RESOLUTION NO. 17-14

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 2014/2015.**

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 2014/2015. Exhibit "A" shall be effective as of July 1, 2014.

ADOPTED as a Resolution of the City Council of the City of Wheatland at a meeting thereof held on the 25th day of November, 2014 by the following vote:

AYES: Coe, McIntosh, Henderson, Pendergraph NOES: ABSENT: West **ABSTAINING:**

By: Rich West

Rick West, Mayor

ATTEST Lisa J. Thomason, City Cler

RESOLUTION -14 Exhibit "A" City of Wheatland - Classified Positions 2.5% CALCULATED PAY RANGES

2 2,829 2,971 3,119 3,275 3,430 Operator in Training 3 2,900 3,045 3,119 3,275 3,357 3,525 Maintenance Worker 4 2,972 3,121 3,277 3,441 3,613 Account Clerk II 5 3,047 3,199 3,353 3,705 3,881 Senior Account Clerk 9 3,363 3,531 3,708 3,893 4,088 Water/Wastewater Treatment 10 3,447 3,619 3,800 3,990 4,190 11 3,533 3,710 3,895 4,090 4,297 4,512 14 3,605 3,995 4,192 4,405 4,628 15 3,900 4,955 4,628 4,859 4,197 4,405 4,628 Administrative Clerk/Clty Clerk 17 4,097 4,302 4,517 4,743 4,981 Superintendent 22 4,636 4,865 5,108 5,363 5,924	General and Management	FOR FISC	FOR FISCAL YEAR 22014-2015			Effect. 07/01/14	
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20 4,413 4,633 4,865 5,108 5,363 Building Inspector and Public Works 21 4,523 4,749 4,986 5,236 5,498 Superintendent 22 4,636 4,868 5,111 5,367 5,635 23 4,752 4,989 5,239 5,501 5,776 24 4,871 5,114 5,370 5,638 5,920 Public Works Director 25 4,992 5,242 5,504 5,779 6,068 26 5,117 5,373 5,642 5,924 6,220 27 5,245 5,507 5,783 6,072 6,373 29 5,511 5,786 6,076 6,379 6,686 30 5,648 5,931 6,227 6,539 6,866 31 5,790 6,079 6,383 6,702 7,037 32 5,934 6,231 6,543 6,874 7,218 7,588 35 6,391 <td></td> <td>18</td> <td>4,200</td> <td>4,410</td> <td>4,630</td> <td>4,862</td> <td>5,105</td>		18	4,200	4,410	4,630	4,862	5,105
Building Inspector and Public Works 21 4,523 4,749 4,986 5,236 5,498 Superintendent 22 4,636 4,868 5,111 5,367 5,635 23 4,752 4,989 5,239 5,501 5,776 24 4,871 5,114 5,370 5,638 5,920 Public Works Director 25 4,992 5,242 5,504 5,779 6,068 26 5,117 5,373 5,642 5,924 6,224 6,535 29 5,511 5,786 6,076 6,379 6,698 30 5,648 5,931 6,227 6,539 6,866 31 5,790 6,079 6,383 6,702 7,037 32 5,934 6,231 6,543 6,870 7,213 Chief Building Official 33 6,083 6,702 7,773 8,161 34 6,235 6,547 6,874 7,218 7,578 35 <td></td> <td>19</td> <td>4,305</td> <td>4,520</td> <td>4,746</td> <td>4,983</td> <td>5,233</td>		19	4,305	4,520	4,746	4,983	5,233
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22 4,636 4,868 5,111 5,367 5,635 23 4,752 4,989 5,239 5,501 5,776 24 4,871 5,114 5,370 5,638 5,920 Public Works Director 25 4,992 5,242 5,504 5,779 6,068 26 5,117 5,373 5,642 5,924 6,230 27 5,245 5,507 5,783 6,072 6,375 28 5,376 5,645 5,927 6,224 6,535 29 5,511 5,786 6,076 6,379 6,698 30 5,648 5,931 6,227 6,539 6,866 31 5,790 6,079 6,383 6,702 7,037 32 5,934 6,231 6,543 6,870 7,213 34 6,235 6,547 6,874 7,218 7,588 35 6,391 6,710 7,046 7,398 7,768	Building Inspector and Public Works Superintendent	21	4,523	4,749	4,986	5,236	5,498
24 4,871 5,114 5,370 5,638 5,920 Public Works Director 25 4,992 5,242 5,504 5,779 6,068 26 5,117 5,373 5,642 5,924 6,220 27 5,245 5,507 5,783 6,072 6,375 28 5,376 5,645 5,927 6,224 6,535 29 5,511 5,786 6,076 6,379 6,688 30 5,648 5,931 6,227 6,539 6,866 31 5,790 6,079 6,383 6,702 7,037 32 5,934 6,231 6,543 6,870 7,213 33 6,083 6,387 6,706 7,042 7,394 34 6,235 6,547 6,874 7,218 7,578 35 6,391 6,710 7,046 7,398 7,68 36 6,550 6,878 7,222 7,583 7,962		22	4,636	4,868	5,111	5,367	5,635
Public Works Director 25 4,992 5,242 5,504 5,779 6,068 26 5,117 5,373 5,642 5,924 6,220 27 5,245 5,507 5,783 6,072 6,375 28 5,376 5,645 5,927 6,224 6,535 29 5,511 5,786 6,076 6,379 6,698 30 5,648 5,931 6,227 6,539 6,866 31 5,790 6,079 6,383 6,702 7,037 32 5,934 6,231 6,543 6,870 7,213 33 6,083 6,387 6,706 7,042 7,394 34 6,235 6,547 6,874 7,218 7,578 35 6,391 6,710 7,046 7,398 7,768 36 6,550 6,878 7,222 7,583 7,962 37 6,714 7,050 7,402 7,773 8,161 38 6,882 7,226 7,587 7,967 8,365 39 7,054 7,407 7,777 8,166 8,574 *Administrative Services Director 40 7,230 7,592 7,972 8,370 8,789 Community Development Director 41 7,411 7,782 8,171 8,579 9,008 42 7,597 7,976 8,375 8,794 9,234 43 7,786 8,176 8,585 9,014 9,464 *Police Chief 44 7,981 8,380 8,799 9,239 9,701 45 8,181 8,590 9,019 9,470 9,944 46 8,385 8,804 9,245 9,707 10,192		23	4,752	4,989	5,239	5,501	5,776
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27 5,245 5,507 5,783 6,072 6,375 28 5,376 5,645 5,927 6,224 6,535 29 5,511 5,786 6,076 6,379 6,698 30 5,648 5,931 6,227 6,539 6,866 31 5,790 6,079 6,383 6,702 7,037 32 5,934 6,231 6,543 6,870 7,213 34 6,235 6,547 6,874 7,218 7,578 35 6,391 6,710 7,046 7,398 7,768 36 6,550 6,878 7,222 7,583 7,962 36 6,550 6,878 7,222 7,583 7,962 37 6,714 7,050 7,402 7,773 8,161 38 6,882 7,226 7,587 7,967 8,365 39 7,054 7,407 7,777 8,166 8,574 *Administrative Servi	Public Works Director	25	4,992	5,242	5,504	5,779	6,068
28 5,376 5,645 5,927 6,224 6,535 29 5,511 5,786 6,076 6,379 6,698 30 5,648 5,931 6,227 6,539 6,866 31 5,790 6,079 6,383 6,702 7,037 32 5,934 6,231 6,543 6,870 7,213 Chief Building Official 33 6,083 6,387 6,706 7,042 7,394 34 6,235 6,547 6,874 7,218 7,578 35 6,391 6,710 7,046 7,398 7,768 36 6,550 6,878 7,222 7,583 7,962 37 6,714 7,050 7,402 7,773 8,161 38 6,882 7,226 7,587 7,967 8,365 39 7,054 7,407 7,777 8,166 8,574 *Administrative Services Director 40 7,230 7,592 7,972		26	5,117	5,373	5,642	5,924	6,220
29 5,511 5,786 6,076 6,379 6,698 30 5,648 5,931 6,227 6,539 6,866 31 5,790 6,079 6,383 6,702 7,037 32 5,934 6,231 6,543 6,870 7,213 Chief Building Official 33 6,083 6,387 6,706 7,042 7,394 34 6,235 6,547 6,874 7,218 7,578 35 6,391 6,710 7,046 7,398 7,768 36 6,550 6,878 7,222 7,583 7,962 37 6,714 7,050 7,402 7,773 8,161 38 6,882 7,226 7,587 7,967 8,365 39 7,054 7,407 7,777 8,166 8,574 *Administrative Services Director 40 7,230 7,592 7,972 8,370 8,789 Community Development Director 41 7,411		27	5,245	5,507	5,783	6,072	6,375
30 5,648 5,931 6,227 6,539 6,866 31 5,790 6,079 6,383 6,702 7,037 32 5,934 6,231 6,543 6,870 7,213 34 6,235 6,547 6,874 7,218 7,578 35 6,391 6,710 7,046 7,398 7,768 36 6,550 6,878 7,222 7,583 7,962 37 6,714 7,050 7,402 7,773 8,161 38 6,882 7,226 7,587 7,967 8,365 39 7,054 7,407 7,777 8,166 8,574 *Administrative Services Director 40 7,230 7,592 7,972 8,370 8,789 Community Development Director 41 7,411 7,782 8,171 8,579 9,008 43 7,786 8,176 8,585 9,014 9,464 *Police Chief 44 7,981 8,		28	5,376	5,645	5,927	6,224	6,535
31 5,790 6,079 6,383 6,702 7,037 32 5,934 6,231 6,543 6,870 7,213 33 6,083 6,387 6,706 7,042 7,394 34 6,235 6,547 6,874 7,218 7,578 35 6,391 6,710 7,046 7,398 7,768 36 6,550 6,878 7,222 7,583 7,962 37 6,714 7,050 7,402 7,773 8,161 38 6,882 7,226 7,587 7,967 8,365 39 7,054 7,407 7,777 8,166 8,574 *Administrative Services Director 40 7,230 7,592 7,972 8,370 8,789 Community Development Director 41 7,411 7,782 8,171 8,579 9,008 42 7,597 7,976 8,375 8,794 9,234 *Police Chief 44 7,981 8,		29	5,511	5,786	6,076	6,379	6,698
32 5,934 6,231 6,543 6,870 7,213 Chief Building Official 33 6,083 6,387 6,706 7,042 7,394 34 6,235 6,547 6,874 7,218 7,578 35 6,391 6,710 7,046 7,398 7,768 36 6,550 6,878 7,222 7,583 7,962 37 6,714 7,050 7,402 7,773 8,161 38 6,882 7,226 7,587 7,967 8,365 39 7,054 7,407 7,777 8,166 8,574 *Administrative Services Director 40 7,230 7,592 7,972 8,370 8,789 Community Development Director 41 7,411 7,782 8,171 8,579 9,008 *Police Chief 44 7,981 8,380 8,799 9,239 9,701 45 8,181 8,590 9,019 9,470 9,944 46 </td <td></td> <td>30</td> <td>5,648</td> <td>5,931</td> <td>6,227</td> <td>6,539</td> <td></td>		30	5,648	5,931	6,227	6,539	
Chief Building Official 33 6,083 6,387 6,706 7,042 7,394 34 6,235 6,547 6,874 7,218 7,578 35 6,391 6,710 7,046 7,398 7,768 36 6,550 6,878 7,222 7,583 7,962 37 6,714 7,050 7,402 7,773 8,161 38 6,882 7,226 7,587 7,967 8,365 39 7,054 7,407 7,777 8,166 8,574 *Administrative Services Director 40 7,230 7,592 7,972 8,370 8,789 Community Development Director 41 7,411 7,782 8,171 8,579 9,008 42 7,597 7,976 8,375 8,794 9,234 43 7,786 8,176 8,585 9,014 9,464 *Police Chief 44 7,981 8,380 8,799 9,239 9,701 45 8,181 8,590 9,019 9,470 9,944 46 8,385 8,804 9,245 9,707 10,192			5,790				
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35 6,391 6,710 7,046 7,398 7,768 36 6,550 6,878 7,222 7,583 7,962 37 6,714 7,050 7,402 7,773 8,161 38 6,882 7,226 7,587 7,967 8,365 39 7,054 7,407 7,777 8,166 8,574 *Administrative Services Director 40 7,230 7,592 7,972 8,370 8,789 Community Development Director 41 7,411 7,782 8,171 8,579 9,008 42 7,597 7,976 8,375 8,794 9,234 *Police Chief 44 7,981 8,380 8,799 9,239 9,701 45 8,181 8,590 9,019 9,470 9,944 46 8,385 8,804 9,245 9,707 10,192	Chief Building Official						
36 6,550 6,878 7,222 7,583 7,962 37 6,714 7,050 7,402 7,773 8,161 38 6,882 7,226 7,587 7,967 8,365 39 7,054 7,407 7,777 8,166 8,574 *Administrative Services Director 40 7,230 7,592 7,972 8,370 8,789 Community Development Director 41 7,411 7,782 8,171 8,579 9,008 42 7,597 7,976 8,375 8,794 9,234 43 7,786 8,176 8,585 9,014 9,464 *Police Chief 44 7,981 8,380 8,799 9,239 9,701 45 8,181 8,590 9,019 9,470 9,944 46 8,385 8,804 9,245 9,707 10,192							
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*Police Chief 43 7,786 8,176 8,585 9,014 9,464 *Police Chief 44 7,981 8,380 8,799 9,239 9,701 45 8,181 8,590 9,019 9,470 9,944 46 8,385 8,804 9,245 9,707 10,192	Community Development Director						
*Police Chief 44 7,981 8,380 8,799 9,239 9,701 45 8,181 8,590 9,019 9,470 9,944 46 8,385 8,804 9,245 9,707 10,192							
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46 8,385 8,804 9,245 9,707 10,192	*Police Chief						
*City Manager 4/ 8,595 9,024 9,476 9,949 10,447							
	*City Manager	4/	8,595	9,024	9,476	9,949	10,447

* The pay rates for the interim employees for these classifications are defined in their existing employment agreements, the permanent positions would be recruited using the above pay ranges.

Assumptions:

Ranges originated from the CPS Human Resource Services Compensation Study - see Resolution No. 28-06 Exhibit "A". ## IMPLEMENTED DEC. 1, 2014##

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 February to February. (2.40%)

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.