



City of Etna

AGENDA FOR THE SPECIAL MEETING OF THE ETNA CITY COUNCIL

DATE OF THE MEETING: MAY 7, 2026

TIME OF THE MEETING: 7:45 AM

PLACE OF THE MEETING: 442 Main Street Etna, CA

1. Call to Order
 - a. Pledge of Allegiance
 - b. Roll Call
2. Public Comment - Agenda Items Only - The City Council cannot take action or comment on non-agenda items.
3. Discuss/Approve Resolution 2026-007-Resolution 2026-007 A Resolution of the City Council of the City of Etna Amending Classification and Salary Scale for Lieutenant
4. CITY COUNCIL STATEMENTS AND REQUESTS.

ADJOURNMENT

Zoom Teleconference Information:

Phone: 1-669-444-9171 US Meeting ID: 831 8892 2943

<https://us06web.zoom.us/jc/83188922943>

The City of Etna does not discriminate based on disability in the admissions or access to, or treatment of or employment in, its programs or activities. Disability-related aids or services, including printed information in alternate formats, to enable persons with disabilities to participate in public meetings are available. If any accommodations are needed, please contact Pamela Eastlick at 530-467-5256 p.eastlick@etnaca.gov. Requests should be made as soon as possible but recommended between three days to one week prior to the scheduled meeting.



STAFF REPORT ETNA CITY COUNCIL

To: City Council Members
From: Chief Josh Short, Chief of Police
Andrew L. Jared, City Attorney
Date: May 7, 2026
Subject: Discussion and Approval of Resolution 2026-007 Amending Classification and Salary Scale (Payrate) for Lieutenant

RECOMMENDATION:

Staff recommends City Council make and approve a motion to adopt Resolution 2026-007 – A Resolution of the City Council of the City of Etna Establishing Position and Payrate Step for the Lieutenant of the City Police Department.

DISCUSSION:

In order for the City of Etna to remain competitive in salaries and other benefits for staff in its police department as compared to other agencies it must adjust the benefits and salaries paid to sworn and non-sworn members of its Police Department. In an effort to promote officer and staff retention, the City has entered into negotiations with members of the police department to address salary and benefit needs. This resulted in this recommendation to immediately increase the payrate and classify Lieutenant Nathan Mendes at Step 1 for the Lieutenant.

FINANCIAL IMPACT:

The increase in payrate for Lieutenant Nathan Mendes amounts to an hourly rate increase of \$8.68 per hour, estimated to be an increase of \$18,054.40 annually.

EXHIBIT A

CLASSIFICATIONS AND SALARY SCHEDULE

Police Trainee (Non-Represented)

Flat Hourly Rate: \$26.10

Annual (2,080 hrs): \$54,288.00

Police Officer I (Probationary)

Flat Hourly Rate: \$26.55

Annual (2,080 hrs): \$55,224.00

Police Officer II

Step	Hourly Rate	Annual (2,080 hrs)
Step 1	\$30.00	\$62,400.00
Step 2	\$30.90	\$64,272.00
Step 3	\$31.83	\$66,206.40
Step 4	\$32.78	\$68,182.40
Step 5	\$33.77	\$70,241.60
Step 6	\$34.78	\$72,342.40
Step 7	\$35.82	\$74,505.60

Police Sergeant

Step	Hourly Rate	Annual (2,080 hrs)
Step 1	\$35.00	\$72,800.00
Step 2	\$36.05	\$74,984.00

Step 3	\$37.13	\$77,230.40
Step 4	\$38.24	\$79,539.20
Step 5	\$39.39	\$81,931.20
Step 6	\$40.57	\$84,385.60
Step 7	\$41.79	\$86,923.20

Lieutenant

Step	Hourly Rate	Annual (2,080 hrs)
Step 1	\$40.00	\$83,200.00
Step 2	\$41.20	\$85,696.00
Step 3	\$42.44	\$88,275.20
Step 4	\$43.71	\$90,916.80
Step 5	\$45.02	\$93,641.60
Step 6	\$46.37	\$96,449.60
Step 7	\$47.76	\$99,340.80

Community Services Officer I

Step	Hourly Rate	Annual (2,080 hrs)
Step 1	\$26.36	\$54,828.80
Step 2	\$27.15	\$56,472.00
Step 3	\$27.97	\$58,177.60
Step 4	\$28.80	\$59,904.00
Step 5	\$29.67	\$61,713.60
Step 6	\$30.56	\$63,564.80

Step 7	\$31.48	\$65,478.40
--------	---------	-------------

Police Clerk (Permanent Part-Time – 5% Below CSO)

Step	Hourly Rate	Annual (2,080 hrs)
Step 1	\$25.04	\$52,083.20
Step 2	\$25.79	\$53,643.20
Step 3	\$26.57	\$55,265.60
Step 4	\$27.36	\$56,908.80
Step 5	\$28.19	\$58,635.20
Step 6	\$29.03	\$60,382.40
Step 7	\$29.91	\$62,212.80

Part-Time Investigator (As-Needed)

Flat Hourly Rate: \$30.90 (Equal to Police Officer II Step 2)

Annual (2,080 hrs equivalent): \$62,272.00

Reserve Police Officer (Level I POST – Non-Represented)

Flat Hourly Rate: \$30.90 (Equal to Police Officer II Step 2)

Annual (2,080 hrs equivalent): \$62,272.00

On-Call Compensation

Employees officially assigned to on-call status shall receive \$5.00 per hour while on-call.

// END OF SCHEDULE//



Resolution Number: 2026-007

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ETNA
ESTABLISHING POSITION AND PAYRATE STEP FOR THE
LIEUTENANT OF THE ETNA POLICE DEPARTMENT**

WHEREAS, in order for the City of Etna to remain competitive as to salaries and other benefits for officers in its police department as compared to other agencies it must adjust the benefits and salaries paid to the sworn and non-sworn members of its Police Department;

WHEREAS, the City Council has established a revised classification and salary scale for the personnel of the Etna Police Department pursuant to Resolution 2026-004;

WHEREAS, the City Council has determined that position and step of Lieutenant Nathan Mendes should be established within such classification and salary scale;

WHEREAS, this resolution addresses only the position and step discussed herein and does not address any other rights otherwise discussed among any parties and only amends those payrate terms presently existing.

NOW, THEREFORE, BE IT RESOLVED THAT THE CITY OF ETNA hereby approves the classification and salary scale adjustment:

1. Lieutenant Nathan Mendes shall be classified at Step 1 for the Lieutenant
2. Such classifications shall be considered effective as of March 8, 2026;
3. Chief Josh Short is authorized to make such personnel action forms or other documentation appropriate and necessary to cause such classification to be recorded in such employee personnel files;
4. Mayor Cliff Munson and Pamela Eastlick, City Clerk, are directed to take such additional actions to cause such classifications to become effective.

PASSED AND ADOPTED by the City of Etna, City Council

AYES:

NOES:

ABSENT:

ABSTAIN:

Cliff Munson, Mayor

ATTEST:

Pamela Eastlick, City Clerk