

RESOLUTION NO. 7791

**CITY OF SOUTH GATE
LOS ANGELES COUNTY, CALIFORNIA**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOUTH GATE
APPROVING PAY TABLES FOR
THE SOUTH GATE POLICE OFFICERS' ASSOCIATION**

WHEREAS, on December 12, 2017, an Amended and Restated Tentative Agreement for a successor Memoranda of Understanding (“MOU”) for the South Gate Police Officers’ Association (“SGPOA”) was approved; and

WHEREAS, Section 4.1 of the Rules and Regulations for the Administration of Civil Service Procedures (Resolution No. 6377) states that, “the Compensation Plan shall be set forth in an appropriate salary resolution adopted by the City Council;” and

WHEREAS, a Resolution is needed to formally adopt the previously-approved salary ranges as shown in the attached pay tables.

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NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SOUTH GATE DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. The City Council hereby approves and adopts the South Gate Police Officers' Association Pay Table, effective November 26, 2017, attached hereto as Exhibit "A."

SECTION 2. The City Council hereby approves and adopts the South Gate Police Officers' Association Pay Table, effective June 24, 2018, attached hereto as Exhibit "B."

SECTION 3. The City Council hereby approves and adopts the South Gate Police Officers' Association Pay Table, effective June 23, 2019, attached hereto as Exhibit "C."

SECTION 4. The City Clerk shall certify to the adoption of this Resolution which shall be effective upon its adoption.

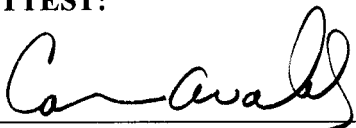
PASSED, APPROVED and ADOPTED this 12th of December, 2017.

CITY OF SOUTH GATE:



Maria Davila, Mayor


ATTEST:



Carmen Avalos, City Clerk

(SEAL)

APPROVED AS TO FORM:



Raul F. Salinas, City Attorney

SALARY PAY TABLE & PREMIUM PAYS
PAY PLAN CATEGORY C - SOUTH GATE POLICE OFFICERS ASSOCIATION
EFFECTIVE 11-26-2017
3.7% INCREASE

RANGE 28		Sub-Step (99)	Step A (1)	Step B (2)	Step C (3)	Step D (4)	Step E (5)
POLICE OFFICER	Annually	69,934	73,431	77,102	80,958	85,005	89,256
	Monthly	5,828	6,119	6,425	6,746	7,084	7,438
	Bi-Weekly	2,690	2,824	2,965	3,114	3,269	3,433
	Hourly	33.62	35.30	37.07	38.92	40.87	42.91

Premium Pays							
Specialty Pay 5%	Annually	3,497	3,672	3,855	4,048	4,250	4,463
	Monthly	291.39	305.96	321.26	337.32	354.19	371.90
	Bi-Weekly	134.49	141.21	148.27	155.69	163.47	171.65
	Hourly	1.68	1.77	1.85	1.95	2.04	2.15
Intermediate Certificate 5%	Annually	3,497	3,672	3,855	4,048	4,250	4,463
	Monthly	291.39	305.96	321.26	337.32	354.19	371.90
	Bi-Weekly	134.49	141.21	148.27	155.69	163.47	171.65
	Hourly	1.68	1.77	1.85	1.95	2.04	2.15
Advanced Certificate 11%	Annually	7,693	8,077	8,481	8,905	9,351	9,818
	Monthly	641.06	673.12	706.77	742.11	779.22	818.18
	Bi-Weekly	295.88	310.67	326.20	342.51	359.64	377.62
	Hourly	3.70	3.88	4.08	4.28	4.50	4.72
Longevity (L1 = 2%)	Annually	-	-	-	-	-	1,785
Beg. of 7th Year	Monthly						148.76
	Bi-Weekly						68.66
	Hourly						0.86
Longevity (L2 = 4%)	Annually	-	-	-	-	-	3,570
Beg. of 13th Year	Monthly						297.52
	Bi-Weekly						137.32
	Hourly						1.72
Longevity (L3 = 7%)	Annually	-	-	-	-	-	6,248
Beg. of 26th Year	Monthly						520.66
	Bi-Weekly						240.30
	Hourly						3.00
Longevity (L4 = 17%)	Annually	-	-	-	-	-	15,173
Beg. of 27th Year	Monthly						1,264.46
	Bi-Weekly						583.59
	Hourly						7.29

SALARY PAY TABLE & PREMIUM PAYS
PAY PLAN CATEGORY C - SOUTH GATE POLICE OFFICERS ASSOCIATION
EFFECTIVE 06-24-2018
3.7% INCREASE

RANGE 28		Sub-Step (99)	Step A (1)	Step B (2)	Step C (3)	Step D (4)	Step E (5)
POLICE OFFICER	Annually	72,522	76,148	79,955	83,953	88,151	92,558
	Monthly	6,043	6,346	6,663	6,996	7,346	7,713
	Bi-Weekly	2,789	2,929	3,075	3,229	3,390	3,560
	Hourly	34.87	36.61	38.44	40.36	42.38	44.50

Premium Pays							
Specialty Pay 5%	Annually	3,626	3,807	3,998	4,198	4,408	4,628
	Monthly	302.17	317.28	333.15	349.80	367.29	385.66
	Bi-Weekly	139.46	146.44	153.76	161.45	169.52	178.00
	Hourly	1.74	1.83	1.92	2.02	2.12	2.22
Intermediate Certificate 5%	Annually	3,626	3,807	3,998	4,198	4,408	4,628
	Monthly	302.17	317.28	333.15	349.80	367.29	385.66
	Bi-Weekly	139.46	146.44	153.76	161.45	169.52	178.00
	Hourly	1.74	1.83	1.92	2.02	2.12	2.22
Advanced Certificate 11%	Annually	7,977	8,376	8,795	9,235	9,697	10,181
	Monthly	664.78	698.02	732.92	769.57	808.05	848.45
	Bi-Weekly	306.82	322.16	338.27	355.19	372.94	391.59
	Hourly	3.84	4.03	4.23	4.44	4.66	4.89
Longevity (L1 = 2%)	Annually	-	-	-	-	-	1,851
	Monthly	-	-	-	-	-	154.26
Beg. of 7th Year	Bi-Weekly	-	-	-	-	-	71.20
	Hourly	-	-	-	-	-	0.89
Longevity (L2 = 4%)	Annually	-	-	-	-	-	3,702
	Monthly	-	-	-	-	-	308.53
Beg. of 13th Year	Bi-Weekly	-	-	-	-	-	142.40
	Hourly	-	-	-	-	-	1.78
Longevity (L3 = 7%)	Annually	-	-	-	-	-	6,479
	Monthly	-	-	-	-	-	539.92
Beg. of 26th Year	Bi-Weekly	-	-	-	-	-	249.19
	Hourly	-	-	-	-	-	3.11
Longevity (L4 = 17%)	Annually	-	-	-	-	-	15,735
	Monthly	-	-	-	-	-	1,311.24
Beg. of 27th Year	Bi-Weekly	-	-	-	-	-	605.19
	Hourly	-	-	-	-	-	7.56

SALARY PAY TABLE & PREMIUM PAYS
PAY PLAN CATEGORY C - SOUTH GATE POLICE OFFICERS ASSOCIATION
EFFECTIVE 06-23-2019
3.6% INCREASE

RANGE 28		Sub-Step (99)	Step A (1)	Step B (2)	Step C (3)	Step D (4)	Step E (5)
POLICE OFFICER	Annually	75,132	78,889	82,834	86,975	91,324	95,890
	Monthly	6,261	6,574	6,903	7,248	7,610	7,991
	Bi-Weekly	2,890	3,034	3,186	3,345	3,512	3,688
	Hourly	36.12	37.93	39.82	41.82	43.91	46.10

Premium Pays							
Specialty Pay 5%	Annually	3,757	3,944	4,142	4,349	4,566	4,795
	Monthly	313.05	328.70	345.14	362.40	380.52	399.54
	Bi-Weekly	144.49	151.71	159.30	167.26	175.62	184.40
	Hourly	1.81	1.90	1.99	2.09	2.20	2.31
Intermediate Certificate 5%	Annually	3,757	3,944	4,142	4,349	4,566	4,795
	Monthly	313.05	328.70	345.14	362.40	380.52	399.54
	Bi-Weekly	144.49	151.71	159.30	167.26	175.62	184.40
	Hourly	1.81	1.90	1.99	2.09	2.20	2.31
Advanced Certificate 11%	Annually	8,265	8,678	9,112	9,567	10,046	10,548
	Monthly	688.71	723.15	759.31	797.27	837.14	878.99
	Bi-Weekly	317.87	333.76	350.45	367.97	386.37	405.69
	Hourly	3.97	4.17	4.38	4.60	4.83	5.07
Longevity (L1 = 2%)	Annually	-	-	-	-	-	1,918
	Monthly						159.82
Beg. of 7th Year	Bi-Weekly						73.76
	Hourly						0.92
Longevity (L2 = 4%)	Annually	-	-	-	-	-	3,836
	Monthly						319.63
Beg. of 13th Year	Bi-Weekly						147.52
	Hourly						1.84
Longevity (L3 = 7%)	Annually	-	-	-	-	-	6,712
	Monthly						559.36
Beg. of 26th Year	Bi-Weekly						258.17
	Hourly						3.23
Longevity (L4 = 17%)	Annually	-	-	-	-	-	16,301
	Monthly						1,358.44
Beg. of 27th Year	Bi-Weekly						626.97
	Hourly						7.84

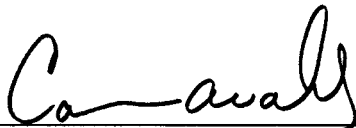
RESOLUTION CERTIFICATION PAGE

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) **SS**
CITY OF SOUTH GATE)

I, Carmen Avalos, City Clerk of the City of South Gate, California, hereby certify that the whole number of Members of the City Council of said City is five; that Resolution No. 7791 was adopted by the City Council at their Regular Meeting held on December 12, 2017, by the following vote:

Ayes: Council Members: Davila, Bernal, Diaz and Rios
Noes: Council Members: None
Absent: Council Members: Morales
Abstain: Council Members: None

Witness my hand and the seal of said City on December 18, 2017.



Carmen Avalos, City Clerk
City of South Gate, California