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DATE: March 19, 2024

TO: Mayor and Members of the City Council

FROM: Travis Sanborn, Finance Director

THROUGH: Kyle Knopp, City Manager

SUBJECT: Adoption of Resolution No. 1599-2024 Amending the City Master Salary Table

IT IS RECOMMENDED THAT THE CITY COUNCIL:

Approve adoption of Resolution No. 1599-2024 amending the City Master Salary Table.

BACKGROUND AND DISCUSSION

On March 5, 2024, the City Council authorized and directed the City Manager to offer increased compensation of \$2 per hour to the City of Rio Dell Employees Association, Peace Officers Association, and Contract Employees. The City Salary Table needs to be amended to reflect this change.

ATTACHMENTS

- Resolution 1599-2024
- Exhibit "A" Compensation Schedule per Resolution 1599-2024
- Compensation Schedule per Resolution 1523-2022



**RESOLUTION NO. 1599-2024
A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF RIO DELL
AMENDING AND ADOPTING THE CITY MASTER SALARY TABLE**

WHEREAS, the City of Rio Dell recognizes the value of adopting a salary schedule that promotes the recruitment and retention of employees; and

WHEREAS, a pay structure with competitive salaries is essential in attracting and retaining a skilled, motivated workforce, thereby increasing the level of service to the City's residents; and

WHEREAS, the City of Rio Dell City Council recognizes the hardships employees face with high inflation and an increased cost of living; and

WHEREAS, a salary table helps provide transparency in compensation; and

WHEREAS, Section 36506 of the Government Code of the State of California provides that the City Council shall, by Resolution or Ordinance, fix the compensation for all appointive officers and employees.

WHEREAS, the Master Salary Tables are attached as Exhibit "A" to this Resolution and have been reviewed and considered by the City Council; and

NOW THEREFORE BE IT RESOLVED, by the City Council of the City of Rio Dell

- 1) The Master Salary Tables attached hereto as Exhibit "A" are hereby adopted.
- 2) The City Manager is authorized to extend the employee contracts for the City of Rio Dell Peace Officers Association, Employees Association, and Contract Employees through June 30, 2025.
- 3) All prior resolutions concerning compensation for City employees that conflict with this Resolution or the attached Master Salary Tables are hereby repealed, and this Resolution shall be effective for the pay period ending March 22, 2024.

PASSED AND ADOPTED by the City of Rio Dell on this 19th day of March 2024 by the following roll call vote:

Ayes:
Noes:
Abstain:
Absent:

Debra Garnes, Mayor

ATTEST:

Karen Dunham, City Clerk

Exhibit "A"
 CITY OF RIO DELL COMPENSATION SCHEDULE
 Resolution No. 1599 -2024

Peace Officers Association

JOB TITLE	Salary Range				
	A	B	C	D	E
Police Officer	54,766	57,296	59,953	62,742	65,671
Police Officer Recruit	50,165				
Police Corporal	62,847	65,782	68,863	72,098	75,495
Sergeant	68,939	72,178	75,579	79,150	82,899

Rio Dell Employee's Association

JOB TITLE	Salary Range				
	A	B	C	D	E
Accountant I	56,031	58,624	61,347	64,207	67,209
Accountant II	61,416	64,279	67,285	70,441	73,755
Admin. Assistant	40,870	42,706	44,633	46,657	48,782
Administrative Tech.	46,732	48,861	51,096	53,443	55,907
Community Service Officer	47,797	49,979	52,270	54,675	57,201
Fiscal Assistant I	39,102	40,849	42,683	44,609	46,632
Fiscal Assistant II	42,729	44,658	46,683	48,809	51,041
Management Analyst I	61,416	64,279	67,285	70,441	73,755
Office Assistant	35,815	37,397	39,059	40,804	42,636
PW Leadman	46,732	48,861	51,096	53,443	55,907
Records Tech.	42,729	44,658	46,683	48,809	51,041

Rio Dell Employee's Association (continued)

Sr. Fiscal Assistant	46,732	48,861	51,096	53,443	55,907
Utility Worker I	37,417	39,080	40,826	42,660	44,585
Utility Worker II	40,870	42,706	44,633	46,657	48,782
Utility Worker III	44,682	46,708	48,835	51,069	53,415
W/WW Plant Op. I	43,693	45,670	47,745	49,924	52,212
W/WW Plant Op. II	47,797	49,979	52,270	54,675	57,201
W/WW Plant Op. III	52,327	54,735	57,264	59,919	62,707
Operator In Training (OIT)	43,693				

Management/Confidential Employees

JOB TITLE	Salary Range				
	A	B	C	D	E
City Clerk	56,031	58,624	61,347	64,207	67,209
City Manager	111,522	117,099	122,953	129,101	135,556
Chief of Police	97,980	102,671	107,597	112,768	118,199
Finance Director	87,084	91,230	95,583	100,154	104,954
Community Dev. Dir.	87,084	91,230	95,583	100,154	104,954
Management Analyst II	67,359	70,519	73,837	77,321	80,979
Senior Management Analyst	73,921	77,409	81,071	84,917	88,955
Wastewater Sup.	72,219	75,622	79,195	82,947	86,886
Water/Streets Sup.	72,219	75,622	79,195	82,947	86,886

City of Rio Dell
 COMPENSATION SCHEDULE
 Resolution No. 1523-2022

Peace Officers Association					
JOB TITLE	Salary Range				
	A	B	C	D	E
Police Officer	50,606	53,136	55,793	58,582	61,511
Police Officer Recruit	46,005				
Police Corporal	58,687	61,622	64,703	67,938	71,335
Sergeant	64,779	68,018	71,419	74,990	78,739

Rio Dell Employee's Association					
JOB TITLE	Salary Range				
	A	B	C	D	E
Accountant I	51,871	54,464	57,187	60,047	63,049
Accountant II	57,256	60,119	63,125	66,281	69,595
Admin. Assistant	36,710	38,546	40,473	42,497	44,622
Administrative Tech.	42,572	44,701	46,936	49,283	51,747
Community Service Officer	43,637	45,819	48,110	50,515	53,041
Fiscal Assistant I	34,942	36,689	38,523	40,449	42,472
Fiscal Assistant II	38,569	40,498	42,523	44,649	46,881
Management Analyst I	57,256	60,119	63,125	66,281	69,595
Office Assistant	31,655	33,237	34,899	36,644	38,476
PW Leadman	42,572	44,701	46,936	49,283	51,747
Records Tech.	38,569	40,498	42,523	44,649	46,881
Sr. Fiscal Assistant	42,572	44,701	46,936	49,283	51,747
Utility Worker I	33,257	34,920	36,666	38,500	40,425
Utility Worker II	36,710	38,546	40,473	42,497	44,622
Utility Worker III	40,522	42,548	44,675	46,909	49,255
W/WW Plant Op. I	39,533	41,510	43,585	45,764	48,052
W/WW Plant Op. II	43,637	45,819	48,110	50,515	53,041
W/WW Plant Op. III	48,167	50,575	53,104	55,759	58,547
Operator In Training (OIT)	39,533				

Management/Confidential Employees					
JOB TITLE	Salary Range				
	A	B	C	D	E
City Clerk	51,871	54,464	57,187	60,047	63,049
City Manager	111,522	117,099	122,953	129,101	135,556
Chief of Police	93,820	98,511	103,437	108,608	114,039
Finance Director	82,924	87,070	91,423	95,994	100,794
Community Dev. Dir.	82,924	87,070	91,423	95,994	100,794
Management Analyst II	63,199	66,359	69,677	73,161	76,819
Senior Management Analyst	69,761	73,249	76,911	80,757	84,795
Wastewater Sup.	68,059	71,462	75,035	78,787	82,726
Water/Streets Sup.	68,059	71,462	75,035	78,787	82,726