

RESOLUTION NO. 2019-064

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CALISTOGA, COUNTY OF NAPA, STATE OF CALIFORNIA ESTABLISHING A HUMAN RESOURCES/FINANCE SPECIALIST POSITION WITHIN THE ADMINISTRATIVE SERVICES DEPARTMENT AND A SALARY SCHEDULE IN ACCORDANCE WITH THE 2018 KOFF COMPENSATION STUDY

WHEREAS, the City Council has reviewed and considered the recommendations of the City Manager and Administrative Services Director for establishing a Human Resources/Finance Specialist position within the Administrative Services Department at its June 18, 2019 regular meeting; and

WHEREAS, due to the executive assistant to the city manager accepting the administrative services technician position in the public works department due to a retirement, presents an opportunity to convert the executive assistant position to a higher level of technical, human resources and financial support services primarily in the administrative services department.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Calistoga hereby establishes the Human Resources/Finance Specialist position within the Administrative Services Department as set forth as Exhibit A to this resolution.

NOW, THEREFORE, BE IT FURTHER RESOLVED that the City Council of the City of Calistoga hereby establishes this position at Range 29 within the adopted Salary Schedule of the City of Calistoga as set forth as Exhibit B to this resolution.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Calistoga at a regular meeting held this 16th day of July 2019, by the following vote:

AYES: Councilmembers Kraus and Lopez-Ortega, Vice Mayor Dunsford and Mayor Canning
NOES: Councilmember Williams
ABSENT: None
ABSTAIN: None



CHRIS CANNING, Mayor



IRENE CAMACHO-WERBY,
City Clerk

Attachments:

1. Exhibit A – Position Description
2. Exhibit B – Salary Schedule Effective 01/01/19



JULY 2019
FLSA: NON-EXEMPT

HUMAN RESOURCES/FINANCE SPECIALIST

DEFINITION

Under direct or general supervision, performs specialized office support, professional accounting duties in the preparation of financial reports and/or statements, secretarial and clerical duties in support of City Manager and other management staff, including personnel activities and functions in Human Resources such as recruitment, classification and compensation, workers' compensation, employee personnel file administration and employee orientation and training; provides administrative account support duties in the preparation, maintenance and processing of accounting records and transactions; provides administrative support in confidential personnel matters; coordinates assigned programs, projects, and services with other City departments, divisions and outside agencies; interacts frequently with the public and provides information or directs questions and requests to the appropriate staff; and performs related work as required.

SUPERVISION AND EXERCISED

Receives direct or general supervision from the Administrative Services Director and or City Manager. May exercise technical and functional direction over and provide training to less experienced staff.

CLASS CHARACTERISTICS

This class is characterized by the responsibility to provide technical, professional accounting and administrative support assistance to the City Manager, Administrative Services Director and other management staff. Responsibilities include performing specialized, confidential, and technical office support duties to the assigned department to ensure efficient service provision. Responsibilities require the frequent use of tact, discretion, and independent judgment as well as a knowledge of departmental and City activities. The work requires the interpretation and application of policies, procedures, and regulations and involves frequent contact with the public, as well as performing various research and budgetary support functions. This class is distinguished from other office administrative classes in that the nature, scope, and diversity of responsibilities originating at this level requires a broader understanding of City functions and the capability of relieving the assigned City Manager and Administrative Services Director of day-to-day office administrative and coordinative duties.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

When performing all assignments:

- Responds to questions and concerns from other departments, resolve problems in assigned area.
- Enters and retrieves information and data using standard word processing and spreadsheet software, and other related electronic information systems specific to the department to which assigned.
- Prepares and maintains databases, records and a variety of statistical reports; generates reports by computer.
- Understands and interprets City, State and Federal rules and regulations.

- Assists supervisor(s) with special projects as required.
- Receives and screens visitors, telephone calls and emails, providing a high level of customer service to both external and internal customers; other organizations and the public, requiring the use of judgment and the interpretation of complex policies, rules, procedures, and ordinance.
- Organizes and carries out administrative assignments; researches, compiles, and organizes information and data from various sources on a variety of specialized topics related to programs in assigned area; checks and tabulates standard mathematical or statistical data; prepares and assembles reports, manuals, articles, announcements, and other informational materials.
- Develops, composes, types, edits, and proofreads a variety of complex documents, including forms, memos, administrative, statistical, financial, and staff reports, and correspondence for the City Manager and Administrative Services Director from rough draft, handwritten copy, verbal instructions, or from other material; inputs and retrieves data and text using a computer terminal; checks draft documents for punctuation, spelling, and grammar; makes or suggests corrections to drafts.
- Verifies and reviews forms and reports for completeness and conformance with established regulations and procedures; applies departmental and program policies and procedures in determining completeness of applications, records, and files.
- Collects and compiles material for review and analysis; provides recommendations for changes in programs, policies, or procedures to improve efficiency and cost effectiveness of operations.
- Designs and implements file, index, tracking, and record-keeping systems.
- Coordinates and integrates department services and activities with other agencies and City departments.
- Operates standard office equipment, including job-related computer hardware and software applications, facsimile equipment, and multi-line telephones; may operate other department-specific equipment.
- Performs other duties as assigned

When performing human resources assignment:

- Prepares job bulletins and recruitment information, determines and places advertising in appropriate applications in conjunction with City website and outside recruitment firms.
- Assists with inputting, tracking and screening applications, arranging and proctoring written exams, arranging oral boards and conducting skills' testing.
- Coordinates a variety of processes related to pre-employment processing including reference checks, driver's license check, fingerprinting, and background investigations and arrange pre-employment physical examinations.
- Conducts salary and fringe benefit surveys and analyzes data.
- Assists in the preparation of job descriptions.
- Prepares orientation employee packets.
- Prepares and maintains worker's compensation injury reports and records.
- Process claims and related actions; ensures payment of invoices and al follow-up for accurate recordkeeping.
- Implements and tracks on-boarding and off-boarding processes for regular and seasonal employees as well as contractors, volunteers and temporary staff.
- Prepares and tracks necessary paperwork for employees; orients new employees and assists them in completing necessary new hire forms.
- Monitors employee certificates, required continuing education and coordinates required training classes.
- Coordinates and oversees the human resources management program.
- Prepares confidential correspondence and maintains a variety of confidential files; prepares periodic and special reports regarding personnel activities.

- Provides general administrative support to the Human Resource functions, including preparing correspondence, memoranda and reports, performing reception functions, processing mail, performing data entry and maintaining schedules and records.
- Maintains department personnel files; processes accident/incident/worker's compensation claim forms; files pertinent documents, maintains files in a secure location, and provides information to supervisors and managers.
- Performs other duties as assigned.

When performing the executive assistant assignment:

- Prepares and processes reports, forms, and records, such as City Council agenda items, contracts and agreements, reimbursement requests, and organizational charts.
- Relieves the City Manager of a variety of administrative details by assisting with duties of a complex, and sensitive nature; plans, organizes, and carries out administrative assignments and special projects related to assigned department, including assisting with budget preparation, planning, and implementation; recommends organizational or procedural changes affecting support activities; recommends improvements in work flow, procedures, and use of equipment and forms.
- Maintains calendars and makes meeting arrangements; schedules meetings between City staff or between City staff and other groups or organizations; arranges for necessary set-up and materials to be available at meetings.
- Responds to citizen and staff inquiries and complaints; refers citizens to the appropriate department source; coordinates or resolves problems of a moderate nature when appropriate.
- Coordinates the content for the public education government access television network station.
- Coordinates travel arrangements and accommodations for department personnel and submits all related paperwork.
- Acts as Notary Public for the City.
- Maintains the City's website including regular updates for City departments, involvement with networking to stay current with website development functions.
- Performs other duties as assigned.

When performing the finance assistant assignment:

- Verifies, posts and records a variety of financial transactions; prepares and maintains databases, records, and a variety of periodic and special financial, accounting and statistical reports; generates reports by computer and balances them appropriately.
- Enters and retrieves information and data using standard word processing and spreadsheet software, as well as accounting, financial, and other related electronic information systems specific to the department to which assigned.
- Maintains a variety of ledgers, registers, and journals according to established account policies and procedures; reconciles transactions and data as directed; records changes and resolves differences; maintains the accuracy of accounting and financial records.
- Generates and assists in the preparation of monthly, quarterly, and year-end financial, summary and technical reports.
- Assists in the preparation and maintenance of annual budgets; assembles and analyzes cost accounting records and other supporting technical and statistical data; makes complex or difficult adjusting entries and transfers of appropriations; reviews budget information with appropriate staff.
- Assists customers, departments, and employees by providing answers and information regarding specific account information, discrepancies, general accounting procedures, and/or department specific issues and problems; researches issues regarding specific transactions; and updates related files and departments on action items; may dispatch maintenance crews to assist with emergencies.
- May provide direction and training to lower-level or less experienced staff in area of assignment.
- May provide backup to the Accounting Assistant on an as-needed basis.

- Assists with the year-end closing process.
- Assists supervisor(s) with special projects as required.
- Serves as backup to the Administrative Services Technician as it relates to processing bi-monthly payroll.
- Reviews bi-monthly payroll and accounts payable transactions for accuracy and conformance to State, Federal and Memoranda of Understanding legal requirements.
- Performs the reconciliation of City bank accounts on a monthly basis.
- Provides support in maintaining and insuring citywide adherence to internal control procedures and accounting standards.
- Maintains and responds to customer inquiries as it relates to business licenses; coordinates work flow and billing inquires with outside business license vendor.
- Performs other duties as assigned.

When performing the city clerk assistant assignment:

- Assists with preparation of City Council and Calistoga Public Facilities meeting agendas and tentative agendas; assists in the assembly and distribution of agenda packets; attends meetings; takes and prepares meeting minutes; prepares Council and Agency packets and approved resolutions, ordinances, and meeting minutes for archiving.
- Assists with posting, publishing and distributing notices for meetings, public hearings and public bid openings.
- Assists with publishing of legal notices for upcoming Council action such as ordinances, bid openings, commission vacancies and public hearings.
- Assists the City Clerk in conducting municipal elections; assist with the preparation of the Election Handbooks for candidates, assist with the coordination of political information meetings; and assist with maintaining and updating the City's Conflict of Interest Policy.
- Assist with Fair Political Practice Commission statement filings.
- Assists the public and City staff by helping to identify records and information relevant to requests; ensures timely response to all requests and communicates in writing with any requestor in cases of unusual requests that may cause delays in obtaining all requested information; justifies any nondisclosure and/or ensures deletion of any portions that are exempt from the mandate of the Public Records Act.
- Functions as the City Clerk in his or her absence; may attend City Council meetings, recording and communicating legislative actions and proceedings, ordinances, resolutions and minutes thereof.
- Assists with the preparing and administration of the City Council, support services and budgets; monitors office expenditures as appropriate.
- Performs complex records management activities, including assigning record codes to documents, imaging and/or filing, storage, and destroying City records.
- Provides support with contract administration and assist in monitoring a wide variety of department contracts and ensure timely and legal compliance of contracts; assist with the solicitation of Requests for Proposals (RFP's); provide RFP contract award information.
- Serves as secretary to a board, commission, or special task force in the absence of the City Clerk; compiles and distributes agenda packets; attends meetings; formats and distributes minutes; and follows up on decisions as required.
- Performs other duties as assigned.

QUALIFICATIONS

Knowledge of:

- Policies and procedures related to recruitment, selection, classification and compensation.

- Accepted general and governmental accounting principles, including financial statement preparation and methods of financial control and reporting.
- Cost accounting principles and systems.
- Laws, rules and regulations applicable to local government financial operations.
- Methods, techniques, and practices of data collection and report writing.
- Applicable Federal, State, and local laws, regulatory codes, ordinances and procedures relevant to assigned area of responsibility.
- Recent and on-going developments, current literature, and sources of information related to human resource programs.
- Principles and procedures of record keeping and reporting.
- English usage, grammar, spelling, vocabulary, and punctuation.
- Organization and function of public agencies, including the role of an elected City Council and appointed boards and commissions.
- Business letter writing and the standard format for reports and correspondence.
- Business mathematics and basic statistical techniques.
- Modern office practices, methods, and computer equipment and applications related to the work, including word processing, web design, database, and spreadsheet applications
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and City staff.

Ability to:

- Manage a variety of simultaneous work projects and carry them through to successful completion.
- Perform detailed account and financial office support work accurately and in a timely manner.
- Interpret, apply, explain and comply with laws, regulations, and policies governing human resource operations.
- Make accurate arithmetic, financial, and statistical computations.
- Prepare budgets.
- Organize own work, set priorities, and meet critical time deadlines.
- Operate modern office equipment including computer equipment and specialized software applications programs.
- Maintain accurate records and files.
- Prepare clear, concise reports and written materials.
- Use English effectively to communicate in person, over the telephone, and in writing.
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Maintain confidentiality of sensitive personal information of applicants, employees, former employees and other matters affecting employee relations.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.
- Maintain confidentiality and be discreet in handling and processing confidential information and data.
- Perform responsible administrative support work with accuracy, speed, and general supervision.
- Provide varied and responsible office administrative work requiring the use of tact and discretion.
- Understand the organization and operation of the City and of outside agencies as necessary to assume assigned responsibilities.
- Compose correspondence and reports independently or from brief instructions.
- Understand and carry out complex oral and written directions.
- Research, analyze, and summarize data and prepare accurate and logical written reports.
- Enter and retrieve data from a computer with sufficient speed and accuracy to perform assigned work.
- Establish and maintain a variety of filing, record keeping, and tracking systems.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.

- Operate and maintain modern office equipment, including computer equipment and specialized software applications programs.

Education and Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to an Associate of Arts degree from an accredited college or university with major course work in accounting, finance, business administration, human resource or a related field and three (3) years of responsible office administrative support in a human resource setting, governmental accounting entity, or administrative assistant setting.

PHYSICAL DEMANDS

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone. This is primarily a sedentary office classification although standing and walking between work areas may be required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push, and pull drawers open and closed to retrieve and file information.

ENVIRONMENTAL ELEMENTS

Employees work in an office environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

The City of Calistoga is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, Calistoga will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.



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- Understands and interprets City, State and Federal rules and regulations.

**City of Calistoga
Salary Schedule - FY 18-19 (Effective 01/01/19)**

Exhibit B

Applicable Group
Effective Date(s) and Changes

Unrepresented Group
01/1/2019 to 12/31/2019

Dates What	7/1/2006	7/1/2007	7/1/2008	7/1/2009	11/1/2011	1/1/2013	1/1/2014	1/1/2015	1/1/2017	1/1/2018	1/1/2019	
	Per Resolution 2006-088 June to Apr Median CPI	Per Resolution 2006-088 June to Apr Median CPI	Per Resolution 2006-088 June to Apr Median CPI	Per Resolution 2006-088 June to Apr Median CPI	Per Resolution	Per Resolution 2013-065	Per Resolution 2013-065	Per Resolution 2015-039	Per Resolution 2016-004 Koff Implementat	Per Resolution 2016-004 Koff Implementatio	Per Resolution 2016-004 Koff Implementatio	Per Resolution 2019-015 Koff Implementation
Percentage	2.40%	3.00%	3.50%	2.40%	-5.00%	2.00%	1.00%	3.00%	3.00%	3.00%	3.00%	3.00%

Positions Covered

Position Title	Type	FLSA	Range	Comments
Administrative Services Director	Mgmt	Exempt	52	
Associate Civil Engineer	Mid-Mgmt	Non-Exempt	33	
Building Official	Mid-Mgmt	Exempt	43	
City Clerk	Mid-Mgmt	Exempt	40	
Code Enforcement	Mid-Mgmt	Non-Exempt	25	
Deputy City Clerk	Mid-Mgmt	Exempt	31	
Deputy Public Works Director	Mgmt	Exempt	47	
Executive Assistant to City Manager	Mid-Mgmt	Non-Exempt	20	
Fire Chief	Mgmt	Exempt	58	
Human Resources/Finance Specialist	Mid-Mgmt	Non-Exempt	29	
Maintenance Superintendent	Mid-Mgmt	Exempt	38	
Planning and Building Director	Mgmt	Exempt	56	
Police Chief	Mgmt	Exempt	59	
Public Works Director/City Engineer	Mgmt	Exempt	57	
Recreation Manager	Mid-Mgmt	Exempt	33	
Recreation Director	Mgmt	Exempt	50	
Senior Civil Engineer	Mid-Mgmt	Exempt	41	
Senior Planner	Mid-Mgmt	Exempt	39	
Senior Planner/Assistant to City Manager	Mid-Mgmt	Exempt	43	
Utility Systems Superintendent	Mid-Mgmt	Exempt	40	

Range #	Monthly Adopted (1)					Annual Calculation (2)				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
20	4,845	5,088	5,342	5,609	5,890	58,144	61,051	64,104	67,309	70,674
21	4,964	5,212	5,472	5,746	6,033	59,562	62,540	65,668	68,951	72,398
22	5,088	5,342	5,609	5,890	6,184	61,051	64,104	67,309	70,675	74,208
23	5,212	5,472	5,746	6,033	6,335	62,540	65,667	68,950	72,398	76,018
24	5,342	5,609	5,890	6,184	6,493	64,104	67,309	70,674	74,208	77,918
25	5,472	5,746	6,033	6,335	6,652	65,668	68,951	72,399	76,019	79,819
26	5,609	5,890	6,184	6,493	6,818	67,309	70,675	74,209	77,919	81,815
27	5,746	6,033	6,335	6,651	6,984	68,950	72,397	76,017	79,818	83,809
28	5,889	6,184	6,493	6,818	7,159	70,673	74,207	77,917	81,813	85,904
29	6,033	6,335	6,651	6,984	7,333	72,397	76,017	79,818	83,809	87,999
30	6,184	6,493	6,818	7,159	7,517	74,207	77,917	81,813	85,904	90,199
31	6,335	6,651	6,984	7,333	7,700	76,017	79,818	83,809	87,999	92,399
32	6,493	6,818	7,159	7,517	7,892	77,917	81,813	85,904	90,199	94,709
33	6,651	6,984	7,333	7,700	8,085	79,818	83,809	87,999	92,399	97,019
34	6,818	7,159	7,517	7,892	8,287	81,813	85,904	90,199	94,709	99,445
35	6,984	7,333	7,700	8,085	8,489	83,810	88,000	92,400	97,020	101,871
36	7,159	7,517	7,892	8,287	8,701	85,905	90,200	94,710	99,445	104,418
37	7,333	7,700	8,085	8,489	8,914	88,001	92,401	97,021	101,872	106,966
38	7,517	7,893	8,287	8,702	9,137	90,201	94,711	99,446	104,419	109,640
39	7,700	8,085	8,489	8,914	9,359	92,400	97,020	101,871	106,964	112,313
40	7,892	8,287	8,701	9,137	9,593	94,710	99,445	104,418	109,639	115,121
41	8,085	8,489	8,914	9,359	9,827	97,020	101,871	106,964	112,313	117,928
42	8,287	8,701	9,137	9,593	10,073	99,445	104,418	109,639	115,121	120,877
43	8,489	8,914	9,359	9,827	10,319	101,871	106,964	112,313	117,928	123,825
44	8,701	9,137	9,593	10,073	10,577	104,418	109,639	115,120	120,877	126,920
45	8,914	9,359	9,827	10,319	10,835	106,964	112,313	117,928	123,825	130,016
46	9,137	9,593	10,073	10,577	11,106	109,639	115,120	120,876	126,920	133,266
47	9,359	9,827	10,319	10,835	11,376	112,313	117,928	123,825	130,016	136,517
48	9,593	10,073	10,577	11,106	11,661	115,120	120,876	126,920	133,266	139,930
49	9,827	10,319	10,835	11,376	11,945	117,928	123,825	130,016	136,517	143,342
50	10,073	10,577	11,106	11,661	12,244	120,876	126,920	133,266	139,930	146,926
51	10,319	10,835	11,376	11,945	12,542	123,825	130,016	136,517	143,342	150,510
52	10,577	11,106	11,661	12,244	12,856	126,920	133,266	139,930	146,926	154,272
53	10,835	11,376	11,945	12,542	13,170	130,016	136,517	143,342	150,510	158,035
54	11,106	11,661	12,244	12,856	13,499	133,266	139,930	146,926	154,272	161,986
55	11,376	11,945	12,542	13,170	13,828	136,517	143,342	150,510	158,035	165,937
56	11,661	12,244	12,856	13,499	14,174	139,929	146,926	154,272	161,986	170,085
57	11,945	12,542	13,170	13,828	14,519	143,342	150,509	158,035	165,937	174,234
58	12,244	12,856	13,499	14,174	14,882	146,926	154,272	161,986	170,085	178,589
59	12,550	13,177	13,836	14,528	15,255	150,599	158,129	166,035	174,337	183,054
60	12,864	13,507	14,182	14,891	15,636	154,364	162,082	170,186	178,696	187,630

(1) Monthly Rate adopted by resolution. Annual COLA, from other group MOUs or CPI, results are rounded to whole dollar, except for CM Position.	(2) Annual Rate - Monthly multiplied by 12. Entered into Payroll for Calculation of Payroll Rates.
(3) Hourly Payroll Rate - Annual Rate divided by 2080 hours rounded to nearest cent. (Daily rates calculated at 8 hours, Payperiod rates calculated at Annual rate divided by 24)	