

**RESOLUTION NO. \_\_\_\_**  
**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CAPITOLA**  
**AUTHORIZING AND APPROVING THE UPDATED FISCAL YEAR 2022/2023**  
**PAY RATES AND RANGES (SALARY SCHEDULE)**

**WHEREAS**, the City Council establishes the legal current salary range from the salary schedule for each class of position; and

**WHEREAS**, the California Public Employee's Retirement Law, at Section 570.5 of the California Code of Regulations Title 2, requires the City to publish pay rates and ranges on the City's internet site and the City Council to approve the pay rates and range in its entirety each time a modification is made; and

**WHEREAS**, the title of the Receptionist classification has been changed to Customer Service / Office Coordinator and has been added to the salary schedule; this classification is within the Association of Capitola Employees (ACE) bargaining group, and that group has agreed to this change; and

**WHEREAS**, the updated salary schedule will go into effect the pay period beginning on August 7, 2022: and

**WHEREAS**, a salary resolution is adopted by the City Council upon review and recommendation of the City Manager

**NOW, THEREFORE, BE IT HEREBY RESOLVED** that the City Council of the City of Capitola approves as follows:

Authorize and approve City of Capitola pay rates and ranges (Updated Salary Schedule, Exhibit A) for permanent employees from August, 7 2022, through June 30, 2023.

**I HEREBY CERTIFY** that the foregoing Resolution was passed and adopted by the City Council of the City of Capitola on the 28<sup>th</sup> day of July 2022 by the following vote:

**AYES:**

**NOES:**

**ABSENT:**

**ABSTAIN:**

**ATTEST:**

\_\_\_\_\_  
Sam Storey, Mayor

\_\_\_\_\_  
Chloé Woodmansee, City Clerk

# Exhibit A

POA SALARY SCHEDULE												
JULY 10, 2022 - JUNE 30, 2023												
	Monthly						Hourly					
	Step A	Step B	Step C	Step D	Step E	Step F	Step A	Step B	Step C	Step D	Step E	Step F
<b>3.00%</b>												
Police Officer Trainee	\$ 6,803.91						\$ 39.25					
Police Officer	\$ 7,144.90	\$ 7,501.97	\$ 7,871.53	\$ 8,267.88	\$ 8,682.08	\$ 9,117.70	\$ 41.22	\$ 43.28	\$ 45.41	\$ 47.70	\$ 50.09	\$ 52.60
Sergeant	\$ 8,748.13	\$ 9,189.11	\$ 9,648.57	\$ 10,128.20	\$ 10,637.02	\$ 11,167.26	\$ 50.47	\$ 53.01	\$ 55.66	\$ 58.43	\$ 61.37	\$ 64.43
<b>1.00%</b>												
Community Service Officer	\$ 5,371.05	\$ 5,640.65	\$ 5,920.75	\$ 6,216.62	\$ 6,529.99	\$ 6,859.11	\$ 30.99	\$ 32.54	\$ 34.16	\$ 35.87	\$ 37.67	\$ 39.57
<b>2.25%</b>												
Records Manager	\$ 6,325.46	\$ 6,644.48	\$ 6,974.13	\$ 7,321.51	\$ 7,693.70	\$ 8,074.75	\$ 36.49	\$ 38.33	\$ 40.24	\$ 42.24	\$ 44.39	\$ 46.59

<b>POLICE CAPTAIN SALARY SCHEDULE</b>												
<b>JULY 10, 2022 - JUNE 30, 2023</b>												
<b>3%</b>	Monthly						Hourly					
	Step A	Step B	Step C	Step D	Step E	Step F	Step A	Step B	Step C	Step D	Step E	Step F
Police Captain	\$10,180.86	\$10,690.27	\$11,224.48	\$11,787.19	\$12,377.17	\$12,996.89	\$58.74	\$61.67	\$64.76	\$68.00	\$71.41	\$74.98

ACE SALARY SCHEDULE										
AUGUST 7, 2022 - JUNE 30, 2023										
3%	Monthly					Hourly				
	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
ACCOUNT TECHNICIAN	\$ 4,975.87	\$ 5,224.75	\$ 5,484.79	\$ 5,757.82	\$ 6,049.42	\$ 28.71	\$ 30.14	\$ 31.64	\$ 33.22	\$ 34.90
ACCOUNTANT I	\$ 6,012.28	\$ 6,315.03	\$ 6,628.92	\$ 6,959.53	\$ 7,307.73	\$ 34.69	\$ 36.43	\$ 38.24	\$ 40.15	\$ 42.16
ACCOUNTANT II	\$ 6,630.78	\$ 6,961.39	\$ 7,310.57	\$ 7,674.61	\$ 8,057.23	\$ 38.25	\$ 40.16	\$ 42.18	\$ 44.28	\$ 46.48
ACCOUNTS CLERK	\$ 4,513.39	\$ 4,741.84	\$ 4,975.87	\$ 5,226.61	\$ 5,486.64	\$ 26.04	\$ 27.36	\$ 28.71	\$ 30.15	\$ 31.65
ADMINISTRATIVE ASSISTANT I	\$ 4,782.91	\$ 5,023.93	\$ 5,272.09	\$ 5,536.32	\$ 5,814.83	\$ 27.59	\$ 28.98	\$ 30.42	\$ 31.94	\$ 33.55
ADMINISTRATIVE ASSISTANT II	\$ 5,023.93	\$ 5,272.09	\$ 5,536.32	\$ 5,814.83	\$ 6,107.63	\$ 28.98	\$ 30.42	\$ 31.94	\$ 33.55	\$ 35.24
ADMINISTRATIVE CLERK I	\$ 3,500.09	\$ 3,674.36	\$ 3,855.97	\$ 4,048.59	\$ 4,252.21	\$ 20.19	\$ 21.20	\$ 22.25	\$ 23.36	\$ 24.53
ADMINISTRATIVE CLERK II	\$ 4,048.59	\$ 4,252.21	\$ 4,461.33	\$ 4,688.80	\$ 4,923.61	\$ 23.36	\$ 24.53	\$ 25.74	\$ 27.05	\$ 28.41
ADMINISTRATIVE RECORDS ANALYST	\$ 5,310.67	\$ 5,576.13	\$ 5,855.50	\$ 6,147.17	\$ 6,455.36	\$ 30.64	\$ 32.17	\$ 33.78	\$ 35.46	\$ 37.24
ASSISTANT PLANNER	\$ 5,806.11	\$ 6,094.00	\$ 6,400.46	\$ 6,719.93	\$ 7,054.25	\$ 33.50	\$ 35.16	\$ 36.93	\$ 38.77	\$ 40.70
BUILDING INSPECTOR I	\$ 5,198.46	\$ 5,461.73	\$ 5,731.98	\$ 6,018.67	\$ 6,321.47	\$ 29.99	\$ 31.51	\$ 33.07	\$ 34.72	\$ 36.47
BUILDING INSPECTOR II	\$ 6,066.14	\$ 6,368.02	\$ 6,686.99	\$ 7,021.15	\$ 7,373.60	\$ 35.00	\$ 36.74	\$ 38.58	\$ 40.51	\$ 42.54
DATA ENTRY CLERK	\$ 3,511.10	\$ 3,685.37	\$ 3,868.81	\$ 4,066.93	\$ 4,268.72	\$ 20.26	\$ 21.26	\$ 22.32	\$ 23.46	\$ 24.63
DEPUTY CITY CLERK	\$ 4,889.73	\$ 5,135.81	\$ 5,392.12	\$ 5,661.73	\$ 5,944.63	\$ 28.21	\$ 29.63	\$ 31.11	\$ 32.66	\$ 34.30
DEVELOPMENT SERVICES TECHNICIAN	\$ 4,889.73	\$ 5,135.81	\$ 5,392.12	\$ 5,661.73	\$ 5,944.63	\$ 28.21	\$ 29.63	\$ 31.11	\$ 32.66	\$ 34.30
EQUIPMENT OPERATOR	\$ 4,705.31	\$ 4,941.95	\$ 5,187.77	\$ 5,450.09	\$ 5,721.59	\$ 27.15	\$ 28.51	\$ 29.93	\$ 31.44	\$ 33.01
MAINTENANCE WORKER I	\$ 3,429.65	\$ 3,604.52	\$ 3,783.14	\$ 3,971.17	\$ 4,172.37	\$ 19.79	\$ 20.80	\$ 21.83	\$ 22.91	\$ 24.07
MAINTENANCE WORKER II	\$ 4,595.43	\$ 4,822.95	\$ 5,065.50	\$ 5,321.22	\$ 5,588.22	\$ 26.51	\$ 27.82	\$ 29.22	\$ 30.70	\$ 32.24
MAINTENANCE WORKER III	\$ 5,065.50	\$ 5,321.22	\$ 5,588.22	\$ 5,869.07	\$ 6,162.00	\$ 29.22	\$ 30.70	\$ 32.24	\$ 33.86	\$ 35.55
MECHANIC	\$ 4,918.11	\$ 5,165.75	\$ 5,424.41	\$ 5,692.24	\$ 5,980.24	\$ 28.37	\$ 29.80	\$ 31.29	\$ 32.84	\$ 34.50
MUSEUM CURATOR	\$ 4,457.66	\$ 4,683.30	\$ 4,919.20	\$ 5,163.92	\$ 5,420.74	\$ 25.72	\$ 27.02	\$ 28.38	\$ 29.79	\$ 31.27
PARKING ENFORCEMENT OFFICER	\$ 4,205.07	\$ 4,408.63	\$ 4,630.77	\$ 4,865.47	\$ 5,107.33	\$ 24.26	\$ 25.43	\$ 26.72	\$ 28.07	\$ 29.47
CUSTOMER SERVICE - OFFICE COORDINATOR	\$ 3,946.73	\$ 4,144.16	\$ 4,352.87	\$ 4,569.11	\$ 4,801.33	\$ 22.77	\$ 23.91	\$ 25.11	\$ 26.36	\$ 27.70
RECORDS MANAGEMENT CLERK	\$ 4,397.13	\$ 4,619.09	\$ 4,853.33	\$ 5,094.21	\$ 5,349.20	\$ 25.37	\$ 26.65	\$ 28.00	\$ 29.39	\$ 30.86
POLICE RECORDS TECHNICIAN	\$ 4,390.80	\$ 4,607.20	\$ 4,840.28	\$ 5,082.13	\$ 5,336.20	\$ 25.33	\$ 26.58	\$ 27.92	\$ 29.32	\$ 30.79
RECREATION ASSISTANT	\$ 3,409.95	\$ 3,578.93	\$ 3,763.09	\$ 3,947.26	\$ 4,144.40	\$ 19.67	\$ 20.65	\$ 21.71	\$ 22.77	\$ 23.91
RECREATION COORDINATOR	\$ 4,408.63	\$ 4,628.87	\$ 4,863.73	\$ 5,107.33	\$ 5,357.95	\$ 25.43	\$ 26.71	\$ 28.06	\$ 29.47	\$ 30.91
RECREATION FACILITY CUSTODIAN	\$ 3,294.13	\$ 3,457.41	\$ 3,632.09	\$ 3,814.55	\$ 4,004.22	\$ 19.00	\$ 19.95	\$ 20.95	\$ 22.01	\$ 23.10
RECREATION RECEPTIONIST	\$ 3,696.64	\$ 3,879.72	\$ 4,071.60	\$ 4,275.73	\$ 4,494.07	\$ 21.33	\$ 22.38	\$ 23.49	\$ 24.67	\$ 25.93

MID-MANAGEMENT SALARY SCHEDULE											
JULY 10, 2022 - JUNE 30, 2023											
3.00%	Monthly					Hourly					
	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E	
ASSOCIATE PLANNER	\$ 6,669.14	\$ 7,002.96	\$ 7,352.75	\$ 7,720.94	\$ 8,107.53	\$ 38.48	\$ 40.40	\$ 42.42	\$ 44.54	\$ 46.77	
BUILDING OFFICIAL (CAPITOLA)	\$ 9,171.12	\$ 9,630.55	\$ 10,112.01	\$ 10,616.95	\$ 11,148.32	\$ 52.91	\$ 55.56	\$ 58.34	\$ 61.25	\$ 64.32	
BUILDING OFFICIAL (SCOTTS VALLEY)	\$ 9,171.12	\$ 9,630.55	\$ 10,112.01	\$ 10,616.95	\$ 11,148.32	\$ 52.91	\$ 55.56	\$ 58.34	\$ 61.25	\$ 64.32	
CIVIL ENGINEER/PROJECT MANAGER	\$ 7,668.16	\$ 8,052.31	\$ 8,454.86	\$ 8,877.05	\$ 9,321.33	\$ 44.24	\$ 46.46	\$ 48.78	\$ 51.21	\$ 53.78	
ENVIRONMENTAL PROJECTS MANAGER	\$ 7,069.29	\$ 7,423.14	\$ 7,793.91	\$ 8,184.19	\$ 8,593.99	\$ 40.78	\$ 42.83	\$ 44.96	\$ 47.22	\$ 49.58	
MAINTENANCE SUPERINTENDENT	\$ 6,560.43	\$ 6,891.65	\$ 7,233.86	\$ 7,594.36	\$ 7,976.82	\$ 37.85	\$ 39.76	\$ 41.73	\$ 43.81	\$ 46.02	
FIELD SUPERVISOR	\$ 6,236.20	\$ 6,546.05	\$ 6,877.87	\$ 7,218.01	\$ 7,574.52	\$ 35.98	\$ 37.77	\$ 39.68	\$ 41.64	\$ 43.70	
SENIOR PLANNER	\$ 7,668.16	\$ 8,052.31	\$ 8,454.86	\$ 8,877.05	\$ 9,321.33	\$ 44.24	\$ 46.46	\$ 48.78	\$ 51.21	\$ 53.78	
SENIOR ACCOUNTANT	\$ 7,668.16	\$ 8,052.31	\$ 8,454.86	\$ 8,877.05	\$ 9,321.33	\$ 44.24	\$ 46.46	\$ 48.78	\$ 51.21	\$ 53.78	
SENIOR MECHANIC	\$ 5,792.70	\$ 6,084.00	\$ 6,387.39	\$ 6,706.27	\$ 7,040.69	\$ 33.42	\$ 35.10	\$ 36.85	\$ 38.69	\$ 40.62	

CONFIDENTIAL SALARY SCHEDULE										
JULY 10, 2022 - JUNE 30, 2023										
3.00%										
	Monthly					Hourly				
	A	B	C	D	E	A	B	C	D	E
ASSIST TO CITY MGR	\$ 8,162.84	\$ 8,570.61	\$ 8,998.69	\$ 9,449.64	\$ 9,922.19	\$ 47.09	\$ 49.45	\$ 51.92	\$ 54.52	\$ 57.24
CITY CLERK	\$ 7,537.86	\$ 7,915.14	\$ 8,310.20	\$ 8,725.58	\$ 9,162.56	\$ 43.49	\$ 45.66	\$ 47.94	\$ 50.34	\$ 52.86
INFORMATION SYSTEMS SPECIALIST	\$ 5,824.00	\$ 6,115.20	\$ 6,418.74	\$ 6,739.20	\$ 7,076.75	\$ 33.60	\$ 35.28	\$ 37.03	\$ 38.88	\$ 40.83
HUMAN RESOURCES ANALYST	\$ 5,899.99	\$ 6,193.57	\$ 6,504.20	\$ 6,831.07	\$ 7,174.27	\$ 34.04	\$ 35.73	\$ 37.52	\$ 39.41	\$ 41.39
RECREATION DIVISION MANAGER	\$ 7,537.86	\$ 7,915.14	\$ 8,310.20	\$ 8,725.58	\$ 9,162.56	\$ 43.49	\$ 45.66	\$ 47.94	\$ 50.34	\$ 52.86

<b>MANAGEMENT SALARY SCHEDULE</b>						
<b>JULY 10, 2022 - JUNE 30, 2023</b>	<b>Annual Range</b>		<b>Monthly Range</b>		<b>Hourly Range</b>	
<b>2.75%</b>	Min	Max	Min	Max	Min	Max
City Manager	\$ 217,916.56	\$ 217,916.56	\$ 18,159.71	\$ 18,159.71	\$ 104.77	\$ 104.77
Chief of Police	\$ 152,842.68	\$ 194,912.64	\$ 12,736.89	\$ 16,242.72	\$ 73.48	\$ 93.71
Department Heads	\$ 137,812.41	\$ 168,057.90	\$ 11,484.37	\$ 14,004.83	\$ 66.26	\$ 80.80