



Date: December 14, 2023
To: Board of Directors
Submitted by: Isabel Safie, Best Best & Krieger
Subject: Available Pay Schedules

Recommendation

Duly approve the revised publicly available pay schedule effective July 1, 2023, and the new publicly available pay schedule effective September 8, 2023.

Background

CalPERS has instructed that the July 1, 2023 publicly available pay schedule must be updated to identify the list the pay rate for the General Manager position, and reapproved in accordance with public meeting laws, in order to avoid compliance risks. The revised document is identical to the original July 1, 2023 publicly available pay schedule except for the addition of the pay rate for the General Manager position, both hourly and monthly values, and an updated date of approval.

In addition, CalPERS communicated to our legal counsel that it was unusual that the pay rate for the General Manager position had not been adjusted since July 1, 2020 despite the fact that the pay rates for other positions had been increased since then. This omission was brought to the Board's attention in early September and legal counsel was directed to determine the appropriate adjustment for the General Manager position in light of the adjustments made to other positions. Legal counsel determined that the comparable position, in terms of level of responsibility and the complexity of the duties, is the Chief of Police position. Accordingly, the pay rate for the General Manager position has been adjusted by the same percentage increase to the Chief of Police position between July 1, 2020 and July 1, 2023. Although the increases to other positions was effective July 1, 2023, it is not possible to make the adjustment to the General Manager position earlier than September 8, 2023, when the omission was brought to the Board's attention.

Financial Impact

None. This Agenda Item only adjusts the pay rate for the General Manager position to identify the hourly rate that could be paid to an individual appointed to that position.

Publicly Available Pay Schedules

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Exhibit(s)

- Revised Publicly Available Pay Schedule effective July 1, 2023.
- Publicly Available Pay Schedule effective September 8, 2023.

KPPCSD Salary Schedule - Effective July 1, 2023

Item #07a

	Hourly Rate	Range-Annual	Full/Part Time	Positions	Benefits	Department
Position	Hourly	Full-time Monthly	Status	Authorized	Status	PD/Dist
Chief of Police	\$94.03 – \$106.63/hr.	\$16,300.00 – \$18,484.00	FT	1	Y	PD
Police Lieutenant	\$65.80 – \$76.98/hr.	\$11,407.00 – 13,344.00	FT	1	Y	PD
Police Sergeant	\$56.10 – \$65.18/hr.	\$9,725.48 – \$11,299.32	FT	2	Y	PD
Police Officer	\$44.09 – \$54.67/hr.	\$7,643.08 – \$9,476.52	FT	5	Y	PD
Non-Sworn (evidence/backgrounds/admin)	\$53.52 – \$57.26/hr.	\$4,281.60 – \$4,580.80	PT	1	N	PD
Executive Assistant to the Chief (recommended)	\$30.60 – \$39.05/hr.	\$5,305.00 – \$6,770.00	FT	0	Y	PD
General Manager	\$95 – \$106.92/hr.	\$16,466.64 – \$18,532.76.00	PT	1		DIST
Accounting Clerk			PT	1		DIST
Clerk of the Board			PT	1		DIST
Community Center Coordinator (Parks & Rec)			FT	1		DIST
Maintenance (General Contractor)			PT/contractor	1		DIST
Janitor (Community Center & Parks)			PT	1		DIST

Revised from Salary Schedule Approved 7/13/23
 Approved by Board of Directors 12/14/2023

 Alexandra Aquino-Fike, President, Board of Directors

KPPCSD Salary Schedule - Effective September 8, 2023

Item #07b

	Hourly Rate	Range-Annual	Full/Part Time	Positions	Benefits	Department
Position	Hourly	Full-time Monthly	Status	Authorized	Status	PD/Dist
Chief of Police	\$94.03 – \$106.63/hr.	\$16,300.00 – \$18,484.00	FT	1	Y	PD
Police Lieutenant	\$65.80 – \$76.98/hr.	\$11,407.00 – 13,344.00	FT	1	Y	PD
Police Sergeant	\$56.10 – \$65.18/hr.	\$9,725.48 – \$11,299.32	FT	2	Y	PD
Police Officer	\$44.09 – \$54.67/hr.	\$7,643.08 – \$9,476.52	FT	5	Y	PD
Non-Sworn (evidence/backgrounds/admin)	\$53.52 – \$57.26/hr.	\$4,281.60 – \$4,580.80	PT	1	N	PD
Executive Assistant to the Chief (recommended)	\$30.60 – \$39.05/hr.	\$5,305.00 – \$6,770.00	FT	0	Y	PD
General Manager	\$125.40 – \$141.70/hr.	\$21,736.00 – \$24,561.33	PT	1		DIST
Accounting Clerk	\$36 – \$56/hr.	\$6,240.00 – \$9,706.67	PT	1: \$36/hr		DIST
Clerk of the Board	\$30 – \$50/hr.	\$5,200.00 – \$8,666.67	PT	1: \$46/hr		DIST
Community Center Coordinator (Parks & Rec)	\$25 – \$40/hr.	\$4,333.33 – \$6,933.33	FT	1: \$38/hr		DIST
Maintenance (General Contractor)			PT/contractor	1		DIST
Janitor (Community Center & Parks)	\$20 – \$30/hr.	\$3,466.67 – \$5,200.00	PT	1: \$25/hr		DIST

Approved by Board of Directors 11/09/2023

Approved by Board of Directors 12/14/2023

Alexandra Aquino-Fike, President, Board of Directors