

**CITY OF SAND CITY
RESOLUTION SC 25-40, 2025**

**RESOLUTION OF THE CITY COUNCIL OF SAND CITY APPROVING THE CITY'S FISCAL
YEAR 2025-26 GENERAL EMPLOYEES SALARY SCHEDULE AND THE CITY'S 2024-2027
POA SALARY SCHEDULE**

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 General 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; 18-92, 2018; 20-86, 2020; 21-46, 2021; 22-13, 2022; 23-23, 2023; 23-35, 2023; 23-52, 2023; 24-25, 2024; 24-57, 2024; 25-15, 2025; 25-26, 2025; 25-27, 2025 and

WHEREAS, the City of Sand City established a salary schedule for POA 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; 20-86, 2020; 21-46, 2021; 23-26, 2023; and 24-25, 2024; 24-43, 2024, 24-45, 2024; 25-26, 2025, 25-27, 2025; and

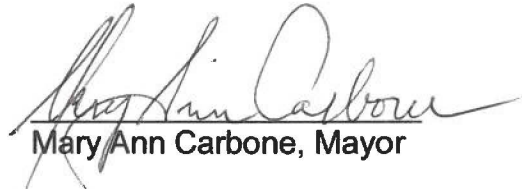
NOW, THEREFORE, BE IT RESOLVED by the City Council of Sand City does hereby authorize the following:

1. Adopt the revised salary schedules attached to this resolution
2. Authorize the City Manager to take all necessary actions to create a position for Lead Maintenance Worker and Administrative Services Manager
3. Execute the First Amendment to the Employment Agreement with David Honda, in substantially the same form as shown in Exhibit A, subject to review and approval of the City Attorney.

PASSED AND ADOPTED by the City Council of the City of Sand City this 15th day of July 2025 by the following vote:

AYES: Mayor Carbone, Councilmembers Adams, Diaz, and Sofer.
NOES: None.
ABSENT: Vice Mayor Blackwelder.
ABSTAIN: None.

APPROVED:



Mary Ann Carbone, Mayor

ATTEST:

DATED: July 22, 2025



Kerry Lindstrom, City Clerk

2025-26 General Employees

Range Placement Table

5% Between Steps

Effective July 1, 2025

Range #	Recommended Title	Pay Period	Step 1	Step 2	Step 3	Step 4	Step 5	Maximum Step 6
36	Maintenance Worker II	Hourly	27.2985	28.6634	30.0966	31.6014	33.1815	34.8405
		Monthly	4,731.74	4,968.32	5,216.74	5,477.58	5,751.46	6,039.03
		Annual	56,780.84	59,619.88	62,600.88	65,730.92	69,017.47	72,468.34
39	Accounting Technician	Hourly	29.9566	31.4545	33.0272	34.6786	36.4125	38.2331
		Monthly	5,192.48	5,452.11	5,724.71	6,010.95	6,311.50	6,627.07
		Annual	62,309.82	65,425.31	68,696.58	72,131.40	75,737.97	79,524.87
40	Maintenance Worker III	Hourly	29.4332	30.9049	32.4501	34.0727	35.7763	37.5651
		Monthly	5,101.76	5,356.85	5,624.69	5,905.93	6,201.22	6,511.28
		Annual	61,221.14	64,282.19	67,496.30	70,871.12	74,414.67	78,135.41
42	Lead Maintenance Worker	Hourly	32.3766	33.9954	35.6952	37.4799	39.3539	41.3216
		Monthly	5,611.94	5,892.53	6,187.16	6,496.52	6,821.35	7,162.41
		Annual	67,343.25	70,710.41	74,245.93	77,958.23	81,856.14	85,948.95
46	Records Administrative Analyst	Hourly	35.6100	37.3905	39.2600	41.2230	43.2841	45.4483
		Monthly	6,172.39	6,481.01	6,805.06	7,145.32	7,502.58	7,877.71
		Annual	74,068.72	77,772.16	81,660.77	85,743.81	90,031.00	94,532.55
48	Deputy City Clerk	Hourly	36.7134	38.5491	40.4765	42.5004	44.6254	46.8566
		Monthly	6,363.66	6,681.84	7,015.93	7,366.73	7,735.06	8,121.82
		Annual	76,363.88	80,182.07	84,191.17	88,400.73	92,820.77	97,461.81
50	Public Works Manager*	Hourly	45.7423	48.0294	50.4309	52.9525	55.6001	58.3801
		Monthly	7,928.67	8,325.10	8,741.36	9,178.43	9,637.35	10,119.21
		Annual	95,144.03	99,901.23	104,896.29	110,141.10	115,648.16	121,430.57
52	Finance Manager*	Hourly	47.3433	49.7105	52.1960	54.8058	57.5461	60.4234
		Monthly	8,206.17	8,616.48	9,047.30	9,499.67	9,974.65	10,473.39
		Annual	98,474.07	103,397.77	108,567.66	113,996.04	119,695.84	125,680.64
71	Administrative Services Manager*	Hourly	52.0776	54.6815	57.4156	60.2864	63.3007	66.4657
		Monthly	9,026.79	9,478.13	9,952.04	10,449.64	10,972.12	11,520.73
		Annual	108,321.48	113,737.55	119,424.43	125,395.65	131,665.43	138,248.70
54	Planning Manager	Hourly	58.9685	61.9169	65.0128	68.2634	71.6766	75.2604
		Monthly	10,221.20	10,732.26	11,268.88	11,832.32	12,423.94	13,045.14
		Annual	122,654.46	128,787.18	135,226.54	141,987.87	149,087.26	156,541.62
57	City Clerk*	Hourly	47.3998	49.7698	52.2583	54.8712	57.6147	60.4955
		Monthly	8,215.96	8,626.76	9,058.10	9,511.00	9,986.55	10,485.88
		Annual	98,591.54	103,521.12	108,697.18	114,132.04	119,838.64	125,830.57
72	Dir. Of Community Dev/ Assistant City Manager	Hourly	73.1034	76.7586	80.5965	84.6263	88.8576	93.3005
		Monthly	12,671.26	13,304.82	13,970.06	14,668.56	15,401.99	16,172.09
		Annual	152,055.08	159,657.84	167,640.73	176,022.77	184,823.90	194,065.10

Employees not on step plan	Pay Period	Rate
City Manager*	Monthly	22,777.74
	Annual	273,332.91
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; 23-23, 2023; 23-35, 2023; 23-52, 2023; 24-25, 2024; 24-45; 24-57; 25-15; 25-26; 25-27; 25-40, 2025 Effective July 15, 2025

2024-27 Police Officers

Range Placement Table

5% Between Steps

Effective July 1, 2025

Range #	Recommended Title	Pay Period	Step 1	Step 2	Step 3	Step 4	Step 5	Maxium Step 6
36	Reserves	Hourly	35.07	36.83	38.67	40.60	42.63	44.76
50	Police Officer 1	Hourly	51.9764	54.5752	57.3040	60.1692	63.1776	66.3365
		Monthly	9,009.24	9,459.70	9,932.69	10,429.32	10,950.79	11,498.33
		Annual	108,110.90	113,516.45	119,192.27	125,151.88	131,409.48	137,979.95
56	Police Sergeant	Hourly	59.0891	62.0436	65.1458	68.4031	71.8232	75.4144
		Monthly	10,242.12	10,754.22	11,291.93	11,856.53	12,449.36	13,071.83
		Annual	122,905.41	129,050.68	135,503.22	142,278.38	149,392.30	156,861.91
62	Police Commander	Hourly	70.5811	74.1102	77.8157	81.7064	85.7918	90.0814
		Monthly	12,234.06	12,845.76	13,488.05	14,162.45	14,870.57	15,614.10
		Annual	146,808.69	154,149.12	161,856.58	169,949.41	178,446.88	187,369.22
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; 23-26, 2023; 24-25,2024; 24-43,2024; 24-45, 2024; 25-26, 2025; 25-27, 2025 and 25-40, 2025 Effective Date: 07/15/2025								
Exempt Employees: Police Chief Monthly \$18,142.54 Annual \$217,710.58								

EXHIBIT A

FIRST AMENDMENT TO POLICE CHIEF EMPLOYMENT AGREEMENT BETWEEN THE CITY OF SAND CITY AND DAVID HONDA

This First Amendment is made and entered into at Sand City, California this 15th day of July, 2025, by and between the City of Sand City, a municipal corporation ("City" and David Honda, an individual ("Honda").

RECITALS

WHEREAS, City employs the services of Honda as its Police Chief pursuant to an employment agreement effective on July 1, 2023 ("Employment Agreement"); and

WHEREAS, City desires to assure the continuous service of Honda in such official capacity as provided for in the Municipal Code by amending the salary of her employment.

AGREEMENT

NOW THEREFORE, in consideration of the mutual covenants herein contained, the Parties agree to amend the Employment Agreement as follows:

Section 3. Salary and Compensation:

Honda shall receive a base salary of \$217,710.58 per year. Honda's salary will be reviewed annually and may be adjusted as determined by the City based on his performance, economic conditions, or other factors as may be determined by the City Manager.

IN WITNESS WHEREOF, the City of Sand City has caused this First Amendment to be signed and executed on its behalf by the City Manager and duly attested by its City Clerk, and HONDA has signed and executed the First Amendment.

CITY OF SAND CITY

Signed by:

Vibeke Norgaard

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Vibeke Norgaard, City Manager

DAVID HONDA

DocuSigned by:

David Honda

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David Honda

ATTEST:

DocuSigned by:

Kerry Lindstrom

864284840575488...

Kerry Lindstrom, City Clerk

APPROVED AS TO FORM:

Signed by:

Adam Lindgren

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Adam Lindgren, City Attorney