 20/49 Northbound Ramps at Idaho-Maryland Road – install traffic signal
7. SR 20/49 at Uren Street – intersection improvements or traffic signal
8. Brunswick Road at SR 174/Colfax highway - intersection improvements or traffic signal
9. SR 29 at Coyote Street – intersection improvements

⁵ See City of Grass Valley Resolution 2013-33

Table 3.1 Existing & Future LOS at Proposed Project Locations

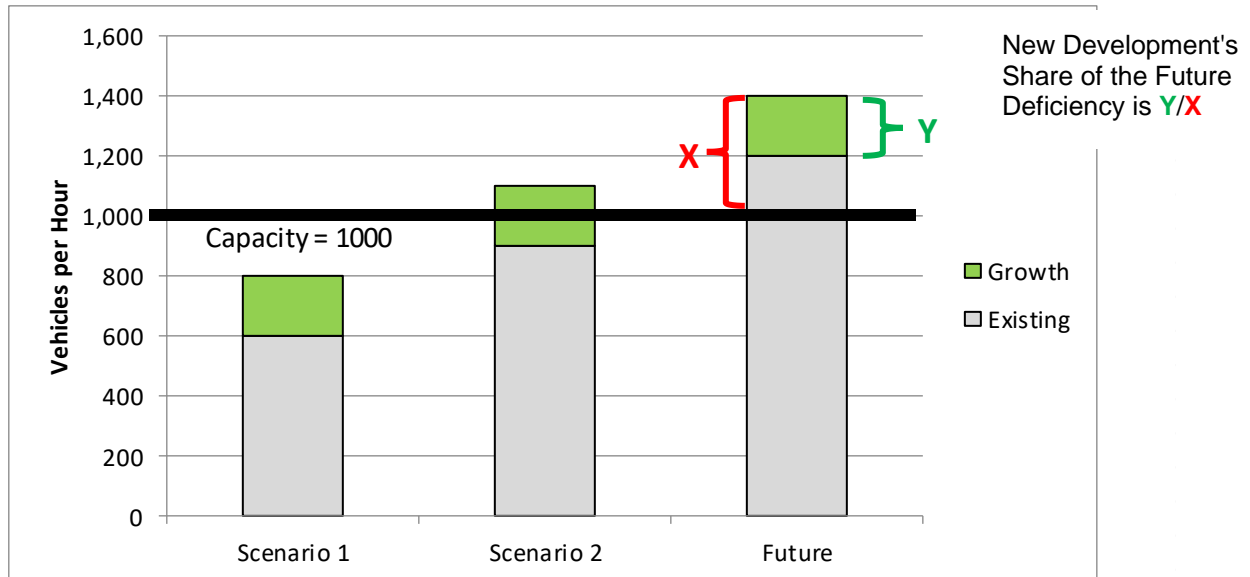
Project ID (Prior 2015 Study)	Project ID (New)	Intersection	Traffic Control	LOS Standard	Previous Nexus Study (Existing)		Previous Nexus Study (2035)		Current Nexus Study (Existing)		Current Nexus Study (2040)		Notes
					Delay (sec/veh) or ADT	LOS	Delay (sec/veh) or ADT	LOS	Delay (sec/veh) or ADT	LOS	Delay (sec/veh) or ADT	LOS	
1	1	SR 20/49 SB Ramps/Dorsey Dr	Signal	D	10.8	B	40.4	D	N/A		N/A		Improvements identified in the previous study have already been built - keep for reimbursement.
		SR 20/49 NB Ramps/Dorsey Dr	Signal	D	13.2	B	13.0	B	N/A		N/A		
	2	E. Main St/Bennett/Richardson	Signal	D					N/A		N/A		The improvements identified in the original RTMF study have already been built. Keep for reimbursement.
		SR-49: South of McKnight Way to PM 13.1	4-lane Freeway	D	26,085	C	27,800	C	27,500	C	37,440	C	Constructed. Split into 2 segments for 4-lane section where freeway/highway transitions.
	3	SR-49: PM 13.1 to PM 11.0	2-lane Highway	D					27,500	F	37,440	F	Deficient for 2-lane highway section.
2		SR-49: South of La Barr Meadows Rd (SB)	1 lane	D	11,604	F	12,050	F	12,400	F	16,470	F	Has 2 lanes NB and 1 lane SB, so LOS is different for the two directions of travel. Deficiency remains, however funding not identified and too costly to keep in program.
		SR-49: South of La Barr Meadows Rd (NB)	2 lanes	D	11,604	C	12,050	C	12,400	C	17,190	E	
3		SR-49: South of Alta Sierra Dr (SB)	1 lane	D	11,498	F	11,650	F	12,800	F	15,500	F	Has 2 lanes NB and 1 lane SB, so LOS is different for the two directions of travel. Deficiency remains, however funding not identified and too costly to keep in program.
		SR-49: South of Alta Sierra Dr (NB)	2 lanes	D	11,498	C	11,650	C	12,800	C	16,550	D	
4		SR-49: South of Wolf Creek		D	27,852	F	28,300	F	23,300	F	31,490	F	Deficiency remains, however funding not identified and too costly to keep in program.
		SR-20/49: Bennett St to Idaho-Maryland Rd		D			54,400	C	39,500	D	46,840	D	Reviewed at NCTC's request. No deficiency found.
5	4	McKnight Way/Taylorville Rd	SSSC	D	13.3	B	14.5	B	12.1	B	13.6	B	Deficient in both previous and current nexus study. An in-depth Intersection Control Evaluation (ICE) was performed in 2018/19, which determined that the complex turning movements in these 4 closely-spaced intersections would always result in at least one intersection failing. The recommended solution was several roundabouts. The attribution to future development is based on the change in entering volumes.
		McKnight Way/SR 49 NB Ramps	Signal	D		F	14.8	B	16.8	B	21.1	C	
		McKnight Way/SR 49 SB Ramps	Signal	D		F	41.5	D	13.1	B	16.8	B	
		McKnight Way/S. Auburn St/La Barr Meadows Rd	SSSC	D	13.3	B	14.5	B	20.4	C	106.3	F	
6	5	McCourtney Rd/SR 20 EB Ramps	SSSC	D	155.8	F	155.4	F	43.5	E	127.3	F	Deficiency remains.
7	6	SR 20/49 NB Ramps/Idaho Maryland Rd	AWSC	D	20.6	C	50.8	F	22.1	C	62.9	F	Deficiency remains.
8		SR 20/49 NB Ramps/Ridge Rd/Gold Flat Rd	AWSC	D	19.3	C	21.5	C	17.6	C	19.9	C	Reviewed again. Not deficient under prior or revised assumptions.
		SR 20/49 SB Ramps/Ridge Rd/Gold Flat Rd	AWSC	D	39.7	E	55.2	F	26.6	D	31.7	D	Deficient in previous nexus study but not deficient under revised assumptions (lower counts and higher peak hour factor).
9	7	SR 20/SR 49/Uren St	SSSC	D	OVR	F	OVR	F	OVR	F	OVR	F	Deficiency remains.
		Brunswick Rd/E Bennett St/Greenhorn Rd	AWSC	D	21.3	C	41.4	E	19.0	C	27.5	D	Deficient in previous nexus study but not deficient under revised assumptions; slightly lower forecasts. LOS D/E cusp.
	8	Brunswick Rd/SR 174/Colfax Highway	SSSC	D	17.1	C	20.4	C	33.3	D	59.5	F	Deficient in 2008 study but not in 2016 forecast. Revised base and forecast models shows deficiency in future.
		SR-49/Cement Hill Rd	SSSC	D	23.7	C	34.0	D	16.5	C	20.5	C	NCTC requested to review again. No deficiency.
11	9	SR-49/Coyote St	SSSC	D	66.5	F	116.9	F	44.3	E	54.3	F	Deficiency remains.
		State Highway Projects											Listed individually - REMOVED
		Admin Costs and 5-year reviews											Computed as a percentage of total project costs.

Notes:
For signalized intersections average delay and LOS for all approaches are reported.
"AWSC" means "all way stop-controlled." For AWSC intersections, average intersection delay and LOS are reported.
"SSSC" means "side-street stop controlled." For SSSC intersections, delay and LOS for the worst performing approach are reported.
"OVR" means >300 seconds of delay per vehicle.
LOS results beyond the LOS standards are shown in gray cells with bold text.

3.3 Portion of Project Need Attributable to New Development

The procedure for determining the percentage of the need to improve a roadway facility that is attributable to new development is illustrated in Figure 3.2.

Figure 3.2 Percent Attributable Cases



The capacity is the maximum volume that can be accommodated at the adopted LOS. Figure 3.2 shows a hypothetical roadway with a capacity of 1,000 vehicles/hour. There are three possible cases, namely:

- In Case 1, the roadway facility is operating at below its capacity under existing conditions and is forecast to continue to do so under future (2040) conditions. In such cases there is no deficiency and so no impact fees can be collected for the project⁶.
- In Case 2 the facility operates below its maximum capacity under existing conditions, but the capacity is insufficient to accommodate the expected future growth in traffic. In such cases the need to provide additional capacity is entirely attributable to new development.
- In Case 3 the traffic using the facility already exceeds its rated capacity and the expected growth in traffic will exacerbate the situation. In such cases the percentage attributable to new development is the portion of the volume beyond the rated capacity that comes from new development (Y/X).

Table 3.2 shows how this methodology was applied to the projects identified in Table 3.1 as having existing and/or future deficiencies.

⁶ This is not to say that the project is not justified; only that the justification is unrelated to the need to provide additional capacity to accommodate future development. The seismic retrofit of a bridge would be an example of a project where the need is not based on insufficient capacity.

Table 3.2 **Percent of Project Need Attributable to New Development (Project LOS)**

Project ID (from Previous Study)	Project ID (New)	Facility	Location	LOS Standard	Existing				Future (2040) Without Improvements				% of Deficiency Attributable to New Development
					Peak-Hour Entering Volume or ADT	Capacity*	V/C Ratio	LOS	Peak-Hour Entering Volume or ADT	Capacity*	V/C Ratio	LOS	
					(A)	(B)	(C)=(A)/(B)	(D)	(E)	(F)	(G)=(E)/(F)	(H)	
1	1	Dorsey Drive Interchange		D					(keep for reimbursement)				33%
	2	E. Main St	@Bennett/Richardson	D					(keep for reimbursement)				100%
	3	SR-49	PM 13.1 to PM 11.0	D	27,500	16,650	1.65	F	37,440	16,650	2.25	F	48%
5,10	4	McKnight Way	@ S. Auburn St/La Barr Meadows Rd	D				C				F	100%
6	5	McCourtney Rd	@ SR 20 Eastbound Ramps	D	1,072	980	1.09	E	1,230	980	1.26	F	63%
7	6	SR 20/49 NB Ramps	@ Idaho-Maryland Road	D				C				F	100%
9	7	SR 20/49	@ Uren Street	D	1,492	1,190	1.25	F	1,685	1,190	1.42	F	39%
	8	Brunswick Road	@ SR 174/Colfax Highway	D				D				F	100%
11	9	SR 49	@ Coyote Street	D	1,132	960	1.18	E	1,260	960	1.31	F	43%
* For roadway segments, capacity is as defined in the General Plan. For intersections, capacity is defined as the maximum sum of the approach volumes that does not exceed the LOS standard ** Calculated using model runs that showed the percentage of future traffic was attributable to existing demand and how much was attributable to new demand *** Not in previous nexus study V/C Ratio = Volume to Capacity ratio													

As can be seen from Table 3.2, of the 11 sites where deficiencies were identified, there were only 2 locations where the need for the project is wholly attributable to new development (i.e., Case 2 in Figure 3.2). In the 9 other locations a deficiency already exists to some degree and new development is responsible for only a portion of the need for improvement (i.e., Case 3 in Figure 3.2).

3.4 Determination of Amount Collectible through the RTMF

The amount potentially collectable through the RTMF program was calculated using the updated project costs, the percentage of project need attributable to new development shown in Table 3.2, and the funding available from other sources shown in Table 2.3. This calculation is shown in Table 3.3.

Column F in Table 3.3 shows funding available that is in excess of the funding needed to correct existing deficiencies (Column D). The funds shown in Column J show how future development in Nevada County has benefitted from state and federal grant funding, since if funds had not come from those other sources, then these amounts would have been collectable from new development through impact fees.

Additionally, a policy decision was made to remove several widening projects along SR 49 in this update. This is due to the high cost associated with those improvements (approximately >\$200M) and the fact that funds from other sources for the portion not funded through the fee program are not realistically attainable. However, NCTC will continue to pursue funding sources for the SR 49 widening improvements and these projects may return in the next update of the nexus study. Please note that SR 49 southbound from post mile 13.1 to 11.0 continues to be in the program because funding for that section has been identified.

Table 3.3 Amount Potentially Collectable Through RTMF between 2023 to 2040 (Project Costs)

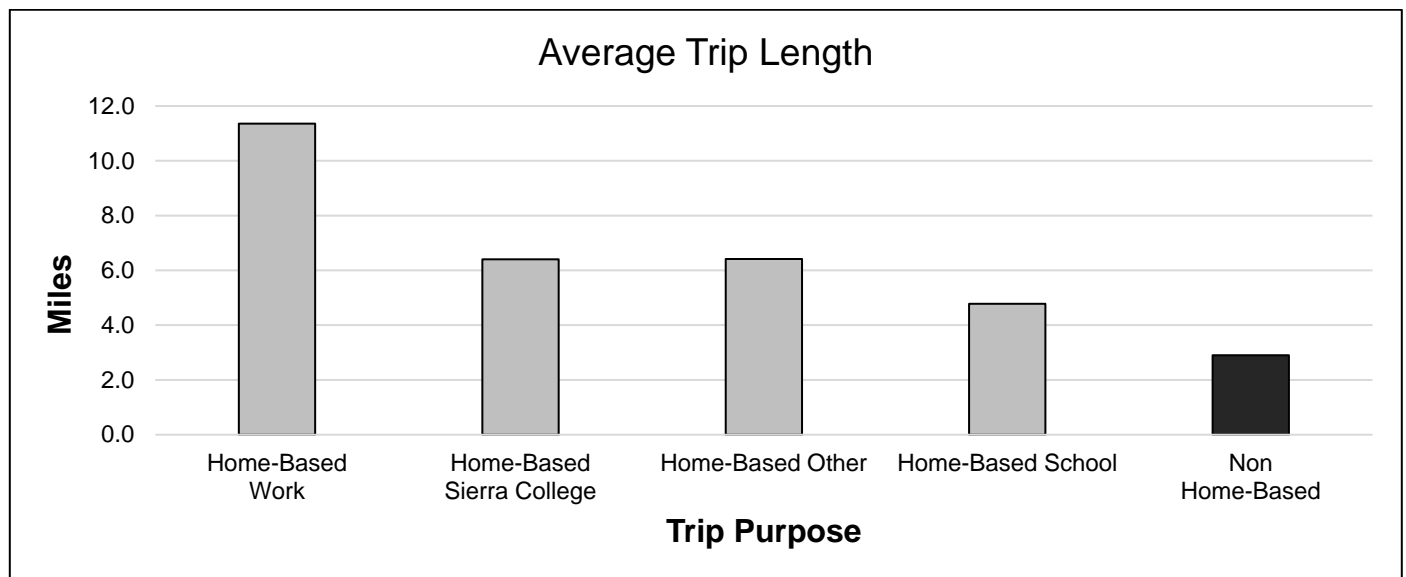
Project ID (New)	Facility	Location	Updated Cost Estimate	% of Need Attributable to New Development	Costs Attributable to New Development	Costs Attributable to Existing Deficiencies (not New Development)	Funding from Other Sources (STIP, SHOPP, etc.)	Funds from other sources beyond what is needed for existing deficiencies	Amount Potentially Collectable from Mitigation Fees	RTMF Funds Currently Available	RTMF Funds Collected in Prior Years	RTMF Funds Previously Collected	Amount Potentially Collectable from Mitigation Fees	Funds Needed from Other Sources
			(A)	(B)	(C) = (A)*(B)	(D) = (A) - (B)	(E)	If (E)>(D), (F)=(E)-(D) Otherwise (F) = 0	(G)=(C)-(F)	(H)	(I)		(J)=(G)-(H)-(I)	(K)=(A)-(E)-(J)
1	SR-49 Interchange	Dorsey Drive	\$24,000,000	33%	\$7,991,555	\$16,008,445	\$19,385,609	\$3,377,164	\$4,614,391	\$1,016,041	\$1,713,691	\$2,729,732	\$1,884,659	\$0
2	E.Main St	@ Bennett St/Richardson	\$1,500,000	100%	\$1,500,000	\$0	\$0	\$0	\$1,500,000	\$0	\$1,500,000	\$1,500,000	\$0	\$0
3	SR-49 SB	PM 13.1 to PM 11.0 (SB)	\$21,000,000	48%	\$10,040,404	\$10,959,596	\$18,400,000	\$7,440,404	\$2,600,000	\$0	\$0	\$0	\$2,600,000	\$0
4	McKnight Way Interchange	@ S. Auburn St/La Barr Meadows Rd	\$9,663,269	100%	\$9,663,269	\$0	\$2,000,000	\$2,000,000	\$7,663,269	\$0	\$0	\$0	\$7,663,269	\$0
5	McCourtney Rd	@ SR 20 EB Ramps	\$2,083,969	63%	\$1,317,068	\$766,901	\$0	\$0	\$1,317,068	\$0	\$0	\$0	\$1,317,068	\$766,901
6	SR 20/49 NB Ramps	@ Idaho Maryland Rd	\$1,847,696	100%	\$1,847,696	\$0	\$0	\$0	\$1,847,696	\$0	\$0	\$0	\$1,847,696	\$0
7	SR 20/SR 49	@ Uren St	\$1,457,566	39%	\$568,304	\$889,263	\$0	\$0	\$568,304	\$0	\$0	\$0	\$568,304	\$889,263
8	Brunswick Road	@ SR 174/Colfax	\$1,384,179	100%	\$1,384,179	\$0	\$0	\$0	\$1,384,179	\$0	\$0	\$0	\$1,384,179	\$0
9	SR-49	@ Coyote St	\$468,604	43%	\$199,938	\$268,666	\$0	\$0	\$199,938	\$0	\$0	\$0	\$199,938	\$268,666
10	program)			100%									\$349,302	
Total			\$63,405,283		\$34,512,413	\$28,892,870	\$39,785,609	\$12,817,568	\$21,694,845	\$1,016,041	\$3,213,691	\$4,229,732	\$17,814,415	\$1,924,829
As a percent of total costs for needed projects					54%	46%	63%	20%	34%	2%	5%	7%	28%	3%

3.5 Residential & Non-Residential Shares of Traffic Impacts

Vehicle-miles travelled (VMT) is the main indicator of traffic impacts. VMT takes into account the fact that traffic impacts are proportional both to the number of new trips associated with the development and the average length of those trips. Outputs from the NCTC Travel Demand Model were used to forecast the growth in VMT for the five different types of trips that are represented in the model. The growth in VMT from new development was attributed to residential and non-residential developments based on trip type. Standard practice for how to do this can be found in NCHRP Report 187⁷, a primary reference for travel estimation techniques used in travel demand modeling, which states that "HBW (Home Based Work) and HBNW (Home Based Non-Work) trips are generated at the households, whereas the NHB (Non-Home Based) trips are generated elsewhere." NCTC policy follows this practice by attributing all trips beginning or ending at the traveler's home (roughly 2/3rds of all trips) to the residential land use while all trips not involving a residential location (roughly 1/3rd of all trips) are attributed to non-residential land uses. The Non-Home-Based trips include things like trip chaining between locations other than the traveler's home.

Figure 3.3 shows the average trip length by trip purpose in the NCTC traffic model. The four home-based trip purposes, shown in grey, have longer average lengths than non-home-based trips. VMT-based fees tend to shift the incidence of the fees away from non-residential development and more towards residential development, compared to trip-based fees.

Figure 3.3 Average Trip Length by Trip Purpose



The forecast growth in VMT from residential and non-residential land uses is shown Table 3.4.

Table 3.4 Percentage of VMT Growth Attributable to Residential & Non-Residential Development

Trip Purpose	Growth in VMT	% of Total VMT Growth
Attributable to Residential Development		
Home-Base Other Trips	122,759	36%
Home-Base Work Trips	169,544	49%

⁷ Quick Response Urban Travel Estimation Techniques and Transferable Parameters User's Guide, Transportation Research Board, 1978

Trip Purpose	Growth in VMT	% of Total VMT Growth
Home-Based School Trips	2,068	1%
Home-Based Sierra College Trips	1,427	0%
Attributable to Non-Residential Development		
Non-Home-Based Trips	47,670	14%
Total	343,467	100%

Based on this calculation, 86% of VMT growth was attributed to residential development and 14% was attributed to non-residential development.

3.6 Consideration of Residential Floor Area

Since the 2016 nexus study, the State of California has instituted a new policy⁸ pertaining to fees on residential developments. California Government Code (CGC) Section 66016.5(a)(5), which is new with the enactment of AB-602, states that,

“(A) A nexus study adopted after July 1, 2022, shall calculate a fee imposed on a housing development project proportionately to the square footage of proposed units of the development. A local agency that imposes a fee proportionately to the square footage of the proposed units of the development shall be deemed to have used a valid method to establish a reasonable relationship between the fee charged and the burden posed by the development.

(B) A nexus study is not required to comply with subparagraph (A) if the local agency makes a finding that includes all of the following:

- (i) An explanation as to why square footage is not appropriate metric to calculate fees imposed on housing development project.*
- (ii) An explanation that an alternative basis of calculating the fee bears a reasonable relationship between the fee charged and the burden posed by the development.*
- (iii) That other policies in the fee structure support smaller developments, or otherwise ensure that smaller developments are not charged disproportionate fees.*

(C) This paragraph does not prohibit an agency from establishing different fees for different types of developments.”

AB 602 applies to impact fee programs generally and was not specifically designed to suit transportation impact fees regarding trip generation and unit size. Web research revealed that there are currently no well-established sources for trip generation rates based on residential unit size. However, data on the number of persons per household can be obtained from the U.S. Census Bureau’s American Housing Survey, and data on the number of trips by household size is available from the National Cooperative Highway Research Program (NCHRP) Report 716, *Travel Demand Forecast: Parameters and Techniques*. This data was combined as shown in Table 3.5.

⁸ Assembly Bill 602, signed into law in September 2021.

Table 3.5 Computation of Average Trip Generation by Dwelling Size Category

Persons per House-hold	Trips per House-hold	Less than 1,500 sq.ft			1,501 to 2,500 sq.ft			Greater than 2,500 sq.ft		
		Number of Units	Percent of Units	Trips	Number of Units	Percent of Units	Trips	Number of Units	Percent of Units	Trips
	(A)	(B)	(C)=(B)*Σ(B)	(D)=(A)* (C)	(E)	(F)=(E)* Σ(E)	(G)=(A)*(F))	(H)	(I)=(H)*Σ (H)	(J)=(A)*(I)
1	4.1	21,895	39%	1.58	7,828	20%	0.81	2,387	12%	0.48
2	8.2	18,076	32%	2.61	14,701	37%	3.04	7,754	38%	3.11
3	11.2	7,592	13%	1.50	6,928	17%	1.96	3,098	15%	1.70
4	16.1	5,355	9%	1.52	5,928	15%	2.41	4,106	20%	3.24
5	18.6	2,368	4%	0.78	2,754	7%	1.29	1,924	9%	1.75
6	18.6	907	2%	0.30	989	2%	0.46	755	4%	0.69
7+	18.6	525	1%	0.17	553	1%	0.26	398	2%	0.36
Total		56,718	100%	8.46	39,681	100%	10.22	20,422	100%	11.33
Average Persons Per Household		2.17			2.66			2.97		
Trip-Gen Rate as a % of SFD Average		83%			100%			111%		
Sources:	Columns (A),(C) - NCHRP Report 716, Columns (B), (E), and (H) - American Housing Survey									

As can be seen in Table 3.5, although the trip generation rate is somewhat related to the size of the residence, it is not directly proportional to the floor area, as is assumed in Section 66016.5(a)(5)(A). We therefore find, pursuant to Section 66016.5(a)(5)(B)(i), that it would not be appropriate to use square footage directly as the metric of traffic impacts for the purposes of this fee program. We instead find, pursuant to Section 66016.5(a)(5)(B)(ii), that the data supports basing the fees on new small, medium, and large-sized homes on the relationships shown in the bottom row of Table 3.5. We further find, pursuant to Section 66016.5(a)(5)(B)(iii), that these relationships would ensure that smaller units would not be charged disproportionate fees compared to larger units.

CGC Section 66016.5(a)(5)(C) allows agencies to establish different fees for different types of developments. In alignment with AB 602, NCTC believes that fees on multi-family and senior housing should be set lower than those of single-family dwellings, in recognition of their lower trip generation rates. Unfortunately, a calculation like that shown in Table 3.5 could not be done for these other classes of residential development because the American Housing Survey only has data on the number of persons per household for single-family dwellings (Table 3.5 uses SFD data). DUEs for multi-family, mobile homes, and senior age-restricted housing were therefore calculated based on their respective PM peak-hour trip-generation rates found in ITE's *Trip Generation Manual*. The average size for these housing types in the RTMF fee area falls within the "Small" category, so the ITE average rate for them was used to compute the "Small" value. The ratio of the values shown in the bottom row of Table 3.5 were then used to compute the DUEs for "Medium" and "Large" multi-family, mobile homes, and senior age-restricted housing. The results as shown in Table 3.6.

Table 3.6 Computation of Dwelling DUEs by Size and Dwelling Type

Dwelling Type	ITE 11th Edition Trip-Gen Rate (Daily)	Average Unit as % of Average SFD Trip-Gen Rate	Dwelling Unit Equivalents (DUE)		
			Small (< 1,500 sq.ft)	Medium (1,501 to 2,500 sq.ft)	Large (> 2,500 sq.ft)
Single-Family Dwelling	9.43	100%	0.83	1.00	1.11
Multi-Family Dwelling	4.54	48%	0.48	0.58	0.64
Senior Age-Restricted	3.78	40%	0.40	0.48	0.54
Mobile Home	7.12	76%	0.76	0.91	1.01

Since fees are based on DUEs, as can be seen in Table 3.6, the highest fees would be paid by large single-family dwellings, which would pay 111% of the base rate for SFD. The lowest fees would be paid by small senior dwellings, which would pay 40% of the base rate.

3.6.1 Accessory Dwelling Units (ADUs)

In addition to the considerations discussed above pursuant to AB-602, a separate piece of legislation, SB-13, passed in 2019, establishes a new system for assessing fees on accessory dwelling units (ADUs). It amended CGC Section 65852.2(3)(A)(f)(3) to read,

“A local agency, special district, or water corporation shall not impose any impact fee upon the development of an accessory dwelling unit less than 750 square feet. Any impact fees charged for an accessory dwelling unit of 750 square feet or more shall be charged proportionately in relation to the square footage of the primary dwelling unit.”

Based on this sub-section, if an ADU is smaller than 750 square feet then it is exempt from RTMF fees. Fees on ADU's larger than 750 square feet require a two-part calculation. First the RTMF fee that would be charged to the primary unit (if it were new) is calculated, then the fee on the ADU is computed based on the ratio of its floor area in relation to the primary unit. For example, if the primary dwelling was 2,000 sq.ft. and would be charged a fee of \$800, then an ADU 1,000 sq.ft. in size on that property would be charged a fee of \$400.

3.7 Determination of Total Trips and Fee per Trip

As described earlier, the next step in the process is to determine the total number of trips for residential and non-residential development. For residential units, the total number of new dwelling units from Table 2.2 is split amongst small, medium, and large unit sizes, and then multiplied by the trip generation rate for each category (see Table 2.1) and also by the DUE for each dwelling size from Table 3.6. For non-residential units, the total trips were calculated by multiplying the trip generation rate for each land use category (see Table 2.1) by number of new units of each land use type (Table 2.2). The results are shown in Table 3.7.

Table 3.7 Total Trips by Land Use - Residential and Non-Residential Trips

Land Use	Unit	Trip-Gen Rate	Estimated Split of Residential Units by Dwelling Type	# of New Units	Dwelling Unit Equivalent (DUE)	Daily Trips
		(A)	(B)	(C)=(C _{Total})*(B)	(D)	(E)=(A)*(C)*(D)
Residential						
Single-Family Dwelling Totals	DU			2,585		23,844
Small (<1,500 sq.ft.)	DU	9.43	29%	750	83%	5,870

Land Use	Unit	Trip-Gen Rate	Estimated Split of Residential Units by Dwelling Type	# of New Units	Dwelling Unit Equivalent (DUE)	Daily Trips
		(A)	(B)	(C)=(C _{Total})*(B)	(D)	(E)=(A)*(C)*(D)
Medium (1,500-2,500 sq.ft.)	DU	9.43	46%	1,189	100%	11,212
Large (<2,500 sq.ft.)	DU	9.43	25%	646	111%	6,762
Multi-Family Dwelling Totals	DU			1,581		3,445
Small (<1,500 sq.ft.)	DU	4.54	100%	1581	48%	3,445
Medium (1,500-2,500 sq.ft.)	DU	4.54	0%	0	58%	0
Large (<2,500 sq.ft.)	DU	4.54	0%	0	64%	0
Mobile Home in Park	DU			251		1,460
Small (<1,500 sq.ft.)	DU	7.12	63%	158	76%	855
Medium (1,500-2,500 sq.ft.)	DU	7.12	36%	90	91%	583
Large (<2,500 sq.ft.)	DU	7.12	1%	3	101%	22
Senior Housing	DU			460		819
Small (<1,500 sq.ft.)	DU	3.78	29%	133	40%	201
Medium (1,500-2,500 sq.ft.)	DU	3.78	46%	212	48%	384
Large (<2,500 sq.ft.)	DU	3.78	25%	115	54%	234
Total Residential						29,568
Non-Residential						
Retail - Low	KSF	24.74		255		5,514
Retail - Medium	KSF	47.62		204		10,306
Retail - High	KSF	91.96		51		4,690
Office	KSF	12.76		569		7,258
Light Industry	KSF	4.75		2,162		10,270
Warehouse	KSF	3.56		73		260
Lodging	Rooms	4.21		97		408
Public & Quasi-Public*	KSF	22.59		28		633
School K-8th Grade*	Students	2.25		499		1,122
School 9-12th Grade*	Students	1.98		298		590
Community College*	Students	1.15		439		505
Total Non-Residential						41,555
* Public Sector						
Note: Column (B), Estimated Split of Residential Units by Dwelling Type, is based on last 5 years of housing permits from Nevada County and Grass Valley.						

The portion of project costs attributable to new development (see Table 3.3) was multiplied by the percent attributable to residential and non-residential development (see Table 3.4) to find the fee-eligible costs for residential and non-residential development. This was then divided by the number of total trips shown in Table 3.7 to determine the fee per trip for residential and non-residential developments (see Table 3.8). Lastly, the fee per trip end for residential

units was multiplied by the daily trip generation rate of 9.43 to determine the fee per DUE (dwelling unit equivalent) for residential uses.

Table 3.8 Fee per Trip and DUE

Item	Formula	Total RTMF-Eligible Project Costs	Attributable to Residential Development	Attributable to Non-Residential Development
Total Project Costs	(A)	\$17,814,415		
RTMF Fund Balance (Amount Collected)*	(B)	\$91,702		
Remaining Cost for Fee Collection	(C)	\$17,722,712		
% Attributable by Category	(D)		86%	14%
Amount Attributable by Category	(E)=(C)*(D)		\$15,262,990	\$2,459,722
Trip Ends	(F)		29,568	41,555
RTMF per Trip End	(G)=(E)/(F)		\$516.20	\$59.19
Fee per DUE	(H)=(G_{RES})*9.43		\$4,867.76	

* RTMF Fund Balance excludes balance set aside for Dorsey Drive
 Note: 9.43 is the trip rate equivalent to a single family detached housing unit

3.8 Recommended Fee by Land Use Category

The final step is to compute the fee to be charged for each unit of new development. For residential uses, this is done by multiplying the DUE rates for each dwelling size shown in Table 3.6 by the fee per DUE shown in Table 3.8. For non-residential uses, the fee for each unit type is calculated by multiplying the trip generation rates from Table 2.1 by the fee per trip from Table 3.8. The residential fee results are shown in Table 3.9, and the non-residential fee results are shown in Table 3.10. These tables also compare the new fees with the current fees. The key points from this comparison are:

- A small increase is recommended for the fees for medium and large single-family homes.
- Due to the change in the fee calculation methodology to consider unit size by types for residential uses, the resulting fee is reduced for smaller-sized single-family units, and for all multi-family, mobile home, and senior housing unit types.
- A larger reduction in fees is recommended for every category of non-residential land use. The decrease is primarily a function of the change in traffic growth of non-residential uses, with less non-residential development expected, and more trips attributable to residential uses.

Policymakers are sometimes concerned about the effects that a fee program might have in terms of making their county less competitive than peer counties in attracting development. There are two aspects to this, namely:

- People and businesses moving to foothills counties expect to find little or no traffic congestion. To the extent that the RTMF provides funding for needed capacity improvements it improves the competitiveness of Nevada County.

Impact fees, like any other cost, inhibit development to some extent. However, this does not mean that they necessarily reduce competitiveness. As can be seen in Figure 3.4, the recommended RTMF fees would be in the low end among peer counties and so are unlikely to deter development. The recommended RTMF fees for non-residential development would be quite low compared to peer counties (see Figure 3.5).

Table 3.9 Revised Fee Levels – Residential Uses

Typical Use	ITE Code & Unit	Current Fee per Trip	Current Trip-Gen Rate	Current Fee per Unit	Dwelling Unit Equivalents (DUE)	Proposed Cost per DUE	Proposed Fee per Unit	% Change in Fee
		(A)	(B)	(C)=(A)*(B)	(D)	(E)	(F)=(D)*(E)	(G)=(F)/(C)-1
Residential (Dwelling Unit)								
Single Family	210							
Small (<1,500 sq.ft.)	Dwelling Unit	\$485	9.52	\$4,621	0.83	\$4,868	\$4,030	-13%
Medium (1,500-2,500 sq.ft.)	Dwelling Unit	\$485	9.52	\$4,621	1.00	\$4,868	\$4,868	5%
Large (<2,500 sq.ft.)	Dwelling Unit	\$485	9.52	\$4,621	1.11	\$4,868	\$5,396	17%
Multi-Family	251							
Small (<1,500 sq.ft.)	Dwelling Unit	\$485	6.59	\$3,199	0.48	\$2,344	\$1,128	-65%
Medium (1,500-2,500 sq.ft.)	Dwelling Unit	\$485	6.59	\$3,199	0.58	\$2,344	\$1,363	-57%
Large (<2,500 sq.ft.)	Dwelling Unit	\$485	6.59	\$3,199	0.64	\$2,344	\$1,511	-53%
Mobile Home	220							
Small (<1,500 sq.ft.)	Dwelling Unit	\$485	4.99	\$2,422	0.76	\$3,675	\$2,775	15%
Medium (1,500-2,500 sq.ft.)	Dwelling Unit	\$485	4.99	\$2,422	0.91	\$3,675	\$3,352	38%
Large (<2,500 sq.ft.)	Dwelling Unit	\$485	4.99	\$2,422	1.01	\$3,675	\$3,716	53%
Senior Housing	252							
Small (<1,500 sq.ft.)	Dwelling Unit	\$485	3.56	\$1,728	0.40	\$1,949	\$780	-55%
Medium (1,500-2,500 sq.ft.)	Dwelling Unit	\$485	3.56	\$1,728	0.48	\$1,949	\$942	-45%
Large (<2,500 sq.ft.)	Dwelling Unit	\$485	3.56	\$1,728	0.54	\$1,949	\$1,045	-40%
Accessory Dwelling Unit (ADU)								
< 750 sq.ft.		Exempt						
> 750 sq.ft.		Fee is based on the ratio of its floor area in relation to the primary unit, multiplied by the fee that the primary unit would pay, if it was being built today. (RTMF (F) for primary unit) x (ADU sq.ft. divided by primary unit sq.ft.)						

Table 3.10 Revised Fee Levels – Non-Residential Uses

Typical Use	Unit	Current Fee per Trip	Current Trip-Gen Rate	Current Fee	Proposed Fee per Trip	Updated Trip-Gen Rate	Proposed Fee	% Change
		(A)	(B)	(C)=(A)*(B)	(D)	(E)	(F)=(D)*(E)	(G)=(F)/(C)-1
Non-Residential								
Office	KSF	\$86	12.05	\$1,033	\$59	12.76	\$755	-27%
Industrial	KSF	\$86	5.33	\$457	\$59	4.75	\$281	-38%
Warehouse	KSF	\$86	3.56	\$305	\$59	3.56	\$211	-31%
Retail/Service - Low	KSF	\$86	23.88	\$2,047	\$59	21.63	\$1,280	-37%
Retail/Service - Medium	KSF	\$86	51.02	\$4,373	\$59	50.52	\$2,990	-32%
Retail/Service - High	KSF	\$86	90.46	\$7,754	\$59	91.96	\$5,443	-30%
* Lodging	Room	\$86	6.45	\$553	\$59	4.21	\$249	-55%
** Public & Quasi-Public	KSF			Exempt			Exempt	N/A
** School K-8th Grade	Student			Exempt			Exempt	N/A
** School 9-12th Grade	Student			Exempt			Exempt	N/A
** Public College	Student			Exempt			Exempt	N/A

* The unit of analysis for this category is "rooms". Trip-gen rate shown is the average for the hotel and motel categories

** Public-sector land uses are generally exempt from local fees

Figure 3.4 Residential Impact Fee Comparison - Foothills Counties

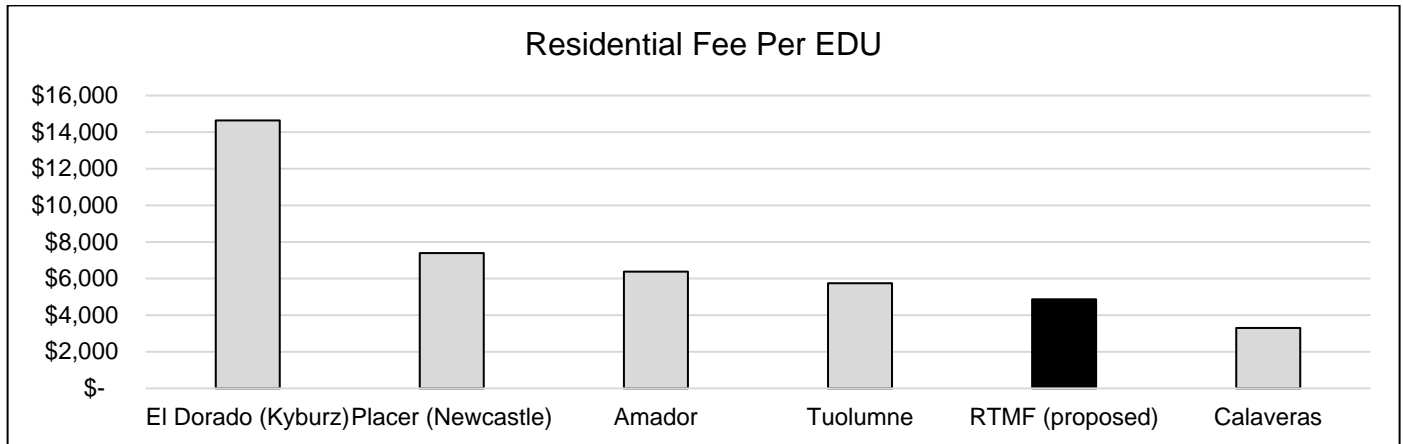
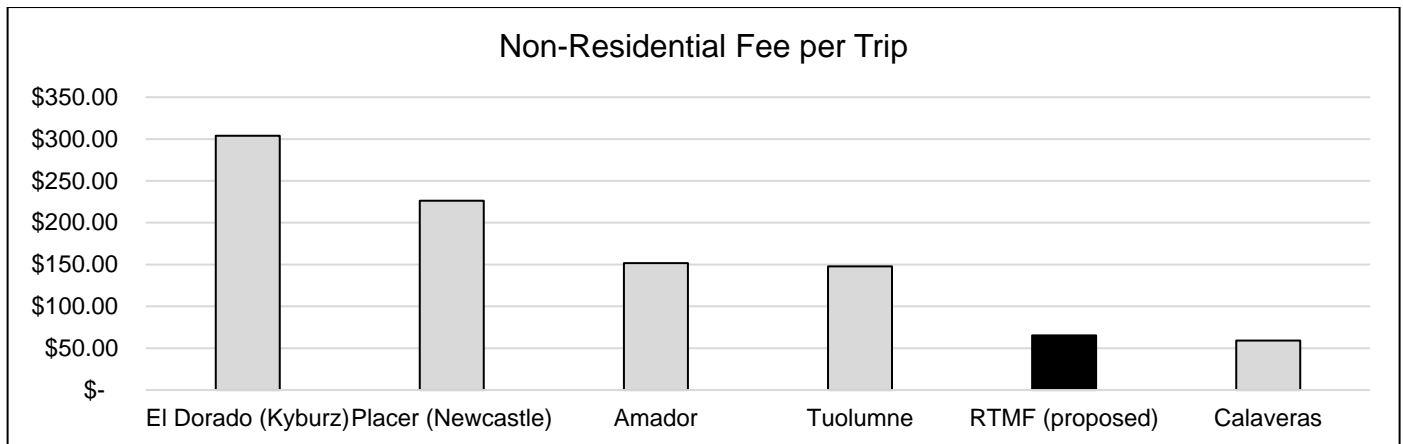


Figure 3.5 Non-Residential Impact Fee Comparison - Foothills Counties



3.9 Revenues Raised by the RTMF Program

Based on the number of new units of development shown in Table 2.2 and the recommended fee schedule shown in Table 3.9 and

Typical Use	ITE Code & Unit	Current Fee per Trip	Current Trip-Gen Rate	Current Fee per Unit	Dwelling Unit Equivalents (DUE)	Proposed Cost per DUE	Proposed Fee per Unit	% Change in Fee
		(A)	(B)	(C)=(A)*(B)	(D)	(E)	(F)=(D)*(E)	(G)=(F)/(C)-1
Residential (Dwelling Unit)								
Single Family	210							
Small (<1,500 sq.ft.)	Dwelling Unit	\$485	9.52	\$4,621	0.83	\$4,868	\$4,030	-13%
Medium (1,500-2,500 sq.ft.)	Dwelling Unit	\$485	9.52	\$4,621	1.00	\$4,868	\$4,868	5%
Large (<2,500 sq.ft.)	Dwelling Unit	\$485	9.52	\$4,621	1.11	\$4,868	\$5,396	17%
Multi-Family	251							
Small (<1,500 sq.ft.)	Dwelling Unit	\$485	6.59	\$3,199	0.48	\$2,344	\$1,128	-65%
Medium (1,500-2,500 sq.ft.)	Dwelling Unit	\$485	6.59	\$3,199	0.58	\$2,344	\$1,363	-57%
Large (<2,500 sq.ft.)	Dwelling Unit	\$485	6.59	\$3,199	0.64	\$2,344	\$1,511	-53%
Mobile Home	220							
Small (<1,500 sq.ft.)	Dwelling Unit	\$485	4.99	\$2,422	0.76	\$3,675	\$2,775	15%
Medium (1,500-2,500 sq.ft.)	Dwelling Unit	\$485	4.99	\$2,422	0.91	\$3,675	\$3,352	38%
Large (<2,500 sq.ft.)	Dwelling Unit	\$485	4.99	\$2,422	1.01	\$3,675	\$3,716	53%
Senior Housing	252							
Small (<1,500 sq.ft.)	Dwelling Unit	\$485	3.56	\$1,728	0.40	\$1,949	\$780	-55%
Medium (1,500-2,500 sq.ft.)	Dwelling Unit	\$485	3.56	\$1,728	0.48	\$1,949	\$942	-45%
Large (<2,500 sq.ft.)	Dwelling Unit	\$485	3.56	\$1,728	0.54	\$1,949	\$1,045	-40%
Accessory Dwelling Unit (ADU)								
< 750 sq.ft.								
> 750 sq.ft.								
Exempt								
Fee is based on the ratio of its floor area in relation to the primary unit, multiplied by the fee that the primary unit would pay, if it was being built today. (RTMF (F) for primary unit) x (ADU sq.ft. divided by primary unit sq.ft.)								

Table 3.10, the total fee revenue expected to be generated by the RTMF in the next 20 years is \$17.6 million, as shown in Table 3.11. Note that this is slightly (1%) less than the \$17.7 million in project costs attributable to new development shown in Row C of Table 3.8. This is because public-sector developments are exempt from the RTMF, and their share of the costs cannot legally be transferred to other development since the latter are responsible only for mitigating their own impacts.

Table 3.11 Forecast of RTMF Revenues

Land Use Category	Unit	Proposed RTMF/ Trip End	Trip-Gen Rate	RTMF/ Unit	Expected # of New Units	Expected Revenues	Percent of Revenues
Residential							
Single Family	DU	\$516.20	9.43	\$4,868	2,585		
Small (<1,500 sq.ft.)	DU		83%	\$4,030	29%	\$3,020,908	17.2%
Medium (1,500-2,500 sq.ft.)	DU		100%	\$4,868	46%	\$5,788,256	33.0%
Large (<2,500 sq.ft.)	DU		111%	\$5,396	25%	\$3,487,458	19.9%
Multi-Family	DU	\$516.20	4.54	\$2,344	1,581		
Small (<1,500 sq.ft.)	DU		48%	\$1,128	100%	\$1,783,814	10.2%
Medium (1,500-2,500 sq.ft.)	DU		58%	\$1,363	0%	\$0	0.0%
Large (<2,500 sq.ft.)	DU		64%	\$1,511	0%	\$0	0.0%
Mobile Home	DU	\$516.20	7.12	\$3,675	251		
Small (<1,500 sq.ft.)	DU		76%	\$2,775	63%	\$438,814	2.5%
Medium (1,500-2,500 sq.ft.)	DU		91%	\$3,352	36%	\$302,895	1.7%
Large (<2,500 sq.ft.)	DU		101%	\$3,716	1%	\$9,328	0.1%
Senior Housing	DU	\$516.20	3.78	\$1,949	460		
Small (<1,500 sq.ft.)	DU		40%	\$780	29%	\$104,063	0.6%
Medium (1,500-2,500 sq.ft.)	DU		48%	\$942	46%	\$199,391	1.1%
Large (<2,500 sq.ft.)	DU		54%	\$1,045	25%	\$120,134	0.7%
Residential Total >						\$15,255,061	86.9%
Non-Residential							
Office	KSF	\$59.19	12.76	\$755	569	\$429,588	2.4%
Light Industry	KSF	\$59.19	4.75	\$281	2,162	\$607,868	3.5%
Warehouse	KSF	\$59.19	3.56	\$211	73	\$15,383	0.1%
Retail/Service - Low	KSF	\$59.19	21.63	\$1,280	255	\$326,404	1.9%
Retail/Service - Medium	KSF	\$59.19	50.52	\$2,990	204	\$610,033	3.5%
Retail/Service - High	KSF	\$59.19	91.96	\$5,443	51	\$277,606	1.6%
Lodging	Rooms	\$59.19	4.21	\$249	97	\$24,172	0.1%
Public & Quasi-Public	KSF	Exempt	22.59	\$0	28	\$0	0.0%
School K-8th Grade	Students	Exempt	2.25	\$0	499	\$0	0.0%
School 9-12th Grade	Students	Exempt	1.98	\$0	298	\$0	0.0%
Public College	Students	Exempt	1.15	\$0	439	\$0	0.0%
Non-Residential Total >						\$2,291,054	13.1%
Combined Total >						\$17,546,114	
As a Percentage of Project Costs Attributable to New Development >						99%	

Approximately 82% of the forecast revenue will come from single and multi-family housing. It is therefore crucial to the viability of the program that fees on those two categories of development is not further reduced.

3.10 Results in Terms of Project Funding

The revenue forecast computed in the previous section can be compared to the project costs shown in Table 3.3. Pro-rating the \$17.6M in RTMF revenue over the \$21.7M in eligible project costs results in the allocations by project shown in Table 3.12.

Table 3.12 shows that \$2.6M in additional funding will be needed over the course of the next 20 years to fully fund the project list. Section 2.4 of this report showed that if future state funding is similar to previous funding, then approximately \$158M will become available over the 20-year period (see Table 2.3). We therefore believe that there is a reasonable expectation that the projects identified for RTMF funding can be fully funded within the planning time horizon.

Table 3.12 Proposed Allocation of RTMF Revenues to Projects

Project ID (from Previous Study)	Project ID (New)	Facility	Segment	Updated Cost Estimate	RTMF Funds		Funds from Other Sources	
					Already Collected	Fees on Future Development	Already Secured	Future Funding
1	1	SR-49 Interchange	Dorsey Drive	\$24,000,000	\$2,729,732	\$1,884,659	\$19,385,609	\$0
9	2	E.Main St	@ Bennett St/Richardson St	\$1,500,000	\$1,500,000	\$0	\$0	\$0
*	3	SR-49 SB	PM 13.1 to PM 11.0 (SB)	\$21,000,000	\$0	\$2,574,092	\$0	\$18,425,908
4	4	SR-49 NB & SB Ramps	@ McKnight Way	\$9,663,269	\$0	\$7,586,908	\$0	\$2,076,361
5	5	SR 20 EB Ramps	@ McCourtney Rd	\$2,083,969	\$0	\$1,303,945	\$0	\$780,025
6	6	SR 20/49 NB Ramps	@ Idaho Maryland Rd	\$1,847,696	\$0	\$1,829,285	\$0	\$18,411
8	7	SR 20/SR 49	@ Uren St	\$1,457,566	\$0	\$0	\$0	\$1,457,566
*	8	Brunswick Road	@ SR 174/Colfax Highway	\$1,384,179	\$0	\$1,370,386	\$0	\$13,793
11	9	SR-49	@ Coyote St	\$468,604	\$0	\$197,945	\$0	\$270,659
	10	Admin Costs and 5-year reviews		\$349,302	\$0	\$345,822	\$0	\$3,481
	Total			\$63,754,585	\$4,229,732	\$17,093,042	\$19,385,609	\$23,046,202
	As a percent of total costs for needed projects				6.6%	26.8%	30.4%	36.1%

* indicates a new project not in the previous project list but identified in the current study as a deficiency that is at least partially attributable to new development

4. Mitigation Fee Act Findings

The Mitigation Fee Act, as set forth in the California Government Code Sections 66000 through 66008, establishes the framework for mitigation fees in the State of California. The Act requires agencies to make certain findings with respect to a proposed fee. These are described in the sections below.

4.1 Purpose of the Fee

Identify the purpose of the fee

The purpose of the RTMF is to establish a uniform, cooperative program to mitigate the cumulative indirect regional impacts of future developments on traffic conditions on regional roadways in Nevada County. The fees will help fund improvements needed to maintain the target level of service in the face of the higher traffic volumes brought on by new developments.

4.2 Use of Fee Revenues

Identify the use to which the fees will be put. If the use is financing facilities, the facilities shall be identified

The list of projects to receive RTMF funding is shown in Table 3.12. Based on input from the member agencies and the public, we recommend that the regional fee should be used only for roads of regional significance. This is consistent with the fact that cumulative indirect impacts tend to be on regional facilities and so should be addressed with a regional fee program; Grass Valley and the County have complementary programs to mitigate more local impacts, and direct impacts are covered through exactions. Only projects involving state facilities were considered “regional” under this policy and can receive RTMF funding.

4.3 Use/Type of Development Relationship

Determine the reasonable relationship between the fees’ use and the type of development project on which the fees are imposed

To determine the “use” relationship, the development being assessed an impact fee must be reasonably shown to derive some use or benefit from the facility being built using the fee. In the case of the RTMF the projects to be funded were selected based on the fact that they performed a regional (as opposed to local) function and that the need for the project was at least partially attributable to new development. The growth in regional VMT and the increases in congestion at project sites (see Table 3.2) are evidence that new developments contribute towards the need for roadway improvements.

The fact that the projects that will be funded by the RTMF are high-priority regional roads means that all of the county’s new residents and businesses will benefit in important ways from the maintenance of a reasonable level of service. Most drivers in the new developments can be expected to use these roads regularly, and those that do not will nevertheless benefit because good traffic conditions on the RTMF-funded roads will keep drivers from diverting to other roads and causing congestion in other parts of the county. Even residents or workers in the new developments who do not drive at all will benefit from access to goods and services made possible in part by the serviceability of the regional road network.

4.4 Need/Type of Development Relationship

Determine the reasonable relationship between the need for the public facilities and the types of development on which the fees are imposed

To determine the “need” relationship the facilities to be financed must be shown to be needed at least in part because of the new development. This was determined by analyzing the forecast traffic demand with the expected degree of new development and comparing that with the demand without new development. Projects were analyzed individually and the degree to which the need for the project was attributable to new development varied from project to project. This analysis is described in an earlier chapter of this report.

4.5 Proportionality Relationship

Determine how there is a reasonable relationship between the fee amount and the cost of the facilities or portion of the facilities attributable to the development on which the fee is imposed

The “proportionality” relationship requires that there be rough proportionality between the fee charged to each type of development and the cost of the facility being financed. In the case of the RTMF the differences in the traffic generated by different types of development were factored into the fee to be charged for each type, as is described earlier in this report. Within each land use category, the size of the project, i.e., the number of dwelling units constructed or size of the building, is accounted for in assessing the fee. This ensures that projects that generate a lot of traffic and therefore have a greater traffic impact will pay more than other projects that have less impacts.



Regional Traffic Mitigation Fee Program Administrative Plan

The Economics of Land Use



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1. Introduction

Background

This 2023 Regional Transportation Mitigation Fee (RTMF) Program Administrative Plan (2023 Administrative Plan or Administrative Plan) updates the 2016 RTMF Program Administrative Plan prepared by WSP and Parsons Brinckerhoff (2016 Administrative Plan). The 2023 Administrative Plan retains many elements of the 2016 Administrative Plan, with portions excerpted directly from the 2016 Administrative Plan. In addition, the 2023 Administrative Plan includes modifications and additions to address changes in the RTMF Program and California laws since 2016.

This 2023 Administrative Plan is a companion document to the 2023 RTMF Nexus Study Update prepared by GHD and adopted in July 2023. The RTMF Program was established in 2001 through a partnership of three local jurisdictions (unincorporated Nevada County, Nevada City, and Grass Valley) and the Nevada County Transportation Commission (NCTC) to provide funding from new development to make improvements to the Regional Transportation System (Regional System) needed to accommodate anticipated future development in western Nevada County. Comprehensive RTMF Program updates were prepared in 2008, 2016, and most recently in 2023. The 2023 RTMF Program Nexus Study updates the RTMF Program to account for changes to projected development, improvements, and costs, as well as for changes in the fee structure and administration mandated by recent State of California (State) laws passed since 2016.

The RTMF Program provides significant additional funds from new development to make improvements to the Regional System, complementing local transportation fee programs and other funding sources. The RTMF fee provides local agencies with a mechanism to collect developers' fair share contribution toward sustaining the Regional System. The RTMF Program is a 20-year program and will be influenced by a variety of market factors that could cause a shortfall or surplus in the revenue projections. The RTMF Program shall be reviewed at least every 8 years, as mandated by state law to ensure the integrity of the program. The program is not designed to be the only source of revenue to construct the identified facilities, and it will be necessary for matching funds to be provided from a variety of available sources.

With approval from the local jurisdictions imposing the fees and the NCTC, RTMF obligations may be met by paying the fees, building eligible facilities, through public financing (e.g., Community Facility Districts and Assessment Districts), or through private financing vehicles consistent with local jurisdiction policies.

General RTMF Program parameters, definitions, and procedures are described in the RTMF Program resolutions adopted by the three participating western Nevada County jurisdictions (Nevada County, Grass Valley, and Nevada City). The NCTC is designated as the RTMF Program Administrator and works closely with member jurisdictions to coordinate transportation expenditure programs to maximize the effectiveness of future transportation investments.

This Administrative Plan may be amended from time to time, provided that any material amendments shall be approved by the NCTC Executive Committee. This Administrative Plan serves as the guideline to implement the RTMF Program and will be amended as needed to address changing conditions over the life of the program.

Purpose

The purpose of this Administrative Plan is to provide those jurisdictions that are participants in the RTMF Program with guidelines and policies for implementation and administration of the RTMF Program.

RTMF Program funds may only be used for capital and administrative expenditures associated with the Regional System as detailed in the 2023 RTMF Nexus Study. More specifically, the RTMF Program may be used to fund the following items:

- Engineering and design
- Environmental documentation
- Right-of-way acquisition
- Construction
- Construction management
- Fee program administration

Authority

The RTMF Program has been developed pursuant to and consistent with the provisions of California Assembly Bill 1600 legislation, as codified by the Mitigation Fee Act (California Government Code Section 66000 et seq.), which was most recently amended in 2021 to reflect the requirements of California Assembly Bill 602 (AB 602). In addition, AB 602 resulted in changes to reporting requirements for development impact fees, and Senate Bill 13 (SB 13), enacted in 2020, resulted in new requirements for development impact fees for accessory dwelling units (ADUs).

This Administrative Plan will detail the fee program administration procedures needed to meet the requirements of the Mitigation Fee Act and other development impact fee program requirements, including the recent changes resulting from AB 602 and SB 13.

2. RTMF Program Participation and RTMF Calculation

Participating jurisdictions in western Nevada County are responsible for collecting the fees on new development within their jurisdictions. To be considered a participant in the RTMF Program, a jurisdiction must have adopted the RTMF Program no later than September 1, 2008, and adopt any amendment of the RTMF Program within 90 days of approval by the NCTC Executive Committee, unless otherwise directed by the NCTC Executive Committee. Participating jurisdictions shall not modify the RTMF Program, except to meet local municipal codes and references. Further, to be considered a participating jurisdiction, local jurisdictions shall collect the full RTMF and transmit the fee to NCTC as provided herein. The current participating jurisdictions in western Nevada County are unincorporated Nevada County (Nevada County), Nevada City, and Grass Valley.

Land Uses Subject to the RTMF

The 2023 RTMF Nexus Study Update identifies the land uses subject to the RTMF Program by two types, residential and non-residential. For each land use type, **Exhibit 1** displays additional subcategories of residential and non-residential land uses and the average daily trip rate for each subcategory. The average daily trip rates are based on a review of land use categories and trip generation rates in the Trip Generation Manual, 11th Edition prepared by the Institute of Transportation Engineers (ITE Trip Generation Manual).

Residential Uses

For the RTMF obligation, a residential dwelling unit is defined as a building or portion thereof used by one family and containing one kitchen, which is primarily designed for residential occupancy. Residential dwelling units may include, but are not limited to, detached houses, apartment homes, condominiums, and mobile homes. Mobile homes located in a mobile home park will be calculated as Mobile Home in Park units while mobile homes located on individual lots will be calculated as single-family dwelling units.

Exhibit 1
Land Use Categories and Trip Generation Rates

Land Use Category	Unit	ITE Code	Weekday Trips per Unit
RESIDENTIAL			
Single Family Detached House	Dwelling Unit	210	9.43
Multi-Family			
Apartment	Dwelling Unit	220	6.74
Low Rise Apartment	Dwelling Unit	221	4.54
Residential Condominium/Townhouse	Dwelling Unit	230	3.44
<i>Median for Multi-Family</i>			<u>4.54</u>
Mobile Home in Park	Dwelling Unit	240	7.12
Senior Residential			
Senior Adult Housing - Detached	Dwelling Unit	251	4.31
Senior Adult Housing - Attached	Dwelling Unit	252	3.24
<i>Median for Senior Residential</i>			<u>3.78</u>
NON-RESIDENTIAL			
Office			
General Office	KSF	710	10.84
Single Tenant Office	KSF	715	13.07
Office Park	KSF	750	11.07
Business Park	KSF	770	12.44
Clinic	KSF	630	37.60
Medical-Dentist Office	KSF	720	36.00
<i>Median for Office</i>			<u>12.76</u>
Industrial			
General Light Industry	KSF	110	4.87
Industrial Park	KSF	130	3.37
Manufacturing	KSF	140	4.75
<i>Median for Industrial</i>			<u>4.75</u>
Warehousing	KSF	150	3.56
Retail/Service - Low			
Building Materials and Lumber	KSF	812	17.05
Hardware/Paint Store	KSF	816	8.07
Factory Outlet Center	KSF	823	26.59
New Car Sales	KSF	841	27.06
Tire Store	KSF	848	27.69
Tire Superstore	KSF	849	20.37
Home Improvement Superstore	KSF	862	30.74
Discount Home Furnishing Superstore	KSF	869	20.00
Department Store	KSF	875	22.88
Furniture Store	KSF	890	6.30
<i>Median for Retail - Low</i>			<u>21.63</u>
Retail/Service - Medium			
Day Care Center	KSF	565	47.62
Discount Superstore	KSF	813	50.52
Specialty Retail Center	KSF	814	63.66
Discount Store	KSF	815	53.87
Shopping Center	KSF	820	37.01
Auto Parts Store	KSF	843	54.57
Discount Club	KSF	857	42.46
Electronics Superstore	KSF	863	41.05
Arts and Crafts Store	KSF	879	56.55
<i>Median for Retail - Medium</i>			<u>50.52</u>

Exhibit 1
Land Use Categories and Trip Generation Rates

Land Use Category	Unit	ITE Code	Weekday Trips per Unit
Retail/Service - High			
Nursery (Garden Center)	KSF	817	68.10
Supermarket	KSF	850	93.84
Apparel Store	KSF	876	66.40
Pharmacy/Drugstore w/o Drive Through Window	KSF	880	90.08
Pharmacy/Drugstore with Drive Through Window	KSF	881	108.40
Drive-in Bank	KSF	912	100.35
Quality Restaurant	KSF	931	83.84
High Turnover (Sit-Down) Restaurant	KSF	932	107.20
<i>Median for Retail - High</i>			<u>91.96</u>
Lodging			
Hotel	Room	310	7.99
All Suites Hotel	Room	311	4.40
Business Hotel	Room	312	4.02
Motel	Room	320	3.35
<i>Median for Lodging</i>			<u>4.21</u>
Public & Quasi-Public			
Church	KSF	560	7.60
Library	KSF	590	72.05
Government Office Building	KSF	730	22.59
State Motor Vehicles Department	KSF	731	11.21
United States Post Office	KSF	732	103.94
<i>Median for Public Sector</i>			<u>22.59</u>
School K-8th Grade	Student	520 & 522	2.25
School 9th-12 Grade	Student	522 & 530	1.98
Junior/Community College	Student	540	1.15
Other Non-Residential			
All Port and Terminal Uses		000-099	The trip generation for any project in these categories shall be computed using the ITE daily trip-generation rate for their land use type or, at the discretion of agency staff, through a separate traffic study
All Recreational Uses		300-399	
All Private Institutional Uses (Public Institutions are Exempt)		500-599	
Convenience Market		851	
Convenience Market with Gasoline Pumps		853	
Fast Food Restaurant with Drive Through		934	
Coffee/Donut Shop with Drive Through		937	
Coffee/Donut Shop Drive Through No Seating		938	
Gasoline/Service Station		944	
Gasoline/Service Station with Convenience Market		945	
Gasoline/Service Station with Convenience Market and Car Wash		946	
Self-Service Car Wash		947	

Based on ITE Trip Generation Manual, 11th Ed.

Nonresidential Uses

For the purpose of calculating the RTMF obligation, non-residential development is defined as Retail/Service, Office, Industrial, Warehousing, and Lodging development that is designed primarily for use as a business and is not intended for residential occupancy or dwelling use. The applicable non-residential land use category for a non-residential development is determined by the predominate use of the building or structure associated with the new development and may be related to the underlying land use zoning of the new development site.

Retail developments with an average daily trip generation rate of 35 or fewer trips per thousand square feet are included in the Retail-Low category. Retail developments with an average daily trip generation rate between 36 and 65 trips per thousand square feet are included in the Retail-Medium category. Retail developments with an average daily trip generation rate greater than 65 trips per thousand square feet are included in the Retail-High category.

Other non-residential land uses are those that have trip generation characteristics that do not match any of the major categories. In these cases, the city or county may require a project-specific traffic study or will calculate the appropriate fee based on the ITE Trip Generation Manual (latest edition).

Exempt Uses

Public/Quasi-Public uses and schools are included in **Exhibit 1** for the purposes of calculating trips but are exempt from paying the RTMF.

Calculation of the RTMF

Each participating jurisdiction shall calculate and collect the RTMF for projects as outlined in this Administrative Plan. The RTMF shall be calculated using the fee schedule in effect at the time the fee is due. The procedures for calculating fees differ for standard residential and nonresidential development and ADUs.

Residential and Nonresidential Development (excluding ADUs)

Exhibit 2 is a form to calculate the amount of RTMF to be charged to residential or commercial development projects when applying for building permits. It contains three sections for Residential, Nonresidential, and Other development. The Residential and Nonresidential categories apply to the majority of development. The Other category applies to residential and nonresidential development that does not fit into one of the RTMF standard fee categories. Several examples of land uses in the Other category include convalescent homes, youth group homes, gasoline/service stations, and convenience stores.

Exhibit 2
Regional Transportation Mitigation Fee Calculation Form

Owner _____

Contractor _____

Permit Reference Number _____

Permit Type _____

Property ID _____

Job Address _____

Date _____

RESIDENTIAL	Units		Fee per Unit Effective Date:		Total
Single Family Residential					
Small (<1,500 sq. ft.)	_____	X	\$4,030	=	\$ _____
Medium (1,501 to 2,500 sq. ft.)	_____	X	\$4,868	=	\$ _____
Large (> 2,500 sq. ft.)	_____	X	\$5,396	=	\$ _____
Multiple Family Residential					
Small (<1,500 sq. ft.)	_____	X	\$1,128	=	\$ _____
Medium (1,501 to 2,500 sq. ft.)	_____	X	\$1,363	=	\$ _____
Large (> 2,500 sq. ft.)	_____	X	\$1,511	=	\$ _____
Mobile Home in Park					
Small (<1,500 sq. ft.)	_____	X	\$2,775	=	\$ _____
Medium (1,501 to 2,500 sq. ft.)	_____	X	\$3,352	=	\$ _____
Large (> 2,500 sq. ft.)	_____	X	\$3,716	=	\$ _____
Retirement/Senior Residential					
Small (<1,500 sq. ft.)	_____	X	\$780	=	\$ _____
Medium (1,501 to 2,500 sq. ft.)	_____	X	\$942	=	\$ _____
Large (> 2,500 sq. ft.)	_____	X	\$1,045	=	\$ _____

NON-RESIDENTIAL	KSF/ Rooms		Fee per KSF/Room Effective Date:		
Retail/Service – Low	_____ KSF	X	\$1,280	=	\$ _____
Retail/Service – Medium	_____ KSF	X	\$2,990	=	\$ _____
Retail/Service – High	_____ KSF	X	\$5,443	=	\$ _____
Office	_____ KSF	X	\$755	=	\$ _____
Industrial	_____ KSF	X	\$281	=	\$ _____
Warehousing	_____ KSF	X	\$211	=	\$ _____
Lodging	_____ rooms	X	\$249	=	\$ _____
Public/Quasi-Public and Schools	_____ KSF	X	Exempt	=	\$ _____

OTHER	Description	Units/KSF		Daily Trips Per Unit/KSF (from ITE Manual)		Cost per Trip Effective Date:		Total
Residential	_____	_____ units	X	_____	X	\$516.20	=	\$ _____
Non-Residential	_____	_____ KSF	X	_____	X	\$59.19	=	\$ _____

TOTAL						Total Mitigation Fees	\$ _____
						Credits Applied	\$ _____
						Net Mitigation Fees	\$ _____

Regardless of the type of development, the information requested about the project at the top of the form needs to be entered before calculating the fees. The steps to complete the RTMF calculation form for each type of development are detailed below.

*Note that the RTMF per dwelling unit and nonresidential thousand building square feet (KSF) and the residential and nonresidential cost per trip shown on **Exhibit 2** are the 2023 fees and costs. **Exhibit 2** should be updated annually to reflect annual fee updates. The fees should be updated to the new fee levels, and the costs per trip should be updated by the same percentage escalation as used for the fee updates. The percentage escalation process is detailed in the RTMF Program Update section of Chapter 4 (page 20).*

Residential Development

1. Complete the project information section at the top of **Exhibit 2**.
2. For each applicable residential land use category included on **Exhibit 2**, enter the number of units for which building permits are to be issued. Note that is necessary to know the habitable square feet for all residential units to determine the land use categories. Backup documentation specifying each unit's habitable square feet (excluding garages and other uninhabitable areas) should be submitted when applying for building permits.
3. For each land use category, multiply the number of units by the RTMF per unit and enter the calculated amount in the Total column.
4. Add the amounts in the Total column and enter the sum on the Total Mitigation Fees line.
5. Enter any credits on the next line labeled Credits Applied.
6. Subtract the credits, if any, from the Total Mitigation Fees and enter the amount on the line labeled Net Mitigation Fees. This is the amount of RTMF for the project.

Nonresidential Development

1. Complete the project information section at the top of **Exhibit 2**.
2. The RTMF for nonresidential projects, except for lodging, is charged per thousand building square feet (KSF). The RTMF for lodging is charged per room. For each applicable nonresidential land use category included on **Exhibit 2**, excluding lodging, enter the KSF for which building permits are to be issued. For any lodging development, enter the number of rooms.
3. For each land use category in the project other than lodging, multiply the KSF by the RTMF per KSF and enter the calculated amount in the Total column. For lodging, multiply the number of rooms by the RTMF per room and enter the calculated amount in the Total column.

4. Add the amounts in the Total column and enter the sum on the Total Mitigation Fees line.
5. Enter any credits on the next line labeled Credits Applied.
6. Subtract the credits, if any, from the Total Mitigation Fee and enter the amount on the line labeled Net Mitigation Fees. This is the amount of RTMF for the project.

Other Development

The RTMF calculation for residential and nonresidential development that does not fit into one of the standard RTMF categories may be based on trip generation rates from the latest ITE Trip Generation Manual. In these cases, the following steps are required to calculate the fees:

1. Complete the project information section at the top of **Exhibit 2**.
2. Use the most recent edition of the ITE Trip Generation Manual to identify the development type and average daily trips per dwelling unit or nonresidential KSF.
3. Enter the development type, project dwelling units or nonresidential KSF, and average daily trips per dwelling unit or nonresidential KSF.
4. For residential land uses, multiply the dwelling units, trips per dwelling unit, and cost per trip to obtain the total fees, and enter the result in the Total column.
5. For nonresidential land uses, multiply the KSF, trips per KSF, and cost per trip to obtain the total fees, and enter the result in the Total column.
6. Add the amounts in the Total column and enter the sum on the Total Mitigation Fees line.
7. Enter any credits on the next line labeled Credits Applied.
8. Subtract the credits, if any, from the Total Mitigation Fees and enter the amount on the line labeled Net Mitigation Fees. This is the amount of RTMF for the project.

Accessory Dwelling Units

Exhibit 3 is a form to calculate the RTMF to be charged for a residential ADU. If there are multiple ADUs planned on one residential parcel, each ADU should be treated separately, and a separate form should be completed for each ADU. ADUs with fewer than 750 habitable square feet are exempt from paying development impact fees.

Exhibit 3
Accessory Dwelling Unit (ADU) RTMF Calculation Form

Owner _____

Contractor _____

Permit Reference Number _____

Permit Type _____

Property ID _____

Job Address _____

Date _____

Primary Residence

Property ID _____

Land Use Category _____

Building Square Feet (A)
 (excluding garage and other uninhabitable space) _____

Fee for Primary Unit, if it were new (B)
 (See table below) _____

ADU Building Square Feet (C)
 (excluding garage and other uninhabitable space) _____

Exempt (Y or N)
 (Exempt if ADU square feet < 750) _____

If Not Exempt (Exempt = N), provide information below:

ADU Percentage [(D) = (C)/(A)]
 (ADU Sq. Ft. / Primary Residence Sq. Ft.) _____

ADU RTMF Calculation

ADU Floor Space Percentage * Fee for Primary Residence
 (E) = (B) * (D) _____ * _____ = _____

Fee Table for Primary Residence (if it were new)

Effective Date: _____

Single Family Residential

Small (<1,500 sq. ft.)	\$4,030
Medium (1,501 to 2,500 sq. ft.)	\$4,868
Large (> 2,500 sq. ft.)	\$5,396

Multiple Family Residential

Small (<1,500 sq. ft.)	\$1,128
Medium (1,501 to 2,500 sq. ft.)	\$1,363
Large (> 2,500 sq. ft.)	\$1,511

Mobile Home in Park

Small (<1,500 sq. ft.)	\$2,775
Medium (1,501 to 2,500 sq. ft.)	\$3,352
Large (> 2,500 sq. ft.)	\$3,716

Retirement/Senior Residential

Small (<1,500 sq. ft.)	\$780
Medium (1,501 to 2,500 sq. ft.)	\$942
Large (> 2,500 sq. ft.)	\$1,045

TOTAL

Total Mitigation Fees

\$ _____

Credits Applied

\$ _____

Net Mitigation Fees

\$ _____

The steps listed below describe how to complete the RTMF calculation for an ADU. Example calculations are provided in **Appendix A**.

1. Complete the project information section at the top of **Exhibit 3**.
2. Record the building square feet excluding garages and other uninhabitable areas (habitable square feet) of the planned ADU in the indicated area of **Exhibit 3**.
3. If the ADU habitable square feet are less than 750, then the ADU is exempt from the RTMF and no further calculations are necessary.
4. If the ADU habitable square feet are at least 750, then the ADU must pay the RTMF and the following steps below should be completed.
 - a. Record the primary residence Property ID (e.g., address or APN) and habitable square feet. Square feet of existing residences should be obtained from the Nevada County Geographic Information System (GIS). *Recall that habitable square feet exclude uninhabitable areas such as garages.*
 - b. Enter the primary residence land use category, which is determined by the type (single family, multifamily, mobile home, or age-restricted) and habitable square feet of the primary unit.
 - c. Record the ADU habitable square feet as a percentage of the primary residence habitable square feet in the ADU Percentage area for the applicable primary residence land use, using the formula below:
ADU Percentage = ADU Building Square Feet/Primary Residence Building Square Feet.
 - d. Multiply the ADU Percentage by the Fee per Unit. Enter the result in the Total column.
 - e. Enter the same amount on the Total Mitigation Fees line.
 - f. Enter any credits on the next line labeled Credits Applied.
 - g. Subtract the credits, if any, from the Total Mitigation Fee and enter the amount on the line labeled Net Mitigation Fees. This is the amount of RTMF for the ADU.

Expiration of Building Permits

RTMF Refund

If a building permit should expire, is revoked, or is voluntarily surrendered, and is therefore voided, and no construction or land improvements have commenced, then the applicant is entitled to a refund of the RTMF collected, which was paid as a condition of approval, less administrative costs (\$500 or two percent of the fee amount, whichever is greater). The administrative cost shall be used to offset the

cost of collection, accounting, and refund. The applicant shall submit an application for a refund to the local jurisdiction. If the local jurisdiction has not yet forwarded the fees to NCTC, the local jurisdiction will process the application and return the fees less the administrative costs. If the local jurisdiction has already forwarded the fees to NCTC, the local jurisdiction will process the refund and account for the reimbursement in the next transfer of fees collected to NCTC.

Permit Reapplication

The applicant must pay the appropriate RTMF in full if the applicant reapplies for a permit for which a refund was processed.

RTMF Exemptions

The following types of development are exempt from the RTMF Program:

- The reconstruction of, or addition to, a commercial building, as long as the building continues a use in the same fee category as the prior use and does not result in additional square feet.¹
- The reconstruction of, or addition to, a residential dwelling unit, as long as the unit continues to be in the same fee category or in a residential fee category with lower fees.²
- Public/Quasi-Public development and schools.
- ADUs with fewer than 750 habitable square feet.
- Ancillary uses.

For example, a club house in an apartment building would be exempt from RTMF fees because it would serve the apartment residents and would not generate additional trips.

¹ If the reconstruction or addition results in additional commercial square feet but not in a fee category change, the RTMF will only be paid on the additional square feet.

² If the reconstruction or addition causes a change in the residential fee category to a residential fee category with higher fees, then the RTMF paid will be the difference in the fees between the two fee categories. Note that there are 12 residential fee categories as shown on **Exhibit 2**. Each residential fee category consists of a combination of unit type (Single Family, Multiple Family, Mobile Home in Park, and Retirement/Senior) and unit size (Small, Medium, and Large).

RTMF Credits for Prior Uses

Reconstruction of, or addition to, an existing building is eligible for an RTMF credit. The RTMF applicable to the existing and new development shall be calculated using the current fee schedule, and the new development will receive a fee credit of up to the RTMF that would have applied for the existing development:

- If the existing development RTMF is less than the new development RTMF, then the new development credit equals the existing development RTMF, and the new development will pay the difference between the existing and new development RTMF.
- If the existing development RTMF is greater than the new development RTMF, then the new development will receive a full credit and not pay any RTMF.

Other Fee and Funding Programs

The RTMF is in addition to any other fees, conditions, or exactions for on-site and off-site improvements imposed on a project according to state law, local ordinances, or administrative policy. In addition, the developer of a project shall not be entitled to any RTMF credits for other fees, conditions, or exactions not part of the RTMF Program.

Allocation of RTMF Program Funds

RTMF Program funds shall be distributed in accordance with Executive Committee actions, the most current RTMF Nexus Study, this 2023 Administrative Plan, and any future amendments thereto.

3. RTMF Program Credits and Reimbursements

Administration of RTMF Credits for Construction of Eligible Facilities

Each local jurisdiction shall be responsible for the administration of RTMF credit agreements for development in its jurisdiction. Each jurisdiction shall transmit all RTMF credit agreements to the NCTC within 60 days of execution by that jurisdiction. The NCTC may administer credit agreements upon written request from that jurisdiction. The credit agreements shall be in accordance with the following requirements.

Developer Credits Conditions

Any RTMF credit shall be used first by the developer to offset any obligation of the developer to pay RTMF impact fees of the same development project and are subject to the following conditions:

- Credits may not be transferred or sold to other development projects.
- Developers must exhaust all credits before they are eligible for reimbursements.
- Credits shall run with the sale of the land.

Amount of Credits

If a developer constructs improvements identified on the Regional System, the developer shall, upon execution of an approved fee agreement, receive credit for all costs associated with the improvements based on approved project cost estimates for the Regional System.

The amount of the development fee credit shall not exceed the maximum amount determined by the most current project cost estimates for the Regional System, or actual costs, whichever is less. This shall be known as the maximum RTMF credit. The maximum RTMF credit shall be determined based on approved Improvement Plans and after Conditions of Approval have been determined. The maximum RTMF credit shall identify, at a minimum, the facility, the dimensions of the facility, the number of lanes, and the applicable project cost estimates as identified in the most current adopted RTMF Nexus Study.

Repayment of Credits

Should the NCTC Executive Committee determine that a jurisdiction granted credits exceeding the maximum RTMF credit, that jurisdiction shall provide NCTC payment in the amount equal to the excess credit amount.

Administration of RTMF Reimbursements for Construction of Eligible Facilities

Local jurisdictions/agencies and developers are eligible for reimbursement for construction of RTMF facilities. The processes for both are different and are described below.

Developer Reimbursements

Each local jurisdiction shall be responsible for the administration of reimbursement agreements. If a developer constructs Regional System improvements in excess of its RTMF fee obligation, the developer may be reimbursed for the difference between eligible costs and the RTMF obligation. The eligible costs are based on actual costs or the approved project cost estimates, whichever is less at the time of the agreement.

Reimbursements shall be made through agreements between developers and the local jurisdiction and are contingent upon funds being available. In all cases, reimbursements under such agreements must coincide with construction of the transportation improvements as scheduled in the most current Five-Year Transportation Improvement Program (TIP) adopted by NCTC.

Developer Reimbursement Conditions

A developer may enter into a reimbursement agreement with a local jurisdiction to reimburse the developer/owner for the direct and verifiable costs of constructing improvements to the Regional System when all of the following conditions are met:

- All available credits are exhausted.
- The improvements received prior approval from the jurisdiction and NCTC Executive Committee based on the review of the RTMF project priority list.
- The jurisdiction and NCTC Executive Committee have reviewed and approved the scope of the project to be constructed.

In no event shall a developer be reimbursed for improvements to the Regional System in excess of the most current approved project cost estimates for the RTMF at the time of the agreement.

Local Jurisdiction/Agency Reimbursements

In cases where a local jurisdiction constructs RTMF facilities, the jurisdiction is eligible for reimbursement up to the maximum share identified in the Nexus Study or actual cost, whichever is less, in accordance with the prioritization schedule in the adopted TIP. Local jurisdictions are required to enter into a reimbursement agreement with NCTC to be eligible to receive RTMF funds from NCTC.

4. Administrative Responsibilities and Costs

The NCTC shall administer the RTMF Program as described in this Administrative Plan adopted by the participating jurisdictions. This chapter describes the administration governing structure, responsibilities, and costs.

Regional Administration

As set forth in Chapter 1, NCTC is designated as the RTMF Program Administrator. As Administrator, NCTC will receive all fees generated from the RTMF that are collected by local jurisdictions. NCTC shall invest, account for, and expend such fees in accordance with this Administrative Plan and applicable state laws. **Exhibit 4** provides a flow chart of the administrative decision-making process.

Exhibit 4. RTMF Administrative Decision-Making Process



NCTC Executive Director

The NCTC Executive Director reports to the NCTC Executive Committee and shall be responsible for the following RTMF Program activities:

- Administration of the RTMF Program, including development of credit agreements, fee collection processes, and processing RTMF Program appeals.
- An independent fiscal audit conducted to report on the evidence that the expenditure of funds collected is in accordance with the Mitigation Fee Act. The audit shall be presented to the Executive Committee and made available to the public.
- Establishment and management of the RTMF Program Trust Fund for the purposes of depositing RTMF revenues and interest earned on Trust Fund deposits.
- Preparation of an Annual Report for consideration by the Executive Committee detailing the status of the RTMF Program including, but not limited to, fees collected and disseminated; capital projects planned for, prioritized, and built; reimbursement and credit agreements; appeals; and recommendations for RTMF Program adjustments.
- Preparation of periodic comprehensive RTMF Program review reports that provide, in concert with requirements of the California Mitigation Fee Act, an analysis of the RTMF Program, including review of the various RTMF Nexus Study inputs and assumptions, and preparation of recommendations on potential RTMF Program revisions for consideration by the Executive Committee. Such reports may include but are not limited to recommended fee adjustments based on changes in the facilities required to be constructed, and revenues received pursuant to the Program.
- Preparation of technical studies/analysis required to select and prioritize Regional System projects.
- Development of a Strategic Plan that identifies long term planning goals and objectives for implementation of the RTMF Program.
- Development of a Five-Year TIP that identifies projects that are scheduled and funded for construction over a specified period of time and is reviewed on an annual basis. See **Appendix B**.
- Other related activities as directed by the Executive Committee.

NCTC Executive Committee

The Executive Committee shall be comprised of three members, with each member representing a distinct participating jurisdiction (Nevada County, Grass Valley, and Nevada City). The Executive Committee has final authority and shall be responsible for reviewing and acting on recommendations for project selection and prioritization of projects in the RTMF Capital Improvement Plan (CIP),

Strategic Plan, and TIP. The Executive Committee shall review and consider recommendations on projects from the Administrative Committee and the NCTC Technical Advisory Committee (TAC). The Executive Committee shall also be responsible for approval of this Administrative Plan and any subsequent amendments thereto. From time to time the Executive Committee shall recommend changes to the Program for consideration by participating jurisdictions. All actions by the Executive Committee must be approved by all three members to be enforced. If there is a dispute at the Executive Committee level regarding project prioritization of a specific project(s) and a consensus cannot be reached, that project shall be tabled until such time as new information is presented and the matter can be resolved.

In developing recommendations on RTMF projects for consideration by the Executive Committee, NCTC staff and TAC shall work to coordinate compatibility with local project priorities and schedules of area transportation improvements.

NCTC TAC

The TAC shall review the technical documents and recommendations for RTMF Program projects. Additionally, the TAC shall meet annually in February or March to review the proposed RTMF inflation adjustment (detailed in RTMF Program Update section below) and make a recommendation on whether or not to adjust the fees. The TAC shall forward any recommendations to the Executive Committee for its consideration. The TAC shall also provide additional assistance to the RTMF Program as requested by the Executive Committee.

Administrative Committee

The Administrative Committee shall be comprised of the chief administrative officer, public works director or designee from the three participating jurisdictions, and NCTC's Executive Director. The Administrative Committee shall have the following responsibilities:

- Develop objective criteria for project selection and prioritization, including, but not limited to, the following factors: traffic safety issues potentially created by growth, regional significance, availability of matching funds, mitigation of congestion created by new development, system continuity, geographic balance, project readiness, and completed projects with reimbursement agreements.
- Provide additional assistance to the RTMF Program as requested by the Executive Committee and/or the NCTC TAC.
- Prepare the Strategic Plan.
- Prepare the Five-Year TIP, which will be reviewed annually.
- Review and recommend changes in project priorities to the NCTC TAC and Executive Committee.

- Select a lead agency for each of the projects in the CIP.
- Review the Annual Report prepared by NCTC.
- Review and revise the roadways in the Regional System as necessary (at a minimum of every 5 years).
- Review and revise project cost estimates for the Regional System projects as necessary (at a minimum of every 5 years).

RTMF Program Update

The NCTC Executive Committee shall undertake a review of all components of the RTMF Program in accordance with AB 1600 and other applicable laws, and, if necessary, recommend Program amendments and/or adjustments. Amendments to the Administrative Plan will be subject to the approval of the NCTC Executive Committee. Required RTMF Program amendments shall be approved by the three participating jurisdictions acting on recommendations provided by the Executive Committee. The review shall consider whether adjustments to future administration costs are needed. The RTMF program is subject to annual inflation adjustments and 8-year nexus study updates. The purpose of each update is described in this section.

Annual Inflation Adjustment

The RTMF may, at NCTC's discretion, be adjusted to account for the inflation of construction, right-of-way acquisition, and design costs.

The proposed fees in the 2023 RTMF Nexus Study Update were adopted in July 2023. The fees in each jurisdiction will go into effect no sooner than 60 days after adoption. In February or March of each calendar year thereafter, the RTMF should be reviewed, and fee adjustments should be recommended by the TAC based on the percentage change in the San Francisco Construction Cost Index (CCI) as reported in the Engineering News Record for the 12-month period ending in December of the prior year. The inflation adjustment should then be adopted by the member agencies in April. This will allow for a 60-day noticing period before the new fee schedule becomes effective on July 1st of each year.

Below is an example of a percentage adjustment calculation.

San Francisco CCI - December 2021	14,228.24
San Francisco CCI - December 2022	14,977.94
Percentage Change	5.27%

RTMF Nexus Study Update

State law requires that impact fees be subject to periodic updates based on changes in developable land, cost estimates, or outside funding sources. This update of the nexus findings must be performed at least once every eight years. During the nexus update studies, the TAC will analyze the following items:

- Changes to the required facilities listed in the CIP.
- Changes in the cost to update or administer the fee.
- Changes in costs greater than inflation.
- Changes in assumed land uses.
- Changes in other funding sources.

Any changes to the RTMF based on a nexus study update will be presented to the Executive Committee for approval and recommendation to the participating jurisdictions.

During a nexus study update, the Executive Committee may change the funding priority of a project. Such a change will be based on level of service evaluations, the location and timing of new development that will add significant housing or jobs, or other considerations. RTMF revenues may be spent on any of the projects identified in the CIP without regard to the location of the project and the location of collected fees, so long as there is a nexus between the development paying the fee and the project being funded, as shown in the most recent nexus study update.

Five-Year Reporting Requirements

RTMF funds will be deposited, invested, and expended in accordance with Government Code Section 66006. In the fifth year following the first deposit into the RTMF account or fund and every 5 years thereafter, NCTC staff will provide the local jurisdictions with information required to make all of the following findings with respect to that portion of the account or fund remaining unexpended:

- Identify the purpose for which the RTMF is to be used.
- Demonstrate a reasonable relationship between the fee and the purpose for which it is charged.
- Identify all sources and amounts of funding anticipated to complete financing of incomplete CIP projects.
- Designate the approximate dates that the RTMF funding referred to in the above paragraph is expected to be deposited in the appropriate account or fund.

The local jurisdictions must refund the unexpended or uncommitted revenue portion of the RTMF for which a need cannot be demonstrated in the above findings unless the administrative costs exceed the amount of the refund.

Noticing Requirements

State law imposes certain requirements related to providing public notice when impact fees are changed. The requirements most relevant to the RTMF are listed below:

- **Adoption of Nexus Studies:** All studies shall be adopted at a public hearing with at least 30 days' notice. The city, county, or special district shall notify any member of the public that requests notice of intent to begin an impact fee nexus study of the date of the hearing (see CGC§ 66016.5).

The new nexus study must be posted on the agency's website within 30 days of adoption.

- **Changes to Fees:** For any fee, notice of the time and place of the meeting, including a general explanation of the matter to be considered, and a statement that the data required by this subdivision is available shall be mailed at least 14 days prior to the first meeting to an interested party who files a written request with the agency for mailed notice of a meeting on a new or increased fee to be enacted by the agency. Notices may be sent electronically (see CGC§ 66019).

At least 10 days prior to the meeting, the agency shall make available to the public the data indicating the amount of cost, or the estimated cost, required to provide the public facilities and the revenue sources anticipated to fund those public facilities, including general fund revenues.

The new fees must be posted on the agency's website for at least 60 days before going into effect.

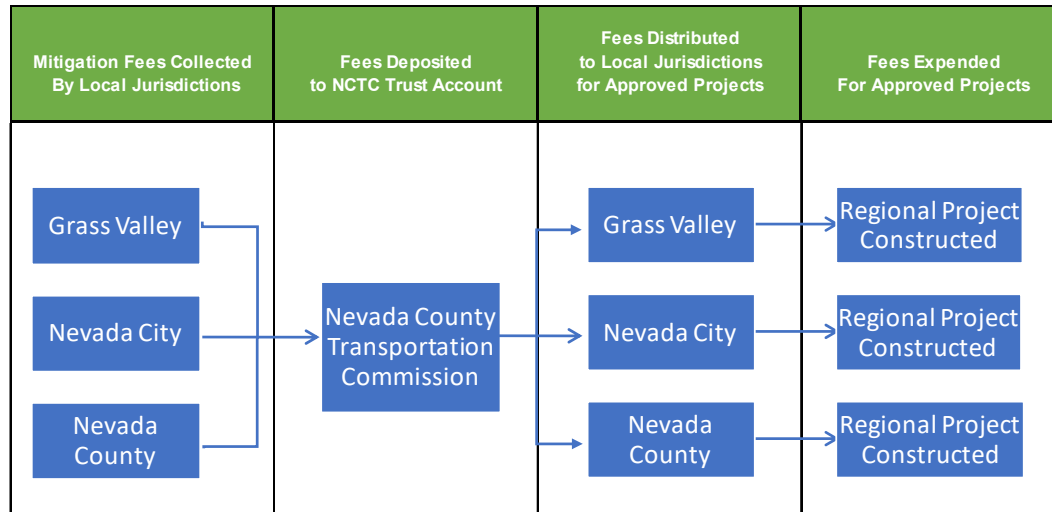
- **Annual Report:** The local agency shall review the information in the Annual Report at the next regularly scheduled public meeting not less than 15 days after this information is made available to the public, as required by this subdivision. Notice of the time and place of the meeting, including the address where this information may be reviewed, shall be mailed, at least 15 days prior to the meeting, to any interested party who files a written request with the local agency for mailed notice of the meeting. Any written request for mailed notices shall be valid for one year from the date on which it is filed unless a renewal request is filed. Renewal requests for mailed notices shall be filed on or before April 1 of each year (see CGC§ 66006(b)(2)).
- **Five-Year Report:** Five-Year Reports have the same requirements for noticing and review as described above for annual reports. The five-year report should be reviewed at the same meeting as that year's annual report.

Disposition of RTMF Revenues

The fees that are paid to Nevada County, Grass Valley, and Nevada City are to be deposited into a trust account for which the NCTC is the treasurer. The three local jurisdictions are then responsible for implementing and constructing the projects

approved by the NCTC Executive Committee. They are to be reimbursed by NCTC for the cost incurred up to, but not exceeding, the project cost estimates in the approved CIP, upon submittal of valid invoices. A graphical illustration of the fee collection and disposition process is shown in **Exhibit 5**.

Exhibit 5. Fee Collection and Disposition Process



Annual Program Accountability

An annual report will be produced that will show the most current revenue balance for the RTMF Program, as well as provide a status of the Regional System projects to be constructed with the fee revenues. This report must be made available to the public within 180 days after the last day of each fiscal year (see CGC§ 66006(b)(1)).

In addition, annual fiscal audits by an independent accounting firm are required by law to examine the fiscal responsibility of local governments. The NCTC is subject to an annual financial audit. The annual report and the annual financial audit will serve as the accountability mechanisms for the collection and use of the RTMF revenue.

Surplus Funds

If the RTMF program is terminated, then in accordance with State law, the jurisdictions may use the funds to complete eligible projects included in the RTMF Program and/or return surplus or unexpended funds to the current owners of the properties that paid the unexpended funds remaining in the RTMF program.

Local Administration

The RTMF fee schedule will be adopted by Grass Valley, Nevada City, and Nevada County through ordinances authorizing collection of the RTMF, and through resolutions establishing the RTMF. The RTMF fee schedule will be effective no sooner than 60 days following final action by each local agency on the ordinances authorizing collection of the RTMF, and on the resolutions establishing the RTMF. The local ordinances or resolutions should reference the annual inflation adjustment process discussed in this Administrative Plan.

The local jurisdictions are responsible for collecting the RTMF. Fees collected and a corresponding activity report are to be transmitted to the Executive Director of NCTC either annually or bi-annually (in January and July) depending on the amount of fees generated. If over \$10,000 has been collected during the prior 6 months, then the fees shall be transmitted within 30 days of the six-month period (January through June or July through December) in which the fees were collected. Otherwise, the jurisdiction may wait to transmit the fees until 30 days following the calendar year in which the fees were collected.

In accordance with the Mitigation Fee Act, NCTC will deposit, invest, account for, and disburse the transmitted fees. Participating jurisdictions are required to transmit quarterly reports to NCTC that shall include, but not be limited to, the following information regarding the RTMF Program status:

- **Quarterly Remittance/Activity Reports**—Within 30 days of the end of the quarter in which RTMF was collected, the participating jurisdiction shall submit the standard Remittance/Activity Report to NCTC containing information necessary for NCTC to determine the total amount of fees collected within each fee category as it relates to the number of building permits, certificates of occupancy, or final inspections issued during the same period of time. The information in the Remittance/Activity Report shall include: the name of the developer or payee, project address, APN, total square feet or number of dwelling units, credits issued, and such other information as requested by NCTC. This information will assist NCTC in tracking new development, total revenue received, and revenue projections for purposes of program audits and program updates. If an audit is required due to reporting and remittance irregularities, the jurisdiction will incur the cost of the audit.

Administrative Costs

The RTMF Program includes the costs of program administration and comprehensive program updates. NCTC administration costs will be reimbursed on a time and materials basis, but not to exceed \$10,000 per year. The total cost for comprehensive program updates has been set at \$150,000 for each update.

5. Challenging the RTMF Program

Any member of the public, including an applicant for a development project, may submit evidence that the RTMF nexus findings are insufficient or failed to comply with state law. Evidence submitted pursuant to this subdivision may include, but is not limited to, information regarding the proposed fee calculation, assumptions, or methodology or the calculation, assumptions, or methodology for an existing fee upon which the proposed fee or fee increase is based.

If such a challenge arises, then the governing board of RTMF, or the member agency to which the evidence was submitted, shall consider the evidence in a timely manner. After considering the evidence, the governing board may change the fee as deemed necessary by the board (see CGC§ 66019(d)).

6. RTMF Program Appeals

RTMF Program appeals shall only be made in accordance with the provisions of this chapter.

Persons or Entities Who Have Standing to Appeal

No person or entity shall have standing to initiate an RTMF Program appeal except those persons or entities who are responsible for paying the RTMF and have an unresolved appealable issue or matter.

Appealable Issues and Matters

No issue or matter shall be heard or reviewed under the appeals process detailed in this chapter unless the issue or matter is appealable. An issue or matter is appealable if a qualified person or entity (Appellant) has a good-faith dispute directly related to Appellant's Property regarding one or more of the following items (RTMF Dispute):

- Amount of Appellant's RTMF obligation
- Administration of RTMF Credits
- Exemption of Appellant's property from the RTMF Program
- Administration of RTMF reimbursements
- RTMF refunds

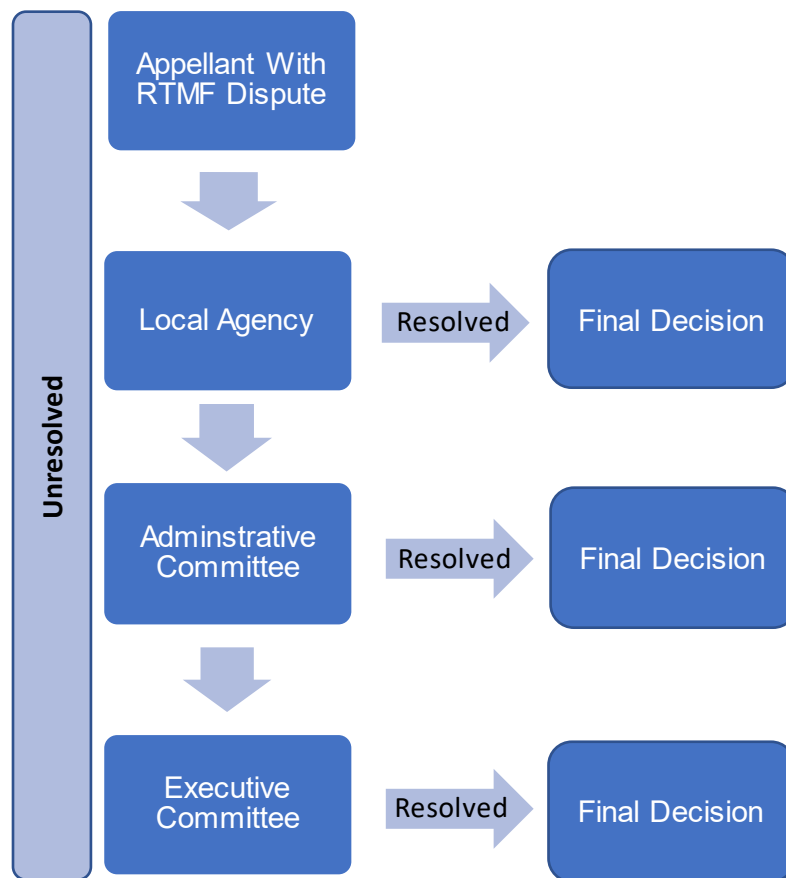
Appeals Process

Exhibit 6 outlines the potential levels of the Appeals process.

1. If an Appellant has an RTMF dispute, the Appellant shall first attempt to resolve the dispute with the staff of the local jurisdiction.
2. If the RTMF dispute remains unresolved after a reasonable attempt to address it at the local level, the Appellant may submit a written appeal to the NCTC Executive Director. The written appeal shall clearly identify key issues in the RTMF dispute. The NCTC Executive Director shall present the matter to the Administrative Committee. If the Administrative Committee determines the issue or matter is not a RTMF dispute, the written appeal shall be rejected. The Administrative Committee's decision shall be provided in writing to the Appellant.

3. If the Appellant desires further review and consideration, the Appellant must submit a written request for review to the NCTC Executive Director within five days of receiving the Administrative Committee's written decision.
4. The RTMF dispute shall be presented to the NCTC Executive Committee within 30 days of the receipt of the appeal.
5. At the conclusion of the 30-day period, the Executive Committee shall render a written decision on the appeal. The decision of the Executive Committee shall be final.

Exhibit 6. Appeals Process



7. California Environmental Quality Act Mitigation

The RTMF Program is a current financing mechanism dependent on future actions of the NCTC Executive Committee for improvements to the Regional System. The NCTC Executive Committee and its associated committees prioritize and schedule Regional System improvements. The appropriate environmental documentation, as required by the California Environmental Quality Act (CEQA), must be completed before a project can commence construction.

The RTMF Program was developed to mitigate the cumulative impacts of future growth on the Regional System. It was not developed to mitigate project-specific traffic impacts. Accordingly, the program does not relieve any development project of the responsibility to mitigate project-specific impacts identified in the environmental analysis prepared for the project. When a development project is required to construct Regional System facilities as project-specific mitigation, it shall be eligible for credit or reimbursement.



APPENDICES:

- Appendix A: RTMF Calculation Examples for
Accessory Dwelling Units
- Appendix B: Guidelines for Administration of
Programmed Projects in the
Adopted Five-Year
Transportation Improvement
Program

APPENDIX A:

RTMF Calculation Examples for Accessory Dwelling Units



Example 1: Exempt Accessory Dwelling Unit**Accessory Dwelling Unit (ADU) RTMF Calculation Form**

Owner _____

Contractor _____

Permit Reference Number _____

Permit Type _____

Property ID _____

Job Address _____

Date _____

Primary Residence

Property ID _____

APN: 123-456-789

Land Use Category _____

Single Family Residential Large

Building Square Feet (A)

(excluding garage and other uninhabitable space)

2,850

Fee for Primary Unit, if it were new (B)

(See table below)

\$5,396**ADU Building Square Feet (C)**

(excluding garage and other uninhabitable space)

700

Exempt (Y or N)

(Exempt if ADU square feet < 750)

Y

If Not Exempt (Exempt = N), provide information below:

ADU Percentage [(D) = (C)/(A)]

(ADU Sq. Ft. / Primary Residence Sq. Ft.)

ADU RTMF Calculation

ADU Floor Space Percentage * Fee for Primary Residence

(E) = (B) * (D)

*

=

Fee Table for Primary Residence (if it were new)**Single Family Residential**

Small (<1,500 sq. ft.)

\$4,030

Medium (1,501 to 2,500 sq. ft.)

\$4,868

Large (> 2,500 sq. ft.)

\$5,396

Multiple Family Residential

Small (<1,500 sq. ft.)

\$1,128

Medium (1,501 to 2,500 sq. ft.)

\$1,363

Large (> 2,500 sq. ft.)

\$1,511

Mobile Home in Park

Small (<1,500 sq. ft.)

\$2,775

Medium (1,501 to 2,500 sq. ft.)

\$3,352

Large (> 2,500 sq. ft.)

\$3,716

Retirement/Senior Residential

Small (<1,500 sq. ft.)

\$780

Medium (1,501 to 2,500 sq. ft.)

\$942

Large (> 2,500 sq. ft.)

\$1,045

TOTAL

Total Mitigation Fees

\$ _____

Credits Applied

\$ _____

Net Mitigation Fees

\$ _____

Example 2: 1,000 Sq. Ft. Accessory Dwelling Unit; 2,850 Sq. Ft. Primary Residence**Accessory Dwelling Unit (ADU) RTMF Calculation Form**

Owner _____

Contractor _____

Permit Reference Number _____

Permit Type _____

Property ID _____

Job Address _____

Date _____

Primary Residence

Property ID

APN: 123-456-789

Land Use Category

Single Family Residential Large

Building Square Feet (A)

2,850

(excluding garage and other uninhabitable space)

Fee for Primary Unit, if it were new (B)

\$5,396

(See table below)

ADU Building Square Feet (C)

(excluding garage and other uninhabitable space)

1,000

Exempt (Y or N)

(Exempt if ADU square feet < 750)

N

If Not Exempt (Exempt = N), provide information below:

ADU Percentage [(D) = (C)/(A)]

(ADU Sq. Ft. / Primary Residence Sq. Ft.)

35%**ADU RTMF Calculation**

ADU Floor Space Percentage * Fee for Primary Residence

(E) = (B) * (D)

\$5,396

*

35%

=

\$1,893.49**Fee Table for Primary Residence (if it were new)****Single Family Residential**

Small (<1,500 sq. ft.)

\$4,030

Medium (1,501 to 2,500 sq. ft.)

\$4,868

Large (> 2,500 sq. ft.)

\$5,396**Multiple Family Residential**

Small (<1,500 sq. ft.)

\$1,128

Medium (1,501 to 2,500 sq. ft.)

\$1,363

Large (> 2,500 sq. ft.)

\$1,511

Mobile Home in Park

Small (<1,500 sq. ft.)

\$2,775

Medium (1,501 to 2,500 sq. ft.)

\$3,352

Large (> 2,500 sq. ft.)

\$3,716

Retirement/Senior Residential

Small (<1,500 sq. ft.)

\$780

Medium (1,501 to 2,500 sq. ft.)

\$942

Large (> 2,500 sq. ft.)

\$1,045

TOTAL

Total Mitigation Fees

\$

Credits Applied

\$

Net Mitigation Fees

\$

Example 3: 1,000 Sq. Ft. Accessory Dwelling Unit; 2,500 Sq. Ft. Primary Residence**Accessory Dwelling Unit (ADU) RTMF Calculation Form**

Owner _____

Contractor _____

Permit Reference Number _____

Permit Type _____

Property ID _____

Job Address _____

Date _____

Primary Residence

Property ID

APN: 123-456-789

Land Use Category

Single Family Residential Medium

Building Square Feet (A)

2,500

(excluding garage and other uninhabitable space)

Fee for Primary Unit, if it were new (B)

\$4,868

(See table below)

ADU Building Square Feet (C)

(excluding garage and other uninhabitable space)

1,000

Exempt (Y or N)

(Exempt if ADU square feet < 750)

N

If Not Exempt (Exempt = N), provide information below:

ADU Percentage [(D) = (C)/(A)]

(ADU Sq. Ft. / Primary Residence Sq. Ft.)

40%**ADU RTMF Calculation**

ADU Floor Space Percentage * Fee for Primary Residence

(E) = (B) * (D)

\$4,868

*

40%

=

\$1,947.10**Fee Table for Primary Residence (if it were new)****Single Family Residential**

Small (<1,500 sq. ft.)

\$4,030

Medium (1,501 to 2,500 sq. ft.)

\$4,868

Large (> 2,500 sq. ft.)

\$5,396

Multiple Family Residential

Small (<1,500 sq. ft.)

\$1,128

Medium (1,501 to 2,500 sq. ft.)

\$1,363

Large (> 2,500 sq. ft.)

\$1,511

Mobile Home in Park

Small (<1,500 sq. ft.)

\$2,775

Medium (1,501 to 2,500 sq. ft.)

\$3,352

Large (> 2,500 sq. ft.)

\$3,716

Retirement/Senior Residential

Small (<1,500 sq. ft.)

\$780

Medium (1,501 to 2,500 sq. ft.)

\$942

Large (> 2,500 sq. ft.)

\$1,045

TOTAL

Total Mitigation Fees

\$

Credits Applied

\$

Net Mitigation Fees

\$



APPENDIX B:
Guidelines for Administration of
Programmed Projects in the
Adopted Five-Year
Transportation Improvement Program

Annual Review of Five-Year TIP

Once a Five-Year TIP is adopted by the Executive Committee, the TIP shall be incorporated into and governed by these guidelines, the Administrative Plan, and the Strategic Plan in accordance with AB 1600. NCTC staff should meet with the Technical Advisory Committee annually to review the status of all programmed projects on the Five-Year TIP and bring any project adjustment requests to the Executive Committee for approval. The goals of the annual review process are as follows:

- To update project cost estimates.
- To review project status.
- To determine the continued viability of projects.
- To review the backlog of reimbursement projects.
- To address local jurisdiction issues.
- To address compliance with AB 1600.

Annual Adjustments to Five-Year TIP

In accordance with the Five-Year TIP and the original reimbursement agreement with the NCTC (lead jurisdiction), all approved projects' funding and schedules are directly tied to critical milestones. As such, requests to change a project's funding or schedule shall necessitate an amendment to the original agreement and the adopted Five-Year TIP.

Annual Five-Year TIP adjustments could include, but are not limited to:

- Scope of work reductions or additions
- Project or phase delays
- Project or phase cancellations
- New shelf-ready network projects being added as replacement projects
- Project or phase advances

Levels of Approval for Five-Year TIP Adjustments

Executive Committee

The following shall be approved and adopted by the Executive Committee as required in the Administrative Plan:

1. Annual updates to the TIP.
2. Requests to increase total RTMF funding allocations to projects in the TIP.
These requests may be made by the local jurisdiction administratively outside of the annual TIP update cycles if deemed necessary by one of the

participating jurisdictions and NCTC management due to unforeseen circumstances that necessitate immediate action. Such unforeseen circumstances shall include, but not be limited to, higher than expected bid prices. NCTC staff will obtain action from the Executive Committee in these cases either by calling for a Special Executive Committee meeting or through individual consultation.

3. Administrative requests to advance funds or adjust project schedules on TIP approved projects, upon the recommendation of the Administrative Committee. Such advancements are subject to the following conditions:
 - Jurisdiction's proof of readiness to move forward with project.
 - Confirmation that RTMF current cash flow can support the advancement or change.

NCTC Executive Director

The NCTC Executive Director shall be responsible for the review and approval of the following changes to an approved TIP, including the review and approval of any necessary agreements:

1. Change in lead jurisdiction, with the written consent of both the transferring and accepting lead jurisdiction.
2. Cancellation of project upon request of the local jurisdiction. In the event of cancellation, all RTMF funds programmed to said project shall revert to the RTMF Trust Account.
3. Approval of final completion of the project. Upon notification from the jurisdiction that a project has been completed, all unused funds programmed for that project shall revert to the RTMF Trust Account.
4. All other administrative requests, upon consultation with the Administrative Committee.

Administrative Committee

The Administrative Committee shall have the following responsibilities:

1. Provide review and approval of requests to move funds within project categories (environmental, design, etc.) administratively, contingent upon participating jurisdiction's certification of viability of all phases.
2. Provide recommendations to the NCTC Executive Director on any other requests that are deemed administrative in nature by the Executive Director.

All administrative adjustments will be submitted to the Executive Committee as part of the next Annual Review Report for final adoption.

Obligating Programmed Funds

The RTMF Program has established the policy that construction projects take priority, and therefore NCTC limits the obligation of RTMF dollars. NCTC has two options by which to obligate RTMF. In both options, steps 1, 2 and 3 (Option A) or 6 (Option B) must be completed by the local jurisdiction to ensure RTMF funding can be made available for use on an eligible project. Since RTMF project funds are generally obligated on a first come first served basis, failure to follow the prescribed steps for either option may preclude a project sponsor from receiving RTMF payments for completed work until sufficient funds are available to be obligated.

Option A

Funding for a project programmed in the Five-Year TIP is not considered obligated by NCTC until certain steps outlined below have been accomplished by the local jurisdiction.

1. Ensure that funding for the project phase is **programmed in the current year** of an adopted Five-Year TIP.
2. Ensure that there is a **signed (executed) reimbursement agreement** that matches the funding amount with the funding amount of the project phase in the adopted TIP.
3. Submit **an invoice for RTMF eligible work** prior to the end of the fiscal year to obligate the project phase funding. At the time of submitting the first invoice, the project sponsor will be required to submit all necessary supporting documentation (not previously submitted) in accordance with the provisions of the reimbursement agreement.
4. NCTC will obligate the entire phase of the project if there is available revenue at the time the invoice is submitted.

Option B

Funding for a project programmed in the Five-Year TIP is not considered obligated by NCTC until the steps outlined below have been accomplished by the local jurisdiction.

1. Ensure that funding for the project phase is **programmed in the current year** of an adopted Five-Year TIP.
2. Ensure that there is a **signed (executed) reimbursement agreement** that matches the funding amount with the funding amount of the project phase in the adopted TIP.

3. Send NCTC a letter of **notice of intent** to issue a request for proposal (RFP), solicit bids, make an offer to purchase ROW, or other similar actions to verify that sufficient funding is available and that funds are obligated and reserved exclusively for the particular project phase.
4. Receive a **notice of obligation** from NCTC within 14 working days of receipt of the notice of intent confirming the amount of funding that is obligated and reserved exclusively for the particular project phase. Alternatively, the project sponsor will receive a **notice of deferred obligation** if NCTC determines that insufficient funds are available for the project phase to be obligated.
5. Award the project and execute a contract within four months of receipt of the notice of obligation from NCTC, and send a letter of **confirmation of award** to NCTC, including evidence of a Board/Council action relating to the project award and contract execution.
6. Commence project work and submit the **first invoice** for payment within nine months of receipt of a letter of obligation by NCTC to preserve fund obligation. At the time of submitting the first invoice, the project sponsor will be required to submit all necessary supporting documentation (not previously submitted) in accordance with the provisions of the reimbursement agreement.

If a contract has not been executed within four months of receipt of the notice of obligation from NCTC (step 5), there will be a review of the project status. Based on the review of project status, NCTC will either:

1. Extend the fund obligation for up to a total of nine months from the notice of obligation if the project sponsor can demonstrate a realistic expectation that the project will be awarded and a confirmation of award can be provided to NCTC within that time frame; or
2. De-obligate the funds.

Similarly, if the first invoice has not been submitted to NCTC within nine months of receipt of the letter of obligation (step 6), there will be a review of the project status. Based on the review of project status, NCTC will either:

1. Extend the fund obligation for up to an additional nine months if the project sponsor can demonstrate a realistic expectation that the project work will commence and a first invoice is submitted within that time frame; or
2. De-obligate the funds.

Project Priorities and Expenditure Plans

Setting project priorities and establishing an Expenditure Plan are two critical steps necessary in implementing a mitigation fee program. In **Exhibit 7**, the RTMF Capital Improvement Program, there is a column titled Funding Priority where NCTC will record project priorities once they are adopted.

Exhibit 8, the RTMF Expenditure Plan, will be based on the project priorities in **Exhibit 7** and an assumed revenue generation across the twenty years of the program, with 30 percent of the funding from the fee collections set aside for repayment of the bonds issued for the Dorsey Drive Interchange project. Once the project priorities have been adopted by NCTC, they will be used to allocate the funding available for other projects on a year-by-year basis. The project priorities used in the Expenditure Plan can only be changed by unanimous vote of the NCTC Executive Committee.

Exhibit 7. RTMF Capital Improvement Program

Project ID	Facility	Location	Updated Cost Estimate	% of Need Attributable to New Development	Costs Attributable to New Development	Funds from Other Sources Beyond Amount Needed for Existing Deficiencies	RTMF Funds Currently Available or Collected in Prior Years	Amount Potentially Collectable from RTMF	Funding Priority (to be determined)
			(A)	(B)	(C) = (A)*(B)	(D)	(E)	(F)=(C)-(D)-(E)	
1	SR-49 Interchange	Dorsey Drive	\$24,000,000	33%	\$7,991,555	\$3,377,164	\$2,729,732	\$1,884,659	
2	E.Main St	@ Bennett St/Richardson St	\$1,500,000	100%	\$1,500,000	\$0	\$1,500,000	\$0	
3	SR-49 SB	PM 13.1 to PM 11.0 (SB)	\$21,000,000	48%	\$10,040,404	\$7,440,404	\$0	\$2,600,000	
4	McKnight Way Interchange	@ S. Auburn St/La Barr Meadows Rd	\$9,663,269	100%	\$9,663,269	\$2,000,000	\$0	\$7,663,269	
5	McCourtney Rd	@ SR 20 EB Ramps	\$2,083,969	63%	\$1,317,068	\$0	\$0	\$1,317,068	
6	SR 20/49 NB Ramps	@ Idaho Maryland Rd	\$1,847,696	100%	\$1,847,696	\$0	\$0	\$1,847,696	
7	SR 20/SR 49	@ Uren St	\$1,457,566	39%	\$568,304	\$0	\$0	\$568,304	
8	Brunswick Road	@ SR 174/Colfax Highway	\$1,384,179	100%	\$1,384,179	\$0	\$0	\$1,384,179	
9	SR-49	@ Coyote St	\$468,604	43%	\$199,938	\$0	\$0	\$199,938	
10	Admin Costs and 5-year reviews (2% of program)			100%				\$349,302	
Total			\$63,405,283		\$34,512,413	\$12,817,568	\$4,229,732	\$17,814,415	
As a percent of total costs for needed projects					54%	20%	7%	28%	

Exhibit 8. RTMF Expenditure Plan

Fiscal Year	Anticipated Revenue	Share of Revenue for Dorsey Drive (30% until Bonds are paid off)	Cumulative Funding for Dorsey Drive	Share of Revenue for Other Projects	Expense	Balance of Funding Available for All Other Projects	Projects
	(A)	(B)	(C) = Previous(C) + (B)	(D)=(A)-(B)	(E)	(F)=Previous(F)+(A)-(E)	
22-Jul			\$ 22,115,341			\$ 91,702	
2023/24	\$ 886,136	\$ 265,841	\$ 22,381,182	\$ 620,295	\$ 265,841	\$ 711,997	#1 Dorsey Drive bonds
2024/25	\$ 886,136	\$ 265,841	\$ 22,647,023	\$ 620,295	\$ 265,841	\$ 1,332,292	#1 Dorsey Drive bonds
2025/26	\$ 886,136	\$ 265,841	\$ 22,912,863	\$ 620,295	\$ 265,841	\$ 1,952,587	#1 Dorsey Drive bonds
2026/27	\$ 886,136	\$ 265,841	\$ 23,178,704	\$ 620,295	\$ 265,841	\$ 2,572,882	#1 Dorsey Drive bonds
2027/28	\$ 886,136	\$ 265,841	\$ 23,444,545	\$ 620,295	\$ 265,841	\$ 3,193,177	#1 Dorsey Drive bonds
2028/29	\$ 886,136	\$ 265,841	\$ 23,710,385	\$ 620,295	\$ 265,841	\$ 3,813,472	#1 Dorsey Drive bonds
2029/30	\$ 886,136	\$ 265,841	\$ 23,976,226	\$ 620,295	\$ 265,841	\$ 4,433,767	#1 Dorsey Drive bonds
2030/31	\$ 886,136	\$ 23,774	\$ 24,000,000	\$ 862,362	\$ 23,774	\$ 5,296,128	#1 Dorsey Drive bonds
2031/32	\$ 886,136			\$ 886,136		\$ 6,182,264	
2032/33	\$ 886,136			\$ 886,136		\$ 7,068,400	
2033/34	\$ 886,136			\$ 886,136		\$ 7,954,535	
2034/35	\$ 886,136			\$ 886,136		\$ 8,840,671	
2035/36	\$ 886,136			\$ 886,136		\$ 9,726,807	
2036/37	\$ 886,136			\$ 886,136		\$ 10,612,942	
2037/38	\$ 886,136			\$ 886,136		\$ 11,499,078	
2038/39	\$ 886,136			\$ 886,136		\$ 12,385,213	
2039/40	\$ 886,136			\$ 886,136		\$ 13,271,349	
2040/41	\$ 886,136			\$ 886,136		\$ 14,157,485	
2041/42	\$ 886,136			\$ 886,136		\$ 15,043,620	
2042/43	\$ 886,136			\$ 886,136		\$ 15,929,756	
Total	\$ 17,722,712	\$ 1,884,659		\$ 15,838,053	\$ 1,884,659		

**A REGIONAL TRANSPORTATION MITIGATION FEE AGREEMENT
BETWEEN THE
NEVADA COUNTY TRANSPORTATION COMMISSION
AND
CITY OF GRASS VALLEY**

This Agreement is made between the City of Grass Valley, a political subdivision of the State of California, (hereinafter "Grass Valley") and the Nevada County Transportation Commission, a regional transportation planning agency in the State of California (hereinafter "NCTC"). The City of Grass Valley and the NCTC may be referred to herein individually as "Party" or collectively as the "Parties."

This Agreement is made in consideration of the following facts:

- A. WHEREAS, City of Grass Valley and the NCTC are each empowered by law to conduct, participate in and provide regional transportation planning activities and desire to cooperate in the exercise of those powers; and
- B. WHEREAS, City of Grass Valley adopted and enacted Resolution No. ****_*****, which established a Regional Transportation Mitigation Fee (RTMF) and authorized City of Grass Valley to impose and collect said fee; and
- C. WHEREAS, the RTMF will provide funds for the construction of transportation improvements throughout Western Nevada County, as that term is defined in Resolution No. ****_*****; and
- D. WHEREAS, City of Grass Valley desires the NCTC to administer the RTMF in accordance with Resolution No. ****_***** and the Administrative Plan referenced herein.

NOW THEREFORE, in consideration of the foregoing and the mutual agreements and covenants contained herein, the Parties do hereby agree as follows:

1. Definitions. Unless the context otherwise requires, the terms defined in this section and initially capitalized in the text, shall for all purposes of the Agreement have the meanings herein specified.

- a. Administrative Plan - "Administrative Plan" is defined as the Administrative Plan for the Western Nevada County RTMF Program, adopted by NCTC on July 19, 2023 (and as amended from time to time by NCTC), which serves as the guideline for implementation of the RTMF Program.
- b. Agreement - "Agreement" shall mean this agreement as the same now exists and as it may from time to time be amended by supplemental agreements entered into, pursuant to the provisions hereof.
- c. City of Grass Valley/ NCTC - "Grass Valley" and "NCTC" are defined in the preamble.
- d. Resolution - "Resolution" shall mean City of Grass Valley Resolution No. ****_*****.
- e. Party/Parties - "Party" and "Parties" are defined in the preamble.
- f. Regional Transportation Mitigation Fee or RTMF - "Regional Transportation Mitigation Fee" or "RTMF" shall mean the Regional Transportation Mitigation Fee component of the total road development fee established by Resolution No. ****_***** and subsequent modifications to that component, as imposed and collected by City of Grass Valley.

2. Purpose; Supersedes Prior Agreements. This Agreement is made pursuant to the law and its purpose is to provide for the exercise of powers by the Parties to provide regional transportation planning and to provide for NCTC's administration of the RTMF in accordance with the Administrative Plan attached hereto as Attachment "A", as it may be amended from time to time by NCTC. In the event of any conflict between the provisions of the

Administrative Plan and this Agreement, the Administrative Plan shall control. This Agreement supersedes and all prior agreements between the Parties concerning the RTMF.

3. Term and Termination.

- a. The term of this Agreement commences on the date it is executed by the Parties, and it shall continue until and unless terminated, rescinded, canceled or modified by agreement of the Parties.
- b. Either party may terminate this Agreement for any reason by giving thirty (30) calendar days written notice to the other, which notice shall be sent by registered mail to the address set forth in Section 15.
- c. Impose and collect all the RTMF due under Resolution No. ****_*****.
- d. Deliver to the NCTC all the RTMF collected quarterly.
- e. Cooperate with the NCTC to meet their obligations under this Agreement.
- f. Other responsibilities as set forth in the Administrative Plan.

4. Responsibilities of NCTC. NCTC shall have the following responsibilities:

- a. Accept, deposit and hold all of the RTMF delivered to it pursuant to this Agreement. NCTC may invest all of the RTMF held by it pursuant to this Agreement in accordance with NCTC's investment policy/guidelines.
- b. Account for all of the RTMF delivered to it by keeping and maintaining separate books and accounts pursuant to this Agreement, without co-mingling any RTMF received, collected or held pursuant to this Agreement with any other funds or accounts of NCTC.
- c. Report all receipts and disbursements of the RTMF to the Commission.
- d. Administer the RTMF and disburse the RTMF in accordance with the Administrative Plan.
- e. Designate and appoint its Executive Director to serve as the person who has charge of, handles and has access to all money and property delivered to NCTC pursuant to this Agreement, from whatever source.
- f. Contract for an independent financial audit of its books and accounts each year.
- g. Cooperate with Grass Valley to permit them to meet their obligations under this Agreement.

5. Programming and Disbursement of Funds. The programming and funding of projects within the RTMF program will be established through a five-year Transportation Mitigation Capital Improvement Program. The structure and guidelines for this program are set forth in the Administrative Plan.

6. Inspection of Records. All books, documents, records, accounts and files relating to the RTMF collected by Grass Valley and to the management and administration of the property and RTMF by the NCTC pursuant to this Agreement shall be open to inspection at all reasonable times by Grass Valley and its designated representatives.

7. Fiscal Year. The fiscal year for the reporting and accounting for all moneys and the RTMF managed and administered by NCTC pursuant to this Agreement shall be the same as the fiscal year for NCTC.

8. Disposition of Property. On the termination of this Agreement, any property acquired as the result of the exercise of powers will be distributed to Grass Valley in proportion to the contributions made by Grass Valley.

9. Return of Surplus Moneys. Upon completion of the purpose of this Agreement and termination of this Agreement, any surplus money on hand shall be returned to Grass Valley as set forth in the Administrative Plan.

10. Indemnification. Grass Valley shall indemnify NCTC, its officers, agents and employees against all claims and hold them harmless from any and all liability attributed to Grass Valley's active or passive negligence whether on account of injury to person or persons or death or damage to property resulting from or in any way arising out of Grass Valley's operation or conduct under this Agreement, and shall reimburse NCTC, its officers, agents and employees for all costs of any such claims, demands, or causes of action which may be brought or asserted against NCTC, its officers, agents, or employees, including all costs of defense, attorney's fees, court costs and any adverse judgments.

NCTC shall indemnify Grass Valley, its officers, agents and employees against all claims and hold Grass Valley harmless from any and all liability attributed to NCTC's active or passive negligence whether on account of injury to person or persons or death or damage to property resulting from or in any way arising out of NCTC's operation or conduct under this Agreement, and shall reimburse Grass Valley's, its officers, agents and employees for all costs of any such claims, demands, or causes of action which may be brought or asserted against Grass Valley's, its officers, agents, or employees, including all costs of defense, attorney's fees, court costs and any adverse judgements.

11. Agreements. This Agreement constitutes the entire agreement between the Parties regarding the subject matter hereof. Any oral representations or modifications concerning this Agreement shall be of no force or effect unless contained in subsequent written modification signed by the Parties. This Agreement may be amended at any time by mutual agreement of the Parties, but any amendment must be in writing and signed by the Parties.

12. Severability. If any provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions shall nevertheless continue in full force without being impaired or invalidated in any way.

13. Captions. The captions or paragraphs and subparagraphs of this Agreement are for reference only and not to be construed in any way as part of the agreement.

14. Assignment. No Party to this Agreement shall assign, sell, transfer or delegate any of its rights or duties under this Agreement without the prior written consent of the other Party.

15. Notices. Any notice, demand or other communication required or permitted under the provisions of this Agreement shall be effective when in writing and either personally delivered or addressed and placed in the mail as follows:

City of Grass Valley
125 East Main St.
Grass Valley, CA 95945

Nevada County Transportation Commission
101 Providence Mine Road, Suite 102
Nevada City, CA 95959

16. Attorneys' Fees. In the event, that either Party hereto shall institute any legal proceeding or arbitration pursuant to the provisions of this Agreement, the prevailing Party shall be entitled to reasonable attorneys' fees and costs to be determined by the court or arbitrator, as the case may be.

17. Controlling Law. California law shall be considered the law applicable to and controlling interpretation of this Agreement.

18. Interpretation. No provision of this Agreement shall be interpreted for or against any Party because that Party or that Party's legal representative drafted the provision.

IN WITNESS HEREOF, this Agreement has been executed by the parties hereto the day and year set forth below.

Item # 11.

NCTC:

Ed Scofield, Chair
Nevada County Transportation Commission

Dale Sayles,
Administrative Services Officer

Date

Date

Approved as to Form:

Osman I. Mufti
Sloan Sakai Yeung & Wong LLP
General Council

CITY OF GRASS VALLEY:

Mayor, City of Grass Valley

Date

Approved as to Form:

Michael G. Colantuono
City Attorney

RESOLUTION NO. R2023-53**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GRASS VALLEY AMENDING
GRASS VALLEY TRANSPORTATION IMPACT FEES FOR
TRAFFIC AND CIRCULATION IMPROVEMENTS**

WHEREAS, Grass Valley Municipal Code Chapter 3.44 establishes the authority for imposing and charging traffic impact fees; and

WHEREAS, the establishment, modification, structuring, restructuring, or approval of rates, tolls, fares, and other charges by this resolution are for the purpose of meeting operating expenses, including employee wage rates and fringe benefits; purchasing or leasing supplies, equipment, or materials; meeting financial reserve needs and requirements, or obtaining funds for capital projects necessary to maintain service within existing service areas; and

WHEREAS, the City Council of the City of Grass Valley has established a Fee Schedule for the fiscal year 2023/24 as part of the Fiscal Year Budget approval process, which includes all fees of the City and a policy for the review and approval of City fees and charges; and

WHEREAS, the City has completed a comprehensive review to calculate the costs and impacts attributable to new development on the local transportation system, as documented in the GHD report titled "Grass Valley Transportation Impact Fee 2023 Nexus Study Update, Final Report", dated August 16, 2023; and

WHEREAS, on August 22, 2023, the City held a noticed public hearing to consider updates to the GVTIF program and proposed impact fees; and

NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GRASS VALLEY, as follows:

1. That the foregoing statements are true and correct.
2. That the GVTIF, development impact fees, policies, and calculations comply with California Government Code Section 66001 by establishing the basis for imposition of fees on new development by:
 - a. Identifying the purpose of the fee.
 - b. Identifying the use to which the fee will be put.
 - c. Showing a reasonable relationship between the fee's use and the type of development project on which the fee is imposed.
 - d. Showing a reasonable relationship between the need for the public facility and the type of development on which the fee is imposed.
 - e. Showing a reasonable relationship between the amount of the fee and the cost of the public facility attributable to the development on which the fee is imposed.

3. That the fee methodologies, study, and proposed development impact fees, as documented in the GHD report titled "Grass Valley Transportation Impact Fee 2023 Nexus Study Update" are the basis for the fees and are hereby adopted.
4. That the Fee Schedule for the fiscal year 2023/24 is hereby amended for the transportation impact fees as shown in Exhibit "A"
5. That this amendment to transportation impact fees shall be effective starting on November 15, 2023, and subsequently adjusted per the prescribed annual inflation provisions on July 1st for each fiscal year thereafter.

PASSED AND ADOPTED as a Resolution by the City Council of the City of Grass Valley at a regular meeting thereof held on the 22nd day of August 2023, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

Jan Arbuckle, MAYOR

APPROVED AS TO FORM:

ATTEST:

Michael G. Colantuono, CITY ATTORNEY

Taylor Day, CITY CLERK

**AMENDED FISCAL YEAR 2023/24 TRANSPORTATION IMPACT FEE
SCHEDULE EFFECTIVE NOVEMBER 15, 2023**

	Proposed GVTIF Rate	Proposed RTMF Rate	Proposed Total Rate
Residential			
Single Family House			
Small (<1,500 sq.ft.)	\$3,293	\$4,030	\$7,323
Medium (1,500-2,500 sq.ft.)	\$3,978	\$4,868	\$8,846
Large (<2,500 sq.ft.)	\$4,410	\$5,396	\$9,806
Multi-Family			
Small (<1,500 sq.ft.)	\$922	\$1,128	\$2,050
Medium (1,500-2,500 sq.ft.)	\$1,114	\$1,363	\$2,477
Large (<2,500 sq.ft.)	\$1,235	\$1,511	\$2,746
Mobile Home in Park			
Small (<1,500 sq.ft.)	\$2,268	\$2,775	\$5,043
Medium (1,500-2,500 sq.ft.)	\$2,739	\$3,352	\$6,091
Large (<2,500 sq.ft.)	\$3,037	\$3,716	\$6,753
Senior Housing			
Small (<1,500 sq.ft.)	\$637	\$780	\$1,418
Medium (1,500-2,500 sq.ft.)	\$770	\$942	\$1,712
Large (<2,500 sq.ft.)	\$854	\$1,045	\$1,898
Non-Residential			
Office	\$1,576	\$755	\$2,331
Industry	\$587	\$281	\$868
Warehouse	\$440	\$211	\$650
Retail - Low	\$2,671	\$1,280	\$3,951
Retail - Medium	\$6,241	\$2,990	\$9,231
Retail - High	\$11,360	\$5,443	\$16,803
Lodging	\$520	\$249	\$769
Public & Quasi-Public		Exempt	
School K-8th Grade		Exempt	
School 9-12th Grade		Exempt	
Public College		Exempt	

RESOLUTION NO. R2023-54**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GRASS VALLEY AMENDING
REGIONAL TRANSPORTATION MITIGATION IMPACT FEES FOR
TRAFFIC AND CIRCULATION IMPROVEMENTS**

WHEREAS, Grass Valley Municipal Code Chapter 3.44 establishes the authority for imposing and charging traffic impact fees; and

WHEREAS, the City Council of the City of Grass Valley has established a Fee Schedule for fiscal year 2023/24 as part of the Fiscal Year Budget approval process, which includes all fees of the City and a policy for the review and approval of City fees and charges; and

WHEREAS, the establishment, modification, structuring, restructuring, or approval of rates, tolls, fares, and other charges by this resolution are for the purpose of meeting operating expenses, including employee wage rates and fringe benefits; purchasing or leasing supplies, equipment, or materials; meeting financial reserve needs and requirements, or obtaining funds for capital projects necessary to maintain service within existing service areas; and

WHEREAS, the Nevada County Transportation Commission (NCTC) has completed a comprehensive review to calculate the costs and impacts attributable to new development on the regional transportation system, as documented in the GHD report titled "Regional Transportation Mitigation Fee 2023 Nexus Study Update, Final Report", dated July 12, 2023; and

WHEREAS, the Nevada County Transportation Commission (NCTC) has recommended adoption by the local jurisdictions of the updated Regional Transportation Mitigation Fee (RTMF) program at their July 19, 2023 meeting;

WHEREAS, on August 22, 2023, the City held a noticed public hearing to consider updates to the RTMF program and proposed impact fees; and

NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GRASS VALLEY, as follows:

1. That the foregoing statements are true and correct.
2. That the RTMF, development impact fees, policies, and calculations comply with California Government Code Section 66001 by establishing the basis for imposition of fees on new development by:
 - a. Identifying the purpose of the fee.
 - b. Identifying the use to which the fee will be put.
 - c. Showing a reasonable relationship between the fee's use and the type of development project on which the fee is imposed.

- d. Showing a reasonable relationship between the need for the public facility and the type of development on which the fee is imposed.
 - e. Showing a reasonable relationship between the amount of the fee and the cost of the public facility attributable to the development on which the fee is imposed.
3. That the fee methodologies, study, and proposed development impact fees, as documented in the GHD report titled "Regional Transportation Mitigation Fee 2023 Nexus Study Update" are the basis for the fees and are hereby adopted.
 4. That the Fee Schedule for the fiscal year 2023/24 is hereby amended for the transportation impact fees as shown in Exhibit "A"
 5. That this amendment to transportation impact fees shall be effective starting on November 15, 2023, and subsequently adjusted per the prescribed annual inflation provisions on July 1st for each fiscal year thereafter.

PASSED AND ADOPTED as a Resolution by the City Council of the City of Grass Valley at a regular meeting thereof held on the 22nd day of August 2023, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

Jan Arbuckle, MAYOR

APPROVED AS TO FORM:

ATTEST:

Michael G. Colantuono, CITY ATTORNEY

Taylor Day, CITY CLERK

**AMENDED FISCAL YEAR 2023/24 TRANSPORTATION IMPACT FEE
SCHEDULE EFFECTIVE NOVEMBER 15, 2023**

	Proposed GVTIF Rate	Proposed RTMF Rate	Proposed Total Rate
Residential			
Single Family House			
Small (<1,500 sq.ft.)	\$3,293	\$4,030	\$7,323
Medium (1,500-2,500 sq.ft.)	\$3,978	\$4,868	\$8,846
Large (<2,500 sq.ft.)	\$4,410	\$5,396	\$9,806
Multi-Family			
Small (<1,500 sq.ft.)	\$922	\$1,128	\$2,050
Medium (1,500-2,500 sq.ft.)	\$1,114	\$1,363	\$2,477
Large (<2,500 sq.ft.)	\$1,235	\$1,511	\$2,746
Mobile Home in Park			
Small (<1,500 sq.ft.)	\$2,268	\$2,775	\$5,043
Medium (1,500-2,500 sq.ft.)	\$2,739	\$3,352	\$6,091
Large (<2,500 sq.ft.)	\$3,037	\$3,716	\$6,753
Senior Housing			
Small (<1,500 sq.ft.)	\$637	\$780	\$1,418
Medium (1,500-2,500 sq.ft.)	\$770	\$942	\$1,712
Large (<2,500 sq.ft.)	\$854	\$1,045	\$1,898
Non-Residential			
Office	\$1,576	\$755	\$2,331
Industry	\$587	\$281	\$868
Warehouse	\$440	\$211	\$650
Retail - Low	\$2,671	\$1,280	\$3,951
Retail - Medium	\$6,241	\$2,990	\$9,231
Retail - High	\$11,360	\$5,443	\$16,803
Lodging	\$520	\$249	\$769
Public & Quasi-Public		Exempt	
School K-8th Grade		Exempt	
School 9-12th Grade		Exempt	
Public College		Exempt	

RESOLUTION NO. R2023-55**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GRASS VALLEY AUTHORIZING THE EXECUTION OF A REGIONAL TRANSPORTATION MITIGATION FEE (RTMF) AGREEMENT AND ADOPTING A RTMF ADMINISTRATIVE PLAN**

WHEREAS, the Nevada County Transportation Commission (NCTC) has completed a comprehensive review to calculate the costs and impacts attributable to new development on the regional transportation system, as documented in the GHD report titled "Regional Transportation Mitigation Fee 2023 Nexus Study Update, Final Report", dated July 12, 2023; and

WHEREAS, on August 22, 2023, the City held a noticed public hearing to consider updates to the RTMF program and proposed impact fees; and

WHEREAS, the Nevada County Transportation Commission (NCTC) has completed an administrative manual that contains the guidelines on how the Regional Traffic Mitigation Fee Program will be implemented and administered by the City and NCTC, as documented in the Economic & Planning Systems, Inc. report titled "Regional Traffic Mitigation Fee Program Administrative Plan", dated July 13, 2023; and

WHEREAS, the Nevada County Transportation Commission (NCTC) adopted the Administrative Plan at their July 19, 2023, meeting;

NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GRASS VALLEY, as follows:

1. That the foregoing statements are true and correct.
2. That the July 13, 2023, report prepared by Economic & Planning Systems, Inc. and titled "Regional Traffic Mitigation Fee Program Administrative Plan", is hereby adopted.
3. That the Mayor is hereby authorized to execute the Regional Transportation Mitigation Fee Agreement between the Nevada County Transportation Commission and the City of Grass Valley, subject to legal review.

PASSED AND ADOPTED as a Resolution by the City Council of the City of Grass Valley at a regular meeting thereof held on the 22nd day of August 2023, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

Jan Arbuckle, MAYOR

APPROVED AS TO FORM:

ATTEST:

Michael G. Colantuono, CITY ATTORNEY

Taylor Day, CITY CLERK



City of Grass Valley City Council Agenda Action Sheet

Title: The Naming of the New Portion of Mill Street

CEQA: Not a Project.

Recommendation: That Council provide direction for naming/branding the newly renovated portion of Mill Street between Neal Street and Main Street.

Prepared by: Timothy M. Kiser, City Manager

Council Meeting Date: August 22, 2023

Date Prepared: August 17, 2023

Agenda: Administrative

Background Information: As the construction of Mill Street is almost finished, many people have asked the City to give this area an official name. The word "mall" is not well-liked by many. The staff has proposed two possible names (Mill Street Plaza or Mill Street City Center). The project aimed to create a space that would benefit our downtown businesses while also providing a community space, like a town square, for the people.

Staff will be looking for additional suggestions and direction from City Council for naming/branding this part of Mill Street.

Council Goals/Objectives: The execution of this action attempts to achieve Strategic Goal #5 - High Performance Government and Quality Service.

Fiscal Impact: None

Funds Available: N/A

Account #: N/A

Reviewed by: Tim Kiser, City Manager

Attachments: None



City of Grass Valley City Council Agenda Action Sheet

Title: Interim Options for Fire Resiliency and Vegetation Management

CEQA: Not a Project.

Recommendation: That Council 1) consider and provide direction to staff on using \$400,000 of general fund reserves to hire up to seven seasonal firefighters and allocated a police officer during the winter to operate our vegetation management program; 2) set dates for a public discussion/meeting on a potential Fire Resiliency, Vegetation Management, and Sales Tax; and 3) authorize the Finance Director to make any necessary budget transfers to implement any actions approved by City Council associated with this item.

Prepared by: Timothy M. Kiser, City Manager

Council Meeting Date: August 22, 2023

Date Prepared: August 17, 2023

Agenda: Administrative

Background Information: On July 25, 2023, City Council heard an item discussing Fire and Vegetation Management and the potential implementation of a sales tax to support these areas. Additionally, the meeting focused on addressing public safety risks that Grass Valley may face due to extreme weather events and wildfires. At the July 25th meeting, City Council decided to hold off on the November 2023 Election and look at the March 2024 election instead. As part of the discussion at the meeting, it was asked of City staff what could be done now.

During the Council Meeting, one of the crucial topics discussed was Fire Resiliency. Fire Resiliency involves initiatives to improve the city's ability to handle fire incidents effectively. Proposed measures discussed during the tax conversation included increasing firefighter staffing and adding another fully staffed fire engine company. These efforts aim to enhance efficiency in operations, allow for simultaneous engagement in essential tasks, and provide resilience, flexibility, and adaptability during critical events. These measures are necessary to ensure the safety and well-being of our community in the face of fire-related challenges. To address what could be done now concerning Fire Resiliency, the staff is proposing to add up to seven (7) seasonal firefighters to augment fire department staffing to the industry standard of 3 firefighters per fire engine for 6 months. Seasonal firefighters are an enhancement to the career staffing during which time they provide an invaluable service while providing the department an opportunity to assess future employment should an opening occur. These positions will ensure the Grass Valley Fire Department is prepared to provide for the quickly increasing current and future emergency service demands of the City and surrounding Nevada County areas we respond to regularly. Cooperative and coordinated emergency response has always been and will continue to be the focus of the City of

Grass Valley Fire Department as we plan for the current and future protection of the community.

The estimated fiscal impact of adding 7.0 seasonal firefighters is approximately \$400,000. Funding for these positions will be provided from the City's General Fund Reserve. These funds are currently available in reserves and fund balances and will be incorporated into the base budget of the FY 2023-24 Year Budget if approved by the City Council. Staff is proposing a one-time use of reserves to fund this critical need, but another funding source such as a Sale tax will be required to make additional staffing permanent.

The discussion of the July 25th City Council Meeting also focused on Vegetation Management, a critical aspect of protecting our City from the impact of wildland fires. This aspect encompasses various strategies, including hardening the areas surrounding critical infrastructure such as the hospital, schools, and water treatment plants. Moreover, it aims to safeguard the City and its residents by reducing fuel and vegetation loads throughout the City and its geographical sphere of influence. Staff suggestion for an interim/temporary step to start to address these issues would be to temporarily assign a Police Officer to operate the City's new masticator to clear vegetation and deal with illegal camping, amongst other vegetation management duties during the late fall/winter season. A police officer provides comprehensive capability to a cooperative team approach to vegetation management on private/public property. Since development started on the Wolf Creek Trail in 2016, GVPD officers have developed their capability to safely and compassionately confront and abate trespassing and unlawful camping on public and private lands. A police officer brings a unique "all in one" capability to this endeavor and with current staffing levels at the PD, the department is able to make a temporary assignment in furtherance of the City's mission to prove the efficacy of this program. Staff is proposing this as a temporary solution to get things started, long-term or more than a few months assignment, a new revenue source or additional staffing would be required.

Additionally, staff would like to set up dates and times for public meetings to discuss a potential fire tax.

Council Goals/Objectives: The execution of this action attempts to achieve Strategic Goal #5 - High Performance Government and Quality Service.

Fiscal Impact: The funding required for hiring seven seasonal firefighters would result in a fiscal impact of around \$400,000. In the short term, the GVPD has the ability to allocate an officer temporarily for the purpose of managing vegetation within their current budget.

Funds Available: Yes

Account #: General Fund Reserves

Reviewed by: Tim Kiser, City Manager

Attachments: None