



Central Marin Police Authority
Staff Report

TO: Central Marin Police Authority Council

FROM: Michael A. Norton, Chief of Police

DATE: May 14, 2020

RE: **ADOPTION OF RESOLUTION NO. 2020/03 ASSIGNING A SALARY RANGE TO EACH FULL-TIME POSITION OF THE CENTRAL MARIN POLICE AUTHORITY FOR FISCAL YEAR 2020-2021**

ACTION REQUESTED

That Council adopts Resolution No. 2020/03 to assign a salary range to each full-time position of the Central Marin Police Authority for fiscal year 2020-2021.

SUMMARY AND BACKGROUND

The California Public Employees' Retirement System (CalPERS) requires the reporting of salary ranges with minimum and maximum rates for all employees enrolled in the CalPERS retirement system. New salary ranges were established in FY 2019-2020 with the adoption of Central Marin Police Authority Resolutions Nos. 2019/05 and 2019/08 (refer to attachments).

Pursuant to the current Central Marin Police Authority Memorandum of Understanding and Central Marin Police Authority Resolution No. 2018/08, the salary range will change for the positions of Police Sergeant, Police Corporal, Police Officer, Communications and Records Supervisor, Property Technician, and Police Records Specialist effective the first full pay period in July 2020. For each position, the salary range will increase 3.0%.

Pursuant to the current Central Marin Police Authority Management Contract and Central Marin Police Authority Resolution No. 2015/07, staff is recommending that the salary range change for the positions of Police Captain and Police Lieutenant, effective the first full pay period in July 2020. Staff recommends the same salary range increase for the positions of Captain and Lieutenant as were bargained for by the other job classifications under the Memorandum of Understanding mentioned above. For each position, the salary range would increase 3.0%.



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The below listed salary range is effective the first full pay period in July 2020:

<u>POSITION</u>	<u>MONTHLY SALARY RANGE</u>		
Police Chief	\$13,166	to	\$16,205
Police Captain	\$10,921	to	\$14,438
Police Lieutenant	\$9,107	to	\$12,448
Police Sergeant	\$7,762	to	\$10,017
Police Corporal	\$6,661	to	\$8,750
Police Officer	\$6,335	to	\$8,333
Police Officer Trainee	\$5,626	to	\$5,626
Public Safety Comm/Records Sup	\$5,955	to	\$7,252
Police Records Specialist	\$4,452	to	\$5,740
Property Technician	\$3,738	to	\$5,591

FISCAL IMPACT

There will be an increase in costs by adoption of this resolution. These increased costs were previously approved in resolution No. 2018/08 and are contractual obligations of the Authority. They are included in the Authority's adopted budget.

The costs include an increase in salary of 3.0% for the positions of Police Captain, Police Lieutenant, Police Sergeant, Police Corporal, Police Officer, Communications and Records Supervisor, Property Technician, and Police Records Specialist effective the first full pay period in July 2020.

RECOMMENDATION

It is recommended for the Council to adopt Resolution No. 2020/03 to authorize the Management Committee to assign the above listed salary ranges to each position.

Respectfully Submitted,

Michael A. Norton
Chief of Police



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Attachments:

1. Resolution No. 2019/05
2. Resolution No. 2019/08
3. Resolution No. 2020/03

**CENTRAL MARIN POLICE AUTHORITY
RESOLUTION NO. 2019/05**

**A RESOLUTION OF THE CENTRAL MARIN POLICE COUNCIL ESTABLISHING
AUTHORIZED POSITIONS AND ASSIGNING A SALARY RANGE TO EACH
POSITION FOR FISCAL YEAR 2019-2020**

BE IT RESOLVED by the Central Marin Police Authority Council that effective the first full pay period of July 2019, the following positions and salary ranges are hereby effective:

<u>POSITION</u>	<u>MONTHLY SALARY RANGE</u>		
Police Chief	\$13,166	to	\$16,205
Police Captain	\$10,603	to	\$14,017
Police Lieutenant	\$8,842	to	\$12,085
Police Sergeant	\$7,536	to	\$9,725
Police Corporal	\$6,467	to	\$8,495
Police Officer	\$6,150	to	\$8,090
Police Officer Trainee	\$5,461	to	\$5,461
Public Safety Comm/Records Sup	\$5,782	to	\$7,040
Police Records Specialist	\$4,322	to	\$5,573
Property Technician	\$3,629	to	\$5,428

IT IS HEREBY CERTIFIED, that the foregoing resolution was duly adopted by the Central Marin Police Council at a regular meeting held on the 9th day of May 2019, by the following vote, to wit:

AYES: COUNCILMEMBERS: *RAVASIO, CHU, BAILEY, MORRISON, WRIGHT*
NOES: COUNCILMEMBERS:
ABSENT: COUNCILMEMBERS: *GREENE*
ABSTAIN: COUNCILMEMBERS:

ATTEST:



Zaneta Feleo, Authority Clerk
Central Marin Police Authority



Bob Ravasio, Council Chair
Central Marin Police Authority

**CENTRAL MARIN POLICE AUTHORITY
RESOLUTION NO. 2019/08**

**A RESOLUTION OF THE CENTRAL MARIN POLICE COUNCIL AMENDING THE
AUTHORIZED POSITIONS AND ASSIGNING A SALARY RANGE TO EACH
POSITION FOR FISCAL YEAR 2019-2020**

BE IT RESOLVED by the Central Marin Police Authority Council that effective the first full pay period of July 2019, the following positions and salary ranges are hereby effective:

<u>POSITION</u>	<u>MONTHLY SALARY RANGE</u>		
Police Chief	\$13,693	to	\$16,853
Police Captain	\$10,603	to	\$14,017
Police Lieutenant	\$8,842	to	\$12,085
Police Sergeant	\$7,536	to	\$9,725
Police Corporal	\$6,467	to	\$8,495
Police Officer	\$6,150	to	\$8,090
Police Officer Trainee	\$5,461	to	\$5,461
Public Safety Comm/Records Sup	\$5,782	to	\$7,040
Police Records Specialist	\$4,322	to	\$5,573
Property Technician	\$3,629	to	\$5,428

IT IS HEREBY CERTIFIED, that the foregoing resolution was duly adopted by the Central Marin Police Council at a regular meeting held on the 8th day of August 2019, by the following vote, to wit:

AYES: COUNCILMEMBERS: RAVASIO, CHU, WRIGHT, GREENE, ANDREWS, WAY
NOES: COUNCILMEMBERS: NONE
ABSENT: COUNCILMEMBERS: BAILEY, MORRISON
ABSTAIN: COUNCILMEMBERS: NONE

ATTEST:



Zaneta Feleo, Authority Clerk
Central Marin Police Authority



Bob Ravasio, Council Chair
Central Marin Police Authority

**CENTRAL MARIN POLICE AUTHORITY
RESOLUTION NO. 2020/03**

**A RESOLUTION OF THE CENTRAL MARIN POLICE COUNCIL ESTABLISHING
AUTHORIZED POSITIONS AND ASSIGNING A SALARY RANGE TO EACH
POSITION FOR FISCAL YEAR 2020-2021**

BE IT RESOLVED by the Central Marin Police Authority Council that effective the first full pay period of July 2020, the following positions and salary ranges are hereby effective:

<u>POSITION</u>	<u>MONTHLY SALARY RANGE</u>		
Police Chief	\$13,166	to	\$16,205
Police Captain	\$10,921	to	\$14,438
Police Lieutenant	\$9,107	to	\$12,448
Police Sergeant	\$7,762	to	\$10,017
Police Corporal	\$6,661	to	\$8,750
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Police Officer Trainee	\$5,626	to	\$5,626
Public Safety Comm/Records Sup	\$5,955	to	\$7,252
Police Records Specialist	\$4,452	to	\$5,740
Property Technician	\$3,738	to	\$5,591

IT IS HEREBY CERTIFIED, that the foregoing resolution was duly adopted by the Central Marin Police Council at a regular meeting held on the 14th day of May 2020, by the following vote, to wit:

AYES: COUNCILMEMBERS:
NOES: COUNCILMEMBERS:
ABSENT: COUNCILMEMBERS:
ABSTAIN: COUNCILMEMBERS:

ATTEST:

Zaneta Feleo, Authority Clerk
Central Marin Police Authority

Catherine Way, Council Chair
Central Marin Police Authority