



CITY OF
CLOVERDALE

**CITY OF CLOVERDALE CURRENT SALARY SCHEDULE
AS OF JULY 1, 2018**

3% COLA Effective July 1, 2018

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2018
 Management, At-Will Employees

Position	Step	Hourly	Biweekly	Monthly	Annually
City Manager	N/A	\$72.9649	\$5,837.19	\$12,647.25	\$151,767.05

Position	Step	Hourly	Biweekly	Monthly	Annually
Assistant City Manager/Community Development Director	1	\$54.5713	\$4,365.71	\$9,459.03	\$113,508.35
	2	\$57.2999	\$4,583.99	\$9,931.98	\$119,183.77
	3	\$60.1649	\$4,813.19	\$10,428.58	\$125,142.95
	4	\$63.1731	\$5,053.85	\$10,950.01	\$131,400.10
	5	\$66.3318	\$5,306.54	\$11,497.51	\$137,970.11

Position	Step	Hourly	Biweekly	Monthly	Annually
Chief of Police	N/A	\$66.3318	\$5,306.54	\$11,497.51	\$137,970.11

Position	Step	Hourly	Biweekly	Monthly	Annually
Public Works Director	N/A	\$66.3318	\$5,306.54	\$11,497.51	\$137,970.11

Position	Step	Hourly	Biweekly	Monthly	Annually
Finance Manager	N/A	\$53.7500	\$4,300.00	\$9,316.67	\$111,800.00

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2018
 Cloverdale Police Officers Association (POA)

Position	Step	Hourly	Biweekly	Monthly	Annually
Officer	1	\$33.6497	\$2,691.98	\$5,832.62	\$69,991.47
	2	\$35.3322	\$2,826.58	\$6,124.25	\$73,491.04
	3	\$37.0988	\$2,967.91	\$6,430.47	\$77,165.59
	4	\$38.9538	\$3,116.30	\$6,751.99	\$81,023.87
	5	\$40.9015	\$3,272.12	\$7,089.59	\$85,075.06

Position	Step	Hourly	Biweekly	Monthly	Annually
Sergeant	1	\$40.7217	\$3,257.74	\$7,058.44	\$84,701.23
	2	\$42.7578	\$3,420.63	\$7,411.36	\$88,936.29
	3	\$44.8957	\$3,591.66	\$7,781.93	\$93,383.10
	4	\$47.1405	\$3,771.24	\$8,171.02	\$98,052.26
	5	\$49.4975	\$3,959.80	\$8,579.57	\$102,954.87

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2018
Cloverdale Classified Service Employees Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Assistant Planner	1	\$28.7738	\$2,301.90	\$4,987.46	\$59,849.47
	2	\$30.2125	\$2,417.00	\$5,236.83	\$62,841.94
	3	\$31.7231	\$2,537.85	\$5,498.67	\$65,984.04
	4	\$33.3093	\$2,664.74	\$5,773.60	\$69,283.24
	5	\$34.9747	\$2,797.98	\$6,062.28	\$72,747.40

Position	Step	Hourly	Biweekly	Monthly	Annually
Associate Planner	1	\$39.8933	\$3,191.46	\$6,914.83	\$82,977.99
	2	\$41.8879	\$3,351.03	\$7,260.57	\$87,126.89
	3	\$43.9823	\$3,518.59	\$7,623.60	\$91,483.24
	4	\$46.1814	\$3,694.52	\$8,004.78	\$96,057.40
	5	\$48.4905	\$3,879.24	\$8,405.02	\$100,860.27

Position	Step	Hourly	Biweekly	Monthly	Annually
Code Enforcement Officer	1	\$29.7855	\$2,382.84	\$5,162.82	\$61,953.88
	2	\$31.2748	\$2,501.98	\$5,420.96	\$65,051.58
	3	\$32.8385	\$2,627.08	\$5,692.01	\$68,304.15
	4	\$34.4805	\$2,758.44	\$5,976.61	\$71,719.36
	5	\$36.2045	\$2,896.36	\$6,275.44	\$75,305.33

Position	Step	Hourly	Biweekly	Monthly	Annually
Community Services Officer	1	\$25.4140	\$2,033.12	\$4,405.09	\$52,861.12
	2	\$26.6847	\$2,134.78	\$4,625.35	\$55,504.18
	3	\$28.0189	\$2,241.51	\$4,856.62	\$58,279.39
	4	\$29.4199	\$2,353.59	\$5,099.45	\$61,193.36
	5	\$30.8909	\$2,471.27	\$5,354.42	\$64,253.03

Position	Step	Hourly	Biweekly	Monthly	Annually
Engineering Technician	1	\$27.6417	\$2,211.33	\$4,791.22	\$57,494.64
	2	\$29.0237	\$2,321.90	\$5,030.78	\$60,369.37
	3	\$30.4749	\$2,437.99	\$5,282.32	\$63,387.84
	4	\$31.9987	\$2,559.89	\$5,546.44	\$66,557.23
	5	\$33.5986	\$2,687.89	\$5,823.76	\$69,885.10

Position	Step	Hourly	Biweekly	Monthly	Annually
Park & Landscape Maintenance Assistant	1	\$28.6975	\$2,295.80	\$4,974.24	\$59,690.89
	2	\$30.1324	\$2,410.59	\$5,222.95	\$62,675.43
	3	\$31.6390	\$2,531.12	\$5,484.10	\$65,809.21
	4	\$33.2210	\$2,657.68	\$5,758.31	\$69,099.67
	5	\$34.8820	\$2,790.56	\$6,046.22	\$72,554.65

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2018
Cloverdale Classified Service Employees Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Parks & Maintenance Lead Worker	1	\$33.0911	\$2,647.29	\$5,735.79	\$68,829.50
	2	\$34.7457	\$2,779.65	\$6,022.58	\$72,270.98
	3	\$36.4829	\$2,918.64	\$6,323.71	\$75,884.53
	4	\$38.3071	\$3,064.57	\$6,639.90	\$79,678.75
	5	\$40.2224	\$3,217.80	\$6,971.89	\$83,662.69

Position	Step	Hourly	Biweekly	Monthly	Annually
Planning Technician	1	\$27.6416	\$2,211.33	\$4,791.21	\$57,494.52
	2	\$29.0237	\$2,321.89	\$5,030.77	\$60,369.24
	3	\$30.4749	\$2,437.99	\$5,282.31	\$63,387.71
	4	\$31.9986	\$2,559.89	\$5,546.42	\$66,557.09
	5	\$33.5985	\$2,687.88	\$5,823.75	\$69,884.95

Position	Step	Hourly	Biweekly	Monthly	Annually
Senior Engineering Technician	1	\$31.7879	\$2,543.03	\$5,509.90	\$66,118.83
	2	\$33.3773	\$2,670.18	\$5,785.40	\$69,424.77
	3	\$35.0462	\$2,803.69	\$6,074.67	\$72,896.01
	4	\$36.7985	\$2,943.88	\$6,378.40	\$76,540.81
	5	\$38.6384	\$3,091.07	\$6,697.32	\$80,367.85

Position	Step	Hourly	Biweekly	Monthly	Annually
Senior Wastewater Treatment Plant Operator	1	\$38.5431	\$3,083.44	\$6,680.80	\$80,169.56
	2	\$40.4702	\$3,237.62	\$7,014.84	\$84,178.03
	3	\$42.4937	\$3,399.50	\$7,365.58	\$88,386.94
	4	\$44.6184	\$3,569.47	\$7,733.86	\$92,806.28
	5	\$46.8493	\$3,747.95	\$8,120.55	\$97,446.60

Position	Step	Hourly	Biweekly	Monthly	Annually
Senior Water Treatment Plant Operator	1	\$40.7500	\$3,260.00	\$7,063.33	\$84,759.94
	2	\$42.7875	\$3,423.00	\$7,416.49	\$88,997.93
	3	\$44.9268	\$3,594.15	\$7,787.32	\$93,447.83
	4	\$47.1732	\$3,773.85	\$8,176.69	\$98,120.22
	5	\$49.5318	\$3,962.55	\$8,585.52	\$103,026.23

Position	Step	Hourly	Biweekly	Monthly	Annually
Utility Maintenance Crew Leader	1	\$31.5152	\$2,521.22	\$5,462.64	\$65,551.63
	2	\$33.0910	\$2,647.28	\$5,735.77	\$68,829.21
	3	\$34.7455	\$2,779.64	\$6,022.56	\$72,270.67
	4	\$36.4828	\$2,918.62	\$6,323.68	\$75,884.21
	5	\$38.3069	\$3,064.55	\$6,639.87	\$79,678.42

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2018
Cloverdale Classified Service Employees Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Utility Maintenance Worker I (Public Works)	1	\$23.6172	\$1,889.37	\$4,093.64	\$49,123.71
	2	\$24.7980	\$1,983.84	\$4,298.32	\$51,579.89
	3	\$26.0379	\$2,083.03	\$4,513.24	\$54,158.89
	4	\$27.3398	\$2,187.19	\$4,738.90	\$56,866.83
	5	\$28.7068	\$2,296.55	\$4,975.85	\$59,710.17

Position	Step	Hourly	Biweekly	Monthly	Annually
Utility Maintenance Worker II (Public Works)	1	\$28.6975	\$2,295.80	\$4,974.24	\$59,690.89
	2	\$30.1324	\$2,410.59	\$5,222.95	\$62,675.43
	3	\$31.6390	\$2,531.12	\$5,484.10	\$65,809.21
	4	\$33.2210	\$2,657.68	\$5,758.31	\$69,099.67
	5	\$34.8820	\$2,790.56	\$6,046.22	\$72,554.65

Position	Step	Hourly	Biweekly	Monthly	Annually
Wastewater Treatment Plant Operator-In-Training					<i>Range Not Currently Established</i>

Position	Step	Hourly	Biweekly	Monthly	Annually
Wastewater Treatment Plant Operator I	1	\$27.7284	\$2,218.27	\$4,806.25	\$57,674.97
	2	\$29.1148	\$2,329.18	\$5,046.56	\$60,558.72
	3	\$30.5705	\$2,445.64	\$5,298.89	\$63,586.66
	4	\$32.0990	\$2,567.92	\$5,563.83	\$66,765.99
	5	\$33.7040	\$2,696.32	\$5,842.02	\$70,104.29

Position	Step	Hourly	Biweekly	Monthly	Annually
Wastewater Treatment Plant Operator II					<i>Range Not Currently Established</i>

Position	Step	Hourly	Biweekly	Monthly	Annually
Water Treatment Plant Operator-In-Training	1	\$27.2421	\$2,179.37	\$4,721.96	\$56,663.55
	2	\$28.6042	\$2,288.34	\$4,958.06	\$59,496.73
	3	\$30.0344	\$2,402.75	\$5,205.96	\$62,471.57
	4	\$31.5361	\$2,522.89	\$5,466.26	\$65,595.15
	5	\$33.1129	\$2,649.03	\$5,739.58	\$68,874.91

Position	Step	Hourly	Biweekly	Monthly	Annually
Water Treatment Plant Operator I					<i>Range Not Currently Established</i>

Position	Step	Hourly	Biweekly	Monthly	Annually
Water Treatment Plant Operator II	1	\$36.3581	\$2,908.65	\$6,302.07	\$75,624.78
	2	\$38.1760	\$3,054.08	\$6,617.17	\$79,406.02
	3	\$40.0848	\$3,206.78	\$6,948.03	\$83,376.32
	4	\$42.0890	\$3,367.12	\$7,295.43	\$87,545.14
	5	\$44.1935	\$3,535.48	\$7,660.20	\$91,922.40

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2018

Cloverdale Dispatchers' Association

Position	Step	Hourly	Biweekly	Monthly	Annually
Dispatcher	1	\$26.3105	\$2,104.84	\$4,560.48	\$54,725.75
	2	\$27.6260	\$2,210.08	\$4,788.50	\$57,462.04
	3	\$29.0073	\$2,320.58	\$5,027.93	\$60,335.14
	4	\$30.4576	\$2,436.61	\$5,279.33	\$63,351.90
	5	\$31.9805	\$2,558.44	\$5,543.29	\$66,519.50

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2018
Unaffiliated Employees

Position	Step	Hourly	Biweekly	Monthly	Annually
Accountant/Analyst	1	\$31.7120	\$2,536.96	\$5,496.74	\$65,960.87
	2	\$33.2976	\$2,663.80	\$5,771.58	\$69,258.91
	3	\$34.9624	\$2,796.99	\$6,060.15	\$72,721.86
	4	\$36.7106	\$2,936.84	\$6,363.16	\$76,357.95
	5	\$38.5461	\$3,083.69	\$6,681.32	\$80,175.85

Position	Step	Hourly	Biweekly	Monthly	Annually
Accounting Assistant II	1	\$23.6247	\$1,889.98	\$4,094.95	\$49,139.40
	2	\$24.8059	\$1,984.48	\$4,299.70	\$51,596.38
	3	\$26.0462	\$2,083.70	\$4,514.68	\$54,176.19
	4	\$27.3486	\$2,187.88	\$4,740.42	\$56,885.00
	5	\$28.7160	\$2,297.28	\$4,977.44	\$59,729.25

Position	Step	Hourly	Biweekly	Monthly	Annually
Accounting Technician	1	\$25.9872	\$2,078.98	\$4,504.45	\$54,053.37
	2	\$27.2866	\$2,182.92	\$4,729.67	\$56,756.04
	3	\$28.6509	\$2,292.07	\$4,966.15	\$59,593.84
	4	\$30.0834	\$2,406.67	\$5,214.46	\$62,573.53
	5	\$31.5876	\$2,527.01	\$5,475.18	\$65,702.21

Position	Step	Hourly	Biweekly	Monthly	Annually
Deputy City Clerk/Human Resources Technician	1	\$33.4987	\$2,679.90	\$5,806.44	\$69,677.28
	2	\$35.1736	\$2,813.89	\$6,096.76	\$73,161.14
	3	\$36.9323	\$2,954.58	\$6,401.60	\$76,819.20
	4	\$38.7789	\$3,102.31	\$6,721.68	\$80,660.16
	5	\$40.7179	\$3,257.43	\$7,057.76	\$84,693.16

Position	Step	Hourly	Biweekly	Monthly	Annually
Office Specialist	1	\$18.1250	\$1,450.00	\$3,141.68	\$37,700.10
	2	\$19.0313	\$1,522.50	\$3,298.76	\$39,585.11
	3	\$19.9829	\$1,598.63	\$3,463.70	\$41,564.36
	4	\$20.9820	\$1,678.56	\$3,636.88	\$43,642.58
	5	\$22.0311	\$1,762.49	\$3,818.73	\$45,824.71

Position	Step	Hourly	Biweekly	Monthly	Annually
(Police) Technical Services Manager	1	\$31.8313	\$2,546.51	\$5,517.43	\$66,209.18
	2	\$33.4229	\$2,673.83	\$5,793.30	\$69,519.64
	3	\$35.0941	\$2,807.52	\$6,082.97	\$72,995.62
	4	\$36.8488	\$2,947.90	\$6,387.12	\$76,645.41
	5	\$38.6912	\$3,095.30	\$6,706.47	\$80,477.68

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2018

Pensionable Incentive Pays by Unit

By Employment Contract	Amount/Percentage
Longevity	5%
Acting Pay	10%
Cloverdale Police Officers' Association (POA)	
Bilingual - Conversational	\$150/month
Bilingual - Advanced *	\$300/month
Canine Officer	5%
Education	1% - 6%
EMT	\$50/month
Field Training Officer	5%
Investigative Pay	5%
Longevity *	2% - 8%
Out of Class Pay	5%
POST Advanced Certificate	\$150/month
POST Intermediate Certificate	\$100/month
Uniform Allowance	\$1500/year
Cloverdale Dispatchers' Association	
Bilingual - Conversational	\$150/month
Bilingual - Advanced *	\$300/month
Communications Training Officer	5%
Education	1% - 6%
EMT	\$50/month
Longevity *	2% - 8%
Out of Class Pay	5%
POST Advanced Certificate *	\$150/month
POST Intermediate Certificate *	\$100/month
Uniform Allowance	\$1025/year
Cloverdale Classified Service Employees Association	
Bilingual - Conversational	\$150/month
Bilingual - Advanced *	\$300/month
Certification Pay	See Attachment A
Class B Drivers License	2%
Education - Academic Degrees **	2% - 6%
Education - Academic Degrees ***	2%
Longevity	2% - 8%
Out of Class Pay	5%
Uniform Allowance (Community Services Officer) *	\$1375/year

* New or Updated Incentive Pay

**Employees hired on or before June 30,2017

***Employees hired after June 30,2017

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2018
Pensionable Incentive Pays by Unit

Unaffiliated	Amount/Percentage
Bilingual - Conversational	\$150/month
Bilingual - Advanced *	\$300/month
Education - Academic Degrees **	2% - 6%
Education - Academic Degrees ***	2%
Education - Certificates	\$75 or \$150/month
Longevity *	2% - 8%
Out of Class Pay	5%
POST Advanced Dispatch Certificate *	\$150/month
POST Dispatch Supervisor Certificate *	\$150/month
POST Intermediate Dispatch Certificate *	\$100/month
POST Records Supervisor Certificate *	\$150/month
Uniform Allowance (Police Technical Services Manager) *	\$1025/year

* New or Updated Incentive Pay

**Employees hired on or before June 30,2017

**Employees hired after June 30,2017

Exhibit A - Cloverdale Classified Employee Association
Monthly Pay Incentives for Certificate Series as of July 1, 2018

POSITION:	<u>Utility Maintenance Worker I</u>	<u>Utility Maintenance Worker II</u>	<u>Water Treatment Plant Operator I</u>	<u>Water Treatment Plant Operator II</u>	<u>Senior Water Treatment Plant Operator</u>	<u>Wastewater Treatment Plant Operator I</u>	<u>Wastewater Treatment Plant Operator II</u>	<u>Senior Wastewater Treatment Plant Operator</u>	<u>Parks & Landscape Assistant</u>	<u>Parks & Landscape Lead Worker</u>	<u>Engineering Technician</u>	<u>SR Engineering Technician</u>	All Classified Employees per MOU
CERTIFICATIONS:													
WATER OPERATIONS													
Grade I Water Distribution Certificate	MQ		MQ	MQ		\$25	\$25	\$25				\$25	
Grade II Water Distribution Certificate	\$50	MQ	\$50	MQR	MQR	\$50	\$50	\$50					
Grade I Water Treatment Plant Operator Certificate		\$25	MQ			\$25	\$25	\$25					
Grade II Water Treatment Plant Operator Certificate	\$50	\$50	\$50	MQR		\$50	\$50	\$50					
Grade III Water Treatment Plant Operator Certificate				\$75	MQ								
WASTEWATER													
Grade I Wastewater Treatment Plant Operator Certification	\$25	\$25	\$25	\$25	\$25	MQ						\$25	
Grade II Wastewater Treatment Plant Operator Certification	\$50	\$50	\$50	\$50	\$50	\$50	MQ	MQ					
Wastewater Collection Systems Maintenance ¹													
PARKS, LANDSCAPE & MAINTENANCE													
Qualified Applicators Certificate for pesticides									MQ	MQR			
Grade 1 Water Distribution Certificate									MQ	MQR			
Grade 2 Water Distribution Certificate										\$50			
Playground equipment safety inspection Certification									MQ	MQR			
Arborist License		\$100							\$100	\$100			
BILINGUAL INCENTIVE													
Bilingual Certificates													\$150/month
Advanced Bilingual Certificate													\$300/Month
Monthly Allowable Max. / Employee²	\$150	\$200	\$150	\$125	\$50	\$150	\$100	\$100	\$100	\$150		\$50	N/A

MQ: Minimum Qualifications per current job description.

MQR: Recommended Minimum Qualification for position due to Federal, State or other local/city requirements for position duties and responsibilities.

¹ Certificate Pay is Not Applicable at this time.

² Maximum Certificate Pay is based on Highest Certificate within a Series and is not cumulative within a series.