



REGULAR MEETING

**JOINT SAND CITY COUNCIL AND
SUCCESSOR AGENCY OF THE
REDEVELOPMENT AGENCY**

TUESDAY, MAY 16, 2023

5:30 PM

AGENDA
JOINT SAND CITY COUNCIL AND SUCCESSOR AGENCY OF THE REDEVELOPMENT
AGENCY

Regular Meeting - Tuesday, May 16, 2023
5:30 PM

THIS MEETING WILL BE HELD VIRTUALLY AND IN PERSON, IS COMPLIANT WITH ASSEMBLY BILL (“AB”) 2449, SIGNED INTO LAW ON SEPTEMBER 13, 2022, WHICH AMENDS GOVERNMENT CODE SECTION 54953 TO PROVIDE AUTHORITY FOR PUBLIC AGENCIES TO CONTINUE TO HOLD VIRTUAL MEETINGS AND REMAIN IN COMPLIANCE WITH THE BROWN ACT (GOV. CODE §§ 54950 ET SEQ.). TO PARTICIPATE IN THE ZOOM COUNCIL MEETING LIVE:

<https://us02web.zoom.us/j/4614728829>

Meeting ID: 461 472 8829

**To participate telephonically by calling the number below:
(669) 900-6833**

Meeting ID: 461 472 8829#

If prompted to enter a participant ID, press #

**TO PARTICIPATE IN PERSON:
City Hall Council Chamber
1 Pendergrass Way
Sand City, CA**

How to submit written Public Comments:

If any member of the public would like to provide written comments at the meeting, please do as set forth below.

Written: All comments received before 8:00 am the day of the meeting will be posted on the City’s website as “Correspondence” under the relevant agenda item and provided to the City Council members at the meeting. Please email your comments to: cityclerk@sandcityca.org.

Read Aloud During the Meeting: Email your comments to cityclerk@sandcityca.org. When the Mayor opens the public comment period for the relevant agenda item; please indicate the agenda item and title in your email subject line. If you want your comment read aloud, prominently write “Read Aloud at Meeting” at the top of the email and your comments will be read into the record (not to exceed three minutes at staff’s cadence).

DURING EACH MEETING, members of the public may participate by calling and speaking live during the designated time(s), subject to time limits that may be imposed pursuant to the

Brown Act at the number provided above. Please use the "raise your hand" option on Zoom, and the City Clerk will call on your name.

1. ROLL CALL

2. PLEDGE OF ALLEGIANCE

3. INVOCATION

4. ANNOUNCEMENT BY MAYOR, CITY ATTORNEY, AND CITY MANAGER

5. COMMUNICATIONS

Members of the public may address the City Council/Successor Agency on matters not appearing on the City Council/Successor Agency Agenda at this time for up to three minutes. In order that the City Clerk may later identify the speaker in the minutes of the meeting, it is helpful if speakers state their names. Public comments regarding items on the scheduled agenda will be heard at the time the item is being considered by the City Council/Successor Agency.

The City Council Chambers podium is equipped with a portable microphone for anyone unable to come to the podium. If you need assistance, please advise the City Clerk as to which item you would like to comment on and the microphone will be brought to you.

6. CONSENT CALENDAR

The Consent Agenda consists of routine items for which City Council approval can be taken with a single motion and vote. A Council member may request that any item be placed on the Regular Agenda for separate consideration.

- 6A. Approval of City Donation/Contribution - 2023 Monterey County Fair
[Memo](#)
[Monterey County Fair Sponsorship Agreement](#)

7. CONSIDERATION OF ITEMS PULLED FROM CONSENT CALENDAR

8. PRESENTATION

- 8A. EMC Housing Element Update from Ande Flower
[Staff Report](#)
- 8B. CalAm Presentation from Chris Cook of California American Water - 10 Minutes
- 8C. M1W Community Presentation from Mike McCullough, Director of External Affairs, Monterey One Water - 10 Minutes
[M1W Community Presentation](#)

9. PUBLIC HEARING

10. NEW BUSINESS

- 10A. Approve a Resolution Adopting a Salary Schedule Amendment for Miscellaneous Employees for the Fiscal Year 2022-2023

[Staff Report](#)
[Resolution](#)
[Salary Schedule](#)

10B.

Comments by Councilmembers on Items of Interest to Sand City

11. ADJOURNMENT

The current agenda is available in PDF format on our website at:
www.sandcity.org

If you have a request for a disability-related modification or accommodation, including auxiliary aids or services, which will allow you to participate in a Sand City public meeting, please call the City Clerk at (831) 394-3054 extension 220, or give your written request to the City Clerk at 1 Pendergrass Way, Sand City, CA 93955 at least 48 hours prior to the scheduled meeting to allow the City Clerk time to arrange for the requested modification or accommodation.

**AGENDA ITEM
6A.**

**Approval of City Donation/Contribution -
2023 Monterey County Fair**

Memo

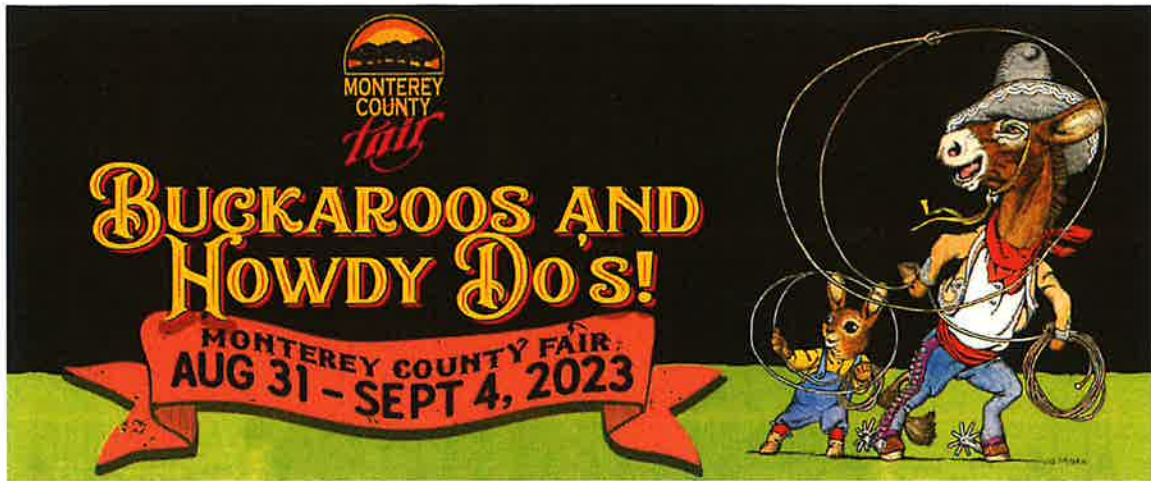
To: Honorable Mayor and City Council
From: Vibeke Norgaard, City Manager
Date: May 16, 2023
Re: Review of City Donation/Contribution

Attached is a request for support and contribution for the fiscal year 2023-24. After reviewing this request, the following donation is recommended:

- **Monterey County Fair, August 31 through September 4, 2023 - \$500.00**

If any Councilmember wants to discuss this request or to propose a different contribution, then this item should be pulled from the consent calendar for discussion with the full Council.

The following finding is specified in the annual City/Successor Agency Budget: "The City council finds that it is a valid public purpose and in the best interest of the small city to support and participate in various community programs and activities of the larger Monterey Peninsula area. This support includes not only the City's financial contributions outlined in the attached pages but also the active involvement/participation by councilmembers, city staff, Sand City businesses, and citizens. This Sand City's pledge and commitment of support for the larger regional community in which it is an active and dedicated member."



#S23-31

2023 Monterey County Fair Sponsorship Agreement for City of Sand City

This agreement between the 7th District Agricultural Association (further noted as Monterey County Fair) and City of Sand City has been entered into with the sole purpose to grant designation and rights to Safeway as an Official Sponsor of the Monterey County Fair, August 31 – September 4, 2023. The parties hereby agree as follows:

- ◆ The Monterey County Fair will provide City of Sand City with exposure of logo and/ or name in the following marketing collateral.
Monterey County Fair *Thank You* Advertisement
- ◆ The Monterey County Fair will provide City of Sand City with advertising on the Digital Marquee at Fairground and Casa Verde Roads. The ad may be no larger than 18 characters per line and no more than 5 lines. The ad is due in a .txt or .doc format by June 30, 2023.
- ◆ The Monterey County Fair will provide City of Sand City with the following hospitality package.
 - 4 One – Day Admission Passes
 - 1 Parking Pass
 - 2 Tickets to Premier Night
- ◆ City of Sand City agrees to pay \$500 to the Monterey County Fair. The signed sponsorship agreement and the sponsorship fee is due no later than June 30, 2023.

City Of Sand City Date
Vibeke Novgaard
1 Pendergrass Way
Sand City, CA 93955

Chris Garmon, Deputy Manager Date
Monterey County Fair
2004 Fairground Road
Monterey, CA. 93940

**AGENDA ITEM
8A.**

**EMC Housing Element Update from Ande
Flower**



City of Sand City

STAFF REPORT

TO: Honorable Mayor and City Council
FROM: Ande Flower, AICP, EMC Planning Group
SUBJECT: **6th Cycle Update to the City's Housing Element**
DATE: May 11, 2023 (For City Council Consideration on May 16, 2023)

BACKGROUND:

State law requires that local jurisdictions update their Housing Element on a regular basis. The statutory deadline for completing the update of the Housing Element (6th cycle) for the 2024-2032 planning period is December 15, 2023. This tight timeline necessitates rapid community review and collaboration. There are no City Council or Commission approval requirements prior to the initial draft submittal to HCD.

HCD requires a 90-day review period with the preliminary draft, preceded with a 30-day public comment period according to AB 215. HCD's revision requests from that draft will guide any subsequent drafts. Our goal is to not need HCD reviews subsequent to their first review, though we have learned that cities have commonly experienced an average of four (4) rounds of review prior to certification. It is advantageous to submit a draft for HCD review as early as possible so that timely subsequent reviews may occur.

The number of units that the update is planning for is set according to the Regional Housing Needs Allocation (RHNA). The RHNA quantifies the current and anticipated need for housing within each jurisdiction for the next eight (8) years. Table 1 lists Sand new 6th cycle RHNA.

Table 1: Regional Housing Needs Allocation Comparison (5th and 6th Cycles)

Income Group	6 th Cycle RHNA	5 th Cycle RHNA	Difference	Percent
Very Low	59	13	46	--
Low	39	9	30	--
Moderate	49	10	39	--
Above Moderate	113	23	90	--
Total	260	55	205	472%

Source: AMBAG 2022; EMC Planning Group

ANALYSIS:

Project Schedule

As of the date of this City Council meeting, the City, its staff, and consultants have approximately seven (7) months to prepare and adopt the 6th cycle Housing Element. Of these 7 months, more than two-thirds (5 months) is devoted to review by HCD.

Highlights of the proposed schedule include:

- May 5: Public Review Draft published to website
- May 5: Table at the Sand City Night Market to introduce the Draft
- May 5 – June 5: Public Comment Period
- June 5 – June 12: Prepare HCD Draft with Public Comments Incorporated
- June – Aug: HCD 90-day Initial Review
- October 1: Revised HCD Draft
- Oct – Nov: 2nd HCD Review
- Dec 19: City Council Consideration

Public Participation

Public participation is an important component of the housing element update process. Staff and consultants will be reaching out to community members—renters, land owners, business owners, housing advocates, and others—to gather opinions, ideas, and information. The 30-day public review process began on May 5, therefore, all comments gathered during this time will be shared directly with HCD along with the initial draft Housing Element update submittal. Also required is a description of how public comments are integrated with preparation of the preliminary HCD draft.

Public Comments via email

The Public Draft Housing Element Update is available online at this webpage: <https://www.sandcity.org/government/city-departments/planning-department/2023-2031-housing-element-update-2-0>. The public is invited to share their comments, concerns, and ideas by emailing a message to wahl@emcplanning.com.

Community Surveys

Surveys are available online that invite all interested parties to share answers to specific questions that will help guide next steps as the initial draft for HCD review is compiled.

Sites

Information for the Sites Inventory selection may be found in Chapter 4 and Appendix C of the draft. Nearly all 6th Cycle sites were used in the prior 5th Cycle. Therefore, the state mandates that if a proposal is submitted at these sites with at least 20% affordable units, then review would only involve a building permit and no public hearings. A program will be added to the next draft to clarify this requirement.

AFFH

Intentions to meet or exceed requirements for AB 686, or Affirmatively Furthering Fair Housing (AFFH) are pervasive throughout the document, including the needs analysis found in Appendix A, consideration for sites, and integration of fair housing actions into policies and programs. Contributing factors impacting fair housing issues have been outlined and will need to be prioritized before the final draft (see pages A-77 through A-79).

Invitations to join the May 16 Public Meeting have been sent to a wide variety of service providers and community leaders throughout the region. We seek to gather ideas particularly from those who may be most impacted with this policy update and who have historically been left out of the policy-making process.

Policy and Programs

Information for the draft policies and programs may be found in Chapter 2. Review of the current policies and programs are described and evaluated in Appendix D of the draft.

Pro-Housing Designation

In the 2019-2020 legislative cycle, the Newsom Administration and the California Legislature passed the Pro-Housing Designation Program to address housing and homelessness. The California Department of Housing and Community Development (HCD) administers the program, which provides incentives for local governments to local governments to increase the availability of housing in their communities. Adopting policy and programs as part of Sand City's 6th cycle Housing Element that commits the City to pursue the Pro-Housing Designation over the course of the next few years could greatly impact the ability for affordable housing to be constructed within this next eight-year cycle.

FISCAL IMPACT:

There is no direct fiscal impact associated with the discussion of the 6th cycle Housing Element update process. There is, however, an impact on staff resources, as they work with the planning consultant to prepare the update.

CEQA:

Staff and consultant anticipate that the ultimate adoption of the 6th cycle Housing Element will require analysis pursuant to the California Environmental Quality Act (CEQA). At this time, it is anticipated that an Initial Study will be prepared to analyze the potential impacts that the adoption of the Housing Element could have on the environment. This anticipated outcome could change over the course of the Housing Element preparation, and staff will keep the City Council informed as the process proceeds.

RECOMMENDATION:

There is no formal action required for this agenda item. This item is to inform the City Council of the tasks ahead necessary to complete the 6th cycle Housing Element on time (December 15, 2023). It is also an opportunity to hear from the City Council on any ideas, concerns, and/or direction to staff and consultants regarding the matter. As such, this staff report contains no formal recommendation for action.

RESOURCES:

Attached is a pdf of the Public Draft Housing Element. Both the draft and the online surveys can be found at the Housing Element Update webpage:

<https://www.sandcity.org/government/city-departments/planning-department/2023-2031-housing-element-update-2-0>

**Sand City
Stakeholder**



**Sand City 2023-2031
Housing Element Update**



**AGENDA ITEM
8B.**

**CalAm Presentation from Chris Cook of
California American Water - 10 Minutes**

**AGENDA ITEM
8C.**

**M1W Community Presentation from Mike
McCullough, Director of External Affairs,
Monterey One Water - 10 Minutes**

PROPOSED SEWER BILLING CHANGE

Community Presentation & Feedback

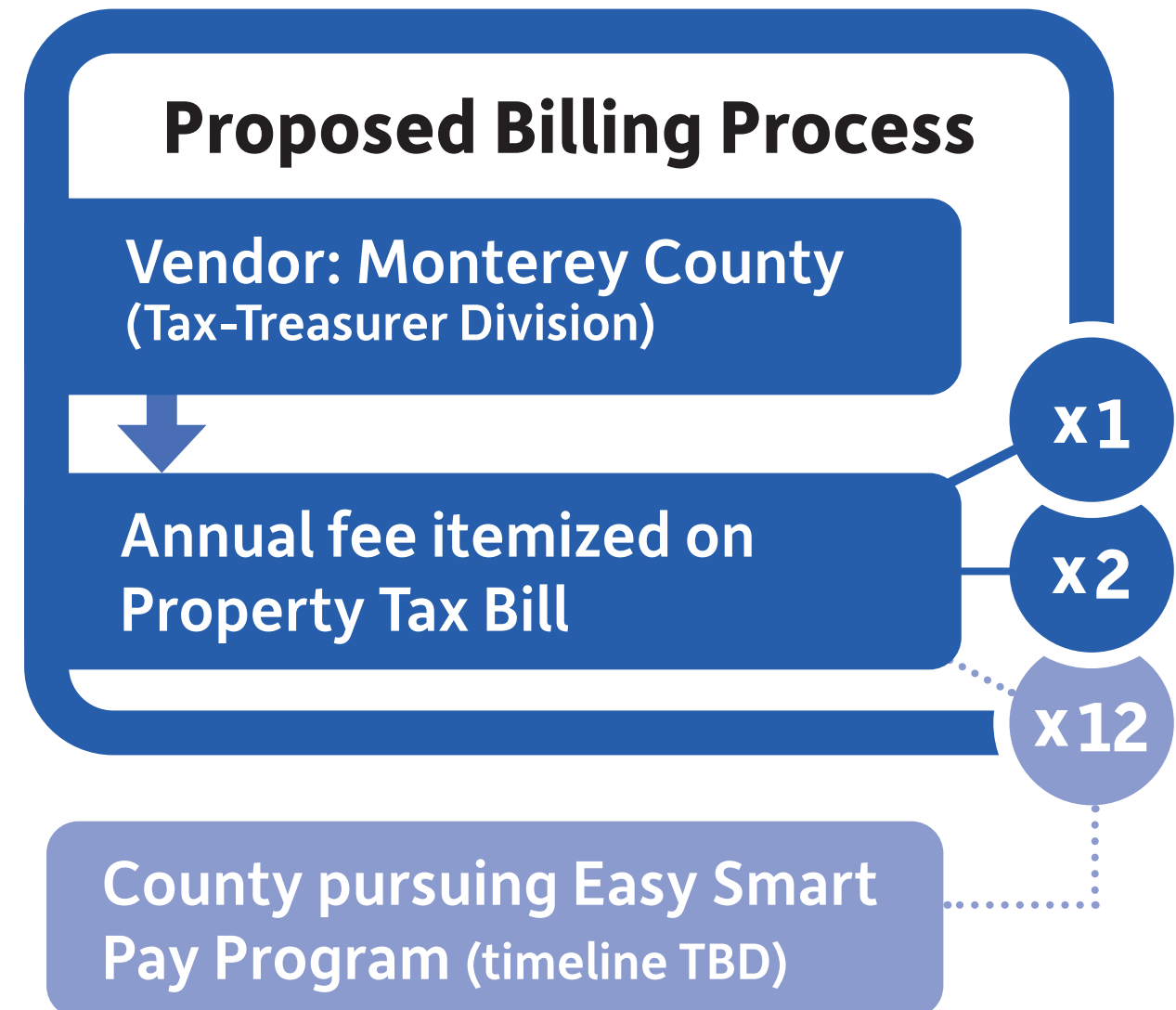
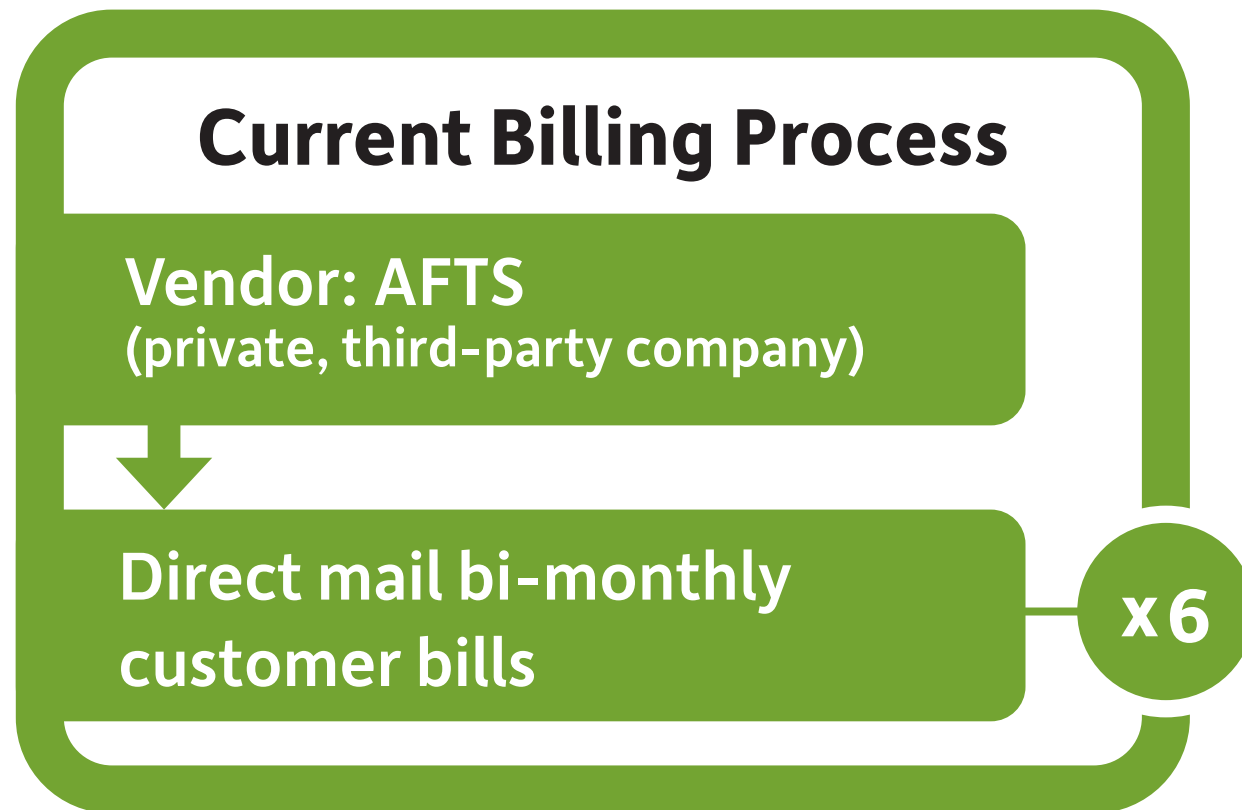


Monterey One Water
Providing Cooperative Water Solutions



Proposed Change

New Vendor & Process



Why?

Customer Experience

Current Limitations:

- No paperless billing
- No online account access
- Vendor printing errors
- Product support ending

Rate Structure

Mandated Service:

- Service cannot be turned off
- Same fee every month—flat rate by type of use
- Common practice for required service

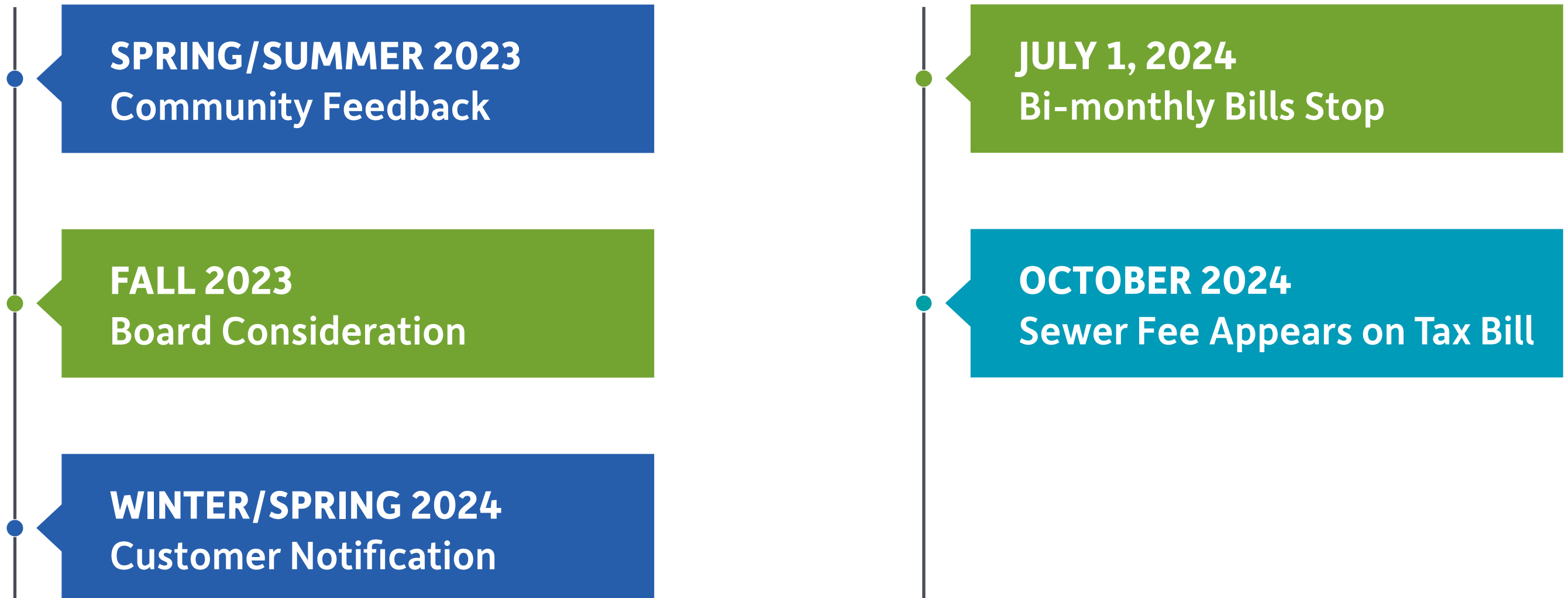
Fiscal

\$400,000 Annual Savings:

- Net savings from vendor change
- Expanded field survey program and billing accuracy

Proposed Timeline

Effective July 1, 2024



Program Changes

Elimination of . . .

- Bi-monthly bills
- Monterey One Water Annual Lien Process



Monterey One Water
Providing Cooperative Water Solutions
P.O. Box 2109
Monterey, California 93942-2109
(831) 372-2385 • 449-6366 • 722-9288

Payment Locations



Monterey One Water
Providing Cooperative Water Solutions

Now you can pay with a charge to your bank account with our new PhonePay and Webpay services. Credit cards still accepted, too.



CALL 1-866-514-6814
or
Click: Pay Your Bill Online at
<http://www.montereyonewater.org>

\$1.00 per transaction fee
Plus 3% for credit cards only

MONTEREY
Monterey One Water
5 Harris Court, Bldg. D
(see map on reverse)

SEASIDE
Mal's Market
1264 Noche Buena Street

Account Information

ACCOUNT NUMBER:
OWNER NAME:
SERVICE ADDRESS:
SERVICE PERIOD:
BILL DATE:
DUE DATE:

Account Charges

BEGINNING BALANCE:
PAYMENTS RECEIVED:

< NEW CHARGES >

Date	Description
02/01/2018	MRWPCA
02/01/2018	City Sewer System Charges

TOTAL AMOUNT DUE:

Special Messages

Retain this portion for your records • See reverse side for terms and conditions • Make checks payable to: MONTEREY ONE WATER



Monterey One Water
Providing Cooperative Water Solutions
P.O. Box 2109
Monterey, California 93942-2109

PAYMENT COUPON

☐ Check box for address updates. Write changes on back.
Save time and postage with auto-payment service (see back)

ACCOUNT NUMBER:
SERVICE ADDRESS:

Amount Due

TOTAL AMOUNT DUE:
BY DUE DATE:

FOR PROPER CREDIT PLEASE RETURN THIS PORTION.
THE RETURN MAILING ADDRESS IS ON THE
REVERSE SIDE OF THE PAYMENT COUPON.



Amount Enclosed



Commitment to Transparency

What won't change . . .

Rate Setting Process

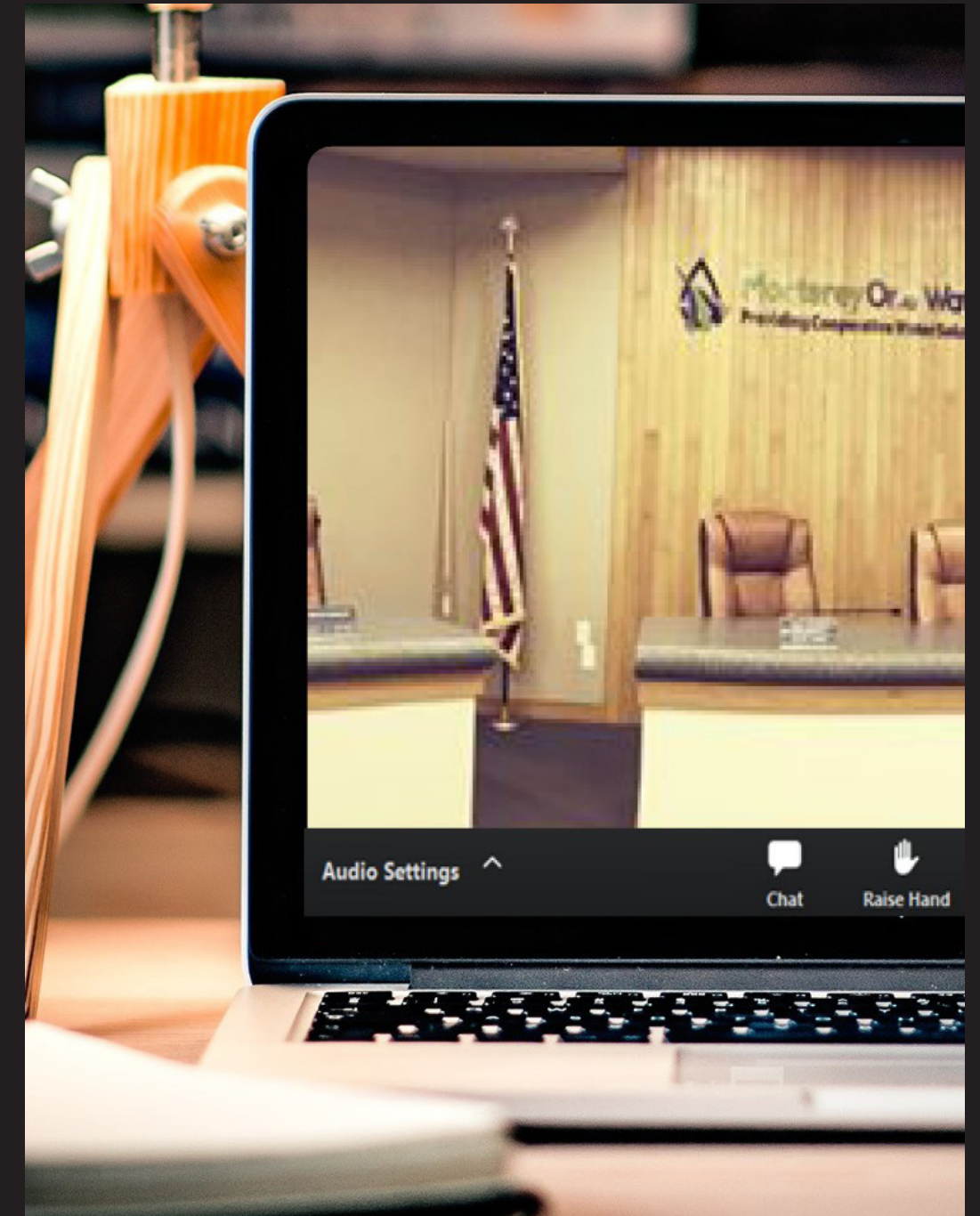
- Mailed notification + public hearing

Budget Approval

- Annual process including public hearing

Public Meetings

- Monthly Board of Directors Meetings are open to the public



Residential Customer Assistance Program

Program evaluation underway . . .

Considerations

- Available program funding
- Eligibility requirements
- Total credit per customer per year
- Opportunities to assist renters



Future Outreach & Feedback

COMMUNITY MEETINGS

Presentation and Discussion

- Watch the M1W website for dates (summer 2023)
- To be hosted virtually and in-person and in English and Spanish

SUBMIT FEEDBACK

- Share input on the proposed billing change
Use our Online Form to submit your input

montereynewwater.org/billing-update



**AGENDA ITEM
10A.**

**Approve a Resolution Adopting a Salary
Schedule Amendment for Miscellaneous
Employees for the Fiscal Year 2022-2023**



City of Sand City

STAFF REPORT

TO: Honorable Mayor and City Council
FROM: Vibeke Norgaard, City Manager
SUBJECT: Fiscal Year 2022-2023 Salary Schedule Amendment for Miscellaneous Employees.
DATE: May 11, 2023 (For May 16, 2023 meeting)

BACKGROUND/DISCUSSION:

State law requires that Cities contracting with CalPERS adopt a publicly available pay schedule that identifies the title for every employee position at the City, shows the pay rate for each position, and indicates the effective date of any revisions. (2 CCR 570.5(a)(1)-(8)). The schedule is required to be posted on the City's website. The City established a pay schedule in 1991 (Resolution SC-29, 1991) and has updated it by resolution.

Since several key employees retired in March of this year, I have taken time to analyze the various roles and responsibilities of City staff positions and am recommending changes based on those observations.

The proposed revised salary schedule reflects changes to the following positions:

1. **Public Works Supervisor.** In the past, the Chief of Police has acted as the City's Public Works Manager. An analysis of this role revealed that time and resources are wasted in the extra step required for the involvement by the Chief of Police in a public works supervisory role, that the expertise of a Police Chief is not usually combined with public works expertise, and that this role is and should be a Department Head position. The change in title would also mean that the Public Works Manager would be engaged in setting goals and responsibilities for the public works department; working with the City Manager to create budgets for the department, join certain TAC meetings on behalf of the City, and take on the entire responsibility to handle the new State SB1383 waste management requirements, interacting with Regen Monterey; Greenwaste, the various consultants who assist cities in the waste management responsibilities. Not having to hire an outside consultant to fill this role would be a large savings to the City. The revised salary schedule changes the title of the Supervisor to Public Works Manager, establishes

that the position is now an exempt position, and increases the salary by 10% to reflect that change in status and increased responsibilities.

2. **Finance Specialist.** Interim Finance Manager Roberto Moreno and my analysis of this position is that the roles and responsibilities of this position make it equivalent to that of a Finance Manager in other Cities. The attached schedule changes the title to reflect that, makes the position exempt and increases the salary steps by 5% to reflect the new status. This position is currently not filled although the City is in the middle of the hiring process. The purpose of the salary adjustment is to assist in attracting good talent to this position at a time in which hiring higher level finance employees is particularly challenging.
3. **Community Services Coordinator.** At some point in the past the City's position entitled Administrative Assistant was changed to Community Services Coordinator. The revised salary schedule would change that title to Administrative Assistant/Account and Permit Technician. The main responsibilities of this position are clerical. The position currently is not filled, though our current temporary worker Shannon Norton is fulfilling the duties in an exemplary fashion. It is currently being advertised with a closing date next week. The salary would remain the same, though the title and job description will be slightly amended to make this position the equivalent of an Office Manager while also assisting the Finance Department and Building departments.

CEQA:

This action does not constitute a "project" as defined by the California Environmental Quality Act (CEQA) guidelines section 15378.

FISCAL IMPACT:

The total annual cost of the salary increases referenced above will be \$17,666 for the changes listed above.

RECOMMENDATION:

It is recommended that the Council approve the FY 2022-2023 Salary Schedule Resolution Amendment.

ATTACHMENTS:

1. Resolution
2. Salary Schedule

**CITY OF SAND CITY
RESOLUTION SC 23-___, 2023**

RESOLUTION OF THE CITY COUNCIL OF SAND CITY

WHEREAS, California Code of Regulations, Title 2, Section 570.5 requires that governing bodies of local agencies contracting with CalPERS adopt a publicly available pay schedule; and

WHEREAS, the City of Sand City established a salary schedule for City employees by Resolution SC-29, 1991 and revised the salary schedule in Resolutions SC 94-08, 1984; 97-66, 1997; 99-51, 1999; 01-61, 2001; 02-53, 2002; 05-49, 2005; 07-99, 2007; 10-75, 2010; 15-46, 2015; 18-87, 2018; 18-92, 2018; 20-86, 2020; 21-46, 2021; 22-13, 2022.

WHEREAS, an amendment to the salary schedule is necessary to reflect changes related to the positions of Public Works Supervisor, Finance Specialist, and Community Services Coordinator in rates of pay and changes in title as approved at the May 16, 2023, City Council meeting.

NOW, THEREFORE, BE IT RESOLVED that the City Council of Sand City does hereby adopt the revised salary schedule attached to this resolution.

PASSED AND ADOPTED by the City Council of the City of Sand City this 16th, day of May, 2023 by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

APPROVED:

Mary Ann Carbone, Mayor

ATTEST:
DATED: _____

Kerry Lindstrom, City Clerk

2022-2023 Miscellaneous Employees

Range Placement Table
2.5% Between Ranges; 5% Between Steps

*Employees who have worked for the City for at least 7 years shall receive a 5% longevity increase. Employees who have worked for the City for at least 10 years shall receive an addition 5% longevity increase.

Range #	Recommended Title	Pay Period	Step 1	Step 2	Step 3	Step 4	Step 5	Maxium Step 6	Longevity *	
									1	2
36	Maintenance Worker II	Hourly	25.4588	26.7317	28.0683	29.4717	30.9453	32.4926	34.1172	35.8231
		Monthly	4,417.23	4,638.09	4,870.00	5,113.50	5,369.17	5,637.63	5,919.51	6,215.49
		Annual	53,006.62	55,656.95	58,439.80	61,361.79	64,429.88	67,651.37	71,033.94	74,585.64
39	Administrative Assistant/ Account and Permit technician	Hourly	26.1170	27.4229	28.7940	30.2337	31.7454	33.3326	34.9993	36.7492
		Monthly	4,530.37	4,756.89	4,994.73	5,244.47	5,506.69	5,782.03	6,071.13	6,374.69
		Annual	54,364.13	57,082.34	59,936.45	62,933.28	66,079.94	69,383.94	72,853.13	76,495.79
40	Maintenance Worker III	Hourly	26.1704	27.4789	28.8529	30.2955	31.8103	33.4008	35.0708	36.8244
		Monthly	4,535.87	4,762.66	5,000.80	5,250.84	5,513.38	5,789.05	6,078.50	6,382.42
		Annual	54,430.37	57,151.89	60,009.48	63,009.96	66,160.45	69,468.48	72,941.90	76,589.00
46	Records Coordinator	Hourly	31.0689	32.6223	34.2535	35.9661	37.7644	39.6527	41.6353	43.7171
		Monthly	5,385.17	5,654.43	5,937.15	6,234.01	6,545.71	6,872.99	7,216.64	7,577.47
		Annual	64,621.87	67,852.96	71,245.61	74,807.89	78,548.29	82,475.70	86,599.49	90,929.46
48	Deputy City Clerk	Hourly	34.2293	35.9408	37.7378	39.6247	41.6059	43.6862	45.8705	48.1641
		Monthly	5,940.68	6,237.71	6,549.60	6,877.08	7,220.93	7,581.98	7,961.08	8,359.13
		Annual	71,288.02	74,852.42	78,595.04	82,524.79	86,651.03	90,983.59	95,532.76	100,309.40
50	Public Works Manager*	Hourly	40.3129	42.3286	44.4450	46.6672	49.0006	51.4506	54.0232	56.7243
		Monthly	6,996.34	7,346.16	7,713.47	8,099.14	8,504.10	8,929.30	9,375.77	9,844.55
		Annual	83,955.93	88,153.72	92,561.41	97,189.48	102,048.95	107,151.40	112,508.97	118,134.42
52	Finance Manager*	Hourly	42.6552	44.7880	47.0274	49.3787	51.8477	54.4400	57.1620	60.0201
		Monthly	7,401.67	7,771.75	8,160.34	8,568.36	8,996.78	9,446.62	9,918.95	10,414.89
		Annual	88,819.78	93,260.77	97,923.81	102,820.00	107,961.00	113,359.05	119,027.00	124,978.35
54	City Planner*	Hourly	39.7086	41.6940	43.7787	45.9677	48.2661	50.6794	53.2133	55.8740
		Monthly	6,889.38	7,233.85	7,595.54	7,975.32	8,374.08	8,792.79	9,232.43	9,694.05
		Annual	82,672.23	86,805.84	91,146.13	95,703.44	100,488.61	105,513.04	110,788.70	116,328.13
57	City Clerk*	Hourly	42.7537	44.8914	47.1360	49.4928	51.9674	54.5658	57.2940	60.1587
		Monthly	7,410.50	7,781.03	8,170.08	8,578.58	9,007.51	9,457.88	9,930.78	10,427.32
		Annual	88,925.56	93,371.84	98,040.43	102,942.45	108,089.57	113,494.05	119,168.76	125,127.19
71	Dir. Of Admin. Services* Dir of Community Dev	Hourly	66.6890	70.0235	73.5246	77.2009	81.0609	85.1139	89.3696	93.8381
		Monthly	11,540.52	12,117.55	12,723.42	13,359.59	14,027.57	14,728.95	15,465.40	16,238.67
		Annual	138,485.44	145,409.71	152,680.20	160,314.21	168,329.92	176,746.41	185,583.73	194,862.92
72	Dir. Of Community Dev./ Assistant City Manager	Hourly	68.3519	71.7695	75.3580	79.1259	83.0822	87.2363	91.5981	96.1780
		Monthly	11,829.03	12,420.48	13,041.51	13,693.58	14,378.26	15,097.17	15,852.03	16,644.63
		Annual	141,947.58	149,044.96	156,497.21	164,322.07	172,538.17	181,165.08	190,223.33	199,734.50

Employees not on step plan	Pay Period	Rate
City Manager*	Monthly	16,625.00
	Annual	199,500.00
City Attorney*	Monthly	16,032.89
	Annual	192,394.65

*Denotes exempt positions

Amended: Resolution SC - 29, 1991; 94-08, 1994; 97-66, 1997; 99-51, 1999; 01-61, 2001; 02-53, 2002; 05-49, 2005; 07-99, 2007; 10-75, 2010; 15-46, 2015; 18-87, 2018; 18-92, 2018; 20-86, 2020; 21-46, 2021; 22-13, 2022; SC- effective May 16, 2023

**AGENDA ITEM
10B.**

**Comments by Councilmembers on Items
of Interest to Sand City**