

RESOLUTION NO. 2024 -

**A RESOLUTION OF THE CITY COUNCIL OF
THE CITY OF MERCED, CALIFORNIA, TO
AMEND THE COMPENSATION PLAN FOR
MANAGEMENT EMPLOYEES**

WHEREAS, the City Council of the City of Merced (the "City Council") is authorized pursuant to City Charter section 200 and the City Ordinance 2.16.010, to approve changes to the establish Compensation Plan for Management Employees ("Plan");

WHEREAS, the City Council approved a Plan for Management Employees from July 1, 2021 through June 30, 2024. Section 4.01 of the Plan provided for a cumulative 1% wage increase each year of the Plan;

WHEREAS, the City is currently in the process of meeting and conferring with its represented labor groups regarding wages, hours, and other terms and conditions of employment pursuant to California Government Code Section 3500 *et seq.* While the City's Management employees are not represented by an exclusively recognized employee organization, the City has meet and discussed the interests and concerns of the City Management Employees in the spirit of harmonious labor relations; and

WHEREAS, pursuant to these discussions the City Council believes it is in the best interest of the City to extend the current 3% Premium Pay provided in Section 4.01 of the Plan Section throughout the term of the Compensation Plan and until the City adopts a succeeding Compensation Plan.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF MERCED DOES HEREBY RESOLVE, DETERMINE, FIND, AND ORDER AS FOLLOWS:

SECTION 1. That the City Council of the City of Merced (the "City Council") amends Section 4.01 of the Compensation Plan for Management Employees as follows:

WAGES. The wages shown on Attachment A attached hereto are hereby incorporated in and made a part of this Plan.

Positions listed in Attachment A shall receive up to 1% Premium Pay each year of this Plan.

SECTION 2. That the continuation of the current 3% Premium Pay shall be in effect throughout the term of the Compensation Plan and until the City adopts a succeeding Plan.

SECTION 3. That the City Clerk is directed to certify the adoption of this Resolution.

PASSED AND ADOPTED by the City Council of the City of Merced at a regular meeting held on the ____ day of ____ 2024, by the following vote:

AYES: Council Members:

NOES: Council Members:

ABSENT: Council Members:

ABSTAIN: Council Members:

APPROVED:
MATTHEW SERRATTO, MAYOR

Mayor

ATTEST:

D. SCOTT MCBRIDE, CITY CLERK

BY: _____
Assistant/Deputy City Clerk

(SEAL)

APPROVED AS TO FORM:

CRAIG J. CORNWELL, CITY ATTORNEY

Craig Cornwell 6-11-2024
City Attorney Date

ATTACHMENT A
MANAGEMENT WAGE SUMMARY
Effective PP14 - 6/26/2023

CLASS	GRADE	TITLE	Step 1	Step 2	Step 3	Step 4	Step 5		
MC / MC Exempt	755	SOFTWARE ANALYST I	\$ 5,151	\$ 5,409	\$ 5,679	\$ 5,963	\$ 6,261	Monthly	
			\$ 1,854	\$ 1,947	\$ 2,045	\$ 2,147	\$ 2,254	Annual Prem	
MC / MC Exempt	771	SOFTWARE ANALYST II	\$ 5,679	\$ 5,963	\$ 6,261	\$ 6,574	\$ 6,903	Monthly	
			\$ 2,045	\$ 2,147	\$ 2,254	\$ 2,367	\$ 2,485	Annual Prem	
MC / MC Exempt	774	SOFTWARE ANALYST III	\$ 6,574	\$ 6,903	\$ 7,248	\$ 7,611	\$ 7,991	Monthly	
			\$ 2,367	\$ 2,485	\$ 2,609	\$ 2,740	\$ 2,877	Annual Prem	
MC	710	EXECUTIVE ASSISTANT	\$ 4,699	\$ 4,934	\$ 5,180	\$ 5,439	\$ 5,711	Monthly	
			\$ 1,692	\$ 1,776	\$ 1,865	\$ 1,958	\$ 2,056	Annual Prem	
MC	700	HUMAN RESOURCES TECHNICIAN I	\$ 3,794	\$ 3,984	\$ 4,183	\$ 4,392	\$ 4,611	Monthly	
			\$ 1,366	\$ 1,434	\$ 1,506	\$ 1,581	\$ 1,660	Annual Prem	
MC	702	HUMAN RESOURCES TECHNICIAN II	\$ 4,183	\$ 4,392	\$ 4,611	\$ 4,842	\$ 5,084	Monthly	
			\$ 1,506	\$ 1,581	\$ 1,660	\$ 1,743	\$ 1,830	Annual Prem	
MC	728	HUMAN RESOURCES TECHNICIAN III	\$ 4,842	\$ 5,084	\$ 5,338	\$ 5,605	\$ 5,885	Monthly	
			\$ 1,743	\$ 1,830	\$ 1,922	\$ 2,018	\$ 2,119	Annual Prem	
MC	709	LEGAL ADMINISTRATIVE ASSISTANT	\$ 4,262	\$ 4,475	\$ 4,699	\$ 4,934	\$ 5,180	Monthly	
			\$ 1,534	\$ 1,611	\$ 1,692	\$ 1,776	\$ 1,865	Annual Prem	
MC	698	PAYROLL TECHNICIAN I	\$ 4,634	\$ 4,866	\$ 5,109	\$ 5,365	\$ 5,633	Monthly	
			\$ 1,668	\$ 1,752	\$ 1,839	\$ 1,931	\$ 2,028	Annual Prem	
MC	716	PAYROLL TECHNICIAN II	\$ 5,109	\$ 5,365	\$ 5,633	\$ 5,915	\$ 6,210	Monthly	
			\$ 1,839	\$ 1,931	\$ 2,028	\$ 2,129	\$ 2,236	Annual Prem	
MC	771	SYSTEMS ENGINEER I	\$ 5,679	\$ 5,963	\$ 6,261	\$ 6,574	\$ 6,903	Monthly	
			\$ 2,045	\$ 2,147	\$ 2,254	\$ 2,367	\$ 2,485	Annual Prem	
MC	774	SYSTEMS ENGINEER II	\$ 6,574	\$ 6,903	\$ 7,248	\$ 7,611	\$ 7,991	Monthly	
			\$ 2,367	\$ 2,485	\$ 2,609	\$ 2,740	\$ 2,877	Annual Prem	
MS / MS Non Exempt	747	FIRE BATTALION CHIEF - 40	\$ 9,045	\$ 9,497	\$ 9,972	\$ 10,471	\$ 10,995	Monthly	
			\$ 3,256	\$ 3,419	\$ 3,590	\$ 3,770	\$ 3,958	Annual Prem	
MS / MS Non Exempt	746	FIRE BATTALION CHIEF - 56	\$ 9,045	\$ 9,497	\$ 9,972	\$ 10,471	\$ 10,995	Monthly	
			\$ 3,256	\$ 3,419	\$ 3,590	\$ 3,770	\$ 3,958	Annual Prem	
MS	776	ASSOCIATE ENGINEER	\$ 7,046	\$ 7,398	\$ 7,768	\$ 8,156	\$ 8,564	Monthly	
			\$ 2,536	\$ 2,663	\$ 2,796	\$ 2,936	\$ 3,083	Annual Prem	
MS	764	ASSOCIATE PLANNER	\$ 5,752	\$ 6,039	\$ 6,341	\$ 6,658	\$ 6,991	Monthly	
			\$ 2,071	\$ 2,174	\$ 2,283	\$ 2,397	\$ 2,517	Annual Prem	
MS	788	COMMUNICATIONS SYSTEMS SUPERVISOR	\$ 5,561	\$ 5,839	\$ 6,131	\$ 6,437	\$ 6,759	Monthly	
			\$ 2,002	\$ 2,102	\$ 2,207	\$ 2,317	\$ 2,433	Annual Prem	
MS	729	CRIME ANALYST	\$ 5,804	\$ 6,094	\$ 6,398	\$ 6,718	\$ 7,054	Monthly	
			\$ 2,089	\$ 2,194	\$ 2,303	\$ 2,419	\$ 2,540	Annual Prem	
MS	762	ECONOMIC DEVELOPMENT ASSOCIATE	\$ 5,283	\$ 5,547	\$ 5,825	\$ 6,116	\$ 6,422	Monthly	
			\$ 1,902	\$ 1,997	\$ 2,097	\$ 2,202	\$ 2,312	Annual Prem	
MS	802	HOUSING PROGRAM SUPERVISOR	\$ 6,488	\$ 6,813	\$ 7,154	\$ 7,511	\$ 7,887	Monthly	
			\$ 2,336	\$ 2,453	\$ 2,575	\$ 2,704	\$ 2,839	Annual Prem	
MS	732	HUMAN RESOURCES ANALYST	\$ 5,911	\$ 6,206	\$ 6,517	\$ 6,842	\$ 7,185	Monthly	
			\$ 2,128	\$ 2,234	\$ 2,346	\$ 2,463	\$ 2,586	Annual Prem	
MS	729	MANAGEMENT ANALYST	\$ 6,031	\$ 6,333	\$ 6,649	\$ 6,982	\$ 7,331	Monthly	
			\$ 2,171	\$ 2,280	\$ 2,394	\$ 2,513	\$ 2,639	Annual Prem	
MS	703	PARALEGAL OFFICE ADMINISTRATOR	\$ 6,282	\$ 6,596	\$ 6,926	\$ 7,272	\$ 7,636	Monthly	
			\$ 2,262	\$ 2,375	\$ 2,493	\$ 2,618	\$ 2,749	Annual Prem	
MS	758	PAYROLL SUPERVISOR	\$ 6,847	\$ 7,189	\$ 7,549	\$ 7,926	\$ 8,323	Monthly	
			\$ 2,465	\$ 2,588	\$ 2,718	\$ 2,853	\$ 2,996	Annual Prem	
MS	699	POLICE RECORDS SUPERVISOR	\$ 5,440	\$ 5,712	\$ 5,998	\$ 6,298	\$ 6,613	Monthly	
			\$ 1,959	\$ 2,056	\$ 2,159	\$ 2,267	\$ 2,381	Annual Prem	
MS	760	PURCHASING SUPERVISOR	\$ 5,375	\$ 5,643	\$ 5,926	\$ 6,222	\$ 6,533	Monthly	
			\$ 1,935	\$ 2,032	\$ 2,133	\$ 2,240	\$ 2,352	Annual Prem	
MS	773	PWS - ENVIRONMENTAL COMPLIANCE	\$ 6,464	\$ 6,787	\$ 7,126	\$ 7,483	\$ 7,857	Monthly	
			\$ 2,327	\$ 2,443	\$ 2,565	\$ 2,694	\$ 2,828	Annual Prem	
MS	735	PWS - FACILITIES	\$ 5,056	\$ 5,308	\$ 5,574	\$ 5,852	\$ 6,145	Monthly	
			\$ 1,820	\$ 1,911	\$ 2,007	\$ 2,107	\$ 2,212	Annual Prem	
MS	756	PWS - FLEET	\$ 6,004	\$ 6,304	\$ 6,620	\$ 6,951	\$ 7,298	Monthly	
			\$ 2,162	\$ 2,270	\$ 2,383	\$ 2,502	\$ 2,627	Annual Prem	
MS	773	PWS - LABORATORY	\$ 6,464	\$ 6,787	\$ 7,126	\$ 7,483	\$ 7,857	Monthly	
			\$ 2,327	\$ 2,443	\$ 2,565	\$ 2,694	\$ 2,828	Annual Prem	
MS	737	PWS - PARKS/TREES	\$ 5,075	\$ 5,328	\$ 5,595	\$ 5,875	\$ 6,168	Monthly	
			\$ 1,827	\$ 1,918	\$ 2,014	\$ 2,115	\$ 2,221	Annual Prem	
MS	748	PWS - SEWERS/STORM DRAINS	\$ 5,484	\$ 5,758	\$ 6,046	\$ 6,348	\$ 6,665	Monthly	
			\$ 1,974	\$ 2,073	\$ 2,176	\$ 2,285	\$ 2,400	Annual Prem	
MS	738	PWS - SOLID WASTE	\$ 5,241	\$ 5,503	\$ 5,778	\$ 6,067	\$ 6,370	Monthly	
			\$ 1,887	\$ 1,981	\$ 2,080	\$ 2,184	\$ 2,293	Annual Prem	
MS	739	PWS - STREETS	\$ 5,406	\$ 5,676	\$ 5,960	\$ 6,258	\$ 6,571	Monthly	
			\$ 1,946	\$ 2,043	\$ 2,145	\$ 2,253	\$ 2,365	Annual Prem	
MS	756	PWS - WATER	\$ 6,004	\$ 6,304	\$ 6,620	\$ 6,951	\$ 7,298	Monthly	
			\$ 2,162	\$ 2,270	\$ 2,383	\$ 2,502	\$ 2,627	Annual Prem	
MS	742	RECREATION SUPERVISOR	\$ 5,563	\$ 5,842	\$ 6,134	\$ 6,440	\$ 6,762	Monthly	
			\$ 2,003	\$ 2,103	\$ 2,208	\$ 2,319	\$ 2,434	Annual Prem	
MS	729	REVENUE AND CUSTOMER SERVICE SUPERVISOR	\$ 5,804	\$ 6,094	\$ 6,398	\$ 6,718	\$ 7,054	Monthly	
			\$ 2,089	\$ 2,194	\$ 2,303	\$ 2,419	\$ 2,540	Annual Prem	

MS	732	RISK ANALYST	\$ 5,911	\$ 6,206	\$ 6,517	\$ 6,842	\$ 7,185	Monthly
			\$ 2,128	\$ 2,234	\$ 2,346	\$ 2,463	\$ 2,586	Annual Prem
MS	714	SAFETY COORDINATOR	\$ 4,174	\$ 4,383	\$ 4,602	\$ 4,832	\$ 5,073	Monthly
			\$ 1,503	\$ 1,578	\$ 1,657	\$ 1,739	\$ 1,826	Annual Prem
MS	758	SENIOR ACCOUNTANT	\$ 6,847	\$ 7,189	\$ 7,549	\$ 7,926	\$ 8,323	Monthly
			\$ 2,465	\$ 2,588	\$ 2,718	\$ 2,853	\$ 2,996	Annual Prem
MS	782	SYSTEMS ENGINEER III	\$ 7,035	\$ 7,386	\$ 7,756	\$ 8,143	\$ 8,551	Monthly
			\$ 2,532	\$ 2,659	\$ 2,792	\$ 2,932	\$ 3,078	Annual Prem
MS	756	WWTP MAINTENANCE SUPERVISOR	\$ 6,004	\$ 6,304	\$ 6,620	\$ 6,951	\$ 7,298	Monthly
			\$ 2,162	\$ 2,270	\$ 2,383	\$ 2,502	\$ 2,627	Annual Prem
MS	756	WWTP OPERATIONS SUPERVISOR	\$ 6,240	\$ 6,552	\$ 6,879	\$ 7,223	\$ 7,584	Monthly
			\$ 2,246	\$ 2,359	\$ 2,477	\$ 2,600	\$ 2,730	Annual Prem
MM	790	AIRPORT MANAGER	\$ 7,886	\$ 8,281	\$ 8,695	\$ 9,130	\$ 9,586	Monthly
			\$ 2,839	\$ 2,981	\$ 3,130	\$ 3,287	\$ 3,451	Annual Prem
MM	803	ASSISTANT CITY CLERK	\$ 6,543	\$ 6,870	\$ 7,213	\$ 7,574	\$ 7,953	Monthly
			\$ 2,355	\$ 2,473	\$ 2,597	\$ 2,727	\$ 2,863	Annual Prem
MM	818	CITY SURVEYOR	\$ 8,155	\$ 8,563	\$ 8,991	\$ 9,441	\$ 9,913	Monthly
			\$ 2,936	\$ 3,083	\$ 3,237	\$ 3,399	\$ 3,569	Annual Prem
MM	808	DEPUTY CITY ATTORNEY	\$ 7,645	\$ 8,027	\$ 8,428	\$ 8,850	\$ 9,292	Monthly
			\$ 2,752	\$ 2,890	\$ 3,034	\$ 3,186	\$ 3,345	Annual Prem
MM	834	DEPUTY FINANCE OFFICER	\$ 8,452	\$ 8,875	\$ 9,318	\$ 9,784	\$ 10,274	Monthly
			\$ 3,043	\$ 3,195	\$ 3,355	\$ 3,522	\$ 3,699	Annual Prem
MM	878	DEPUTY PUBLIC WORKS DIRECTOR	\$ 9,845	\$ 10,337	\$ 10,854	\$ 11,397	\$ 11,967	Monthly
			\$ 3,544	\$ 3,721	\$ 3,908	\$ 4,103	\$ 4,308	Annual Prem
MM	818	ENGINEERING PROJECT MANAGER	\$ 8,155	\$ 8,563	\$ 8,991	\$ 9,441	\$ 9,913	Monthly
			\$ 2,936	\$ 3,083	\$ 3,237	\$ 3,399	\$ 3,569	Annual Prem
MM	850	FIRE DEPUTY CHIEF	\$ 10,624	\$ 11,155	\$ 11,713	\$ 12,299	\$ 12,914	Monthly
			\$ 3,825	\$ 4,016	\$ 4,217	\$ 4,428	\$ 4,649	Annual Prem
MM	498	FIRE MARSHAL	\$ 6,840	\$ 7,182	\$ 7,541	\$ 7,918	\$ 8,314	Monthly
			\$ 2,462	\$ 2,585	\$ 2,715	\$ 2,850	\$ 2,993	Annual Prem
MM	832	GIS COORDINATOR	\$ 6,167	\$ 6,476	\$ 6,800	\$ 7,140	\$ 7,497	Monthly
			\$ 2,220	\$ 2,331	\$ 2,448	\$ 2,570	\$ 2,699	Annual Prem
MM	814	INFORMATION TECHNOLOGY MANAGER	\$ 7,909	\$ 8,304	\$ 8,720	\$ 9,156	\$ 9,613	Monthly
			\$ 2,847	\$ 2,990	\$ 3,139	\$ 3,296	\$ 3,461	Annual Prem
MM	836	PLANNING MANAGER	\$ 8,498	\$ 8,923	\$ 9,369	\$ 9,837	\$ 10,329	Monthly
			\$ 3,059	\$ 3,212	\$ 3,373	\$ 3,541	\$ 3,718	Annual Prem
MM	848	POLICE CAPTAIN	\$ 10,190	\$ 10,700	\$ 11,235	\$ 11,797	\$ 12,387	Monthly
			\$ 3,669	\$ 3,852	\$ 4,045	\$ 4,247	\$ 4,459	Annual Prem
MM	825	POLICE LIEUTENANT	\$ 9,243	\$ 9,705	\$ 10,190	\$ 10,700	\$ 11,235	Monthly
			\$ 3,327	\$ 3,494	\$ 3,669	\$ 3,852	\$ 4,045	Annual Prem
MM	833	PRINCIPAL PLANNER	\$ 8,093	\$ 8,498	\$ 8,923	\$ 9,369	\$ 9,837	Monthly
			\$ 2,914	\$ 3,059	\$ 3,212	\$ 3,373	\$ 3,541	Annual Prem
MM	805	PWM - OPERATIONS	\$ 7,593	\$ 7,973	\$ 8,372	\$ 8,790	\$ 9,230	Monthly
			\$ 2,734	\$ 2,870	\$ 3,014	\$ 3,165	\$ 3,323	Annual Prem
MM	805	PWM - TAX SERVICES	\$ 7,593	\$ 7,973	\$ 8,372	\$ 8,790	\$ 9,230	Monthly
			\$ 2,734	\$ 2,870	\$ 3,014	\$ 3,165	\$ 3,323	Annual Prem
MM	866	PWM - WASTEWATER	\$ 8,910	\$ 9,355	\$ 9,823	\$ 10,314	\$ 10,830	Monthly
			\$ 3,207	\$ 3,368	\$ 3,536	\$ 3,713	\$ 3,899	Annual Prem
MM	835	PWM - WATER	\$ 8,050	\$ 8,453	\$ 8,875	\$ 9,319	\$ 9,785	Monthly
			\$ 2,898	\$ 3,043	\$ 3,195	\$ 3,355	\$ 3,523	Annual Prem
MM	876	SENIOR DEPUTY CITY ATTORNEY	\$ 8,992	\$ 9,442	\$ 9,914	\$ 10,410	\$ 10,930	Monthly
			\$ 3,237	\$ 3,399	\$ 3,569	\$ 3,748	\$ 3,935	Annual Prem
MM	824	SENIOR MANAGEMENT ANALYST	\$ 7,191	\$ 7,550	\$ 7,928	\$ 8,324	\$ 8,740	Monthly
			\$ 2,589	\$ 2,718	\$ 2,854	\$ 2,997	\$ 3,147	Annual Prem
MX	891	CHIEF BLDG/CONSTRUCTION PROJECT OFFICIAL	\$ 9,906	\$ 10,401	\$ 10,921	\$ 11,468	\$ 12,041	Monthly
			\$ 3,566	\$ 3,744	\$ 3,932	\$ 4,128	\$ 4,335	Annual Prem
MX	890	CITY ENGINEER	\$ 9,922	\$ 10,418	\$ 10,939	\$ 11,486	\$ 12,060	Monthly
			\$ 3,572	\$ 3,750	\$ 3,938	\$ 4,135	\$ 4,342	Annual Prem
MX	912	DEPUTY CITY MANAGER	\$ 13,625	\$ 14,306	\$ 15,022	\$ 15,773	\$ 16,561	Monthly
			\$ 4,905	\$ 5,150	\$ 5,408	\$ 5,678	\$ 5,962	Annual Prem
MX	892	DIR OF DEVELOPMENT SERVICES	\$ 11,552	\$ 12,130	\$ 12,737	\$ 13,373	\$ 14,042	Monthly
			\$ 4,159	\$ 4,367	\$ 4,585	\$ 4,814	\$ 5,055	Annual Prem
MX	900	DIR OF ECONOMIC DEVELOPMENT	\$ 11,024	\$ 11,575	\$ 12,154	\$ 12,762	\$ 13,400	Monthly
			\$ 3,969	\$ 4,167	\$ 4,376	\$ 4,594	\$ 4,824	Annual Prem
MX	870	DIR OF HUMAN RESOURCES	\$ 10,239	\$ 10,751	\$ 11,289	\$ 11,853	\$ 12,446	Monthly
			\$ 3,686	\$ 3,870	\$ 4,064	\$ 4,267	\$ 4,481	Annual Prem
MX	891	DIR OF INFORMATION TECHNOLOGY	\$ 10,295	\$ 10,809	\$ 11,350	\$ 11,917	\$ 12,513	Monthly
			\$ 3,706	\$ 3,891	\$ 4,086	\$ 4,290	\$ 4,505	Annual Prem
MX	890	DIR OF PARKS & COMMUNITY SERVICES	\$ 10,311	\$ 10,826	\$ 11,368	\$ 11,936	\$ 12,533	Monthly
			\$ 3,712	\$ 3,897	\$ 4,092	\$ 4,297	\$ 4,512	Annual Prem
MX	875	DIR OF PUBLIC WORKS	\$ 11,419	\$ 11,990	\$ 12,590	\$ 13,219	\$ 13,880	Monthly
			\$ 4,111	\$ 4,317	\$ 4,532	\$ 4,759	\$ 4,997	Annual Prem
MX	892	FIRE CHIEF	\$ 11,552	\$ 12,130	\$ 12,737	\$ 13,373	\$ 14,042	Monthly
			\$ 4,159	\$ 4,367	\$ 4,585	\$ 4,814	\$ 5,055	Annual Prem
MX	904	POLICE CHIEF	\$ 12,387	\$ 13,006	\$ 13,656	\$ 14,339	\$ 15,056	Monthly
			\$ 4,459	\$ 4,682	\$ 4,916	\$ 5,162	\$ 5,420	Annual Prem

All numbers have been rounded to the nearest \$1

Premium Pay pursuant to the American Rescue Plan Act shall not increase an employee's total pay above 150% of the greater of their residing state's average annual wage, as defined by the Bureau of Labor Statistics' Occupational Employment and Wage Statistics, or the Merced County's average annual wage, as defined by the Bureau of Labor Statistics' Occupational Employment and Wage Statistics, on an annual basis