

RESOLUTION NO. 225-21 (CM)

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WATSONVILLE APPROVING THE CURRENT CITY OF WATSONVILLE SALARY LIST BY BARGAINING UNIT - MANAGEMENT, IN CONFORMANCE WITH SECTION 570.5 (REQUIREMENT FOR A PUBLICLY AVAILABLE PAY SCHEDULE) OF TITLE 2 (ADMINISTRATION) OF THE CALIFORNIA CODE OF REGULATIONS AND LISTING ALL EMPLOYEE COMPENSATION LEVELS ON A PUBLICLY AVAILABLE PAY SCHEDULE

EFFECTIVE DATE: JULY 10, 2021

Rescinds Resolution No. 129-20 (CM)

WHEREAS, the California Public Employees' Retirement System (CalPERS), has requested all CalPERS employers list their compensation levels, approved and adopted by the governing body, in accordance with Section 570.5 of Title 2 of the California Code of Regulations, and meeting all of the following requirements thereof;

- 1) Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
- 2) Identifies the position title for every employee position;
- 3) Shows the pay rate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
- 4) Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
- 5) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- 6) Indicates an effective date and date of any revisions;
- 7) Is retained by the employer and available for public inspection for not less than five years; and
- 8) Does not reference another document in lieu of disclosing the pay rate; and

WHEREAS, on July 7, 2020, the City Council adopted Resolution No. 129-20 (CM), approving the salary list for the Management bargaining unit. However since the approval, several MOU's have been subject to salary increases per their contract and are now reflected in the new salary schedule; and

WHEREAS, the City now desires to approve the revised compensation levels for the Management bargaining unit for the City of Watsonville in a publicly available pay schedule in conformance with Section 570.5 of Title 2 of the California Code of Regulations.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF WATSONVILLE, CALIFORNIA, AS FOLLOWS:

1. That the Council hereby approves compensation levels for the Management bargaining unit, by and with the adoption of the City of Watsonville Salary List by Bargaining Unit – Management, attached hereto and incorporated herein by this reference.

2. That the Council affirms the City of Watsonville Salary List by Bargaining Unit - Management, attached hereto meets all of the requirements of Section 570.5 of Title 2 of the California Code of Regulations, including but not limited to directing staff to post it at the City and make available for public review during normal business hours and/or post on the City's website and be retained by the City and available for public inspection for not less than five (5) years.

The foregoing resolution was introduced at a regular meeting of the Council of the City of Watsonville, held on the 24th day of August, 2021, by Member Hurst, who moved its adoption, which motion being duly seconded by Member Montesino, was upon roll call carried and the resolution adopted by the following vote:

AYES: COUNCIL MEMBERS: **Estrada, García, Hurst, Montesino, Parker, Dutra**

NOES: COUNCIL MEMBERS: **None**

ABSENT: COUNCIL MEMBERS: **Gonzalez**

DocuSigned by:
Jimmy Dutra
49273AB2E4924FD
Jimmy Dutra, Mayor

ATTEST: DS

DocuSigned by:
Beatriz Flores
26A00ECA30A14E3
City Clerk

8/27/2021 | 11:52 AM PDT

Date

APPROVED AS TO FORM:

DocuSigned by:
Alan J. Smith
0B416216D09E4E9
City Attorney

I, Beatriz Vázquez Flores, City Clerk of the City of Watsonville, do hereby certify that the foregoing Resolution No. 225-21 (CM) was duly and regularly passed and adopted by the Watsonville City Council at a meeting thereof held on the 24th day of August, 2021, and that the foregoing is a full, true and correct copy of said Resolution.

DocuSigned by:
Beatriz Flores
26A00ECA30A14E3
Beatriz Vázquez Flores, City Clerk

Date 8/27/2021 | 11:52 AM PDT

Grade	Description	Bargaining Unit		Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1004	ADMIN ANALYST	MANAGEMENT	Monthly	5,653.81	5,936.49	6,233.35	6,544.98	6,872.26	7,215.87	7,576.62
			Hourly	32.62	34.25	35.96	37.76	39.65	41.63	43.71
1005	ADMIN SVCS MANAGER	MANAGEMENT	Monthly	8,923.40	9,369.58	9,838.01	10,329.95	10,846.42	11,388.74	11,958.18
			Hourly	51.48	54.06	56.76	59.60	62.58	65.70	68.99
1006	AIRPORT MANAGER	MANAGEMENT	Monthly	8,959.15	9,407.10	9,877.44	10,371.29	10,889.91	11,434.37	12,006.06
			Hourly	51.69	54.27	56.99	59.83	62.83	65.97	69.27
1033	ASSIST COMM DEV DIR	MANAGEMENT	Monthly	9,618.05	10,098.96	10,603.88	11,134.09	11,690.77	12,275.34	12,889.11
			Hourly	55.49	58.26	61.18	64.24	67.45	70.82	74.36
1007	ASSIST DIR OF PW & U	MANAGEMENT	Monthly	10,735.79	11,272.60	11,836.20	12,428.04	13,049.42	13,701.89	14,386.97
			Hourly	61.94	65.03	68.29	71.70	75.29	79.05	83.00
1070	ASSIST DIR OF PW & U	MANAGEMENT	Monthly	12,659.36	13,292.37	13,956.95	14,654.81	15,387.56	16,156.96	16,964.78
			Hourly	73.03	76.69	80.52	84.55	88.77	93.21	97.87
1062	ASSIST FINANCE DIR	MANAGEMENT	Monthly	8,923.40	9,369.58	9,838.01	10,329.95	10,846.42	11,388.74	11,958.18
			Hourly	51.48	54.06	56.76	59.60	62.58	65.70	68.99
1010	ASSIST PCS DIRECTOR	MANAGEMENT	Monthly	8,258.90	8,671.85	9,105.46	9,560.72	10,038.75	10,540.70	11,067.72
			Hourly	47.65	50.03	52.53	55.16	57.92	60.81	63.85
1034	ASSIST TO THE CM	MANAGEMENT	Monthly	8,006.74	8,407.06	8,827.41	9,268.78	9,732.19	10,218.82	10,729.75
			Hourly	46.19	48.50	50.93	53.47	56.15	58.95	61.90
1050	ASSISTANT CHIEF PD	MANAGEMENT	Monthly	11,076.91	11,630.78	12,212.29	12,822.90	13,464.06	14,137.26	14,844.12
			Hourly	63.91	67.10	70.46	73.98	77.68	81.56	85.64
1032	ASSISTANT CITY CLERK	MANAGEMENT	Monthly	6,481.82	6,805.91	7,146.23	7,503.51	7,878.72	8,272.62	8,686.25
			Hourly	37.40	39.26	41.23	43.29	45.45	47.73	50.11
1067	ASSISTANT FINANCE MANAGER	MANAGEMENT	Monthly	8,530.93	8,957.48	9,405.37	9,875.62	10,369.39	10,887.87	11,432.27
			Hourly	49.22	51.68	54.26	56.97	59.82	62.81	65.96
1056	BATT FIRE CHIEF-40	MANAGEMENT	Monthly	8,793.20	9,232.88	9,694.49	10,179.24	10,688.21	11,222.60	11,783.74
			Hourly	50.73	53.27	55.93	58.73	61.66	64.75	67.98
1063	BATT FIRE CHIEF-56	MANAGEMENT	Monthly	8,792.96	9,232.60	9,694.27	10,178.91	10,687.91	11,222.29	11,783.42
			Hourly	36.23	38.05	39.95	41.95	44.04	46.25	48.56
1001	BUILDING OFFICIAL	MANAGEMENT	Monthly	8,859.89	9,302.87	9,768.05	10,256.44	10,769.24	11,307.70	11,873.10
			Hourly	51.11	53.67	56.35	59.17	62.13	65.24	68.50
1061	COMM ENVIRO OUT MGR	MANAGEMENT	Monthly	7,402.16	7,772.31	8,160.88	8,568.95	8,997.43	9,447.30	9,919.63
			Hourly	42.70	44.84	47.08	49.44	51.91	54.50	57.23
1011	CONSTRUCTION MANAGER	MANAGEMENT	Monthly	6,559.58	6,887.55	7,231.94	7,593.54	7,973.20	8,371.87	8,790.47
			Hourly	37.84	39.74	41.72	43.81	46.00	48.30	50.71

Revised Effective Date: 07/10/2021

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1012	CRIME ANALYST	MANAGEMENT	Monthly	6,598.63	6,928.55	7,275.02	7,638.76	8,020.70	8,421.70	8,842.82
			Hourly	38.07	39.97	41.97	44.07	46.27	48.59	51.02
1045	DEPUTY CITY ATTORNEY	MANAGEMENT	Monthly	7,734.98	8,121.73	8,527.78	8,954.18	9,401.90	9,872.03	10,365.62
			Hourly	44.62	46.86	49.20	51.66	54.24	56.95	59.80
1014	DEPUTY POLICE CHIEF	MANAGEMENT	Monthly	11,734.54	12,321.29	12,937.34	13,584.22	14,263.45	14,976.59	15,725.45
			Hourly	67.70	71.08	74.64	78.37	82.29	86.40	90.72
1016	DIVISION FIRE CHIEF	MANAGEMENT	Monthly	9,878.92	10,372.87	10,891.53	11,436.08	12,007.91	12,608.29	13,238.70
			Hourly	56.99	59.84	62.84	65.98	69.28	72.74	76.38
1058	ENTERPRISE ARCHITECT	MANAGEMENT	Monthly	10,127.91	10,634.30	11,166.00	11,724.33	12,310.57	12,926.07	13,572.37
			Hourly	58.43	61.35	64.42	67.64	71.02	74.57	78.30
1068	ENVIRON PROJ ANALYST	MANAGEMENT	Monthly	5,653.81	5,936.49	6,233.35	6,544.98	6,872.26	7,215.87	7,576.62
			Hourly	32.62	34.25	35.96	37.76	39.65	41.63	43.71
1017	ENVIRON PROJ MANAGER	MANAGEMENT	Monthly	7,402.16	7,772.31	8,160.88	8,568.95	8,997.43	9,447.30	9,919.63
			Hourly	42.70	44.84	47.08	49.44	51.91	54.50	57.23
1066	ENVIRONMENTAL SUSTAINABILITY MANAGER	MANAGEMENT	Monthly	9,741.92	10,229.05	10,740.47	11,277.50	11,841.40	12,433.44	13,055.12
			Hourly	56.20	59.01	61.96	65.06	68.32	71.73	75.32
1018	FINANCIAL ANALYST	MANAGEMENT	Monthly	6,806.06	7,146.38	7,503.69	7,878.85	8,272.81	8,686.47	9,120.78
			Hourly	39.27	41.23	43.29	45.45	47.73	50.11	52.62
1060	HOUSING MANAGER	MANAGEMENT	Monthly	8,337.05	8,753.92	9,191.61	9,651.18	10,133.72	10,640.46	11,172.46
			Hourly	48.10	50.50	53.03	55.68	58.46	61.39	64.46
1049	HR ANALYST	MANAGEMENT	Monthly	5,974.15	6,272.87	6,586.54	6,915.83	7,261.67	7,624.74	8,005.94
			Hourly	34.47	36.19	38.00	39.90	41.89	43.99	46.19
1035	HR MANAGER	MANAGEMENT	Monthly	9,076.30	9,530.11	10,006.66	10,506.97	11,032.32	11,583.91	12,163.13
			Hourly	52.36	54.98	57.73	60.62	63.65	66.83	70.17
1036	IT MANAGER	MANAGEMENT	Monthly	9,695.21	10,180.00	10,688.99	11,223.40	11,784.59	12,373.81	12,992.53
			Hourly	55.93	58.73	61.67	64.75	67.99	71.39	74.96
1057	MULTIMED/COMM ANALYS	MANAGEMENT	Monthly	5,653.81	5,936.49	6,233.35	6,544.98	6,872.26	7,215.87	7,576.62
			Hourly	32.62	34.25	35.96	37.76	39.65	41.63	43.71
1024	PARKS SUPERINTENDENT	MANAGEMENT	Monthly	7,341.25	7,708.33	8,093.74	8,498.40	8,923.33	9,369.51	9,837.99
			Hourly	42.35	44.47	46.69	49.03	51.48	54.05	56.76
1037	PERSONNEL OFFICER	MANAGEMENT	Monthly	9,076.30	9,530.11	10,006.66	10,506.97	11,032.32	11,583.91	12,163.13
			Hourly	52.36	54.98	57.73	60.62	63.65	66.83	70.17
1046	POLICE CAPTAIN	MANAGEMENT	Monthly	10,023.30	10,524.48	11,050.67	11,603.24	12,183.38	12,792.56	13,432.21
			Hourly	57.83	60.72	63.75	66.94	70.29	73.80	77.49
1038	POLICE FIN TECH MGR	MANAGEMENT	Monthly	8,018.36	8,419.23	8,840.22	9,282.22	9,746.34	10,233.67	10,745.37

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			Hourly	46.26	48.57	51.00	53.55	56.23	59.04	61.99
1047	POLICE FISCAL MNGR	MANAGEMENT	Monthly	7,452.58	7,825.20	8,216.43	8,627.28	9,058.66	9,511.58	9,987.16
			Hourly	43.00	45.15	47.40	49.77	52.26	54.87	57.62
1054	POLICE MEDIA&COMM SP	MANAGEMENT	Monthly	5,653.81	5,936.49	6,233.35	6,544.98	6,872.26	7,215.87	7,576.62
			Hourly	32.62	34.25	35.96	37.76	39.65	41.63	43.71
1025	PRINCIPAL ENGINEER	MANAGEMENT	Monthly	9,067.93	9,521.33	9,997.39	10,497.26	11,022.12	11,573.23	12,151.88
			Hourly	52.32	54.93	57.68	60.56	63.59	66.77	70.11
1026	PRINCIPAL LIBRARIAN	MANAGEMENT	Monthly	6,226.78	6,538.09	6,865.02	7,208.28	7,568.69	7,947.12	8,344.48
			Hourly	35.92	37.72	39.61	41.59	43.67	45.85	48.14
1027	PRINCIPAL PLANNER	MANAGEMENT	Monthly	8,337.05	8,753.92	9,191.61	9,651.18	10,133.72	10,640.46	11,172.46
			Hourly	48.10	50.50	53.03	55.68	58.46	61.39	64.46
1028	PROJECT MANAGER	MANAGEMENT	Monthly	7,626.65	8,007.96	8,408.36	8,828.78	9,270.24	9,733.75	10,220.43
			Hourly	44.00	46.20	48.51	50.94	53.48	56.16	58.96
1039	PROMO & COMM COORD	MANAGEMENT	Monthly	6,397.08	6,716.95	7,052.78	7,405.43	7,775.69	8,164.50	8,572.72
			Hourly	36.91	38.75	40.69	42.72	44.86	47.10	49.46
1051	PW ADMIN SRVCS MNGR	MANAGEMENT	Monthly	8,923.40	9,369.58	9,838.01	10,329.95	10,846.42	11,388.74	11,958.18
			Hourly	51.48	54.06	56.76	59.60	62.58	65.70	68.99
1040	REC SUPERINTENDENT	MANAGEMENT	Monthly	7,341.25	7,708.33	8,093.74	8,498.40	8,923.33	9,369.51	9,837.99
			Hourly	42.35	44.47	46.69	49.03	51.48	54.05	56.76
1041	REDEVELOPMENT MGR	MANAGEMENT	Monthly	8,337.05	8,753.92	9,191.61	9,651.18	10,133.72	10,640.46	11,172.46
			Hourly	48.10	50.50	53.03	55.68	58.46	61.39	64.46
1064	SAFETY & REGULATORY COMPLIANCE OFFICER	MANAGEMENT	Monthly	7,402.16	7,772.31	8,160.88	8,568.95	8,997.43	9,447.30	9,919.63
			Hourly	42.70	44.84	47.08	49.44	51.91	54.50	57.23
1029	SR ADMIN ANALYST	MANAGEMENT	Monthly	6,481.84	6,805.91	7,146.23	7,503.51	7,878.69	8,272.64	8,686.28
			Hourly	37.40	39.26	41.23	43.29	45.45	47.73	50.11
1069	SR ENVIRON PROJ ANALYST	MANAGEMENT	Monthly	6,481.84	6,805.91	7,146.23	7,503.51	7,878.69	8,272.64	8,686.28
			Hourly	37.40	39.26	41.23	43.29	45.45	47.73	50.11
1053	SR FINANCIAL ANALYST	MANAGEMENT	Monthly	7,630.72	8,012.27	8,412.86	8,833.52	9,275.20	9,738.95	10,225.89
			Hourly	44.02	46.22	48.54	50.96	53.51	56.19	59.00
			Hourly	37.66	39.54	41.52	43.59	45.77	48.06	50.46
1048	SR HR ANALYST	MANAGEMENT	Monthly	6,526.91	6,853.25	7,195.96	7,555.73	7,933.51	8,330.21	8,746.70
1055	SR IT ANALYST	MANAGEMENT	Monthly	7,967.68	8,366.06	8,784.34	9,223.57	9,684.74	10,168.99	10,677.42
			Hourly	45.97	48.27	50.68	53.21	55.87	58.67	61.60
1030	SR UTILITIES ENGR	MANAGEMENT	Monthly	8,547.98	8,975.40	9,424.18	9,895.38	10,390.16	10,909.64	11,455.12
			Hourly	49.32	51.78	54.37	57.09	59.94	62.94	66.09

Revised Effective Date:

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Salary List By Bargaining Unit

1042	SW DIV MANAGER	MANAGEMENT	Monthly	9,741.92	10,229.05	10,740.47	11,277.50	11,841.40	12,433.44	13,055.12
			Hourly	56.20	59.01	61.96	65.06	68.32	71.73	75.32
1065	VEHICLE AND EQUIPMENT MANAGER	MANAGEMENT	Monthly	7,249.28	7,611.74	7,992.31	8,391.96	8,811.53	9,252.12	9,714.71
			Hourly	41.82	43.91	46.11	48.42	50.84	53.38	56.05
1043	WATER DIV MANAGER	MANAGEMENT	Monthly	9,741.92	10,229.05	10,740.47	11,277.50	11,841.40	12,433.44	13,055.12
			Hourly	56.20	59.01	61.96	65.06	68.32	71.73	75.32
1031	WW DIV MANAGER	MANAGEMENT	Monthly	9,741.92	10,229.05	10,740.47	11,277.50	11,841.40	12,433.44	13,055.12
			Hourly	56.20	59.01	61.96	65.06	68.32	71.73	75.32
1044	WW TRTMNT FAC MGR	MANAGEMENT	Monthly	8,458.23	8,881.12	9,325.20	9,791.45	10,281.03	10,795.07	11,334.83
			Hourly	48.80	51.24	53.80	56.49	59.31	62.28	65.39

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