

**RESOLUTION NO. 2024-33**  
**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COTATI APPROVING**  
**THE FISCAL YEAR 2024/25 SALARY SCHEDULE**

**WHEREAS**, on June 11, 2024 (Resolution 2024-29) the City Council approved a five-year MOU with the Cotati Police Officers Association (CPOA) effective the first full pay period following July 1, 2024; and

**WHEREAS**, on July 23, 2019 (Resolution 2019-35) the City Council approved a five-year MOU with the Cotati Police Management Association (CPMA) effective the first full pay period following July 1, 2019; and

**WHEREAS**, on August 24, 2021 (Resolution 2021-45) the City Council of the City of Cotati entered into an Amended and Restated Employment Agreement concerning compensation, benefits, terms, and conditions of Damien O'Bid's employment as City Manager for the period of five (5) years, which was subsequently amended and restated on August 23, 2022 (Resolution 2022-47), and

**WHEREAS**, on June 22, 2021 (Resolution 2021-33) the City Council approved a five-year MOU with the Cotati Employees Association (CEA) effective the first full pay period following July 1, 2021; and

**WHEREAS**, state law (ACA 3) requires a multi-year increase in the State minimum wage; and

**WHEREAS**, on August 9, 2022 (Resolution 2022-46) the City Council approved a five-year MOU with the Non-Represented contract (Non-Rep) effective the first full pay period following August 9, 2022; and

**WHEREAS**, on May 9, 2023, Council approved the amendment of the Non-Rep agreement to include the Police Officer Trainee position; and

**WHEREAS**, the changes previously authorized by the City Council though the MOUs are incorporated into the attached salary schedule, effective the first full pay period after July 1, 2024; and

**NOW THEREFORE BE IT RESOLVED** that the City Council for the City of Cotati hereby approves the attached salary schedule effective on the first day of the first full pay cycle in fiscal year 2024/25.

**IT IS HEREBY CERTIFIED** that the foregoing resolution was duly adopted at a regular meeting of the City Council of the City of Cotati held on June 25, 2024, by the following vote, to wit:

**RESULT:** ADOPTED BY CONSENT VOTE [UNANIMOUS]

**MOVER:** Susan Harvey, Councilmember

**SECONDER:** Ben Ford, Vice Mayor

**AYES:** Sparks, Ford, Harvey, Lemus, Rivers

Approved: \_\_\_\_\_



Mayor

Attest: \_\_\_\_\_



Kevin Patterson, Deputy City Clerk

Approved as to form: \_\_\_\_\_



City Attorney

Salary Schedule 2024/25

Position Title	Bargaining Unit	Hourly (2080/yr)				
		Step A	Step B	Step C	Step D	Step E
Accountant	CEA	37.83	39.72	41.71	43.80	45.99
Account Clerk	CEA	28.12	29.53	31.01	32.56	34.19
Accounting Technician	CEA	32.70	34.33	36.05	37.85	39.74
Administrative Assistant	CEA	32.25	33.86	35.55	37.33	39.20
Assistant Planner	CEA	38.97	40.92	42.97	45.12	47.38
Associate Engineer	CEA	43.29	45.45	47.72	50.11	52.62
Associate Planner	CEA	43.29	45.45	47.72	50.11	52.62
Building Official	Non-Rep	61.15	64.21	67.42	70.79	74.33
Chief of Police	Non-Rep	80.18	84.19	88.40	92.82	97.46
City Clerk	Non-Rep	56.28	59.09	62.04	65.14	68.40
City Manager	Contract	-	-	-	-	102.36
Civil Engineer	CEA	49.58	52.06	54.66	57.39	60.26
Community Services Officer	CPOA	31.69	33.27	34.93	36.68	38.51
Deputy City Clerk	Non-Rep	38.93	40.88	42.92	45.07	47.32
Director of Administrative Services	Non-Rep	80.18	84.19	88.40	92.82	97.46
Director of Community Development	Non-Rep	80.18	84.19	88.40	92.82	97.46
Director of Public Works/City Engineer	Non-Rep	80.18	84.19	88.40	92.82	97.46
Engineering Technician	CEA	34.38	36.10	37.90	39.79	41.78
Intern	Part Time	18.00	-	19.00	-	20.00
Laborer	CEA	22.55	23.68	24.86	26.10	27.41
Maintenance Worker I	CEA	28.68	30.11	31.62	33.20	34.86
Maintenance Worker II	CEA	32.79	34.43	36.15	37.96	39.86
Maintenance Worker III	CEA	36.15	37.96	39.86	41.85	43.94
Management Analyst	CEA	40.29	42.30	44.42	46.64	48.97
Management Analyst - Confidential	Non-Rep	40.29	42.30	44.42	46.64	48.97
Office Assistant	CEA	23.09	24.24	25.45	26.72	28.06
Permit Technician	CEA	33.45	35.12	36.88	38.72	40.66
Planning Technician	CEA	33.45	35.12	36.88	38.72	40.66
Police Corporal	CPOA	43.67	45.85	48.14	50.55	53.08
Police Dispatcher/Clerk	CPOA	32.33	33.95	35.65	37.43	39.30
Police Lieutenant	Non-Rep	57.62	60.50	63.52	66.70	70.04
Police Officer	CPOA	41.57	43.65	45.83	48.12	50.53
Police Officer Trainee	Non-Rep					31.33
Police Records Support Analyst	CPOA	32.33	33.95	35.65	37.43	39.30
Police Sergeant	CPMA	45.60	47.88	50.27	52.78	55.42
Police Service Aide	Part Time/Non Rep	28.10	29.50	30.98	32.53	34.16
Public Works Superintendent	Non-Rep	54.69	57.42	60.29	63.30	66.46
Recreation Coordinator	CEA	28.12	29.53	31.01	32.56	34.19
Recreation Manager	Non-Rep	47.22	49.58	52.06	54.66	57.39
Reserve Police Officer	Part Time/CPOA	41.57	43.65	45.83	48.12	50.53
Senior Accountant	CEA	41.47	43.54	45.72	48.01	50.41
Senior Management Analyst	CEA	44.41	46.63	48.96	51.41	53.98
Senior Management Analyst - Confidential	Non-Rep	44.41	46.63	48.96	51.41	53.98
Senior Planner	CEA	49.58	52.06	54.66	57.39	60.26
<b>Recreation Seasonal Staff</b>	Part Time	Step A		Step B		Step C
Camp Director	Part Time	20.00		21.00		22.00
Assistant Camp Director	Part Time	19.00		20.00		21.00
Recreation Leader	Part Time	18.00		19.00		20.00

Interns & Rec Staff rates assume passing of Initiative 21-0043 raising minimum wage to \$18 per hour  
Effective 07/01/2024

