

RESOLUTION NO. 7484

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) TO CREATE A NEW TEMPORARY HOURLY CITY MANAGER POSITION AND PAY SCALE, A NEW SALARY FOR THE CHIEF OF POLICE POSITION, ADD POLICE SECRETARY POSITION TO THE PROFESSIONAL MID-MANAGEMENT ASSOCIATION BARGAINING GROUP AND UPDATE THE PAY TABLES TO REFLECT CHANGES.

WHEREAS, the City must, from time and time, create job class specifications and compensation in order to more closely match the jobs which need to be performed by employees in the City's various departments; and

WHEREAS, the Administration Department in consultation with the Personnel Office have determined that it is proper to create a new Temporary Hourly City Manager position and corresponding pay table; and

WHEREAS, the City is updating its Hourly Pay Table to reflect a pay rate of \$76.93 for the Hourly City Manager position; and

WHEREAS, the Administration and Police Departments, in consultation with the Personnel Office have determined that it is proper to update the salary pay tables for Chief of Police and Professional Mid-Management Association; and

WHEREAS, the City is updating its Chief of Police Pay Table to reflect a monthly pay rate of \$15,333 for the Chief of Police position; and

WHEREAS, the City is updating its Professional Mid-Management Association Pay Table to reflect the existing rate of pay for the Police Secretary as a new member of the association; and

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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 temporary position of Hourly City Manager and referenced hourly wage rate of \$76.93 as detailed in "Exhibit A".

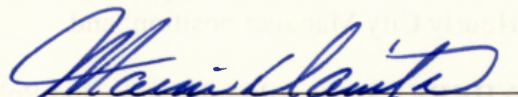
SECTION 2. Resolution No. 6454 relating to Pay Tables and Position Classifications, is hereby amended to include the new monthly salary rate of \$15,333.00 for the Chief of Police classification as detailed in Exhibit "B".

SECTION 3. Resolution No. 6454 relating to Pay Tables and Position Classifications, is hereby amended to include the existing rate of pay and title for the Police Secretary as a new member of the Professional Mid-Management Association as detailed in Exhibit "C".

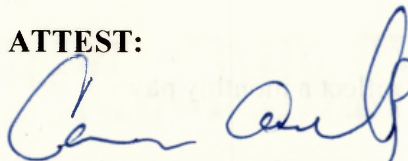
SECTION 4. The City Clerk shall certify to the adoption of this Resolution which shall be effective upon its adoption.

PASSED, APPROVED and ADOPTED on this 27th day of March, 2012.

CITY OF SOUTH GATE:



Maria Davila, Mayor

ATTEST:


Carmen Avalos, City Clerk

(SEAL)

APPROVED AS TO FORM:


Raul F. Salinas, City Attorney

Pay Plan Category L - Unclassified Hourly Employees (Flat Rated)

Effective 01/2012

<u>Range</u>	<u>Hourly Rate</u>	<u>Hourly Position</u>
999	\$14.140	Administrative Aide (Hourly)
	\$21.410	Administrative Assistant - Confidential (Entry Level)
	\$26.020	Administrative Assistant - Confidential (Advanced)
	\$29.186	Building Inspector (Advanced)
	\$76.930	City Manager
	\$10.430	Clerical Assistant I
	\$11.290	Clerical Assistant II
	\$12.860	Clerical Assistant III
	\$21.060	Code Enforcement Officer (Hourly)
	\$14.040	Computer Information Systems (CIS) Aide
	\$16.970	Community Services Officer (Hourly)
	\$16.970	Police Cadet
	\$16.080	Court Officer
	\$15.550	Engineering Aide
	\$15.550	Community Development Intern
	\$20.192	Equipment Mechanic (Hourly)
	\$15.110	Graffiti Removal Worker
	\$16.730	Intermediate Account Clerk (Hourly)
	\$15.850	Intermediate Typist Clerk (Hourly)
	\$20.970	Maintenance Electrician (Hourly)
	\$11.290	Maintenance Helper (Public Works)
	\$11.290	Mechanic Helper (Public Works)
	\$15.180	Parks Custodian
	\$15.900	Parks Grounds Maintenance Worker
	\$17.100	Parks & Recreation Coordinator
	\$70.000	Personnel Manager
	\$16.450	Police Records Specialist (Hourly)
	\$10.060	Police Vehicle Service Attendant

Pay Plan Category L - Unclassified Hourly Employees (Flat Rated)

Effective 01/2012

<u>Range</u>	<u>Hourly Rate</u>	<u>Hourly Position</u>
	\$16.970	Program Assistant (Police)
	\$11.670	Public Safety Officer
	\$30 - \$80	Public Works Inspector
	\$14.070	Receptionist
	\$14.070	Typist Clerk
	\$10.010	Research Aide (Hourly)
	\$19.033	Secretary (Entry Level)
	\$23.129	Secretary (Advanced)
	\$18.760	Senior Account Clerk (Hourly)
	\$16.560	Senior Typist Clerk (Hourly)
	\$17.717	Water Distribution Operator I (Entry)
998	\$8.000	Student Worker

<u>Range</u>	<u>Hourly Rate</u>	<u>Sworn Hourly Position</u>
	\$31.840	Police Officer (Hourly) <i>Equiv. to C Step rate per Council Action 06/12/07</i>

<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	\$8.0000	\$8.0000	\$8.4100	\$8.8800	\$9.4000	Recreation Leader I (Rec Aide, Maint Aide I, Tutor Asst)
996	\$8.6700	\$9.1600	\$9.6800	\$10.2400	\$10.8300	Recreation Leader II (Rec Attendent, Maint Aide II, Tutor)
995	\$10.0500	\$10.6900	\$11.3800	\$12.1000	\$12.8600	Recreation Leader III (Cashier, Golf Starter) Swim Instructor
994	\$11.4900	\$12.0200	\$12.5800	\$13.1700	\$13.7800	Recreation Leader IV (Recreation Leader, Sr. Golf Starter)
993	\$8.8900	\$9.4500	\$10.0500	\$10.6900	\$11.3800	Lifeguard
992	\$10.2200	\$10.9100	\$11.6500	\$12.4400	\$13.2800	Senior Lifeguard

Exhibit B

Amended Chief of Police Pay Table

Hourly Position	Step A	Step B	Step C	Step D	Step E
Chief of Police	\$112,000	\$115,000	\$118,000	\$121,000	\$124,000
Assistant Chief of Police	\$85,000	\$88,000	\$91,000	\$94,000	\$97,000
Police Captain	\$65,000	\$68,000	\$71,000	\$74,000	\$77,000
Police Sergeant	\$45,000	\$48,000	\$51,000	\$54,000	\$57,000
Police Officer	\$35,000	\$38,000	\$41,000	\$44,000	\$47,000

Salary Pay Table

Chief of Police

Effective 01-01-2012

Step A Step B Step C Step D Step E

702	CHIEF OF POLICE	15,333	-	-	-	-
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Exhibit C

**Amended Professional Mid-Management
Pay Table**

Salary Pay Table

Pay Plan Category G - Classified Professional Mid-Management Employees

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

		Step A	Step B	Step C	Step D	Step E
601	ADMINISTRATIVE ASSISTANT	3,711	3,897	4,091	4,296	4,511
602	ECONOMIC DEVELOPMENT SPECIALIST	3,802	3,992	4,192	4,401	4,621
606	HOUSING & GRANTS ANALYST	3,939	4,135	4,342	4,559	4,787
607	INFORMATION SYSTEMS SPECIALIST	4,100	4,305	4,520	4,746	4,984
608	SENIOR CODE ENFORCEMENT OFFICER	4,191	4,400	4,620	4,851	5,094
609	RECREATION SUPERVISOR	4,369	4,587	4,816	5,057	5,310
610	ADMINISTRATIVE ANALYST	4,427	4,649	4,881	5,125	5,382
610	ADMINISTRATIVE SERVICES COORDINATOR	4,427	4,649	4,881	5,125	5,382
610	BUDGET & PAYROLL ANALYST	4,427	4,649	4,881	5,125	5,382
611	TRAINING SPECIALIST	4,450	4,672	4,906	5,151	5,409
612	CRIME ANALYST	4,481	4,705	4,941	5,188	5,447
613	CUSTOMER SERVICE SUPERVISOR	4,621	4,852	5,095	5,350	5,617
614	ACCOUNTANT	4,668	4,902	5,147	5,404	5,674
615	ASSISTANT ENGINEER	4,698	4,933	5,180	5,438	5,710
617	POLICE RECORDS MANAGER	5,025	5,276	5,540	5,817	6,107
618	HOUSING SUPERVISOR	5,039	5,291	5,555	5,833	6,125
619	SENIOR ADMINISTRATIVE ANALYST	5,122	5,378	5,647	5,930	6,226
620	BUILDING INSPECTION SUPV/PLANS EXAM	5,248	5,510	5,786	6,075	6,379
621	SENIOR ACCOUNTANT	5,274	5,537	5,814	6,105	6,410
623	SENIOR PLANNER	5,429	5,700	5,985	6,284	6,599
623	SENIOR ECONOMIC DEVELOPMENT SPECIALIST	5,429	5,700	5,985	6,284	6,599
624	EMERGENCY & TECHNICAL SVCS MANAGER	5,483	5,757	6,045	6,347	6,665
625	INFORMATION SYSTEMS ADMINISTRATOR	5,483	5,757	6,045	6,347	6,665
626	EQUIP. MAINTENANCE SUPERINTENDENT	5,665	5,948	6,245	6,557	6,885
627	PURCHASING MANAGER	5,686	5,970	6,269	6,582	6,911
628	SENIOR ENGINEER	6,191	6,501	6,826	7,167	7,525
629	ELECTRIC & GEN MAINT SUPERINTENDENT	6,402	6,722	7,059	7,411	7,782
629	STREET & SEWER SUPERINTENDENT	6,402	6,722	7,059	7,411	7,782
630	WATER DIVISION MANAGER	7,179	7,538	7,915	8,311	8,726
631	SENIOR CIVIL ENGINEER	7,050	7,402	7,772	8,161	8,569
632	FAMILY VIOLENCE PROGRAM COORDINATOR	5,019	5,270	5,534	5,811	6,101
850	POLICE SECRETARY	3,821	4,012	4,213	4,423	4,645
851	EXECUTIVE ASSISTANT (CONF)	4,556	4,783	5,023	5,274	5,537
851	EXECUTIVE ASSISTANT TO CITY MGR (CONF)	4,556	4,783	5,023	5,274	5,537

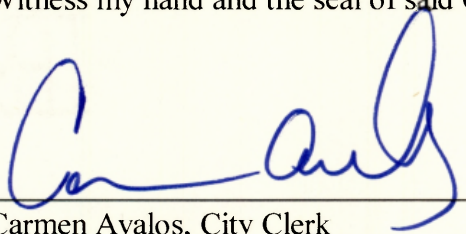
RESOLUTION CERTIFICATION PAGE

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. 7484 was adopted by the City Council at their Regular Meeting held on March 27, 2012, by the following vote:

Ayes: Council Members: Davila, De Witt, Hurtado, Gonzalez and Morales
Noes: Council Members: None
Absent: Council Members: None
Abstain: Council Members: None

Witness my hand and the seal of said City on April 11, 2012.



Carmen Avalos, City Clerk
City of South Gate, California