

CITY OF CHICO  
FY2020-21 ANNUAL BUDGET  
EMPLOYEE PAY SCHEDULES

X. Contracted Management Employees<sup>2</sup>

A. Basic Pay Schedule - City Manager Appointed Positions (Effective 07/01/2015)

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Assistant City Manager	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7,115.38	-	185,000.00
Administrative Services Director	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,153.85	-	160,000.00
Chief of Police	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7,307.69	-	190,000.00
Community Development Director - Bldg/Code Enforcement	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,153.85	-	160,000.00
Community Development Director - Planning/Housing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,153.85	-	160,000.00
Deputy Director - Engineering	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,384.62	-	140,000.00
Deputy Director of Finance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,384.62	-	140,000.00
Director of Human Res. & Risk Mgmt.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,153.85	-	160,000.00
Fire Chief	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,153.85	-	160,000.00
Public Works Director - Engineering	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,153.85	-	160,000.00
Public Works Director - O & M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6,153.85	-	160,000.00

B. Basic Pay Schedule - City Council Appointed Positions (Effective 07/01/2015)

POSITION TITLE	HOURLY PAY RATES														BIWEEKLY PAY RATE		ANNUAL PAY RATE	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
City Clerk	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,539.99	-	144,039.67
City Manager	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7,980.77	-	207,500.00

<sup>2</sup> Pursuant to individual Employment Agreements.

XI. Merit Increases for Public Safety Management and Director Employees

- A. Additional pay increases within the established pay ranges may be granted by the City Manager to employees in the positions noted above. For those positions which are at or below the Department Director level, the City Manager will consider the recommendations of such Department Head in establishing the amount of such increases. Such merit pay increases, if granted, shall not exceed 5% in any fiscal year in any job title. Increases into the Merit Maximum portion of the salary range shall be based on performance which exceeds the job standards for employees in the position. Initial starting salaries which are in the Merit Maximum portion of the salary range shall be specifically justified in writing as part of the consideration in hiring new employees.
- B. If the City Manager does not approve the maximum 5% increase authorized pursuant to Paragraph A., above, as of July 1 of the fiscal year, the City Manager may approve such increase at any subsequent time during the fiscal year. In this regard, the City Manager may consider such additional factors as the employee's length of service to the City, the employee's performance and the recommendation of the employee's Department Head, if applicable, in determining the timing and amount of any such approved increase. Such increase shall not exceed a total of 5% for the fiscal year in any job title unless the conditions in Paragraph C apply.
- C. It is understood that the above merit pay system shall be subject to review and modification by the City Council in conjunction with the Annual Budget process, contingent upon the financial condition of the City.