

RESOLUTION NO. 7808A

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

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOUTH GATE,
CALIFORNIA, AMENDING RESOLUTION NO. 6454 (SALARY RESOLUTION
AND POSITION CLASSIFICATION PLAN) INCREASING THE
SALARY OF THE CITY CLERK AND APPROVING THE SCHEDULE OF
SALARY AND BENEFITS FOR THE CITY CLERK**

WHEREAS, the City may, from time to time, amend the salary and benefits of the various bargaining units and/or elected officials; and

WHEREAS, the salary and benefits of the City Clerk were changed in early 2014 and again in April 2018; and

WHEREAS, the City Clerk currently receives a salary of \$7,197.60 per month; and

WHEREAS, the City Clerk currently receives a car allowance of \$475.00 per month; and

WHEREAS, the City Clerk currently receives a communications allowance of \$100.00 per month; and

WHEREAS, the City Clerk currently receives other benefits such as retirement, health insurance and life insurance; and

WHEREAS, City employees successfully negotiated three-year labor agreements which resulted in salary increases over three years; and

WHEREAS, the City Council directed staff to bring the issue of the City Clerk's salary back to the City Council in early 2019;

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

SECTION 1. The City Council desires to increase the City Clerk's salary by 3.5% from \$7,197.60 per month to \$7,449.52 per month, effective retroactively to June 24, 2018.

SECTION 2. The City Council desires to increase the City Clerk's salary by 3.5% from \$7,449.52 per month to \$7,710.25 per month, effective June 23, 2019.

SECTION 3. The City Council hereby approves and adopts the amended "Schedule of Salary and Benefits – City Clerk" attached hereto as "Exhibit No. 1" which serves to document the salary and benefits provided to the City Clerk.

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

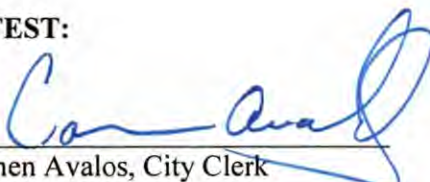
PASSED, APPROVED and ADOPTED this 26th day of February 2019.

CITY OF SOUTH GATE:



María Belén Bernal, Mayor


ATTEST:



Carmen Avalos, City Clerk

(SEAL)

APPROVED AS TO FORM:



Raul F. Salinas, City Attorney

**SCHEDULE OF SALARY AND BENEFITS
CITY CLERK**

**ARTICLE I
COMPENSATION**

SECTION 1 – SALARY:

- Prior to April 24, 2018, the monthly salary was set at \$6,954.20 per month.
- At the City Council meeting of April 24, 2018, the City Council approved a 3.5% salary increase which set the monthly salary at \$7,197.60 per month, effective retroactively back to February 18, 2018.
- At the City Council meeting of February 26, 2019, the City Council approved a 3.5% salary increase which set the monthly salary at \$7,449.52 per month, effective retroactively back to June 24, 2018.
- At the City Council meeting of February 26, 2019, the City Council approved a 3.5% salary increase which will set the monthly salary at \$7,710.25 per month, effective June 23, 2019.

SECTION 2 – AUTO ALLOWANCE:

The City shall continue to reimburse the City Clerk for the use of her personal automobile to conduct City business at the rate of \$475.00 per month, which shall be taxable as compensation. **(Per Agenda Bill dated January 28, 2014).**

SECTION 3 – COMMUNICATIONS ALLOWANCE:

The City shall continue to reimburse the City Clerk for the use of her personal communication device to conduct City business at the rate of \$100.00 per month, which shall be taxable as compensation.

**ARTICLE II
INSURANCE BENEFITS**

SECTION 1 – MEDICAL INSURANCE:

- 1.1 The City will pay the premium for health insurance coverage for the City Clerk and legal dependents up to the maximum of the Employee+2 (family) Kaiser insurance premium. If the City Clerk selects a more expensive plan, she shall be responsible for the difference in premiums.
- 1.2 If the City Clerk demonstrates proof of insurance by other means, and elects not to participate in the City's medical plan, the City will contribute the sum of \$360.60 per month to the City Clerk's deferred compensation account.

SECTION 2 – DENTAL & VISION INSURANCE:

- 2.1 The City will pay the premium for dental insurance coverage for the City Clerk and legal dependents up to the maximum of the family HMO plan premium. **(Resolution No. 6454 - September 22, 1998)**. If the City Clerk selects a more expensive plan, she shall be responsible for the difference in premiums.
- 2.2 The City will pay the premium for vision insurance coverage for the City Clerk and legal dependents up to the maximum of the family HMO plan premium. If the City Clerk selects a more expensive plan, she shall be responsible for the difference in premiums.
- 2.3 If the City Clerk demonstrates proof of insurance by other means, and elects not to participate in the City's dental plan, the City will contribute the sum of \$17.95 per month to the City Clerk's deferred compensation account.

SECTION 3 – LIFE INSURANCE:

The City will provide a \$20,000.00 Term Life Insurance policy and a \$20,000.00 Accidental Death and Dismemberment policy for the City Clerk at no cost to the City Clerk. Consistent with current industry standards, coverage will reduce with age. **(Resolution No. 6454 - September 22, 1998)**. Additional voluntary life insurance coverage is also available at the City Clerk's own expense.

**ARTICLE III
RETIREMENT BENEFITS**

SECTION 1 – RETIREMENT PLAN:

The City provides the City Clerk with a defined benefit retirement plan through the California Public Employees' Retirement System (CalPERS). Classic Members (those hired prior to January 1, 2013) are covered under the 2.7% at 55 retirement formula, with the City paying the 8% employee share on behalf of the City Clerk.

SECTION 2 – RETIREE MEDICAL:

If City Clerk retires with twenty (20) years or more of City service, and remains so retired, she shall receive a medical insurance premium benefit of \$150.00 per month plus the current CalPERS administrative fee paid directly to CalPERS. **(Resolution No. 6454 – September 22, 1998)**. This section specifically makes no provision for any dependents of the retiree. The retired City Clerk will continue to have the option to purchase medical insurance for herself and dependents, as currently provided.

SECTION 3 – DEFERRED COMPENSATION PLAN:

- 3.1 The City sponsors a voluntary deferred compensation plan in which City Clerk may participate.
- 3.2 The City Clerk shall be eligible for a "dollar-for-dollar" benefit which matches the City Clerk's contribution into the City's 457 deferred compensation plan, subject to the terms of said plan. For purposes of this Agreement, the City agrees to match the City Clerk's contribution in the 457 deferred compensation plan, provided that such matching sum shall not exceed 50% of the maximum regular contribution limit as defined by the Internal Revenue Service (IRS) at the time. The City's match shall be deposited into the City's 401(a) deferred compensation plan.

**ARTICLE IV
MISCELLANEOUS BENEFITS**

SECTION 1 – SECTION 125 PLAN:

The City will provide an Internal Revenue Code (IRC) Section 125 plan in order for the City Clerk to deduct excess health insurance premiums, unreimbursed medical expenses, and/or child care expenses before taxes.

SECTION 2 – FITNESS BENEFIT:

The City Clerk will receive a free membership at the South Gate Sports Center which will include privileges for a spouse and up to three (3) dependent children under the age of 18.

**ARTICLE V
OTHER**

SECTION 1 – DURATION:

This Schedule of Salary and Benefits for the City Clerk shall be in full force and effect from February 26, 2019, until such time as it is amended by the City Council by subsequent resolution.

RESOLUTION CERTIFICATION PAGE

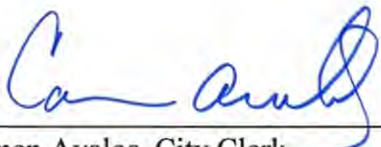
STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS
CITY OF SOUTH GATE)

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. 7808A was adopted by the City Council at their Regular Meeting held on 02-26-19 , by the following vote:

- Ayes: Council Members: Bernal, Davila, 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 June 10, 2019.



Carmen Avalos, City Clerk
City of South Gate, California