

RESOLUTION NO. 2023-186

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELK GROVE
AUTHORIZING THE CITY MANAGER TO ESTABLISH A COMPENSATION POLICY
FOR UNREPRESENTED CITY EMPLOYEES, APPROVING ONE ADDITIONAL
EIGHT-HOUR FLOATING HOLIDAY FOR CITY EMPLOYEES, AUTHORIZING THE
CITY MANAGER TO EXECUTE AMENDMENT NO. 2 TO THE ELK GROVE POLICE
MANAGERS' ASSOCIATION MEMORANDUM OF UNDERSTANDING, AND
ADOPTING AN AMENDED CITYWIDE SALARY AND STEP SCHEDULE TO BE
EFFECTIVE JULY 2, 2023**

WHEREAS, the City Council of the City of Elk Grove ("City Council") recognizes that unrepresented employees' salary ranges are surveyed periodically for a total compensation market survey ("Total Compensation Survey"); and

WHEREAS, the City Council recognizes the need to amend the employees' salary ranges from time to time in order to remain competitive in recruiting and retaining quality employees; and

WHEREAS, City salary adjustments typically coincide with the commencement of a new fiscal year (July 1); however, as of the commencement of the 2023/24 fiscal year, employee salary amounts and adjustments were not yet fixed and they remained uncertain, indefinite, and subject to further review, analysis, and determination; and

WHEREAS, a Total Compensation Survey was conducted for the City which compared the City of Elk Grove staff's total compensation (which includes combined salary and benefits) to 13 other comparable jurisdictions; and

WHEREAS, adjustment of employees' salary ranges effective July 2, 2023, serves to encourage future positive employee performance, as well as enhance and maintain current and future employee morale, employee retention, and competitiveness in the labor market in attracting and maintaining qualified and talented City employees; and

WHEREAS, the Total Compensation Survey indicated that revisions to the City of Elk Grove's compensation structure for unrepresented employees are appropriate.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Elk Grove hereby authorizes the City Manager to establish a Compensation Policy for unrepresented City employees consistent with the accompanying staff report;

AND BE IT FURTHER RESOLVED that the City Council of the City of Elk Grove hereby approves the addition of one eight-hour floating holiday for shift and non-shift City employees;

AND BE IT FURTHER RESOLVED that the City Council of the City of Elk Grove hereby authorizes the City Manager to execute Amendment No. 2 to the Elk Grove Police Managers' Association (PMA) Memorandum of Understanding, attached hereto as Exhibit A and incorporated herein by reference, providing for the addition of one eight-hour floating holiday;

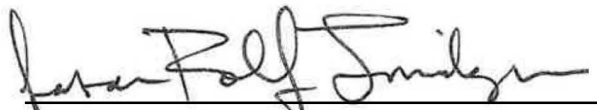
AND BE IT FINALLY RESOLVED that the City Council of the City of Elk Grove hereby adopts the amended Citywide Salary and Step Schedule (“Amended Salary and Step Schedule”) effective July 2, 2023, attached hereto as Exhibit B and incorporated herein by reference, which modifies salary ranges for unrepresented City employees pursuant to the findings of the most recent Total Compensation Survey and the proposed Compensation Policy; salary adjustments under the Amended Salary and Step Schedule are to be made on a prospective basis on or about the August 18, 2023 payday date (“Implementation Date”), which Implementation Date remains subject to change, all at the City Manager’s discretion; City employees shall also receive additional differential pay based on the Amended Salary and Step Schedule as of July 2, 2023, provided, however, that a City employee shall only be eligible for and receive such differential pay if the employee is actively employed with the City as of the date of issuance of the differential pay adjustment (“Differential Pay Date”), which Differential Pay Date is anticipated to be September 8, 2023, and which Differential Pay Date remains subject to change, all at the City Manager’s discretion.

PASSED AND ADOPTED by the City Council of the City of Elk Grove this 9th day of August 2023




BOBBIE SINGH-ALLEN, MAYOR of the
CITY OF ELK GROVE

ATTEST:



JASON LINDGREN, CITY CLERK

APPROVED AS TO FORM:



JONATHAN P. HOBBS,
CITY ATTORNEY



SECOND AMENDMENT TO MEMORANDUM OF UNDERSTANDING

ELK GROVE POLICE MANAGERS' ASSOCIATION

THIS SECOND AMENDMENT TO MEMORANDUM OF UNDERSTANDING ("Second Amendment") is made and entered into between City of Elk Grove, a California municipal corporation ("City") and Elk Grove Police Managers' Association ("PMA"), and hereby amends the Memorandum of Understanding entered into between the parties with an effective date of July 1, 2022, as contract number C-22-343 ("MOU").

NOW, THEREFORE, in consideration of the mutual promises set forth herein, City and PMA agree to as follows:

1. It is the intent of the City and PMA to continue to be bound by all terms and conditions of the MOU, and the First Amendment to the MOU entered into by and between the parties on or about March 1, 2023, all of which are expressly incorporated into this Second Amendment by this reference, except as expressly changed by this Second Amendment.
2. City and PMA hereby agree that Article VII (Holidays) of the MOU is hereby replaced, in its entirety, with the following provision:

ARTICLE VII – HOLIDAYS

Effective September 3, 2017, employees covered by the EGPMA MOU will no longer be required to work holidays, therefore the City will no longer provide the 5% Holiday in Lieu Pay.

Employees may either work or use available accrued leave for City approved holidays. Effective September 3, 2017, the City shall increase the existing salary schedule by 5% and eliminate the 5% Holiday in Lieu Pay.



City of Elk Grove
Elk Grove Police Managers' Association
Re: Memorandum of Understanding C-22-343

Employees with accrued Holiday Leave credit on the books may take such time off in the same manner as Annual Leave.

Effective July 1, 2023, the following holidays are observed by the City of Elk Grove (for reference purposes only):

New Year's Day
Martin Luther King, Jr. Day
President's Day (Washington's Birthday)
Memorial Day
4th of July (Independence Day)
Labor Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving (Family Day)
Christmas Eve
Christmas Day
New Year's Eve

1. Floating Holidays:

Effective July 1, 2023, employees shall be entitled to one floating holiday (8 hours), accruing each July 1. To be eligible to earn the floating holiday, an employee must be classified as a regular full-time employee. Employees who work between twenty (20) and forty (40) hours a week shall be entitled to prorated floating holidays. New employees hired after July 1 shall not accrue any floating holidays until the following July 1. Employees must use all the floating holiday hours in the fiscal year they are received. If an employee has unused floating holiday hours from the previous fiscal year, those hours will be removed from the employee's available floating holiday leave bank on July 1 of each year and replaced with the floating holiday hours available to the employee in the current fiscal year (i.e., 8 hours).

3. The person or persons executing this Second Amendment on behalf of the PMA warrant and represent that they have the authority to execute this Second Amendment on behalf of their agency and further warrant and represent that they have the authority to bind PMA to the performance of its obligations hereunder.

4. The MOU and this Second Amendment constitute the entire agreement between City and PMA concerning the subject matter hereof and supersedes any and all prior oral and written communications between the Parties regarding the subject matter hereof.

5. PMA and City agree and acknowledge that the provisions of this Second Amendment were initiated and extended by the City to the PMA and that each party has had a full and fair opportunity to revise the provisions of this Second Amendment and to have such provisions



City of Elk Grove
Elk Grove Police Managers' Association
Re: Memorandum of Understanding C-22-343

reviewed by legal counsel. Therefore, any ambiguities in construing or interpreting this Second Amendment shall not be resolved against the drafting party.

AGREED to this 31st day of July, 2023, by the parties as follows.

FOR CITY

FOR PMA

By: _____
Jason Behrmann, City Manager

By: James Fuller 7/31/2023 | 6:45 PM PDT
James Fuller, President

By: Melissa Rojas 7/31/2023 | 6:44 PM PDT
Melissa Rojas, Human Resources Director

By: Michael Press 8/1/2023 | 12:01 PM PDT
Michael Press, Vice President

By: Carlos Vina 8/1/2023 | 10:58 AM PDT
Carlos Vina, Treasurer

APPROVED AS TO FORM:

APPROVED AS TO FORM:

By: Jonathan P. Hobbs 7/31/2023 | 6:43 PM PDT
Jonathan P. Hobbs, City Attorney

By: Tim Talbot 7/31/2023 | 8:51 PM PDT
Counsel for PMA

ATTEST:

By: _____
Jason Lindgren, City Clerk

Date _____



City of Elk Grove
Elk Grove Police Managers' Association
Re: Memorandum of Understanding C-22-343

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EXHIBIT B

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
911 CALL TAKER	POA	CT	hourly	25.86	27.15	28.51	29.94	31.43	33.00	34.65
			bi-weekly	2,069	2,172	2,281	2,395	2,515	2,640	2,772
			monthly	4,482	4,706	4,942	5,189	5,448	5,721	6,007
			annual	53,787	56,477	59,300	62,265	65,379	68,647	72,080
ACCOUNTANT	NON	91	hourly	36.55	38.37	40.29	42.31	44.43	46.65	48.98
			bi-weekly	2,924	3,070	3,223	3,385	3,554	3,732	3,919
			monthly	6,335	6,651	6,984	7,334	7,700	8,086	8,490
			annual	76,015	79,817	83,810	88,003	92,405	97,027	101,881
ACCOUNTING MANAGER	NON	137	hourly	57.82	60.71	63.74	66.93	70.28	73.79	77.49
			bi-weekly	4,625	4,857	5,100	5,355	5,622	5,904	6,199
			monthly	10,021	10,523	11,049	11,602	12,182	12,791	13,431
			annual	120,257	126,272	132,588	139,219	146,182	153,493	161,170
ACCOUNTING TECHNICIAN	NON	61	hourly	27.09	28.44	29.87	31.36	32.93	34.58	36.31
			bi-weekly	2,167	2,276	2,389	2,509	2,634	2,766	2,905
			monthly	4,695	4,930	5,177	5,436	5,708	5,994	6,293
			annual	56,344	59,163	62,123	65,232	68,495	71,922	75,520
ADMINISTRATIVE ANALYST I	NON	92	hourly	36.91	38.76	40.70	42.73	44.87	47.12	49.47
			bi-weekly	2,953	3,101	3,256	3,419	3,590	3,769	3,958
			monthly	6,398	6,718	7,054	7,407	7,778	8,167	8,575
			annual	76,777	80,618	84,651	88,885	93,331	98,000	102,902
ADMINISTRATIVE ANALYST II	NON	102	hourly	40.78	42.82	44.97	47.22	49.58	52.06	54.66
			bi-weekly	3,263	3,426	3,597	3,777	3,966	4,165	4,373
			monthly	7,069	7,423	7,794	8,184	8,593	9,023	9,475
			annual	84,831	89,074	93,530	98,209	103,121	108,279	113,695
ADMINISTRATIVE ASSISTANT	NON	57	hourly	26.03	27.33	28.70	30.13	31.64	33.22	34.89
			bi-weekly	2,082	2,186	2,296	2,411	2,531	2,658	2,791
			monthly	4,511	4,737	4,974	5,223	5,484	5,759	6,047
			annual	54,137	56,846	59,691	62,677	65,813	69,106	72,563
ANIMAL CARE ASSISTANT	NON	25	hourly	18.90	19.85	20.84	21.89	22.98	24.13	25.34
			bi-weekly	1,512	1,588	1,667	1,751	1,838	1,931	2,027
			monthly	3,277	3,441	3,613	3,794	3,983	4,183	4,392
			annual	39,318	41,286	43,353	45,522	47,800	50,193	52,704

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ANIMAL CARE SPECIALIST	NON	39	hourly	21.74	22.83	23.97	25.17	26.43	27.76	29.14
			bi-weekly	1,739	1,827	1,918	2,014	2,115	2,221	2,332
			monthly	3,769	3,957	4,156	4,363	4,582	4,811	5,052
			annual	45,226	47,489	49,866	52,361	54,981	57,733	60,621
ANIMAL CARE SUPERVISOR-KENNEL	NON	68	hourly	29.05	30.50	32.03	33.63	35.31	37.08	38.94
			bi-weekly	2,324	2,440	2,562	2,691	2,825	2,966	3,115
			monthly	5,035	5,287	5,552	5,830	6,121	6,427	6,749
			annual	60,423	63,446	66,621	69,954	73,454	77,128	80,987
ANIMAL SERVICES OFFICER	POA	AGP	hourly	26.20	27.51	28.89	30.33	31.85	33.44	35.11
			bi-weekly	2,096	2,201	2,311	2,426	2,548	2,675	2,809
			monthly	4,541	4,768	5,007	5,257	5,520	5,796	6,086
			annual	54,495	57,220	60,081	63,084	66,240	69,551	73,029
ANIMAL SERVICES MANAGER	NON	132	hourly	55.01	57.76	60.65	63.68	66.86	70.21	73.72
			bi-weekly	4,400	4,621	4,852	5,094	5,349	5,617	5,898
			monthly	9,534	10,011	10,512	11,038	11,590	12,169	12,778
			annual	114,411	120,133	126,142	132,451	139,076	146,032	153,335
ANIMAL SERVICES SUPERVISOR	NON	84	hourly	34.08	35.79	37.58	39.45	41.43	43.50	45.68
			bi-weekly	2,726	2,863	3,006	3,156	3,314	3,480	3,654
			monthly	5,907	6,203	6,513	6,839	7,181	7,540	7,917
			annual	70,886	74,433	78,156	82,066	86,172	90,482	95,008
ANIMAL SERVICES VOLUNTEER/EVENTS COORDINATOR	NON	68	hourly	29.05	30.50	32.03	33.63	35.31	37.08	38.94
			bi-weekly	2,324	2,440	2,562	2,691	2,825	2,966	3,115
			monthly	5,035	5,287	5,552	5,830	6,121	6,427	6,749
			annual	60,423	63,446	66,621	69,954	73,454	77,128	80,987
ASSISTANT CHIEF OF POLICE	NON	186	hourly	94.21	98.92	103.86	109.06	114.51	120.24	126.25
			bi-weekly	7,537	7,913	8,309	8,725	9,161	9,619	10,100
			monthly	16,329	17,146	18,003	18,904	19,849	20,842	21,884
			annual	195,950	205,749	216,039	226,843	238,187	250,098	262,605
ASSISTANT CITY ATTORNEY	NON	178	hourly	86.99	91.34	95.91	100.71	105.74	111.03	116.58
			bi-weekly	6,959	7,307	7,673	8,056	8,459	8,882	9,327
			monthly	15,078	15,833	16,624	17,456	18,329	19,245	20,208
			annual	180,941	189,990	199,491	209,468	219,943	230,943	242,492

CITY OF ELK GROVE - SALARY SCHEDULE

EFFECTIVE: 7/2/2023

ALL CLASSES

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ASSISTANT CITY CLERK	NON	107	hourly	42.87	45.01	47.27	49.63	52.11	54.72	57.46
			bi-weekly	3,430	3,601	3,781	3,970	4,169	4,378	4,596
			monthly	7,431	7,802	8,193	8,603	9,033	9,485	9,959
			annual	89,169	93,629	98,313	103,230	108,394	113,815	119,508
ASSISTANT CITY MANAGER	NON	189	hourly	97.06	101.92	107.02	112.37	117.99	123.89	130.08
			bi-weekly	7,765	8,153	8,561	8,989	9,439	9,911	10,407
			monthly	16,825	17,666	18,549	19,477	20,451	21,474	22,548
			annual	201,894	211,990	222,592	233,723	245,412	257,684	270,571
ASSISTANT DEVELOPMENT SERVICES DIRECTOR	NON	149	hourly	65.16	68.42	71.84	75.44	79.21	83.17	87.33
			bi-weekly	5,213	5,474	5,747	6,035	6,337	6,654	6,986
			monthly	11,295	11,860	12,453	13,075	13,729	14,416	15,137
			annual	135,535	142,314	149,431	156,905	164,752	172,992	181,644
ASSISTANT ENGINEER	NON	101	hourly	40.38	42.40	44.52	46.75	49.09	51.54	54.12
			bi-weekly	3,230	3,392	3,562	3,740	3,927	4,123	4,330
			monthly	6,999	7,349	7,717	8,103	8,508	8,934	9,381
			annual	83,989	88,190	92,602	97,234	102,098	107,205	112,567
ASSISTANT PLANNER	NON	82	hourly	33.41	35.08	36.83	38.68	40.61	42.64	44.77
			bi-weekly	2,673	2,806	2,947	3,094	3,249	3,411	3,582
			monthly	5,791	6,080	6,384	6,704	7,039	7,391	7,761
			annual	69,486	72,962	76,612	80,445	84,469	88,694	93,131
ASSOCIATE CIVIL ENGINEER	NON	116	hourly	46.90	49.24	51.70	54.29	57.01	59.86	62.85
			bi-weekly	3,752	3,939	4,136	4,343	4,560	4,789	5,028
			monthly	8,129	8,535	8,962	9,410	9,881	10,375	10,894
			annual	97,542	102,421	107,544	112,923	118,571	124,502	130,729
ASSOCIATE PLANNER	NON	97	hourly	38.80	40.74	42.78	44.92	47.17	49.53	52.00
			bi-weekly	3,104	3,259	3,422	3,594	3,773	3,962	4,160
			monthly	6,725	7,062	7,415	7,786	8,175	8,584	9,014
			annual	80,704	84,741	88,980	93,431	98,105	103,012	108,165
BUDGET MANAGER	NON	136	hourly	57.24	60.11	63.11	66.27	69.58	73.06	76.72
			bi-weekly	4,579	4,808	5,049	5,302	5,567	5,845	6,137
			monthly	9,922	10,418	10,939	11,487	12,061	12,664	13,298
			annual	119,065	125,020	131,273	137,839	144,733	151,971	159,572

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
CAPTAIN	PMA	BFA	hourly	79.98	83.98	88.18	92.59	97.22	102.08	107.19
			bi-weekly	6,399	6,719	7,055	7,407	7,778	8,167	8,575
			monthly	13,864	14,557	15,285	16,049	16,852	17,694	18,579
			annual	166,366	174,684	183,418	192,589	202,219	212,329	222,945
CHIEF INFORMATION OFFICER	NON	168	hourly	78.74	82.68	86.82	91.16	95.72	100.50	105.53
			bi-weekly	6,299	6,614	6,945	7,293	7,657	8,040	8,442
			monthly	13,649	14,331	15,048	15,801	16,591	17,420	18,292
			annual	163,784	171,975	180,576	189,607	199,089	209,045	219,500
CHIEF OF POLICE	NON	191	hourly	99.02	103.97	109.17	114.63	120.36	126.38	132.70
			bi-weekly	3,961	4,159	4,367	4,585	4,814	5,055	5,308
			monthly	17,163	18,021	18,922	19,868	20,862	21,905	23,001
			annual	205,952	216,251	227,066	238,421	250,345	262,864	276,010
CITY ATTORNEY	CONTRACT		annual	305,196.83	Effective June 30, 2023					
CITY CLERK	CONTRACT		annual	155,881.01	Effective March 12, 2023					
CITY COUNCIL MEMBER/MAYOR	ELECTED		monthly	800.00						
CITY MANAGER	CONTRACT		annual	295,191.33	Effective January 1, 2023					
CODE ENFORCEMENT OFFICER I	NON	68	hourly	29.05	30.50	32.03	33.63	35.31	37.08	38.94
			bi-weekly	2,324	2,440	2,562	2,691	2,825	2,966	3,115
			monthly	5,035	5,287	5,552	5,830	6,121	6,427	6,749
			annual	60,423	63,446	66,621	69,954	73,454	77,128	80,987
CODE ENFORCEMENT OFFICER II	NON	78	hourly	32.10	33.71	35.39	37.16	39.02	40.97	43.02
			bi-weekly	2,568	2,696	2,831	2,973	3,122	3,278	3,442
			monthly	5,564	5,842	6,135	6,441	6,764	7,102	7,457
			annual	66,766	70,107	73,614	77,297	81,164	85,224	89,487
CODE ENFORCEMENT MANAGER	NON	122	hourly	49.79	52.28	54.89	57.64	60.52	63.55	66.73
			bi-weekly	3,983	4,182	4,391	4,611	4,842	5,084	5,338
			monthly	8,630	9,061	9,515	9,990	10,490	11,015	11,566
			annual	103,555	108,735	114,174	119,884	125,881	132,177	138,788
COMMUNICATIONS BUREAU MANAGER	NON	124	hourly	50.79	53.33	56.00	58.80	61.74	64.83	68.07
			bi-weekly	4,063	4,266	4,480	4,704	4,939	5,186	5,445
			monthly	8,803	9,244	9,706	10,192	10,701	11,237	11,799
			annual	105,641	110,925	116,473	122,299	128,416	134,838	141,582

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
COMMUNITY CENTER ATTENDANT	NON	17	hourly	17.45	18.32	19.24	20.20	21.21	22.28	23.39
			bi-weekly	1,396	1,466	1,539	1,616	1,697	1,782	1,871
			monthly	3,025	3,176	3,335	3,502	3,677	3,861	4,054
			annual	36,294	38,111	40,018	42,021	44,124	46,333	48,651
COMMUNITY CENTER COORDINATOR	NON	97	hourly	38.80	40.74	42.78	44.92	47.17	49.53	52.00
			bi-weekly	3,104	3,259	3,422	3,594	3,773	3,962	4,160
			monthly	6,725	7,062	7,415	7,786	8,175	8,584	9,014
			annual	80,704	84,741	88,980	93,431	98,105	103,012	108,165
COMMUNITY ENGAGEMENT AND GOVERNMENT RELATIONS MANAGER	NON	129	hourly	53.38	56.05	58.86	61.80	64.89	68.14	71.55
			bi-weekly	4,271	4,484	4,709	4,944	5,191	5,451	5,724
			monthly	9,253	9,716	10,202	10,712	11,248	11,811	12,402
			annual	111,040	116,594	122,426	128,549	134,978	141,729	148,818
COMMUNITY EVENTS AND PROJECTS COORDINATOR	NON	92	hourly	36.91	38.76	40.70	42.73	44.87	47.12	49.47
			bi-weekly	2,953	3,101	3,256	3,419	3,590	3,769	3,958
			monthly	6,398	6,718	7,054	7,407	7,778	8,167	8,575
			annual	76,777	80,618	84,651	88,885	93,331	98,000	102,902
COMMUNITY EVENT CENTER MANAGER	NON	132	hourly	55.01	57.76	60.65	63.68	66.86	70.21	73.72
			bi-weekly	4,400	4,621	4,852	5,094	5,349	5,617	5,898
			monthly	9,534	10,011	10,512	11,038	11,590	12,169	12,778
			annual	114,411	120,133	126,142	132,451	139,076	146,032	153,335
COMMUNITY EVENTS PROGRAM MANAGER	NON	112	hourly	45.06	47.32	49.68	52.17	54.78	57.52	60.39
			bi-weekly	3,605	3,785	3,975	4,173	4,382	4,601	4,831
			monthly	7,811	8,201	8,612	9,042	9,495	9,970	10,468
			annual	93,728	98,416	103,339	108,508	113,935	119,634	125,618
COMMUNITY EVENTS SPECIALIST	NON	67	hourly	28.76	30.20	31.71	33.30	34.96	36.71	38.55
			bi-weekly	2,301	2,416	2,537	2,664	2,797	2,937	3,084
			monthly	4,985	5,235	5,497	5,772	6,060	6,364	6,682
			annual	59,823	62,816	65,959	69,259	72,724	76,362	80,182
COMMUNITY SERVICES OFFICER	NON	61	hourly	27.09	28.44	29.87	31.36	32.93	34.58	36.31
			bi-weekly	2,167	2,276	2,389	2,509	2,634	2,766	2,905
			monthly	4,695	4,930	5,177	5,436	5,708	5,994	6,293
			annual	56,344	59,163	62,123	65,232	68,495	71,922	75,520
COUNCIL ASSISTANT			hourly	15.50						

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
CRIME ANALYST	NON	102	hourly	40.78	42.82	44.97	47.22	49.58	52.06	54.66
			bi-weekly	3,263	3,426	3,597	3,777	3,966	4,165	4,373
			monthly	7,069	7,423	7,794	8,184	8,593	9,023	9,475
			annual	84,831	89,074	93,530	98,209	103,121	108,279	113,695
CUSTOMER SERVICE SPECIALIST	NON	47	hourly	23.55	24.73	25.97	27.27	28.63	30.07	31.57
			bi-weekly	1,884	1,979	2,078	2,182	2,291	2,405	2,526
			monthly	4,083	4,287	4,501	4,727	4,963	5,211	5,472
			annual	48,990	51,442	54,016	56,719	59,557	62,537	65,666
CUSTOMER SERVICE SUPERVISOR	NON	71	hourly	29.93	31.43	33.00	34.65	36.39	38.21	40.12
			bi-weekly	2,395	2,514	2,640	2,772	2,911	3,057	3,210
			monthly	5,188	5,448	5,721	6,007	6,307	6,623	6,954
			annual	62,260	65,375	68,646	72,080	75,687	79,473	83,449
DEPUTY CITY ATTORNEY	NON	139	hourly	58.98	61.93	65.03	68.28	71.69	75.28	79.05
			bi-weekly	4,718	4,954	5,202	5,462	5,736	6,022	6,324
			monthly	10,223	10,735	11,271	11,835	12,427	13,049	13,701
			annual	122,679	128,815	135,257	142,022	149,125	156,584	164,415
DEPUTY CITY CLERK/RECORDS MANAGER	NON	82	hourly	33.41	35.08	36.83	38.68	40.61	42.64	44.77
			bi-weekly	2,673	2,806	2,947	3,094	3,249	3,411	3,582
			monthly	5,791	6,080	6,384	6,704	7,039	7,391	7,761
			annual	69,486	72,962	76,612	80,445	84,469	88,694	93,131
DEPUTY CITY MANAGER	NON	175	hourly	84.43	88.65	93.09	97.74	102.63	107.76	113.15
			bi-weekly	6,754	7,092	7,447	7,819	8,210	8,621	9,052
			monthly	14,634	15,366	16,135	16,942	17,789	18,679	19,613
			annual	175,613	184,396	193,618	203,301	213,468	224,143	235,352
DEPUTY PUBLIC WORKS DIRECTOR/CITY ENGINEER	NON	159	hourly	71.99	75.59	79.37	83.34	87.51	91.88	96.48
			bi-weekly	5,759	6,047	6,350	6,667	7,001	7,351	7,718
			monthly	12,478	13,102	13,757	14,445	15,168	15,926	16,723
			annual	149,736	157,225	165,089	173,345	182,014	191,117	200,675
DEPUTY PUBLIC WORKS DIRECTOR-OPERATIONS	NON	154	hourly	68.49	71.92	75.51	79.29	83.25	87.42	91.79
			bi-weekly	5,479	5,753	6,041	6,343	6,660	6,993	7,343
			monthly	11,872	12,465	13,089	13,743	14,431	15,152	15,910
			annual	142,459	149,584	157,065	164,921	173,169	181,829	190,923

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
DEVELOPMENT SERVICES DIRECTOR	NON	169	hourly	79.53	83.51	87.68	92.07	96.67	101.51	106.59
			bi-weekly	6,362	6,681	7,015	7,366	7,734	8,121	8,527
			monthly	13,785	14,475	15,199	15,959	16,757	17,595	18,475
			annual	165,424	173,697	182,384	191,505	201,082	211,138	221,697
DIRECTOR OF STRATEGIC PLANNING AND INNOVATION	NON	164	hourly	75.67	79.45	83.42	87.60	91.98	96.58	101.41
			bi-weekly	6,053	6,356	6,674	7,008	7,358	7,726	8,113
			monthly	13,115	13,771	14,460	15,183	15,943	16,740	17,577
			annual	157,385	165,256	173,521	182,199	191,311	200,879	210,925
DISPATCH SUPERVISOR	POA	PD	hourly	41.84	43.93	46.13	48.43	50.85	53.40	56.07
			bi-weekly	3,347	3,514	3,690	3,874	4,068	4,272	4,485
			monthly	7,252	7,614	7,995	8,395	8,814	9,255	9,718
			annual	87,020	91,371	95,940	100,736	105,773	111,062	116,616
DISPATCHER	POA	PE	hourly	32.33	33.94	35.64	37.42	39.29	41.26	43.32
			bi-weekly	2,586	2,716	2,851	2,994	3,144	3,301	3,466
			monthly	5,603	5,884	6,178	6,487	6,811	7,152	7,509
			annual	67,241	70,604	74,134	77,840	81,731	85,818	90,109
DRAINAGE AND COLLECTION SUPERVISOR	NON	103	hourly	41.19	43.25	45.42	47.69	50.07	52.58	55.21
			bi-weekly	3,295	3,460	3,633	3,815	4,006	4,206	4,417
			monthly	7,140	7,497	7,872	8,266	8,680	9,114	9,570
			annual	85,681	89,967	94,468	99,193	104,155	109,365	114,835
ECONOMIC DEVELOPMENT DIRECTOR	NON	164	hourly	75.67	79.45	83.42	87.60	91.98	96.58	101.41
			bi-weekly	6,053	6,356	6,674	7,008	7,358	7,726	8,113
			monthly	13,115	13,771	14,460	15,183	15,943	16,740	17,577
			annual	157,385	165,256	173,521	182,199	191,311	200,879	210,925
ECONOMIC DEVELOPMENT PROGRAM MANAGER	NON	129	hourly	53.38	56.05	58.86	61.80	64.89	68.14	71.55
			bi-weekly	4,271	4,484	4,709	4,944	5,191	5,451	5,724
			monthly	9,253	9,716	10,202	10,712	11,248	11,811	12,402
			annual	111,040	116,594	122,426	128,549	134,978	141,729	148,818
ECONOMIC DEVELOPMENT SPECIALIST	NON	95	hourly	38.03	39.94	41.93	44.03	46.23	48.55	50.98
			bi-weekly	3,043	3,195	3,355	3,523	3,699	3,884	4,078
			monthly	6,592	6,922	7,269	7,632	8,014	8,415	8,836
			annual	79,109	83,067	87,222	91,586	96,167	100,977	106,028

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ENGINEERING TECHNICIAN I	NON	68	hourly	29.05	30.50	32.03	33.63	35.31	37.08	38.94
			bi-weekly	2,324	2,440	2,562	2,691	2,825	2,966	3,115
			monthly	5,035	5,287	5,552	5,830	6,121	6,427	6,749
			annual	60,423	63,446	66,621	69,954	73,454	77,128	80,987
ENGINEERING TECHNICIAN II	NON	82	hourly	33.41	35.08	36.83	38.68	40.61	42.64	44.77
			bi-weekly	2,673	2,806	2,947	3,094	3,249	3,411	3,582
			monthly	5,791	6,080	6,384	6,704	7,039	7,391	7,761
			annual	69,486	72,962	76,612	80,445	84,469	88,694	93,131
ENVIRONMENTAL SPECIALIST	NON	93	hourly	37.28	39.15	41.11	43.16	45.32	47.59	49.97
			bi-weekly	2,983	3,132	3,288	3,453	3,626	3,807	3,997
			monthly	6,462	6,786	7,125	7,481	7,856	8,249	8,661
			annual	77,547	81,426	85,499	89,776	94,267	98,983	103,934
EXECUTIVE ADMINISTRATIVE ASSISTANT	NON	86	hourly	34.77	36.51	38.33	40.25	42.26	44.38	46.60
			bi-weekly	2,781	2,921	3,067	3,220	3,381	3,550	3,728
			monthly	6,026	6,328	6,644	6,977	7,326	7,692	8,077
			annual	72,315	75,933	79,732	83,720	87,909	92,306	96,923
FACILITIES AND FLEET MANAGER	NON	127	hourly	52.33	54.95	57.70	60.58	63.61	66.79	70.13
			bi-weekly	4,186	4,396	4,616	4,847	5,089	5,344	5,611
			monthly	9,071	9,524	10,001	10,501	11,026	11,578	12,157
			annual	108,848	114,292	120,009	126,011	132,314	138,932	145,880
FACILITIES TECHNICIAN	NON	62	hourly	27.36	28.73	30.17	31.68	33.26	34.93	36.67
			bi-weekly	2,189	2,298	2,413	2,534	2,661	2,794	2,934
			monthly	4,742	4,980	5,229	5,491	5,765	6,054	6,357
			annual	56,909	59,757	62,747	65,886	69,183	72,644	76,278
FINANCE AND BUDGET ANALYST I	NON	92	hourly	36.91	38.76	40.70	42.73	44.87	47.12	49.47
			bi-weekly	2,953	3,101	3,256	3,419	3,590	3,769	3,958
			monthly	6,398	6,718	7,054	7,407	7,778	8,167	8,575
			annual	76,777	80,618	84,651	88,885	93,331	98,000	102,902
FINANCE AND BUDGET ANALYST II	NON	102	hourly	40.78	42.82	44.97	47.22	49.58	52.06	54.66
			bi-weekly	3,263	3,426	3,597	3,777	3,966	4,165	4,373
			monthly	7,069	7,423	7,794	8,184	8,593	9,023	9,475
			annual	84,831	89,074	93,530	98,209	103,121	108,279	113,695

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
FINANCE DIRECTOR	NON	172	hourly	81.94	86.04	90.34	94.86	99.61	104.59	109.82
			bi-weekly	6,555	6,883	7,228	7,589	7,969	8,367	8,786
			monthly	14,204	14,914	15,660	16,443	17,265	18,129	19,035
			annual	170,442	178,967	187,917	197,315	207,183	217,544	228,423
FINANCE MANAGER	NON	124	hourly	50.79	53.33	56.00	58.80	61.74	64.83	68.07
			bi-weekly	4,063	4,266	4,480	4,704	4,939	5,186	5,445
			monthly	8,803	9,244	9,706	10,192	10,701	11,237	11,799
			annual	105,641	110,925	116,473	122,299	128,416	134,838	141,582
FORENSIC INVESTIGATOR	POA	PG	hourly	33.36	35.02	36.78	38.61	40.54	42.57	44.70
			bi-weekly	2,668	2,802	2,942	3,089	3,244	3,406	3,576
			monthly	5,782	6,071	6,374	6,693	7,028	7,379	7,748
			annual	69,380	72,849	76,492	80,317	84,332	88,549	92,977
GIS ANALYST	NON	94	hourly	37.66	39.54	41.52	43.59	45.78	48.06	50.47
			bi-weekly	3,012	3,163	3,321	3,488	3,662	3,845	4,038
			monthly	6,527	6,854	7,196	7,556	7,934	8,331	8,748
			annual	78,324	82,242	86,357	90,676	95,212	99,975	104,976
GIS SYSTEM ADMINISTRATOR	NON	114	hourly	45.97	48.27	50.68	53.22	55.88	58.68	61.61
			bi-weekly	3,678	3,861	4,055	4,257	4,470	4,694	4,929
			monthly	7,968	8,367	8,785	9,224	9,686	10,170	10,679
			annual	95,616	100,398	105,420	110,693	116,230	122,044	128,148
GRAPHICS AND MULTIMEDIA PROGRAM MANAGER	NON	122	hourly	49.79	52.28	54.89	57.64	60.52	63.55	66.73
			bi-weekly	3,983	4,182	4,391	4,611	4,842	5,084	5,338
			monthly	8,630	9,061	9,515	9,990	10,490	11,015	11,566
			annual	103,555	108,735	114,174	119,884	125,881	132,177	138,788
HOMELESS SERVICES NAVIGATOR	NON	61	hourly	27.09	28.44	29.87	31.36	32.93	34.58	36.31
			bi-weekly	2,167	2,276	2,389	2,509	2,634	2,766	2,905
			monthly	4,695	4,930	5,177	5,436	5,708	5,994	6,293
			annual	56,344	59,163	62,123	65,232	68,495	71,922	75,520
HOUSING AND PUBLIC SERVICES MANAGER	NON	132	hourly	55.01	57.76	60.65	63.68	66.86	70.21	73.72
			bi-weekly	4,400	4,621	4,852	5,094	5,349	5,617	5,898
			monthly	9,534	10,011	10,512	11,038	11,590	12,169	12,778
			annual	114,411	120,133	126,142	132,451	139,076	146,032	153,335

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
HUMAN RESOURCES ANALYST	NON	102	hourly	40.78	42.82	44.97	47.22	49.58	52.06	54.66
			bi-weekly	3,263	3,426	3,597	3,777	3,966	4,165	4,373
			monthly	7,069	7,423	7,794	8,184	8,593	9,023	9,475
			annual	84,831	89,074	93,530	98,209	103,121	108,279	113,695
HUMAN RESOURCES DIRECTOR	NON	169	hourly	79.53	83.51	87.68	92.07	96.67	101.51	106.59
			bi-weekly	6,362	6,681	7,015	7,366	7,734	8,121	8,527
			monthly	13,785	14,475	15,199	15,959	16,757	17,595	18,475
			annual	165,424	173,697	182,384	191,505	201,082	211,138	221,697
HUMAN RESOURCES SPECIALIST	NON	72	hourly	30.23	31.75	33.33	35.00	36.75	38.59	40.52
			bi-weekly	2,419	2,540	2,667	2,800	2,940	3,087	3,242
			monthly	5,240	5,503	5,778	6,067	6,371	6,689	7,024
			annual	62,885	66,031	69,335	72,804	76,446	80,270	84,286
IT ADMINISTRATOR	NON	143	hourly	61.38	64.45	67.67	71.06	74.61	78.34	82.26
			bi-weekly	4,910	5,156	5,414	5,685	5,969	6,267	6,581
			monthly	10,639	11,171	11,730	12,317	12,933	13,579	14,258
			annual	127,668	134,054	140,758	147,798	155,190	162,952	171,101
IT ANALYST	NON	97	hourly	38.80	40.74	42.78	44.92	47.17	49.53	52.00
			bi-weekly	3,104	3,259	3,422	3,594	3,773	3,962	4,160
			monthly	6,725	7,062	7,415	7,786	8,175	8,584	9,014
			annual	80,704	84,741	88,980	93,431	98,105	103,012	108,165
LANDSCAPE MAINTENANCE SUPERVISOR	NON	102	hourly	40.78	42.82	44.97	47.22	49.58	52.06	54.66
			bi-weekly	3,263	3,426	3,597	3,777	3,966	4,165	4,373
			monthly	7,069	7,423	7,794	8,184	8,593	9,023	9,475
			annual	84,831	89,074	93,530	98,209	103,121	108,279	113,695
LIEUTENANT	PMA	BAA	hourly	68.99	72.44	76.07	79.87	83.86	88.06	92.46
			bi-weekly	5,520	5,796	6,085	6,390	6,709	7,045	7,397
			monthly	11,959	12,557	13,185	13,844	14,536	15,263	16,026
			annual	143,509	150,685	158,219	166,130	174,436	183,158	192,315
LEGAL EXECUTIVE ADMINISTRATIVE ASSISTANT	NON	82	hourly	33.41	35.08	36.83	38.68	40.61	42.64	44.77
			bi-weekly	2,673	2,806	2,947	3,094	3,249	3,411	3,582
			monthly	5,791	6,080	6,384	6,704	7,039	7,391	7,761
			annual	69,486	72,962	76,612	80,445	84,469	88,694	93,131

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
MAINTENANCE SPECIALIST	NON	70	hourly	29.64	31.12	32.68	34.31	36.03	37.83	39.72
			bi-weekly	2,371	2,489	2,614	2,745	2,882	3,026	3,178
			monthly	5,137	5,394	5,664	5,947	6,245	6,557	6,885
			annual	61,642	64,726	67,964	71,365	74,935	78,684	82,620
MAINTENANCE TECHNICIAN I	NON	53	hourly	25.01	26.26	27.57	28.95	30.40	31.92	33.52
			bi-weekly	2,001	2,101	2,206	2,316	2,432	2,554	2,682
			monthly	4,335	4,552	4,779	5,019	5,270	5,533	5,810
			annual	52,017	54,620	57,353	60,223	63,236	66,400	69,722
MAINTENANCE TECHNICIAN II	NON	62	hourly	27.36	28.73	30.17	31.68	33.26	34.93	36.67
			bi-weekly	2,189	2,298	2,413	2,534	2,661	2,794	2,934
			monthly	4,742	4,980	5,229	5,491	5,765	6,054	6,357
			annual	56,909	59,757	62,747	65,886	69,183	72,644	76,278
MANAGEMENT ANALYST	NON	112	hourly	45.06	47.32	49.68	52.17	54.78	57.52	60.39
			bi-weekly	3,605	3,785	3,975	4,173	4,382	4,601	4,831
			monthly	7,811	8,201	8,612	9,042	9,495	9,970	10,468
			annual	93,728	98,416	103,339	108,508	113,935	119,634	125,618
MENTAL HEALTH CLINICIAN	NON	112	hourly	45.06	47.32	49.68	52.17	54.78	57.52	60.39
			bi-weekly	3,605	3,785	3,975	4,173	4,382	4,601	4,831
			monthly	7,811	8,201	8,612	9,042	9,495	9,970	10,468
			annual	93,728	98,416	103,339	108,508	113,935	119,634	125,618
MULTIMEDIA SPECIALIST	NON	92	hourly	36.91	38.76	40.70	42.73	44.87	47.12	49.47
			bi-weekly	2,953	3,101	3,256	3,419	3,590	3,769	3,958
			monthly	6,398	6,718	7,054	7,407	7,778	8,167	8,575
			annual	76,777	80,618	84,651	88,885	93,331	98,000	102,902
NETWORK ENGINEER	NON	115	hourly	46.43	48.75	51.19	53.75	56.44	59.26	62.23
			bi-weekly	3,714	3,900	4,095	4,300	4,515	4,741	4,978
			monthly	8,048	8,450	8,873	9,317	9,783	10,272	10,786
			annual	96,574	101,405	106,477	111,803	117,395	123,267	129,432
OPERATIONS SUPERVISOR	NON	127	hourly	52.33	54.95	57.70	60.58	63.61	66.79	70.13
			bi-weekly	4,186	4,396	4,616	4,847	5,089	5,344	5,611
			monthly	9,071	9,524	10,001	10,501	11,026	11,578	12,157
			annual	108,848	114,292	120,009	126,011	132,314	138,932	145,880

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
PARALEGAL	NON	82	hourly	33.41	35.08	36.83	38.68	40.61	42.64	44.77
			bi-weekly	2,673	2,806	2,947	3,094	3,249	3,411	3,582
			monthly	5,791	6,080	6,384	6,704	7,039	7,391	7,761
			annual	69,486	72,962	76,612	80,445	84,469	88,694	93,131
PAYROLL TECHNICIAN	NON	68	hourly	29.05	30.50	32.03	33.63	35.31	37.08	38.94
			bi-weekly	2,324	2,440	2,562	2,691	2,825	2,966	3,115
			monthly	5,035	5,287	5,552	5,830	6,121	6,427	6,749
			annual	60,423	63,446	66,621	69,954	73,454	77,128	80,987
PERMIT PROCESSING COORDINATOR	NON	92	hourly	36.91	38.76	40.70	42.73	44.87	47.12	49.47
			bi-weekly	2,953	3,101	3,256	3,419	3,590	3,769	3,958
			monthly	6,398	6,718	7,054	7,407	7,778	8,167	8,575
			annual	76,777	80,618	84,651	88,885	93,331	98,000	102,902
PLANNING MANAGER	NON	135	hourly	56.68	59.51	62.49	65.61	68.89	72.34	75.96
			bi-weekly	4,534	4,761	4,999	5,249	5,511	5,787	6,077
			monthly	9,824	10,315	10,831	11,373	11,941	12,539	13,166
			annual	117,884	123,780	129,971	136,472	143,297	150,464	157,989
POLICE ADMINISTRATIVE MANAGER	NON	127	hourly	52.33	54.95	57.70	60.58	63.61	66.79	70.13
			bi-weekly	4,186	4,396	4,616	4,847	5,089	5,344	5,611
			monthly	9,071	9,524	10,001	10,501	11,026	11,578	12,157
			annual	108,848	114,292	120,009	126,011	132,314	138,932	145,880
POLICE EQUIPMENT/SUPPLY TECH	NON	49	hourly	24.03	25.23	26.49	27.82	29.21	30.67	32.21
			bi-weekly	1,922	2,018	2,119	2,226	2,337	2,454	2,577
			monthly	4,165	4,373	4,592	4,822	5,063	5,317	5,583
			annual	49,979	52,480	55,106	57,864	60,759	63,799	66,991
POLICE OFFICER	POA	PI	hourly	39.57	41.55	43.63	45.81	48.10	50.50	53.03
			bi-weekly	3,166	3,324	3,490	3,665	3,848	4,040	4,242
			monthly	6,859	7,202	7,562	7,940	8,337	8,754	9,192
			annual	82,308	86,424	90,744	95,281	100,045	105,048	110,300
POLICE RECRUIT	NON	72	hourly	30.23	31.75	33.33				
			bi-weekly	2,419	2,540	2,667				
			monthly	5,240	5,503	5,778				
			annual	62,885	66,031	69,335				

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
POLICE RECORDS MANAGER	NON	103	hourly	41.19	43.25	45.42	47.69	50.07	52.58	55.21
			bi-weekly	3,295	3,460	3,633	3,815	4,006	4,206	4,417
			monthly	7,140	7,497	7,872	8,266	8,680	9,114	9,570
			annual	85,681	89,967	94,468	99,193	104,155	109,365	114,835
POLICE RECORDS SUPERVISOR	NON	71	hourly	29.93	31.43	33.00	34.65	36.39	38.21	40.12
			bi-weekly	2,395	2,514	2,640	2,772	2,911	3,057	3,210
			monthly	5,188	5,448	5,721	6,007	6,307	6,623	6,954
			annual	62,260	65,375	68,646	72,080	75,687	79,473	83,449
POLICE RECORDS TECHNICIAN I	NON	42	hourly	22.41	23.53	24.70	25.94	27.24	28.60	30.03
			bi-weekly	1,792	1,882	1,976	2,075	2,179	2,288	2,403
			monthly	3,884	4,078	4,282	4,496	4,721	4,957	5,206
			annual	46,603	48,935	51,384	53,955	56,655	59,489	62,466
POLICE RECORDS TECHNICIAN II	NON	57	hourly	26.03	27.33	28.70	30.13	31.64	33.22	34.89
			bi-weekly	2,082	2,186	2,296	2,411	2,531	2,658	2,791
			monthly	4,511	4,737	4,974	5,223	5,484	5,759	6,047
			annual	54,137	56,846	59,691	62,677	65,813	69,106	72,563
POLICE SERGEANT	POA	PJ	hourly	50.38	52.90	55.54	58.32	61.24	64.30	67.51
			bi-weekly	4,030	4,232	4,443	4,666	4,899	5,144	5,401
			monthly	8,732	9,169	9,627	10,109	10,614	11,145	11,702
			annual	104,789	110,028	115,529	121,306	127,371	133,740	140,427
POLICE SERVICES ANALYST	NON	92	hourly	36.91	38.76	40.70	42.73	44.87	47.12	49.47
			bi-weekly	2,953	3,101	3,256	3,419	3,590	3,769	3,958
			monthly	6,398	6,718	7,054	7,407	7,778	8,167	8,575
			annual	76,777	80,618	84,651	88,885	93,331	98,000	102,902
POLICE SERVICES TECHNICIAN (BACKGROUND INVESTIGATOR)		PI	hourly	43.63						
POLICE VOLUNTEER COORDINATOR	NON	68	hourly	29.05	30.50	32.03	33.63	35.31	37.08	38.94
			bi-weekly	2,324	2,440	2,562	2,691	2,825	2,966	3,115
			monthly	5,035	5,287	5,552	5,830	6,121	6,427	6,749
			annual	60,423	63,446	66,621	69,954	73,454	77,128	80,987
PROPERTY AND EVIDENCE MANAGER	NON	103	hourly	41.19	43.25	45.42	47.69	50.07	52.58	55.21
			bi-weekly	3,295	3,460	3,633	3,815	4,006	4,206	4,417
			monthly	7,140	7,497	7,872	8,266	8,680	9,114	9,570
			annual	85,681	89,967	94,468	99,193	104,155	109,365	114,835

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
PROPERTY AND EVIDENCE TECHNICIAN I	NON	57	hourly	26.03	27.33	28.70	30.13	31.64	33.22	34.89
			bi-weekly	2,082	2,186	2,296	2,411	2,531	2,658	2,791
			monthly	4,511	4,737	4,974	5,223	5,484	5,759	6,047
			annual	54,137	56,846	59,691	62,677	65,813	69,106	72,563
PROPERTY AND EVIDENCE TECHNICIAN II	NON	71	hourly	29.93	31.43	33.00	34.65	36.39	38.21	40.12
			bi-weekly	2,395	2,514	2,640	2,772	2,911	3,057	3,210
			monthly	5,188	5,448	5,721	6,007	6,307	6,623	6,954
			annual	62,260	65,375	68,646	72,080	75,687	79,473	83,449
PUBLIC AFFAIRS MANAGER	NON	132	hourly	55.01	57.76	60.65	63.68	66.86	70.21	73.72
			bi-weekly	4,400	4,621	4,852	5,094	5,349	5,617	5,898
			monthly	9,534	10,011	10,512	11,038	11,590	12,169	12,778
			annual	114,411	120,133	126,142	132,451	139,076	146,032	153,335
PUBLIC WORKS DIRECTOR/CITY ENGINEER	NON	174	hourly	83.59	87.77	92.16	96.77	101.61	106.69	112.03
			bi-weekly	6,687	7,022	7,373	7,742	8,129	8,535	8,962
			monthly	14,489	15,214	15,975	16,774	17,613	18,493	19,418
			annual	173,872	182,568	191,699	201,285	211,352	221,921	233,020
PUBLIC WORKS DIVISION MANAGER-ENGINEERING	NON	144	hourly	61.99	65.09	68.35	71.77	75.36	79.13	83.08
			bi-weekly	4,960	5,208	5,468	5,742	6,029	6,330	6,647
			monthly	10,746	11,283	11,847	12,440	13,062	13,715	14,401
			annual	128,947	135,396	142,168	149,279	156,745	164,584	172,815
PUBLIC WORKS INSPECTOR I	NON	82	hourly	33.41	35.08	36.83	38.68	40.61	42.64	44.77
			bi-weekly	2,673	2,806	2,947	3,094	3,249	3,411	3,582
			monthly	5,791	6,080	6,384	6,704	7,039	7,391	7,761
			annual	69,486	72,962	76,612	80,445	84,469	88,694	93,131
PUBLIC WORKS INSPECTOR II	NON	88	hourly	35.47	37.24	39.11	41.06	43.12	45.27	47.54
			bi-weekly	2,837	2,979	3,128	3,285	3,449	3,622	3,803
			monthly	6,148	6,455	6,778	7,117	7,473	7,847	8,240
			annual	73,773	77,464	81,339	85,408	89,680	94,166	98,877
PURCHASING SPECIALIST	NON	68	hourly	29.05	30.50	32.03	33.63	35.31	37.08	38.94
			bi-weekly	2,324	2,440	2,562	2,691	2,825	2,966	3,115
			monthly	5,035	5,287	5,552	5,830	6,121	6,427	6,749
			annual	60,423	63,446	66,621	69,954	73,454	77,128	80,987

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
PURCHASING AND CONTRACTS MANAGER	NON	132	hourly	55.01	57.76	60.65	63.68	66.86	70.21	73.72
			bi-weekly	4,400	4,621	4,852	5,094	5,349	5,617	5,898
			monthly	9,534	10,011	10,512	11,038	11,590	12,169	12,778
			annual	114,411	120,133	126,142	132,451	139,076	146,032	153,335
REAL ESTATE MANAGER	NON	122	hourly	49.79	52.28	54.89	57.64	60.52	63.55	66.73
			bi-weekly	3,983	4,182	4,391	4,611	4,842	5,084	5,338
			monthly	8,630	9,061	9,515	9,990	10,490	11,015	11,566
			annual	103,555	108,735	114,174	119,884	125,881	132,177	138,788
REAL-TIME INFORMATION CENTER ANALYST	NON	102	hourly	40.78	42.82	44.97	47.22	49.58	52.06	54.66
			bi-weekly	3,263	3,426	3,597	3,777	3,966	4,165	4,373
			monthly	7,069	7,423	7,794	8,184	8,593	9,023	9,475
			annual	84,831	89,074	93,530	98,209	103,121	108,279	113,695
REAL-TIME INFORMATION CENTER MANAGER	NON	124	hourly	50.79	53.33	56.00	58.80	61.74	64.83	68.07
			bi-weekly	4,063	4,266	4,480	4,704	4,939	5,186	5,445
			monthly	8,803	9,244	9,706	10,192	10,701	11,237	11,799
			annual	105,641	110,925	116,473	122,299	128,416	134,838	141,582
REAL-TIME INFORMATION CENTER OPERATOR	NON	61	hourly	27.09	28.44	29.87	31.36	32.93	34.58	36.31
			bi-weekly	2,167	2,276	2,389	2,509	2,634	2,766	2,905
			monthly	4,695	4,930	5,177	5,436	5,708	5,994	6,293
			annual	56,344	59,163	62,123	65,232	68,495	71,922	75,520
REAL-TIME INFORMATION CENTER SPECIALIST	NON	81	hourly	33.08	34.73	36.47	38.29	40.21	42.22	44.33
			bi-weekly	2,646	2,778	2,917	3,063	3,217	3,377	3,546
			monthly	5,733	6,020	6,321	6,637	6,969	7,318	7,684
			annual	68,796	72,237	75,851	79,646	83,630	87,814	92,207
RECEPTIONIST	NON	32	hourly	20.27	21.29	22.35	23.47	24.65	25.88	27.18
			bi-weekly	1,622	1,703	1,788	1,878	1,972	2,070	2,174
			monthly	3,514	3,690	3,875	4,069	4,272	4,486	4,710
			annual	42,169	44,280	46,496	48,823	51,266	53,831	56,525
RECYCLING AND WASTE MANAGER	NON	130	hourly	53.92	56.62	59.45	62.42	65.54	68.82	72.26
			bi-weekly	4,314	4,529	4,756	4,994	5,244	5,506	5,781
			monthly	9,346	9,814	10,304	10,820	11,361	11,929	12,526
			annual	112,152	117,762	123,652	129,837	136,331	143,149	150,309

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
RECYCLING COORDINATOR I	NON	83	hourly	33.74	35.43	37.20	39.06	41.02	43.07	45.22
			bi-weekly	2,699	2,834	2,976	3,125	3,281	3,446	3,618
			monthly	5,849	6,141	6,448	6,771	7,110	7,465	7,839
			annual	70,183	73,694	77,380	81,251	85,316	89,584	94,065
RECYCLING COORDINATOR II	NON	93	hourly	37.28	39.15	41.11	43.16	45.32	47.59	49.97
			bi-weekly	2,983	3,132	3,288	3,453	3,626	3,807	3,997
			monthly	6,462	6,786	7,125	7,481	7,856	8,249	8,661
			annual	77,547	81,426	85,499	89,776	94,267	98,983	103,934
REGISTERED VETERINARY TECHNICIAN	NON	61	hourly	27.09	28.44	29.87	31.36	32.93	34.58	36.31
			bi-weekly	2,167	2,276	2,389	2,509	2,634	2,766	2,905
			monthly	4,695	4,930	5,177	5,436	5,708	5,994	6,293
			annual	56,344	59,163	62,123	65,232	68,495	71,922	75,520
RISK MANAGER	NON	129	hourly	53.38	56.05	58.86	61.80	64.89	68.14	71.55
			bi-weekly	4,271	4,484	4,709	4,944	5,191	5,451	5,724
			monthly	9,253	9,716	10,202	10,712	11,248	11,811	12,402
			annual	111,040	116,594	122,426	128,549	134,978	141,729	148,818
SECURITY OFFICER	NON	61	hourly	27.09	28.44	29.87	31.36	32.93	34.58	36.31
			bi-weekly	2,167	2,276	2,389	2,509	2,634	2,766	2,905
			monthly	4,695	4,930	5,177	5,436	5,708	5,994	6,293
			annual	56,344	59,163	62,123	65,232	68,495	71,922	75,520
SECURITY OFFICER (Y-RATED)	NON	61	hourly	38.17						
			bi-weekly	3,053						
			monthly	6,616						
			annual	79,386						
SR. ACCOUNTANT	NON	101	hourly	40.38	42.40	44.52	46.75	49.09	51.54	54.12
			bi-weekly	3,230	3,392	3,562	3,740	3,927	4,123	4,330
			monthly	6,999	7,349	7,717	8,103	8,508	8,934	9,381
			annual	83,989	88,190	92,602	97,234	102,098	107,205	112,567
SR. ACCOUNTING TECHNICIAN	NON	71	hourly	29.93	31.43	33.00	34.65	36.39	38.21	40.12
			bi-weekly	2,395	2,514	2,640	2,772	2,911	3,057	3,210
			monthly	5,188	5,448	5,721	6,007	6,307	6,623	6,954
			annual	62,260	65,375	68,646	72,080	75,687	79,473	83,449

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SR. ADMINISTRATIVE ASSISTANT	NON	72	hourly	30.23	31.75	33.33	35.00	36.75	38.59	40.52
			bi-weekly	2,419	2,540	2,667	2,800	2,940	3,087	3,242
			monthly	5,240	5,503	5,778	6,067	6,371	6,689	7,024
			annual	62,885	66,031	69,335	72,804	76,446	80,270	84,286
SR. ANIMAL CARE SPECIALIST	NON	53	hourly	25.01	26.26	27.57	28.95	30.40	31.92	33.52
			bi-weekly	2,001	2,101	2,206	2,316	2,432	2,554	2,682
			monthly	4,335	4,552	4,779	5,019	5,270	5,533	5,810
			annual	52,017	54,620	57,353	60,223	63,236	66,400	69,722
SR. ANIMAL SERVICES OFFICER	POA	PC	hourly	27.89	29.29	30.75	32.29	33.90	35.60	37.38
			bi-weekly	2,231	2,343	2,460	2,583	2,712	2,848	2,990
			monthly	4,835	5,076	5,330	5,596	5,876	6,170	6,479
			annual	58,014	60,914	63,960	67,157	70,515	74,041	77,744
SR. CIVIL ENGINEER	NON	131	hourly	54.46	57.18	60.04	63.05	66.20	69.51	72.99
			bi-weekly	4,357	4,575	4,804	5,044	5,296	5,561	5,839
			monthly	9,440	9,912	10,408	10,928	11,475	12,049	12,651
			annual	113,276	118,942	124,891	131,137	137,696	144,583	151,814
SR. CODE ENFORCEMENT OFFICER	NON	88	hourly	35.47	37.24	39.11	41.06	43.12	45.27	47.54
			bi-weekly	2,837	2,979	3,128	3,285	3,449	3,622	3,803
			monthly	6,148	6,455	6,778	7,117	7,473	7,847	8,240
			annual	73,773	77,464	81,339	85,408	89,680	94,166	98,877
SR. CUSTOMER SERVICE SPECIALIST	NON	61	hourly	27.09	28.44	29.87	31.36	32.93	34.58	36.31
			bi-weekly	2,167	2,276	2,389	2,509	2,634	2,766	2,905
			monthly	4,695	4,930	5,177	5,436	5,708	5,994	6,293
			annual	56,344	59,163	62,123	65,232	68,495	71,922	75,520
SR. DEPUTY CITY ATTORNEY	NON	154	hourly	68.49	71.92	75.51	79.29	83.25	87.42	91.79
			bi-weekly	5,479	5,753	6,041	6,343	6,660	6,993	7,343
			monthly	11,872	12,465	13,089	13,743	14,431	15,152	15,910
			annual	142,459	149,584	157,065	164,921	173,169	181,829	190,923
SR. ENGINEERING TECHNICIAN	NON	87	hourly	35.12	36.87	38.72	40.65	42.69	44.82	47.06
			bi-weekly	2,809	2,950	3,097	3,252	3,415	3,586	3,765
			monthly	6,087	6,391	6,711	7,047	7,399	7,769	8,158
			annual	73,041	76,695	80,531	84,560	88,790	93,232	97,895

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CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SR. FACILITIES TECHNICIAN	NON	76	hourly	31.46	33.04	34.69	36.43	38.25	40.16	42.17
			bi-weekly	2,517	2,643	2,775	2,914	3,060	3,213	3,374
			monthly	5,454	5,727	6,013	6,314	6,630	6,962	7,310
			annual	65,447	68,721	72,159	75,769	79,560	83,540	87,719
SR. FINANCE AND BUDGET ANALYST	NON	112	hourly	45.06	47.32	49.68	52.17	54.78	57.52	60.39
			bi-weekly	3,605	3,785	3,975	4,173	4,382	4,601	4,831
			monthly	7,811	8,201	8,612	9,042	9,495	9,970	10,468
			annual	93,728	98,416	103,339	108,508	113,935	119,634	125,618
SR. GIS ANALYST	NON	104	hourly	41.61	43.69	45.87	48.17	50.58	53.11	55.76
			bi-weekly	3,328	3,495	3,670	3,853	4,046	4,249	4,461
			monthly	7,212	7,572	7,951	8,349	8,767	9,205	9,666
			annual	86,540	90,869	95,415	100,187	105,199	110,461	115,986
SR. HUMAN RESOURCES ANALYST	NON	112	hourly	45.06	47.32	49.68	52.17	54.78	57.52	60.39
			bi-weekly	3,605	3,785	3,975	4,173	4,382	4,601	4,831
			monthly	7,811	8,201	8,612	9,042	9,495	9,970	10,468
			annual	93,728	98,416	103,339	108,508	113,935	119,634	125,618
SR. HUMAN RESOURCES SPECIALIST	NON	92	hourly	36.91	38.76	40.70	42.73	44.87	47.12	49.47
			bi-weekly	2,953	3,101	3,256	3,419	3,590	3,769	3,958
			monthly	6,398	6,718	7,054	7,407	7,778	8,167	8,575
			annual	76,777	80,618	84,651	88,885	93,331	98,000	102,902
SR. IT ANALYST	NON	111	hourly	44.61	46.85	49.19	51.65	54.23	56.95	59.79
			bi-weekly	3,569	3,748	3,935	4,132	4,339	4,556	4,784
			monthly	7,733	8,120	8,526	8,953	9,400	9,871	10,364
			annual	92,798	97,439	102,313	107,431	112,805	118,447	124,371
SR. MAINTENANCE TECHNICIAN	NON	76	hourly	31.46	33.04	34.69	36.43	38.25	40.16	42.17
			bi-weekly	2,517	2,643	2,775	2,914	3,060	3,213	3,374
			monthly	5,454	5,727	6,013	6,314	6,630	6,962	7,310
			annual	65,447	68,721	72,159	75,769	79,560	83,540	87,719
SR. PAYROLL TECHNICIAN	NON	82	hourly	33.41	35.08	36.83	38.68	40.61	42.64	44.77
			bi-weekly	2,673	2,806	2,947	3,094	3,249	3,411	3,582
			monthly	5,791	6,080	6,384	6,704	7,039	7,391	7,761
			annual	69,486	72,962	76,612	80,445	84,469	88,694	93,131

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SR. PLANNER	NON	112	hourly	45.06	47.32	49.68	52.17	54.78	57.52	60.39
			bi-weekly	3,605	3,785	3,975	4,173	4,382	4,601	4,831
			monthly	7,811	8,201	8,612	9,042	9,495	9,970	10,468
			annual	93,728	98,416	103,339	108,508	113,935	119,634	125,618
SR. TRANSPORTATION PLANNER	NON	112	hourly	45.06	47.32	49.68	52.17	54.78	57.52	60.39
			bi-weekly	3,605	3,785	3,975	4,173	4,382	4,601	4,831
			monthly	7,811	8,201	8,612	9,042	9,495	9,970	10,468
			annual	93,728	98,416	103,339	108,508	113,935	119,634	125,618
STRATEGIC PLANNING AND INNOVATION PROGRAM MANAGER	NON	129	hourly	53.38	56.05	58.86	61.80	64.89	68.14	71.55
			bi-weekly	4,271	4,484	4,709	4,944	5,191	5,451	5,724
			monthly	9,253	9,716	10,202	10,712	11,248	11,811	12,402
			annual	111,040	116,594	122,426	128,549	134,978	141,729	148,818
STREET MAINTENANCE SUPERVISOR	NON	103	hourly	41.19	43.25	45.42	47.69	50.07	52.58	55.21
			bi-weekly	3,295	3,460	3,633	3,815	4,006	4,206	4,417
			monthly	7,140	7,497	7,872	8,266	8,680	9,114	9,570
			annual	85,681	89,967	94,468	99,193	104,155	109,365	114,835
STREET SWEEPER OPERATOR	NON	70	hourly	29.64	31.12	32.68	34.31	36.03	37.83	39.72
			bi-weekly	2,371	2,489	2,614	2,745	2,882	3,026	3,178
			monthly	5,137	5,394	5,664	5,947	6,245	6,557	6,885
			annual	61,642	64,726	67,964	71,365	74,935	78,684	82,620
SUPERVISING FORENSIC INVESTIGATOR	POA	PR	hourly	43.90	46.09	48.40	50.82	53.36	56.03	58.83
			bi-weekly	3,512	3,688	3,872	4,066	4,269	4,482	4,706
			monthly	7,609	7,990	8,389	8,809	9,249	9,712	10,197
			annual	91,312	95,877	100,671	105,704	110,990	116,539	122,365
STUDENT INTERN		10	hourly	16.27	17.08	17.94	18.84	19.78	20.77	21.81
TRAFFIC CONTROL AND STREET LIGHTING SUPERVISOR	NON	102	hourly	40.78	42.82	44.97	47.22	49.58	52.06	54.66
			bi-weekly	3,263	3,426	3,597	3,777	3,966	4,165	4,373
			monthly	7,069	7,423	7,794	8,184	8,593	9,023	9,475
			annual	84,831	89,074	93,530	98,209	103,121	108,279	113,695
TRAFFIC MANAGEMENT CENTER SUPERVISOR	NON	124	hourly	50.79	53.33	56.00	58.80	61.74	64.83	68.07
			bi-weekly	4,063	4,266	4,480	4,704	4,939	5,186	5,445
			monthly	8,803	9,244	9,706	10,192	10,701	11,237	11,799
			annual	105,641	110,925	116,473	122,299	128,416	134,838	141,582

CITY OF ELK GROVE - SALARY SCHEDULE
ALL CLASSES

EFFECTIVE: 7/2/2023

CLASSIFICATION	UNIT	GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
TRAFFIC SIGNAL TECHNICIAN I	NON	76	hourly	31.46	33.04	34.69	36.43	38.25	40.16	42.17
			bi-weekly	2,517	2,643	2,775	2,914	3,060	3,213	3,374
			monthly	5,454	5,727	6,013	6,314	6,630	6,962	7,310
			annual	65,447	68,721	72,159	75,769	79,560	83,540	87,719
TRAFFIC SIGNAL TECHNICIAN II	NON	86	hourly	34.77	36.51	38.33	40.25	42.26	44.38	46.60
			bi-weekly	2,781	2,921	3,067	3,220	3,381	3,550	3,728
			monthly	6,026	6,328	6,644	6,977	7,326	7,692	8,077
			annual	72,315	75,933	79,732	83,720	87,909	92,306	96,923
UTILITIES LOCATOR	NON	79	hourly	32.42	34.04	35.75	37.53	39.41	41.38	43.45
			bi-weekly	2,594	2,723	2,860	3,003	3,153	3,311	3,476
			monthly	5,620	5,901	6,196	6,506	6,832	7,173	7,532
			annual	67,436	70,810	74,352	78,072	81,978	86,079	90,385
VETERINARIAN	NON	122	hourly	49.79	52.28	54.89	57.64	60.52	63.55	66.73
			bi-weekly	3,983	4,182	4,391	4,611	4,842	5,084	5,338
			monthly	8,630	9,061	9,515	9,990	10,490	11,015	11,566
			annual	103,555	108,735	114,174	119,884	125,881	132,177	138,788
VETERINARY ASSISTANT	NON	39	hourly	21.74	22.83	23.97	25.17	26.43	27.76	29.14
			bi-weekly	1,739	1,827	1,918	2,014	2,115	2,221	2,332
			monthly	3,769	3,957	4,156	4,363	4,582	4,811	5,052
			annual	45,226	47,489	49,866	52,361	54,981	57,733	60,621

CERTIFICATION
ELK GROVE CITY COUNCIL RESOLUTION NO. 2023-186

STATE OF CALIFORNIA)
COUNTY OF SACRAMENTO) ss
CITY OF ELK GROVE)

I, Jason Lindgren, City Clerk of the City of Elk Grove, California, do hereby certify that the foregoing resolution was duly introduced, approved, and adopted by the City Council of the City of Elk Grove at a regular meeting of said Council held on August 9, 2023 by the following vote:

AYES: COUNCILMEMBERS: Singh-Allen, Spease, Brewer, Robles, Suen

NOES: COUNCILMEMBERS: None

ABSTAIN: COUNCILMEMBERS: None

ABSENT: COUNCILMEMBERS: None



Jason Lindgren, City Clerk
City of Elk Grove, California