RESOLUTION NO. 7491

CITY OF SOUTH GATE
LOS ANGELES COUNTY, CALIFORNIA

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOUTH GATE AMENDING RESOLUTION NO. 6454 (SALARY RESOLUTION AND CLASSIFICATION PLAN) CREATING A NEW SALARY AND BENEFITS PACKAGE FOR THE CITY MANAGER POSITION AND UPDATING THE PAY TABLE TO REFLECT THE CHANGE

WHEREAS, the City must, from time and time, evaluate its job class specifications and compensation structure in order to more closely match the jobs which need to be performed, to be competitive in the job market and to attract and retain qualified candidates and employees in the City's various departments; and

WHEREAS, the Administration Department in consultation with the Personnel Office have conducted a salary survey of comparable cities and established the average salary for the position of City Manager; and

WHEREAS, the Administration Department has determined that it is proper to create a new salary range and benefits package for the position of City Manager; and

WHEREAS, the City is updating its Top Management Pay Table to reflect a new salary range of $200,000 to $215,000; and

WHEREAS, the City Manager position benefit of a deferred compensation match is eliminated and Administrative Leave time is reduced from 120 hours to 80 hours;

[Remainder of page left blank intentionally]
NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF SOUTH GATE DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. Resolution No. 6454 relating to Pay Tables and Position Classifications, is hereby amended to include the new monthly salary range of $200,000 to $215,000 for the City Manager position as detailed in "Exhibit A".

SECTION 2. Resolution No. 6454 relating to Pay Tables and Position Classifications, is hereby amended to eliminate the City Manager benefit of a deferred compensation match and reduce the Administrative Leave time from 120 hours to 80 hours.

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

PASSED, APPROVED and ADOPTED on this 8th day of May, 2012.

CITY OF SOUTH GATE:

[Signature]
W.H. (Bill) De Witt, Mayor

ATTEST:

[Signature]
Carmen Avalos, City Clerk
(SEAL)

APPROVED AS TO FORM:

[Signature]
Raul F. Salinas, City Attorney
# Exhibit A

## Salary Pay Table

### Unclassified Top Management Employees

**Effective 07-01-2011 to 06-30-2012**

<table>
<thead>
<tr>
<th>Code</th>
<th>Position</th>
<th>Step A</th>
<th>Step B</th>
<th>Step C</th>
<th>Step D</th>
<th>Step E</th>
</tr>
</thead>
<tbody>
<tr>
<td>701</td>
<td>CITY MANAGER</td>
<td>14.583</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>703</td>
<td>DIRECTOR OF COMMUNITY DEVELOPMENT</td>
<td>9.662</td>
<td>10.145</td>
<td>10.652</td>
<td>11.185</td>
<td>11.744</td>
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<tr>
<td>710</td>
<td>DIRECTOR OF PUBLIC WORKS/CITY ENGINEER</td>
<td>10.493</td>
<td>11.018</td>
<td>11.569</td>
<td>12.147</td>
<td>12.754</td>
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<tr>
<td>653</td>
<td>ASSISTANT CITY MANAGER</td>
<td>7.007</td>
<td>7.358</td>
<td>7.726</td>
<td>8.112</td>
<td>8.517</td>
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</tbody>
</table>

**Effective 01-01-2012**

<table>
<thead>
<tr>
<th>Code</th>
<th>Position</th>
<th>Step A</th>
<th>Step B</th>
<th>Step C</th>
<th>Step D</th>
<th>Step E</th>
</tr>
</thead>
<tbody>
<tr>
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<td>-</td>
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</table>

*Effective 01/01/12 Per Contract Agreement (Hourly Rate)*

**Effective 10-01-2012**

<table>
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<th>Step C</th>
<th>Step D</th>
<th>Step E</th>
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<td>17.500</td>
<td>17.917</td>
<td>-</td>
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</table>

*Effective 10/01/12 Per Contract Agreement

10/01/12 10/01/13 10/01/14 10/01/15

*(Step Increases based upon performance)*
STATE OF CALIFORNIA

COUNTY OF LOS ANGELES

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. 7491 was adopted by the City Council at their Regular Meeting held on May 8, 2012, by the following vote:

Ayes: Council Members: De Witt, Hurtado, Gonzalez, Morales and Davila

Noes: Council Members: None

Absent: Council Members: None

Abstain: Council Members: None

Witness my hand and the seal of said City on May 15, 2012.

[Signature]

Carmen Avalos, City Clerk
City of South Gate, California