



STAFF REPORT

TO: THE HONORABLE MAYOR AND MEMBERS OF THE CITY COUNCIL
MEETING DATE: AUGUST 18, 2025
FROM: AARON WOLCOTT, CITY CLERK
SUBJECT: CITY OF SUTTER CREEK SALARY SCHEDULE 2025-26

RECOMMENDATION:

Approve Resolution 25-26-** adopting the Salary Schedule for fiscal year 2025-2026.

BACKGROUND:

State rules require CalPERS member agencies to make pay schedules and special compensation used in retirement calculations publicly available. The City created a salary schedule to meet these rules, reflecting pay rates already approved by the City Council.

The salary schedule for fiscal year 2024-2025 is provided here for reference:

	Hourly				
	1	2	3	4	5
Retail Clerk	\$ 17.86	\$ 18.75	\$ 19.69	\$ 20.68	\$ 21.71
Account Clerk/Admin. Services Tech II	\$ 20.67	\$ 21.70	\$ 22.79	\$ 23.93	\$ 25.12
Account Technician	\$ 26.96	\$ 28.31	\$ 29.72	\$ 31.21	\$ 32.77
PW I/WW OIT/Maint Worker 1	\$ 21.91	\$ 23.01	\$ 24.16	\$ 25.36	\$ 26.63
PW II/WW I	\$ 25.85	\$ 27.14	\$ 28.50	\$ 29.92	\$ 31.42
PW Foreman/ WW Chief	\$ 32.02	\$ 33.62	\$ 35.30	\$ 37.07	\$ 38.92
Police Officer	\$ 28.90	\$ 30.35	\$ 31.86	\$ 33.46	\$ 35.13
Police Sergeant	\$ 34.28	\$ 35.99	\$ 37.79	\$ 39.68	\$ 41.67
Accounting Supervisor/Admin Services Supervisor	\$ 37.93	\$ 39.83	\$ 41.82	\$ 43.91	\$ 46.10
Chief of Police					\$ 69.63
City Manager					\$ 77.67
represented by SEIU					
represented by POA					

The new salary schedule for fiscal year 2025-2026, reflecting cost of living (COLA) increases, as well as agreed market adjustments to relevant roles is provided here (and as Appendix A) for consideration in approving the resolution to adopt the Salary Schedule. The new schedule seeks to better distinguish roles represented by bargaining units.

City of Sutter Creek 2025-2026 Salary Schedule						
		Hourly				
		1	2	3	4	5
SEIU	Account Clerk/Admin. Services Tech II	\$ 22.14	\$ 23.25	\$ 24.41	\$ 25.63	\$ 26.91
	Account Technician	\$ 28.04	\$ 29.44	\$ 30.91	\$ 32.46	\$ 34.08
	PW I/WW OIT/Maint Worker 1	\$ 22.79	\$ 23.93	\$ 25.12	\$ 26.38	\$ 27.70
	PW II/WW I	\$ 26.89	\$ 28.23	\$ 29.64	\$ 31.12	\$ 32.68
	PW Foreman/ WW Chief	\$ 33.30	\$ 34.97	\$ 36.72	\$ 38.55	\$ 40.48
POA	Police Officer	\$ 30.63	\$ 32.17	\$ 33.77	\$ 35.46	\$ 37.24
	Police Sergeant	\$ 36.34	\$ 38.15	\$ 40.06	\$ 42.06	\$ 44.17
Unrepresented	Project Manager					\$ 31.00
	City Clerk					\$ 32.50
	Accounting Supervisor/Admin Services Supervisor					\$ 42.79
	Public Works Director					\$ 54.44
	Chief of Police*					\$ 72.42
Note: The pay for the City Manager is defined in the employment agreement. The position gets COLA and Benefits in line with						

DISCUSSION:

Adopting Resolution No. 25-26-** will ensure the City follows state rules for publicly available pay schedules and keeps its pay practices open and available to the public.

BUDGET IMPACT:

The budget impact for the approved Salary Schedule was considered in the approved budget for Fiscal Year 2025-26.