



CITY OF WHEATLAND

CITY COUNCIL MEETING STAFF REPORT

July 25, 2017

SUBJECT: Negotiated Pay Ranges by Classification for General and Management Employees

PREPARED BY: Susan Mahoney, Finance Director

Recommendation

Council approval of the attached resolution which establishes the FY 2017-2018 pay ranges for the Wheatland General Employees Association, which includes management positions.

Background/Discussion

Salary negotiations are conducted annually with each of the represented employee units and individually with unrepresented employees. For FY 2017-2018, the negotiated increase to the pay ranges for the Wheatland General Employees Association and management positions was a COLA of 3.8%. The proposed effective date for this increase is July 2, 2017.

The Wheatland Police Officers Association and the Wheatland Sergeants Association have submitted an impasse letter. Future discussions with these associations have been scheduled.

Alternatives

Approve a COLA at a greater or lesser percentage.

Fiscal Impact

The estimated annual cost of the COLA adjustment for employees represented by the Wheatland General Employees Association and for management positions is \$12,800. This increase was included in the Operating Budget for FY 2017-2018 adopted June 20, 2017.

Attachments

1. FY 2017-2018 pay ranges for classifications represented by the Wheatland General Employees Association and for management positions.

RESOLUTION NO. xx-17

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
WHEATLAND ADOPTING THE CITY'S PAY RANGES FOR
GENERAL EMPLOYEES AND MANAGEMENT EMPLOYEES
FOR FISCAL YEAR 2017/2018.**

WHEREAS, the City of Wheatland contracted with CPS Human Resource Services in fiscal year 2005/2006 to perform an "Employee Classification and Compensation Study" (the Study); and

WHEREAS, the Study has been utilized to create pay ranges and to classify each City employee within a pay range; and

WHEREAS, the pay rates of full time and interim employees are defined in Memorandums of Understanding and Employment Agreements; and

WHEREAS, the City Council of the City of Wheatland approves all employee pay ranges.

NOW, THEREFORE BE IT RESOLVED BY THE COUNCIL OF THE CITY OF WHEATLAND THAT:

1. The above statements are true and correct.
2. That Exhibit "A" attached hereto is adopted as the City of Wheatland's pay ranges for classified positions for fiscal year 2017/2018. Exhibit "A" shall be effective as of July 2, 2017.

ADOPTED as a Resolution of the City Council of the City of Wheatland at a meeting thereof held on the 25th day of July, 2017 by the following vote:

AYES:
NOES:
ABSENT:
ABSTAINING:

By: _____
Rick West, Mayor

ATTEST: _____
Lisa J. Thomason, City Clerk

City of Wheatland
General Classifications
FY 2017-2018 Pay Ranges Effective July 2, 2017
103.8%

Classifications	Range	FY 2016-2017		FY 2017-2018				
		Step 1	Step I	Step II	Step III	Step IV	Step V	
Administrative Clerk	0.5	1874	1,945.21	2,042.47	2,144.60	2,251.83	2,364.42	
Account Clerk I	1	2914	3,024.73	3,175.97	3,334.77	3,501.51	3,676.58	
	2	2987	3,100.51	3,255.53	3,418.31	3,589.22	3,768.68	
Operator in Training	3	3062	3,178.36	3,337.27	3,504.14	3,679.34	3,863.31	
Maintenance Worker	4	3138	3,257.24	3,420.11	3,591.11	3,770.67	3,959.20	
Account Clerk II	5	3217	3,339.25	3,506.21	3,681.52	3,865.59	4,058.87	
	6	3297	3,422.29	3,593.40	3,773.07	3,961.72	4,159.81	
	7	3379	3,507.40	3,682.77	3,866.91	4,060.26	4,263.27	
	8	3464	3,595.63	3,775.41	3,964.18	4,162.39	4,370.51	
Senior Account Clerk	9	3550	3,684.90	3,869.15	4,062.60	4,265.73	4,479.02	
Operator	10	3639	3,777.28	3,966.15	4,164.45	4,372.68	4,591.31	
	11	3730	3,871.74	4,065.33	4,268.59	4,482.02	4,706.12	
Police Administrative Assistant	12	3823	3,968.27	4,166.69	4,375.02	4,593.77	4,823.46	
	13	3919	4,067.92	4,271.32	4,484.88	4,709.13	4,944.58	
Police Officer (see Police Associations pay ranges)	14	-	-	-	-	-	-	
	15	4117	4,273.45	4,487.12	4,711.47	4,947.05	5,194.40	
	16	4220	4,380.36	4,599.38	4,829.35	5,070.81	5,324.35	
Administrative Clerk/City Clerk Police Corporal	17	4326	4,490.39	4,714.91	4,950.65	5,198.19	5,458.09	
	18	4434	4,602.49	4,832.62	5,074.25	5,327.96	5,594.36	
	19	4545	4,717.71	4,953.60	5,201.28	5,461.34	5,734.41	
Police Sergeant (see Police Associations pay ranges)	20	-	-	-	-	-	-	
Building Inspector and Public Works Superintendent and Senior	21	4775	4,956.45	5,204.27	5,464.49	5,737.71	6,024.60	
	22	4894	5,079.97	5,333.97	5,600.67	5,880.70	6,174.74	
	23	5017	5,207.65	5,468.03	5,741.43	6,028.50	6,329.93	
	24	5142	5,337.40	5,604.27	5,884.48	6,178.70	6,487.64	
Public Works Director	25	5271	5,471.30	5,744.86	6,032.11	6,333.71	6,650.40	
	26	5402	5,607.28	5,887.64	6,182.02	6,491.12	6,815.68	
	27	5537	5,747.41	6,034.78	6,336.52	6,653.34	6,986.01	
	28	5676	5,891.69	6,186.27	6,495.59	6,820.37	7,161.38	
	29	5818	6,039.08	6,341.04	6,658.09	6,990.99	7,340.54	
	30	5963	6,189.59	6,499.07	6,824.03	7,165.23	7,523.49	
	31	6112	6,344.26	6,661.47	6,994.54	7,344.27	7,711.48	
	32	6265	6,503.07	6,828.22	7,169.63	7,528.12	7,904.52	
Chief Building Official	33	6422	6,666.04	6,999.34	7,349.30	7,716.77	8,102.61	
	34	6582	6,832.12	7,173.72	7,532.41	7,909.03	8,304.48	
	35	6747	7,003.39	7,353.56	7,721.23	8,107.29	8,512.66	
	36	6916	7,178.81	7,537.75	7,914.64	8,310.37	8,725.89	
	37	7088	7,357.34	7,725.21	8,111.47	8,517.05	8,942.90	
	38	7266	7,542.11	7,919.21	8,315.17	8,730.93	9,167.48	
	39	7447	7,729.99	8,116.49	8,522.31	8,948.43	9,395.85	
*Finance Director	40	7633	7,923.05	8,319.21	8,735.17	9,171.93	9,630.52	
**Community Development Director	41	7824	8,121.31	8,527.38	8,953.75	9,401.43	9,871.51	
	42	8020	8,324.76	8,741.00	9,178.05	9,636.95	10,118.80	
	43	8220	8,532.36	8,958.98	9,406.93	9,877.27	10,371.14	
Police Chief (see Police Associations pay ranges)	44	-	-	-	-	-	-	
	45	8637	8,965.21	9,413.47	9,884.14	10,378.35	10,897.26	
	46	8852	9,188.38	9,647.79	10,130.18	10,636.69	11,168.53	
*City Manager	47	9074	9,418.81	9,889.75	10,384.24	10,903.45	11,448.62	

* The pay rates for these classifications is defined in their existing employment agreements.

** This position is being filled with a contractor

Assumptions:

Ranges originated from the CPS Human Resource Services Compensation Study - see Resolution No. 28-06 Exhibit "A".

The agreed upon Cost of Living factor that was used is the change in the Consumer Price Index - California - All Urban Consumers - San Francisco-Oakland-San Jose from April to April. (3.8%)

Rates are stated on a monthly basis. Steps are 5% apart. Hourly rates for pay purposes are calculated by multiplying the monthly rates times 12, dividing by 2,080 and rounding to two places.