

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.

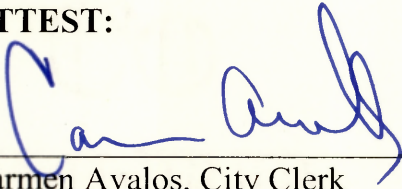
PASSED, APPROVED and ADOPTED on this 8th day of May, 2012.

CITY OF SOUTH GATE:



W.H. (Bill) De Witt, Mayor

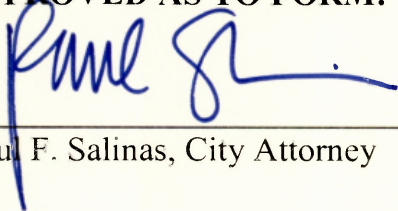
ATTEST:



Carmen Avalos, City Clerk

(SEAL)

APPROVED AS TO FORM:



Raul F. Salinas, City Attorney

Exhibit A

Salary Pay Table

Unclassified Top Management Employees
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Effective 07-01-2011 to 06-30-2012

		Step A	Step B	Step C	Step D	Step E
701	CITY MANAGER	14,583	-	-	-	-
703	DIRECTOR OF COMMUNITY DEVELOPMENT	9,662	10,145	10,652	11,185	11,744
704	DIRECTOR OF FINANCE	9,539	10,016	10,517	11,043	11,595
704	DIRECTOR OF PUBLIC WORKS	9,539	10,016	10,517	11,043	11,595
704	ASSISTANT CITY MGR/DIRECTOR OF FINANCE	9,539	10,016	10,517	11,043	11,595
705	DIRECTOR OF PERSONNEL	9,068	9,521	9,997	10,497	11,022
706	DIRECTOR OF PARKS & RECREATION	8,936	9,383	9,852	10,345	10,862
707	CITY ENGINEER	8,967	9,415	9,886	10,380	10,899
708	FIELD OPERATIONS MANAGER	8,175	8,583	9,013	9,463	9,936
710	DIRECTOR OF PUBLIC WORKS/CITY ENGINEER	10,493	11,018	11,569	12,147	12,754
653	ASSISTANT CITY MANAGER	7,007	7,358	7,726	8,112	8,517

Effective 01-01-2012

		Step A	Step B	Step C	Step D	Step E
701	CITY MANAGER	12,000	-	-	-	-

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

Effective 10-01-2012

		Step A	Step B	Step C	Step D	Step E
701	CITY MANAGER	16,667	17,083	17,500	17,917	-

Effective 10/01/12 Per Contract Agreement

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

(Step Increases based upon performance)

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

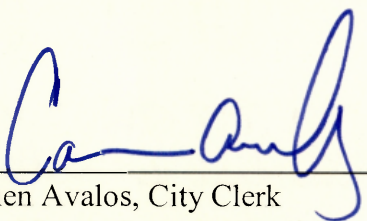
Ayes: Council Members: De Witt, Hurtado, Gonzalez, Morales and Davila

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.



Carmen Avalos, City Clerk
City of South Gate, California