

**ITEM 4 ATTACHMENT  
RESOLUTION NO. 2020-1689**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
CALABASAS, CALIFORNIA, RESCINDING RESOLUTION  
2019-1639 AND APPROVING A SALARY SCHEDULE  
FOR PERMANENT EMPLOYEES.**

This resolution shall be effective as of July 1, 2020.

**SECTION 1. DEFINITIONS**

**Full-Time Permanent Employees.** A full-time permanent employee is one whose position is allocated in the budget and who regularly works a minimum of forty (40) hours per workweek on a continuing basis. Such employees are hired for an indefinite and unspecified duration.

The following salary ranges are hereby established.

**A. Council**

<b>POSITION</b>	<b>MONTHLY SALARY*</b>	<b>NUMBER OF EMPLOYEES BUDGETED IN POSITION</b>
Council Member	\$976	5

**\*In accordance to Ordinance 2018-359**

**B. City Manager**

<b>POSITION</b>	<b>MONTHLY SALARY*</b>	<b>NUMBER OF EMPLOYEES BUDGETED IN POSITION</b>
City Manager	\$20,141	1

**\* In accordance with City Manager Employment Agreement**

**PERMANENT EMPLOYEE SALARY RANGES**

**C. Management Classification**

<b>POSITION</b>	<b>SALARY SCHEDULE NUMBER</b>	<b>NUMBER OF EMPLOYEES BUDGETED IN POSITION</b>
Chief Financial Officer	P213	1
Community Development Director	P213	1
Public Works Director/City Engineer	P213	1
Community Services Director	P207	1
Communications Director	P197	1

**D. Mid-Management Classification**

<b>POSITION</b>	<b>SALARY SCHEDULE NUMBER</b>	<b>NUMBER OF EMPLOYEES BUDGETED IN POSITION</b>
Deputy Public Works Director	P178	1
Information Systems Manager	P170	1
City Planner	P168	1
Landscape District Maintenance Manager	P162	1
City Clerk	P162	1
City Librarian	P160	1
Building Official	P159	1
Administrative Services Manager	P157	1
Deputy Community Services Director	P152	1

**E. Professional/Supervisory Classification**

<b>POSITION</b>	<b>SALARY SCHEDULE NUMBER</b>	<b>NUMBER OF EMPLOYEES BUDGETED IN POSITION</b>
Senior Civil Engineer	P148	1
Senior Planner	P148	2
Environmental Services Supervisor	P148	1
Accounting Supervisor	P132	1
Media Supervisor	P132	1
Public Safety Coordinator	P132	1
Facility Supervisor	P129	2

**F. Professional/Technical Classification**

<b>POSITION</b>	<b>SALARY SCHEDULE NUMBER</b>	<b>NUMBER OF EMPLOYEES BUDGETED IN POSITION</b>
Associate Civil Engineer	P131	1
Associate Planner	P130	2
Recreation Supervisor	P129	1
Senior Building Inspector	P126	1
Senior Public Works Inspector	P126	1
Senior Librarian	P124	1
Senior Media Specialist	P120	2
Building Inspector	P117	2
Permit Center Supervisor	P117	1
Grant/Contract Administrator	P116	1
Management Analyst	P116	1
Senior Accounting Specialist	P116	1
Assistant Transportation Planner	P114	1
Landscape Maintenance Inspector	P114	1
Preschool Supervisor	P114	1

Recreation Coordinator	P114	3
Code Enforcement Officer	P108	1
Library Circulation Supervisor	P108	1
Assistant Planner	P107	1

**G. Administrative/General Support Classification**

<b>POSITION</b>	<b>SALARY SCHEDULE NUMBER</b>	<b>NUMBER OF EMPLOYEES BUDGETED IN POSITION</b>
Human Resources Specialist	P112	1
Accounting Specialist	P107	3
Executive Assistant II	P107	2
Information Systems Assistant	P107	2
Executive Assistant I	P102	6
Facility Maintenance Technician II	P94	1
Public Works Maintenance Technician	P87	2
Assistant to the City Clerk	P87	1
Facility Maintenance Technician	P84	2
Library Technician	P69	1
Library Technical Services Coordinator	P69	1
Preschool Teacher	P43	4
Maintenance Assistant	P37	1

**SECTION 2. ESTABLISHMENT OF COMPENSATION PROCEDURE**

- A. The City Manager shall recommend to the City Council the prescribed salary ranges for all classifications. The compensation for the City Manager shall be set by the City Council and includes all other benefits contained in this resolution.
- B. At any time during the fiscal year, the City Manager is authorized to increase the salary ranges.

1. The adjustment for any one salary range may not exceed 10 percent in a fiscal year. If a salary range is adjusted more than once in a fiscal year, the total adjustment, measured from the pre-adjusted baseline, may not exceed 10 percent in that fiscal year.
2. Adjustments must be based on findings. Findings must relate to a change in duties, job conditions, salary comparison to similar positions in comparable public agencies, or any other similar basis.
3. Adjustments are completely separate from merit increases. Merit increases relate to an individual employee. Adjustments relate to all employees of a position within the relevant classification.
4. Adjustments are not retroactive. Adjustments are determined at the sole discretion of the City Manager and employees have no right to such adjustments.
5. Adjustments do not require approval or resolution of the City Council. The City Council, the Administrative Services Manager, and Chief Financial Officer shall be notified of such adjustments and the findings which support them, in writing.
6. All such adjustments shall be subject to budget appropriation and may not be approved if to do so would exceed existing budget authority unless made contingent upon a budget amendment approved by the City Council.
7. The Salary Schedule for Permanent Positions (attached) has been adjusted from a monthly wage range/step schedule to a bi-weekly schedule for accounting and payroll purposes.

### **SECTION 3. CONFERENCES/PROFESSIONAL DEVELOPMENT**

In order to promote continued development of skills, knowledge and abilities among the employees of the City, the City Manager may grant time off to any full-time employee in order to attend professional, technical or managerial workshops, courses, conferences, conventions, seminars, or related activities. The costs for attendance at these activities including travel, per diem, registration, tuition, materials or other reasonable costs are legitimate City expenditures if provided for in the annual City Budget and approved by the Department Head and City Manager.

#### **SECTION 4. RETIREMENT**

The City contracts with the California Public Employees Retirement System and provides PERS 2% at 55 for Local Miscellaneous Classic Members. For new members enrolled in PERS after January 1, 2013, the City provides PERS 2% at 62. The City agrees to pay the employee contribution rate to PERS for each Classic full-time permanent employee and City Councilmembers (elected prior to January 1, 2013); all other employees, including new members and City Councilmembers, will pay their own contribution amount to PERS, as appropriate. The City also provides 1959 Survivor Benefits third level and Sick Leave Conversion Service Credit for all members.

#### **SECTION 5. LIFE INSURANCE BENEFITS**

For permanent full-time employees, the City contracts with VOYA Financial in the amount of three times the employee's annual salary (not to exceed \$350,000) and \$50,000 for each Councilmember. The City agrees to pay the full cost for life insurance for full-time employees, including City Councilmembers.

#### **SECTION 6. DEFERRED COMPENSATION CONTRIBUTION**

The City will temporarily suspend the contribution match of 2% for all enrolled permanent fulltime employees in the City approved compensation program plan. Participants may continue deferrals into their plans.

Resolution No. 2019-1639, and any conflicting provisions previously adopted, are hereby rescinded.

To the extent the provisions of this Resolution No. 2020-1689 are substantially the same as any other resolution or action of the City Council, the provisions of Resolution 2020-1689 shall be construed as continuations of these other enactments, and not as new enactments.

The City Clerk shall certify to the adoption of this resolution and shall cause the same to be processed in the manner required by law.

**PASSED, APPROVED AND ADOPTED** this 24<sup>th</sup> day of June 2020.

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Alicia Weintraub, Mayor

ATTEST:

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Maricela Hernandez, City Clerk  
*Master Municipal Clerk*  
*California Professional Municipal Clerk*

APPROVED AS TO FORM:

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Scott H. Howard  
Colantuono Highsmith & Whatley  
City Attorney

**CITY OF CALABASAS  
PERMANENT POSITIONS  
BI-WEEKLY WAGE RANGE / STEP SCHEDULE  
Effective July 1, 2020**

<b>RANGE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>
P1	801.59	821.63	842.17	863.22	884.81	906.93	929.60	952.84	976.66	1,001.08
P2	809.61	829.85	850.59	871.86	893.65	915.99	938.89	962.37	986.43	1,011.09
P3	817.70	838.14	859.10	880.58	902.59	925.15	948.28	971.99	996.29	1,021.20
P4	825.88	846.53	867.69	889.38	911.62	934.41	957.77	981.71	1,006.25	1,031.41
P5	834.14	854.99	876.37	898.27	920.73	943.75	967.34	991.53	1,016.32	1,041.72
P6	842.48	863.54	885.13	907.26	929.94	953.19	977.02	1,001.44	1,026.48	1,052.14
P7	850.90	872.18	893.98	916.33	939.24	962.72	986.79	1,011.46	1,036.74	1,062.66
P8	859.41	880.90	902.92	925.49	948.63	972.35	996.66	1,021.57	1,047.11	1,073.29
P9	868.01	889.71	911.95	934.75	958.12	982.07	1,006.62	1,031.79	1,057.58	1,084.02
P10	876.69	898.60	921.07	944.10	967.70	991.89	1,016.69	1,042.11	1,068.16	1,094.86
P11	885.45	907.59	930.28	953.54	977.38	1,001.81	1,026.85	1,052.53	1,078.84	1,105.81
P12	894.31	916.67	939.58	963.07	987.15	1,011.83	1,037.12	1,063.05	1,089.63	1,116.87
P13	903.25	925.83	948.98	972.70	997.02	1,021.95	1,047.49	1,073.68	1,100.52	1,128.04
P14	912.28	935.09	958.47	982.43	1,006.99	1,032.17	1,057.97	1,084.42	1,111.53	1,139.32
P15	921.41	944.44	968.05	992.25	1,017.06	1,042.49	1,068.55	1,095.26	1,122.64	1,150.71
P16	930.62	953.89	977.73	1,002.18	1,027.23	1,052.91	1,079.23	1,106.22	1,133.87	1,162.22
P17	939.93	963.43	987.51	1,012.20	1,037.50	1,063.44	1,090.03	1,117.28	1,145.21	1,173.84
P18	949.33	973.06	997.39	1,022.32	1,047.88	1,074.08	1,100.93	1,128.45	1,156.66	1,185.58
P19	958.82	982.79	1,007.36	1,032.54	1,058.36	1,084.82	1,111.94	1,139.74	1,168.23	1,197.43
P20	968.41	992.62	1,017.43	1,042.87	1,068.94	1,095.66	1,123.06	1,151.13	1,179.91	1,209.41
P21	978.09	1,002.54	1,027.61	1,053.30	1,079.63	1,106.62	1,134.29	1,162.64	1,191.71	1,221.50
P22	987.87	1,012.57	1,037.88	1,063.83	1,090.43	1,117.69	1,145.63	1,174.27	1,203.63	1,233.72
P23	997.75	1,022.70	1,048.26	1,074.47	1,101.33	1,128.86	1,157.09	1,186.01	1,215.66	1,246.05
P24	1,007.73	1,032.92	1,058.75	1,085.21	1,112.34	1,140.15	1,168.66	1,197.87	1,227.82	1,258.52
P25	1,017.81	1,043.25	1,069.33	1,096.07	1,123.47	1,151.55	1,180.34	1,209.85	1,240.10	1,271.10
P26	1,027.98	1,053.68	1,080.03	1,107.03	1,134.70	1,163.07	1,192.15	1,221.95	1,252.50	1,283.81
P27	1,038.26	1,064.22	1,090.83	1,118.10	1,146.05	1,174.70	1,204.07	1,234.17	1,265.02	1,296.65
P28	1,048.65	1,074.86	1,101.73	1,129.28	1,157.51	1,186.45	1,216.11	1,246.51	1,277.67	1,309.62
P29	1,059.13	1,085.61	1,112.75	1,140.57	1,169.08	1,198.31	1,228.27	1,258.98	1,290.45	1,322.71
P30	1,069.72	1,096.47	1,123.88	1,151.98	1,180.78	1,210.30	1,240.55	1,271.57	1,303.36	1,335.94
P31	1,080.42	1,107.43	1,135.12	1,163.50	1,192.58	1,222.40	1,252.96	1,284.28	1,316.39	1,349.30
P32	1,091.23	1,118.51	1,146.47	1,175.13	1,204.51	1,234.62	1,265.49	1,297.12	1,329.55	1,362.79
P33	1,102.14	1,129.69	1,157.93	1,186.88	1,216.55	1,246.97	1,278.14	1,310.10	1,342.85	1,376.42
P34	1,113.16	1,140.99	1,169.51	1,198.75	1,228.72	1,259.44	1,290.92	1,323.20	1,356.28	1,390.18
P35	1,124.29	1,152.40	1,181.21	1,210.74	1,241.01	1,272.03	1,303.83	1,336.43	1,369.84	1,404.09
P36	1,135.53	1,163.92	1,193.02	1,222.85	1,253.42	1,284.75	1,316.87	1,349.79	1,383.54	1,418.13
P37	1,146.89	1,175.56	1,204.95	1,235.07	1,265.95	1,297.60	1,330.04	1,363.29	1,397.37	1,432.31
P38	1,158.36	1,187.32	1,217.00	1,247.43	1,278.61	1,310.58	1,343.34	1,376.92	1,411.35	1,446.63
P39	1,169.94	1,199.19	1,229.17	1,259.90	1,291.40	1,323.68	1,356.77	1,390.69	1,425.46	1,461.10
P40	1,181.64	1,211.18	1,241.46	1,272.50	1,304.31	1,336.92	1,370.34	1,404.60	1,439.72	1,475.71
P41	1,193.46	1,223.29	1,253.88	1,285.22	1,317.35	1,350.29	1,384.05	1,418.65	1,454.11	1,490.47
P42	1,205.39	1,235.53	1,266.42	1,298.08	1,330.53	1,363.79	1,397.89	1,432.83	1,468.65	1,505.37
P43	1,217.45	1,247.88	1,279.08	1,311.06	1,343.83	1,377.43	1,411.86	1,447.16	1,483.34	1,520.42
P44	1,229.62	1,260.36	1,291.87	1,324.17	1,357.27	1,391.20	1,425.98	1,461.63	1,498.17	1,535.63
P45	1,241.92	1,272.96	1,304.79	1,337.41	1,370.84	1,405.12	1,440.24	1,476.25	1,513.16	1,550.98
P46	1,254.34	1,285.69	1,317.84	1,350.78	1,384.55	1,419.17	1,454.65	1,491.01	1,528.29	1,566.49
P47	1,266.88	1,298.55	1,331.02	1,364.29	1,398.40	1,433.36	1,469.19	1,505.92	1,543.57	1,582.16
P48	1,279.55	1,311.54	1,344.33	1,377.93	1,412.38	1,447.69	1,483.88	1,520.98	1,559.01	1,597.98
P49	1,292.34	1,324.65	1,357.77	1,391.71	1,426.51	1,462.17	1,498.72	1,536.19	1,574.60	1,613.96
P50	1,305.27	1,337.90	1,371.35	1,405.63	1,440.77	1,476.79	1,513.71	1,551.55	1,590.34	1,630.10
P51	1,318.32	1,351.28	1,385.06	1,419.69	1,455.18	1,491.56	1,528.85	1,567.07	1,606.24	1,646.40
P52	1,331.50	1,364.79	1,398.91	1,433.88	1,469.73	1,506.47	1,544.14	1,582.74	1,622.31	1,662.86
P53	1,344.82	1,378.44	1,412.90	1,448.22	1,484.43	1,521.54	1,559.58	1,598.57	1,638.53	1,679.49
P54	1,358.27	1,392.22	1,427.03	1,462.70	1,499.27	1,536.75	1,575.17	1,614.55	1,654.92	1,696.29
P55	1,371.85	1,406.15	1,441.30	1,477.33	1,514.26	1,552.12	1,590.92	1,630.70	1,671.46	1,713.25
P56	1,385.57	1,420.21	1,455.71	1,492.10	1,529.41	1,567.64	1,606.83	1,647.00	1,688.18	1,730.38



**CITY OF CALABASAS**  
**PERMANENT POSITIONS**  
**BI-WEEKLY WAGE RANGE / STEP SCHEDULE**  
**Effective July 1, 2020**

<b>RANGE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>
P57	1,399.42	1,434.41	1,470.27	1,507.03	1,544.70	1,583.32	1,622.90	1,663.47	1,705.06	1,747.69
P58	1,413.42	1,448.75	1,484.97	1,522.10	1,560.15	1,599.15	1,639.13	1,680.11	1,722.11	1,765.16
P59	1,427.55	1,463.24	1,499.82	1,537.32	1,575.75	1,615.14	1,655.52	1,696.91	1,739.33	1,782.82
P60	1,441.83	1,477.87	1,514.82	1,552.69	1,591.51	1,631.29	1,672.08	1,713.88	1,756.73	1,800.64
P61	1,456.25	1,492.65	1,529.97	1,568.22	1,607.42	1,647.61	1,688.80	1,731.02	1,774.29	1,818.65
P62	1,470.81	1,507.58	1,545.27	1,583.90	1,623.50	1,664.08	1,705.69	1,748.33	1,792.04	1,836.84
P63	1,485.52	1,522.65	1,560.72	1,599.74	1,639.73	1,680.72	1,722.74	1,765.81	1,809.96	1,855.21
P64	1,500.37	1,537.88	1,576.33	1,615.74	1,656.13	1,697.53	1,739.97	1,783.47	1,828.06	1,873.76
P65	1,515.37	1,553.26	1,592.09	1,631.89	1,672.69	1,714.51	1,757.37	1,801.30	1,846.34	1,892.50
P66	1,530.53	1,568.79	1,608.01	1,648.21	1,689.42	1,731.65	1,774.94	1,819.32	1,864.80	1,911.42
P67	1,545.83	1,584.48	1,624.09	1,664.69	1,706.31	1,748.97	1,792.69	1,837.51	1,883.45	1,930.53
P68	1,561.29	1,600.32	1,640.33	1,681.34	1,723.37	1,766.46	1,810.62	1,855.89	1,902.28	1,949.84
P69	1,576.91	1,616.33	1,656.74	1,698.15	1,740.61	1,784.12	1,828.73	1,874.44	1,921.31	1,969.34
P70	1,592.67	1,632.49	1,673.30	1,715.14	1,758.01	1,801.96	1,847.01	1,893.19	1,940.52	1,989.03
P71	1,608.60	1,648.82	1,690.04	1,732.29	1,775.59	1,819.98	1,865.48	1,912.12	1,959.92	2,008.92
P72	1,624.69	1,665.30	1,706.94	1,749.61	1,793.35	1,838.18	1,884.14	1,931.24	1,979.52	2,029.01
P73	1,640.93	1,681.96	1,724.01	1,767.11	1,811.28	1,856.57	1,902.98	1,950.55	1,999.32	2,049.30
P74	1,657.34	1,698.78	1,741.25	1,784.78	1,829.40	1,875.13	1,922.01	1,970.06	2,019.31	2,069.79
P75	1,673.92	1,715.76	1,758.66	1,802.62	1,847.69	1,893.88	1,941.23	1,989.76	2,039.50	2,090.49
P76	1,690.66	1,732.92	1,776.25	1,820.65	1,866.17	1,912.82	1,960.64	2,009.66	2,059.90	2,111.40
P77	1,707.56	1,750.25	1,794.01	1,838.86	1,884.83	1,931.95	1,980.25	2,029.75	2,080.50	2,132.51
P78	1,724.64	1,767.75	1,811.95	1,857.25	1,903.68	1,951.27	2,000.05	2,050.05	2,101.30	2,153.84
P79	1,741.88	1,785.43	1,830.07	1,875.82	1,922.71	1,970.78	2,020.05	2,070.55	2,122.32	2,175.37
P80	1,759.30	1,803.29	1,848.37	1,894.58	1,941.94	1,990.49	2,040.25	2,091.26	2,143.54	2,197.13
P81	1,776.90	1,821.32	1,866.85	1,913.52	1,961.36	2,010.39	2,060.65	2,112.17	2,164.98	2,219.10
P82	1,794.66	1,839.53	1,885.52	1,932.66	1,980.97	2,030.50	2,081.26	2,133.29	2,186.63	2,241.29
P83	1,812.61	1,857.93	1,904.38	1,951.98	2,000.78	2,050.80	2,102.07	2,154.63	2,208.49	2,263.70
P84	1,830.74	1,876.51	1,923.42	1,971.50	2,020.79	2,071.31	2,123.09	2,176.17	2,230.58	2,286.34
P85	1,849.05	1,895.27	1,942.65	1,991.22	2,041.00	2,092.02	2,144.33	2,197.93	2,252.88	2,309.20
P86	1,867.54	1,914.22	1,962.08	2,011.13	2,061.41	2,112.95	2,165.77	2,219.91	2,275.41	2,332.30
P87	1,886.21	1,933.37	1,981.70	2,031.24	2,082.02	2,134.07	2,187.43	2,242.11	2,298.16	2,355.62
P88	1,905.07	1,952.70	2,001.52	2,051.56	2,102.84	2,155.42	2,209.30	2,264.53	2,321.15	2,379.18
P89	1,924.12	1,972.23	2,021.53	2,072.07	2,123.87	2,176.97	2,231.39	2,287.18	2,344.36	2,402.97
P90	1,943.37	1,991.95	2,041.75	2,092.79	2,145.11	2,198.74	2,253.71	2,310.05	2,367.80	2,427.00
P91	1,962.80	2,011.87	2,062.17	2,113.72	2,166.56	2,220.73	2,276.24	2,333.15	2,391.48	2,451.27
P92	1,982.43	2,031.99	2,082.79	2,134.86	2,188.23	2,242.93	2,299.01	2,356.48	2,415.39	2,475.78
P93	2,002.25	2,052.31	2,103.61	2,156.21	2,210.11	2,265.36	2,322.00	2,380.05	2,439.55	2,500.54
P94	2,022.27	2,072.83	2,124.65	2,177.77	2,232.21	2,288.02	2,345.22	2,403.85	2,463.94	2,525.54
P95	2,042.50	2,093.56	2,145.90	2,199.54	2,254.53	2,310.90	2,368.67	2,427.89	2,488.58	2,550.80
P96	2,062.92	2,114.49	2,167.36	2,221.54	2,277.08	2,334.01	2,392.36	2,452.16	2,513.47	2,576.31
P97	2,083.55	2,135.64	2,189.03	2,243.76	2,299.85	2,357.35	2,416.28	2,476.69	2,538.60	2,602.07
P98	2,104.39	2,157.00	2,210.92	2,266.19	2,322.85	2,380.92	2,440.44	2,501.45	2,563.99	2,628.09
P99	2,125.43	2,178.57	2,233.03	2,288.86	2,346.08	2,404.73	2,464.85	2,526.47	2,589.63	2,654.37
P100	2,146.68	2,200.35	2,255.36	2,311.74	2,369.54	2,428.78	2,489.50	2,551.73	2,615.53	2,680.91
P101	2,168.15	2,222.35	2,277.91	2,334.86	2,393.23	2,453.06	2,514.39	2,577.25	2,641.68	2,707.72
P102	2,189.83	2,244.58	2,300.69	2,358.21	2,417.17	2,477.59	2,539.53	2,603.02	2,668.10	2,734.80
P103	2,211.73	2,267.02	2,323.70	2,381.79	2,441.34	2,502.37	2,564.93	2,629.05	2,694.78	2,762.15
P104	2,233.85	2,289.69	2,346.94	2,405.61	2,465.75	2,527.39	2,590.58	2,655.34	2,721.73	2,789.77
P105	2,256.19	2,312.59	2,370.41	2,429.67	2,490.41	2,552.67	2,616.48	2,681.90	2,748.94	2,817.67
P106	2,278.75	2,335.72	2,394.11	2,453.96	2,515.31	2,578.19	2,642.65	2,708.72	2,776.43	2,845.84
P107	2,301.54	2,359.07	2,418.05	2,478.50	2,540.46	2,603.98	2,669.08	2,735.80	2,804.20	2,874.30
P108	2,324.55	2,382.66	2,442.23	2,503.29	2,565.87	2,630.02	2,695.77	2,763.16	2,832.24	2,903.05
P109	2,347.80	2,406.49	2,466.65	2,528.32	2,591.53	2,656.32	2,722.72	2,790.79	2,860.56	2,932.08
P110	2,371.27	2,430.56	2,491.32	2,553.60	2,617.44	2,682.88	2,749.95	2,818.70	2,889.17	2,961.40
P111	2,394.99	2,454.86	2,516.23	2,579.14	2,643.62	2,709.71	2,777.45	2,846.89	2,918.06	2,991.01
P112	2,418.94	2,479.41	2,541.40	2,604.93	2,670.05	2,736.81	2,805.23	2,875.36	2,947.24	3,020.92

**CITY OF CALABASAS**  
**PERMANENT POSITIONS**  
**BI-WEEKLY WAGE RANGE / STEP SCHEDULE**  
**Effective July 1, 2020**

<b>RANGE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>
P113	2,443.13	2,504.20	2,566.81	2,630.98	2,696.75	2,764.17	2,833.28	2,904.11	2,976.71	3,051.13
P114	2,467.56	2,529.25	2,592.48	2,657.29	2,723.72	2,791.82	2,861.61	2,933.15	3,006.48	3,081.64
P115	2,492.23	2,554.54	2,618.40	2,683.86	2,750.96	2,819.73	2,890.23	2,962.48	3,036.54	3,112.46
P116	2,517.16	2,580.08	2,644.59	2,710.70	2,778.47	2,847.93	2,919.13	2,992.11	3,066.91	3,143.58
P117	2,542.33	2,605.89	2,671.03	2,737.81	2,806.25	2,876.41	2,948.32	3,022.03	3,097.58	3,175.02
P118	2,567.75	2,631.94	2,697.74	2,765.19	2,834.32	2,905.17	2,977.80	3,052.25	3,128.55	3,206.77
P119	2,593.43	2,658.26	2,724.72	2,792.84	2,862.66	2,934.23	3,007.58	3,082.77	3,159.84	3,238.84
P120	2,619.36	2,684.85	2,751.97	2,820.77	2,891.29	2,963.57	3,037.66	3,113.60	3,191.44	3,271.22
P121	2,645.56	2,711.69	2,779.49	2,848.97	2,920.20	2,993.20	3,068.03	3,144.73	3,223.35	3,303.94
P122	2,672.01	2,738.81	2,807.28	2,877.46	2,949.40	3,023.14	3,098.71	3,176.18	3,255.59	3,336.98
P123	2,698.73	2,766.20	2,835.36	2,906.24	2,978.89	3,053.37	3,129.70	3,207.94	3,288.14	3,370.35
P124	2,725.72	2,793.86	2,863.71	2,935.30	3,008.68	3,083.90	3,161.00	3,240.02	3,321.02	3,404.05
P125	2,752.98	2,821.80	2,892.35	2,964.65	3,038.77	3,114.74	3,192.61	3,272.42	3,354.23	3,438.09
P126	2,780.51	2,850.02	2,921.27	2,994.30	3,069.16	3,145.89	3,224.53	3,305.15	3,387.78	3,472.47
P127	2,808.31	2,878.52	2,950.48	3,024.24	3,099.85	3,177.35	3,256.78	3,338.20	3,421.65	3,507.20
P128	2,836.39	2,907.30	2,979.99	3,054.49	3,130.85	3,209.12	3,289.35	3,371.58	3,455.87	3,542.27
P129	2,864.76	2,936.38	3,009.79	3,085.03	3,162.16	3,241.21	3,322.24	3,405.30	3,490.43	3,577.69
P130	2,893.41	2,965.74	3,039.88	3,115.88	3,193.78	3,273.62	3,355.46	3,439.35	3,525.33	3,613.47
P131	2,922.34	2,995.40	3,070.28	3,147.04	3,225.72	3,306.36	3,389.02	3,473.74	3,560.59	3,649.60
P132	2,951.56	3,025.35	3,100.99	3,178.51	3,257.97	3,339.42	3,422.91	3,508.48	3,596.19	3,686.10
P133	2,981.08	3,055.61	3,132.00	3,210.30	3,290.55	3,372.82	3,457.14	3,543.57	3,632.16	3,722.96
P134	3,010.89	3,086.16	3,163.32	3,242.40	3,323.46	3,406.55	3,491.71	3,579.00	3,668.48	3,760.19
P135	3,041.00	3,117.02	3,194.95	3,274.82	3,356.69	3,440.61	3,526.63	3,614.79	3,705.16	3,797.79
P136	3,071.41	3,148.19	3,226.90	3,307.57	3,390.26	3,475.02	3,561.89	3,650.94	3,742.21	3,835.77
P137	3,102.12	3,179.68	3,259.17	3,340.65	3,424.16	3,509.77	3,597.51	3,687.45	3,779.64	3,874.13
P138	3,133.14	3,211.47	3,291.76	3,374.05	3,458.40	3,544.86	3,633.49	3,724.32	3,817.43	3,912.87
P139	3,164.48	3,243.59	3,324.68	3,407.79	3,492.99	3,580.31	3,669.82	3,761.57	3,855.61	3,952.00
P140	3,196.12	3,276.02	3,357.92	3,441.87	3,527.92	3,616.12	3,706.52	3,799.18	3,894.16	3,991.52
P141	3,228.08	3,308.78	3,391.50	3,476.29	3,563.20	3,652.28	3,743.58	3,837.17	3,933.10	4,031.43
P142	3,260.36	3,341.87	3,425.42	3,511.05	3,598.83	3,688.80	3,781.02	3,875.55	3,972.43	4,071.75
P143	3,292.97	3,375.29	3,459.67	3,546.16	3,634.82	3,725.69	3,818.83	3,914.30	4,012.16	4,112.46
P144	3,325.90	3,409.04	3,494.27	3,581.63	3,671.17	3,762.95	3,857.02	3,953.44	4,052.28	4,153.59
P145	3,359.15	3,443.13	3,529.21	3,617.44	3,707.88	3,800.57	3,895.59	3,992.98	4,092.80	4,195.12
P146	3,392.75	3,477.56	3,564.50	3,653.62	3,744.96	3,838.58	3,934.54	4,032.91	4,133.73	4,237.07
P147	3,426.67	3,512.34	3,600.15	3,690.15	3,782.41	3,876.97	3,973.89	4,073.24	4,175.07	4,279.45
P148	3,460.94	3,547.46	3,636.15	3,727.05	3,820.23	3,915.74	4,013.63	4,113.97	4,216.82	4,322.24
P149	3,495.55	3,582.94	3,672.51	3,764.32	3,858.43	3,954.89	4,053.77	4,155.11	4,258.99	4,365.46
P150	3,530.50	3,618.77	3,709.24	3,801.97	3,897.02	3,994.44	4,094.30	4,196.66	4,301.58	4,409.12
P151	3,565.81	3,654.96	3,746.33	3,839.99	3,935.99	4,034.39	4,135.25	4,238.63	4,344.59	4,453.21
P152	3,601.47	3,691.50	3,783.79	3,878.39	3,975.35	4,074.73	4,176.60	4,281.01	4,388.04	4,497.74
P153	3,637.48	3,728.42	3,821.63	3,917.17	4,015.10	4,115.48	4,218.36	4,323.82	4,431.92	4,542.72
P154	3,673.86	3,765.70	3,859.85	3,956.34	4,055.25	4,156.63	4,260.55	4,367.06	4,476.24	4,588.14
P155	3,710.60	3,803.36	3,898.44	3,995.91	4,095.80	4,198.20	4,303.15	4,410.73	4,521.00	4,634.03
P156	3,747.70	3,841.39	3,937.43	4,035.87	4,136.76	4,240.18	4,346.19	4,454.84	4,566.21	4,680.37
P157	3,785.18	3,879.81	3,976.80	4,076.22	4,178.13	4,282.58	4,389.65	4,499.39	4,611.87	4,727.17
P158	3,823.03	3,918.61	4,016.57	4,116.99	4,219.91	4,325.41	4,433.54	4,544.38	4,657.99	4,774.44
P159	3,861.26	3,957.79	4,056.74	4,158.16	4,262.11	4,368.66	4,477.88	4,589.83	4,704.57	4,822.19
P160	3,899.87	3,997.37	4,097.30	4,199.74	4,304.73	4,412.35	4,522.66	4,635.72	4,751.62	4,870.41
P161	3,938.87	4,037.34	4,138.28	4,241.73	4,347.78	4,456.47	4,567.88	4,682.08	4,799.13	4,919.11
P162	3,978.26	4,077.72	4,179.66	4,284.15	4,391.26	4,501.04	4,613.56	4,728.90	4,847.12	4,968.30
P163	4,018.04	4,118.49	4,221.46	4,326.99	4,435.17	4,546.05	4,659.70	4,776.19	4,895.60	5,017.99
P164	4,058.22	4,159.68	4,263.67	4,370.26	4,479.52	4,591.51	4,706.30	4,823.95	4,944.55	5,068.17
P165	4,098.81	4,201.28	4,306.31	4,413.97	4,524.32	4,637.42	4,753.36	4,872.19	4,994.00	5,118.85
P166	4,139.79	4,243.29	4,349.37	4,458.11	4,569.56	4,683.80	4,800.89	4,920.91	5,043.94	5,170.04
P167	4,181.19	4,285.72	4,392.87	4,502.69	4,615.25	4,730.64	4,848.90	4,970.12	5,094.38	5,221.74
P168	4,223.00	4,328.58	4,436.79	4,547.71	4,661.41	4,777.94	4,897.39	5,019.83	5,145.32	5,273.95

**CITY OF CALABASAS  
PERMANENT POSITIONS  
BI-WEEKLY WAGE RANGE / STEP SCHEDULE  
Effective July 1, 2020**

<b>RANGE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>
P169	4,265.23	4,371.87	4,481.16	4,593.19	4,708.02	4,825.72	4,946.36	5,070.02	5,196.77	5,326.69
P170	4,307.89	4,415.58	4,525.97	4,639.12	4,755.10	4,873.98	4,995.83	5,120.72	5,248.74	5,379.96
P171	4,350.97	4,459.74	4,571.23	4,685.51	4,802.65	4,922.72	5,045.79	5,171.93	5,301.23	5,433.76
P172	4,394.48	4,504.34	4,616.95	4,732.37	4,850.68	4,971.95	5,096.24	5,223.65	5,354.24	5,488.10
P173	4,438.42	4,549.38	4,663.12	4,779.69	4,899.19	5,021.66	5,147.21	5,275.89	5,407.78	5,542.98
P174	4,482.80	4,594.87	4,709.75	4,827.49	4,948.18	5,071.88	5,198.68	5,328.65	5,461.86	5,598.41
P175	4,527.63	4,640.82	4,756.84	4,875.76	4,997.66	5,122.60	5,250.67	5,381.93	5,516.48	5,654.39
P176	4,572.91	4,687.23	4,804.41	4,924.52	5,047.64	5,173.83	5,303.17	5,435.75	5,571.65	5,710.94
P177	4,618.64	4,734.10	4,852.46	4,973.77	5,098.11	5,225.56	5,356.20	5,490.11	5,627.36	5,768.05
P178	4,664.82	4,781.44	4,900.98	5,023.51	5,149.09	5,277.82	5,409.77	5,545.01	5,683.64	5,825.73
P179	4,711.47	4,829.26	4,949.99	5,073.74	5,200.58	5,330.60	5,463.86	5,600.46	5,740.47	5,883.98
P180	4,758.59	4,877.55	4,999.49	5,124.48	5,252.59	5,383.90	5,518.50	5,656.46	5,797.88	5,942.82
P181	4,806.17	4,926.33	5,049.49	5,175.72	5,305.12	5,437.74	5,573.69	5,713.03	5,855.86	6,002.25
P182	4,854.23	4,975.59	5,099.98	5,227.48	5,358.17	5,492.12	5,629.42	5,770.16	5,914.41	6,062.27
P183	4,902.78	5,025.35	5,150.98	5,279.75	5,411.75	5,547.04	5,685.72	5,827.86	5,973.56	6,122.90
P184	4,951.80	5,075.60	5,202.49	5,332.55	5,465.87	5,602.51	5,742.58	5,886.14	6,033.29	6,184.13
P185	5,001.32	5,126.36	5,254.51	5,385.88	5,520.52	5,658.54	5,800.00	5,945.00	6,093.63	6,245.97
P186	5,051.34	5,177.62	5,307.06	5,439.74	5,575.73	5,715.12	5,858.00	6,004.45	6,154.56	6,308.43
P187	5,101.85	5,229.40	5,360.13	5,494.13	5,631.49	5,772.27	5,916.58	6,064.50	6,216.11	6,371.51
P188	5,152.87	5,281.69	5,413.73	5,549.08	5,687.80	5,830.00	5,975.75	6,125.14	6,278.27	6,435.23
P189	5,204.40	5,334.51	5,467.87	5,604.57	5,744.68	5,888.30	6,035.50	6,186.39	6,341.05	6,499.58
P190	5,256.44	5,387.85	5,522.55	5,660.61	5,802.13	5,947.18	6,095.86	6,248.26	6,404.46	6,564.57
P191	5,309.00	5,441.73	5,577.77	5,717.22	5,860.15	6,006.65	6,156.82	6,310.74	6,468.51	6,630.22
P192	5,362.10	5,496.15	5,633.55	5,774.39	5,918.75	6,066.72	6,218.39	6,373.85	6,533.19	6,696.52
P193	5,415.72	5,551.11	5,689.89	5,832.13	5,977.94	6,127.39	6,280.57	6,437.58	6,598.52	6,763.49
P194	5,469.87	5,606.62	5,746.79	5,890.46	6,037.72	6,188.66	6,343.38	6,501.96	6,664.51	6,831.12
P195	5,524.57	5,662.69	5,804.25	5,949.36	6,098.09	6,250.55	6,406.81	6,566.98	6,731.15	6,899.43
P196	5,579.82	5,719.31	5,862.30	6,008.85	6,159.07	6,313.05	6,470.88	6,632.65	6,798.47	6,968.43
P197	5,635.62	5,776.51	5,920.92	6,068.94	6,220.67	6,376.18	6,535.59	6,698.98	6,866.45	7,038.11
P198	5,691.97	5,834.27	5,980.13	6,129.63	6,282.87	6,439.94	6,600.94	6,765.97	6,935.12	7,108.49
P199	5,748.89	5,892.61	6,039.93	6,190.93	6,345.70	6,504.34	6,666.95	6,833.63	7,004.47	7,179.58
P200	5,806.38	5,951.54	6,100.33	6,252.84	6,409.16	6,569.39	6,733.62	6,901.96	7,074.51	7,251.37
P201	5,864.44	6,011.06	6,161.33	6,315.37	6,473.25	6,635.08	6,800.96	6,970.98	7,145.26	7,323.89
P202	5,923.09	6,071.17	6,222.95	6,378.52	6,537.98	6,701.43	6,868.97	7,040.69	7,216.71	7,397.13
P203	5,982.32	6,131.88	6,285.17	6,442.30	6,603.36	6,768.45	6,937.66	7,111.10	7,288.88	7,471.10
P204	6,042.14	6,193.20	6,348.03	6,506.73	6,669.40	6,836.13	7,007.03	7,182.21	7,361.76	7,545.81
P205	6,102.56	6,255.13	6,411.51	6,571.79	6,736.09	6,904.49	7,077.10	7,254.03	7,435.38	7,621.27
P206	6,163.59	6,317.68	6,475.62	6,637.51	6,803.45	6,973.54	7,147.87	7,326.57	7,509.74	7,697.48
P207	6,225.23	6,380.86	6,540.38	6,703.89	6,871.48	7,043.27	7,219.35	7,399.84	7,584.83	7,774.45
P208	6,287.48	6,444.67	6,605.78	6,770.93	6,940.20	7,113.70	7,291.55	7,473.84	7,660.68	7,852.20
P209	6,350.35	6,509.11	6,671.84	6,838.64	7,009.60	7,184.84	7,364.46	7,548.57	7,737.29	7,930.72
P210	6,413.86	6,574.20	6,738.56	6,907.02	7,079.70	7,256.69	7,438.11	7,624.06	7,814.66	8,010.03
P211	6,478.00	6,639.94	6,805.94	6,976.09	7,150.49	7,329.26	7,512.49	7,700.30	7,892.81	8,090.13
P212	6,542.77	6,706.34	6,874.00	7,045.85	7,222.00	7,402.55	7,587.61	7,777.30	7,971.74	8,171.03
P213	6,608.20	6,773.41	6,942.74	7,116.31	7,294.22	7,476.57	7,663.49	7,855.08	8,051.45	8,252.74
P214	6,674.28	6,841.14	7,012.17	7,187.47	7,367.16	7,551.34	7,740.12	7,933.63	8,131.97	8,335.27
P215	6,741.03	6,909.55	7,082.29	7,259.35	7,440.83	7,626.85	7,817.53	8,012.96	8,213.29	8,418.62
P216	6,808.44	6,978.65	7,153.12	7,331.94	7,515.24	7,703.12	7,895.70	8,093.09	8,295.42	8,502.81
P217	6,876.52	7,048.44	7,224.65	7,405.26	7,590.39	7,780.15	7,974.66	8,174.02	8,378.37	8,587.83
P218	6,945.29	7,118.92	7,296.89	7,479.31	7,666.30	7,857.96	8,054.40	8,255.76	8,462.16	8,673.71
P219	7,014.74	7,190.11	7,369.86	7,554.11	7,742.96	7,936.53	8,134.95	8,338.32	8,546.78	8,760.45
P220	7,084.89	7,262.01	7,443.56	7,629.65	7,820.39	8,015.90	8,216.30	8,421.71	8,632.25	8,848.05
P221	7,155.74	7,334.63	7,518.00	7,705.95	7,898.59	8,096.06	8,298.46	8,505.92	8,718.57	8,936.53
P222	7,227.29	7,407.98	7,593.18	7,783.01	7,977.58	8,177.02	8,381.45	8,590.98	8,805.76	9,025.90
P223	7,299.57	7,482.06	7,669.11	7,860.84	8,057.36	8,258.79	8,465.26	8,676.89	8,893.81	9,116.16
P224	7,372.56	7,556.88	7,745.80	7,939.44	8,137.93	8,341.38	8,549.91	8,763.66	8,982.75	9,207.32

**CITY OF CALABASAS  
PERMANENT POSITIONS  
BI-WEEKLY WAGE RANGE / STEP SCHEDULE  
Effective July 1, 2020**

<b>RANGE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>
P225	7,446.29	7,632.45	7,823.26	8,018.84	8,219.31	8,424.79	8,635.41	8,851.30	9,072.58	9,299.39
P226	7,520.75	7,708.77	7,901.49	8,099.03	8,301.50	8,509.04	8,721.77	8,939.81	9,163.30	9,392.39
P227	7,595.96	7,785.86	7,980.50	8,180.02	8,384.52	8,594.13	8,808.98	9,029.21	9,254.94	9,486.31
P228	7,671.92	7,863.72	8,060.31	8,261.82	8,468.36	8,680.07	8,897.07	9,119.50	9,347.49	9,581.17
P229	7,748.64	7,942.35	8,140.91	8,344.43	8,553.05	8,766.87	8,986.04	9,210.69	9,440.96	9,676.99
P230	7,826.12	8,021.78	8,222.32	8,427.88	8,638.58	8,854.54	9,075.90	9,302.80	9,535.37	9,773.76
P231	7,904.39	8,101.99	8,304.54	8,512.16	8,724.96	8,943.09	9,166.66	9,395.83	9,630.73	9,871.49
P232	7,983.43	8,183.01	8,387.59	8,597.28	8,812.21	9,032.52	9,258.33	9,489.79	9,727.03	9,970.21
P233	8,063.26	8,264.84	8,471.47	8,683.25	8,900.33	9,122.84	9,350.91	9,584.69	9,824.30	10,069.91
P234	8,143.90	8,347.49	8,556.18	8,770.09	8,989.34	9,214.07	9,444.42	9,680.53	9,922.55	10,170.61
P235	8,225.33	8,430.97	8,641.74	8,857.79	9,079.23	9,306.21	9,538.87	9,777.34	10,021.77	10,272.32
P236	8,307.59	8,515.28	8,728.16	8,946.36	9,170.02	9,399.27	9,634.26	9,875.11	10,121.99	10,375.04
P237	8,390.66	8,600.43	8,815.44	9,035.83	9,261.72	9,493.27	9,730.60	9,973.86	10,223.21	10,478.79
P238	8,474.57	8,686.43	8,903.60	9,126.19	9,354.34	9,588.20	9,827.90	10,073.60	10,325.44	10,583.58
P239	8,559.32	8,773.30	8,992.63	9,217.45	9,447.88	9,684.08	9,926.18	10,174.34	10,428.70	10,689.41
P240	8,644.91	8,861.03	9,082.56	9,309.62	9,542.36	9,780.92	10,025.44	10,276.08	10,532.98	10,796.31
P241	8,731.36	8,949.64	9,173.38	9,402.72	9,637.79	9,878.73	10,125.70	10,378.84	10,638.31	10,904.27
P242	8,818.67	9,039.14	9,265.12	9,496.75	9,734.16	9,977.52	10,226.96	10,482.63	10,744.70	11,013.31
P243	8,906.86	9,129.53	9,357.77	9,591.71	9,831.51	10,077.29	10,329.23	10,587.46	10,852.14	11,123.45
P244	8,995.93	9,220.83	9,451.35	9,687.63	9,929.82	10,178.07	10,432.52	10,693.33	10,960.66	11,234.68
P245	9,085.89	9,313.03	9,545.86	9,784.51	10,029.12	10,279.85	10,536.84	10,800.26	11,070.27	11,347.03
P246	9,176.75	9,406.16	9,641.32	9,882.35	10,129.41	10,382.65	10,642.21	10,908.27	11,180.97	11,460.50