



STAFF REPORT

SAUSALITO CITY COUNCIL

AGENDA TITLE:

Review and approval of revised resolution establishing the authorized staffing levels and salary ranges for all permanent and temporary positions for fiscal year 2009-10

RECOMMENDED MOTION:

Approve revised resolution establishing the authorized staffing levels and salary ranges for all permanent and temporary positions for fiscal year 2009-10.

SUMMARY/BACKGROUND

On June 23, 2009, the City Council of the City of Sausalito, in connection with adopting the FY10 City of Sausalito budget, adopted Resolution No.5040 establishing the authorized staffing levels and salary ranges for all permanent and temporary positions for fiscal year 2009-10.

Subsequently, staff initiated budget implementation and discovered when updating the Springbrook salary tables, that there were several errors in the salary range tables for Police, Fire and Unrepresented employee groups.

The Police salary table should have remained exactly the same as FY 09 until salary negotiations had been included. The table had incorrect rates and is revised in the proposed resolution. The Fire salary table inadvertently switched the salary ranges for a Firefighter and Firefighter/Paramedic. The proposed resolution corrects that error. The Unrepresented employee group did not include the authorized positions nor the salary ranges for the two new permanent part-time employee positions adopted in the FY 10 budget: the HR Technician and the Administrative Aide I in the Admin-Finance Department. The salary range for the PW Division Manager was also calculated in error. The authorized positions and the salary ranges now appropriately amend these errors.

FISCAL IMPACT

There is no fiscal impact to the adopted FY10 budget as the errors were contained to the budget implementation legislation.

Item #: 4B13
Meeting Date: 7-21-09
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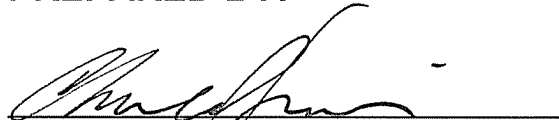
STAFF RECOMMENDATIONS

Staff recommends that the City Council for the City of Sausalito approve the revised resolution establishing the authorized staffing levels and salary ranges for all permanent and temporary positions for fiscal year 2009-10.

ATTACHMENTS

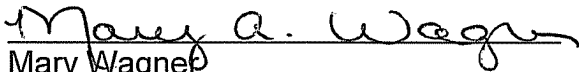
Revised resolution establishing the authorized staffing levels and salary ranges for all permanent and temporary positions for fiscal year 2009-10

PREPARED BY:



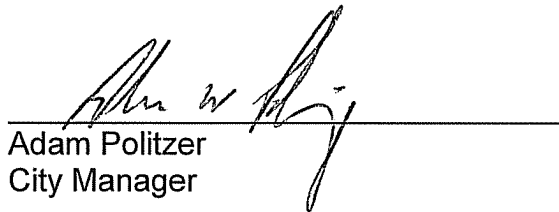
Charlie Francis
Director of Administrative Services / Treasurer

REVIEWED BY:



Mary Wagner
City Attorney

SUBMITTED BY:



Adam Politzer
City Manager

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Meeting Date: _____
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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 2009-10**

WHEREAS, the budget for Fiscal Year 2009-10 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 positions is 82.57 effective July 1, 2009 and is set forth in Table 1 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, 2009 through June 30, 2010 is set forth in Table 3A and made part of this resolution by reference. Any future revision to the salaries or positions for members of this employee group will be brought to the Council in a resolution to amend this document.

The salary range for each permanent position represented by the Sausalito Police Association for the period July 1, 2009 through June 30, 2010 is set forth in Table 3B and made part of this resolution by reference. Any future revision to the salaries or positions for members of this employee group will be brought to the Council in a resolution to amend this document.

The salary range for each permanent position represented by the Southern Marin Professional Firefighters' Association, Sausalito Group, International Association of Fire Fighters (IAFF) Local 1775, for the period July 1, 2009 through June 30, 2010 is set forth in Table 3C and made part of this resolution by reference. Any future revision to the salaries or positions for members of this employee group will be brought to the Council in a resolution to amend this document.

The salary range for each permanent position in the Confidential Employees classification for the period July 1, 2009 through June 30, 2010 is set forth in Table 3D and made part of this resolution by reference. Any future revision to the salaries or positions for members of this employee group will be brought to the Council in a resolution to amend this document.

The salary range for each permanent position in the Management Employees classification for the period July 1, 2009 through June 30, 2010 is presented in Table 3E and made part of this resolution by reference. Any future revision to the salaries or positions for members of this employee group will be brought to the Council in a resolution to amend this document.

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

Section 5. The attached exhibits (Tables 1, 2, 3A, 3B, 3C, 3D and 3E) 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, 2009 and shall remain in effect in accordance with the terms of the Memoranda of Understanding with the SEIU, Police and Fire 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 ____ day of _____, 2009 by the following vote:

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

Mayor of the City of Sausalito

ATTEST:

Deputy City Clerk

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TABLE 1
Authorized Permanent Staffing
City of Sausalito
Effective July 1, 2009

Classification	Employee Group	Department	FY 09-10
Accountant	Confidential	Admin-Finance	1
Accounting Technician	Confidential	Admin-Finance	1
Administrative Aide I - Admin	Confidential	Admin-Finance	.85
Administrative Aide I - CDD	SEIU	CDD	1
Administrative Aide I - DPW	Confidential	DPW	1
Administrative Aide I - Parks & Recreation	SEIU	Recreation	1
Administrative Aide I - Police Dept.	Police	Police	1
Administrative Aide II - Police Dept.	Confidential	Police	1
Administrative Services Director/Treasurer	Management	Admin-Finance	1
Assistant Planner	SEIU	CDD	1
Assistant to the City Manager/City Clerk	Management	Admin-Finance	1
Associate Planner	SEIU	CDD	2
Building Inspector	SEIU	CDD	1
City Engineer	Management	DPW	1
City Manager	Management	Admin-Finance	1
Civil Engineer II	SEIU	DPW	1
Community Development Director	Management	CDD	1
Custodian	SEIU	DPW	1
Deputy Planning Director (Frozen)	Management	CDD	0
Fire Captain	IAFF	Fire	4
Fire Lieutenant	IAFF	Fire	0
Firefighter	IAFF	Fire	6
Firefighter/Paramedic	IAFF	Fire	5
Fleet Maintenance Coordinator	SEIU	DPW	1
HR Technician	Confidential	Admin-Finance	.85
Landscape Worker I	SEIU	DPW	1
Landscape Worker II	SEIU	DPW	2
Lead Custodian	SEIU	DPW	1

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TABLE 1
Authorized Permanent Staffing
City of Sausalito
Effective July 1, 2009

Classification	Employee Group	Department	FY 09-10
Librarian I	SEIU	Library	1.57
Librarian II	SEIU	Library	1
Library Assistant II	SEIU	Library	1
Library Director (City Librarian)	Management	Library	1
Maintenance Worker I	SEIU	DPW	1
Maintenance Worker II	SEIU	DPW	7
Parking Enforcement Officers	SPA	Police	3
Permit Technician	SEIU	CDD	1
Police Captain	Management	Police	1
Police Chief	Management	Police	1
Police Corporal	SPA	Police	2
Police Detective	SPA	Police	1
Police Lieutenant	Management	Police	1
Police Officer	SPA	Police	8
Police Sergeant	SPA	Police	4
Public Works Director	Management	DPW	1
Public Works Division Manager	Management	DPW	1
Public Works Foreperson	SEIU	DPW	1
Recreation Coordinator	SEIU	Recreation	1
Recreation Director	Management	Recreation	1
Recreation Supervisor	SEIU	Recreation	1
Senior Accounting Technician	Confidential	Admin-Finance	1
Senior Library Assistant	SEIU	Library	1
Sewer Systems Coordinator	SEIU	DPW	1
Technology Manager	Management	Police/Technology	1
		TOTAL	84.27

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Permanent Staffing Totals by Department/Division:

<u>Administration Department Total:</u>	7.70
○ City Manager	1.00
○ Administration Staff	2.70
○ Finance Division	4.00
<u>Community Development Department Total:</u>	7.00
○ Community Development Director	1.00
○ Planning	4.00
○ Building	2.00
<u>Public Works Department Total:</u>	21.00 (DPW 11.7; Sewer 8.7; MLK 0.6)
○ Public Works Director	1.00
○ Public Works Staff	16.00
○ Admin Aide I	1.00
○ Engineering Staff	2.00
○ Sewer Systems Coordinator	1.00
Library Total:	5.57
Recreation Department Total:	4.00
Police Department Total:	24.00
Fire Department Total:	15.00
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TOTAL	82.57

TABLE 2
Temporary Employees – Hourly Wages
City of Sausalito
 Effective July 1, 2009

<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>
ELECTED OFFICIALS / Per Month	
City Councilmembers (5)	300.00 per month
APPOINTED OFFICIALS / Per Meeting	
Planning Commissioner (5)	25.00 per meeting/maximum 100.00 per month
TEMPORARY EMPLOYEES / Per Hour	
Administration/Finance Department	
Parking Analyst	16.00
MLK Property Manager	30.00
Fire Department	
“Sleeper” Firefighter	Current Minimum Wage
Library	
Library Page	Current Minimum Wage
Librarian I Hourly	27.99
Library Assistant I Hourly	18.89
Library Assistant I Backfill	22.91
Parking	
Lot Attendants: Base Rate	12.25*
Lot Attendants: 3 or more years of service	12.75*
Lot Attendants: Overtime and Holidays	Time and a Half
Lead Parking Attendant	24.00*
Shuttle Bus Driver	17.00
<i>NOTE: * Receive one dollar additional salary per hour for Saturday or Sunday shifts and for Monday through Friday after 6:00 p.m.</i>	
Police Department	
Police - None	
Technology Division: Information Technology Technician	31.50
Recreation Department	
Recreation Trainee	7.25 - 9.50
Recreation Leader I	8.00 - 11.00
Recreation Leader II	10.00 - 13.50
Recreation Leader III	12.00 - 16.00
Recreation Aide	14.00 - 17.00

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 - Attached
City of Sausalito
Effective July 1, 2009

TABLE 3A	SEIU Local 1021
TABLE 3B	Sausalito Police Association
TABLE 3C	Southern Marin Professional Firefighters' Association, Sausalito Group, IAFF Local 1775
TABLE 3D	Confidential Employees (Unrepresented Group)
TABLE 3E	Management Employees (Unrepresented Group)

<i>City of Sausalito</i>						
Salary Schedule – Table 3A						
FY 2009-10						
SEIU SALARIES						
Effective July 1, 2009 through June 30, 2010					Page 1 of 3	
NOTE: <i>Salaries listed include 8% in lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2)</i>						
Classification		Step 1	Step 2	Step 3	Step 4	Step 5
Library Assistant I <i>(Position not currently filled)</i>	Annual	36,762	38,600	40,530	42,556	44,684
	Monthly	3,063	3,217	3,377	3,546	3,724
	Biweekly	1,414	1,485	1,559	1,637	1,719
	Hourly	18.85	19.79	20.78	21.82	22.91
Custodian	Annual	41,082	43,136	45,293	47,558	49,935
	Monthly	3,423	3,595	3,774	3,963	4,161
	Biweekly	1,580	1,659	1,742	1,829	1,921
	Hourly	19.75	20.74	21.78	22.86	24.01
Library Assistant II	Annual	42,946	45,094	47,348	49,716	52,202
	Monthly	3,579	3,758	3,946	4,143	4,350
	Biweekly	1,652	1,734	1,821	1,912	2,008
	Hourly	22.02	23.13	24.28	25.50	26.77
Lead Custodian	Annual	43,141	45,298	47,563	49,941	52,438
	Monthly	3,595	3,775	3,964	4,162	4,370
	Biweekly	1,659	1,742	1,829	1,921	2,017
	Hourly	20.74	21.78	22.87	24.01	25.21
Landscape Worker I	Annual	47,576	49,954	52,452	55,075	57,828
	Monthly	3,965	4,163	4,371	4,590	4,819
	Biweekly	1,830	1,921	2,017	2,118	2,224
	Hourly	22.87	24.02	25.22	26.48	27.80
Maintenance Worker I	Annual	47,576	49,954	52,452	55,075	57,828
	Monthly	3,965	4,163	4,371	4,590	4,819
	Biweekly	1,830	1,921	2,017	2,118	2,224
	Hourly	22.87	24.02	25.22	26.48	27.80
Landscape Worker II	Annual	52,012	54,613	57,343	60,211	63,221
	Monthly	4,334	4,551	4,779	5,018	5,268
	Biweekly	2,000	2,100	2,206	2,316	2,432
	Hourly	25.01	26.26	27.57	28.95	30.39
Maintenance Worker II	Annual	52,012	54,613	57,343	60,211	63,221
	Monthly	4,334	4,551	4,779	5,018	5,268
	Biweekly	2,000	2,100	2,206	2,316	2,432
	Hourly	25.01	26.26	27.57	28.95	30.39

City of Sausalito

Salary Schedule – Table 3A

FY 2009-10

SEIU SALARIES

Effective July 1, 2009 through June 30, 2010

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NOTE: Salaries listed include 8% in lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2)

Classification		Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Aide I	Annual	50,206	52,716	55,352	58,120	61,025
	Monthly	4,184	4,393	4,613	4,843	5,085
	Biweekly	1,931	2,028	2,129	2,235	2,347
	Hourly	24.14	25.34	26.61	27.94	29.34
Senior Library Assistant	Annual	50,582	53,111	55,766	58,555	61,482
	Monthly	4,215	4,426	4,647	4,880	5,124
	Biweekly	1,945	2,043	2,145	2,252	2,365
	Hourly	25.94	27.24	28.60	30.03	31.53
Administrative Aide II <i>(position – not currently filled)</i>	Annual	51,241	53,803	56,494	59,318	62,284
	Monthly	4,270	4,484	4,708	4,943	5,190
	Biweekly	1,971	2,069	2,173	2,281	2,396
	Hourly	24.64	25.87	27.16	28.52	29.94
Librarian I	Annual	54,581	57,310	60,176	63,184	66,344
	Monthly	4,548	4,776	5,015	5,265	5,529
	Biweekly	2,099	2,204	2,314	2,430	2,552
	Hourly	27.99	29.39	30.86	32.40	34.02
Permit Technician	Annual	56,036	58,838	61,780	64,869	68,112
	Monthly	4,670	4,903	5,148	5,406	5,676
	Biweekly	2,155	2,263	2,376	2,495	2,620
	Hourly	26.94	28.29	29.70	31.19	32.75
Public Works Foreperson	Annual	63,138	66,295	69,610	73,090	76,745
	Monthly	5,262	5,525	5,801	6,091	6,395
	Biweekly	2,428	2,550	2,677	2,811	2,952
	Hourly	30.35	31.87	33.47	35.14	36.90
Fleet Maintenance Coordinator	Annual	59,802	62,792	65,932	69,228	72,690
	Monthly	4,984	5,233	5,494	5,769	6,057
	Biweekly	2,300	2,415	2,536	2,663	2,796
	Hourly	28.75	30.19	31.70	33.28	34.95

City of Sausalito
Salary Schedule – Table 3A
FY 2009-10

SEIU SALARIES

Effective July 1, 2009 through June 30, 2010

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NOTE: Salaries listed include 8% in lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2)

Classification		Step 1	Step 2	Step 3	Step 4	Step 5
Librarian II	Annual	61,443	64,515	67,740	71,127	74,684
	Monthly	5,120	5,376	5,645	5,927	6,224
	Biweekly	2,363	2,481	2,605	2,736	2,872
	Hourly	31.51	33.08	34.74	36.48	38.30
Assistant Planner	Annual	63,921	67,117	70,472	73,996	77,696
	Monthly	5,327	5,593	5,873	6,166	6,475
	Biweekly	2,458	2,581	2,710	2,846	2,988
	Hourly	30.73	32.27	33.88	35.58	37.35
Recreation Supervisor	Annual	63,781	66,970	70,319	73,835	77,527
	Monthly	5,315	5,581	5,860	6,153	6,461
	Biweekly	2,453	2,576	2,705	2,840	2,982
	Hourly	30.66	32.20	33.81	35.50	37.27
Sewer Systems Coordinator	Annual	72,186	75,792	79,582	83,555	87,726
	Monthly	6,015	6,316	6,632	6,963	7,311
	Biweekly	2,776	2,915	3,061	3,214	3,374
	Hourly	34.70	36.44	38.26	40.17	42.18
Associate Planner	Annual	73,051	76,707	80,545	84,566	88,783
	Monthly	6,088	6,392	6,712	7,047	7,399
	Biweekly	2,810	2,950	3,098	3,253	3,415
	Hourly	35.12	36.88	38.72	40.66	42.68
Civil Engineer II	Annual	80,146	84,153	88,361	92,779	97,418
	Monthly	6,679	7,013	7,363	7,732	8,118
	Biweekly	3,083	3,237	3,398	3,568	3,747
	Hourly	38.53	40.46	42.48	44.61	46.84
Building Inspector	Annual	82,027	86,128	90,435	94,956	99,704
	Monthly	6,836	7,177	7,536	7,913	8,309
	Biweekly	3,155	3,313	3,478	3,652	3,835
	Hourly	39.44	41.41	43.48	45.65	47.93
Recreation Coordinator	Annual	42,983	45,133	47,389	49,759	52,247
	Monthly	3,582	3,761	3,949	4,147	4,354
	Biweekly	1,653	1,736	1,823	1,914	2,009
	Hourly	20.67	21.70	22.78	23.92	25.12

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City of Sausalito						
Salary Schedule – Table 3B						
FY 2009-10						
POLICE ASSOCIATION SALARIES						
Effective July 1, 2009 (pending labor negotiations)						Page 1 of 1
NOTE: For SWORN positions, salaries listed include 9% in-lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2). For NON-SWORN positions, salaries listed include 8% in-lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2). See additional notes about education incentive pay at bottom of salary charts.						
Classification		Step 1	Step 2	Step 3	Step 4	Step 5
SWORN OFFICERS						
Police Sergeant	Annual	80,916	84,962	89,220	93,681	98,365
	Monthly	6,743	7,080	7,435	7,807	8,197
	Biweekly	3,112	3,268	3,432	3,603	3,783
	Hourly	38.90	40.85	42.89	45.04	47.29
Police Officer – Investigations	Annual	70,304	73,823	77,515	81,391	85,466
	Monthly	5,859	6,152	6,460	6,783	7,122
	Biweekly	2,704	2,839	2,981	3,130	3,287
	Hourly	33.80	35.49	37.27	39.13	41.09
Police Corporal	Annual	70,304	73,823	77,515	81,391	85,466
	Monthly	5,859	6,152	6,460	6,783	7,122
	Biweekly	2,704	2,839	2,981	3,130	3,287
	Hourly	33.80	35.49	37.27	39.13	41.09
Police Officer	Annual	66,958	70,306	73,830	77,523	81,403
	Monthly	5,580	5,859	6,152	6,460	6,784
	Biweekly	2,575	2,704	2,840	2,982	3,131
	Hourly	32.19	33.80	35.50	37.27	39.14
NON-SWORN POSITIONS						
Parking Enforcement Officer	Annual	46,457	48,779	51,210	53,772	56,470
	Monthly	3,871	4,065	4,267	4,481	4,706
	Biweekly	1,787	1,876	1,970	2,068	2,172
	Hourly	22.33	23.45	24.62	25.85	27.15
Administrative Aide I	Annual	47,590	49,984	52,466	55,087	57,847
	Monthly	3,966	4,165	4,372	4,591	4,821
	Biweekly	1,830	1,922	2,018	2,119	2,225
	Hourly	22.88	24.03	25.22	26.48	27.81
NOTE: EDUCATION INCENTIVE PAY						
For employees hired before January 1, 2003, subject to conditions specified in the MOU, the City will provide incentive pay until June 30, 2004 as follows: 5% of salary for Associate Degree or, 10% of salary for Bachelor Degree or 12.5% of salary for Masters Degree						
For employees hired after January 1, 2003, subject to conditions specified in the MOU, the City will provide incentive pay as follows: 3% of salary for Associate Degree/Intermediate POST Certificate or 5% of salary for Bachelor Degree/Advanced POST Certificate or 7% of salary for Masters Degree						

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City of Sausalito
 Salary Schedule – Table 3C
 FY 2009-10
FIRE SALARIES

Effective July 1, 2009 (pending labor negotiations)

Page 1 of 1

NOTE: Salaries listed for members of the Firefighters' Association do NOT include any portion of the employee's portion of the PERS contribution; they do not have benefit of the Internal Revenue Code Section 414(h)(2) provision.

Classification		Step 1	Step 2	Step 3	Step 4	Step 5
Fire Captain	Annual	84,972	89,436			
	Monthly	7,081	7,453			
	Biweekly	3,268	3,440			
	Hourly	29.18	30.71			
Fire Lieutenant	Annual	85,992				
	Monthly	7,166				
	Biweekly	3,307				
	Hourly	29.53				
Firefighter	Annual	67,032	68,424	69,816	71,220	72,672
	Monthly	5,586	5,702	5,818	5,935	6,056
	Biweekly	2,578	2,632	2,685	2,739	2,795
	Hourly	23.02	23.50	23.98	24.46	24.96
Firefighter/Paramedic	Annual	75,552	77,088	78,672	80,268	81,912
	Monthly	6,296	6,424	6,556	6,689	6,826
	Biweekly	2,906	2,965	3,026	3,087	3,150
	Hourly	25.95	26.47	27.02	27.56	28.13

NOTE: EDUCATION INCENTIVE PAY

- A. 2 ½% of the monthly base salary per month pay incentive for current employees with a 30 unit vocational Fire Science Certificate.
- B. 5% of the monthly base salary per month pay incentive for employees holding an AA/AS Degree in Fire Science from an accredited college or university. (Not in addition to the above 2 ½% for a 30 unit certificate)
- C. 2 ½% of the monthly base salary per month pay incentive for employees holding a Fire Officer I Certificate from the State Board.
- D. 1% of the monthly base salary per month pay incentive for employees holding a Chief Officer Certificate from the State Board of Fire Services.
- E. 2% of the monthly base salary per month pay incentive for employees holding a Bachelor's Degree in a field related to the fire service (as approved by the Fire Chief).

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City of Sausalito
Salary Schedule – Table 3D
FY 2009-10

CONFIDENTIAL SALARIES

Effective July 1, 2009 through June 30, 2010

Page 1 of 1

NOTE: Salaries listed include 8% in lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2)

Classification		Step 1	Step 2	Step 3	Step 4	Step 5
Senior Accounting Technician	Annual	59,419	62,390	65,509	68,785	72,224
	Monthly	4,952	5,199	5,459	5,732	6,019
	Biweekly	2,285	2,400	2,520	2,646	2,778
	Hourly	28.57	30.00	31.49	33.07	34.72
Administrative Aide II – Police Department	Annual	55,113	57,869	60,762	63,800	66,991
	Monthly	4,593	4,822	5,064	5,317	5,583
	Biweekly	2,120	2,226	2,337	2,454	2,577
	Hourly	26.50	27.82	29.21	30.67	32.21
Accounting Technician	Annual	54,017	56,718	59,554	62,532	65,658
	Monthly	4,501	4,726	4,963	5,211	5,472
	Biweekly	2,078	2,181	2,291	2,405	2,525
	Hourly	25.97	27.27	28.63	30.06	31.57
Administrative Aide I	Annual	50,206	52,716	55,352	58,120	61,025
	Monthly	4,184	4,393	4,613	4,843	5,085
	Biweekly	1,931	2,028	2,129	2,235	2,347
	Hourly	24.14	25.34	26.61	27.94	29.34
Accountant	Annual	72,000	75,600	79,380	83,349	87,516
	Monthly	6,000	6,300	6,615	6,946	7,293
	Biweekly	2,769	2,908	3,053	3,206	3,366
	Hourly	34.62	36.35	38.16	40.07	42.08
HR Technician	Annual	51,730	54,316	57,032	59,883	62,878
	Monthly	4,311	4,526	4,753	4,990	5,240
	Biweekly	1,990	2,089	2,194	2,303	2,418
	Hourly	24.87	26.11	27.42	28.79	30.23

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City of Sausalito
Salary Schedule – Table 3E
FY 2009-10
MANAGEMENT SALARIES
Effective July 1, 2009 through June 30, 2010

Page 1 of 3

NOTE: * *Indicates salary includes 8% in lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2)*
** *Indicates salary includes 9% in lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2)*

Classification	Salary	
City Manager *	Annual	185,409
	Monthly	15,451
	Biweekly	7,131
	Hourly	89.14
Chief of Police **	Annual	171,996
	Monthly	14,333
	Biweekly	6,615
	Hourly	82.69
Public Works Director *	Annual	152,010
	Monthly	12,667
	Biweekly	5,847
	Hourly	73.08
Administrative Services Director/Treasurer *	Annual	150,104
	Monthly	12,509
	Biweekly	5,773
	Hourly	72.17
Police Captain **	Annual	147,997
	Monthly	12,333
	Biweekly	5,692
	Hourly	71.15
City Engineer *	Annual	144,738
	Monthly	12,061
	Biweekly	5,567
	Hourly	69.59
Community Development Director *	Annual	129,648
	Monthly	10,804
	Biweekly	4,986
	Hourly	62.33

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City of Sausalito

Salary Schedule – Table 3E

FY 2009-10

MANAGEMENT SALARIES

For July 1, 2009 through June 30, 2010

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NOTE: * *Indicates salary includes 8% in lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2)*

** *Indicates salary includes 9% in lieu payment of the employee's portion of the PERS contribution as provided by Internal Revenue Code Section 414(h)(2)*

*** *Indicates salary does NOT include any portion of the employee's portion of the PERS contribution.*

Classification		Salary
Parks & Recreation Director *	Annual	119,081
	Monthly	9,923
	Biweekly	4,580
	Hourly	57.25
Library Director *	Annual	119,081
	Monthly	9,923
	Biweekly	4,580
	Hourly	57.25
Deputy Planning Director * (Frozen)	Annual	99,585
	Monthly	8,299
	Biweekly	3,830
	Hourly	47.88
Assistant to the City Manager/City Clerk *	Annual	99,584.91
	Monthly	8,298.74
	Biweekly	3,830.19
	Hourly	47.88
Technology Manager *	Annual	94,812
	Monthly	7,901
	Biweekly	3,647
	Hourly	45.58
Department of Public Works Division Manager *	Annual	99,737
	Monthly	8,311
	Biweekly	3,836
	Hourly	47.95

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City of Sausalito Salary Schedule – Table 3E FY 2009-10 MANAGEMENT SALARIES For July 1, 2009 through June 30, 2010						
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Classification		Step 1	Step 2	Step 3	Step 4	Step 5
Police Lieutenant **	Annual	122,762	128,901	135,346	142,113	149,219
	Monthly	10,230	10,742	11,279	11,843	12,435
	Biweekly	4,722	4,958	5,206	5,466	5,739
	Hourly	59.02	61.97	65.07	68.32	71.74

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