



City of Sonora

"Queen of the Southern Mines"

94 North Washington Street
Sonora, California 95370

Area Code 209

Administrator 532-6115
Administration 532-4541
Finance 532-4541
Building/Planning . . 532-3508
Police 532-8143
Fire 532-7432
Public Works 532-2922
Cemetery 532-4492
Opera Hall 532-7725
Special Programs . . 532-7725
Redevelopment. . . 532-7725
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MEETING DATE: JUNE 18, 2018

TO: HONORABLE MAYOR AND COUNCIL MEMBERS

FROM: TIMOTHY A. MILLER, CITY ADMINISTRATOR 

SUBJECT: ADOPTING A RESOLUTION APPROVING EMPLOYEE SALARY SCHEDULES

RECOMMENDATION:

Adopt Resolution No. 06-18-2018-D approving the employee salary schedules for Cost of Living and Salary Adjustments.

BACKGROUND:

Per California Public Employee's Retirement Law (PERL) Section 570.5 of the California Code of Regulations (CCR) Title 2 requires that City pay rates and ranges be approved by the City Council each time a modification is made.

To comply with the provisions of CCR Section 570.5, the Council last adopted resolution 02-21-2017 in February 2017. During the most recent negotiations with the City's three labor associations, Sonora Employees Association (SEA), Sonora Fire Fighters Association (SFFA), and Sonora Police Officers Association a two percent (2%) Cost of Living Adjustment effective the first full pay period in January 2018 was agreed upon.

In addition, with the Council adoption of the Compensation and Classification study, salary adjustments were implemented effective the first pay period in July 2018 for the Fire Captain and Fire Engineer of 2% and 1%, respectively (SFFA) and Public Works Supervisor and Supervising Mechanic of 2.5% (SEA).

The Cost of Living and Salary Adjustments approved by the Council for the City Administrator are reflected in the Sonora Management Employees Association (SMEA) schedule.

All of these changes will be reflected in the FY 2019 budget.

RESOLUTION NO. 06-18-2018-D

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SONORA APPROVING
THE EMPLOYEE SALARY SCHEDULES EFFECTIVE JANUARY 13, 2018**

WHEREAS, Section 570.5 of California Code of Regulations, Title 2 requires formal Council approval and adoption of employee salary and compensation plans; and

WHEREAS, the City council had previously approved cost of living adjustments and salary realignments;

NOW, THEREFORE, BE IT RESOLVED, the City Council hereby adopts the employee salary schedules, effective January 13, 2018, as provided in **Exhibit A**, attached hereto.

PASSED AND ADOPTED AT A REGULAR MEETING OF THE CITY COUNCIL OF THE CITY OF SONORA ON THIS 18TH DAY OF JUNE, 2018, BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Connie L. Williams
Mayor of the City of Sonora

ATTEST:

Marijane Cassinetta
Sonora City Clerk

SONORA EMPLOYEES' ASSOCIATION SALARY RANGE TABLE
EFFECTIVE PAY PERIOD #3-2018 (01/13/18 - 01/26/18) PAY DAY 02/02/18 (COLA)
EFFECTIVE PAY PERIOD #16-2018 (07/14/18 - 07/27/18) PAY DAY 08/03/18 (Salary Increase)

0.00% Percentage to apply to all salaries
 5.00% Percentage between steps
 2.50% Percentage between grades
 80 Hours worked bi-weekly

2.5% Longevity Pay After Ten (10) Years of Service, Then Every Five (5) Years Thereafter
 2.5% Cert Pay (Up to a Maximum of 7.5% & Cannot Be MQ of Classification); Class B Commercial License; L.S.A. Arborist; State of CA
 Pest Control Advisors License; State of CA Pesticide Applicators; Caltrans Traffic Signal; Small Engine Mechanic, Fire Mechanic

Step A

0.00%
 5.00%
 2.50%
 80

Notes

Finance Assistant/Community Development Specialist
 Administrative Analyst
 Public Works Assistant
 Building Inspector/Public Works Supervisor/ Supervising Mechanic
 Public Works Specialist II
 Public Works Specialist/Equipment Mechanic
 Special Programs Coordinator

Reflects 2.0% COLA on all positions and 2.5% Salary Increase for Public Works Supervisor and Supervising Mechanic

Range	% Adder	Step A 0%		Step B 5%		Step C 10%		Step D 15%		Step E 20%		Step F 25%	
		Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
1954	0.0%	\$1,563.20	\$ 19.54	\$1,641.60	\$20.52	\$1,724.00	\$21.55	\$1,810.40	\$22.63	\$1,900.80	\$23.76	\$1,996.00	\$24.95
2003	2.5%	\$1,602.40	\$ 20.03	\$1,682.40	\$21.03	\$1,766.40	\$22.08	\$1,854.40	\$23.18	\$1,947.20	\$24.34	\$2,044.80	\$25.56
2053	5.0%	\$1,642.40	\$ 20.53	\$1,724.80	\$21.56	\$1,811.20	\$22.64	\$1,901.60	\$23.77	\$1,996.80	\$24.96	\$2,096.80	\$26.21
2104	7.5%	\$1,683.20	\$ 21.04	\$1,767.20	\$22.09	\$1,855.20	\$23.19	\$1,948.00	\$24.35	\$2,045.60	\$25.57	\$2,148.00	\$26.85
2825	0.0%	\$2,260.00	\$ 28.25	\$2,372.80	\$29.66	\$2,491.20	\$31.14	\$2,616.00	\$32.70	\$2,747.20	\$34.34	\$2,884.80	\$36.06
2896	2.5%	\$2,316.80	\$ 28.96	\$2,432.80	\$30.41	\$2,554.40	\$31.93	\$2,682.40	\$33.53	\$2,816.80	\$35.21	\$2,957.60	\$36.97
1740	0.0%	\$1,392.00	\$ 17.40	\$1,461.60	\$18.27	\$1,534.40	\$19.18	\$1,611.20	\$20.14	\$1,692.00	\$21.15	\$1,776.80	\$22.21
1784	2.5%	\$1,427.20	\$ 17.84	\$1,498.40	\$18.73	\$1,573.60	\$19.67	\$1,652.00	\$20.65	\$1,734.40	\$21.68	\$1,820.80	\$22.76
2160	0.0%	\$1,728.00	\$ 21.60	\$1,814.40	\$22.68	\$1,904.80	\$23.81	\$2,000.00	\$25.00	\$2,100.00	\$26.25	\$2,204.80	\$27.56
2214	2.5%	\$1,771.20	\$ 22.14	\$1,860.00	\$23.25	\$1,952.80	\$24.41	\$2,050.40	\$25.63	\$2,152.80	\$26.91	\$2,260.80	\$28.26
2269	5.0%	\$1,815.20	\$ 22.69	\$1,905.60	\$23.82	\$2,000.80	\$25.01	\$2,100.80	\$26.26	\$2,205.60	\$27.57	\$2,316.00	\$28.95
2326	7.5%	\$1,860.80	\$ 23.26	\$1,953.60	\$24.42	\$2,051.20	\$25.64	\$2,153.60	\$26.92	\$2,261.60	\$28.27	\$2,374.40	\$29.68
2384	10.0%	\$1,907.20	\$ 23.84	\$2,002.40	\$25.03	\$2,102.40	\$26.28	\$2,207.20	\$27.59	\$2,317.60	\$28.97	\$2,433.60	\$30.42
2444	12.5%	\$1,955.20	\$ 24.44	\$2,052.80	\$25.66	\$2,155.20	\$26.94	\$2,263.20	\$28.29	\$2,376.00	\$29.70	\$2,495.20	\$31.19
2505	15.0%	\$2,004.00	\$ 25.05	\$2,104.00	\$26.30	\$2,209.60	\$27.62	\$2,320.00	\$29.00	\$2,436.00	\$30.45	\$2,557.60	\$31.97
2568	17.5%	\$2,054.40	\$ 25.68	\$2,156.80	\$26.96	\$2,264.80	\$28.31	\$2,378.40	\$29.73	\$2,497.60	\$31.22	\$2,622.40	\$32.78
1954	0.0%	\$1,563.20	\$ 19.54	\$1,641.60	\$20.52	\$1,724.00	\$21.55	\$1,810.40	\$22.63	\$1,900.80	\$23.76	\$1,996.00	\$24.95
2003	2.5%	\$1,602.40	\$ 20.03	\$1,682.40	\$21.03	\$1,766.40	\$22.08	\$1,854.40	\$23.18	\$1,947.20	\$24.34	\$2,044.80	\$25.56
2053	5.0%	\$1,642.40	\$ 20.53	\$1,724.80	\$21.56	\$1,811.20	\$22.64	\$1,901.60	\$23.77	\$1,996.80	\$24.96	\$2,096.80	\$26.21
2104	7.5%	\$1,683.20	\$ 21.04	\$1,767.20	\$22.09	\$1,855.20	\$23.19	\$1,948.00	\$24.35	\$2,045.60	\$25.57	\$2,148.00	\$26.85
2157	10.0%	\$1,725.60	\$ 21.57	\$1,812.00	\$22.65	\$1,902.40	\$23.78	\$1,997.60	\$24.97	\$2,097.60	\$26.22	\$2,202.40	\$27.53
2211	12.5%	\$1,768.80	\$ 22.11	\$1,857.60	\$23.22	\$1,950.40	\$24.38	\$2,048.00	\$25.60	\$2,150.40	\$26.88	\$2,257.60	\$28.22
2266	15.0%	\$1,812.80	\$ 22.66	\$1,903.20	\$23.79	\$1,998.40	\$24.98	\$2,098.40	\$26.23	\$2,203.20	\$27.54	\$2,313.60	\$28.92
1740	0.0%	\$1,392.00	\$ 17.40	\$1,461.60	\$18.27	\$1,534.40	\$19.18	\$1,611.20	\$20.14	\$1,692.00	\$21.15	\$1,776.80	\$22.21
1784	2.5%	\$1,427.20	\$ 17.84	\$1,498.40	\$18.73	\$1,573.60	\$19.67	\$1,652.00	\$20.65	\$1,734.40	\$21.68	\$1,820.80	\$22.76
1829	5.0%	\$1,463.20	\$ 18.29	\$1,536.00	\$19.20	\$1,612.80	\$20.16	\$1,693.60	\$21.17	\$1,778.40	\$22.23	\$1,867.20	\$23.34

SONORA FIRE FIGHTERS' ASSOCIATION SALARY RANGE TABLE
EFFECTIVE PAY PERIOD #3-2018 (01/13/18 - 01/26/18) PAY DAY 02/02/18
EFFECTIVE PAY PERIOD #16-2018 (07/14/18 - 07/27/18) PAY DAY 08/03/18 (Salary Increase)

2.5% Longevity Pay After 10 Years Of City Service, And Every Five (5) Years Thereafter (Amended By Letter of Understanding from July 1, 2014 through June 30, 2015).
 2.5% Certificate/Diploma Pay for any of the following: EMT-1A or EMT-P (not both and only if employment date is prior to January 3, 2015), Fire Officer, Associates Degree or Bachelors Degree (not both); State Fire Training Instructor (must complete 80 hours of instruction during the calendar year to qualify)

- Percentage to apply to all salaries 0.00%
- Percentage between steps 5.00%
- Percentage between grades 2.50%
- Hours worked bi-weekly 112 - 56.0 hours worked in an average work week x 2 = 112.0 hours worked per bi-weekly pay period

Classification
 Fire Captain
 Fire Engineer

Step A
 \$18.52
 \$16.61

Notes
 Reflects 2.0% COLA on all positions + 2.0% Salary Increase for Fire Captains and 1.0% Salary Increase for Fire Engineers

Range	% Adder	Step A 0%		Step B 5%		Step C 10%		Step D 15%		Step E 20%		Step F 25%	
		Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
Fire Captain													
1852	0.0%	\$2,074.24	\$ 18.52	\$2,178.40	\$19.45	\$2,287.04	\$20.42	\$2,401.28	\$21.44	\$2,521.12	\$22.51	\$2,647.68	\$23.64
1898	2.5%	\$2,125.76	\$ 18.98	\$2,232.16	\$19.93	\$2,344.16	\$20.93	\$2,461.76	\$21.98	\$2,584.96	\$23.08	\$2,713.76	\$24.23
1945	5.0%	\$2,178.40	\$ 19.45	\$2,287.04	\$20.42	\$2,401.28	\$21.44	\$2,521.12	\$22.51	\$2,647.68	\$23.64	\$2,779.84	\$24.82
1994	7.5%	\$2,233.28	\$ 19.94	\$2,345.28	\$20.94	\$2,462.88	\$21.99	\$2,586.08	\$23.09	\$2,714.88	\$24.24	\$2,850.40	\$25.45
2044	10.0%	\$2,289.28	\$ 20.44	\$2,403.52	\$21.46	\$2,523.36	\$22.53	\$2,649.92	\$23.66	\$2,782.08	\$24.84	\$2,920.96	\$26.08
2095	12.5%	\$2,346.40	\$ 20.95	\$2,464.00	\$22.00	\$2,587.20	\$23.10	\$2,717.12	\$24.26	\$2,852.64	\$25.47	\$2,994.88	\$26.74
2147	15.0%	\$2,404.64	\$ 21.47	\$2,524.48	\$22.54	\$2,651.04	\$23.67	\$2,783.20	\$24.85	\$2,922.08	\$26.09	\$3,067.68	\$27.39
Fire Engineer													
1661	0.0%	\$1,860.32	\$ 16.61	\$1,953.28	\$17.44	\$2,050.72	\$18.31	\$2,153.76	\$19.23	\$2,261.28	\$20.19	\$2,374.40	\$21.20
1703	2.5%	\$1,907.36	\$ 17.03	\$2,002.56	\$17.88	\$2,102.24	\$18.77	\$2,207.52	\$19.71	\$2,318.40	\$20.70	\$2,434.88	\$21.74
1746	5.0%	\$1,955.52	\$ 17.46	\$2,052.96	\$18.33	\$2,156.00	\$19.25	\$2,263.52	\$20.21	\$2,376.64	\$21.22	\$2,495.36	\$22.28
1790	7.5%	\$2,004.80	\$ 17.90	\$2,105.60	\$18.80	\$2,210.88	\$19.74	\$2,321.76	\$20.73	\$2,438.24	\$21.77	\$2,560.32	\$22.86
1835	10.0%	\$2,055.20	\$ 18.35	\$2,158.24	\$19.27	\$2,265.76	\$20.23	\$2,378.88	\$21.24	\$2,497.60	\$22.30	\$2,623.04	\$23.42

SONORA POLICE OFFICERS' ASSOCIATION SALARY RANGE TABLE
EFFECTIVE PAY PERIOD #3-2018 (01/13/18 - 01/26/18) PAY DAY 02/02/18

2.5% Longevity Pay After 10 Years Of City Service, And Every Five Years Thereafter. Educational Degree Incentive: 2.5% for Associates /2.5% for Bachelors/2.5% for Masters (As Amended By Letter of Understanding from July 1, 2014 through June 30, 2015). Certificate Pay: 2.5% for Basic Cert (only if employment date is prior to July 1, 2013)/2.5% for Intermediate Cert/2.5% for Supervisory Cert (if in a supervisory position)/5.0% for Advanced Cert Assignments: 5.0% for Investigator/Computer Network Manager/Field Training Officer/Dispatch Field Training Officer/Traffic Officer

- 0.00%
- 5.00%
- 2.50%
- 80

- Step A** Notes
- \$16.00 Police Officer Recruit
 - \$25.77 Police Officer
 - \$30.54 Police Sergeant
 - \$17.78 Dispatcher-Records Specialist Trainee
 - \$18.70 Dispatcher-Records Specialist
 - \$22.93 Police Records Technician

Range	Step A 0%		Step B 5%		Step C 10%		Step D 15%		Step E 20%		Step F 25%	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
1600	\$ 1,280.00	\$ 16.00										
2577	\$2,061.60	\$ 25.77	\$2,164.80	\$27.06	\$2,272.80	\$28.41	\$2,386.40	\$29.83	\$2,505.60	\$31.32	\$2,631.20	\$32.89
2641	\$2,112.80	\$ 26.41	\$2,218.40	\$27.73	\$2,329.60	\$29.12	\$2,446.40	\$30.58	\$2,568.80	\$32.11	\$2,697.60	\$33.72
2707	\$2,165.60	\$ 27.07	\$2,273.60	\$28.42	\$2,387.20	\$29.84	\$2,506.40	\$31.33	\$2,632.00	\$32.90	\$2,764.00	\$34.55
2775	\$2,220.00	\$ 27.75	\$2,331.20	\$29.14	\$2,448.00	\$30.60	\$2,570.40	\$32.13	\$2,699.20	\$33.74	\$2,834.40	\$35.43
2844	\$2,275.20	\$ 28.44	\$2,388.80	\$29.86	\$2,508.00	\$31.35	\$2,633.60	\$32.92	\$2,765.60	\$34.57	\$2,904.00	\$36.30
2915	\$2,332.00	\$ 29.15	\$2,448.80	\$30.61	\$2,571.20	\$32.14	\$2,700.00	\$33.75	\$2,835.20	\$35.44	\$2,976.80	\$37.21
2988	\$2,390.40	\$ 29.88	\$2,509.60	\$31.37	\$2,635.20	\$32.94	\$2,767.20	\$34.59	\$2,905.60	\$36.32	\$3,051.20	\$38.14
3063	\$2,450.40	\$ 30.63	\$2,572.80	\$32.16	\$2,701.60	\$33.77	\$2,836.80	\$35.46	\$2,978.40	\$37.23	\$3,127.20	\$39.09
3140	\$2,512.00	\$ 31.40	\$2,637.60	\$32.97	\$2,769.60	\$34.62	\$2,908.00	\$36.35	\$3,053.60	\$38.17	\$3,206.40	\$40.08
3054	\$2,443.20	\$ 30.54	\$2,565.60	\$32.07	\$2,693.60	\$33.67	\$2,828.00	\$35.35	\$2,969.60	\$37.12	\$3,118.40	\$38.98
3130	\$2,504.00	\$ 31.30	\$2,629.60	\$32.87	\$2,760.80	\$34.51	\$2,899.20	\$36.24	\$3,044.00	\$38.05	\$3,196.00	\$39.95
3208	\$2,566.40	\$ 32.08	\$2,694.40	\$33.68	\$2,828.80	\$35.36	\$2,970.40	\$37.13	\$3,119.20	\$38.99	\$3,275.20	\$40.94
3288	\$2,630.40	\$ 32.88	\$2,761.60	\$34.52	\$2,900.00	\$36.25	\$3,044.80	\$38.06	\$3,196.80	\$39.96	\$3,356.80	\$41.96
3370	\$2,696.00	\$ 33.70	\$2,831.20	\$35.39	\$2,972.80	\$37.16	\$3,121.60	\$39.02	\$3,277.60	\$40.97	\$3,441.60	\$43.02
3454	\$2,763.20	\$ 34.54	\$2,901.60	\$36.27	\$3,046.40	\$38.08	\$3,198.40	\$39.98	\$3,358.40	\$41.98	\$3,526.40	\$44.08
3540	\$2,832.00	\$ 35.40	\$2,973.60	\$37.17	\$3,122.40	\$39.03	\$3,278.40	\$40.98	\$3,442.40	\$43.03	\$3,614.40	\$45.18
3629	\$2,903.20	\$ 36.29	\$3,048.00	\$38.10	\$3,200.80	\$40.01	\$3,360.80	\$42.01	\$3,528.80	\$44.11	\$3,705.60	\$46.32
3720	\$2,976.00	\$ 37.20	\$3,124.80	\$39.06	\$3,280.80	\$41.01	\$3,444.80	\$43.06	\$3,616.80	\$45.21	\$3,797.60	\$47.47
1778	\$1,422.40	\$ 17.78	\$1,493.60	\$18.67	\$1,568.00	\$19.60	\$1,646.40	\$20.58	\$1,728.80	\$21.61	\$1,815.20	\$22.69
1870	\$1,496.00	\$ 18.70	\$1,571.20	\$19.64	\$1,649.60	\$20.62	\$1,732.00	\$21.65	\$1,818.40	\$22.73	\$1,909.60	\$23.87
1917	\$1,533.60	\$ 19.17	\$1,610.40	\$20.13	\$1,691.20	\$21.14	\$1,776.00	\$22.20	\$1,864.80	\$23.31	\$1,958.40	\$24.48
1965	\$1,572.00	\$ 19.65	\$1,650.40	\$20.63	\$1,732.80	\$21.66	\$1,819.20	\$22.74	\$1,910.40	\$23.88	\$2,005.60	\$25.07
2014	\$1,611.20	\$ 20.14	\$1,692.00	\$21.15	\$1,776.80	\$22.21	\$1,865.60	\$23.32	\$1,959.20	\$24.49	\$2,056.80	\$25.71
2064	\$1,651.20	\$ 20.64	\$1,733.60	\$21.67	\$1,820.00	\$22.75	\$1,911.20	\$23.89	\$2,006.40	\$25.08	\$2,106.40	\$26.33
2350	\$1,880.00	\$23.50										
2409	\$1,927.20	\$24.09										
2469	\$1,975.20	\$24.69										
Police Officer Recruit												
Police Officer												
Police Sergeant												
Dispatcher-Records Specialist Trainee												
Dispatcher-Records Specialist												
Police Records Technician												

SONORA MANAGEMENT EMPLOYEES' ASSOCIATION SALARY RANGE TABLE
EFFECTIVE PAY PERIOD #3-2018 (01/13/18 - 01/26/18) PAY DAY 02/02/18

2.5% Longevity Pay After 10 Years of Service, Then For Every 5 Years Thereafter. Educational Incentive: 2.5% for AA; 5.0% for BA/BS; 7.5% for Masters or CPA; 10.0% for Doctorate.
 Police Personnel Cert Pay: 2.5% For Basic Cert (if hired prior to July 1, 2013)/2.5% for Intermediate Cert./2.5% for Supervisor Cert (if designated)/5.0% For Advanced Cert. Fire Personnel Cert Pay: 2.5% For EMT-1A; EMT-P

0.00% Percentage to apply to all salaries
 5.00% Percentage between steps
 2.50% Percentage between grades
 80 Hours worked bi-weekly

Step A	Notes
Community Development Director/Administrative Services Director	
Fire Chief	
Police Chief	
Police Lieutenant	

Note: City Administrator salary not indexed to other employees' salary or increases. No education incentive. No Longevity Pay. No Certificate Pay. Council Appointed.

City Administrator	Hourly
Max	\$79.77

Range	Step A 0%		Step B 5%		Step C 10%		Step D 15%		Step E 20%		Step F 25%	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
Community Development Director/Administrative Services Director												
3682	\$2,945.60	\$ 36.82	\$3,092.80	\$38.66	\$3,240.00	\$40.59	\$3,409.60	\$42.62	\$3,580.00	\$44.75	\$3,759.20	\$46.99
3774	\$3,019.20	\$ 37.74	\$3,170.40	\$39.63	\$3,328.80	\$41.61	\$3,495.20	\$43.69	\$3,669.60	\$45.87	\$3,852.80	\$48.16
3868	\$3,094.40	\$ 38.68	\$3,248.80	\$40.61	\$3,411.20	\$42.64	\$3,581.60	\$44.77	\$3,760.80	\$47.01	\$3,948.80	\$49.36
3965	\$3,172.00	\$ 39.65	\$3,330.40	\$41.63	\$3,496.80	\$43.71	\$3,672.00	\$45.90	\$3,856.00	\$48.20	\$4,048.80	\$50.61
4064	\$3,251.20	\$ 40.64	\$3,413.60	\$42.67	\$3,584.00	\$44.80	\$3,763.20	\$47.04	\$3,951.20	\$49.39	\$4,148.80	\$51.86
4166	\$3,332.80	\$ 41.66	\$3,499.20	\$43.74	\$3,674.40	\$45.93	\$3,858.40	\$48.23	\$4,051.20	\$50.64	\$4,253.60	\$53.17
4270	\$3,416.00	\$ 42.70	\$3,587.20	\$44.84	\$3,766.40	\$47.08	\$3,954.40	\$49.43	\$4,152.00	\$51.90	\$4,360.00	\$54.50
Fire Chief												
4114	\$3,291.20	\$ 41.14	\$3,456.00	\$43.20	\$3,628.80	\$45.36	\$3,810.40	\$47.63	\$4,000.80	\$50.01	\$4,200.80	\$52.51
4217	\$3,378.60	\$ 42.17	\$3,542.40	\$44.28	\$3,719.20	\$46.49	\$3,904.80	\$48.81	\$4,100.00	\$51.25	\$4,304.80	\$53.81
4322	\$3,457.60	\$ 43.22	\$3,630.40	\$45.38	\$3,812.00	\$47.65	\$4,002.40	\$50.03	\$4,202.40	\$53.53	\$4,412.80	\$55.16
4430	\$3,544.00	\$ 44.30	\$3,721.60	\$46.52	\$3,908.00	\$48.85	\$4,103.20	\$51.29	\$4,308.00	\$53.85	\$4,523.20	\$56.54
4541	\$3,632.80	\$ 45.41	\$3,814.40	\$47.68	\$4,004.80	\$50.06	\$4,204.80	\$52.36	\$4,415.20	\$55.19	\$4,636.00	\$57.95
4655	\$3,724.00	\$ 46.55	\$3,910.40	\$48.88	\$4,105.60	\$51.32	\$4,311.20	\$53.89	\$4,526.40	\$56.58	\$4,752.80	\$59.41
Police Chief												
4539	\$3,631.20	\$ 45.39	\$3,812.80	\$47.66	\$4,003.20	\$50.04	\$4,203.20	\$52.54	\$4,413.60	\$55.17	\$4,634.40	\$57.93
4652	\$3,721.60	\$ 46.52	\$3,908.00	\$48.85	\$4,103.20	\$51.29	\$4,308.00	\$53.85	\$4,523.20	\$56.54	\$4,749.60	\$59.37
4768	\$3,814.40	\$ 47.68	\$4,004.80	\$50.06	\$4,204.80	\$52.36	\$4,415.20	\$55.19	\$4,636.00	\$57.95	\$4,868.00	\$60.85
4887	\$3,909.60	\$ 48.87	\$4,104.80	\$51.31	\$4,310.40	\$53.88	\$4,525.60	\$56.57	\$4,752.00	\$59.40	\$4,998.00	\$62.37
5009	\$4,007.20	\$ 50.09	\$4,207.20	\$52.59	\$4,417.60	\$55.22	\$4,638.40	\$57.98	\$4,870.40	\$60.88	\$5,113.60	\$63.92
5134	\$4,107.20	\$ 51.34	\$4,312.80	\$53.91	\$4,528.80	\$56.61	\$4,755.20	\$59.44	\$4,992.80	\$62.41	\$5,242.40	\$65.53
5262	\$4,209.60	\$ 52.62	\$4,420.00	\$55.25	\$4,640.80	\$58.01	\$4,872.80	\$60.91	\$5,116.80	\$63.96	\$5,372.80	\$67.16
5394	\$4,315.20	\$ 53.94	\$4,531.20	\$56.64	\$4,757.60	\$59.47	\$4,995.20	\$62.44	\$5,244.80	\$65.56	\$5,507.20	\$68.84
5529	\$4,423.20	\$ 55.29	\$4,644.00	\$58.05	\$4,876.00	\$60.95	\$5,120.00	\$64.00	\$5,376.00	\$67.20	\$5,644.80	\$70.56
5667	\$4,533.60	\$ 56.67	\$4,760.00	\$59.50	\$4,998.40	\$62.48	\$5,248.00	\$65.60	\$5,510.40	\$68.88	\$5,785.60	\$72.32
5809	\$4,647.20	\$ 58.09	\$4,879.20	\$60.99	\$5,123.20	\$64.04	\$5,379.20	\$67.24	\$5,648.00	\$70.60	\$5,930.40	\$74.13
5954	\$4,763.20	\$ 59.54	\$5,001.60	\$62.52	\$5,252.00	\$65.65	\$5,514.40	\$68.93	\$5,790.40	\$72.38	\$6,080.00	\$76.00
Police Lieutenant												
4125	\$3,300.00	\$ 41.25	\$3,464.80	\$43.31	\$3,638.40	\$45.48	\$3,820.00	\$47.75	\$4,011.20	\$50.14	\$4,212.00	\$52.65
4228	\$3,382.40	\$ 42.28	\$3,551.20	\$44.39	\$3,728.80	\$46.61	\$3,915.20	\$48.94	\$4,111.20	\$51.39	\$4,316.80	\$53.95
4334	\$3,467.20	\$ 43.34	\$3,640.80	\$45.51	\$3,823.20	\$47.79	\$4,014.40	\$50.18	\$4,215.20	\$52.69	\$4,425.60	\$55.32
4442	\$3,553.60	\$ 44.42	\$3,731.20	\$46.64	\$3,916.00	\$48.97	\$4,113.60	\$51.42	\$4,319.20	\$53.99	\$4,535.20	\$56.69
4553	\$3,642.40	\$ 45.53	\$3,824.80	\$47.81	\$4,016.00	\$50.20	\$4,216.80	\$52.71	\$4,428.00	\$55.35	\$4,649.60	\$58.12
4667	\$3,733.60	\$ 46.67	\$3,920.00	\$49.00	\$4,116.00	\$51.45	\$4,321.60	\$54.02	\$4,527.60	\$56.72	\$4,764.80	\$59.56
4784	\$3,827.20	\$ 47.84	\$4,018.40	\$50.23	\$4,219.20	\$52.74	\$4,430.40	\$55.38	\$4,652.00	\$58.15	\$4,884.80	\$61.06
4904	\$3,923.20	\$ 49.04	\$4,119.20	\$51.49	\$4,324.80	\$54.06	\$4,540.80	\$56.76	\$4,768.00	\$59.60	\$5,006.40	\$62.58
5027	\$4,021.60	\$ 50.27	\$4,222.40	\$52.78	\$4,433.60	\$55.42	\$4,655.20	\$58.19	\$4,888.00	\$61.10	\$5,132.80	\$64.16

**PART-TIME/RELIEF/UNREPRESENTED EMPLOYEES SALARY RANGE TABLE
EFFECTIVE PAY PERIOD #3-2018 (01/13/18 - 01/26/18) PAY DAY 02/02/18**

All these classifications are non-safety, except for Fire Investigator and Firearms Instructor, and are not formally represented by any City recognized association. Any cost of living increase is either defined in an employment agreement or under the City Policy "Consistency in Hourly Wage and Cost of Living Increases for Unrepresented Employees" adopted June 5, 2006 by the City Council. Fire Investigator and Firearms Instructor salary is based on the salary range for Police Officer, with corresponding certificate and educational pay. Fire Prevention Inspector is based on the current salary range for Fire Captain-Take bi-weekly wage and divide by 80.0 hours

Percentage to apply to all salaries 0.00%
 Percentage between grades 2.50%
 Percentage between steps 5.00%

Classification	Step A	Notes
Background Investigator	\$28.70	Cost of Living Increases Tied To Sonora Employees' Association (SEA)
Office Assistant	\$14.21	Cost of Living Increases Tied To Sonora Employees' Association (SEA)
Office Assistant/Accounting Tech.	\$19.49	Cost of Living Increases Tied To Sonora Employees' Association (SEA)
Building Inspector	\$21.07	Cost of Living Increases Tied To Sonora Employees' Association (SEA)
Police Administrative Services Officer	\$26.80	Cost of Living Increases Tied To Sonora Police Officers' Association (SPOA)
Community Service Officer	\$18.56	Cost of Living Increases Tied To Sonora Police Officers' Association (SPOA)
Fire Investigator (Safety)	\$25.77	Cost of Living Increases Tied To Sonora Police Officers' Association (SPOA)
Firearms Instructor (Safety)	\$25.77	Cost of Living Increases Tied To Sonora Police Officers' Association (SPOA)
Dispatcher-Records Specialist Trainee	\$17.78	Cost of Living Increases Tied To Sonora Police Officers' Association (SPOA)
Fire Prevention Inspector (Non-Safety)	\$18.16	Cost of Living Increases Tied To Sonora Fire Fighters' Association (SFFA)

Range	% Adder	Step A Hourly	Step B Hourly	Step C Hourly	Step D Hourly	Step E Hourly
2870	0.0%	\$28.70	\$30.14	\$31.65	\$33.23	\$34.89
1421	0.0%	\$14.21	\$14.92	\$15.67	\$16.45	\$17.27
1949	0.0%	\$19.49	\$20.46	\$21.48	\$22.55	\$23.68
2107	0.0%	\$21.07	\$22.12	\$23.23	\$24.39	\$25.61
2680	0.0%	\$26.80	\$28.14	\$29.55	\$31.03	\$32.58
1856	0.0%	\$18.56	\$19.49	\$20.46	\$21.48	\$22.55
2577	0.0%	\$25.77	\$27.06	\$28.41	\$29.83	\$31.32
2641	2.5%	\$26.41	\$27.73	\$29.12	\$30.58	\$32.11
2707	5.0%	\$27.07	\$28.42	\$29.84	\$31.33	\$32.90
2577	0.0%	\$25.77	\$27.06	\$28.41	\$29.83	\$31.32
1816	0.0%	\$18.16	\$19.07	\$20.02	\$21.02	\$22.07
1778	0.0%	\$17.78	\$18.67	\$19.60	\$20.58	\$21.61