

**CITY OF CLOVERDALE  
CITY COUNCIL**

**RESOLUTION NO. 065-2020**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CLOVERDALE ADOPTING THE CITY OF  
CLOVERDALE CURRENT SALARY SCHEDULE EFFECTIVE JULY 1, 2020**

**WHEREAS**, the California Public Employees' Retirement Law, at Section 570.5 of the California Code of Regulations Title 2, requires the City of Cloverdale to publish the City's Current Salary Schedule on the City's internet site and the City Council to approve the Salary Schedule in its entirety each time a modification is made; and

**WHEREAS**, on January 22, 2020 the City Council approved revised salary ranges pursuant to Resolution No. 002-2020; and

**WHEREAS**, On December 11, 2019 the City Council approved Resolution 115-2019 approving a Memorandum of Understanding with the Cloverdale Dispatch Association (CDA) which included at 2% Cost of Living Increase effective July 1<sup>st</sup>, 2020; and

**WHEREAS**, On December 11, 2019 the City Council approved Resolution 116-2019 approving a Memorandum of Understanding with the Cloverdale Police Officers' Association (CPOA), which included at 2% Cost of Living Increase effective July 1<sup>st</sup>, 2019; and

**WHEREAS**, On December 11, 2019 the City Council approved Resolution 117-2019 approving a Memorandum of Understanding with the Cloverdale Classified Service Employees' (CSEA), which included at 2.5% Cost of Living Increase effective July 1<sup>st</sup>, 2020; and

**WHEREAS**, On December 11, 2019 the City Council approved Resolution 118-2019 approving the Compensation Plan with the Unaffiliated Employees, which included at 2% Cost of Living Increase effective July 1<sup>st</sup>, 2019; and

**WHEREAS**, On December 11, 2019 the City Council approved Resolution 119-2019 amending the salaries of the City Manager, Assistant City Manager/Community Development Director, Chief of Police, Finance Director, City Engineer/Public Works Director, and City Clerk effective July 1, 2020; and

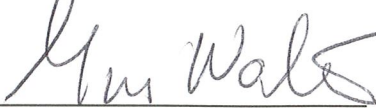
**WHEREAS**, On January 8, 2020 the City Council approved Resolution 002-2020 amending the Finance Director's at-will agreement and establishing a new salary schedule for the position of Finance Director; and

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Cloverdale that it does hereby approve the City of Cloverdale Salary Schedule effective July 1, 2020 attached hereto as Exhibit "A" and incorporated by this reference.

The foregoing Resolution No. 065-2020 was duly introduced and adopted by the City Council of the City of Cloverdale at its regular meeting held on the 24th day of June 2020, by the following roll call vote:

**AYES: (5) Councilmembers Bagby, Brigham and Cruz, Vice Mayor Turner and Mayor Wolter**  
**NOES: (0) None**  
**ABSTAIN: (0) None**  
**ABSENT: (0) None**

**APPROVED:**

  
\_\_\_\_\_  
Gus Wolter, Mayor

**ATTEST:**

  
\_\_\_\_\_  
Irene Camacho-Werby, City Clerk

**Attachment:**

Exhibit A - City of Cloverdale Salary Schedule effective July 1, 2020

I, IRENE CAMACHO-WERBY, City Clerk of the City of Cloverdale, do hereby certify that the foregoing is a full, true, and correct copy of Resolution No. 065-2020 adopted by the City Council of the City of Cloverdale on the 24<sup>th</sup> day of June 2020.

  
\_\_\_\_\_  
Irene Camacho-Werby, City Clerk





**CITY OF CLOVERDALE CURRENT SALARY SCHEDULE  
AS OF JULY 1, 2020**

- 2% COLA for POA & Dispatch Effective July 1, 2020
- 2.5% COLA for Classified Effective July 1, 2020
- 2% COLA for Unaffiliated Effective July 1, 2020
- 2.5% COLA for City Manager Effective July 1, 2020
- 2.5% COLA for Assistant City Manager/Community Development Director Effective July 1, 2020
- 2.5% COLA for City Clerk Effective July 1, 2020
- 2.5% COLA for Finance Director Effective July 1, 2020
- 2.5% COLA Public Works Director/City Engineer Effective July 1, 2020
- 2.5% COLA for Chief of Police Effective July 1, 2020

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2020  
Management, At-Will Employees

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
City Manager	N/A	\$76.6588	\$6,132.70	\$13,287.52	\$159,450.26

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Assistant City Manager/Community Development Director	1	\$57.3340	\$4,586.72	\$9,937.89	\$119,254.71
	2	\$60.2007	\$4,816.06	\$10,434.79	\$125,217.45
	3	\$63.2107	\$5,056.86	\$10,956.53	\$131,478.32
	4	\$66.3713	\$5,309.70	\$11,504.35	\$138,052.24
	5	\$69.6898	\$5,575.19	\$11,497.51	\$144,954.85

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Chief of Police	1	\$63.2107	\$5,056.86	\$10,956.53	\$131,478.31
	2	\$66.3713	\$5,309.70	\$11,504.35	\$138,052.22
	3	\$69.6898	\$5,575.19	\$12,079.57	\$144,954.83
	4	\$73.1743	\$5,853.95	\$12,683.55	\$152,202.58
	5	\$76.8330	\$6,146.64	\$13,317.73	\$159,812.71

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
City Clerk	1	\$45.1453	\$3,611.63	\$7,825.19	\$93,902.30
	2	\$47.4026	\$3,792.21	\$8,216.45	\$98,597.42
	3	\$49.7727	\$3,981.82	\$8,627.27	\$103,527.29
	4	\$52.2614	\$4,180.91	\$9,058.64	\$108,703.65
	5	\$54.8744	\$4,389.96	\$9,511.57	\$114,138.83

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Public Works Director/City Engineer	N/A	\$69.6898	\$5,575.19	\$12,079.57	\$144,954.84

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Finance Director	1	\$54.4292	\$4,354.34	\$9,434.40	\$113,212.80
	2	\$57.1507	\$4,572.06	\$9,906.12	\$118,873.44
	3	\$60.0082	\$4,800.66	\$10,401.43	\$124,817.11
	4	\$63.0086	\$5,040.69	\$10,921.50	\$131,057.96
	5	\$66.1591	\$5,292.73	\$11,467.57	\$137,610.86

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2020  
Cloverdale Police Officers Association (POA)

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Officer	1	\$35.3524	\$2,828.19	\$6,127.75	\$73,533.02
	2	\$37.1200	\$2,969.60	\$6,434.14	\$77,209.68
	3	\$38.9760	\$3,118.08	\$6,755.85	\$81,070.16
	4	\$40.9248	\$3,273.99	\$7,093.64	\$85,123.67
	5	\$42.9711	\$3,437.69	\$7,448.32	\$89,379.85

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Sergeant	1	\$42.7823	\$3,422.58	\$7,415.59	\$88,987.13
	2	\$44.9214	\$3,593.71	\$7,786.37	\$93,436.48
	3	\$47.1675	\$3,773.40	\$8,175.69	\$98,108.31
	4	\$49.5258	\$3,962.07	\$8,584.48	\$103,013.72
	5	\$52.0021	\$4,160.17	\$9,013.70	\$108,164.41

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2020  
Cloverdale Classified Service Employees Association

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Accountant/Analyst	1	\$33.3174	\$2,665.39	\$5,775.01	\$69,300.17
	2	\$34.9833	\$2,798.66	\$6,063.76	\$72,765.18
	3	\$36.7324	\$2,938.59	\$6,366.95	\$76,403.44
	4	\$38.5690	\$3,085.52	\$6,685.30	\$80,223.61
	5	\$40.4975	\$3,239.80	\$7,019.57	\$84,234.79

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Accounting Assistant I	<i>Range Not Currently Established</i>				

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Accounting Assistant II	1	\$24.8207	\$1,985.66	\$4,302.25	\$51,627.04
	2	\$26.0617	\$2,084.94	\$4,517.37	\$54,208.39
	3	\$27.3648	\$2,189.18	\$4,743.23	\$56,918.81
	4	\$28.7331	\$2,298.64	\$4,980.40	\$59,764.75
	5	\$30.1697	\$2,413.58	\$5,229.42	\$62,752.98

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Accounting Technician	1	\$27.3028	\$2,184.22	\$4,732.49	\$56,789.84
	2	\$28.6679	\$2,293.44	\$4,969.11	\$59,629.33
	3	\$30.1013	\$2,408.11	\$5,217.57	\$62,610.80
	4	\$31.6064	\$2,528.51	\$5,478.44	\$65,741.34
	5	\$33.1867	\$2,654.94	\$5,752.37	\$69,028.40

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Assistant Planner	1	\$30.2305	\$2,418.44	\$5,239.95	\$62,879.45
	2	\$31.7420	\$2,539.36	\$5,501.95	\$66,023.42
	3	\$33.3291	\$2,666.33	\$5,777.05	\$69,324.59
	4	\$34.9956	\$2,799.65	\$6,065.90	\$72,790.82
	5	\$36.7454	\$2,939.63	\$6,369.20	\$76,430.36

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Associate Planner	1	\$41.9128	\$3,353.03	\$7,264.89	\$87,178.71
	2	\$44.0085	\$3,520.68	\$7,628.14	\$91,537.65
	3	\$46.2089	\$3,696.71	\$8,009.54	\$96,114.53
	4	\$48.5194	\$3,881.55	\$8,410.02	\$100,920.25
	5	\$50.9453	\$4,075.63	\$8,830.52	\$105,966.27

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Code Enforcement Officer	1	\$31.2934	\$2,503.47	\$5,424.19	\$65,090.25
	2	\$32.8581	\$2,628.64	\$5,695.40	\$68,344.76
	3	\$34.5010	\$2,760.08	\$5,980.17	\$71,762.00
	4	\$36.2260	\$2,898.08	\$6,279.17	\$75,350.10
	5	\$38.0373	\$3,042.98	\$6,593.13	\$79,117.60

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2020  
Cloverdale Classified Service Employees Association

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Community Services Officer	1	\$26.7006	\$2,136.05	\$4,628.10	\$55,537.21
	2	\$28.0356	\$2,242.85	\$4,859.51	\$58,314.07
	3	\$29.4374	\$2,354.99	\$5,102.48	\$61,229.77
	4	\$30.9093	\$2,472.74	\$5,357.60	\$64,291.26
	5	\$32.4547	\$2,596.38	\$5,625.49	\$67,505.82

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>w</b>
Engineering Technician	1	\$29.0410	\$2,323.28	\$5,033.78	\$60,405.30
	2	\$30.4931	\$2,439.44	\$5,285.46	\$63,425.57
	3	\$32.0177	\$2,561.42	\$5,549.74	\$66,596.84
	4	\$33.6186	\$2,689.49	\$5,827.22	\$69,926.69
	5	\$35.2995	\$2,823.96	\$6,118.58	\$73,423.02

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Office Specialist	1	\$19.0426	\$1,523.41	\$3,300.73	\$39,608.71
	2	\$19.9948	\$1,599.58	\$3,465.76	\$41,589.14
	3	\$20.9945	\$1,679.56	\$3,639.05	\$43,668.60
	4	\$22.0442	\$1,763.54	\$3,821.00	\$45,852.03
	5	\$23.1465	\$1,851.72	\$4,012.05	\$48,144.63

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Park & Landscape Maintenance Assistant	1	\$30.1504	\$2,412.03	\$5,226.07	\$62,712.78
	2	\$31.6579	\$2,532.63	\$5,487.37	\$65,848.42
	3	\$33.2408	\$2,659.26	\$5,761.74	\$69,140.84
	4	\$34.9028	\$2,792.23	\$6,049.82	\$72,597.88
	5	\$36.6480	\$2,931.84	\$6,352.31	\$76,227.78

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Parks & Maintenance Lead Worker	1	\$34.7663	\$2,781.30	\$6,026.16	\$72,313.91
	2	\$36.5046	\$2,920.37	\$6,327.47	\$75,929.61
	3	\$38.3299	\$3,066.39	\$6,643.84	\$79,726.09
	4	\$40.2463	\$3,219.71	\$6,976.03	\$83,712.39
	5	\$42.2587	\$3,380.69	\$7,324.83	\$87,898.01

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Planning Technician	1	\$29.0410	\$2,323.28	\$5,033.76	\$60,405.18
	2	\$30.4930	\$2,439.44	\$5,285.45	\$63,425.44
	3	\$32.0176	\$2,561.41	\$5,549.73	\$66,596.71
	4	\$33.6185	\$2,689.48	\$5,827.21	\$69,926.54
	5	\$35.2995	\$2,823.96	\$6,118.57	\$73,422.87

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2020  
Cloverdale Classified Service Employees Association

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Senior Engineering Technician	1	\$33.3972	\$2,671.77	\$5,788.84	\$69,466.10
	2	\$35.0670	\$2,805.36	\$6,078.28	\$72,939.40
	3	\$36.8204	\$2,945.63	\$6,382.20	\$76,586.37
	4	\$38.6614	\$3,092.91	\$6,701.31	\$80,415.69
	5	\$40.5945	\$3,247.56	\$7,036.37	\$84,436.47

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Senior Wastewater Treatment Plant Operator	1	\$40.4943	\$3,239.55	\$7,019.02	\$84,228.19
	2	\$42.5190	\$3,401.52	\$7,369.97	\$88,439.60
	3	\$44.6450	\$3,571.60	\$7,738.46	\$92,861.58
	4	\$46.8772	\$3,750.18	\$8,125.39	\$97,504.65
	5	\$49.2211	\$3,937.69	\$8,531.66	\$102,379.89

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Senior Water Treatment Plant Operator	1	\$42.8129	\$3,425.03	\$7,420.91	\$89,050.89
	2	\$44.9536	\$3,596.29	\$7,791.95	\$93,503.44
	3	\$47.2013	\$3,776.10	\$8,181.55	\$98,178.61
	4	\$49.5613	\$3,964.91	\$8,590.63	\$103,087.54
	5	\$52.0394	\$4,163.15	\$9,020.16	\$108,241.92

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Utility Maintenance Crew Leader	1	\$33.1107	\$2,648.86	\$5,739.19	\$68,870.28
	2	\$34.7662	\$2,781.30	\$6,026.15	\$72,313.80
	3	\$36.5046	\$2,920.36	\$6,327.46	\$75,929.49
	4	\$38.3298	\$3,066.38	\$6,643.83	\$79,725.96
	5	\$40.2463	\$3,219.70	\$6,976.02	\$83,712.26

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Utility Maintenance Worker I (Public Works)	1	\$24.8128	\$1,985.02	\$4,300.88	\$51,610.55
	2	\$26.0534	\$2,084.27	\$4,515.92	\$54,191.08
	3	\$27.3561	\$2,188.49	\$4,741.72	\$56,900.64
	4	\$28.7239	\$2,297.91	\$4,978.81	\$59,745.67
	5	\$30.1601	\$2,412.81	\$5,227.75	\$62,732.95

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Utility Maintenance Worker II (Public Works)	1	\$30.1504	\$2,412.03	\$5,226.07	\$62,712.78
	2	\$31.6579	\$2,532.63	\$5,487.37	\$65,848.42
	3	\$33.2408	\$2,659.26	\$5,761.74	\$69,140.84
	4	\$34.9028	\$2,792.23	\$6,049.82	\$72,597.88
	5	\$36.6480	\$2,931.84	\$6,352.31	\$76,227.78



CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2020

Cloverdale Classified Service Employees Association

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

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Wastewater Treatment Plant Operator I	1	\$29.1321	\$2,330.57	\$5,049.57	\$60,594.84
	2	\$30.5887	\$2,447.10	\$5,302.05	\$63,624.59
	3	\$32.1182	\$2,569.45	\$5,567.15	\$66,805.81
	4	\$33.7241	\$2,697.93	\$5,845.51	\$70,146.11
	5	\$35.4103	\$2,832.82	\$6,137.78	\$73,653.41

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

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Water Treatment Plant Operator-In-Training	1	\$28.6212	\$2,289.70	\$4,961.01	\$59,532.12
	2	\$30.0523	\$2,404.18	\$5,209.06	\$62,508.73
	3	\$31.5549	\$2,524.39	\$5,469.51	\$65,634.17
	4	\$33.1326	\$2,650.61	\$5,742.99	\$68,915.87
	5	\$34.7893	\$2,783.14	\$6,030.14	\$72,361.67

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

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Water Treatment Plant Operator II	1	\$38.1987	\$3,055.90	\$6,621.11	\$79,453.33
	2	\$40.1087	\$3,208.69	\$6,952.17	\$83,425.99
	3	\$42.1141	\$3,369.13	\$7,299.77	\$87,597.29
	4	\$44.2198	\$3,537.58	\$7,664.76	\$91,977.16
	5	\$46.4308	\$3,714.46	\$8,048.00	\$96,576.01

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2020  
Cloverdale Dispatchers' Association

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Dispatcher	1	\$27.6417	\$2,211.34	\$4,791.24	\$57,494.83
	2	\$29.0238	\$2,321.91	\$5,030.80	\$60,369.57
	3	\$30.4750	\$2,438.00	\$5,282.34	\$63,388.05
	4	\$31.9988	\$2,559.90	\$5,546.45	\$66,557.45
	5	\$33.5987	\$2,687.90	\$5,823.78	\$69,885.32

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2020  
Unaffiliated Employees

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Finance & HR Analyst	1	\$40.4965	\$3,239.72	\$7,019.40	\$84,232.75
	2	\$42.5213	\$3,401.71	\$7,370.37	\$88,444.39
	3	\$44.6474	\$3,571.79	\$7,738.88	\$92,866.61
	4	\$46.8798	\$3,750.38	\$8,125.83	\$97,509.94
	5	\$49.2238	\$3,937.90	\$8,532.12	\$102,385.44

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
Police Lieutenant	1	\$51.7043	\$4,136.34	\$8,962.08	\$107,544.93
	2	\$54.2895	\$4,343.16	\$9,410.18	\$112,922.18
	3	\$57.0040	\$4,560.32	\$9,880.69	\$118,568.29
	4	\$59.8542	\$4,788.33	\$10,374.73	\$124,496.70
	5	\$62.8469	\$5,027.75	\$10,893.46	\$130,721.54

<b>Position</b>	<b>Step</b>	<b>Hourly</b>	<b>Biweekly</b>	<b>Monthly</b>	<b>Annually</b>
(Police) Technical Services Manager	1	\$33.4420	\$2,675.36	\$5,796.61	\$69,559.37
	2	\$35.1141	\$2,809.13	\$6,086.44	\$73,037.34
	3	\$36.8698	\$2,949.58	\$6,390.77	\$76,689.20
	4	\$38.7133	\$3,097.06	\$6,710.31	\$80,523.66
	5	\$40.6490	\$3,251.92	\$7,045.82	\$84,549.85

CITY OF CLOVERDALE - SALARY SCHEDULE AS OF JULY 1, 2020  
Pensionable Incentive Pays by Unit

<b>By Employment Contract</b>	<b>Amount/Percentage</b>
Longevity	5%
Acting Pay	10%
<b>Cloverdale Police Officers' Association (POA)</b>	
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
<b>Cloverdale Dispatchers' Association</b>	
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
<b>Cloverdale Classified Service Employees Association</b>	
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, 2020  
Pensionable Incentive Pays by Unit

<b>Unaffiliated</b>	<b>Amount/Percentage</b>
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 Management Certificate *	\$250/month
POST Records Supervisor Certificate	\$150/month
Uniform Allowance (Police Lieutenant) *	\$1500/year
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, 2020**

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

MQ: Minimum Qualifications per current job description.

MQr: Recommended Minimum Qualification for position due to Federal, State or other locality requirements for position duties and responsibilities.

<sup>1</sup> Certificate Pay is Not Applicable at this time.

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