

**RESOLUTION NO. 2020-034**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELK GROVE  
AMENDING THE FISCAL YEAR 2019-20 BUDGET, APPROVING THE  
RE-STRUCTURED SALARY SCHEDULE FOR NON-REPRESENTED EMPLOYEE  
POSITIONS AND ESTABLISHING REVISED ANNUAL APPROPRIATIONS LIMITS  
FOR FISCAL YEARS 2018-19 AND 2019-20**

**WHEREAS**, an overview of the City's mid-year financial and performance condition for Fiscal Year 2019-20 was presented to the City Council; and

**WHEREAS**, staff has proposed amendments to revenues and expenditures presented in the Fiscal Year 2019-20 Adopted Budget to more accurately reflect projected estimates of activity in various funds in support of Council Goals and Priorities; and

**WHEREAS**, the City Manager has proposed re-structuring the salary schedule for non-represented employee positions by adjusting salary pay-bands such that there is a 1% differential between sequential and consecutive pay-bands; and

**WHEREAS**, the City Council recognizes the need for the proposed budget and salary schedule adjustments; and

**WHEREAS**, Article XIII B of the California State Constitution and Government Code Section 7910 requires a City to establish its appropriation limit for each fiscal year.

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Elk Grove hereby

- 1) Amends the Fiscal Year 2019-20 Operating Budget as presented in Exhibit A, attached hereto; and
- 2) Approves the information regarding projected impacts to available fund balances from the proposed amendments to the Operating Budget (Exhibit A) as presented in Exhibit B, attached hereto; and
- 3) Approves and authorizes the implementation and use of, the re-structured Salary Schedule for Non-Represented Employee positions, which shall be effective March 1, 2020, as presented in Exhibit C, attached hereto; and
- 4) Adopts the revised Annual Appropriations Limits for Fiscal Years 2018-19 and 2019-20 as presented in Exhibit D, attached hereto and incorporated herein by reference.

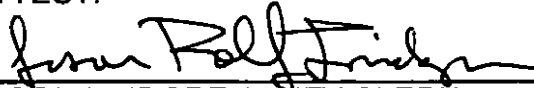
This resolution shall take effect immediately.

**PASSED AND ADOPTED** by the City Council of the City of Elk Grove this 12<sup>th</sup> day of February 2020



\_\_\_\_\_  
STEVE LY, MAYOR of the  
CITY OF ELK GROVE

ATTEST:



\_\_\_\_\_  
JASON LINDGREN, CITY CLERK

APPROVED AS TO FORM:



\_\_\_\_\_  
JONATHAN P. HOBBS,  
CITY ATTORNEY

**EXHIBIT A**  
**Mid-Year Amendments**  
**Fiscal Year 2019-20**

<b>Account Number</b>	<b>Account Description</b>	<b>Current Budget</b>	<b>Mid-Year Amendments</b>	<b>Revised Budget</b>
<b>CITY WIDE</b>				
<b>101 - General Fund</b>				
Expense Adjustment:				
1011900-5010105	Overtime	\$ 1,300,000	\$ (1,300,000)	\$ -
1011900-5020201	PERS Contribution	\$ 1,367,376	\$ 1,300,000	\$ 2,667,376
<b>Total Expense Adjustments</b>		<b>\$ 2,667,376</b>	<b>\$ -</b>	<b>\$ 2,667,376</b>
<b>101 - General Fund</b>				
Revenue Adjustment:				
1011241-3440200	Grants	\$ 310,000	\$ 300,000	\$ 610,000
<b>Total Revenue Adjustments</b>		<b>\$ 310,000</b>	<b>\$ 300,000</b>	<b>\$ 610,000</b>
<b>RISK MANAGEMENT</b>				
<b>601 - Risk Management</b>				
Revenue Adjustment:				
Transfer From Fund Balance		\$ -	\$ 1,000,000	\$ 1,000,000
<b>Total Revenue Adjustments</b>		<b>\$ -</b>	<b>\$ 1,000,000</b>	<b>\$ 1,000,000</b>
Expense Adjustment:				
6014710-5101521	Claims	\$ 2,556,000	\$ 1,000,000	\$ 3,556,000
<b>Total Expense Adjustments</b>		<b>\$ 2,556,000</b>	<b>\$ 1,000,000</b>	<b>\$ 3,556,000</b>
<b>INFORMATION TECHNOLOGY &amp; GEOGRAPHICAL INFORMATION SYSTEMS</b>				
<b>603 - IT &amp; GIS</b>				
Expense Adjustment:				
6031535-5152006	Professional Services	\$ 248,000	\$ (100,000)	\$ 148,000
<b>Total Expense Adjustments</b>		<b>\$ 248,000</b>	<b>\$ (100,000)</b>	<b>\$ 148,000</b>

**EXHIBIT A**  
**Mid-Year Amendments**  
**Fiscal Year 2019-20**

<b>Account Number</b>	<b>Account Description</b>	<b>Current Budget</b>	<b>Mid-Year Amendments</b>	<b>Revised Budget</b>
<b>PUBLIC WORKS - OPERATIONS AND MAINTENANCE</b>				
<b>221 - Gas Tax</b>				
Revenue Adjustment:				
Transfer From Fund Balance		\$ -	\$ 114,500	\$ 114,500
<b>Total Revenue Adjustments</b>		<b>\$ -</b>	<b>\$ 114,500</b>	<b>\$ 114,500</b>
Expense Adjustment:				
2214132-5252415	Signs & Striping	\$ -	\$ 114,500	\$ 114,500
<b>Total Expense Adjustments</b>		<b>\$ -</b>	<b>\$ 114,500</b>	<b>\$ 114,500</b>
<b>256 - 2005-1 Maintenance Services</b>				
Revenue Adjustment:				
Transfer From Fund Balance		\$ -	\$ 600,000	\$ 600,000
<b>Total Revenue Adjustments</b>		<b>\$ -</b>	<b>\$ 600,000</b>	<b>\$ 600,000</b>
Expense Adjustment:				
2564133-5252432	Park Maintenance	\$ 150,000	\$ 600,000	\$ 750,000
<b>Total Expense Adjustments</b>		<b>\$ 150,000</b>	<b>\$ 600,000</b>	<b>\$ 750,000</b>
<b>PUBLIC WORKS - ENGINEERING SUPPORT</b>				
<b>296 - Public Works</b>				
Revenue Adjustment:				
2964140-3240600	Small Cell Permits	\$ -	\$ 5,000	\$ 5,000
2964140-3321100	City Overhead	\$ 148,750	\$ 66,150	\$ 214,900
2964140-3322009	Encroachment Permits	\$ 1,750	\$ 135,000	\$ 136,750
<b>Total Revenue Adjustments</b>		<b>\$ 150,500</b>	<b>\$ 206,150</b>	<b>\$ 356,650</b>
Expense Adjustment:				
2964140-5252403	Encroachment Permits	\$ -	\$ 135,000	\$ 135,000
2964140-5252433	Small Cell Permits	\$ 324,390	\$ 5,000	\$ 329,390
Transfer to Fund Balance		\$ -	\$ 66,150	\$ 66,150
<b>Total Expense Adjustments</b>		<b>\$ 324,390</b>	<b>\$ 206,150</b>	<b>\$ 464,390</b>
<b>PUBLIC WORKS - FACILITIES AND FLEET</b>				
<b>294 - Measure A Maintenance</b>				
Revenue Adjustment:				
Transfer From Fund Balance		\$ -	\$ 32,315	\$ 32,315
<b>Total Revenue Adjustments</b>		<b>\$ -</b>	<b>\$ 32,315</b>	<b>\$ 32,315</b>
Expense Adjustment:				
2941810-5446400	Buildings	\$ -	\$ 32,315	\$ 32,315
<b>Total Expense Adjustments</b>		<b>\$ -</b>	<b>\$ 32,315</b>	<b>\$ 32,315</b>

**Exhibit B**

**Mid-Year Fund Balance Projections**

**Fiscal Year 2019-20**

<b>Fund</b>	<b>Fund Balance on July 01, 2019</b>	<b>Current Revised Budget</b>	<b>Mid-Year Amendments</b>	<b>Proposed Revised Budget</b>
<b>101 - General Fund</b>				
Revenues		\$ 77,817,526	\$ 300,000	\$ 78,117,526
Expenditures		\$ 79,209,567	\$ -	\$ 79,209,567
Surplus / (Deficit)		\$ (1,392,041)	\$ 300,000	\$ (1,092,041)
Unreserved Fund Balance	\$ 2,359,382	\$ 1,265,341		\$ 1,565,341
Economic Uncertainty	\$ 18,269,813	\$ 18,269,813		\$ 18,269,813
Opportunity Reserves	\$ 3,653,963	\$ 3,355,963		\$ 3,355,963
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<b>221 - Gas Tax</b>				
Revenues		\$ 4,566,069	\$ -	\$ 4,566,069
Expenditures		\$ 6,238,590	\$ 114,500	\$ 6,353,090
Surplus / (Deficit)		\$ (1,672,521)	\$ (114,500)	\$ (1,787,021)
Available Fund Balance	\$ 2,509,802	\$ 837,280		\$ 722,780
<hr/>				
<b>256 - 2005-1 Maintenance Services</b>				
Revenues		\$ 3,471,381	\$ -	\$ 3,471,381
Expenditures		\$ 3,150,632	\$ 600,000	\$ 3,750,632
Surplus / (Deficit)		\$ 320,749	\$ (600,000)	\$ (279,251)
Available Fund Balance	\$ 10,991,928	\$ 11,312,676		\$ 10,712,676
<hr/>				
<b>294 - Measure A Maintenance</b>				
Revenues		\$ 4,399,698	\$ -	\$ 4,399,698
Expenditures		\$ 6,422,557	\$ 32,315	\$ 6,454,872
Surplus / (Deficit)		\$ (2,022,859)	\$ (32,315)	\$ (2,055,174)
Available Fund Balance	\$ 4,248,727	\$ 2,225,868		\$ 2,193,553
<hr/>				
<b>296 - Public Works</b>				
Revenues		\$ 4,862,399	\$ 206,150	\$ 5,068,549
Expenditures		\$ 5,233,309	\$ 140,000	\$ 5,373,309
Surplus / (Deficit)		\$ (370,910)	\$ 66,150	\$ (304,760)
Available Fund Balance	\$ 1,359,227	\$ 988,317		\$ 1,054,467

## Exhibit B

### Mid-Year Fund Balance Projections

Fiscal Year 2019-20

<b>Fund</b>	<b>Fund Balance on July 01, 2019</b>	<b>Current Revised Budget</b>	<b>Mid-Year Amendments</b>	<b>Proposed Revised Budget</b>
<b>601 - Risk Management</b>				
Revenues		\$ 5,934,442	\$ -	\$ 5,934,442
Expenditures		\$ 6,465,285	\$ 1,000,000	\$ 7,465,285
Surplus / (Deficit)		\$ (530,843)	\$ (1,000,000)	\$ (1,530,843)
<b>Available Fund Balance</b>	<b>\$ 2,493,649</b>	<b>\$ 1,962,806</b>		<b>\$ 962,806</b>
<b>603 - IT and GIS</b>				
Revenues		\$ 3,526,261	\$ -	\$ 3,526,261
Expenditures		\$ 4,205,128	\$ (100,000)	\$ 4,105,128
Surplus / (Deficit)		\$ (678,867)	\$ 100,000	\$ (578,867)
<b>Available Fund Balance</b>	<b>\$ 2,122,515</b>	<b>\$ 1,443,648</b>		<b>\$ 1,543,648</b>

**EXHIBIT C**

**City of Elk Grove**

**Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands**

Band	CLASSIFICATION	1	2	3	4	5	6	7
1	hourly	14 15	14 86	15 60	16 38	17 20	18 06	18 97
	bi-weekly	1,132	1,189	1,248	1,311	1,376	1,445	1,518
	monthly	2,453	2,575	2,704	2,840	2,982	3,131	3,288
	annual	29,432	30,906	32,453	34,078	35,783	37,575	39,455
2	hourly	14 29	15 01	15 76	16 55	17 38	18 25	19 16
	bi-weekly	1,143	1,201	1,261	1,324	1,390	1,460	1,533
	monthly	2,477	2,601	2,732	2,868	3,012	3,163	3,321
	annual	29,728	31,217	32,780	34,421	36,144	37,953	39,852
3	hourly	14 44	15 16	15 92	16 71	17 55	18 43	19 35
	bi-weekly	1,155	1,213	1,273	1,337	1,404	1,474	1,548
	monthly	2,502	2,628	2,759	2,897	3,042	3,195	3,354
	annual	30,028	31,531	33,110	34,767	36,507	38,335	40,253
4	hourly	14 58	15 31	16 08	16 88	17 73	18 62	19 55
	bi-weekly	1,167	1,225	1,286	1,351	1,418	1,489	1,564
	monthly	2,527	2,654	2,787	2,926	3,073	3,227	3,388
	annual	30,330	31,848	33,443	35,117	36,875	38,721	40,659
5	hourly	14 73	15 47	16 24	17 05	17 91	18 80	19 74
	bi-weekly	1,178	1,237	1,299	1,364	1,433	1,504	1,580
	monthly	2,553	2,681	2,815	2,956	3,104	3,259	3,422
	annual	30,635	32,169	33,779	35,470	37,246	39,110	41,068
6	hourly	14 88	15 62	16 40	17 22	18 09	18 99	19 94
	bi-weekly	1,190	1,250	1,312	1,378	1,447	1,519	1,595
	monthly	2,579	2,708	2,843	2,986	3,135	3,292	3,457
	annual	30,944	32,493	34,119	35,827	37,621	39,504	41,481
7	hourly	15 03	15 78	16 57	17 40	18 27	19 18	20 14
	bi-weekly	1,202	1,262	1,325	1,392	1,462	1,535	1,611
	monthly	2,605	2,735	2,872	3,016	3,167	3,325	3,492
	annual	31,255	32,820	34,463	36,188	37,999	39,901	41,898
8	hourly	15 18	15 94	16 74	17 57	18 45	19 38	20 35
	bi-weekly	1,214	1,275	1,339	1,406	1,476	1,550	1,628
	monthly	2,631	2,762	2,901	3,046	3,198	3,359	3,527
	annual	31,570	33,150	34,809	36,552	38,382	40,303	42,320

City of Elk Grove  
Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
9	hourly	15.33	16.10	16.90	17.75	18.64	19.57	20.55
	bi-weekly	1,226	1,288	1,352	1,420	1,491	1,566	1,644
	monthly	2,657	2,790	2,930	3,077	3,231	3,392	3,562
	annual	31,887	33,484	35,160	36,920	38,768	40,708	42,746
10	hourly	15.48	16.26	17.07	17.93	18.83	19.77	20.76
	bi-weekly	1,239	1,301	1,366	1,434	1,506	1,581	1,661
	monthly	2,684	2,818	2,959	3,108	3,263	3,426	3,598
	annual	32,208	33,820	35,514	37,291	39,158	41,118	43,176
11	hourly	15.64	16.42	17.25	18.11	19.02	19.97	20.97
	bi-weekly	1,251	1,314	1,380	1,449	1,521	1,597	1,677
	monthly	2,711	2,847	2,989	3,139	3,296	3,461	3,634
	annual	32,532	34,161	35,871	37,666	39,552	41,531	43,610
12	hourly	15.80	16.59	17.42	18.29	19.21	20.17	21.18
	bi-weekly	1,264	1,327	1,394	1,463	1,537	1,613	1,694
	monthly	2,738	2,875	3,019	3,170	3,329	3,496	3,671
	annual	32,859	34,504	36,232	38,045	39,950	41,949	44,048
13	hourly	15.96	16.76	17.59	18.47	19.40	20.37	21.39
	bi-weekly	1,277	1,340	1,408	1,478	1,552	1,630	1,711
	monthly	2,766	2,904	3,050	3,202	3,363	3,531	3,708
	annual	33,190	34,852	36,596	38,428	40,351	42,371	44,491
14	hourly	16.12	16.92	17.77	18.66	19.59	20.58	21.61
	bi-weekly	1,289	1,354	1,422	1,493	1,568	1,646	1,728
	monthly	2,794	2,934	3,080	3,235	3,396	3,566	3,745
	annual	33,524	35,202	36,964	38,815	40,757	42,797	44,939
15	hourly	16.28	17.09	17.95	18.85	19.79	20.78	21.82
	bi-weekly	1,302	1,368	1,436	1,508	1,583	1,663	1,746
	monthly	2,822	2,963	3,111	3,267	3,431	3,602	3,783
	annual	33,861	35,556	37,336	39,205	41,167	43,228	45,391
16	hourly	16.44	17.27	18.13	19.04	19.99	20.99	22.04
	bi-weekly	1,315	1,381	1,450	1,523	1,599	1,679	1,763
	monthly	2,850	2,993	3,143	3,300	3,465	3,639	3,821
	annual	34,202	35,914	37,712	39,599	41,581	43,662	45,847



City of Elk Grove

Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
17	Animal Care Assistant							
	hourly	16.61	17.44	18.31	19.23	20.19	21.20	22.26
	bi-weekly	1,329	1,395	1,465	1,538	1,615	1,696	1,781
	monthly	2,879	3,023	3,174	3,333	3,500	3,675	3,859
	annual	34,546	36,275	38,091	39,997	41,999	44,101	46,308
18	hourly	16.78	17.62	18.50	19.42	20.40	21.42	22.49
	bi-weekly	1,342	1,409	1,480	1,554	1,632	1,713	1,799
	monthly	2,908	3,053	3,206	3,367	3,535	3,712	3,898
	annual	34,893	36,640	38,474	40,400	42,422	44,545	46,774
19	hourly	16.94	17.79	18.68	19.62	20.60	21.63	22.71
	bi-weekly	1,356	1,423	1,495	1,569	1,648	1,730	1,817
	monthly	2,937	3,084	3,238	3,400	3,571	3,749	3,937
	annual	35,244	37,008	38,861	40,806	42,848	44,993	47,244
20	hourly	17.11	17.97	18.87	19.82	20.81	21.85	22.94
	bi-weekly	1,369	1,438	1,510	1,585	1,665	1,748	1,835
	monthly	2,967	3,115	3,271	3,435	3,607	3,787	3,977
	annual	35,599	37,381	39,252	41,216	43,279	45,445	47,719
21	hourly	17.29	18.15	19.06	20.01	21.02	22.07	23.17
	bi-weekly	1,383	1,452	1,525	1,601	1,681	1,765	1,854
	monthly	2,996	3,146	3,304	3,469	3,643	3,825	4,017
	annual	35,957	37,757	39,646	41,631	43,714	45,902	48,199
22	hourly	17.46	18.33	19.25	20.22	21.23	22.29	23.41
	bi-weekly	1,397	1,467	1,540	1,617	1,698	1,783	1,872
	monthly	3,027	3,178	3,337	3,504	3,679	3,864	4,057
	annual	36,318	38,136	40,045	42,049	44,154	46,363	48,684
23	hourly	17.64	18.52	19.45	20.42	21.44	22.51	23.64
	bi-weekly	1,411	1,482	1,556	1,634	1,715	1,801	1,891
	monthly	3,057	3,210	3,371	3,539	3,716	3,902	4,098
	annual	36,683	38,520	40,448	42,472	44,598	46,829	49,173
24	hourly	17.81	18.71	19.64	20.62	21.66	22.74	23.88
	bi-weekly	1,425	1,496	1,571	1,650	1,733	1,819	1,910
	monthly	3,088	3,242	3,405	3,575	3,754	3,942	4,139
	annual	37,052	38,907	40,854	42,899	45,046	47,300	49,667

City of Elk Grove  
Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
25	hourly	17.99	18.89	19.84	20.83	21.87	22.97	24.12
	bi-weekly	1,439	1,511	1,587	1,667	1,750	1,838	1,929
	monthly	3,119	3,275	3,439	3,611	3,792	3,981	4,181
	annual	37,425	39,298	41,265	43,330	45,499	47,776	50,166
26	hourly	18.17	19.08	20.04	21.04	22.09	23.20	24.36
	bi-weekly	1,454	1,527	1,603	1,683	1,768	1,856	1,949
	monthly	3,150	3,308	3,473	3,647	3,830	4,021	4,223
	annual	37,801	39,693	41,680	43,766	45,956	48,256	50,671
27	hourly	18.36	19.28	20.24	21.25	22.32	23.43	24.61
	bi-weekly	1,469	1,542	1,619	1,700	1,785	1,875	1,968
	monthly	3,182	3,341	3,508	3,684	3,868	4,062	4,265
	annual	38,181	40,092	42,099	44,206	46,418	48,741	51,180
28	hourly	18.54	19.47	20.44	21.47	22.54	23.67	24.85
	bi-weekly	1,483	1,558	1,635	1,717	1,803	1,893	1,988
	monthly	3,214	3,375	3,543	3,721	3,907	4,103	4,308
	annual	38,565	40,485	42,522	44,650	46,884	49,231	51,694
29	hourly	18.73	19.66	20.65	21.68	22.77	23.91	25.10
	bi-weekly	1,498	1,573	1,652	1,735	1,821	1,913	2,008
	monthly	3,246	3,409	3,579	3,758	3,946	4,144	4,351
	annual	38,952	40,902	42,949	45,099	47,356	49,725	52,214
30	hourly	18.92	19.86	20.86	21.90	23.00	24.15	25.35
	bi-weekly	1,513	1,589	1,668	1,752	1,840	1,932	2,028
	monthly	3,279	3,443	3,615	3,796	3,986	4,185	4,395
	annual	39,344	41,313	43,381	45,552	47,832	50,225	52,738
31	hourly	19.11	20.06	21.07	22.12	23.23	24.39	25.61
	bi-weekly	1,528	1,605	1,685	1,770	1,858	1,951	2,049
	monthly	3,312	3,477	3,651	3,834	4,026	4,227	4,439
	annual	39,739	41,728	43,817	46,010	48,312	50,730	53,268
32	hourly	19.30	20.26	21.28	22.34	23.46	24.63	25.87
	bi-weekly	1,544	1,621	1,702	1,787	1,877	1,971	2,069
	monthly	3,345	3,512	3,688	3,873	4,066	4,270	4,484
	annual	40,139	42,148	44,257	46,472	48,798	51,240	53,804

City of Elk Grove

Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
33	hourly	19,49	20,47	21,49	22,57	23,70	24,88	26,13
	bi-weekly	1,559	1,637	1,719	1,805	1,896	1,991	2,090
	monthly	3,379	3,548	3,725	3,912	4,107	4,313	4,529
	annual	40,542	42,571	44,702	46,939	49,288	51,754	54,344
34	hourly	19,69	20,67	21,71	22,79	23,93	25,13	26,39
	bi-weekly	1,575	1,654	1,737	1,823	1,915	2,011	2,111
	monthly	3,412	3,583	3,763	3,951	4,149	4,356	4,574
	annual	40,950	42,999	45,151	47,411	49,783	52,274	54,890
35	hourly	19,89	20,88	21,93	23,02	24,17	25,38	26,65
	bi-weekly	1,591	1,670	1,754	1,842	1,934	2,031	2,132
	monthly	3,447	3,619	3,800	3,991	4,190	4,400	4,620
	annual	41,361	43,431	45,605	47,887	50,283	52,800	55,442
36	hourly	20,08	21,09	22,15	23,25	24,42	25,64	26,92
	bi-weekly	1,607	1,687	1,772	1,860	1,953	2,051	2,154
	monthly	3,481	3,656	3,839	4,031	4,232	4,444	4,667
	annual	41,777	43,868	46,063	48,368	50,789	53,330	55,998
37	hourly	20,29	21,30	22,37	23,49	24,66	25,90	27,19
	bi-weekly	1,623	1,704	1,789	1,879	1,973	2,072	2,175
	monthly	3,516	3,692	3,877	4,071	4,275	4,489	4,713
	annual	42,197	44,308	46,526	48,854	51,299	53,866	56,561
38	hourly	20,49	21,52	22,59	23,72	24,91	26,16	27,47
	bi-weekly	1,639	1,721	1,807	1,898	1,993	2,093	2,197
	monthly	3,552	3,729	3,916	4,112	4,318	4,534	4,761
	annual	42,621	44,754	46,993	49,345	51,814	54,407	57,129
39	hourly	20,70	21,73	22,82	23,96	25,16	26,42	27,74
	bi-weekly	1,656	1,739	1,826	1,917	2,013	2,114	2,219
	monthly	3,587	3,767	3,955	4,153	4,361	4,579	4,809
	annual	43,049	45,203	47,465	49,841	52,335	54,953	57,703
40	hourly	20,90	21,95	23,05	24,20	25,41	26,69	28,02
	bi-weekly	1,672	1,756	1,844	1,936	2,033	2,135	2,242
	monthly	3,623	3,805	3,995	4,195	4,405	4,625	4,857
	annual	43,481	45,657	47,942	50,341	52,860	55,505	58,283

City of Elk Grove  
Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
41	hourly	21.11	22.17	23.28	24.45	25.67	26.95	28.30
	bi-weekly	1,889	1,774	1,862	1,956	2,054	2,156	2,264
	monthly	3,660	3,843	4,035	4,237	4,449	4,672	4,906
	annual	43,918	46,116	48,424	50,847	53,391	56,063	58,868
42	hourly	21.33	22.39	23.51	24.69	25.93	27.22	28.59
	bi-weekly	1,706	1,792	1,881	1,975	2,074	2,178	2,287
	monthly	3,697	3,882	4,076	4,280	4,494	4,719	4,955
	annual	44,359	46,579	48,910	51,358	53,927	56,626	59,459
43	hourly	21.54	22.62	23.75	24.94	26.19	27.50	28.87
	bi-weekly	1,723	1,810	1,900	1,995	2,095	2,200	2,310
	monthly	3,734	3,921	4,117	4,323	4,539	4,766	5,005
	annual	44,805	47,047	49,401	51,873	54,469	57,195	60,056
44	hourly	21.76	22.85	23.99	25.19	26.45	27.77	29.16
	bi-weekly	1,741	1,828	1,919	2,015	2,116	2,222	2,333
	monthly	3,771	3,960	4,158	4,366	4,585	4,814	5,055
	annual	45,255	47,520	49,898	52,394	55,016	57,769	60,659
45	hourly	21.98	23.08	24.23	25.44	26.72	28.05	29.46
	bi-weekly	1,758	1,846	1,938	2,035	2,137	2,244	2,356
	monthly	3,809	4,000	4,200	4,410	4,631	4,862	5,106
	annual	45,709	47,997	50,399	52,921	55,569	58,349	61,269
46	hourly	22.20	23.31	24.47	25.70	26.98	28.33	29.75
	bi-weekly	1,776	1,865	1,958	2,056	2,159	2,267	2,380
	monthly	3,847	4,040	4,242	4,454	4,677	4,911	5,157
	annual	46,168	48,479	50,905	53,452	56,127	58,935	61,884
47	hourly	22.42	23.54	24.72	25.96	27.25	28.62	30.05
	bi-weekly	1,794	1,883	1,978	2,076	2,180	2,289	2,404
	monthly	3,886	4,080	4,285	4,499	4,724	4,961	5,209
	annual	46,632	48,966	51,416	53,989	56,690	59,527	62,505
48	hourly	22.64	23.78	24.97	26.22	27.53	28.91	30.35
	bi-weekly	1,812	1,902	1,997	2,097	2,202	2,312	2,428
	monthly	3,925	4,121	4,328	4,544	4,772	5,010	5,261
	annual	47,100	49,458	51,932	54,531	57,260	60,125	63,133

City of Elk Grove

Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
49	hourly	22.87	24.02	25.22	26.48	27.81	29.20	30.66
	bi-weekly	1,830	1,921	2,017	2,118	2,224	2,336	2,453
	monthly	3,964	4,163	4,371	4,590	4,820	5,061	5,314
50	annual	47,573	49,954	52,454	55,079	57,834	60,728	63,767
	hourly	23.10	24.26	25.47	26.75	28.08	29.49	30.96
	bi-weekly	1,848	1,941	2,038	2,140	2,247	2,359	2,477
51	monthly	4,004	4,205	4,415	4,636	4,868	5,111	5,367
	annual	48,051	50,456	52,981	55,632	58,415	61,338	64,407
	hourly	23.33	24.50	25.73	27.01	28.37	29.79	31.28
52	bi-weekly	1,867	1,960	2,058	2,161	2,269	2,383	2,502
	monthly	4,044	4,247	4,459	4,683	4,917	5,163	5,421
	annual	48,534	50,962	53,513	56,190	59,002	61,954	65,053
53	hourly	23.57	24.75	25.99	27.29	28.65	30.08	31.59
	bi-weekly	1,885	1,980	2,079	2,183	2,292	2,407	2,527
	monthly	4,085	4,290	4,504	4,730	4,966	5,215	5,476
54	annual	49,021	51,474	54,050	56,754	59,594	62,576	65,707
	hourly	23.80	25.00	26.25	27.56	28.94	30.39	31.91
	bi-weekly	1,904	2,000	2,100	2,205	2,315	2,431	2,553
55	monthly	4,126	4,333	4,549	4,777	5,016	5,267	5,531
	annual	49,513	51,991	54,592	57,324	60,192	63,204	66,366
	hourly	24.04	25.25	26.51	27.84	29.23	30.69	32.23
56	bi-weekly	1,923	2,020	2,121	2,227	2,338	2,455	2,578
	monthly	4,168	4,376	4,595	4,825	5,066	5,320	5,586
	annual	50,010	52,513	55,141	57,900	60,797	63,838	67,032
57	hourly	24.28	25.50	26.78	28.12	29.52	31.00	32.55
	bi-weekly	1,943	2,040	2,142	2,249	2,362	2,480	2,604
	monthly	4,209	4,420	4,641	4,873	5,117	5,373	5,642
58	annual	50,513	53,040	55,694	58,481	61,407	64,479	67,705
	hourly	24.53	25.76	27.04	28.40	29.82	31.31	32.88
	bi-weekly	1,962	2,060	2,164	2,272	2,386	2,505	2,630
59	monthly	4,252	4,464	4,688	4,922	5,169	5,427	5,699
	annual	51,020	53,573	56,253	59,068	62,023	65,126	68,385
	hourly	24.81	26.08	27.40	28.78	30.23	31.75	33.34

Accounting Technician  
 Community Service Officer  
 Facilities Technician  
 Police Records Technician II  
 Property & Evidence Technician I  
 Registered Veterinary Technician  
 Security Officer

City of Elk Grove  
Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
57	hourly	24,77	26,01	27,32	28,68	30,12	31,63	33,21
	bi-weekly	1,982	2,081	2,185	2,295	2,409	2,530	2,657
	monthly	4,294	4,509	4,735	4,972	5,220	5,482	5,756
	annual	51,532	54,110	56,818	59,661	62,646	65,780	69,071
58	hourly	25,02	26,28	27,59	28,97	30,42	31,94	33,54
	bi-weekly	2,002	2,102	2,207	2,318	2,434	2,555	2,683
	monthly	4,337	4,554	4,782	5,022	5,273	5,537	5,814
	annual	52,049	54,654	57,388	60,260	63,275	66,440	69,764
59	hourly	25,27	26,54	27,87	29,26	30,73	32,26	33,88
	bi-weekly	2,022	2,123	2,229	2,341	2,458	2,581	2,710
	monthly	4,381	4,600	4,830	5,072	5,326	5,592	5,872
	annual	52,572	55,202	57,964	60,865	63,910	67,107	70,465
60	hourly	25,53	26,81	28,15	29,56	31,03	32,59	34,22
	bi-weekly	2,042	2,144	2,252	2,364	2,483	2,607	2,737
	monthly	4,425	4,646	4,879	5,123	5,379	5,648	5,931
	annual	53,099	55,756	58,546	61,475	64,551	67,781	71,172
61	hourly	25,78	27,07	28,43	29,85	31,35	32,91	34,56
	bi-weekly	2,063	2,166	2,274	2,388	2,508	2,633	2,765
	monthly	4,469	4,693	4,928	5,174	5,433	5,705	5,991
	annual	53,632	56,316	59,134	62,092	65,199	68,461	71,886
62	hourly	26,04	27,35	28,72	30,15	31,66	33,24	34,91
	bi-weekly	2,083	2,188	2,297	2,412	2,533	2,660	2,793
	monthly	4,514	4,740	4,977	5,226	5,488	5,762	6,051
	annual	54,171	56,881	59,727	62,716	65,853	69,148	72,607
63	hourly	26,30	27,62	29,00	30,45	31,98	33,58	35,26
	bi-weekly	2,104	2,210	2,320	2,436	2,558	2,686	2,821
	monthly	4,560	4,788	5,027	5,279	5,543	5,820	6,111
	annual	54,714	57,452	60,327	63,345	66,514	69,842	73,336
	Animal Care Supervisor-Kennel							
	Animal Services Volunteer/Events Coordinator							
	Code Enforcement Officer							
	Customer Service Supervisor							
	Engineering Technician I							
	Human Resources Specialist							
	IT Technician							
	Payroll Technician							
	Police Volunteer Coordinator							
	Purchasing Agent							
	Sr Administrative Assistant							

City of Elk Grove  
Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
64	hourly	26.57	27.90	29.29	30.76	32.30	33.91	35.61
	bi-weekly	2,126	2,232	2,344	2,461	2,584	2,713	2,849
	monthly	4,605	4,836	5,078	5,332	5,598	5,879	6,173
	annual	55,264	58,029	60,932	63,981	67,182	70,543	74,072
65	hourly	26.84	28.18	29.59	31.07	32.62	34.26	35.97
	bi-weekly	2,147	2,254	2,367	2,485	2,610	2,740	2,878
	monthly	4,652	4,884	5,129	5,385	5,655	5,938	6,235
	annual	55,818	58,611	61,544	64,623	67,856	71,251	74,815
66	hourly	27.10	28.46	29.89	31.38	32.95	34.60	36.33
	bi-weekly	2,168	2,277	2,391	2,510	2,636	2,768	2,906
	monthly	4,698	4,933	5,180	5,439	5,711	5,997	6,297
	annual	56,378	59,199	62,161	65,271	68,537	71,966	75,566
67	hourly	27.38	28.75	30.19	31.70	33.28	34.95	36.69
	bi-weekly	2,190	2,300	2,415	2,536	2,662	2,796	2,936
	monthly	4,745	4,983	5,232	5,494	5,769	6,057	6,360
	annual	56,944	59,793	62,785	65,926	69,225	72,688	76,324
68	hourly	27.65	29.04	30.49	32.01	33.61	35.30	37.06
	bi-weekly	2,212	2,323	2,439	2,561	2,689	2,824	2,965
	monthly	4,793	5,033	5,285	5,549	5,827	6,118	6,424
	annual	57,516	60,393	63,415	66,588	69,919	73,417	77,090
69	hourly	27.93	29.33	30.79	32.33	33.95	35.65	37.43
	bi-weekly	2,234	2,346	2,464	2,587	2,716	2,852	2,995
	monthly	4,841	5,083	5,338	5,605	5,885	6,179	6,489
	annual	58,093	60,999	64,051	67,256	70,621	74,154	77,863
70	hourly	28.21	29.62	31.10	32.66	34.29	36.01	37.81
	bi-weekly	2,257	2,370	2,488	2,613	2,743	2,881	3,025
	monthly	4,890	5,134	5,391	5,661	5,944	6,241	6,554
	annual	58,676	61,611	64,694	67,931	71,329	74,898	78,645
71	hourly	28.49	29.92	31.41	32.99	34.64	36.37	38.19
	bi-weekly	2,279	2,393	2,513	2,639	2,771	2,910	3,055
	monthly	4,939	5,186	5,445	5,718	6,004	6,304	6,619
	annual	59,264	62,230	65,343	68,612	72,045	75,649	79,434

City of Elk Grove  
Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
72	hourly	28.78	30.22	31.73	33.32	34.98	36.73	38.57
	bi-weekly	2,302	2,417	2,538	2,665	2,799	2,939	3,086
	monthly	4,988	5,238	5,500	5,775	6,064	6,367	6,686
	annual	59,859	62,854	65,999	69,301	72,768	76,408	80,230
73	hourly	29.07	30.52	32.05	33.65	35.34	37.10	38.96
	bi-weekly	2,325	2,442	2,564	2,692	2,827	2,968	3,117
	monthly	5,038	5,290	5,555	5,833	6,125	6,431	6,753
	annual	60,460	63,485	66,661	69,996	73,498	77,175	81,035
74	hourly	29.36	30.83	32.37	33.99	35.69	37.48	39.35
	bi-weekly	2,349	2,466	2,590	2,719	2,855	2,998	3,148
	monthly	5,089	5,343	5,611	5,892	6,186	6,496	6,821
	annual	61,066	64,122	67,330	70,698	74,235	77,949	81,848
75	hourly	29.65	31.14	32.69	34.33	36.05	37.85	39.74
	bi-weekly	2,372	2,491	2,616	2,746	2,884	3,028	3,180
	monthly	5,140	5,397	5,667	5,951	6,248	6,561	6,889
	annual	61,679	64,765	68,005	71,407	74,980	78,731	82,669
76	hourly	29.95	31.45	33.02	34.67	36.41	38.23	40.14
	bi-weekly	2,396	2,516	2,642	2,774	2,913	3,058	3,211
	monthly	5,191	5,451	5,724	6,010	6,311	6,627	6,958
	annual	62,298	65,415	68,687	72,124	75,732	79,520	83,498
77	Animal Services Supervisor	30.25	31.76	33.35	35.02	36.77	38.61	40.55
	Assistant Planner	2,420	2,541	2,668	2,802	2,942	3,089	3,244
	Deputy City Clerk/Records Manager	5,244	5,506	5,781	6,071	6,374	6,693	7,028
	Engineering Technician II	62,923	66,071	69,376	72,847	76,492	80,318	84,336
	Executive Administrative Assistant							
	Graphic Designer							
	Legal Executive Administrative Assistant							
	Paralegal							
78	hourly	30.55	32.08	33.69	35.37	37.14	39.00	40.95
	bi-weekly	2,444	2,567	2,695	2,830	2,971	3,120	3,276
	monthly	5,296	5,561	5,839	6,131	6,438	6,760	7,098
	annual	63,554	66,734	70,072	73,578	77,259	81,124	85,182



City of Elk Grove

Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
79	hourly	30,86	32,41	34,03	35,73	37,52	39,39	41,36
	bi-weekly	2,469	2,592	2,722	2,858	3,001	3,151	3,309
	monthly	5,349	5,617	5,898	6,193	6,503	6,828	7,170
	annual	64,191	67,403	70,775	74,316	78,034	81,937	86,036
80	hourly	31,17	32,73	34,37	36,09	37,89	39,79	41,78
	bi-weekly	2,494	2,618	2,749	2,887	3,031	3,183	3,342
	monthly	5,403	5,673	5,957	6,255	6,568	6,897	7,242
	annual	64,835	68,079	71,485	75,061	78,816	82,759	86,899
81	hourly	31,48	33,06	34,71	36,45	38,27	40,19	42,20
	bi-weekly	2,519	2,645	2,777	2,916	3,062	3,215	3,376
	monthly	5,457	5,730	6,017	6,318	6,634	6,966	7,314
	annual	65,486	68,762	72,202	75,814	79,607	83,589	87,771
82	Accountant	31,80	33,39	35,06	36,81	38,66	40,59	42,62
	Community Center Coordinator	2,544	2,671	2,805	2,945	3,093	3,247	3,410
	Recycling Coordinator I	5,512	5,788	6,077	6,381	6,700	7,036	7,388
	Senior Engineering Technician	66,143	69,452	72,926	76,575	80,405	84,428	88,651
83	hourly	32,12	33,73	35,41	37,18	39,04	41,00	43,05
	bi-weekly	2,569	2,698	2,833	2,975	3,124	3,280	3,444
	monthly	5,567	5,846	6,138	6,445	6,768	7,106	7,462
	annual	66,806	70,148	73,658	77,343	81,212	85,274	89,540
84	hourly	32,44	34,06	35,77	37,56	39,44	41,41	43,48
	bi-weekly	2,595	2,725	2,861	3,005	3,155	3,313	3,478
	monthly	5,623	5,904	6,200	6,510	6,836	7,177	7,536
	annual	67,476	70,852	74,396	78,118	82,026	86,129	90,438
85	hourly	32,77	34,41	36,13	37,93	39,83	41,82	43,92
	bi-weekly	2,621	2,752	2,890	3,035	3,186	3,346	3,513
	monthly	5,679	5,964	6,262	6,575	6,904	7,249	7,612
	annual	68,153	71,562	75,143	78,902	82,849	86,993	91,345
86	hourly	33,09	34,75	36,49	38,31	40,23	42,24	44,36
	bi-weekly	2,648	2,780	2,919	3,065	3,218	3,379	3,548
	monthly	5,736	6,023	6,325	6,641	6,973	7,322	7,688
	annual	68,836	72,280	75,896	79,693	83,680	87,866	92,261

City of Elk Grove  
Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
87	Administrative Analyst I	33.43	35.10	36.85	38.70	40.63	42.67	44.80
	Community Events and Project Coordinator	hourly	2,808	2,948	3,096	3,251	3,413	3,584
	Economic Development Specialist	monthly	6,084	6,388	6,708	7,043	7,396	7,766
88	Finance Analyst I	69,527	73,005	76,657	80,492	84,519	88,747	93,186
	GIS Analyst	annual	37.22	39.09	41.04	43.09	45.25	
	IT Analyst	hourly	2,701	2,836	2,978	3,127	3,283	3,448
89	Multimedia Specialist	33.76	35.45	37.22	39.09	41.04	43.09	45.25
	Permit Processing Coordinator	bi-weekly	6,145	6,452	6,775	7,114	7,470	7,843
	Police Services Analyst	monthly	70,224	73,737	77,426	81,299	85,366	89,637
90	Sr. Human Resources Specialist	annual	37.60	39.48	41.45	43.53	45.70	
	Administrative Analyst I	hourly	2,728	2,884	3,008	3,158	3,316	3,482
	Community Events and Project Coordinator	bi-weekly	5,911	6,206	6,517	6,843	7,185	7,545
91	Economic Development Specialist	monthly	70,928	74,477	78,202	82,115	86,222	90,535
	Finance Analyst I	annual	36.17	37.97	39.87	41.87	43.96	46.16
	GIS Analyst	hourly	2,755	2,893	3,038	3,190	3,349	3,517
92	IT Analyst	34.44	36.17	37.97	39.87	41.87	43.96	46.16
	Multimedia Specialist	bi-weekly	5,970	6,269	6,582	6,911	7,257	7,620
	Permit Processing Coordinator	monthly	71,639	75,223	78,987	82,938	87,087	91,443
93	Police Services Analyst	annual	38.36	40.27	42.29	44.40	46.63	
	Sr. Human Resources Specialist	hourly	2,783	2,922	3,068	3,222	3,383	3,552
	Community Events and Project Coordinator	bi-weekly	6,030	6,331	6,648	6,981	7,330	7,697
94	Economic Development Specialist	monthly	72,358	75,978	79,779	83,770	87,960	92,360
	Finance Analyst I	annual	38.74	40.68	42.71	44.85	47.09	
	GIS Analyst	hourly	2,811	2,952	3,099	3,254	3,417	3,588
95	IT Analyst	35.14	36.89	38.74	40.68	42.71	44.85	47.09
	Multimedia Specialist	bi-weekly	6,090	6,395	6,715	7,051	7,404	7,774
	Permit Processing Coordinator	monthly	73,083	76,740	80,579	84,610	88,842	93,286
96	Police Services Analyst	annual	39.13	41.09	43.14	45.30	47.56	
	Sr. Human Resources Specialist	hourly	2,839	2,981	3,130	3,287	3,451	3,624
	Community Events and Project Coordinator	bi-weekly	6,151	6,459	6,782	7,121	7,478	7,852
97	Economic Development Specialist	monthly	73,816	77,509	81,387	85,458	89,733	94,221
	Finance Analyst I	annual	41.45	43.53	45.70	48.07	50.64	
	GIS Analyst	hourly	2,852	2,999	3,152	3,311	3,476	3,648
98	IT Analyst	34.10	35.81	37.60	39.48	41.45	43.53	45.70
	Multimedia Specialist	bi-weekly	6,145	6,452	6,775	7,114	7,470	7,843
	Permit Processing Coordinator	monthly	70,224	73,737	77,426	81,299	85,366	89,637
99	Police Services Analyst	annual	37.60	39.48	41.45	43.53	45.70	
	Sr. Human Resources Specialist	hourly	2,728	2,884	3,008	3,158	3,316	3,482
	Community Events and Project Coordinator	bi-weekly	5,911	6,206	6,517	6,843	7,185	7,545
100	Economic Development Specialist	monthly	70,928	74,477	78,202	82,115	86,222	90,535
	Finance Analyst I	annual	36.17	37.97	39.87	41.87	43.96	46.16
	GIS Analyst	hourly	2,755	2,893	3,038	3,190	3,349	3,517
101	IT Analyst	34.44	36.17	37.97	39.87	41.87	43.96	46.16
	Multimedia Specialist	bi-weekly	5,970	6,269	6,582	6,911	7,257	7,620
	Permit Processing Coordinator	monthly	71,639	75,223	78,987	82,938	87,087	91,443
102	Police Services Analyst	annual	38.36	40.27	42.29	44.40	46.63	
	Sr. Human Resources Specialist	hourly	2,783	2,922	3,068	3,222	3,383	3,552
	Community Events and Project Coordinator	bi-weekly	6,030	6,331	6,648	6,981	7,330	7,697
103	Economic Development Specialist	monthly	72,358	75,978	79,779	83,770	87,960	92,360
	Finance Analyst I	annual	38.74	40.68	42.71	44.85	47.09	
	GIS Analyst	hourly	2,811	2,952	3,099	3,254	3,417	3,588
104	IT Analyst	35.14	36.89	38.74	40.68	42.71	44.85	47.09
	Multimedia Specialist	bi-weekly	6,090	6,395	6,715	7,051	7,404	7,774
	Permit Processing Coordinator	monthly	73,083	76,740	80,579	84,610	88,842	93,286
105	Police Services Analyst	annual	39.13	41.09	43.14	45.30	47.56	
	Sr. Human Resources Specialist	hourly	2,839	2,981	3,130	3,287	3,451	3,624
	Community Events and Project Coordinator	bi-weekly	6,151	6,459	6,782	7,121	7,478	7,852
106	Economic Development Specialist	monthly	73,816	77,509	81,387	85,458	89,733	94,221
	Finance Analyst I	annual	41.45	43.53	45.70	48.07	50.64	
	GIS Analyst	hourly	2,852	2,999	3,152	3,311	3,476	3,648

City of Elk Grove

Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
94	hourly	35.84	37.64	39.52	41.50	43.57	45.75	48.04
	bi-weekly	2,868	3,011	3,162	3,320	3,486	3,660	3,843
	monthly	6,213	6,524	6,850	7,193	7,553	7,931	8,327
	annual	74,556	78,286	82,203	86,315	90,632	95,166	99,926
95	hourly	36.20	38.02	39.92	41.91	44.01	46.21	48.52
	bi-weekly	2,896	3,041	3,193	3,353	3,521	3,697	3,882
	monthly	6,275	6,589	6,919	7,265	7,628	8,010	8,411
	annual	75,304	79,071	83,027	87,180	91,541	96,120	100,928
96	hourly	36.57	38.40	40.32	42.33	44.45	46.67	49.01
	bi-weekly	2,925	3,072	3,225	3,387	3,556	3,734	3,921
	monthly	6,338	6,655	6,988	7,338	7,705	8,090	8,495
	annual	76,059	79,864	83,859	88,054	92,459	97,084	101,940
97	Administrative Analyst II	36.93	38.78	40.72	42.76	44.90	47.14	49.50
	Crime Analyst	2,955	3,102	3,258	3,421	3,592	3,771	3,960
	Drainage & Collection Supervisor	6,402	6,722	7,058	7,411	7,782	8,171	8,580
	Finance Analyst II	76,822	80,665	84,700	88,937	93,386	98,057	102,962
	Human Resources Analyst							
	Management & Budget Analyst I							
	Risk Analyst							
	Sr GIS Analyst							
	Street Maintenance Supervisor							
	Traffic Control & Street Lighting Supervisor							
	Transit Planner							
98	hourly	37.30	39.17	41.13	43.19	45.35	47.62	50.00
	bi-weekly	2,984	3,134	3,290	3,455	3,628	3,809	4,000
	monthly	6,466	6,789	7,129	7,486	7,860	8,253	8,666
	annual	77,592	81,473	85,549	89,829	94,322	99,040	103,994
99	hourly	37.68	39.56	41.54	43.62	45.80	48.09	50.50
	bi-weekly	3,014	3,165	3,323	3,490	3,664	3,847	4,040
	monthly	6,531	6,858	7,201	7,561	7,939	8,336	8,753
	annual	78,370	82,290	86,407	90,729	95,268	100,033	105,037
100	hourly	38.06	39.96	41.96	44.06	46.26	48.57	51.00
	bi-weekly	3,044	3,197	3,357	3,525	3,701	3,886	4,080
	monthly	6,596	6,926	7,273	7,637	8,019	8,420	8,841
	annual	79,155	83,115	87,273	91,639	96,223	101,036	106,090

City of Elk Grove  
Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
101	hourly	38,44	40,36	42,38	44,50	46,72	49,06	51,52
	bi-weekly	3,075	3,229	3,390	3,560	3,738	3,925	4,121
	monthly	6,662	6,996	7,346	7,713	8,099	8,504	8,929
	annual	79,949	83,948	88,148	92,557	97,187	102,049	107,153
102	hourly	38,82	40,76	42,80	44,94	47,19	49,55	52,03
	bi-weekly	3,106	3,261	3,424	3,596	3,775	3,964	4,163
	monthly	6,729	7,066	7,419	7,790	8,180	8,589	9,019
	annual	80,751	84,790	89,032	93,485	98,161	103,071	108,227
	Assistant City Clerk							
	Police Records Manager							
	Property and Evidence Manager							
	Real Time Information Center Supervisor							
	Sr. IT Analyst							
103	hourly	39,21	41,17	43,23	45,40	47,67	50,05	52,55
	bi-weekly	3,137	3,294	3,459	3,632	3,813	4,004	4,204
	monthly	6,797	7,137	7,494	7,869	8,262	8,675	9,109
	annual	81,560	85,640	89,924	94,422	99,145	104,105	109,312
104	hourly	39,60	41,59	43,67	45,85	48,14	50,55	53,08
	bi-weekly	3,168	3,327	3,493	3,668	3,852	4,044	4,246
	monthly	6,865	7,208	7,569	7,947	8,345	8,762	9,201
	annual	82,378	86,499	90,825	95,369	100,139	105,148	110,408
105	hourly	40,00	42,00	44,10	46,31	48,63	51,06	53,61
	bi-weekly	3,200	3,360	3,528	3,705	3,890	4,085	4,289
	monthly	6,934	7,280	7,645	8,027	8,429	8,850	9,293
	annual	83,203	87,366	91,736	96,325	101,143	106,202	111,514
106	hourly	40,40	42,42	44,55	46,77	49,11	51,57	54,15
	bi-weekly	3,232	3,394	3,564	3,742	3,929	4,126	4,332
	monthly	7,003	7,353	7,721	8,108	8,513	8,939	9,386
	annual	84,037	88,241	92,655	97,290	102,157	107,266	112,632
107	hourly	40,81	42,85	44,99	47,24	49,61	52,09	54,69
	bi-weekly	3,265	3,428	3,599	3,779	3,968	4,167	4,375
	monthly	7,073	7,427	7,799	8,189	8,598	9,028	9,480
	annual	84,880	89,126	93,584	98,265	103,181	108,342	113,761
	Civil Engineer							
	GIS System Administrator							
	Management & Budget Analyst II							
	Network Engineer							
	Sr. Administrative Analyst							
	Sr. Planner							
108	hourly	41,22	43,28	45,44	47,72	50,10	52,61	55,24
	bi-weekly	3,297	3,462	3,635	3,817	4,008	4,209	4,419
	monthly	7,144	7,502	7,877	8,271	8,685	9,119	9,575
	annual	85,731	90,019	94,522	99,250	104,215	109,427	114,901

City of Elk Grove

Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
109	hourly	41.63	43.71	45.90	48.19	50.61	53.14	55.79
	bi-weekly	3,330	3,497	3,672	3,856	4,048	4,251	4,464
	monthly	7,216	7,577	7,956	8,354	8,772	9,210	9,671
	annual	86,590	90,921	95,469	100,245	105,259	110,524	116,052
110	hourly	42.05	44.15	46.36	48.68	51.11	53.67	56.35
	bi-weekly	3,364	3,532	3,709	3,894	4,089	4,294	4,508
	monthly	7,288	7,653	8,036	8,437	8,860	9,303	9,768
	annual	87,458	91,833	96,426	101,250	106,314	111,632	117,215
111	hourly	42.47	44.59	46.82	49.17	51.62	54.21	56.92
	bi-weekly	3,397	3,567	3,746	3,933	4,130	4,337	4,553
	monthly	7,361	7,729	8,116	8,522	8,948	9,396	9,866
	annual	88,334	92,753	97,393	102,264	107,380	112,751	118,390
112	Revenue Manager	42.89	45.04	47.29	49.66	52.14	54.75	57.49
	Sr. Transit Planner	3,432	3,603	3,783	3,973	4,171	4,380	4,599
	hourly	7,435	7,807	8,197	8,607	9,038	9,490	9,965
	bi-weekly	89,220	93,683	98,369	103,289	108,456	113,881	119,577
	monthly	43.32	45.49	47.77	50.16	52.66	55.30	58.06
	bi-weekly	3,466	3,639	3,821	4,012	4,213	4,424	4,645
	monthly	7,509	7,885	8,280	8,694	9,129	9,585	10,065
	annual	90,114	94,622	99,355	104,324	109,543	115,022	120,775
113	hourly	43.76	45.95	48.25	50.66	53.19	55.85	58.65
	bi-weekly	3,501	3,676	3,860	4,053	4,255	4,468	4,692
	monthly	7,565	7,964	8,363	8,781	9,220	9,681	10,165
	annual	91,017	95,570	100,350	105,370	110,640	116,174	121,985
114	hourly	44.20	46.41	48.73	51.17	53.73	56.41	59.23
	bi-weekly	3,536	3,713	3,898	4,093	4,298	4,513	4,739
	monthly	7,661	8,044	8,446	8,869	9,312	9,778	10,267
	annual	91,929	96,528	101,356	106,426	111,749	117,339	123,208
115	hourly	44.64	46.87	49.22	51.68	54.26	56.98	59.83
	bi-weekly	3,571	3,750	3,937	4,134	4,341	4,558	4,786
	monthly	7,738	8,125	8,531	8,958	9,406	9,876	10,370
	annual	92,851	97,495	102,372	107,492	112,869	118,514	124,442

City of Elk Grove  
Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7	
117	Code Enforcement Manager	hourly	45.09	47.34	49.71	52.20	54.81	57.55	60.43
	Dispatch Manager	bi-weekly	3,607	3,787	3,977	4,176	4,385	4,604	4,834
	Graphics & Multi-Media Program Manager	monthly	7,815	8,206	8,616	9,047	9,500	9,975	10,474
	Veterinarian	annual	93,781	98,472	103,398	108,570	114,000	119,702	125,689
118		hourly	45.54	47.82	50.21	52.72	55.36	58.13	61.03
		bi-weekly	3,643	3,825	4,017	4,218	4,429	4,650	4,883
		monthly	7,893	8,288	8,703	9,138	9,595	10,075	10,579
		annual	94,721	99,459	104,434	109,658	115,142	120,902	126,949
119	Economic Development Program Manager	hourly	46.00	48.30	50.71	53.25	55.91	58.71	61.64
	Housing and Public Service Program Manager	bi-weekly	3,680	3,864	4,057	4,260	4,473	4,697	4,932
	Operations Supervisor	monthly	7,973	8,371	8,790	9,230	9,691	10,176	10,685
	Sr. Civil Engineer	annual	95,670	100,456	105,480	110,756	116,296	122,113	128,221
	Sr. Management & Budget Analyst								
	Strategic Planning & Innovation Program Manager								
120		hourly	46.46	48.78	51.22	53.78	56.47	59.30	62.26
		bi-weekly	3,716	3,902	4,098	4,303	4,518	4,744	4,981
		monthly	8,052	8,455	8,878	9,322	9,788	10,278	10,792
		annual	96,629	101,462	106,537	111,866	117,462	123,337	129,505
121		hourly	46.92	49.27	51.73	54.32	57.04	59.89	62.89
		bi-weekly	3,754	3,941	4,139	4,346	4,563	4,791	5,031
		monthly	8,133	8,540	8,967	9,416	9,887	10,381	10,900
		annual	97,597	102,479	107,605	112,987	118,638	124,572	130,803
122	Community Event Center Manager	hourly	47.39	49.76	52.25	54.87	57.61	60.49	63.52
	Facilities & Fleet Manager	bi-weekly	3,791	3,981	4,180	4,389	4,609	4,839	5,081
	Police Administrative Manager	monthly	8,215	8,625	9,057	9,510	9,986	10,485	11,009
	Public Affairs Manager	annual	98,575	103,506	108,683	114,119	119,827	125,821	132,114
	Purchasing & Contracts Manager								
123		hourly	47.87	50.26	52.78	55.41	58.19	61.10	64.15
		bi-weekly	3,829	4,021	4,222	4,433	4,655	4,888	5,132
		monthly	8,297	8,712	9,148	9,605	10,086	10,590	11,120
		annual	99,563	104,543	109,772	115,263	121,028	127,081	133,437
124		hourly	48.35	50.76	53.30	55.97	58.77	61.71	64.80
		bi-weekly	3,868	4,061	4,264	4,478	4,702	4,937	5,184
		monthly	8,380	8,799	9,239	9,701	10,187	10,696	11,231
		annual	100,560	105,590	110,872	116,418	122,240	128,354	134,774

City of Elk Grove

Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
125	Accounting Manager	48.83	51.27	53.84	56.53	59.36	62.33	65.44
	Animal Services Manager	3,905	4,102	4,307	4,522	4,749	4,986	5,236
	Deputy City Attorney	8,464	8,887	9,332	9,799	10,289	10,803	11,344
	Traffic Engineer	101,568	106,648	111,983	117,584	123,465	129,640	136,124
126	hourly	49.32	51.79	54.38	57.10	59.95	62.95	66.10
	bi-weekly	3,946	4,143	4,350	4,568	4,796	5,036	5,288
	monthly	8,549	8,976	9,425	9,897	10,392	10,912	11,457
annual	102,586	107,717	113,105	118,762	124,702	130,939	137,488	
127	hourly	49.81	52.31	54.92	57.67	60.55	63.58	66.76
	bi-weekly	3,985	4,184	4,394	4,614	4,844	5,087	5,341
	monthly	8,634	9,066	9,520	9,996	10,496	11,021	11,572
annual	103,614	108,796	114,238	119,952	125,952	132,251	138,866	
128	Budget Manager	50.31	52.83	55.47	58.25	61.16	64.22	67.43
	Planning Manager	4,025	4,226	4,438	4,660	4,893	5,138	5,394
	Public Works Division Manager - Operations	8,721	9,157	9,615	10,096	10,601	11,131	11,688
	Transit System Manager	104,652	109,886	115,383	121,154	127,213	133,576	140,257
129	hourly	50.82	53.36	56.03	58.83	61.77	64.86	68.11
	bi-weekly	4,065	4,269	4,482	4,706	4,942	5,189	5,449
	monthly	8,808	9,249	9,712	10,197	10,707	11,243	11,805
annual	105,700	110,987	116,539	122,368	128,488	134,914	141,662	
130	hourly	51.33	53.89	56.59	59.42	62.39	65.51	68.79
	bi-weekly	4,106	4,312	4,527	4,754	4,991	5,241	5,503
	monthly	8,897	9,342	9,809	10,299	10,815	11,355	11,923
annual	106,759	112,099	117,706	123,593	129,775	136,266	143,081	
131	Assistant Development Services Director	51.84	54.43	57.16	60.02	63.02	66.17	69.48
	Public Works Division Manager - Engineering	4,147	4,355	4,573	4,801	5,041	5,293	5,558
	monthly	8,986	9,435	9,907	10,403	10,923	11,469	12,043
annual	107,829	113,222	118,885	124,832	131,075	137,631	144,515	
132	hourly	52.36	54.98	57.73	60.62	63.65	66.83	70.17
	bi-weekly	4,189	4,398	4,618	4,849	5,092	5,347	5,614
	monthly	9,076	9,530	10,006	10,507	11,032	11,584	12,164
annual	108,909	114,357	120,076	126,082	132,388	139,010	145,962	

City of Elk Grove  
Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
133	hourly	52.88	55.53	58.31	61.22	64.29	67.50	70.88
	bi-weekly	4,231	4,442	4,665	4,898	5,143	5,400	5,670
	monthly	9,167	9,625	10,107	10,612	11,143	11,700	12,285
	annual	110,000	115,502	121,279	127,345	133,715	140,402	147,424
134	IT Administrator	53.41	56.09	58.89	61.84	64.93	68.18	71.59
	bi-weekly	4,273	4,487	4,711	4,947	5,194	5,454	5,727
	monthly	9,259	9,722	10,208	10,718	11,255	11,817	12,408
	annual	111,102	116,659	122,494	128,621	135,054	141,809	148,901
135	hourly	53.95	56.65	59.48	62.46	65.58	68.86	72.30
	bi-weekly	4,316	4,532	4,759	4,997	5,246	5,509	5,784
	monthly	9,351	9,819	10,310	10,826	11,367	11,936	12,533
	annual	112,215	117,828	123,721	129,909	136,407	143,229	150,393
136	hourly	54.49	57.22	60.08	63.08	66.24	69.55	73.03
	bi-weekly	4,359	4,577	4,806	5,047	5,299	5,564	5,842
	monthly	9,445	9,917	10,413	10,934	11,481	12,055	12,658
	annual	113,339	119,008	124,961	131,211	137,773	144,664	151,899
137	hourly	55.04	57.79	60.68	63.71	66.90	70.25	73.76
	bi-weekly	4,403	4,623	4,854	5,097	5,352	5,620	5,901
	monthly	9,540	10,017	10,518	11,044	11,596	12,176	12,785
	annual	114,475	120,200	126,213	132,525	139,153	146,113	153,421
138	hourly	55.59	58.37	61.29	64.35	67.57	70.95	74.50
	bi-weekly	4,447	4,669	4,903	5,148	5,406	5,676	5,960
	monthly	9,635	10,117	10,623	11,154	11,712	12,298	12,913
	annual	115,621	121,405	127,477	133,853	140,547	147,577	154,957
139	hourly	56.14	58.95	61.90	65.00	68.25	71.66	75.24
	bi-weekly	4,492	4,716	4,952	5,200	5,460	5,733	6,020
	monthly	9,732	10,218	10,729	11,266	11,830	12,421	13,042
	annual	116,780	122,621	128,754	135,193	141,955	149,055	156,510
140	hourly	56.71	59.54	62.52	65.65	68.93	72.38	76.00
	bi-weekly	4,537	4,763	5,002	5,252	5,514	5,790	6,080
	monthly	9,829	10,321	10,837	11,379	11,948	12,546	13,173
	annual	117,950	123,849	130,043	136,548	143,377	150,548	158,077



City of Elk Grove

Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
141	hourly	57.27	60.14	63.15	66.31	69.62	73.10	76.76
	bi-weekly	4,582	4,811	5,052	5,304	5,570	5,848	6,141
	monthly	9,928	10,424	10,946	11,493	12,068	12,671	13,305
	annual	119,131	125,090	131,346	137,915	144,813	152,056	159,661
142	hourly	57.85	60.74	63.78	66.97	70.32	73.84	77.53
	bi-weekly	4,628	4,859	5,102	5,358	5,626	5,907	6,202
	monthly	10,027	10,529	11,055	11,608	12,189	12,798	13,438
	annual	120,324	126,343	132,662	139,297	146,264	153,579	161,260
143	hourly	58.43	61.35	64.42	67.64	71.02	74.58	78.31
	bi-weekly	4,674	4,908	5,153	5,411	5,682	5,966	6,264
	monthly	10,127	10,634	11,166	11,724	12,311	12,926	13,573
	annual	121,530	127,608	133,990	140,692	147,729	155,117	162,875
144	hourly	59.01	61.96	65.06	68.32	71.73	75.32	79.09
	bi-weekly	4,721	4,957	5,205	5,465	5,739	6,026	6,327
	monthly	10,229	10,741	11,278	11,842	12,434	13,056	13,709
	annual	122,747	128,886	135,333	142,101	149,208	156,671	164,506
145	hourly	59.60	62.59	65.72	69.00	72.45	76.08	79.88
	bi-weekly	4,768	5,007	5,257	5,520	5,796	6,086	6,391
	monthly	10,331	10,848	11,391	11,960	12,559	13,187	13,846
	annual	123,976	130,177	136,688	143,524	150,703	158,240	166,154
146	Sr. Deputy City Attorney	60.20	63.21	66.37	69.69	73.18	76.84	80.68
	bi-weekly	4,816	5,057	5,310	5,575	5,854	6,147	6,455
	monthly	10,435	10,957	11,505	12,080	12,684	13,319	13,985
	annual	125,218	131,481	138,057	144,962	152,212	159,825	167,818
147	hourly	60.80	63.85	67.04	70.39	73.91	77.61	81.49
	bi-weekly	4,864	5,108	5,363	5,631	5,913	6,209	6,519
	monthly	10,539	11,066	11,620	12,201	12,811	13,452	14,125
	annual	126,472	132,798	139,440	146,414	153,736	161,425	169,499
148	hourly	61.41	64.48	67.71	71.10	74.65	78.39	82.31
	bi-weekly	4,913	5,159	5,417	5,688	5,972	6,271	6,584
	monthly	10,645	11,177	11,736	12,323	12,940	13,587	14,266
	annual	127,739	134,128	140,836	147,880	155,276	163,042	171,196

City of Elk Grove  
Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
149	Human Resources Manager							
	hourly	62.03	65.13	68.39	71.81	75.40	79.17	83.13
	bi-weekly	4,962	5,210	5,471	5,745	6,032	6,334	6,650
	monthly	10,752	11,289	11,854	12,447	13,069	13,723	14,409
	annual	129,018	135,471	142,247	149,361	156,831	164,675	172,911
150								
	hourly	62.65	65.78	69.07	72.53	76.15	79.96	83.96
	bi-weekly	5,012	5,263	5,526	5,802	6,092	6,397	6,717
	monthly	10,859	11,402	11,973	12,571	13,200	13,860	14,554
	annual	130,311	136,828	143,671	150,857	158,402	166,324	174,642
151								
	hourly	63.28	66.44	69.76	73.25	76.92	80.76	84.80
	bi-weekly	5,062	5,315	5,581	5,860	6,153	6,461	6,784
	monthly	10,968	11,517	12,093	12,697	13,332	13,999	14,699
	annual	131,616	138,198	145,110	152,368	159,988	167,990	176,391
152	Director of Strategic Planning and Innovation							
	hourly	63.91	67.11	70.46	73.99	77.69	81.57	85.65
	bi-weekly	5,113	5,369	5,637	5,919	6,215	6,526	6,852
	monthly	11,078	11,632	12,214	12,824	13,466	14,139	14,846
	annual	132,934	139,583	146,564	153,894	161,591	169,672	178,158
153								
	hourly	64.55	67.78	71.17	74.73	78.47	82.39	86.51
	bi-weekly	5,164	5,422	5,694	5,978	6,277	6,591	6,921
	monthly	11,189	11,748	12,336	12,953	13,601	14,281	14,995
	annual	134,265	140,980	148,031	155,435	163,209	171,371	179,942
154								
	hourly	65.20	68.46	71.88	75.48	79.25	83.22	87.38
	bi-weekly	5,216	5,477	5,751	6,038	6,340	6,657	6,990
	monthly	11,301	11,866	12,459	13,083	13,737	14,424	15,145
	annual	135,610	142,392	149,514	156,992	164,843	173,087	181,744
155	Economic Development Director							
	hourly	65.85	69.14	72.60	76.23	80.05	84.05	88.25
	bi-weekly	5,268	5,531	5,808	6,099	6,404	6,724	7,060
	monthly	11,414	11,985	12,584	13,214	13,874	14,568	15,297
	annual	136,968	143,818	151,011	158,564	166,494	174,821	183,564
156								
	hourly	66.51	69.84	73.33	77.00	80.85	84.89	89.14
	bi-weekly	5,321	5,587	5,866	6,160	6,468	6,791	7,131
	monthly	11,528	12,105	12,710	13,346	14,013	14,714	15,450
	annual	138,340	145,259	152,523	160,152	168,161	176,571	185,402

City of Elk Grove

Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
157	hourly	67.18	70.54	74.06	77.77	81.66	85.74	90.03
	bi-weekly	5,374	5,643	5,925	6,221	6,533	6,859	7,202
	monthly	11,644	12,226	12,838	13,480	14,154	14,862	15,605
	annual	139,725	146,713	154,051	161,755	169,845	178,339	187,258
158	hourly	67.85	71.24	74.80	78.55	82.47	86.60	90.93
	bi-weekly	5,428	5,699	5,984	6,284	6,598	6,928	7,274
	monthly	11,760	12,349	12,966	13,615	14,296	15,010	15,761
	annual	141,124	148,182	155,594	163,375	171,546	180,125	189,134
159	hourly	68.53	71.95	75.55	79.33	83.30	87.47	91.84
	bi-weekly	5,482	5,756	6,044	6,347	6,664	6,997	7,347
	monthly	11,878	12,472	13,096	13,751	14,439	15,161	15,919
	annual	142,537	149,666	157,152	165,011	173,264	181,929	191,027
160	hourly	69.21	72.68	76.31	80.13	84.13	88.34	92.76
	bi-weekly	5,537	5,814	6,105	6,410	6,731	7,067	7,421
	monthly	11,997	12,597	13,227	13,889	14,583	15,313	16,078
	annual	143,965	151,165	158,725	166,664	174,999	183,751	192,940
161	Development Services Director	69.91	73.40	77.07	80.93	84.98	89.23	93.69
	Director of Finance & Administrative Services	5,593	5,872	6,166	6,474	6,798	7,138	7,495
	monthly	12,117	12,723	13,360	14,028	14,729	15,466	16,239
	annual	145,407	152,679	160,315	168,333	176,751	185,591	194,872
162	hourly	70.61	74.14	77.85	81.74	85.83	90.12	94.63
	bi-weekly	5,649	5,931	6,228	6,539	6,866	7,210	7,570
	monthly	12,239	12,851	13,493	14,168	14,877	15,621	16,402
	annual	146,863	154,208	161,920	170,018	178,521	187,449	196,823
163	hourly	71.31	74.88	78.63	82.56	86.69	91.02	95.57
	bi-weekly	5,705	5,990	6,290	6,605	6,935	7,282	7,646
	monthly	12,361	12,979	13,628	14,310	15,026	15,777	16,566
	annual	148,333	155,752	163,541	171,721	180,309	189,326	198,794
164	Deputy City Manager	72.03	75.63	79.41	83.38	87.55	91.93	96.53
	Public Works Director/City Engineer	5,762	6,050	6,353	6,671	7,004	7,355	7,722
	monthly	12,485	13,109	13,765	14,453	15,176	15,935	16,732
	annual	149,819	157,311	165,179	173,440	182,114	191,222	200,785

City of Elk Grove  
Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
165	hourly	72.75	76.39	80.21	84.22	88.43	92.85	97.50
	bi-weekly	5,820	6,111	6,417	6,738	7,075	7,428	7,800
	monthly	12,610	13,241	13,903	14,598	15,328	16,095	16,900
	annual	151,319	158,887	166,833	175,177	183,937	193,136	202,795
166	hourly	73.48	77.15	81.01	85.06	89.32	93.78	98.47
	bi-weekly	5,878	6,172	6,481	6,805	7,145	7,503	7,878
	monthly	12,736	13,373	14,042	14,744	15,482	16,256	17,069
	annual	152,834	160,478	168,503	176,931	185,779	195,070	204,826
167	hourly	74.21	77.93	81.82	85.91	90.21	94.72	99.46
	bi-weekly	5,937	6,234	6,546	6,873	7,217	7,578	7,957
	monthly	12,864	13,507	14,183	14,892	15,637	16,419	17,240
	annual	154,364	162,084	170,191	178,702	187,639	197,023	206,876
168	hourly	74.96	78.71	82.64	86.77	91.11	95.67	100.46
	bi-weekly	5,997	6,296	6,611	6,942	7,289	7,654	8,036
	monthly	12,992	13,642	14,325	15,041	15,793	16,583	17,412
	annual	155,910	163,707	171,895	180,491	189,518	198,996	208,948
169	hourly	75.71	79.49	83.47	87.64	92.03	96.63	101.46
	bi-weekly	6,057	6,359	6,678	7,011	7,362	7,730	8,117
	monthly	13,123	13,779	14,468	15,192	15,951	16,749	17,587
	annual	157,471	165,347	173,616	182,299	191,416	200,988	211,040
170	Assistant City Attorney	76.47	80.29	84.30	88.52	92.95	97.60	102.48
	bi-weekly	6,117	6,423	6,744	7,082	7,436	7,808	8,198
	monthly	13,254	13,917	14,613	15,344	16,111	16,917	17,763
	annual	159,048	167,002	175,354	184,124	193,332	203,001	213,153
171	hourly	77.23	81.09	85.15	89.41	93.88	98.57	103.50
	bi-weekly	6,178	6,487	6,812	7,153	7,510	7,886	8,280
	monthly	13,387	14,056	14,759	15,497	16,272	17,086	17,941
	annual	160,640	168,674	177,110	185,967	195,268	205,033	215,287
172	hourly	78.00	81.91	86.00	90.30	94.82	99.56	104.54
	bi-weekly	6,240	6,552	6,880	7,224	7,585	7,965	8,363
	monthly	13,521	14,197	14,907	15,652	16,435	17,257	18,120
	annual	162,249	170,363	178,883	187,829	197,223	207,086	217,442

City of Elk Grove

Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
173	hourly	78.79	82.73	86.86	91.21	95.77	100.56	105.59
	bi-weekly	6,303	6,618	6,949	7,297	7,661	8,045	8,447
	monthly	13,656	14,339	15,056	15,809	16,600	17,430	18,302
	annual	163,873	172,069	180,674	189,710	199,197	209,159	219,619
174	hourly	79.57	83.55	87.73	92.12	96.73	101.56	106.64
	bi-weekly	6,366	6,684	7,019	7,370	7,738	8,125	8,531
	monthly	13,793	14,483	15,207	15,967	16,766	17,604	18,485
	annual	165,514	173,791	182,483	191,609	201,192	211,253	221,818
175	hourly	80.37	84.39	88.61	93.04	97.70	102.58	107.71
	bi-weekly	6,430	6,751	7,089	7,443	7,816	8,206	8,617
	monthly	13,931	14,628	15,359	16,127	16,934	17,781	18,670
	annual	167,171	175,531	184,310	193,528	203,206	213,368	224,039
176	Assistant City Manager	81.18	85.24	89.50	93.97	98.67	103.61	108.79
	bi-weekly	6,494	6,819	7,160	7,518	7,894	8,289	8,703
	monthly	14,070	14,774	15,513	16,289	17,103	17,959	18,857
	annual	168,845	177,289	186,155	195,465	205,240	215,504	226,282
177	hourly	81.99	86.09	90.39	94.91	99.66	104.65	109.88
	bi-weekly	6,559	6,887	7,232	7,593	7,973	8,372	8,790
	monthly	14,211	14,922	15,668	16,452	17,275	18,138	19,046
	annual	170,535	179,064	188,019	197,422	207,295	217,662	228,547
178	hourly	82.81	86.95	91.30	95.86	100.66	105.69	110.98
	bi-weekly	6,625	6,956	7,304	7,669	8,053	8,455	8,878
	monthly	14,354	15,071	15,825	16,617	17,448	18,320	19,236
	annual	172,242	180,857	189,901	199,398	209,370	219,841	230,835
179	Assistant Chief of Police	83.64	87.82	92.21	96.82	101.67	106.75	112.09
	bi-weekly	6,691	7,026	7,377	7,746	8,133	8,540	8,967
	monthly	14,497	15,222	15,984	16,783	17,622	18,503	19,429
	annual	173,967	182,667	191,803	201,395	211,466	222,042	233,146
180	hourly	84.48	88.70	93.14	97.79	102.68	107.82	113.21
	bi-weekly	6,758	7,096	7,451	7,823	8,215	8,626	9,057
	monthly	14,642	15,375	16,144	16,951	17,799	18,689	19,623
	annual	175,709	184,496	193,723	203,411	213,583	224,265	235,480

City of Elk Grove  
Employee Step Plan-Pay Band Groups (Non Represented) 1% between Bands

Band	CLASSIFICATION	1	2	3	4	5	6	7
181	hourly	85.32	89.59	94.07	98.77	103.71	108.90	114.34
	bi-weekly	6,826	7,167	7,525	7,902	8,297	8,712	9,148
	monthly	14,789	15,529	16,305	17,121	17,977	18,876	19,820
	annual	177,468	186,343	195,662	205,447	215,722	226,510	237,837
182	hourly	86.18	90.48	95.01	99.76	104.75	109.99	115.49
	bi-weekly	6,894	7,239	7,601	7,981	8,380	8,799	9,239
	monthly	14,937	15,684	16,468	17,292	18,157	19,065	20,018
	annual	179,244	188,208	197,621	207,504	217,881	228,777	240,218
183	hourly	87.04	91.39	95.96	100.76	105.80	111.09	116.65
	bi-weekly	6,963	7,311	7,677	8,061	8,464	8,887	9,332
	monthly	15,087	15,841	16,633	17,465	18,339	19,256	20,219
	annual	181,039	190,093	199,599	209,581	220,062	231,067	242,623
184	Chief of Police	87.91	92.31	96.92	101.77	106.86	112.20	117.81
	bi-weekly	7,033	7,384	7,754	8,142	8,549	8,976	9,425
	monthly	15,238	16,000	16,800	17,640	18,522	19,448	20,421
	annual	182,851	191,996	201,597	211,679	222,265	233,381	245,052
185	hourly	88.79	93.23	97.89	102.79	107.93	113.33	118.99
	bi-weekly	7,103	7,458	7,831	8,223	8,634	9,066	9,519
	monthly	15,390	16,160	16,968	17,817	18,708	19,643	20,625
	annual	184,682	193,918	203,616	213,798	224,490	235,717	247,505
186	hourly	89.68	94.16	98.87	103.82	109.01	114.46	120.18
	bi-weekly	7,174	7,533	7,910	8,305	8,721	9,157	9,615
	monthly	15,544	16,322	17,138	17,995	18,895	19,840	20,832
	annual	186,530	195,859	205,654	215,939	226,738	238,076	249,982
187	hourly	90.58	95.11	99.86	104.86	110.10	115.61	121.39
	bi-weekly	7,246	7,608	7,989	8,388	8,808	9,248	9,711
	monthly	15,700	16,485	17,309	18,175	19,084	20,038	21,040
	annual	188,398	197,820	207,713	218,100	229,007	240,460	252,485
188	hourly	91.48	96.06	100.86	105.91	111.20	116.76	122.60
	bi-weekly	7,319	7,685	8,069	8,472	8,896	9,341	9,808
	monthly	15,857	16,650	17,483	18,357	19,275	20,239	21,251
	annual	190,284	199,800	209,792	220,283	231,300	242,867	255,012
189	hourly	92.40	97.02	101.87	106.97	112.31	117.93	123.83
	bi-weekly	7,392	7,762	8,150	8,557	8,985	9,435	9,906
	monthly	16,016	16,817	17,658	18,541	19,468	20,441	21,464
	annual	192,189	201,800	211,892	222,489	233,615	245,298	257,565

**EXHIBIT D**

Fiscal Year	Previous Appropriation Limits		Revised Appropriation Limits based on revised Adjustment Factor				
	Adopted by Council via Resolution		Population factor (City)	Population factor (County)	Per Capita Personal Income Factor	Adjustment Factor	New Appropriation Limit
2017-18	\$	99,680,747	1.0184	1.0130	1.0369	1.0560	\$99,680,747
2018-19	\$	103,977,579	1.0062	1.0101	1.0367	1.0472	\$104,382,393
2019-20	\$	109,178,368	1.0111	1.0107	1.0385	1.0500	\$109,603,430

On June 5, 1990, the California electorate passed Proposition 111, which modified the method of adjusting the annual appropriations limit. Beginning with the 1990-91 appropriations limit, Cities may choose from the following indices when determining the adjustment factor:

Population Factor: The annual growth in the City's population OR the annual growth in the County's population as provided by the State Department of Finance.

Cost of Living Factor: The annual growth in the California Per Capita Income OR the growth in the non-residential assessed valuation due to new construction within the City

\*Note: The values being revised are indicated in bold in the above table

**CERTIFICATION  
ELK GROVE CITY COUNCIL RESOLUTION NO. 2020-034**

**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 February 12, 2020 by the following vote:***

**AYES:            COUNCILMEMBERS:        *Ly, Detrick, Hume, Nguyen, Suen***

**NOES:           COUNCILMEMBERS:        *None***

**ABSTAIN:       COUNCILMEMBERS:        *None***

**ABSENT:        COUNCILMEMBERS:        *None***



***Jason Lindgren, City Clerk  
City of Elk Grove, California***