

**CITY OF CARMEL-BY-THE-SEA  
CITY COUNCIL**

**RESOLUTION NO. 2020-073**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARMEL-BY-THE-SEA AUTHORIZING AND APPROVING THE CITY OF CARMEL-BY-THE-SEA CURRENT PAY RATES AND RANGES FOR AT-WILL CLASSIFICATIONS SALARY PLAN IN ACCORDANCE WITH MUNICIPAL CODE 2.52.520 EFFECTIVE NOVEMBER 1, 2020**

WHEREAS, Municipal Code 2.52.520 and amendments thereto provide, among other things that the City Council establish the legal current salary range from the salary schedule for each class of position.

WHEREAS, the salary resolution is adopted annually or periodically by the City Council upon review and recommendation of the City Administrator; and

WHEREAS, the California Public Employee's Retirement Law, at Section 570.5 of the California Code of Regulations Title 2, requires the City to publish pay rates and ranges on the City's internet site and the City Council to approve the pay rates and range in its entirety each time a modification is made; and

WHEREAS, the Building Official classification is an At-Will, unrepresented, management position. Unrepresented classifications do not receive Cost of Living Adjustments (COLA) or salary adjustments on an annual basis such as employees represented by bargaining units; and

WHEREAS, the Building Official salary range that was adopted in November 2013 has not been modified or changed; and

WHEREAS, based on a salary study between comparative Cities that reflects the salary range is below market and compaction between the Building Inspector and Building Official classifications exists; and

WHEREAS, staff recommends that the City Council adopt the current City pay rates and ranges for At-Will classifications (**Exhibit A**).

**NOW THEREFORE, BE IT RESOLVED THAT THE CITY COUNCIL OF THE CITY OF CARMEL-BY-THE-SEA DOES HEREBY:**

Authorize the City Administrator to modify the Building Official Range to \$101,254 to \$123,075.

**PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF CARMEL-BY-THE-SEA this 3rd day of November, 2020, by the following vote:**

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

ATTEST:

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Dave Potter  
Mayor

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Britt Avrit, MMC  
City Clerk

**CITY OF CARMEL-BY-THE-SEA  
PAY SCHEDULE FOR AT-WILL CLASSIFICATIONS  
EFFECTIVE NOVEMBER 1, 2020**

Grade	Barg. Unit	Classification	Resolution #	Effective Date	Minimum Annual Salary					Maximum Annual Salary
1	ATWILL	City Administrator	<a href="#">Resolution 2016-012</a>	5/2/2016	\$ 190,000.00					
1	ATWILL	Assistant City Administrator	<a href="#">Resolution 2017-019</a>	3/7/2017	\$ 140,000.00					\$ 175,000.00
1	ATWILL	Public Safety Director	<a href="#">Resolution 2015-062</a>	8/4/2015	\$ 154,752.00					\$ 181,245.00
	ATWILL	Public Safety Director	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00					\$ 160,000.00
1	ATWILL	Public Works Director	<a href="#">Resolution 2015-062</a>	8/4/2015	\$ 147,996.00					\$ 184,995.00
	ATWILL	Public Works Director	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00					\$ 160,000.00
2	ATWILL	Community Planning and Building Director	<a href="#">Resolution 2015-062</a>	8/4/2015	\$ 127,500.00					\$ 159,375.00
	ATWILL	Community Planning and Building Director	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00					\$ 160,000.00
2	ATWILL	Director of Budgets and Contracts	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00					\$ 160,000.00
1	ATWILL	Library and Community Activities Director	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00					\$ 160,000.00
440	ATWILL	Library and Community Activities Director	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 119,928.00	\$ 125,916.00	\$ 132,204.00	\$ 138,816.00	\$ 145,764.00	
443	ATWILL	Police Commander	<a href="#">Resolution 2015-074</a>	9/1/2015	\$ 121,740.00					\$ 147,984.00
404	ATWILL	Police Commander	<a href="#">Resolution 2015-062</a>	8/4/2015	\$ 100,200.00					\$ 121,788.00
	AT WILL	Finance Manager	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00	\$ 160,000.00				
459	AT WILL	Finance Manager	<a href="#">Resolution 2013-042</a>	8/6/2013	\$ 100,200.00	\$ 105,204.00	\$ 110,472.00	\$ 116,004.00	\$ 121,788.00	\$ 125,448.00
403	AT WILL	Human Resources Manager	<a href="#">Resolution 2015-048</a>	7/7/2015	\$ 99,720.00	\$ 104,700.00	\$ 109,932.00	\$ 115,440.00	\$ 121,212.00	
	AT WILL	Human Resources Manager	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00	\$ 160,000.00				
364	AT WILL	Human Resources Manager	<a href="#">Resolution 2014-072</a>	11/3/2014	\$ 82,080.00	\$ 86,184.00	\$ 90,492.00	\$ 95,016.00	\$ 99,768.00	
314	ATWILL	Human Resources Manager	<a href="#">Resolution 2013-042</a>	8/6/2013	\$ 63,960.00	\$ 67,164.00	\$ 70,524.00	\$ 74,040.00	\$ 77,748.00	\$ 80,088.00
403	ATWILL	Information Services/Network Manager	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 99,720.00	\$ 104,700.00	\$ 109,932.00	\$ 115,440.00	\$ 121,212.00	
	ATWILL	Information Services/Network Manager	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00	\$ 160,000.00				
364	ATWILL	Information Services/Network Manager			\$ 82,080.00	\$ 86,184.00	\$ 90,492.00	\$ 95,016.00	\$ 99,768.00	
377	ATWILL	Environmental Compliance Manager	<a href="#">Resolution 2016-050</a>	7/12/2016	\$ 87,756.00	\$ 91,956.00	\$ 96,552.00	\$ 101,388.00	\$ 106,452.00	

**CITY OF CARMEL-BY-THE-SEA  
PAY SCHEDULE FOR AT-WILL CLASSIFICATIONS  
EFFECTIVE NOVEMBER 1, 2020**

Grade	Barg. Unit	Classification	Resolution #	Effective Date	Minimum Annual Salary				Maximum Annual Salary	
377	ATWILL	Project Manager	<a href="#">Resolution 2015-098</a>	11/2/2015	\$ 87,576.00	\$ 91,956.00	\$ 96,552.00	\$ 101,388.00	\$ 106,452.00	
312	ATWILL	Project Manager	<a href="#">Resolution 2013-042</a>	8/6/2013	\$ 71,928.00	\$ 75,540.00	\$ 79,296.00	\$ 83,268.00	\$ 87,444.00	\$ 90,072.00
	AT WILL	City Clerk	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00	\$ 160,000.00				
400	ATWILL	City Clerk	<a href="#">Resolution 2014-030</a>	4/1/2014	\$ 98,332.00	\$ 103,140.00	\$ 108,288.00	\$ 113,700.00	\$ 119,388.00	
418	ATWILL	City Clerk	<a href="#">Resolution 2014-023</a>	3/4/2014	\$ 107,460.00	\$ 112,836.00	\$ 118,488.00	\$ 124,404.00	\$ 130,632.00	
364	ATWILL	City Clerk	<a href="#">Resolution 2013-061</a>	11/5/2013	\$ 82,080.00	\$ 86,184.00	\$ 90,492.00	\$ 95,016.00	\$ 99,768.00	\$ 102,756.00
366	ATWILL	Building Official	<a href="#">Resolution 2013-061</a>	11/5/2013	\$ 82,896.00	\$ 87,036.00	\$ 91,380.00	\$ 95,952.00	\$ 100,752.00	\$ 103,776.00
<b>366</b>	<b>ATWILL</b>	<b>Building Official (RECOMMENDED)</b>	<a href="#">Resolution 2020-073</a>	<b>11/3/2020</b>	<b>\$ 101,254.00</b>					<b>\$ 123,075.00</b>
342	ATWILL	Deputy City Clerk	<a href="#">Resolution 2015-098</a>	11/2/2015	\$ 73,536.00	\$ 77,220.00	\$ 81,072.00	\$ 85,128.00	\$ 89,376.00	
316	ATWILL	Deputy City Clerk	<a href="#">Resolution 2013-061</a>	11/5/2013	\$ 64,596.00	\$ 67,824.00	\$ 71,208.00	\$ 74,772.00	\$ 78,516.00	\$ 80,880.00
362	AT WILL	Senior Human Resources Analyst	<a href="#">Resolution 2013-061</a>	11/5/2013	\$ 81,264.00	\$ 85,322.00	\$ 89,592.00	\$ 94,068.00	\$ 98,772.00	\$ 101,736.00
3	ATWILL	Executive Assistant*			\$ 77,664.00					\$ 84,000.00
	AT WILL	Administrative Technician	<a href="#">Resolution 2018-057</a>	6/5/2018	\$ 62,473.00	\$ 65,620.00	\$ 68,903.00	\$ 72,349.00	\$ 75,970.00	
	AT WILL	Administrative Analyst	<a href="#">Resolution 2018-057</a>	6/5/2018	\$ 72,936.00	\$ 76,569.00	\$ 80,402.00	\$ 84,422.00	\$ 88,617.00	

Notes:

\*The Executive Assistant classification will be eliminated through attrition.