

RESOLUTION NO. 2022-58-CC

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

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOUTH GATE, CALIFORNIA, APPROVING A TENTATIVE AGREEMENT FOR A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SOUTH GATE AND THE SOUTH GATE DIVISION MANAGEMENT ASSOCIATION FOR THE PERIOD OF JULY 1, 2021 THROUGH JUNE 30, 2025

WHEREAS, in 2014, the South Gate City Council approved a successor Memorandum of Understanding (“MOU”) with the South Gate Division Management Association (“DMA”) for the period covering July 1, 2014 through June 30, 2015, along with various Amendment(s), Side Letters and Tentative Agreements covering the period of June 30, 2015 to the present; and

WHEREAS, representatives of the City of South Gate and DMA have met and conferred in good faith on various terms and conditions for a Tentative Agreement (“TA”) for a comprehensive successor MOU which will cover the time period of July 1, 2021 through June 30, 2025; and

WHEREAS, the City Council is required under Government Code section 3505.1 to approve a Tentative Agreement prior to the parties jointly preparing a written memorandum of understanding based upon such TA; and

WHEREAS, a successor DMA MOU 2021-25 will be brought back to the City Council at a future date for approval consistent with the deal points of the TA.

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

SECTION 1. The City Council approves the Tentative Agreement between the City of South Gate and the DMA attached hereto as “Exhibit A.”


SECTION 2. The City Council requests that the parties jointly prepare a written memorandum of understanding consistent with the Tentative Agreement to be brought to City Council for formal approval and adoption.

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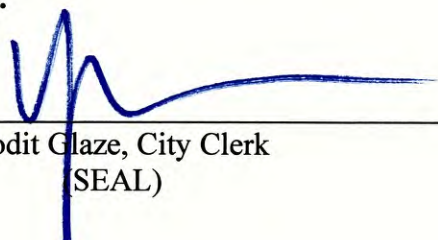
SECTION 3. The City Clerk shall attest to and certify the passage and adoption of this Resolution and the TA, which shall be effective upon such adoption.

PASSED, APPROVED and ADOPTED this 13th day of **September 2022**.

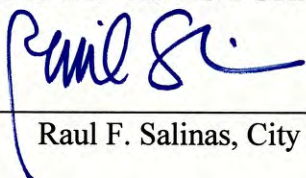
CITY OF SOUTH GATE:

By: 
Al Rios, Mayor

ATTEST:

By: 
Yodit Glaze, City Clerk
(SEAL)

APPROVED AS TO FORM:

By: 
Raul F. Salinas, City Attorney



**TENTATIVE AGREEMENT
FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING**

Per California Government Code Section 3505.1

Between

The City of South Gate and
The South Gate Division Management Association

The most recent Memorandum of Understanding ("MOU") between the City and the South Gate Division Management Association ("Association") and the Amendment No. 1 thereto expired June 30, 2017 ("SGDMA MOU 2014-2017"). Thereafter, the parties reached a Tentative Agreement for a successor MOU covering the period July 1, 2017 through June 30, 2020, which was ratified by the Association and approved by City Council, but no successor MOU was ever jointly circulated or adopted prior to the Tentative Agreement's expiration on June 30, 2020.

The parties entered into a subsequent Side Letter Agreement dated August 31, 2021 to address leave cap issues. No negotiations had taken place for a successor labor agreement until the August 9, 2022 proposal from the Association to the City. The parties thereafter commenced negotiations on a successor MOU and reached a complete tentative agreement on a successor MOU. The deal points of the tentative agreement are set forth below and affirmed by the execution of this Tentative Agreement by the parties' labor representatives. This Tentative Agreement was ratified by the members of the Association, but shall not become effective until accepted, approved, and adopted by the South Gate City Council per California Government Code Section 3505.1, which provides:

"If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organizations, the governing body shall vote to accept or reject the tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding."

Any items within the SGDMA MOU 2014-17, the subsequent Amendment or Tentative Agreements or Side Letters or any other current labor agreements not addressed herein are proposed to remain unchanged until such time as the successor MOU is ratified by the Association and approved and adopted by City Council; however, any contractual language that has a specific end date will be deemed of no further force and effect.

TENTATIVE AGREEMENT

ARTICLE I, SECTION 1. RECOGNITION

The previous MOU language shall be updated to reflect changes to classifications in the represented bargaining Unit and its description as follows:

The South Gate Division Management Association (hereinafter the "Association") is the duly recognized employee organization for the Division Management Employees Unit of the City of South Gate (hereinafter the "City") employees in the following classifications only:

Building Official
Economic Development Manager
Deputy Director of Administrative Services/Human Resources & Risk Management
Deputy Director of Administrative Services/Finance
Deputy Director of Parks & Recreation
Parks Superintendent
Deputy City Engineer

ARTICLE I, SECTION 3. NON-DISCRIMINATION

The previous MOU language shall be replaced with the following:

The City and the Association agree that, in applying the terms of this MOU, neither party will discriminate against any employee because of the race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, veteran or military status, political beliefs and affiliations, or union affiliation of any person or for any other reason prohibited by law.

ARTICLE I, SECTION 4. DURATION

The previous MOU language shall be replaced with the following:

This MOU shall be effective from July 1, 2021 through June 30, 2025 and shall supersede the SGDMA MOU 2014-15 (Contract No. 3094), any amendments, resolutions or side letters thereto, the Tentative Agreement Contract No. 3406 and any amendments or side letters thereto, and any other labor agreements entered prior to this successor MOU, which are all intended to be incorporated in this MOU if to be continued. The MOU shall become effective only after adoption by the City Council of the City of South Gate following ratification by the members of the Association.

ARTICLE I, SECTION 6. PROTECTION CLAUSE

This Section shall be deleted from the previous MOU and the remaining Sections renumbered accordingly.

ARTICLE I, SECTION 8. DRESS CODE

The previous MOU language shall be replaced with the following:

The parties agree that City dress codes shall be determined by management in accordance with business necessity and shall not be subject to meet and confer.

ARTICLE I, SECTION 11. LABOR MANAGEMENT COMMITTEE

This Section shall be deleted from previous MOU and the remaining Sections renumbered accordingly.

ARTICLE I, SECTION 13. PROBATION

The parties agree to change probation from six (6) months to one (1) year (2080 hours) for all Unit member appointments, which may be extended thereafter for six (6) months. This change shall be effective for all new appointments after the first full pay period after adoption of a Tentative Agreement or MOU, whichever is earlier, by the City Council of the City of South Gate. Evaluations shall be done at six (6) months and twelve (12) months. If an employee is not timely evaluated on or before twelve (12) months after hire, then their probation is deemed automatically extended until completed and a formal decision is made to fail, pass or extend probation by a set period of time. No employee shall be deemed to have passed probation by failure of the City to timely act on the probation as only formal written approval by the Personnel Officer can result in permanent status in the position.

ARTICLE I, SECTION 18. TRAINING STANDARDS FOR EMPLOYEES WHO SUPERVISE

The previous MOU language shall be replaced with the following:

Performance standards for employees who supervise shall be amended to include ~~forty (40) hours of~~ approved supervisor training ~~each per~~ year on City time. This standard shall be imposed through the normal annual performance evaluation process. The Personnel Department will regularly publish training opportunities. Employees will be eligible for paid release time and payment of necessary expenses for approved professional development related to their employment.

ARTICLE I, SECTION 19. DRINKING WATER

This Section of the previous MOU shall be deleted in its entirety and subsequent Sections renumbered accordingly.

ARTICLE I, SECTION 20. ASSOCIATION ACCESS TO NEW EMPLOYEE ORIENTATIONS AND INFORMATION [NEW]

This new Section shall be added to the MOU which shall state as follows:

The City agrees to provide no less than 10 calendar days' notice to the Association in advance of any new employee orientation(s) and provide the Association access to the orientation(s). Orientation refers to any onboarding process, whether in person, online or through other means. In accordance with Government Code Section 3557, access shall be determined by mutual agreement between the City and the Association. Access could be effectuated by representational attendance or correspondence, although the parties' preference is generally correspondence over representational attendance. The Association shall advise the City reasonably in advance of any orientation as to the type of access requested.

The City agrees to provide the Association with the name, job title, department, work location, work, home, and personal cellular telephone numbers, personal email addresses on file with the City, and home address of any newly hired employee within thirty (30) days of the date of hire. The City also agrees to provide the Association with a list of the foregoing information for all bargaining unit employees at least once every 120 days at the Association's written request.

Notwithstanding the foregoing, the City shall not provide the Association with the home address or any phone number on file with the City of any employee performing law enforcement-related functions. For purposes of this MOU, "law enforcement-related functions" includes any City

police department employee and any City code enforcement officer. The City will not provide the Association with any home address, home telephone number, personal cellular telephone number, or personal email address of any employee who has made a written request to the City regarding non-disclosure of said information (except, with respect to personal email addresses, as may be necessary to comply with the Public Records Act).

ARTICLE I, SECTION 21. EMPLOYEE ACKNOWLEDGEMENT OF RECEIPT OF OFFICIAL DOCUMENTS [NEW]

This new Section shall be added to the MOU which shall state as follows:

Employees being served with City documents that contain a formal Notice of Acknowledgement of Receipt with a signature line and date for the employee to sign and who are directed to sign such document at the time presented, shall promptly sign and date the Notice of Acknowledgement of Receipt or may be subject to discipline for insubordination for failure to comply with an official directive and for violation of this MOU. Any disciplinary document shall have the following sentence before the signature line: "My signature does not mean that I agree with the contents of this document and does not waive any of my rights."

ARTICLE II, SECTION 2. WAGES

The previous MOU language shall be replaced with the following:

- A. For Fiscal Years 2020-21 and 2021-22, there shall be no COLA or change in salary ranges.
- B. Effective the first full payroll period after City Council approval of either a Tentative Agreement or a successor MOU, whichever is earlier, the salary range and base salary for the represented Unit classifications and employees still on payroll shall be increased by seven and one-quarter percent (7.25%).
- C. Effective the first full payroll period after City Council approval of either a Tentative Agreement or a successor MOU, whichever is earlier, employees still on payroll and who worked during any part of the period March 18, 2020 to January 1, 2022 shall receive an Essential Worker Stipend of \$5000.
- D. Effective the first full payroll period in July 2023 the base salary for the classifications for the represented Unit classifications shall be increased by three and one-half percent (3.5%).
- E. Effective the second full payroll period in July 2023, employees still on payroll and who worked during any part of the period March 18, 2020 to January 1, 2022 shall receive an Essential Worker Stipend of \$4000.
- F. Effective the first full payroll period in July 2024 the base salary for the classifications for the represented Unit classifications shall be increased by three percent (3.0%).
- G. Effective the second full payroll period in July 2024, employees still on payroll and who worked during any part of the period March 18, 2020 to January 1, 2022 shall receive an Essential Worker Stipend of \$1000.
- H. The above wage increases and Essential Worker Stipend are expressly contingent upon Association agreement to cost sharing as proposed by City herein.
[Salary ranges for all current classifications shall be updated in the MOU Appendix.]

ARTICLE II, SECTION 3. MERIT BASED STEP INCREASE

The following language shall be deleted from the previous MOU:

~~"Special merit increases of one (1) or two (2) steps for outstanding job performance up to the top of the salary range may be granted."~~

ARTICLE II, SECTION 5. WORKING TEMPORARILY IN A HIGHER CLASSIFICATION

The previous MOU language shall be replaced with the following and with a new Section Title as indicated:

ACTING PAY

A. RIGHT TO ADDITIONAL COMPENSATION.

Employees who are formally appointed to act and work in a higher temporarily vacant and budgeted position shall be entitled to additional compensation in the amount set forth below under the terms set forth below.

B. CONDITIONS PRECEDENT FOR ACTING PAY COMPENSATION

1. Minimum Time in Classification Requirement

The employee must be appointed to work in a temporarily vacant and budgeted higher classification for the requisite time periods specified below:

- a. If the temporarily vacant and budgeted higher classification to which the employee is appointed is vacant due to lack of a permanent employee occupying said position, the requisite time period is three (3) consecutive work weeks in order to receive acting pay, at which time the acting pay shall be retroactive to the commencement of the appointment start date.
- b. If the temporarily vacant and budgeted higher classification to which the employee is assigned is vacant due to a temporary absence of a permanent employee, such as illness, vacation, leave of absence, or absence without leave, the requisite time period is a cumulative period of four (4) work weeks in a twelve (12) month period preceding the day upon which the employee is appointed to commence acting in the higher classification, at which time the acting pay shall be retroactive to the commencement of the appointment start date.

2. Authorization

Appointment to act and work in a temporarily vacant and budgeted higher classification must be approved in writing signed by the Department Director. Additionally, prior to the first day of eligibility for compensation, as stated in subparagraph 1, the Personnel Officer has authorized the appointment in writing to confirm that there is a temporarily vacant and budgeted higher classification. If the Personnel Officer is not available to approve the appointment, then the Department Director shall not continue the acting appointment beyond five (5) working days unless or until they have obtained approval of the Personnel Officer.

3. **Compensation**

Acting Pay shall be in the amount equal to the number of hours worked in the higher classification after meeting the minimum time in classification requirement multiplied by the rate of compensation established for that position classification at the step in the Salary and Compensation Resolution necessary to provide the employee with a minimum of a five percent (5%) increase but shall in no event exceed the highest step of the range assigned to the higher classification.

ARTICLE II, SECTION 5. EDUCATIONAL REIMBURSEMENT

The previous MOU shall be modified to delete the following sentence: "An annual budget of \$100,000 will be available for this plan." To be replaced with: "The City shall reasonably budget for this expense based upon past use experience."

ARTICLE II, SECTION 8. SALARY INEQUITIES

This Section shall be deleted in its entirety as expired language and subsequent Sections renumbered accordingly.

ARTICLE II, SECTION 9. EDUCATION INCENTIVE PAY [NEW]

This new Section shall be added to the MOU and subsequent Sections renumbered accordingly:

"As long as the degrees at issue are not part of the requirements of the classification, employees who have or obtain a B.A. or B.S. will be paid an additional \$50 per month. Employees who have or obtain a post-graduate degree will be paid an additional \$125 per month."

ARTICLE II, SECTION 10. LONGEVITY PAY [NEW]

This new Section shall be added to the MOU and subsequent Sections renumbered accordingly:

The City recognizes that as an employee's service with the City increases, the employee's knowledge of operating procedures, productivity and ability to provide outstanding service to the citizens of South Gate increases. For these reasons, the City shall provide a flat rate longevity pay which is added to the eligible employee's base pay. Longevity pay is determined once per year, on the employee's anniversary date pursuant to the following Table:

| | | 10 to 14 | 15 to 19 | 20+ |
|-----|---------------------------------------|----------|----------|--------|
| 650 | BUILDING OFFICIAL | 245.93 | 307.42 | 368.90 |
| 650 | ECONOMIC DEVELOPMENT MANAGER | 245.93 | 307.42 | 368.90 |
| 650 | DEPUTY DIRECTOR OF ADMIN SERV/HR & RM | 245.93 | 307.42 | 368.90 |
| 650 | DEPUTY DIRECTOR OF ADMIN SERV/FINANCE | 245.93 | 307.42 | 368.90 |
| 655 | DEPUTY DIRECTOR OF PARKS & RECREATION | 218.28 | 272.84 | 327.41 |
| 655 | PARKS SUPERINTENDENT | 208.94 | 261.18 | 313.42 |
| 659 | DEPUTY CITY ENGINEER | 288.58 | 360.73 | 432.87 |

ARTICLE III, SECTION 1 MEDICAL & DENTAL

The parties agree to add language to the previous MOU that employees who have not opted out prior to 7/1/2022 or who were hired after 7/1/22 and who opt out of City provided Medical and Dental insurance shall receive one-half of the premium amount for which they would otherwise qualify. Current employees who have already opted out will continue to receive 100% of the premium amount.

ARTICLE III, SECTION 5. RETIREMENT

The parties agree that starting July 1, 2023 all represented Unit members, "Classic" and "PEPRA" as defined by CalPERS, shall pay 1% towards the employer CalPERS contribution as cost sharing to be implemented by a CalPERS contract amendment and an additional 1% (for a total of 2%) starting July 2024. The successor MOU shall have language added to reflect this new agreement.

ARTICLE III, SECTION 5.C RETIREE MEDICAL INSURANCE

The parties agree to replace MOU Subsection C in its entirety with the following:

C. RETIREE MEDICAL INSURANCE

The City's Association retirees continue to be covered by the City's Public Employees' Medical & Hospital Care Act (PEMHCA) resolution. For those Association employees who retired prior to the adoption of this TA or MOU, whichever is earlier, and who retired with twenty (20) or more years of City service and remain in a CalPERS medical plan or enroll in a CalPERS medical plan, and remain so retired, they shall continue to receive a medical insurance benefit not to exceed one hundred and fifty dollars (\$150) per month. For those employees who retire after the adoption of this TA or MOU, whichever is earlier, and retire with twenty (20) or more years of City service and remain in a CalPERS medical plan or enroll in a CalPERS medical plan, and remain so retired, they shall receive a medical insurance benefit not to exceed three hundred dollars (\$300) per month. This section specifically makes no provision for any dependents of the retiree. The retired employee will continue to have the option to purchase medical insurance for themselves and their dependents, as currently provided at their own expense.

The City agrees to notify employees of the need to enroll or remain in a CalPERS medical benefit plan to receive this benefit at the time the employee submits the "intent to retire" packet.

ARTICLE III, SECTION 7. LOSS PREVENTION PROGRAM

The parties agree to change the title of this Section from LOSS PREVENTION PROGRAM to RISK MANAGEMENT PROGRAM.

ARTICLE III, SECTION 9. ERRORS AND OMISSIONS POLICY

The parties agree to delete this Section in its entirety and renumber the subsequent Sections accordingly.

~~The City acknowledges and the City shall comply with state law requiring the City to be responsible for Errors and Omissions made by the members in the bargaining unit.~~

ARTICLE III, SECTION 10. 125 PROGRAM

The parties agree to delete this Section in its entirety and renumber the subsequent Sections accordingly.

~~The City will provide a program for employees at a maximum cost of \$5 per month per employee for a pre-tax medical and child care savings plan with employees making a contribution.~~

ARTICLE IV, SECTION 1. HOLIDAYS

The parties agree to add the following language to the existing MOU Section 1B provision:

City Holiday Leave is not intended to be carried over from one fiscal year to a succeeding fiscal year. Any unused Holiday hours will automatically be cashed out at the end of the fiscal year at the employee's base pay rate.

ARTICLE IV, SECTION 2. VACATION

The parties agree to make the following change to MOU Section 2A:

Accrued but unused vacation may be carried over from year to year, however, the maximum allowable vacation accrual is **three hundred fifty (350) hours**.

[Increase from 300 hours to be effective upon City Council approval of a formal written tentative agreement or successor MOU.]

The parties also agree to make the following change to MOU Section 2B:

~~Employees may request a payout of accrued vacation of up to 40 hours per year. The requested payout must be in increments of 10 hours. The City will make the payout at the normal pay period closest to the anniversary of the employee's date of hire.~~

By no later than December 15 of any calendar year, an employee wishing to convert a portion of their future accumulated vacation leave to cash at the hourly rate of base pay then existing, shall notify the Personnel Officer in writing on a form to be supplied by the City of their cash out request, including the amount to be cashed out and acknowledging that the request is irrevocable. In order to be eligible to convert a portion of accumulated vacation leave to cash, an employee must maintain one hundred (100) hours of vacation leave within the employee's account balance after any distribution has been made. Said employee shall be entitled to request a cash distribution up to forty (40) hours and shall be paid the first payroll period the following May.

ARTICLE IV, SECTION 3. SICK LEAVE

The following changes shall be made to the existing MOU provisions:

B. SICK LEAVE Program [Add the following to the first paragraph]

Employees hired on or after July 1, 2022 shall not be entitled to sick leave cash-out upon separation. Sick leave will remain available for conversion upon retirement to CalPERS service credit as then allowed, or not, by the City's CalPERS contract.

D. SICK LEAVE PAYOFF

[Delete current payment options for all represented employees and limit payment to lump sum at time of separation at base pay rate.]

ARTICLE IV, SECTION 5. LEAVE WITHOUT PAY

The following additional language shall be added at end of current provision Section 5:

The City shall have sole discretion whether or not to grant a leave of absence without pay and the City's decision is not subject to grievance and/or any appeal.

ARTICLE IV, SECTION 11. ADMINISTRATIVE LEAVE

This Section shall be updated with the following language to address IRS constructive receipt rule for leave cash out:

By no later than December 15 of any calendar year, an employee wishing to convert a portion of their future accumulated administrative leave to cash at the hourly rate of base pay then existing, shall notify the Personnel Officer in writing on a form to be supplied by the City of their cash out request, including the amount to be cashed out and acknowledging that the request is irrevocable. Said employee shall be entitled to request a cash distribution up to eighty (80) hours and shall be paid the first payroll period the following May.

ARTICLE IV, SECTION 12. SPECIAL ADMINISTRATIVE LEAVE

This Section shall be deleted in its entirety and subsequent sections renumbered accordingly.

ARTICLE V, DISCIPLINE & PROBLEM RESOLUTION

The following language shall be deleted from Section 1, Subsection B 3:

~~The issuing authority shall include in the document a "sunset" clause (removal date from personnel file) of eighteen (18) months if the employee's work record justifies said clause, the employee has no further discipline in said time period, and after said period the employee makes a written request to the Department Head for removal of said document from the employee personnel files.~~

The following language shall be added to the end of Section 1, Subsection B 3:

Written reprimands and/or written warnings are not subject to any appeal or grievance.

APPENDIX E REOPENERS

The existing MOU Reopeners shall be modified as follows:

1. Deferred Compensation Programs
2. Dental Insurance Programs
- ~~3. Section 125 Program~~
34. Voluntary Insurance Programs
4. Updating the City's Employer-Employee Relations Resolution
5. Updating the City's Personnel Rules and Regulations
6. Updating DMA represented class specifications and titles

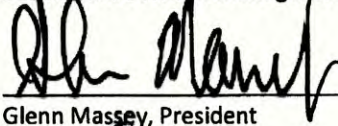
City of South Gate

Chris Jeffers, City Manager

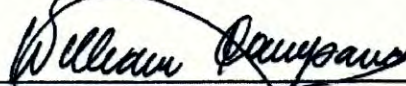


Kristopher Ryan, Dir. of Admin. Svcs./HR&RM

South Gate Division Management Association



Glenn Massey, President



William Campana, Vice-President

**MOU APPENDIX A
RANGES, STEPS, AND JOB TITLES
Pay Plan Category I – Division Management Association**

Salary tables with effective dates attached as follows:

Appendix A1 – effective pay period starting September 13, 2022

Appendix A2 – effective July 1, 2023

Appendix A3 – effective July 1, 2024

| |
|--|
| <p align="center">Salary Pay Table Pay Plan Category F - South Gate Division Management Association (Unclassified) Effective September 13, 2022</p> |
|--|

| | | Step A | Step B | Step C | Step D | Step E |
|-----|---------------------------------------|--------|--------|--------|--------|--------|
| 650 | BUILDING OFFICIAL | 10,117 | 10,622 | 11,153 | 11,711 | 12,297 |
| 650 | ECONOMIC DEVELOPMENT MANAGER | 10,117 | 10,622 | 11,153 | 11,711 | 12,297 |
| 650 | DEPUTY DIRECTOR OF ADMIN SERV/HR & RM | 10,117 | 10,622 | 11,153 | 11,711 | 12,297 |
| 650 | DEPUTY DIRECTOR OF ADMIN SERV/FINANCE | 10,117 | 10,622 | 11,153 | 11,711 | 12,297 |
| 655 | DEPUTY DIRECTOR OF PARKS & RECREATION | 8,979 | 9,428 | 9,899 | 10,394 | 10,914 |
| 655 | PARKS SUPERINTENDENT | 8,595 | 9,025 | 9,476 | 9,950 | 10,447 |
| 659 | DEPUTY CITY ENGINEER | 11,871 | 12,465 | 13,088 | 13,742 | 14,429 |

Salary Pay Table
Pay Plan Category F - South Gate Division Management Association (Unclassified)
Effective July 1, 2023

| | | Step A | Step B | Step C | Step D | Step E |
|-----|---------------------------------------|---------------|---------------|---------------|---------------|---------------|
| 650 | BUILDING OFFICIAL | 10,471 | 10,994 | 11,544 | 12,121 | 12,727 |
| 650 | ECONOMIC DEVELOPMENT MANAGER | 10,471 | 10,994 | 11,544 | 12,121 | 12,727 |
| 650 | DEPUTY DIRECTOR OF ADMIN SERV/HR & RM | 10,471 | 10,994 | 11,544 | 12,121 | 12,727 |
| 650 | DEPUTY DIRECTOR OF ADMIN SERV/FINANCE | 10,471 | 10,994 | 11,544 | 12,121 | 12,727 |
| 655 | DEPUTY DIRECTOR OF PARKS & RECREATION | 9,293 | 9,758 | 10,246 | 10,758 | 11,296 |
| 655 | PARKS SUPERINTENDENT | 8,896 | 9,341 | 9,808 | 10,298 | 10,813 |
| 659 | DEPUTY CITY ENGINEER | 12,287 | 12,901 | 13,546 | 14,223 | 14,934 |

| |
|--|
| <p align="center">Salary Pay Table Pay Plan Category F - South Gate Division Management Association (Unclassified) Effective July 1, 2024</p> |
|--|

| | | Step A | Step B | Step C | Step D | Step E |
|-----|---------------------------------------|--------|--------|--------|--------|--------|
| 650 | BUILDING OFFICIAL | 10,785 | 11,324 | 11,890 | 12,485 | 13,109 |
| 650 | ECONOMIC DEVELOPMENT MANAGER | 10,785 | 11,324 | 11,890 | 12,485 | 13,109 |
| 650 | DEPUTY DIRECTOR OF ADMIN SERV/HR & RM | 10,785 | 11,324 | 11,890 | 12,485 | 13,109 |
| 650 | DEPUTY DIRECTOR OF ADMIN SERV/FINANCE | 10,785 | 11,324 | 11,890 | 12,485 | 13,109 |
| 655 | DEPUTY DIRECTOR OF PARKS & RECREATION | 9,572 | 10,050 | 10,553 | 11,081 | 11,635 |
| 655 | PARKS SUPERINTENDENT | 9,163 | 9,621 | 10,102 | 10,607 | 11,137 |
| 659 | DEPUTY CITY ENGINEER | 12,655 | 13,288 | 13,952 | 14,650 | 15,382 |

ATTACHMENT B

CITY OF SOUTH GATE
DMA Cost Summary

| Item | Description of Item: | Rate | City | City | City |
|------|--|--------|-------------------|-------------------|-------------------|
| | | | Proposal | Proposal | Proposal |
| | | | 1st Yr (FY 22-23) | 2nd Yr (FY 23-24) | 3rd Yr (FY 24-25) |
| | No. of Members | 7 | | | |
| | 1% of Salary | 9,000 | | | |
| | 1% of Total Comp | 11,000 | | | |
| | Beginning Salaries | | 772,487 | 835,487 | 868,487 |
| 1 | Article II, Section 2 Wages SG Proposal #1 dated 8/18/22 | | | | |
| | Increase base salaries (Contingent): | | | | |
| | 7.25% Eff upon approval of TA or Successor MOU | 7.25% | 63,000 | | |
| | 3.5% Eff 7/1/23 | 3.5% | | 33,000 | |
| | 3.0% Eff 7/1/24 | 3.0% | | | 29,000 |
| 1a | Essential Worker Stipend: One Time Payment of \$5,000, \$4,000, \$1,000 Contingent | | 20,000 | 16,000 | 4,000 |
| 2 | Article II, Section 5 Working Temporarily in a higher classification at 5% | | - | - | - |
| 3 | Article II, Section 9 Education Incentive Pay (B.A. or B.S \$50 mo) (Post-Grad \$125 mo) | | 2,700 | 2,700 | 2,700 |
| 4 | Article II Section 10 Longevity Pay | | 15,100 | 15,100 | 15,100 |
| 5 | Article III, Section 11 Health Benefit Opt Out - New EEs after 7/1/22 receive 50% | | - | (4,000) | (4,000) |
| 6 | Article III, Section 5 Retirement - 1% PERS Cost Share Eff 7/01/23, 1% Eff 7/1/24 | | - | (8,700) | (17,900) |
| 7 | Article III, Section 5-C Retiree Medical Insurance Subsidy | | Need Actuarial* | Need Actuarial* | Need Actuarial* |
| 8 | Article IV, Section 1 Holiday Leave | | 2,700 | 2,800 | 2,800 |
| 9 | Article IV, Section 2 Maximum Vacation Cap Increase to 350 Hours | | - | - | - |
| 10 | Misc other no cost provision modifications | | No Cost/Savings | No Cost/Savings | No Cost/Savings |
| | | | | | |
| | | | | | |
| | Total Cost of All Items | | 835,487 | 868,487 | 897,487 |
| | | | | | |
| | Total Annual Salaries | | 835,487 | 868,487 | 897,487 |
| | | | | | |
| | % of Total Annual Salaries | | 12.4% | 6.6% | 3.5% |
| | | | | | |
| | % Total Annual Compensation | | 9.5% | 4.8% | 2.6% |
| | | | | | |
| | % of Total Annual Salaries excluding One Time Costs | | 10.0% | 4.7% | 3.1% |
| | | | | | |
| | % of Total Annual Compensation excluding One Time Costs | | 7.6% | 3.4% | 2.3% |

Total Compensation % is based on current total compensation

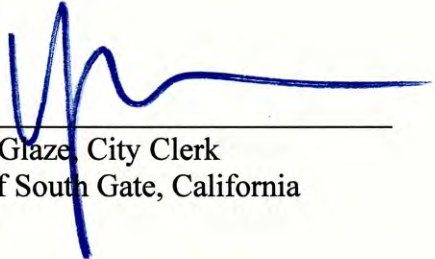
* An actuarial evaluation is recommended to calculate the full long term financial impact of this proposal.

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

I, Yodit Glaze, 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. 2022-58-CC was adopted by the City Council at their Regular Meeting held on September 13, 2022, by the following vote:

| | | |
|----------|------------------|---|
| Ayes: | Council Members: | Avalos, Davila, Diaz, Hurtado, and Rios |
| Noes: | Council Members: | None |
| Absent: | Council Members: | None |
| Abstain: | Council Members: | None |
| Recused: | Council Member: | None |

Witness my hand and the seal of said City on September 21, 2022.



Yodit Glaze, City Clerk
City of South Gate, California