

RESOLUTION NO. 2026 39

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUISUN CITY AMENDING THE CITYWIDE SALARY SCHEDULE TO SUPPORT THE ORGANIZATIONAL REALIGNMENT AND STRATEGIC STAFFING PLAN TO ESTABLISH SALARIES FOR - SENIOR CIVIL ENGINEER, POLICE CAPTAIN AND POLICE LIEUTENANT

WHEREAS, all employers must comply with the compensation earnable and publicly available pay schedule provisions contained within California Government Code (CG) section 20636(d) and California Code of Regulations (CCR) section 570.5; and

WHEREAS, adoption of an amended salary schedule ensures transparency, compliance with state law, and alignment with negotiated labor agreements; and

WHEREAS, the City Council is considering an Organizational Realignment and Strategic Staffing Plan that includes the creation, modification, and elimination of several classifications within the City's organizational structure; and

WHEREAS, amendments to the Citywide Salary Schedule are necessary to establish salary ranges for new classifications and update salary ranges for amended classifications; and

WHEREAS, the Associate Engineer and Senior Associate Engineer Classifications may utilize the title designations Associate Civil Engineer and Senior Associate Civil Engineer upon an incumbent obtaining the required California Civil Engineer license, and these designations share the same salary ranges as their corresponding classifications; and

WHEREAS, the salary for Senior Civil Engineer will be established at approximately ten percent (10%) above the salary for Senior Associate Engineer, consistent with the City's compensation practices; and

WHEREAS, the salary ranges for the classifications of Police Captain and Police Lieutenant were established at approximately ninety percent (90%) of the market median based on a salary survey of comparable public agencies completed in September 2025, and include the 2.5% cost-of-living adjustment provided to City employees in January 2026; and

WHEREAS, the salary for Police Captain will be established at approximately \$17,548 per month and the salary for Police Lieutenant will be established at approximately \$14,863 per month; and

WHEREAS, establishing compensation levels based on market survey data supports the City's ability to recruit and retain qualified leadership personnel while maintaining fiscal responsibility;

WHEREAS, the elimination of the Commander classification and establishment of the Police Lieutenant classification will include the use of a Y-rated salary for the affected incumbent to ensure that the employee's compensation is maintained without immediate reduction while the salary range for the new classification adjusts over time.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SUISUN CITY AS FOLLOWS:

1. The Citywide Salary Schedule is hereby amended to establish salary ranges for the following classifications:
 - Senior Civil Engineer – Approximate Monthly: \$9,888 – \$12,019
 - Police Captain – Approximate Monthly: \$14,437 - \$17,548
 - Police Lieutenant – Approximate Monthly: \$12,228 - \$14,863
2. The salary ranges established for Senior Civil Engineer, shall reflect the salary relationships described in the staff report and maintain the City's standard ten percent (10%) differential between classification levels within a classification series. The salary ranges for the Police Captain and Police Lieutenant classifications were established at approximately ninety percent (90%) of the market median based on a salary survey of comparable agencies completed in September 2025 and include the 2.5 percent (2.5%) cost-of-living adjustment provided to City employees in January 2026.
3. Publicly Available Pay Schedule – The Citywide Salary Schedule reflecting the salary ranges approved by this resolution shall be maintained and made publicly available in accordance with California Government Code Section 20636(d) and California Code of Regulations Section 570.5, and shall identify each classification and its corresponding base salary range.

4. The City Manager, or designee, is authorized to update and publish the Citywide Salary Schedule to reflect these changes in compliance with applicable state law.
5. Effective Date. This resolution shall take effect immediately upon adoption.

PASSED AND ADOPTED at a Regular Meeting of said City Council of the City of Suisun City duly held on Tuesday, the 17th day of March 2026, by the following vote:

AYES:	Councilmembers:	<u>Dawson, Pal, Mayor Hernandez</u>
NOES:	Councilmembers:	<u>Washington</u>
ABSENT:	Councilmembers:	<u>Shepherd</u>
ABSTAIN:	Councilmembers:	<u>None</u>

WITNESS my hand and the seal of said City this 17th day of March 2026.



Donna Pock, CMC
Deputy City Clerk

EXHIBIT(S):

- A. Citywide Salary Schedule



City of Suisun City
Salary Schedule
Resolution Date:

3/17/2026

Job Code	Job Class	Column2	Range	Hourly					Monthly Average		Effective Date	B.U.	B.G.	FLSA OT
				A	B	C	D	E	Starting	Ending				
1610	Account Clerk I (F)		268	\$24.95	\$26.19	\$27.50	\$28.88	\$30.32	\$4,324	\$5,256	01/02/26	SCEA	SCEA	
1612	Account Clerk II (F)		291	\$27.44	\$28.81	\$30.25	\$31.77	\$33.36	\$4,757	\$5,782	01/02/26	SCEA	SCEA	
1614	Account Clerk III		313	\$30.19	\$31.69	\$33.28	\$34.94	\$36.69	\$5,232	\$6,360	01/02/26	SCEA	SCEA	
1822	Accountant		362	\$37.48	\$39.36	\$41.33	\$43.39	\$45.56	\$6,497	\$7,897	01/02/26	SCMPEA	SCMPEA	Exempt
1622	Accounting Technician		382	\$32.93	\$34.58	\$36.31	\$38.12	\$40.03	\$5,708	\$6,938	01/02/26	SCEA	SCEA	
1120	Administrative Assistant I (F)		335	\$26.61	\$27.95	\$29.34	\$30.81	\$32.35	\$4,613	\$5,607	01/02/26	SCEA	SCEA	
1122	Administrative Assistant II (F)		307	\$29.28	\$30.74	\$32.28	\$33.89	\$35.59	\$5,074	\$6,168	01/02/26	SCEA	SCEA	
1130	Administrative Technician		327	\$32.20	\$33.81	\$35.50	\$37.28	\$39.14	\$5,582	\$6,785	01/02/26	SCEA	SCEA	
3220	Assistant Engineer (F)		389	\$42.82	\$44.97	\$47.21	\$49.57	\$52.05	\$7,423	\$9,023	01/02/26	SCMPEA	SCMPEA	Exempt
4220	Assistant Planner (F)		361	\$37.33	\$39.20	\$41.16	\$43.22	\$45.38	\$6,471	\$7,865	01/02/26	SCMPEA	SCMPEA	Exempt
3222	Associate Engineer/Associate Civil Engineer (F)		409	\$47.11	\$49.46	\$51.93	\$54.53	\$57.26	\$8,165	\$9,925	03/17/26	SCMPEA	SCMPEA	Exempt
4222	Associate Planner (F)		380	\$41.07	\$43.12	\$45.27	\$47.54	\$49.91	\$7,118	\$8,652	01/02/26	SCMPEA	SCMPEA	Exempt
7390	Background Investigator		391	-	-	-	-	\$49.92	-	-	12/24/21	Temp/PT	Temp/PT	
8130	Battalion Chief (2912 annual hours)		375	\$39.90	\$41.89	\$43.99	\$46.19	\$48.49	\$9,682	\$11,768	01/02/26	Unrep	SCPFA	
4350	Building Inspection Services Manager		421	\$50.96	\$53.51	\$56.19	\$59.00	\$61.95	\$8,834	\$10,737	01/02/26	SCMPEA	SCMPEA	Exempt
4320	Building Inspector I (F)		320	\$33.83	\$35.53	\$37.30	\$39.17	\$41.13	\$5,865	\$7,128	01/02/26	SCEA	SCEA	
4322	Building Inspector II (F)		341	\$37.22	\$39.08	\$41.03	\$43.08	\$45.24	\$6,451	\$7,841	01/02/26	SCEA	SCEA	
3430	Building Maintenance Worker I (F)		272	\$25.43	\$26.71	\$28.04	\$29.44	\$30.91	\$4,408	\$5,359	01/02/26	SCEA	SCEA	
3432	Building Maintenance Worker II (F)		296	\$27.98	\$29.38	\$30.84	\$32.39	\$34.01	\$4,849	\$5,894	01/02/26	SCEA	SCEA	
4380	Chief Building Official		469	\$64.43	\$67.65	\$71.04	\$74.59	\$78.32	\$11,168	\$13,575	01/02/26	Unrep	SCMPEA	Exempt
3250	City Engineer		480	\$69.10	\$72.55	\$76.18	\$79.99	\$83.99	\$11,977	\$14,558	01/02/26	Unrep	SCMPEA	Exempt
9130	City Manager		595	\$132.54	-	-	-	\$141.43	\$22,974	\$24,515	01/02/26	EM Plan	EM	Exempt
4420	Code Enforcement Officer I (F)		310	\$29.71	\$31.19	\$32.75	\$34.39	\$36.11	\$5,149	\$6,259	01/02/26	SCEA	SCEA	
4422	Code Enforcement Officer II (F)		330	\$32.68	\$34.31	\$36.03	\$37.83	\$39.72	\$5,664	\$6,885	01/02/26	SCEA	SCEA	
7320	Community Services Officer I (F)		284	\$26.49	\$27.81	\$29.20	\$30.66	\$32.19	\$4,591	\$5,580	01/02/26	SCEA	SCEA	
7322	Community Services Officer II (F)		305	\$29.13	\$30.59	\$32.12	\$33.73	\$35.41	\$5,050	\$6,138	01/02/26	SCEA	SCEA	
1910	Computer Systems Specialist		222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	Temp/PT	
1922	Computer Technician		358	\$36.86	\$38.71	\$40.64	\$42.67	\$44.81	\$6,389	\$7,766	01/02/26	SCEA	SCEA	
1750	Deputy City Clerk (C)		376	\$40.20	\$42.21	\$44.32	\$46.53	\$48.86	\$6,967	\$8,469	01/02/26	Confidential	SCMPEA	Exempt
9126	Deputy City Manager		543	\$91.42	\$95.99	\$100.79	\$105.83	\$111.12	\$15,846	\$19,261	01/02/26	EM Plan	EM	Exempt
8250	Deputy Fire Chief		471	\$65.57	\$68.85	\$72.29	\$75.91	\$79.70	\$11,366	\$13,815	01/02/26	SCMPEA	SCMPEA	Exempt
9116	Development Services Director		505	\$79.06	\$83.01	\$87.16	\$91.52	\$96.10	\$13,704	\$16,657	01/02/26	EM Plan	EM	Exempt
4190	Economic Development Consultant		441	-	-	-	-	\$65.00	-	-	12/24/21	Temp/PT	Temp/PT	
9114	Finance Director		505	\$79.06	\$83.01	\$87.16	\$91.52	\$96.10	\$13,704	\$16,657	01/02/26	EM Plan	EM	Exempt
1850	Finance Manager		448	\$57.05	\$59.90	\$62.89	\$66.04	\$69.34	\$9,888	\$12,019	01/02/26	SCMPEA	SCMPEA	Exempt
1810	Financial Services Specialist		222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	Temp/PT	
8124	Fire Captain (2,912 annual hours)		350	\$36.27	\$38.08	\$39.99	\$41.99	\$44.09	\$8,801	\$10,698	01/02/26	SCPFA	SCPFA	
9120	Fire Chief		527	\$87.95	\$92.35	\$96.97	\$101.81	\$106.91	\$15,245	\$18,530	01/02/26	EM Plan	EM	Exempt
8122	Fire Engineer (2912 annual hours)		333	\$32.97	\$34.62	\$36.35	\$38.17	\$40.08	\$8,001	\$9,726	01/02/26	SCPFA	SCPFA	
8350	Fire Marshal		454	\$59.59	\$62.57	\$65.69	\$68.98	\$72.43	\$10,328	\$12,554	01/02/26	SCMPEA	SCMPEA	Exempt
8120	Firefighter (2912 annual hours)		292	\$27.48	\$28.85	\$30.29	\$31.81	\$33.40	\$6,668	\$8,105	01/02/26	SCPFA	SCPFA	
5150	Housing Programs Manager		420	\$50.76	\$53.30	\$55.96	\$58.76	\$61.70	\$8,798	\$10,694	01/02/26	SCMPEA	SCMPEA	Exempt

(C) Denotes Confidential Class

(F) Denotes a Flexibly Staffed Classification

** City Manager's Salary is set by Contract

B.U. Bargaining Unit

B.G. Benefits Group



City of Suisun City
Salary Schedule

Resolution Date: 3/17/2026

Job Code	Job Class	Column2	Range	Hourly				E	Monthly Average		Effective Date	B.U.	B.G.	FLSA OT
				A	B	C	D		Starting	Ending				
5120	Housing Specialist I (F)		306	\$29.19	\$30.64	\$32.18	\$33.79	\$35.48	\$5,059	\$6,149	01/02/26	SCEA	SCEA	
5122	Housing Specialist II (F)		326	\$32.10	\$33.71	\$35.39	\$37.16	\$39.02	\$5,565	\$6,764	01/02/26	SCEA	SCEA	
9110	Human Resources Administrator		505	\$79.06	\$83.01	\$87.16	\$91.52	\$96.10	\$13,704	\$16,657	01/02/26	EM Plan	EM	Exempt
1210	Human Resources Specialist		222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$3,471	\$4,219	07/21/23	Temp/PT	Temp/PT	
1230	Human Resources Technician I (F/C)		311	\$29.94	\$31.43	\$33.00	\$34.65	\$36.39	\$5,189	\$6,307	01/02/26	Confidential	SCEA	
1232	Human Resources Technician II (F/C)		332	\$32.93	\$34.58	\$36.31	\$38.12	\$40.03	\$5,708	\$6,938	01/02/26	Confidential	SCEA	
9113	IT Director		505	\$79.06	\$83.01	\$87.16	\$91.52	\$96.10	\$13,704	\$16,657	01/02/26	EM Plan	EM	Exempt
1950	IT Services Manager		460	\$61.34	\$64.41	\$67.63	\$71.01	\$74.56	\$10,633	\$12,924	01/02/26	SCMPEA	SCMPEA	Exempt
3420	Maintenance Worker I (F)		300	\$28.54	\$29.97	\$31.46	\$33.04	\$34.69	\$4,947	\$6,013	01/02/26	SCEA	SCEA	
3422	Maintenance Worker II (F)		322	\$31.39	\$32.96	\$34.61	\$36.34	\$38.16	\$5,441	\$6,614	01/02/26	SCEA	SCEA	
1710	Management Analyst I (F)		361	\$37.33	\$39.20	\$41.16	\$43.22	\$45.38	\$6,471	\$7,865	01/02/26	SCMPEA	SCMPEA	Exempt
1712	Management Analyst II (F)		380	\$41.07	\$43.12	\$45.27	\$47.54	\$49.91	\$7,118	\$8,652	01/02/26	SCMPEA	SCMPEA	Exempt
1340	Marketing Manager		390	\$43.11	\$45.26	\$47.53	\$49.90	\$52.40	\$7,472	\$9,082	01/02/26	SCMPEA	SCMPEA	Exempt
1110	Office Assistant		263	\$24.40	\$25.62	\$26.90	\$28.24	\$29.65	\$4,229	\$5,140	01/02/26	SCEA	SCEA	
4120	Permit Technician I (F)		303	\$28.88	\$30.32	\$31.84	\$33.43	\$35.10	\$5,005	\$6,084	01/02/26	SCEA	SCEA	
4122	Permit Technician II (F)		324	\$31.76	\$33.35	\$35.02	\$36.77	\$38.61	\$5,506	\$6,692	01/02/26	SCEA	SCEA	
4210	Planning Specialist		222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	Temp/PT	
7160	Police Captain		516	\$83.29	\$87.45	\$91.83	\$96.42	\$101.24	\$14,437	\$17,548	03/17/26	Unrep	SCMPEA	Exempt
7150	Police Commander		498	\$75.73	\$79.51	\$83.49	\$87.66	\$92.05	\$13,126	\$15,955	01/02/26	SCMPEA	SCMPEA	Exempt
9122	Police Chief		547	\$95.74	\$100.53	\$105.55	\$110.83	\$116.37	\$16,595	\$20,171	01/02/26	EM Plan	EM	Exempt
7330	Police Evidence and Property Technician I (F)		284	\$26.49	\$27.81	\$29.20	\$30.66	\$32.19	\$4,591	\$5,580	01/02/26	SCEA	SCEA	
7332	Police Evidence and Property Technician II (F)		305	\$29.13	\$30.59	\$32.12	\$33.73	\$35.41	\$5,050	\$6,138	01/02/26	SCEA	SCEA	
7140	Police Lieutenant		484	\$70.55	\$74.07	\$77.78	\$81.66	\$85.75	\$12,228	\$14,863	03/17/26	SCMPEA	SCMPEA	Exempt
7140	Police Lieutenant Y-Rate		498	\$75.73	\$79.51	\$83.49	\$87.66	\$92.05	\$13,126	\$15,955	03/17/26	SCMPEA	SCMPEA	Exempt
7122	Police Officer (F)		413	\$48.69	\$51.12	\$53.68	\$56.36	\$59.18	\$8,439	\$10,257	01/02/26	SCPOA	SCPOA	
7110	Police Officer Trainee (F)		276	-	-	-	\$28.63	\$30.06	-	-	12/24/21	Temp/PT	Temp/PT	
1410	Police Records Clerk I (F)		268	\$24.95	\$26.19	\$27.50	\$28.88	\$30.32	\$4,324	\$5,256	01/20/26	SCEA	SCEA	
1412	Police Records Clerk II (F)		291	\$27.44	\$28.81	\$30.25	\$31.77	\$33.36	\$4,757	\$5,782	01/20/26	SCEA	SCEA	
7130	Police Sergeant		460	\$61.34	\$64.41	\$67.63	\$71.01	\$74.56	\$10,633	\$12,924	01/02/26	SCPOA	SCPOA	
7250	Police Support Services Manager		450	\$58.11	\$61.02	\$64.07	\$67.27	\$70.64	\$10,073	\$12,244	01/02/26	SCMPEA	SCMPEA	Exempt
4226	Principal Planner		433	\$54.21	\$56.92	\$59.76	\$62.75	\$65.89	\$9,396	\$11,421	01/02/26	SCMPEA	SCMPEA	Exempt
3340	Project Manager		416	\$49.71	\$52.20	\$54.81	\$57.55	\$60.43	\$8,617	\$10,474	01/02/26	SCMPEA	SCMPEA	Exempt
7230	Public Safety Dispatch/Police Records Supervisor		410	\$47.95	\$50.35	\$52.87	\$55.51	\$58.29	\$8,312	\$10,103	01/02/26	SCPOA	SCPOA	
7220	Public Safety Dispatcher I (F)		349	\$36.03	\$37.83	\$39.72	\$41.71	\$43.79	\$6,245	\$7,591	01/02/26	SCPOA	SCPOA	
7222	Public Safety Dispatcher II (F)		373	\$39.63	\$41.61	\$43.69	\$45.88	\$48.17	\$6,869	\$8,350	01/02/26	SCPOA	SCPOA	
9118	Public Works Director/City Engineer		527	\$87.95	\$92.35	\$96.97	\$101.81	\$106.91	\$15,245	\$18,530	01/02/26	EM Plan	EM	Exempt
3120	Public Works Inspector		351	\$37.64	\$39.52	\$41.50	\$43.57	\$45.75	\$6,524	\$7,930	01/02/26	SCEA	SCEA	
3110	Public Works Specialist		222	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	-	-	07/21/23	Temp/PT	Temp/PT	
3550	Public Works Superintendent		447	\$56.67	\$59.50	\$62.48	\$65.60	\$68.88	\$9,822	\$11,939	01/02/26	SCMPEA	SCMPEA	Exempt
3520	Public Works Supervisor		380	\$41.07	\$43.12	\$45.27	\$47.54	\$49.91	\$7,118	\$8,652	01/02/26	SCMPEA	SCMPEA	Exempt
2220	Recreation Coordinator		302	\$30.93	\$32.48	\$34.10	\$35.81	\$37.60	\$5,362	\$6,517	01/02/26	SCEA	SCEA	

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City of Suisun City
Salary Schedule
Resolution Date:

3/17/2026

Job Code	Job Class	Column2	Range	Hourly					Monthly Average		Effective Date	B.U.	B.G.	FLSA OT
				A	B	C	D	E	Starting	Ending				
2550	Recreation Manager		412	\$48.40	\$50.82	\$53.36	\$56.02	\$58.83	\$8,389	\$10,197	01/02/26	SCMPEA	SCMPEA	Exempt
2210	Recreation Specialist I (F)		200	\$18.00	\$18.54	\$19.10	\$19.67	\$20.26	-	-	07/21/23	Temp/PT	Temp/PT	
2212	Recreation Specialist II (F)		220	\$19.80	\$20.39	\$21.01	\$21.64	\$22.29	-	-	07/21/23	Temp/PT	Temp/PT	
2214	Recreation Specialist III (F)		250	\$21.78	\$22.43	\$23.11	\$23.80	\$24.51	-	-	07/21/23	Temp/PT	Temp/PT	
2510	Recreation Supervisor		348	\$36.21	\$38.02	\$39.93	\$41.92	\$44.02	\$6,277	\$7,630	01/02/26	SCMPEA	SCMPEA	Exempt
9112	Recreation, Parks & Marina Director		505	\$79.06	\$83.01	\$87.16	\$91.52	\$96.10	\$13,704	\$16,657	01/02/26	EM Plan	EM	Exempt
1824	Senior Accountant		390	\$43.11	\$45.26	\$47.53	\$49.90	\$52.40	\$7,472	\$9,082	01/02/26	SCMPEA	SCMPEA	Exempt
3224	Senior Associate Engineer/Senior Assoc Civil Engineer (F)		425	\$51.82	\$54.41	\$57.13	\$59.98	\$62.98	\$8,982	\$10,917	03/17/26	SCMPEA	SCMPEA	Exempt
4324	Senior Building Inspector		397	\$44.66	\$46.90	\$49.24	\$51.71	\$54.29	\$7,742	\$9,410	01/02/26	SCMPEA	SCMPEA	Exempt
3226	Senior Civil Engineer		448	\$57.05	\$59.90	\$62.89	\$66.04	\$69.34	\$9,888	\$12,019	03/17/26	SCMPEA	SCMPEA	Exempt
3424	Senior Maintenance Worker		344	\$34.53	\$36.26	\$38.07	\$39.98	\$41.97	\$5,986	\$7,276	01/02/26	SCEA	SCEA	Exempt
1714	Senior Management Analyst		400	\$45.17	\$47.43	\$49.80	\$52.29	\$54.91	\$7,830	\$9,517	01/02/26	SCMPEA	SCMPEA	Exempt
4224	Senior Planner		400	\$45.17	\$47.43	\$49.80	\$52.29	\$54.91	\$7,830	\$9,517	01/02/26	SCMPEA	SCMPEA	Exempt
7224	Senior Public Safety Dispatcher		395	\$43.59	\$45.77	\$48.06	\$50.47	\$52.99	\$7,556	\$9,185	01/02/26	SCPOA	SCPOA	
7310	Youth Services Specialist		356	\$36.42	\$38.24	\$40.15	\$42.16	\$44.27	\$6,313	\$7,673	01/02/26	SCEA	SCEA	

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