



**Government Relations and Public  
Affairs Committee**

**Meeting Date:** 4/9/2018

**Agenda Item No.:** 2018-April-3.

**Subject:** Amend Annual Salary Plan per CalPERS Regulation (Estimated time: 0 minutes)

**Consent**

**Prepared by:** Erik Johnson

**Approved by:** Erik Johnson

**Attachments:** Yes

**1. Issue:**

Should SACOG adopt an amendment to the current salary plan (adopted in June 2017), to comply with CalPERS regulations?

**2. Recommendation:**

That the SACOG Board amend the salary plan as shown in the attachment effective April 1, 2018.

**3. Background/Analysis:**

California Code of Regulations Section 570.5 requires the adoption of a Salary Plan in order to account for any modifications to salary.

**4. Discussion/Analysis:**

This amendment to the salary plan reflects the proposed new classifications of Clerk of the Board, Executive Assistant, and Procurement Officer that are proposed in the amendment to the Classification Plan also on this meeting's agenda.

This Salary Plan also shows the compensation for the Streetcar Project Manager, which was not previously shown as a separate position.

**5. Fiscal Impact/Grant Information:**

The changes to salary ranges for the classifications being modified in the amendment to the Classification Plan are accounted for in the current and proposed Budget and Overall Work Program.

**ATTACHMENTS:**

Description

April 2018 Salary Plan

## Sacramento Area Council of Governments

### Monthly Salary Schedule - Effective April 1, 2018

Position	Salary Range	A			B			C			D			E		
		Monthly	13 years longevity	18 years longevity	Monthly	13 years longevity	18 years longevity	Monthly	13 years longevity	18 years longevity	Monthly	13 years longevity	18 years longevity	Monthly	13 years longevity	18 years longevity
Staff Assistant	1	<b>2,982</b>	3,056	3,133	<b>3,131</b>	3,209	3,289	<b>3,287</b>	3,370	3,454	<b>3,452</b>	3,538	3,627	<b>3,624</b>	3,715	3,808
Administrative Assistant I	2	<b>3,624</b>	3,715	3,808	<b>3,806</b>	3,901	3,998	<b>3,996</b>	4,096	4,198	<b>4,196</b>	4,301	4,408	<b>4,406</b>	4,516	4,629
Administrative Assistant II	3	<b>4,406</b>	4,516	4,629	<b>4,626</b>	4,741	4,860	<b>4,857</b>	4,979	5,103	<b>5,100</b>	5,227	5,358	<b>5,355</b>	5,489	5,626
Accounting Specialist		<b>4,406</b>	4,516	4,629	<b>4,626</b>	4,741	4,860	<b>4,857</b>	4,979	5,103	<b>5,100</b>	5,227	5,358	<b>5,355</b>	5,489	5,626
Research Technician		<b>4,406</b>	4,516	4,629	<b>4,626</b>	4,741	4,860	<b>4,857</b>	4,979	5,103	<b>5,100</b>	5,227	5,358	<b>5,355</b>	5,489	5,626
Analyst I	4	<b>4,626</b>	4,741	4,860	<b>4,857</b>	4,979	5,103	<b>5,100</b>	5,227	5,358	<b>5,355</b>	5,489	5,626	<b>5,623</b>	5,763	5,907
Analyst II	5	<b>5,355</b>	5,489	5,626	<b>5,623</b>	5,763	5,907	<b>5,904</b>	6,051	6,203	<b>6,199</b>	6,354	6,513	<b>6,509</b>	6,672	6,839
Graphic Designer		<b>5,355</b>	5,489	5,626	<b>5,623</b>	5,763	5,907	<b>5,904</b>	6,051	6,203	<b>6,199</b>	6,354	6,513	<b>6,509</b>	6,672	6,839
Accountant	6	<b>6,199</b>	6,354	6,513	<b>6,509</b>	6,672	6,839	<b>6,834</b>	7,005	7,180	<b>7,176</b>	7,356	7,539	<b>7,535</b>	7,723	7,916
Associate Analyst		<b>6,199</b>	6,354	6,513	<b>6,509</b>	6,672	6,839	<b>6,834</b>	7,005	7,180	<b>7,176</b>	7,356	7,539	<b>7,535</b>	7,723	7,916
Executive Assistant		<b>6,199</b>	6,354	6,513	<b>6,509</b>	6,672	6,839	<b>6,834</b>	7,005	7,180	<b>7,176</b>	7,356	7,539	<b>7,535</b>	7,723	7,916
Clerk of the Board	7	<b>7,176</b>	7,356	7,539	<b>7,535</b>	7,723	7,916	<b>7,912</b>	8,110	8,312	<b>8,307</b>	8,515	8,728	<b>8,723</b>	8,941	9,164
Information Technology Administrator		<b>7,176</b>	7,356	7,539	<b>7,535</b>	7,723	7,916	<b>7,912</b>	8,110	8,312	<b>8,307</b>	8,515	8,728	<b>8,723</b>	8,941	9,164
Procurement Officer		<b>7,176</b>	7,356	7,539	<b>7,535</b>	7,723	7,916	<b>7,912</b>	8,110	8,312	<b>8,307</b>	8,515	8,728	<b>8,723</b>	8,941	9,164
Senior Analyst		<b>7,176</b>	7,356	7,539	<b>7,535</b>	7,723	7,916	<b>7,912</b>	8,110	8,312	<b>8,307</b>	8,515	8,728	<b>8,723</b>	8,941	9,164
Manager		<b>8,307</b>	8,515	8,728	<b>10,121</b>	10,374	10,633	<b>11,935</b>	12,233	12,539	<b>13,748</b>	14,092	14,444	<b>15,562</b>	15,951	16,350
Steps within this range are for illustrative purposes only; salaries are determined by individual employment agreement within the range.																
Chief Operating Officer/Gen Counsel		<b>18,520</b>	18,983	19,458	<b>20,002</b>	20,502	21,015	<b>21,605</b>	22,145	22,699	<b>23,332</b>	23,915	24,513	<b>25,197</b>	25,827	26,473
Chief Executive Officer		<b>18,520</b>	18,983	19,458	<b>20,002</b>	20,502	21,015	<b>21,605</b>	22,145	22,699	<b>23,332</b>	23,915	24,513	<b>25,197</b>	25,827	26,473
Streetcar Project Manager		<b>18,520</b>	18,983	19,458	<b>20,002</b>	20,502	21,015	<b>21,605</b>	22,145	22,699	<b>23,332</b>	23,915	24,513	<b>25,197</b>	25,827	26,473
Steps within these ranges are for illustrative purposes only; salaries are determined by individual employment agreement within the range.																

## Notes:

Regular full-time employees are paid a monthly salary based on this schedule.

Longevity pay is 2.5% for employees with 13 years of FTE service and 2.5% + 2.5% for employees with 18 years of FTE service.