

RESOLUTION NO. _____

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAUSALITO
ESTABLISHING THE AUTHORIZED STAFFING LEVELS AND SALARY RANGES FOR
ALL PERMANENT AND TEMPORARY POSITIONS FOR FISCAL YEAR 2017-18**

WHEREAS, the budget for Fiscal Year 2017-18 provides funding for specified positions, based upon specified salary ranges; and

WHEREAS, confirming such positions and salary ranges by resolution simplifies administering the personnel process.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Sausalito, California, as follows:

Section 1. The number of authorized permanent full-time positions is 74 effective July 1, 2017 and is set forth in Tables 1a, 1b and 1c entitled “Authorized Permanent Staffing” and made part of this resolution by reference.

Section 2. The salary schedule for temporary positions is presented in Table 2.

Additional temporary positions may be authorized by the City Manager in order to backfill for vacant permanent positions. No temporary employee may be retained for more than 1,000 hours per fiscal year, except those positions specifically exempted from this provision by the City of Sausalito contract with the California Public Employees’ Retirement System.

Section 3. The salary range for each permanent position represented by the Service Employees International Union (SEIU) Local 1021 for the period July 1, 2017 through June 30, 2018 is set forth in Table 3A and made part of this resolution by reference.

The salary range for each permanent position represented by the Sausalito Police Association for the period July 1, 2017 through June 30, 2018 is set forth in Table 3B and made part of this resolution by reference.

The salary range for each permanent position in the Confidential Employees classification for the period July 1, 2017 through June 30, 2018 is set forth in Table 3C and made part of this resolution by reference.

The salary range for each permanent position in the Management Employees classification for the period July 1, 2017 through June 30, 2018 is presented in Table 3D and made part of this resolution by reference.

Section 4. Due to rounding, bi-weekly and monthly rates paid to employees pursuant to Tables 3A, 3B, 3C, and 3D may vary. The hourly rate shall be the official basis upon which pay is computed.

Section 5. The attached exhibits (Tables 1a, 1b, 1c, 2, 3A, 3B, 3C, 3D, and 4) are hereby made a part of this resolution. Adjustments to any of the attached exhibits may be made as necessary by resolution of the City Council.

Section 6. The salary rates and staffing levels included in this Resolution shall be effective on July 1, 2017 and shall remain in effect in accordance with the terms of the Memoranda of Understanding with the SEIU and Police employee groups and with the appropriate compensation resolution(s) for the Unrepresented Employees in the Management and

Confidential units unless and until changes may be made through revision to the Memoranda of Understanding and resolutions for any of the heretofore mentioned employee groups.

APPROVED AND ADOPTED at a regular meeting of the City Council of the City of Sausalito held on the 20th day of June , 2017 by the following vote:

AYES: Councilmembers:
NOES: Councilmembers:
ABSENT: Councilmembers:
ABSTAIN: Councilmembers:

Mayor of the City of Sausalito

ATTEST:

Deputy City Clerk

TABLE 2
Temporary Employees – Hourly Wages
City of Sausalito
 Effective July 1, 2017

CLASSIFICATION	SALARY RANGE
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ELECTED OFFICIALS / Per Month

City Councilmembers (5)	300.00 per month*
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*Individual Councilmembers may direct all or a portion of the Elected Officials compensation to a non-profit organization providing public service in lieu of receiving compensation for the commensurate time period.

APPOINTED OFFICIALS / Per Meeting

Planning Commissioner (5)	25.00 per meeting/maximum 100.00 per month
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TEMPORARY EMPLOYEES / Per Hour

LIBRARY:

Library Program Assistant	10.50-13.75
Library Page	14.00-16.50
Librarian Assistant	18.00-25.00

POLICE DEPARTMENT:

Parking Division:

Parking Analyst	25.00
Lead Parking Attendant	25.00**
Shuttle Bus Driver	17.00

RECREATION DEPARTMENT:

Recreation Leader I	10.50-14.00
Recreation Leader II	13.50-16.00
Recreation Leader III	15.50-18.00
Recreation Specialist	17.50-23.00

NOTE:

1. Hourly salaries will be adjusted so that the lowest step in a salary range is always at or above the established Minimum Wage.
2. Employees may be hired within the hourly rates established, based upon qualifications and market need.
3. **Temporary employees are limited to 1,000 hours of work per fiscal year except as exempted by the City contract with the California Public Employees Retirement System.

SALARY TABLES 3A, 3B, 3C, 3D, 3E 4- Attached
City of Sausalito
Effective July 1, 2017

TABLE 3A	SEIU Local 1021
TABLE 3B	Sausalito Police Association
TABLE 3C	Confidential Employees (Unrepresented Group)
TABLE 3D	Management Employees (Unrepresented Group)

City of Sausalito
Salary Schedule – Table 3A
FY 2017-18

SEIU SALARIES

Effective July 1, 2017 through June 30, 2018

SEIU Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Library Assistant II							
Annual	44,403	46,624	48,955	51,402	53,973	56,671	59,505
Monthly	3,700	3,885	4,080	4,284	4,498	4,723	4,959
Biweekly	1,708	1,793	1,883	1,977	2,076	2,180	2,289
Hourly	22.77	23.91	25.10	26.36	27.68	29.06	30.52
Senior Library Assistant							
Annual	52,298	54,912	57,658	60,541	63,568	66,746	70,084
Monthly	4,358	4,576	4,805	5,045	5,297	5,562	5,840
Biweekly	2,011	2,112	2,218	2,328	2,445	2,567	2,696
Hourly	26.82	28.16	29.57	31.05	32.60	34.23	35.94
Librarian I							
Annual	56,433	59,254	62,217	65,328	68,594	72,024	75,625
Monthly	4,703	4,938	5,185	5,444	5,716	6,002	6,302
Biweekly	2,170	2,279	2,393	2,513	2,638	2,770	2,909
Hourly	28.94	30.39	31.91	33.50	35.18	36.94	38.78
Librarian II							
Annual	63,527	66,703	70,038	73,540	77,217	81,078	85,132
Monthly	5,294	5,559	5,837	6,128	6,435	6,757	7,094
Biweekly	2,443	2,566	2,694	2,828	2,970	3,118	3,274
Hourly	32.58	34.21	35.92	37.71	39.60	41.58	43.66
Custodian							
Annual	42,476	44,599	46,829	49,171	51,629	54,211	56,921
Monthly	3,540	3,717	3,902	4,098	4,302	4,518	4,743
Biweekly	1,634	1,715	1,801	1,891	1,986	2,085	2,189
Hourly	20.42	21.44	22.51	23.64	24.82	26.06	27.37
Lead Custodian							
Annual	44,604	46,834	49,176	51,635	54,217	56,927	59,774
Monthly	3,717	3,903	4,098	4,303	4,518	4,744	4,981
Biweekly	1,716	1,801	1,891	1,986	2,085	2,190	2,299
Hourly	21.44	22.52	23.64	24.82	26.07	27.37	28.74
Landscape Worker I							
Annual	49,190	51,649	54,232	56,943	59,790	62,780	65,919
Monthly	4,099	4,304	4,519	4,745	4,983	5,232	5,493
Biweekly	1,892	1,987	2,086	2,190	2,300	2,415	2,535
Hourly	23.65	24.83	26.07	27.38	28.75	30.18	31.69
Maintenance Worker I							
Annual	49,190	51,649	54,232	56,943	59,790	62,780	65,919
Monthly	4,099	4,304	4,519	4,745	4,983	5,232	5,493
Biweekly	1,892	1,987	2,086	2,190	2,300	2,415	2,535
Hourly	23.65	24.83	26.07	27.38	28.75	30.18	31.69
Landscape Worker II							
Annual	53,777	56,465	59,289	62,253	65,366	68,634	72,066
Monthly	4,481	4,705	4,941	5,188	5,447	5,720	6,005
Biweekly	2,068	2,172	2,280	2,394	2,514	2,640	2,772

City of Sausalito
Salary Schedule – Table 3A
FY 2017-18

SEIU SALARIES

Effective July 1, 2017 through June 30, 2018

Hourly	25.85	27.15	28.50	29.93	31.43	33.00	34.65
Maintenance Worker II							
Annual	53,777	56,465	59,289	62,253	65,366	68,634	72,066
Monthly	4,481	4,705	4,941	5,188	5,447	5,720	6,005
Biweekly	2,068	2,172	2,280	2,394	2,514	2,640	2,772
Hourly	25.85	27.15	28.50	29.93	31.43	33.00	34.65
Maintenance Worker III							
Annual	58,778	61,717	64,802	68,043	71,445	75,017	78,768
Monthly	4,898	5,143	5,401	5,670	5,953	6,251	6,564
Biweekly	2,261	2,374	2,493	2,617	2,748	2,885	3,029
Hourly	28.26	29.67	31.15	32.72	34.35	36.07	37.87
Sewer Maintenance Worker I							
Annual	49,682	52,166	54,775	57,513	60,389	63,408	66,578
Monthly	4,140	4,347	4,565	4,793	5,032	5,284	5,548
Biweekly	1,911	2,006	2,107	2,212	2,323	2,439	2,561
Hourly	23.89	25.08	26.33	27.65	29.03	30.48	32.01
Sewer Maintenance Worker II							
Annual	54,314	57,030	59,881	62,876	66,020	69,320	72,786
Monthly	4,526	4,752	4,990	5,240	5,502	5,777	6,066
Biweekly	2,089	2,193	2,303	2,418	2,539	2,666	2,799
Hourly	26.11	27.42	28.79	30.23	31.74	33.33	34.99
Sewer Maintenance Worker III							
Annual	59,378	62,347	65,465	68,738	72,175	75,784	79,573
Monthly	4,948	5,196	5,455	5,728	6,015	6,315	6,631
Biweekly	2,284	2,398	2,518	2,644	2,776	2,915	3,061
Hourly	28.55	29.97	31.47	33.05	34.70	36.43	38.26
Sewer Systems Coordinator							
Annual	74,635	78,366	82,285	86,395	90,715	95,244	99,999
Monthly	6,220	6,531	6,857	7,200	7,560	7,937	8,333
Biweekly	2,871	3,014	3,165	3,323	3,489	3,663	3,846
Hourly	35.88	37.68	39.56	41.54	43.61	45.79	48.08
Fleet Maintenance Coordinator							
Annual	61,831	64,922	68,168	71,577	75,156	78,913	82,859
Monthly	5,153	5,410	5,681	5,965	6,263	6,576	6,905
Biweekly	2,378	2,497	2,622	2,753	2,891	3,035	3,187
Hourly	29.73	31.21	32.77	34.41	36.13	37.94	39.84
Public Works Supervisor							
Annual	89,079	93,533	98,209	103,120	108,276	113,690	119,374
Monthly	7,423	7,794	8,184	8,593	9,023	9,474	9,948
Biweekly	3,426	3,597	3,777	3,966	4,164	4,373	4,591
Hourly	42.83	44.97	47.22	49.58	52.06	54.66	57.39

City of Sausalito
Salary Schedule – Table 3A
FY 2017-18
SEIU SALARIES
Effective July 1, 2017 through June 30, 2018

Assistant Engineer							
Annual	74,786	78,525	82,451	86,574	90,902	95,447	100,220
Monthly	6,232	6,544	6,871	7,214	7,575	7,954	8,352
Biweekly	2,876	3,020	3,171	3,330	3,496	3,671	3,855
Hourly	35.95	37.75	39.64	41.62	43.70	45.89	48.18
Civil Engineer I							
Annual	78,722	82,658	86,791	91,130	95,687	100,471	105,494
Monthly	6,560	6,888	7,233	7,594	7,974	8,373	8,791
Biweekly	3,028	3,179	3,338	3,505	3,680	3,864	4,057
Hourly	37.85	39.74	41.73	43.81	46.00	48.30	50.72
Civil Engineer II							
Annual	82,865	87,008	91,358	95,926	100,723	105,759	111,047
Monthly	6,905	7,251	7,613	7,994	8,394	8,813	9,254
Biweekly	3,187	3,346	3,514	3,689	3,874	4,068	4,271
Hourly	39.84	41.83	43.92	46.12	48.42	50.85	53.39
Administrative Aide I							
Annual	51,909	54,504	57,230	60,091	63,096	66,251	69,563
Monthly	4,326	4,542	4,769	5,008	5,258	5,521	5,797
Biweekly	1,997	2,096	2,201	2,311	2,427	2,548	2,676
Hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
Permit Technician							
Annual	57,937	60,834	63,876	67,069	70,423	73,944	77,641
Monthly	4,828	5,069	5,323	5,589	5,869	6,162	6,470
Biweekly	2,228	2,340	2,457	2,580	2,709	2,844	2,986
Hourly	27.85	29.25	30.71	32.24	33.86	35.55	37.33
Building Inspector							
Annual	84,810	89,050	93,503	98,178	103,087	108,241	113,653
Monthly	7,067	7,421	7,792	8,181	8,591	9,020	9,471
Biweekly	3,262	3,425	3,596	3,776	3,965	4,163	4,371
Hourly	40.77	42.81	44.95	47.20	49.56	52.04	54.64
Assistant Planner							
Annual	66,089	69,393	72,863	76,506	80,332	84,348	88,566
Monthly	5,507	5,783	6,072	6,376	6,694	7,029	7,380
Biweekly	2,542	2,669	2,802	2,943	3,090	3,244	3,406
Hourly	31.77	33.36	35.03	36.78	38.62	40.55	42.58
Associate Planner							
Annual	75,529	79,305	83,270	87,438	91,814	96,397	101,204
Monthly	6,294	6,609	6,939	7,287	7,651	8,033	8,434
Biweekly	2,905	3,050	3,203	3,363	3,531	3,708	3,892
Hourly	36.31	38.13	40.03	42.04	44.14	46.34	48.66
Recreation Supervisor							
Annual	61,309	64,374	67,593	70,972	74,522	78,248	82,160
Monthly	5,109	5,365	5,633	5,914	6,210	6,521	6,847
Biweekly	2,358	2,476	2,600	2,730	2,866	3,010	3,160
Hourly	29.48	30.95	32.50	34.12	35.83	37.62	39.50

City of Sausalito

Salary Schedule – Table 3B

FY 2017-18

POLICE SALARIES

Effective July 1, 2017 through June 30, 2018

Police Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Police Sergeant							
Annual	84,664	88,897	93,342	98,009	102,909	108,054	113,457
Monthly	7,055	7,408	7,778	8,167	8,576	9,005	9,455
Bi-weekly	3,256	3,419	3,590	3,770	3,958	4,156	4,364
Hourly	40.70	42.74	44.88	47.12	49.48	51.95	54.55
Police Officer							
Annual	70,058	73,561	77,239	81,101	85,156	89,413	93,884
Monthly	5,838	6,130	6,437	6,758	7,096	7,451	7,824
Bi-weekly	2,695	2,829	2,971	3,119	3,275	3,439	3,611
Hourly	33.68	35.37	37.13	38.99	40.94	42.99	45.14
Police Corporal / Police Investigator							
Annual	73,559	77,237	81,099	85,154	89,412	93,882	98,576
Monthly	6,130	6,436	6,758	7,096	7,451	7,824	8,215
Bi-weekly	2,829	2,971	3,119	3,275	3,439	3,611	3,791
Hourly	35.37	37.13	38.99	40.94	42.99	45.14	47.39
Parking Enforcement Officer							
Annual	48,608	51,038	53,590	56,269	59,083	62,037	65,139
Monthly	4,051	4,253	4,466	4,689	4,924	5,170	5,428
Bi-weekly	1,870	1,963	2,061	2,164	2,272	2,386	2,505
Hourly	23.37	24.54	25.76	27.05	28.41	29.83	31.32
Administrative Aide I							
Annual	49,794	52,283	54,898	57,642	60,525	63,551	66,728
Monthly	4,149	4,357	4,575	4,804	5,044	5,296	5,561
Bi-weekly	1,915	2,011	2,111	2,217	2,328	2,444	2,566
Hourly	23.94	25.14	26.39	27.71	29.10	30.55	32.08

City of Sausalito
Salary Schedule – Table 3C
FY 2017-18

CONFIDENTIAL SALARIES
Effective July 1, 2017 through June 30, 2018

Confidential Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Administrative Aide I							
Annual	51,909	54,505	57,230	60,091	63,096	66,251	69,562
Monthly	4,326	4,542	4,769	5,008	5,258	5,521	5,797
Bi-weekly	1,997	2,096	2,201	2,311	2,427	2,548	2,675
Hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
Senior Accounting Technician							
Annual	61,434	64,506	67,732	71,118	74,674	78,408	82,328
Monthly	5,120	5,376	5,644	5,927	6,223	6,534	6,861
Bi-weekly	2,363	2,481	2,605	2,735	2,872	3,016	3,166
Hourly	29.54	31.01	32.56	34.19	35.90	37.70	39.58
Systems Technician							
Annual	61,426	64,498	67,723	71,109	74,664	78,397	82,317
Monthly	5,119	5,375	5,644	5,926	6,222	6,533	6,860
Bi-weekly	2,363	2,481	2,605	2,735	2,872	3,015	3,166
Hourly	29.53	31.01	32.56	34.19	35.90	37.69	39.58
Records Supervisor / Assistant to the Police Chief							
Annual	62,569	65,698	68,983	72,432	76,053	79,856	83,850
Monthly	5,214	5,475	5,749	6,036	6,338	6,655	6,987
Bi-weekly	2,407	2,527	2,653	2,786	2,925	3,071	3,225
Hourly	30.08	31.59	33.16	34.82	36.56	38.39	40.31
Business Manager							
Annual	66,594	69,924	73,420	77,090	80,945	84,991	89,242
Monthly	5,549	5,827	6,118	6,424	6,745	7,083	7,437
Bi-weekly	2,561	2,689	2,824	2,965	3,113	3,269	3,432
Hourly	32.02	33.62	35.30	37.06	38.92	40.86	42.90
Administrative Manager							
Annual	66,594	69,924	73,420	77,090	80,945	84,991	89,242
Monthly	5,549	5,827	6,118	6,424	6,745	7,083	7,437
Bi-weekly	2,561	2,689	2,824	2,965	3,113	3,269	3,432
Hourly	32.02	33.62	35.30	37.06	38.92	40.86	42.90

Salaries Effective July 1, 2017

Effective July 1, 2017, employee monthly salaries shall therefore be as listed below:

<u>Classification</u>	<u>7/1/2017 Salary Ranges</u>	
	Minimum	Maximum
City Manager		
Annual	199,573	221,747
Monthly	16,631	18,479
Bi-weekly	7,676	8,529
Hourly	95.95	106.61
Chief of Police		
Annual	177,166	196,851
Monthly	14,764	16,404
Bi-weekly	6,814	7,571
Hourly	85.18	94.64
Police Captain		
Annual	152,446	169,384
Monthly	12,704	14,115
Bi-weekly	5,863	6,515
Hourly	73.29	81.43
Administrative Services Director/Treasurer		
Annual	184,487	204,986
Monthly	15,374	17,082
Bi-weekly	7,096	7,884
Hourly	88.70	98.55
Community Development Director		
Annual	131,690	146,323
Monthly	10,974	12,194
Bi-weekly	5,065	5,628
Hourly	63.31	70.35
Public Works Director / City Engineer		
Annual	162,125	180,139
Monthly	13,510	15,012
Bi-weekly	6,236	6,928
Hourly	77.94	86.61
Parks & Recreation Director		
Annual	120,957	134,397
Monthly	10,080	11,200
Bi-weekly	4,652	5,169
Hourly	58.15	64.61
Library Director		
Annual	120,957	134,397
Monthly	10,080	11,200
Bi-weekly	4,652	5,169
Hourly	58.15	64.61

Technology Manager		
Annual	96,306	107,006
Monthly	8,025	8,917
Bi-weekly	3,704	4,116
Hourly	46.30	51.45
Assistant to the City Manager / City Clerk		
Annual	101,154	112,393
Monthly	8,429	9,366
Bi-weekly	3,891	4,323
Hourly	48.63	54.04
DPW Division Manager		
Annual	112,749	125,276
Monthly	9,396	10,440
Bi-weekly	4,336	4,818
Hourly	54.21	60.23
Police Lieutenant		
Annual	139,076	154,529
Monthly	11,590	12,877
Bi-weekly	5,349	5,943
Hourly	66.86	74.29
Senior Civil Engineer		
Annual	104,405	116,006
Monthly	8,700	9,667
Bi-weekly	4,016	4,462
Hourly	50.19	55.77
Human Resources Manager		
Annual	93,972	104,937
Monthly	7,831	8,745
Bi-weekly	3,614	4,036
Hourly	45.18	50.45