

**CITY MANAGER'S REPORT
JUNE 10, 2024 CITY COUNCIL REGULAR MEETING**

ITEM 4.5

ITEM: GRADE STEP SCHEDULE FOR FISCAL YEAR 2024/25

RECOMMENDATION: Adopt Resolution Approving the City of Lathrop Salary Schedule as of July 1, 2024, in Accordance with California Code of Regulations, Title 2, Section 570.5

SUMMARY:

In April 2022 and 2023, the Council approved the Memorandum of Understanding (MOU) for three active labor groups, as listed below. These MOUs are set to expire on June 30, 2026 and July 1, 2026:

1. Service Employees International Union (SEIU)
2. Lathrop Mid-Managers and Confidential Employees Association (LMCEA)
3. Lathrop Police Officers Association (LPOA)

Employees in positions that are not part of any of the mentioned labor groups are referred to as Unrepresented Classifications. As outlined in the MOUs, represented personnel are subject to a four percent (4%) salary increase due to a Cost of Living Adjustment (COLA) effective on July 1st following the MOU approval and remains in effect throughout the duration of the agreement. This salary increase is reflected on the first full pay period in July. The COLA increase also applies to all Unrepresented Classifications, as per Council Resolution No. 22-5040.

Staff recommends that the Council adopt a resolution approving the City of Lathrop Grade Step Schedule effective July 1, 2024, in accordance with California Code of Regulations, Title 2, Section 570.5.

BACKGROUND:

In accordance with CalPERS requirements, the City Council must adopt a resolution approving the City of Lathrop Grade Step Schedule each time a change occurs, even when City Council has already approved the change as part of a multi-year labor agreement as is the case with the four groups listed below:

1. SEIU MOU, approved by Council in April 2022, provides a 4.0% increase to salaries due to Cost of Living Adjustment (COLA) for fiscal years 2023, 2024, 2025, 2026.
2. LMCEA MOU, approved by Council in April 2022, provides a 4.0% increase to salaries due to Cost of Living Adjustment (COLA) for fiscal years 2023, 2024, 2025, 2026.
3. LPOA MOU, approved by Council in April 2023, provides a 4.0% increase to salaries due to Cost of Living Adjustment (COLA) for fiscal years 2023, 2024, 2025.

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4. Unrepresented Classifications, approved by Council in April 2022, provides a 4.0% increase to salaries due to Cost of Living Adjustment (COLA) for fiscal years 2023, 2024, 2025, 2026.

Staff has updated the Salary Schedule (Attachment B) to reflect the approved salary changes for FY 2024/25.

REASON FOR RECOMMENDATION:

In accordance with the California Code of Regulations, Title 2, Section 570.5, the City is required to adopt a current Pay Schedule or Grade Step Table.

FISCAL IMPACT:

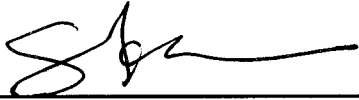
The fiscal impacts associated with the cost of living salary changes have already been incorporated into Year 2 (FY 2024/25) of the approved Biennial Budget.

ATTACHMENTS:

- A. Resolution Approving the City of Lathrop Salary Schedule as of July 1, 2024, in Accordance with California Code of Regulations, Title 2, Section 570.5
- B. Grade Step Schedule Effective July 1, 2024

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GRADE STEP SCHEDULE FOR FISCAL YEAR 2024/25**

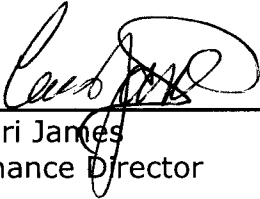
APPROVALS:



Sandra Frias
Sr. Management Analyst

6/4/24

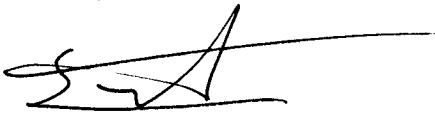
Date



Cari James
Finance Director

6/4/2024

Date



Salvador Navarrete
City Attorney

6.4.2024

Date



Thomas Hedegard
Deputy City Manager

6/4/2024

Date



Stephen J Salvatore
City Manager

6.4.24

Date

RESOLUTION NO. 24-_____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LATHROP APPROVING THE CITY OF LATHROP SALARY SCHEDULE AS OF JULY 1, 2024, IN ACCORDANCE WITH CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5

WHEREAS, the City of Lathrop has prepared and submitted to the City Council a budget for the fiscal year commencing July 1, 2024; and

WHEREAS, the City Council approved in April 2022 a Memorandum of Understanding (MOU) agreement with the Service Employees International Union (SEIU); and

WHEREAS, the City Council approved in April 2022 a Memorandum of Understanding (MOU) agreement with the Lathrop Mid-Managers and Confidential Employees Association (LMCEA); and

WHEREAS, the City Council approved in April 2023 a Memorandum of Understanding (MOU) agreement with the Lathrop Police Officers Association (LPOA); and

WHEREAS, the City Council approved in April 2022 a Resolution providing Unrepresented Employees with the same terms and conditions as provided to LMCEA members; and

WHEREAS, a four percent (4%) salary increase due to a Cost of Living Adjustment (COLA) factor was approved for represented and unrepresented personnel effective on July 1st following the MOU approval and remains in effect throughout the duration of the agreement;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Lathrop does hereby approve the updated Salary Schedule (Attachment B), effective July 1, 2024, in accordance with the California Code of Regulations, Title 2, Section 570.5.

The foregoing resolution was passed and adopted this 10th day of June 2024, by the following vote of the City Council, to wit:

AYES:

NOES:

ABSENT:

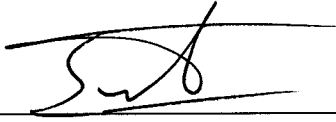
ABSTAIN:

Sonny Dhaliwal, Mayor

ATTEST:

APPROVED AS TO FORM:

Teresa Vargas, City Clerk



Salvador Navarrete, City Attorney

**CITY OF LATHROP
GRADE-STEP TABLE
Eff. 7/06/2024**

Adopted by Resolution No. 24-_____

**FOR REFERENCE USE ONLY*

GRADE	CLASSIFICATION	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
20			hourly	\$ 16.4215	\$ 17.2427	\$ 18.1049	\$ 19.0101	\$ 19.9606
			bi-weekly	1,314	1,379	1,448	1,521	1,597
			monthly	2,846	2,989	3,138	3,295	3,460
			annual	34,157	35,865	37,658	39,541	41,518
21			hourly	\$ 16.8321	\$ 17.6739	\$ 18.5573	\$ 19.4852	\$ 20.4596
			bi-weekly	1,347	1,414	1,485	1,559	1,637
			monthly	2,918	3,063	3,217	3,377	3,546
			annual	35,011	36,762	38,599	40,529	42,556
22			hourly	\$ 17.2524	\$ 18.1152	\$ 19.0208	\$ 19.9718	\$ 20.9702
			bi-weekly	1,380	1,449	1,522	1,598	1,678
			monthly	2,990	3,140	3,297	3,462	3,635
			annual	35,885	37,680	39,563	41,541	43,618
23			hourly	\$ 17.6842	\$ 18.5685	\$ 19.4969	\$ 20.4720	\$ 21.4951
			bi-weekly	1,415	1,485	1,560	1,638	1,720
			monthly	3,065	3,219	3,379	3,548	3,726
			annual	36,783	38,622	40,554	42,582	44,710
24			hourly	\$ 18.1266	\$ 19.0329	\$ 19.9842	\$ 20.9835	\$ 22.0326
			bi-weekly	1,450	1,523	1,599	1,679	1,763
			monthly	3,142	3,299	3,464	3,637	3,819
			annual	37,703	39,588	41,567	43,646	45,828
25			hourly	\$ 18.5797	\$ 19.5083	\$ 20.4837	\$ 21.5081	\$ 22.5837
			bi-weekly	1,486	1,561	1,639	1,721	1,807
			monthly	3,220	3,381	3,551	3,728	3,915
			annual	38,646	40,577	42,606	44,737	46,974
26			hourly	\$ 19.0441	\$ 19.9963	\$ 20.9960	\$ 22.0457	\$ 23.1480
			bi-weekly	1,524	1,600	1,680	1,764	1,852
			monthly	3,301	3,466	3,639	3,821	4,012
			annual	39,612	41,592	43,672	45,855	48,148
27	RECREATION LEADER FLEET ATTENDANT	UNREP UNREP	hourly	\$ 19.5201	\$ 20.4961	\$ 21.5212	\$ 22.5973	\$ 23.7270
			bi-weekly	1,562	1,640	1,722	1,808	1,898
			monthly	3,383	3,553	3,730	3,917	4,113
			annual	40,602	42,632	44,764	47,002	49,352
28			hourly	\$ 20.0080	\$ 21.0084	\$ 22.0589	\$ 23.1618	\$ 24.3202
			bi-weekly	1,601	1,681	1,765	1,853	1,946
			monthly	3,468	3,641	3,824	4,015	4,216
			annual	41,617	43,698	45,882	48,177	50,586
29			hourly	\$ 20.5084	\$ 21.5338	\$ 22.6104	\$ 23.7409	\$ 24.9281
			bi-weekly	1,641	1,723	1,809	1,899	1,994
			monthly	3,555	3,733	3,919	4,115	4,321
			annual	42,657	44,790	47,030	49,381	51,850
30			hourly	\$ 21.0210	\$ 22.0720	\$ 23.1756	\$ 24.3343	\$ 25.5511
			bi-weekly	1,682	1,766	1,854	1,947	2,044
			monthly	3,644	3,826	4,017	4,218	4,429
			annual	43,724	45,910	48,205	50,615	53,146
31			hourly	\$ 21.5466	\$ 22.6237	\$ 23.7551	\$ 24.9426	\$ 26.1899
			bi-weekly	1,724	1,810	1,900	1,995	2,095
			monthly	3,735	3,921	4,118	4,323	4,540
			annual	44,817	47,057	49,411	51,881	54,475
32	OFFICE ASSISTANT I SENIOR RECREATION LEADER	SEIU SEIU	hourly	\$ 22.0852	\$ 23.1893	\$ 24.3490	\$ 25.5660	\$ 26.8446
			bi-weekly	1,767	1,855	1,948	2,045	2,148
			monthly	3,828	4,019	4,220	4,431	4,653
			annual	45,937	48,234	50,646	53,177	55,837
33			hourly	\$ 22.6373	\$ 23.7691	\$ 24.9575	\$ 26.2056	\$ 27.5158
			bi-weekly	1,811	1,902	1,997	2,096	2,201
			monthly	3,924	4,120	4,326	4,542	4,769
			annual	47,086	49,440	51,912	54,508	57,233
34			hourly	\$ 23.2032	\$ 24.3636	\$ 25.5818	\$ 26.8610	\$ 28.2037
			bi-weekly	1,856	1,949	2,047	2,149	2,256
			monthly	4,022	4,223	4,434	4,656	4,889
			annual	48,263	50,676	53,210	55,871	58,664
35	OFFICE ASSISTANT II	SEIU	hourly	\$ 23.7836	\$ 24.9724	\$ 26.2210	\$ 27.5319	\$ 28.9087
			bi-weekly	1,903	1,998	2,098	2,203	2,313
			monthly	4,122	4,329	4,545	4,772	5,011
			annual	49,470	51,943	54,540	57,266	60,130

**CITY OF LATHROP
GRADE-STEP TABLE
Eff. 7/06/2024**

Adopted by Resolution No. 24-_____

**FOR REFERENCE USE ONLY*

GRADE	CLASSIFICATION	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
36			hourly	\$ 24.3781	\$ 25.5967	\$ 26.8768	\$ 28.2204	\$ 29.6315
			bi-weekly	1,950	2,048	2,150	2,258	2,371
			monthly	4,226	4,437	4,659	4,892	5,136
			annual	50,706	53,241	55,904	58,698	61,634
37	SPECIAL ASSISTANT ANIMAL CENTER ASSISTANT	SEIU	hourly	\$ 24.9872	\$ 26.2365	\$ 27.5485	\$ 28.9261	\$ 30.3721
			bi-weekly	1,999	2,099	2,204	2,314	2,430
		SEIU	monthly	4,331	4,548	4,775	5,014	5,264
			annual	51,973	54,572	57,301	60,166	63,174
38			hourly	\$ 25.6123	\$ 26.8927	\$ 28.2371	\$ 29.6489	\$ 31.1316
			bi-weekly	2,049	2,151	2,259	2,372	2,491
			monthly	4,439	4,661	4,894	5,139	5,396
			annual	53,274	55,937	58,733	61,670	64,754
39			hourly	\$ 26.2524	\$ 27.5651	\$ 28.9431	\$ 30.3905	\$ 31.9096
			bi-weekly	2,100	2,205	2,315	2,431	2,553
			monthly	4,550	4,778	5,017	5,268	5,531
			annual	54,605	57,335	60,202	63,212	66,372
40			hourly	\$ 26.9090	\$ 28.2544	\$ 29.6670	\$ 31.1502	\$ 32.7076
			bi-weekly	2,153	2,260	2,373	2,492	2,617
			monthly	4,664	4,897	5,142	5,399	5,669
			annual	55,971	58,769	61,707	64,792	68,032
41	ADMINISTRATIVE ASSISTANT I MAINTENANCE WORKER I WATER METER READER I	SEIU	hourly	\$ 27.5814	\$ 28.9605	\$ 30.4086	\$ 31.9289	\$ 33.5252
		SEIU	bi-weekly	2,207	2,317	2,433	2,554	2,682
		SEIU	monthly	4,781	5,020	5,271	5,534	5,811
			annual	57,369	60,238	63,250	66,412	69,732
42	CUSTOMER SERVICE REPRESENTATIVE I	SEIU	hourly	\$ 28.2708	\$ 29.6844	\$ 31.1690	\$ 32.7272	\$ 34.3639
			bi-weekly	2,262	2,375	2,494	2,618	2,749
			monthly	4,900	5,145	5,403	5,673	5,956
			annual	58,803	61,744	64,832	68,072	71,477
43	POLICE OFFICER TRAINEE POLICE RECORDS ASSISTANT I	NON-SWORN	hourly	\$ 28.9773	\$ 30.4267	\$ 31.9479	\$ 33.5453	\$ 35.2224
		SEIU	bi-weekly	2,318	2,434	2,556	2,684	2,818
			monthly	5,023	5,274	5,538	5,815	6,105
			annual	60,273	63,287	66,452	69,774	73,263
44	INFORMATION TECHNOLOGY TECHNICIAN	SEIU	hourly	\$ 29.7020	\$ 31.1873	\$ 32.7467	\$ 34.3840	\$ 36.1033
			bi-weekly	2,376	2,495	2,620	2,751	2,888
			monthly	5,148	5,406	5,676	5,960	6,258
			annual	61,780	64,870	68,113	71,519	75,095
45	ADMINISTRATIVE ASSISTANT II MAINTENANCE WORKER II RECREATION COORDINATOR WATER METER READER II	SEIU	hourly	\$ 30.4445	\$ 31.9668	\$ 33.5653	\$ 35.2436	\$ 37.0058
		SEIU	bi-weekly	2,436	2,557	2,685	2,819	2,960
		SEIU	monthly	5,277	5,541	5,818	6,109	6,414
		SEIU	annual	63,325	66,491	69,816	73,307	76,972
46	POLICE RECORDS ASSISTANT II	SEIU	hourly	\$ 31.2060	\$ 32.7661	\$ 34.4042	\$ 36.1248	\$ 37.9308
			bi-weekly	2,496	2,621	2,752	2,890	3,034
			monthly	5,409	5,679	5,963	6,262	6,575
			annual	64,909	68,154	71,561	75,139	78,896
47	ADMINISTRATIVE ASSISTANT III ADMINISTRATIVE TECHNICIAN I HUMAN RESOURCES TECHNICIAN PERMIT TECHNICIAN I	SEIU	hourly	\$ 31.9857	\$ 33.5854	\$ 35.2644	\$ 37.0275	\$ 38.8789
		SEIU	bi-weekly	2,559	2,687	2,821	2,962	3,110
		SEIU	monthly	5,544	5,821	6,112	6,418	6,739
		SEIU	annual	66,530	69,858	73,350	77,017	80,868
48	MAINTENANCE WORKER III SOLID WASTE&RESOURCE CONSERV. COORD	SEIU	hourly	\$ 32.7857	\$ 34.4251	\$ 36.1460	\$ 37.9532	\$ 39.8512
		SEIU	bi-weekly	2,623	2,754	2,892	3,036	3,188
			monthly	5,683	5,967	6,265	6,579	6,908
			annual	68,194	71,604	75,184	78,943	82,890
49	CUSTOMER SERVICE REPRESENTATIVE II PROPERTY AND EVIDENCE TECHNICIAN	SEIU	hourly	\$ 33.6052	\$ 35.2854	\$ 37.0500	\$ 38.9026	\$ 40.8476
		SEIU	bi-weekly	2,688	2,823	2,964	3,112	3,268
			monthly	5,825	6,116	6,422	6,743	7,080
			annual	69,899	73,394	77,064	80,917	84,963
50	ENGINEERING TECHNICIAN I	SEIU	hourly	\$ 34.4453	\$ 36.1676	\$ 37.9761	\$ 39.8747	\$ 41.8686
			bi-weekly	2,756	2,893	3,038	3,190	3,349
			monthly	5,971	6,269	6,583	6,912	7,257
			annual	71,646	75,229	78,990	82,939	87,087
51	ADMINISTRATIVE TECHNICIAN II PERMIT TECHNICIAN II SENIOR ADMINISTRATIVE ASSISTANT SENIOR CUSTOMER SERVICE REP	SEIU	hourly	\$ 35.3066	\$ 37.0723	\$ 38.9256	\$ 40.8720	\$ 42.9154
		SEIU	bi-weekly	2,825	2,966	3,114	3,270	3,433
			monthly	6,120	6,426	6,747	7,084	7,439
			LMCEA SEIU	annual	73,438	77,110	80,965	85,014

**CITY OF LATHROP
GRADE-STEP TABLE
Eff. 7/06/2024**

Adopted by Resolution No. 24-_____

**FOR REFERENCE USE ONLY*

GRADE	CLASSIFICATION	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
52	ACCOUNTANT I	SEIU	hourly	\$ 36,189.1	\$ 37,998.4	\$ 39,898.5	\$ 41,893.3	\$ 43,988.0
	BUILDING INSPECTOR I	SEIU	bi-weekly	2,895	3,040	3,192	3,351	3,519
	COMMUNITY SERVICE OFFICER I	SEIU	monthly	6,273	6,586	6,916	7,262	7,625
	HR ANALYST I	LMCEA	annual	75,273	79,037	82,989	87,138	91,495
	UTILITY OPERATOR I	SEIU						
53	CONSTRUCTION INSPECTOR I	SEIU	hourly	\$ 37,094.0	\$ 38,948.3	\$ 40,895.7	\$ 42,940.7	\$ 45,088.0
	POLICE RECORDS SUPERVISOR	LMCEA	bi-weekly	2,968	3,116	3,272	3,435	3,607
	LEGAL SECRETARY	LMCEA	monthly	6,430	6,751	7,089	7,443	7,815
			annual	77,156	81,012	85,063	89,317	93,783
54	ENGINEERING TECHNICIAN II	SEIU	hourly	\$ 38,021.2	\$ 39,922.3	\$ 41,918.2	\$ 44,014.3	\$ 46,215.1
	EXECUTIVE ASSISTANT	LMCEA	bi-weekly	3,042	3,194	3,353	3,521	3,697
			monthly	6,590	6,920	7,266	7,629	8,011
			annual	79,084	83,038	87,190	91,550	96,127
55	BUILDING INSPECTOR II	SEIU	hourly	\$ 38,971.8	\$ 40,920.4	\$ 42,966.4	\$ 45,114.5	\$ 47,370.3
	COMMUNITY SERVICE OFFICER II	SEIU	bi-weekly	3,118	3,274	3,437	3,609	3,790
	PERMIT TECHNICIAN III	SEIU	monthly	6,755	7,093	7,448	7,820	8,211
	SENIOR ACCOUNTING TECHNICIAN	SEIU	annual	81,061	85,114	89,370	93,838	98,530
56	ACCOUNTANT II	SEIU	hourly	\$ 39,946.2	\$ 41,943.3	\$ 44,040.6	\$ 46,242.8	\$ 48,554.6
	DEPUTY CITY CLERK	LMCEA	bi-weekly	3,196	3,355	3,523	3,699	3,884
	HR ANALYST II	LMCEA	monthly	6,924	7,270	7,634	8,015	8,416
	MANAGEMENT ANALYST I (CONFIDENTIAL)	LMCEA	annual	83,088	87,242	91,604	96,185	100,994
	UTILITY OPERATOR II	SEIU						
57	CONSTRUCTION INSPECTOR II	SEIU	hourly	\$ 40,944.6	\$ 42,991.8	\$ 45,141.6	\$ 47,398.4	\$ 49,768.6
	CUSTOMER SERVICE SUPERVISOR	LMCEA	bi-weekly	3,276	3,439	3,611	3,792	3,981
	LEGAL ASSISTANT	LMCEA	monthly	7,097	7,452	7,825	8,216	8,627
	PARKS & RECREATION SUPERVISOR	LMCEA	annual	85,165	89,423	93,895	98,589	103,519
58	ASSISTANT PLANNER	SEIU	hourly	\$ 41,968.3	\$ 44,066.7	\$ 46,270.1	\$ 48,583.3	\$ 51,012.8
	JUNIOR ENGINEER	SEIU	bi-weekly	3,357	3,525	3,702	3,887	4,081
	SENIOR ENGINEERING TECHNICIAN	SEIU	monthly	7,274	7,638	8,020	8,421	8,842
	ELECTRICIAN / INSTRUMENT TECH	SEIU	annual	87,294	91,659	96,242	101,053	106,107
59	BUILDING INSPECTOR III	SEIU	hourly	\$ 43,017.5	\$ 45,168.4	\$ 47,426.7	\$ 49,797.8	\$ 52,288.1
	CHIEF UTILITY OPERATOR	SEIU	bi-weekly	3,441	3,613	3,794	3,984	4,183
	COMMUNITY SERVICE OFFICER III	SEIU	monthly	7,456	7,829	8,221	8,632	9,063
	LANDSCAPE & IRRIGATION SPECIALIST MAINTENANCE SERVICES SUPERVISOR	LMCEA LMCEA	annual	89,476	93,950	98,648	103,579	108,759
60	EXECUTIVE ASSIST TO THE CITY MANAGER	LMCEA	hourly	\$ 44,093.2	\$ 46,297.8	\$ 48,612.6	\$ 51,043.3	\$ 53,595.3
	INFORMATION TECHNOLOGY ENGINEER I	LMCEA	bi-weekly	3,527	3,704	3,889	4,083	4,288
	MANAGEMENT ANALYST II (CONFIDENTIAL)	LMCEA	monthly	7,643	8,025	8,426	8,848	9,290
			annual	91,714	96,299	101,114	106,170	111,478
61	CONSTRUCTION INSPECTOR III	SEIU	hourly	\$ 45,195.2	\$ 47,455.2	\$ 49,827.6	\$ 52,319.1	\$ 54,935.1
	POLICE SERVICES MANAGER	LMCEA	bi-weekly	3,616	3,796	3,986	4,186	4,395
	UTILITY MAINTENANCE SUPERVISOR	LMCEA	monthly	7,834	8,226	8,637	9,069	9,522
	UTILITY OPERATOR III	SEIU	annual	94,006	98,707	103,641	108,824	114,265
62	WW TREATMENT PLANT SUPERVISOR	LMCEA	hourly	\$ 46,325.1	\$ 48,641.5	\$ 51,073.4	\$ 53,627.3	\$ 56,308.4
			bi-weekly	3,706	3,891	4,086	4,290	4,505
			monthly	8,030	8,431	8,853	9,295	9,760
			annual	96,356	101,174	106,233	111,545	117,121
63	ASSOCIATE PLANNER	SEIU	hourly	\$ 47,483.4	\$ 49,857.5	\$ 52,350.5	\$ 54,967.6	\$ 57,716.0
	SENIOR BUILDING INSPECTOR	SEIU	bi-weekly	3,799	3,989	4,188	4,397	4,617
			monthly	8,230	8,642	9,074	9,528	10,004
			annual	98,765	103,704	108,889	114,333	120,049
64	ASSISTANT ENGINEER	SEIU	hourly	\$ 48,670.2	\$ 51,103.6	\$ 53,659.0	\$ 56,342.2	\$ 59,159.0
	COMPLIANCE ENGINEER	SEIU	bi-weekly	3,894	4,088	4,293	4,507	4,733
	PROPERTY AND EVIDENCE MANAGER	LMCEA	monthly	8,436	8,858	9,301	9,766	10,254
	ANIMAL CENTER MANAGER	LMCEA	annual	101,234	106,296	111,611	117,192	123,051
	STREETS AND OPERATIONS MANAGER	LMCEA						
65	BUDGET MANAGER	LMCEA	hourly	\$ 49,887.1	\$ 52,381.7	\$ 55,000.5	\$ 57,750.6	\$ 60,638.3
	POLICE OFFICER	SWORN	bi-weekly	3,991	4,191	4,400	4,620	4,851
	SENIOR ACCOUNTANT	LMCEA	monthly	8,647	9,079	9,533	10,010	10,511
			annual	103,765	108,954	114,401	120,121	126,128

**CITY OF LATHROP
GRADE-STEP TABLE
Eff. 7/06/2024**

Adopted by Resolution No. 24-_____

**FOR REFERENCE USE ONLY*

GRADE	CLASSIFICATION	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
66			hourly	\$ 51,1343	\$ 53,6909	\$ 56,3756	\$ 59,1942	\$ 62,1544
			bi-weekly	4,091	4,295	4,510	4,736	4,972
			monthly	8,863	9,306	9,772	10,260	10,773
			annual	106,359	111,677	117,261	123,124	129,281
67	COMMUNITY SERVICES SUPERVISOR HUMAN RESOURCES MANAGER INFORMATION TECHNOLOGY ENGINEER II SENIOR MANAGEMENT ANALYST SPECIAL DISTRICTS MANAGER PARKS AND RECREATION MANAGER	LMCEA EXEMPT LMCEA LMCEA LMCEA LMCEA	hourly	\$ 52.4126	\$ 55.0335	\$ 57.7849	\$ 60.6746	\$ 63.7078
			bi-weekly	4,193	4,403	4,623	4,854	5,097
			monthly	9,085	9,539	10,016	10,517	11,043
			annual	109,018	114,470	120,193	126,203	132,512
68	PERMIT AND PLAN CHECK SUPERVISOR POLICE CORPORAL	LMCEA SWORN	hourly	\$ 53.7228	\$ 56.4092	\$ 59.2295	\$ 62.1911	\$ 65.3008
			bi-weekly	4,298	4,513	4,738	4,975	5,224
			monthly	9,312	9,778	10,266	10,780	11,319
			annual	111,743	117,331	123,197	129,358	135,826
69	SENIOR PLANNER UTILITY PLANT SUPERVISOR	LMCEA LMCEA	hourly	\$ 55.0660	\$ 57.8193	\$ 60.7105	\$ 63.7459	\$ 66.9330
			bi-weekly	4,405	4,626	4,857	5,100	5,355
			monthly	9,545	10,022	10,523	11,049	11,602
			annual	114,537	120,264	126,278	132,592	139,221
70	ASSOCIATE ENGINEER	SEIU	hourly	\$ 56.4429	\$ 59.2651	\$ 62.2280	\$ 65.3396	\$ 68.6064
			bi-weekly	4,515	4,741	4,978	5,227	5,489
			monthly	9,783	10,273	10,786	11,326	11,892
			annual	117,401	123,271	129,434	135,906	142,701
71	INFORMATION TECH ENGINEER III PARKS AND REC SUPERINTENDENT	LMCEA LMCEA	hourly	\$ 57.8541	\$ 60.7464	\$ 63.7838	\$ 66.9728	\$ 70.3215
			bi-weekly	4,628	4,860	5,103	5,358	5,626
			monthly	10,028	10,529	11,056	11,609	12,189
			annual	120,336	126,352	132,670	139,303	146,269
72	POLICE SERGEANT	SWORN	hourly	\$ 59.3003	\$ 62.2652	\$ 65.3786	\$ 68.6473	\$ 72.0797
			bi-weekly	4,744	4,981	5,230	5,492	5,766
			monthly	10,279	10,793	11,332	11,899	12,494
			annual	123,345	129,512	135,987	142,786	149,926
73	ASSISTANT CHIEF BUILDING OFFICIAL	LMCEA	hourly	\$ 60.7825	\$ 63.8217	\$ 67.0130	\$ 70.3635	\$ 73.8816
			bi-weekly	4,863	5,106	5,361	5,629	5,911
			monthly	10,536	11,062	11,616	12,196	12,806
			annual	126,428	132,749	139,387	146,356	153,674
74	CITY CLERK FINANCE MANAGER PRINCIPAL PLANNER SENIOR CIVIL ENGINEER	EXEMPT LMCEA LMCEA LMCEA	hourly	\$ 62.3024	\$ 65.4174	\$ 68.6879	\$ 72.1225	\$ 75.7285
			bi-weekly	4,984	5,233	5,495	5,770	6,058
			monthly	10,799	11,339	11,906	12,501	13,126
			annual	129,589	136,068	142,871	150,015	157,515
75			hourly	\$ 63.8601	\$ 67.0529	\$ 70.4052	\$ 73.9257	\$ 77.6218
			bi-weekly	5,109	5,364	5,632	5,914	6,210
			monthly	11,069	11,622	12,204	12,814	13,454
			annual	132,829	139,470	146,443	153,765	161,453
76	ACCOUNTING MANAGER CONSTRUCTION SUPERINTENDENT DEPUTY DIRECTOR OF PARKS, REC & MAINT PROJECT MANAGER UTILITY OPERATIONS SUPERINTENDENT	LMCEA LMCEA LMCEA LMCEA LMCEA	hourly	\$ 65.4562	\$ 68.7292	\$ 72.1654	\$ 75.7738	\$ 79.5624
			bi-weekly	5,236	5,498	5,773	6,062	6,365
			monthly	11,346	11,913	12,509	13,134	13,791
			annual	136,149	142,957	150,104	157,609	165,490
77	ASSISTANT CITY ATTORNEY	EXEMPT	hourly	\$ 67.0924	\$ 70.4473	\$ 73.9696	\$ 77.6679	\$ 81.5515
			bi-weekly	5,367	5,636	5,918	6,213	6,524
			monthly	11,629	12,211	12,821	13,462	14,136
			annual	139,552	146,530	153,857	161,549	169,627
78	DEPUTY FINANCE DIRECTOR	LMCEA	hourly	\$ 68.7702	\$ 72.2083	\$ 75.8189	\$ 79.6097	\$ 83.5905
			bi-weekly	5,502	5,777	6,066	6,369	6,687
			monthly	11,920	12,516	13,142	13,799	14,489
			annual	143,042	150,193	157,703	165,588	173,868
79	ECONOMIC DEV ADMINISTRATOR LAND DEVELOPMENT MANAGER	LMCEA LMCEA	hourly	\$ 70.4893	\$ 74.0135	\$ 77.7147	\$ 81.6002	\$ 85.6801
			bi-weekly	5,639	5,921	6,217	6,528	6,854
			monthly	12,218	12,829	13,471	14,144	14,851
			annual	146,618	153,948	161,647	169,728	178,215

**CITY OF LATHROP
GRADE-STEP TABLE
Eff. 7/06/2024**

Adopted by Resolution No. 24-_____

**FOR REFERENCE USE ONLY*

GRADE	CLASSIFICATION	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<u>2024 Compensation May Be Subject to CalPERS Compensation Limits Beginning at Grade 80/Step 5</u>								
80	ASSISTANT COM DEV DIRECTOR CHIEF PLANNING OFFICIAL PRINCIPAL ENGINEER	LMCEA LMCEA LMCEA	hourly	\$ 72.2513	\$ 75.8640	\$ 79.6572	\$ 83.6400	\$ 87.8221
			bi-weekly	5,780	6,069	6,373	6,691	7,026
			monthly	12,524	13,150	13,807	14,498	15,223
			annual	150,283	157,797	165,687	173,971	182,670
81	CHIEF BUILDING OFFICIAL CHIEF INFORMATION OFFICER POLICE LIEUTENANT	EXEMPT EXEMPT SWORN	hourly	\$ 74.0580	\$ 77.7609	\$ 81.6493	\$ 85.7315	\$ 90.0179
			bi-weekly	5,925	6,221	6,532	6,859	7,201
			monthly	12,837	13,479	14,153	14,860	15,603
			annual	154,041	161,743	169,831	178,322	187,237
82	ASSISTANT PUBLIC WORKS DIRECTOR	LMCEA	hourly	\$ 75.9092	\$ 79.7051	\$ 83.6899	\$ 87.8743	\$ 92.2685
			bi-weekly	6,073	6,376	6,695	7,030	7,381
			monthly	13,158	13,816	14,506	15,232	15,993
			annual	157,891	165,787	174,075	182,779	191,919
83	SENIOR CONSTRUCTION MANAGER	LMCEA	hourly	\$ 77.8071	\$ 81.6972	\$ 85.7822	\$ 90.0709	\$ 94.5747
			bi-weekly	6,225	6,536	6,863	7,206	7,566
			monthly	13,487	14,161	14,869	15,612	16,393
			annual	161,839	169,930	178,427	187,347	196,715
84	POLICE CAPTAIN	SWORN	hourly	\$ 79.7520	\$ 83.7399	\$ 87.9266	\$ 92.3228	\$ 96.9394
			bi-weekly	6,380	6,699	7,034	7,386	7,755
			monthly	13,824	14,515	15,241	16,003	16,803
			annual	165,884	174,179	182,887	192,031	201,634
85	DIRECTOR OF GOV'T SERV/CITY CLERK DIRECTOR OF HUMAN RESOURCES DIRECTOR OF INFORMATION SYSTEMS DIRECTOR OF PARKS, REC & MAINT SERV	EXEMPT EXEMPT EXEMPT EXEMPT	hourly	\$ 81.7458	\$ 85.8333	\$ 90.1249	\$ 94.6312	\$ 99.3626
			bi-weekly	6,540	6,867	7,210	7,570	7,949
			monthly	14,169	14,878	15,622	16,403	17,223
			annual	170,031	178,533	187,460	196,833	206,674
86	CITY ENGINEER	EXEMPT	hourly	\$ 83.7894	\$ 87.9791	\$ 92.3779	\$ 96.9968	\$ 101.8467
			bi-weekly	6,703	7,038	7,390	7,760	8,148
			monthly	14,523	15,250	16,012	16,813	17,653
			annual	174,282	182,997	192,146	201,753	211,841
87	DIRECTOR OF FINANCE	EXEMPT	hourly	\$ 85.8843	\$ 90.1786	\$ 94.6876	\$ 99.4217	\$ 104.3930
			bi-weekly	6,871	7,214	7,575	7,954	8,351
			monthly	14,887	15,631	16,413	17,233	18,095
			annual	178,639	187,571	196,950	206,797	217,137
88	DIRECTOR OF COMMUNITY DEVELOPMENT DIRECTOR OF PUBLIC WORKS	EXEMPT EXEMPT	hourly	\$ 88.0314	\$ 92.4329	\$ 97.0545	\$ 101.9073	\$ 107.0027
			bi-weekly	7,043	7,395	7,764	8,153	8,560
			monthly	15,259	16,022	16,823	17,664	18,547
			annual	183,105	192,260	201,873	211,967	222,566
89			hourly	\$ 90.2323	\$ 94.7438	\$ 99.4812	\$ 104.4553	\$ 109.6778
			bi-weekly	7,219	7,580	7,958	8,356	8,774
			monthly	15,640	16,422	17,243	18,106	19,011
			annual	187,683	197,067	206,921	217,267	228,130
90	DEPUTY CITY MANAGER	EXEMPT	hourly	\$ 92.4882	\$ 97.1123	\$ 101.9680	\$ 107.0665	\$ 112.4198
			bi-weekly	7,399	7,769	8,157	8,565	8,994
			monthly	16,031	16,833	17,674	18,558	19,486
			annual	192,376	201,993	212,093	222,698	233,833
91	ASSISTANT CITY MANAGER	EXEMPT	hourly	\$ 94.8003	\$ 99.5400	\$ 104.5174	\$ 109.7435	\$ 115.2305
			bi-weekly	7,584	7,963	8,361	8,779	9,218
			monthly	16,432	17,254	18,116	19,022	19,973
			annual	197,185	207,043	217,396	228,267	239,679
92			hourly	\$ 97.1770	\$ 102.0364	\$ 107.1321	\$ 112.4864	\$ 118.1107
			bi-weekly	7,774	8,163	8,571	8,999	9,449
			monthly	16,844	17,686	18,570	19,498	20,473
			annual	202,128	212,236	222,835	233,972	245,670
93			hourly	\$ 99.6067	\$ 104.5787	\$ 109.8092	\$ 115.2986	\$ 121.0691
			bi-weekly	7,969	8,366	8,785	9,224	9,686
			monthly	17,265	18,127	19,034	19,985	20,985
			annual	207,182	217,524	228,403	239,821	251,824
94			hourly	\$ 102.0926	\$ 107.1996	\$ 112.5539	\$ 118.1894	\$ 124.0950
			bi-weekly	8,167	8,576	9,004	9,455	9,928
			monthly	17,696	18,581	19,509	20,486	21,510
			annual	212,353	222,975	234,112	245,834	258,118
95			hourly	\$ 104.6348	\$ 109.8655	\$ 115.3661	\$ 121.1254	\$ 127.1884
			bi-weekly	8,371	8,789	9,229	9,690	10,175
			monthly	18,137	19,043	19,997	20,995	22,046
			annual	217,640	228,520	239,962	251,941	264,552
96			hourly	\$ 107.2558	\$ 112.6214	\$ 118.2457	\$ 124.1625	\$ 130.3717

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GRADE-STEP TABLE
Eff. 7/06/2024**

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GRADE	CLASSIFICATION	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
			bi-weekly	8,580	9,010	9,460	9,933	10,430
			monthly	18,591	19,521	20,496	21,521	22,598
			annual	223,092	234,253	245,951	258,258	271,173

CONTRACT								
	POLICE CHIEF	EXEMPT	annual	\$ 258,118				
	CITY ATTORNEY	EXEMPT	annual	\$ 268,480				
	CITY MANAGER	EXEMPT	annual	\$ 288,104				

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