

RESOLUTION NO. 2009-265

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELK GROVE
ESTABLISHING AN EMPLOYEE COMPENSATION STEP PLAN AND
ASSIGNING PAY BANDS TO JOB CLASSIFICATIONS**

WHEREAS, the City Council is interested in providing the City Manager with the tools necessary to ensure all staff positions are treated equitably; and

WHEREAS, the City Council has stated its desire to provide compensation and benefits for the unrepresented employees similar to those provided to represented employees; and

WHEREAS, the Elk Grove Police Officer's Association Memorandum of Understanding establishes a Step Plan; and


WHEREAS, an Employee Compensation Step Plan will replace the Pay for Performance system; and

WHEREAS, each Employee Job Classification shall be linked to a Pay Band in the Employee Compensation Step Plan in accordance with a market study.

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

- 1) Establishes the Employee Compensation Step Plan (Exhibit A) effective July 1, 2011; and
- 2) Assigns a Pay Band to each Job Classification (Exhibit B).

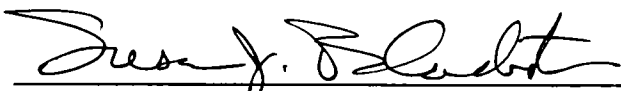
PASSED AND ADOPTED by the City Council of the City of Elk Grove this 9th day of December 2009.



PATRICK HUME, MAYOR of the
CITY OF ELK GROVE

ATTEST:

APPROVED AS TO FORM:



SUSAN J. BLACKSTON, CITY CLERK



SUSAN COCHRAN, CITY ATTORNEY

EXHIBIT A**City of Elk Grove
Employee Step Plan Pay Bands**

<u>Band</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
AA	22,386	23,506	24,681	25,915	27,211	28,571	30,000
AB	24,625	25,856	27,149	28,507	29,932	31,429	33,000
AC	27,088	28,442	29,864	31,357	32,925	34,571	36,300
AD	29,796	31,286	32,851	34,493	36,218	38,029	39,930
AE	32,776	34,415	36,136	37,942	39,839	41,831	43,923
AF	35,234	36,996	38,846	40,788	42,827	44,969	47,217
AG	37,877	39,771	41,759	43,847	46,039	48,341	50,759
AH	40,718	42,753	44,891	47,136	49,492	51,967	54,565
AI	43,771	45,960	48,258	50,671	53,204	55,865	58,658
AJ	47,054	49,407	51,877	54,471	57,195	60,054	63,057
AK	50,583	53,112	55,768	58,556	61,484	64,559	67,786
AL	54,377	57,096	59,951	62,948	66,096	69,400	72,870
AM	57,096	59,951	62,948	66,096	69,400	72,870	76,514
AN	59,951	62,948	66,096	69,400	72,870	76,514	80,340
AO	62,948	66,096	69,400	72,870	76,514	80,340	84,357
AP	66,096	69,400	72,870	76,514	80,340	84,357	88,574
AQ	69,400	72,870	76,514	80,340	84,357	88,574	93,003
AR	72,870	76,514	80,340	84,357	88,574	93,003	97,653
AS	76,514	80,340	84,357	88,574	93,003	97,653	102,536
AT	80,340	84,357	88,574	93,003	97,653	102,536	107,663
AU	82,750	86,887	91,232	95,793	100,583	105,612	110,893
AV	85,232	89,494	93,969	98,667	103,600	108,780	114,219
AW	87,789	92,179	96,788	101,627	106,708	112,044	117,646
AX	90,423	94,944	99,691	104,676	109,910	115,405	121,175
AY	93,136	97,792	102,682	107,816	113,207	118,867	124,811
AZ	95,930	100,726	105,763	111,051	116,603	122,433	128,555
BA	98,808	103,748	108,935	114,382	120,101	126,106	132,412
BB	101,772	106,860	112,203	117,814	123,704	129,890	136,384
BC	104,825	110,066	115,570	121,348	127,415	133,786	140,476
BD	107,970	113,368	119,037	124,988	131,238	137,800	144,690
BE	111,209	116,769	122,608	128,738	135,175	141,934	149,030
BF	114,545	120,272	126,286	132,600	139,230	146,192	153,501
BG	117,981	123,881	130,075	136,578	143,407	150,578	158,106
BH	121,521	127,597	133,977	140,676	147,709	155,095	162,850
BI	125,167	131,425	137,996	144,896	152,141	159,748	167,735
BJ	128,922	135,368	142,136	149,243	156,705	164,540	172,767
BK	132,789	139,429	146,400	153,720	161,406	169,476	177,950
BL	136,773	143,611	150,792	158,332	166,248	174,561	183,289
BM	140,876	147,920	155,316	163,082	171,236	179,797	188,787
BN	145,102	152,357	159,975	167,974	176,373	185,191	194,451
BO	149,455	156,928	164,775	173,013	181,664	190,747	200,285

EXHIBIT B

Job Classification Pay Band Assignment

<u>Job Classification</u>	<u>Pay Band</u>
ACCOUNTING MANAGER	AV
ACCOUNTING TECHNICIAN	AI
ADMINISTRATIVE ANALYST	AN
ADMINISTRATIVE ASSISTANT	AG
ANIMAL SERVICES OFFICER	AG
ASSISTANT CITY ATTORNEY	BF
ASSISTANT CITY CLERK	AP
ASSISTANT CITY MANAGER	BM
ASSISTANT TO THE CITY MANAGER	AX
BUDGET MANAGER	AX
BUILDING OFFICIAL	AY
CHIEF OF POLICE	BM
COMM ENHANC FIELD INSPECTOR	AJ
COMMUNITY ENHANCEMENT MANAGER	AT
COMMUNITY ENHANCEMENT SUPERVISOR	AP
CUSTOMER SERVICE SPECIALIST	AF
DEPUTY CITY ATTORNEY I	AV
DEPUTY CITY ATTORNEY II	BA
DEPUTY CITY CLERK/RECORDS MANAGER	AL
DEPUTY CITY MANAGER	BJ
DIRECTOR OF FINANCE	BG
DIRECTOR OF HUMAN RESOURCES	BF
DIRECTOR OF PLANNING	BI
DIRECTOR OF PUBLIC WORKS/ENGINEER	BI
EXECUTIVE ADMINISTRATIVE ASSISTANT	AL
FACILITIES & FLEET MANAGER	AV
FINANCE ANALYST	AP
HUMAN RESOURCE ANALYST	AP
I.T. ANALYST	AM
I.T. MANAGER	AV
INTEGRATED WASTE COORDINATOR	AM
INTEGRATED WASTE MANAGER	AT
LEGAL ASSISTANT	AL
LIEUTENANT	BA
MANAGEMENT ANALYST	AP
PAYROLL TECHNICIAN	AJ
POLICE CAPTAIN	BF
POLICE RECORDS UNIT MANAGER	AQ
POLICE SERVICES ANALYST	AN
POLICE SUPPORT SERVICES MANAGER	BC
PROPERTY AND EVIDENCE UNIT MANAGER	AQ
PUBLIC INFORMATION OFFICER	AQ
PURCHASING AGENT	AJ
PURCHASING MANAGER	AT
RECEPTIONIST	AC
REVENUE MANAGER	AQ
SENIOR ACCOUNTANT	AN
SENIOR ADMINISTRATIVE ASSISTANT	AJ
SENIOR CUSTOMER SERVICE SPECIALIST	AG
SENIOR I.T. ANALYST	AN
SENIOR MANAGEMENT ANALYST	AT
TRANSIT PLANNER	AP
TRANSIT SYSTEM MANAGER	AV

**CERTIFICATION
ELK GROVE CITY COUNCIL RESOLUTION NO. 2009-265**

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

I, Susan J. Blackston, 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 December 9, 2009 by the following vote:

AYES : COUNCILMEMBERS: Hume, Scherman, Cooper, Davis, Detrick

NOES: COUNCILMEMBERS: None

ABSTAIN : COUNCILMEMBERS: None

ABSENT: COUNCILMEMBERS: None



**Susan J. Blackston, City Clerk
City of Elk Grove, California**