

RESOLUTION NO. 7880

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

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOUTH GATE AMENDING THE HOURLY PAY TABLE TO UPDATE HOURLY RATES FOR HOURLY POSITIONS WITH FULL-TIME CLASSIFICATION TITLES, EFFECTIVE JUNE 23, 2019, AND TO CONFORM TO THE STATE MINIMUM WAGE LAW, EFFECTIVE JANUARY 1, 2020

WHEREAS, on December 12, 2017, the City Council took action to set the hourly rate for hourly positions with titles equivalent to Municipal Employee Association (MEA) full-time classifications at the hourly rate equivalent of Step A of the corresponding full-time classification; and

WHEREAS, the MEA full-time pay rates changed on June 23, 2019, and therefore, the hourly rates for the hourly positions with titles equivalent to MEA full-time classifications need to be adjusted accordingly; and

WHEREAS, staff is recommending an increase to the hourly rates of the hourly positions with titles equivalent to MEA full-time classifications equal to the hourly rate equivalent of Step A of the salary range for the corresponding MEA full-time classification, effective June 23, 2019; and

WHEREAS, on September 26, 2006, the City Council took action to set the hourly rate for hourly Police Officers at the hourly rate equivalent of Step C of the full-time Police Officer salary range; and

WHEREAS, the Police Officers Association (POA) full-time pay rates changed on June 23, 2019, and therefore, the hourly rate for the hourly Police Officer position needs to be adjusted accordingly; and

WHEREAS, staff is recommending an increase to the hourly rate for hourly Police Officers to the hourly rate equivalent of Step C of the full-time Police Officer salary range, effective June 23, 2019; and

WHEREAS, on April 4, 2016, California Governor Jerry Brown signed Senate Bill No. 3, which increases California's minimum wage yearly so that it will reach \$15.00 per hour in 2022; and

WHEREAS, currently, California's minimum wage is \$12.00 per hour and state law will increase the minimum wage on January 1, 2020, to \$13.00 per hour; and

WHEREAS, as a result of the minimum wage increase, some of the City's hourly pay ranges will fall below the new hourly minimum wage and must be increased to comply with state law; and

WHEREAS, to maintain existing separation between various hourly classifications and the minimum wage, staff recommends that all hourly positions be increased by the same percentage as the minimum wage, which is 8.333%, effective December 22, 2019.

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 proposed Hourly Pay Table, effective June 23, 2019, attached hereto as Exhibit "A."

SECTION 2. The City Council hereby approves and adopts the proposed Hourly Pay Table, effective December 22, 2019, attached hereto as Exhibit "B."

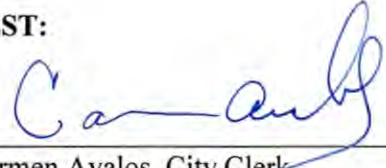
SECTION 3. The City Clerk shall certify to the adoption of this Resolution which shall be effective upon its adoption.

PASSED, APPROVED and ADOPTED this 27th day of August 2019.

CITY OF SOUTH GATE:

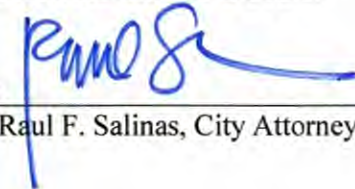
By:  _____
Jorge Morales, Mayor

ATTEST:

By:  _____
Carmen Avalos, City Clerk

(SEAL)

APPROVED AS TO FORM:

By:  _____
Raul F. Salinas, City Attorney

| Pay Plan Category L - Unclassified Hourly Employees (Flat-Rated) | | |
|---|--------------------|--|
| Effective 6-23-2019 | | |
| (No change) | | |
| <u>Range</u> | <u>Hourly Rate</u> | <u>Hourly Position</u> |
| 999 | \$ 18.86 | Administrative Aide |
| 999 | \$ 22.73 | Business License Inspector |
| 999 | \$ 15.65 | Clerical Assistant I |
| 999 | \$ 16.94 | Clerical Assistant II |
| 999 | \$ 19.30 | Clerical Assistant III |
| 999 | \$ 19.76 | Community Development Intern |
| 999 | \$ 18.73 | Computer Information Systems (CIS) Aide |
| 999 | \$ 18.73 | Computer Information Systems (CIS) Aide - Police |
| 999 | \$ 19.81 | Court Officer |
| 999 | \$ 19.76 | Engineering Aide |
| 999 | \$ 26.85 | Family Violence Prevention Specialist |
| 999 | \$ 12.00 | Intern |
| 999 | \$ 16.94 | Maintenance Helper |
| 999 | \$ 21.61 | Maintenance Service Worker |
| 999 | \$ 16.94 | Mechanic Helper |
| 999 | \$ 24.50 | Outdoor Power Equipment Mechanic |
| 999 | \$ 20.91 | Police Cadet |
| 999 | \$ 22.82 | Police Custodian of Records |
| 999 | \$ 15.09 | Police Vehicle Service Attendant |
| 999 | \$ 20.91 | Program Assistant |
| 999 | \$ 17.52 | Public Safety Officer |
| 999 | \$ 15.02 | Research Aide |
| 998 | \$ 12.00 | Student Worker |

| Pay Plan Category L - Unclassified Hourly Employees | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---|
| Effective 6-23-2019 | | | | | | |
| (No change) | | | | | | |
| <u>Range</u> | <u>Step A</u> | <u>Step B</u> | <u>Step C</u> | <u>Step D</u> | <u>Step E</u> | <u>Hourly Position</u> |
| 997 | \$12.00 | \$12.60 | \$13.23 | \$13.89 | \$14.59 | Recreation Leader I (Rec Aide, Maint Aide I, Tutor Assistant) |
| 996 | \$13.20 | \$13.86 | \$14.55 | \$15.28 | \$16.04 | Recreation Leader II (Rec Attendant, Maint Aide II, Tutor) |
| 995 | \$14.52 | \$15.25 | \$16.01 | \$16.81 | \$17.65 | Recreation Leader III (Cashier, Golf Starter) |
| 994 | \$15.97 | \$16.77 | \$17.61 | \$18.49 | \$19.41 | Recreation Leader IV (Recreation Leader, Sr. Golf Starter) |
| 993 | \$13.20 | \$13.86 | \$14.55 | \$15.28 | \$16.04 | Lifeguard |
| 995 | \$14.52 | \$15.25 | \$16.01 | \$16.81 | \$17.65 | Swim Instructor |
| 992 | \$15.97 | \$16.77 | \$17.61 | \$18.49 | \$19.41 | Senior Lifeguard |

| Pay Plan Category L - Unclassified Hourly Employees (Flat-Rated) Effective 6-23-2019 (3.5% Increase) | | |
|---|-------------------------------|---|
| <u>Range</u> | <u>Hourly Rate Equivalent</u> | <u>Full-Time Classification - Hourly Equivalent</u> |
| | | Municipal Employees' Association (MEA) Positions <i>Hourly Equivalent to 06/23/19 MEA Step A (Eff Council Action 12/12/17)</i> |
| 999 | \$18.52 | City Hall Receptionist |
| 999 | \$27.71 | Code Enforcement Officer |
| 999 | \$23.41 | Community Development Technician II |
| 999 | \$22.33 | Community Services Officer |
| 999 | \$22.02 | Customer Service Representative |
| 999 | \$24.31 | Electrician I |
| 999 | \$27.60 | Electrician II |
| 999 | \$26.14 | Equipment Mechanic |
| 999 | \$27.45 | Housing Specialist |
| 999 | \$22.02 | Intermediate Account Clerk |
| 999 | \$20.86 | Intermediate Typist Clerk/Office Assistant |
| 999 | \$20.93 | Park Facilities Maintenance Worker |
| 999 | \$21.66 | Police Records Specialist |

| Pay Plan Category L - Unclassified Hourly Employees Effective 6-23-2019 (3.6% Increase) | | |
|--|-------------------------------|---|
| <u>Range</u> | <u>Hourly Rate Equivalent</u> | <u>Sworn Position - Hourly Equivalent</u> |
| 999 | \$41.82 | Police Officer <i>Hourly Equivalent to 06/23/19 POA Step C (Eff Council Action 09/26/06)</i> |

Pay Plan Category L - Unclassified Hourly Employees (Flat Rated)
Effective 12-22-2019
 (Minimum Wage Increase - 8.333%)

| <u>Range</u> | <u>Hourly Rate</u> | <u>Hourly Position</u> |
|--------------|--------------------|--|
| 999 | \$ 20.43 | Administrative Aide |
| 999 | \$ 24.63 | Business License Inspector |
| 999 | \$ 16.96 | Clerical Assistant I |
| 999 | \$ 18.35 | Clerical Assistant II |
| 999 | \$ 20.91 | Clerical Assistant III |
| 999 | \$ 21.40 | Community Development Intern |
| 999 | \$ 20.29 | Computer Information Systems (CIS) Aide |
| 999 | \$ 20.29 | Computer Information Systems (CIS) Aide - Police |
| 999 | \$ 21.46 | Court Officer |
| 999 | \$ 21.40 | Engineering Aide |
| 999 | \$ 29.09 | Family Violence Prevention Specialist |
| 999 | \$ 13.00 | Intern |
| 999 | \$ 18.35 | Maintenance Helper |
| 999 | \$ 23.41 | Maintenance Service Worker |
| 999 | \$ 18.35 | Mechanic Helper |
| 999 | \$ 26.54 | Outdoor Power Equipment Mechanic |
| 999 | \$ 22.66 | Police Cadet |
| 999 | \$ 24.72 | Police Custodian of Records |
| 999 | \$ 16.34 | Police Vehicle Service Attendant |
| 999 | \$ 22.66 | Program Assistant |
| 999 | \$ 18.98 | Public Safety Officer |
| 999 | \$ 16.27 | Research Aide |
| 998 | \$ 13.00 | Student Worker |

Pay Plan Category L - Unclassified Hourly Employees
Effective 12-22-2019
 (Minimum Wage Increase - 8.333%)

| <u>Range</u> | <u>Step A</u> | <u>Step B</u> | <u>Step C</u> | <u>Step D</u> | <u>Step E</u> | <u>Hourly Position</u> |
|--------------|---------------|---------------|---------------|---------------|---------------|---|
| 997 | \$13.00 | \$13.65 | \$14.33 | \$15.05 | \$15.80 | Recreation Leader I (Rec Aide, Maint Aide I, Tutor Assistant) |
| 996 | \$14.30 | \$15.01 | \$15.77 | \$16.55 | \$17.38 | Recreation Leader II (Rec Attendent, Maint Aide II, Tutor) |
| 995 | \$15.73 | \$16.52 | \$17.34 | \$18.21 | \$19.12 | Recreation Leader III (Cashier, Golf Starter) |
| 994 | \$17.30 | \$18.17 | \$19.07 | \$20.03 | \$21.03 | Recreation Leader IV (Recreation Leader, Sr. Golf Starter) |
| 993 | \$14.30 | \$15.01 | \$15.77 | \$16.55 | \$17.38 | Lifeguard |
| 995 | \$15.73 | \$16.52 | \$17.34 | \$18.21 | \$19.12 | Swim Instructor |
| 992 | \$17.30 | \$18.17 | \$19.07 | \$20.03 | \$21.03 | Senior Lifeguard |

| Pay Plan Category L - Unclassified Hourly Employees Effective 12-22-2019 (No change) | | |
|---|-------------------------------|---|
| <u>Range</u> | <u>Hourly Rate Equivalent</u> | <u>Full-Time Classification - Hourly Equivalent</u> |
| | | Municipal Employees' Association (MEA) Positions <i>Hourly Equivalent to 06/23/19 MEA Step A (Eff Council Action 12/12/17)</i> |
| 999 | \$18.52 | City Hall Receptionist |
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| 999 | \$24.31 | Electrician I |
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| 999 | \$26.14 | Equipment Mechanic |
| 999 | \$27.45 | Housing Specialist |
| 999 | \$22.02 | Intermediate Account Clerk |
| 999 | \$20.86 | Intermediate Typist Clerk/Office Assistant |
| 999 | \$20.93 | Park Facilities Maintenance Worker |
| 999 | \$21.66 | Police Records Specialist |

| Pay Plan Category L - Unclassified Hourly Employees Effective 12-22-2019 (No change) | | |
|---|-------------------------------|---|
| <u>Range</u> | <u>Hourly Rate Equivalent</u> | <u>Sworn Position - Hourly Equivalent</u> |
| 999 | \$41.82 | Police Officer <i>Hourly Equivalent to 06/23/19 POA Step C (Eff Council Action 09/26/06)</i> |

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. 7880 was adopted by the City Council at their Regular Meeting held on August 27, 2019, by the following vote:

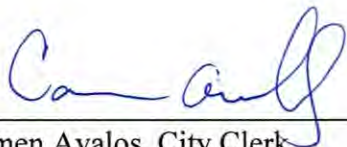
Ayes: Council Members: Morales, Diaz, Bernal, Davila and Rios

Noes: Council Members: None

Absent: Council Members: None

Abstain: Council Members: None

Witness my hand and the seal of said City on August 28, 2019.



Carmen Avalos, City Clerk
City of South Gate, California