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**RESOLUTION NO. 2018-96**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUISUN CITY  
AMENDING THE SALARY RESOLUTION TO ESTABLISH THE SALARY RANGE  
FOR THE JOB CLASS OF CITY ENGINEER AND ADJUST THE SALARY RANGE  
FOR THE JOB CLASS OF PUBLIC WORKS SUPERINTENDENT**

**WHEREAS**, recruitment for the positions of Public Works Director | City Engineer and Public Works Superintendent have proven to be increasingly difficult in recent years; and

**WHEREAS**, both the Director and Superintendent positions currently are vacant; and

**WHEREAS**, evaluation of City compensation compared to the local labor market suggests that establishing the classification of City Engineer and increasing compensation for Public Works Superintendent may help improve results of recruiting efforts and provide additional structural options for the organization; and

**WHEREAS**, the classification of Assistant City Engineer is obsolete within the City's current structure.

**NOW, THEREFORE, BE IT RESOLVED**, that the City Council of the City of Suisun City hereby amends the Salary Schedule accordingly to establish the job class of City Engineer, delete the job class of Assistant City Engineer and adjust the salary range for the job class of Public Works Superintendent as attached as Exhibit A.

**PASSED AND ADOPTED** at a Regular Meeting of said City Council of the City of Suisun City duly held on Tuesday, the 4<sup>th</sup> day of September 2018, by the following vote:

<b>AYES:</b>	Councilmembers:	<u>Segala, Wilson, Sanchez</u>
<b>NOES:</b>	Councilmembers:	<u>Day</u>
<b>ABSENT:</b>	Councilmembers:	<u>Hudson</u>
<b>ABSTAIN:</b>	Councilmembers:	<u>None</u>

**WITNESS** my hand and the seal of said City this 4<sup>th</sup> day of September 2018.



Donna Pock, CMC  
Deputy City Clerk

**EXHIBIT A**

**Section No. 1: Executive Management Salary Schedule**

**Effective: August 14, 2018**

Job Class	Range	Starting		Ending	
		Monthly	Hourly	Monthly	Hourly
City Manager*	100	\$ 11,052	\$ 63.76	\$ 14,920	\$ 86.07
Administrative Services Director*	108	\$ 8,139	\$ 46.96	\$ 10,988	\$ 63.39
Development Services Director*	128	\$ 8,139	\$ 46.96	\$ 10,988	\$ 63.39
Fire Chief*	115	\$ 8,139	\$ 46.96	\$ 10,988	\$ 63.39
Police Chief*	110	\$ 8,139	\$ 46.96	\$ 10,988	\$ 63.39
Pub. Wks. & Bldg. Director/City Engineer*	123	\$ 8,139	\$ 46.96	\$ 10,988	\$ 63.39
Recreation, Parks & Marina Director*	140	\$ 8,139	\$ 46.96	\$ 10,988	\$ 63.39
Community Development Director*	130	\$ 7,257	\$ 41.87	\$ 9,797	\$ 56.52
Economic Development Director*	125	\$ 7,257	\$ 41.87	\$ 9,797	\$ 56.52
Chief Building Official*	135	\$ 7,257	\$ 41.87	\$ 9,797	\$ 56.52

**\*Exempt**

**EXHIBIT A**

**Section No. 2: Police Management Salary Schedule**

**Effective: December 29, 2017**

Job Class	Range	Starting		Ending	
		Monthly	Hourly	Monthly	Hourly
Police Chief*	110	\$ 8,139	\$ 46.96	\$ 10,988	\$ 63.39
Police Commander*	255	\$ 7,236	\$ 41.75	\$ 9,768	\$ 56.36

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**\*Exempt**

**EXHIBIT A**

**Section No. 3: Professional/Technical Salary Schedule**

Effective: September 4, 2018

Job Class	Range	Starting		Ending	
		Monthly	Hourly	Monthly	Hourly
<b>City Engineer*</b>	267	\$ 7,257	\$ 41.87	\$ 9,797	\$ 56.52
Police Commander*	255	\$ 7,236	\$ 41.75	\$ 9,769	\$ 56.36
<b>Public Works Superintendent*</b>	265	\$ 6,585	\$ 37.99	\$ 8,890	\$ 51.29
Financial Services Manager*	225	\$ 6,046	\$ 34.88	\$ 8,163	\$ 47.09
Accounting Services Manager*	207	\$ 5,803	\$ 33.48	\$ 7,834	\$ 45.20
Building Inspection Services Manager*	216	\$ 5,803	\$ 33.48	\$ 7,834	\$ 45.20
IT Services Manager*	276	\$ 5,803	\$ 33.48	\$ 7,834	\$ 45.20
Police Support Services Manager*	270	\$ 5,803	\$ 33.48	\$ 7,834	\$ 45.20
<b>Assistant/Associate Engineer-Associate*</b>	221	\$ 5,803	\$ 33.48	\$ 7,834	\$ 45.20
<b>Fire Division Chief*</b>	237	\$ 5,803	\$ 33.48	\$ 7,834	\$ 45.20
Senior Management Analyst*	238	\$ 5,533	\$ 31.92	\$ 7,470	\$ 43.09
Senior Planner*	239	\$ 5,533	\$ 31.92	\$ 7,470	\$ 43.09
<b>Project Manager*</b>	260	\$ 5,281	\$ 30.47	\$ 7,130	\$ 41.13
Senior Accountant*	205	\$ 5,281	\$ 30.47	\$ 7,130	\$ 41.13
Senior Building Inspector*	215	\$ 5,281	\$ 30.47	\$ 7,130	\$ 41.13
Assistant/Associate Engineer-Assistant*	220	\$ 5,275	\$ 30.43	\$ 7,121	\$ 41.09
<b>Assistant/Associate Planner-Associate*</b>	251	\$ 5,030	\$ 29.02	\$ 6,791	\$ 39.18
<b>Management Analyst I/II-II*</b>	236	\$ 5,030	\$ 26.28	\$ 6,791	\$ 39.18
Marina & Waterfront Events Manager*	240	\$ 5,030	\$ 26.28	\$ 6,791	\$ 39.18
<b>Housing Manager*</b>	230	\$ 4,836	\$ 27.90	\$ 6,528	\$ 37.66
Marketing Manager*	245	\$ 4,592	\$ 26.49	\$ 6,199	\$ 35.76
<b>Accountant*</b>	200	\$ 4,572	\$ 26.38	\$ 6,173	\$ 35.61
Assistant/Associate Planner-Assistant*	250	\$ 4,572	\$ 26.38	\$ 6,173	\$ 35.61
Management Analyst I/II-I*	235	\$ 4,572	\$ 26.38	\$ 6,173	\$ 35.61
<b>Dispatch/Records Supervisor*</b>	223	\$ 4,290	\$ 24.75	\$ 5,792	\$ 33.41
<b>Public Works Supervisor*</b>	222	\$ 4,270	\$ 24.63	\$ 5,764	\$ 33.25
<b>Administrative Fire Captain*</b>	201	\$ 4,067	\$ 18.96	\$ 5,490	\$ 25.59
<b>Sec to City Mgr/Dep City Clerk*</b>	300	\$ 4,010	\$ 23.14	\$ 5,414	\$ 31.23
<b>Recreation Supervisor*</b>	241	\$ 3,650	\$ 21.06	\$ 4,928	\$ 28.43

**Bold** denotes benchmark class

\*Exempt

**EXHIBIT A**

**Section No. 4: Police Non-Management Salary Schedule**

Effective: December 29, 2017

Job Class w/ Incentive &/or Assignment Pay	Range	A Step		B Step		C Step		D Step		E Step		F Step		G Step	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
<b>Police Officer</b>	400	\$5,051	\$29.14	\$5,304	\$30.60	\$5,569	\$32.13	\$5,847	\$33.73	\$6,140	\$35.42	N/A	N/A	N/A	N/A
Police Officer w/ POST Int. Certificate	401	\$5,303	\$30.60	\$5,569	\$32.13	\$5,847	\$33.73	\$6,139	\$35.42	\$6,446	\$37.19	N/A	N/A	N/A	N/A
Police Officer w/ POST Int. & Adv Certs	402	\$5,569	\$32.13	\$5,848	\$33.74	\$6,140	\$35.42	\$6,447	\$37.19	\$6,769	\$39.05	N/A	N/A	N/A	N/A
Police Corporal	415	N/A	N/A	N/A	N/A	\$5,569	\$32.13	\$5,847	\$33.73	\$6,140	\$35.42	\$6,447	\$37.19	N/A	N/A
Police Corporal w/ POST Int. Cert.	416	N/A	N/A	N/A	N/A	\$5,847	\$33.73	\$6,139	\$35.42	\$6,446	\$37.19	\$6,769	\$39.05	N/A	N/A
Police Corporal w/ POST Int. & Adv.	417	N/A	N/A	N/A	N/A	\$6,140	\$35.42	\$6,447	\$37.19	\$6,769	\$39.05	\$7,108	\$41.01	N/A	N/A
<b>Police Sergeant</b>	450	\$6,290	\$36.29	\$6,605	\$38.10	\$6,935	\$40.01	\$7,282	\$42.01	\$7,646	\$44.11	N/A	N/A	N/A	N/A
Police Sergeant w/ POST Int. Certificate	451	\$6,605	\$38.11	\$6,936	\$40.01	\$7,282	\$42.01	\$7,647	\$44.11	\$8,029	\$46.32	N/A	N/A	N/A	N/A
Police Sergeant w/ POST Int. & Adv.	452	\$6,935	\$40.01	\$7,282	\$42.01	\$7,646	\$44.11	\$8,028	\$46.32	\$8,430	\$48.63	N/A	N/A	N/A	N/A

**Bold** denotes benchmark class

**EXHIBIT A**

**Section No. 5: General City Service**

**Effective: July 1, 2018**

Job Class	Range	A Step		B Step		C Step		D Step		E Step	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
<b>Computer Technician</b>	545	\$4,990	\$28.79	\$5,240	\$30.23	\$5,502	\$31.74	\$ 5,777	\$33.33	\$6,066	\$35.00
<b>Building Inspector I/II-II</b>	521	\$4,747	\$27.39	\$4,985	\$28.76	\$5,234	\$30.20	\$ 5,496	\$31.71	\$5,770	\$33.29
<b>Public Works Inspector</b>	570	\$4,747	\$27.39	\$4,985	\$28.76	\$5,234	\$30.20	\$ 5,496	\$31.71	\$5,770	\$33.29
Youth Services Specialist	590	\$4,429	\$25.55	\$4,650	\$26.83	\$4,883	\$28.17	\$ 5,127	\$29.58	\$5,383	\$31.06
Senior Public Safety Dispatcher	530	\$4,331	\$24.99	\$4,548	\$26.24	\$4,775	\$27.55	\$ 5,014	\$28.93	\$5,265	\$30.37
Building Inspector I/II-I	520	\$4,317	\$24.90	\$4,533	\$26.15	\$4,759	\$27.46	\$ 4,997	\$28.83	\$5,247	\$30.27
Human Resources Technician	519	\$4,232	\$24.42	\$4,444	\$25.64	\$4,666	\$26.92	\$ 4,899	\$28.26	\$5,144	\$29.68
Permit Technician	518	\$4,232	\$24.42	\$4,444	\$25.64	\$4,666	\$26.92	\$ 4,899	\$28.26	\$5,144	\$29.68
<b>Housing Specialist I/II-II</b>	561	\$4,039	\$23.30	\$4,241	\$24.46	\$4,453	\$25.69	\$ 4,675	\$26.97	\$4,909	\$28.32
<b>Public Safety Dispatcher I/II-II</b>	526	\$3,938	\$22.72	\$4,135	\$23.85	\$4,341	\$25.05	\$ 4,558	\$26.30	\$4,786	\$27.61
Housing Specialist I/II-I	560	\$3,847	\$22.19	\$4,039	\$23.30	\$4,241	\$24.47	\$ 4,453	\$25.69	\$4,676	\$26.98
<b>Administrative Assistant II</b>	511	\$3,847	\$22.19	\$4,039	\$23.30	\$4,241	\$24.47	\$ 4,453	\$25.69	\$4,676	\$26.98
Recreation Coordinator	580	\$3,750	\$21.64	\$3,938	\$22.72	\$4,135	\$23.85	\$ 4,341	\$25.05	\$4,558	\$26.30
Accounting Technician	508	\$3,736	\$21.55	\$3,923	\$22.63	\$4,119	\$23.76	\$ 4,325	\$24.95	\$4,541	\$26.20
Senior Account Clerk	505	\$3,736	\$21.55	\$3,923	\$22.63	\$4,119	\$23.76	\$ 4,325	\$24.95	\$4,541	\$26.20
Senior Maintenance Worker	568	\$3,678	\$21.23	\$3,862	\$22.28	\$4,055	\$23.40	\$ 4,258	\$24.56	\$4,471	\$25.79
<b>Fleet Mechanic</b>	555	\$3,678	\$21.22	\$3,862	\$22.28	\$4,055	\$23.40	\$ 4,258	\$24.56	\$4,471	\$25.79
Public Safety Dispatcher I/II-I	525	\$3,678	\$21.22	\$3,862	\$22.28	\$4,055	\$23.40	\$ 4,258	\$24.56	\$4,471	\$25.79
Administrative Assistant I	510	\$3,594	\$20.73	\$3,773	\$21.77	\$3,962	\$22.86	\$ 4,160	\$24.00	\$4,368	\$25.20
Rec. Prog. & Admin. Coordinator	581	\$3,594	\$20.73	\$3,773	\$21.77	\$3,962	\$22.86	\$ 4,160	\$24.00	\$4,368	\$25.20
Maintenance Worker I/II-II	566	\$3,504	\$20.22	\$3,679	\$21.23	\$3,863	\$22.29	\$ 4,056	\$23.40	\$4,259	\$24.57
Community Services Officer I/II-II	536	\$3,469	\$20.01	\$3,642	\$21.01	\$3,825	\$22.07	\$ 4,016	\$23.17	\$4,217	\$24.33
Account Clerk III	503	\$3,348	\$19.31	\$3,515	\$20.28	\$3,691	\$21.29	\$ 3,875	\$22.36	\$4,069	\$23.47
<b>Maintenance Worker I/II-I</b>	565	\$3,186	\$18.38	\$3,345	\$19.30	\$3,512	\$20.26	\$ 3,688	\$21.28	\$3,872	\$22.34
<b>Bldg Maintenance Worker I/II-II</b>	516	\$3,186	\$18.38	\$3,345	\$19.30	\$3,512	\$20.26	\$ 3,688	\$21.28	\$3,872	\$22.34
Community Services Officer I/II-I	535	\$3,152	\$18.18	\$3,309	\$19.09	\$3,475	\$20.05	\$ 3,649	\$21.05	\$3,831	\$22.10
<b>Account Clerk I/II-II</b>	501	\$3,044	\$17.56	\$3,196	\$18.44	\$3,356	\$19.36	\$ 3,523	\$20.33	\$3,700	\$21.34
Office Assistant	509	\$3,007	\$17.35	\$3,157	\$18.21	\$3,315	\$19.12	\$ 3,480	\$20.08	\$3,655	\$21.08
Bldg Maintenance Worker I/II-I	515	\$2,895	\$16.70	\$3,040	\$17.54	\$3,192	\$18.42	\$ 3,352	\$19.34	\$3,519	\$20.30
Account Clerk I/II-I	500	\$2,767	\$15.96	\$2,905	\$16.76	\$3,050	\$17.60	\$ 3,203	\$18.48	\$3,363	\$19.40

**Bold denotes benchmark class**

**\*Exempt**

**EXHIBIT A**

**Section No. 6: Temporary/Hourly Employees**

**Effective: December 29, 2017**

**Minimum \$ 11.00**

<b>Job Class</b>	<b>Range</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
Traffic Engineer - Temp	959	\$85.00				
Economic Development Consultant	956	\$65.00				
Background Investigator	955	\$49.92				
Engineering Technician - Temp	900	\$19.71	\$20.70	\$3,955.64	\$22.82	\$23.96
Maintenance Worker II - Temp	916	\$16.93	\$17.77	\$18.66	\$19.59	\$20.57
Police Officer - Temp	905	\$16.84	\$17.69	\$18.57	\$19.50	\$20.47
Firefighter - Temp	910	\$16.84	\$17.69	\$18.57	\$19.50	\$20.47
Computer Systems Specialist	917	\$16.30	\$17.12	\$17.97	\$18.87	\$19.81
Financial Services Specialist	918	\$16.30	\$17.12	\$17.97	\$18.87	\$19.81
Planning Specialist	919	\$16.30	\$17.12	\$17.97	\$18.87	\$19.81
Public Works Specialist	914	\$16.30	\$17.12	\$17.97	\$18.87	\$19.81
Communications & Records Tech I - Temp	920	\$16.30	\$17.12	\$17.97	\$18.87	\$19.81
Administrative Assistant I - Temp	925	\$15.98	\$16.77	\$17.61	\$18.49	\$19.42
Community Services Officer I/II-I - Temp	930	\$15.31	\$16.08	\$16.88	\$17.73	\$18.61
Maintenance Worker I - Temp	915	\$15.39	\$16.16	\$16.96	\$17.81	\$18.70
Building Maintenance Worker I/II-I - Temp	914	\$14.51	\$15.23	\$16.00	\$16.80	\$17.64
Office Assistant - Temp	926	\$13.31	\$13.98	\$14.67	\$15.41	\$16.18
Financial Services Intern	951	\$12.10	\$12.71	\$13.34	\$14.01	\$14.71
Planning Intern	945	\$12.10	\$12.71	\$13.34	\$14.01	\$14.71
Public Works Intern	949	\$12.10	\$12.71	\$13.34	\$14.01	\$14.71
Computer Systems Intern	950	\$12.10	\$12.71	\$13.34	\$14.01	\$14.71
Recreation Specialist Supervisor	939	\$14.64	\$15.37	\$16.14	\$16.95	\$17.80
Recreation Specialist III	937	\$13.31	\$13.98	\$14.67	\$15.41	\$16.18
Recreation Specialist II	936	\$12.10	\$12.71	\$13.34	\$14.01	\$14.71
Recreation Specialist I	935	\$11.00	\$11.55	\$12.13	\$12.73	\$13.37