RESOLUTION NO. 7743

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 POSITION CLASSIFICATION PLAN) TO CREATE THE POSITION AND JOB SPECIFICATION FOR THE ELECTRICIAN I POSITION, TO CHANGE THE TITLE OF THE MAINTENANCE ELECTRICIAN POSITION TO ELECTRICIAN II, AND TO UPDATE THE JOB SPECIFICATIONS FOR THE MAINTENANCE ELECTRICIAN (ELECTRICIAN II) AND STREET MAINTENANCE WORKER POSITIONS IN THE PUBLIC WORKS DEPARTMENT AND TO UPDATE THE SALARY PAY TABLE

WHEREAS, the City must, from time to time, add or otherwise adjust job classifications, job specifications and/or compensation in the Salary Resolution and Position Classification Plan in order to satisfy the changing needs and demands of the workforce and to more closely match the tasks which need to be performed by employees in the City's various departments; and

WHEREAS, the City desires to update job specifications to reflect current guidelines of the Americans with Disabilities Act; and

WHEREAS, the City, based on evaluation and need, has determined it necessary to create the Electrician I position in the Public Works Department, attached hereto as Exhibit "A;" and

WHEREAS, the City, based on evaluation and need, has determined it necessary to retitle the Maintenance Electrician position to Electrician II; and

WHEREAS, the City, based on evaluation, has determined that changes are necessary as detailed in the proposed Class Specification & Attributes for the Maintenance Electrician (Electrician II) and Street Maintenance Worker positions in the Public Works Department, attached hereto as Exhibit "B" and "C,"

WHEREAS, the City, in consultation with the Human Resources Division and key personnel in the Public Works Department, has determined that it is proper to create the Electrician I job specification and to update the Maintenance Electrician (Electrician II) and Street Maintenance Worker job specifications;

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 amendment to the City's Salary Resolution and Position Classification Plan to create the Electrician I position in the Public Works Department.

SECTION 2. The City Council hereby approves and adopts the proposed Job Specifications for the Electrician I position, attached hereto as Exhibit "A," the Electrician II position, attached hereto as Exhibit "B," and the Street Maintenance Worker position, attached hereto as Exhibit "C," in the Public Works Department.

SECTION 3. The City Council hereby approves and adopts the proposed amended MEA Salary Pay Table attached hereto as Exhibit "D."

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

PASSED, APPROVED and ADOPTED this 13th day of December 2016.

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"

City of South Gate

CLASS SPECIFICATIONS AND ATTRIBUTES

ELECTRICIAN I

DESCRIPTION

Under direct supervision, installs, maintains and repairs a variety of electrical systems and equipment; works on heating and air conditioning systems; performs related duties as required.

CLASS CHARACTERISTICS

The Electrician I is a multiple position classification which assists journey level electricians and performs the more routine electrical maintenance functions.

SUPERVISION RECEIVED

Works under the general supervision of the Electrical Foreman or Superintendent.

SUPERVISION EXERCISED

Does not supervise.

ESSENTIAL FUNCTIONS

The following functions are typical for this classification. The incumbent may not perform all of the listed functions and/or may be required to perform additional or different functions from those set forth below to address business needs and changing business practices.

Maintains and installs a variety of electrical building equipment and systems such as lights, plugs, breakers, fuses, panels and conduit.

Assists with installing and replacement of street light poles; uses highlift to repair and replace components.

Assists with repairing and replacement of underground circuits, lamps, ballasts and disconnects.

Maintains and repairs heating and air conditioning systems; installs and maintains thermostat controls, ducts, compressors and electric furnaces.

Assists with maintaining and repairs of electric motors at well pumps and related equipment; performs routine maintenance and repairs of civil defense sirens and related equipment.

Completes related records on work performed.

May be required to work evening hours.

ELECTRICIAN I (cont.)

QUALIFICATIONS

Training and Experience

Any combination of education and/or experience that has provided the knowledge, skills, and abilities necessary. A typical way of obtaining the knowledge and abilities would be: graduation from high school or equivalent and two years of trade school courses in electrical work or closely related field and/or two years in an apprentice program or equivalent training.

License & Certificate Requirement

Possession of or ability to obtain a valid California Class C driver's license and a satisfactory driving record is required. Ability to obtain an IMSA Level I Traffic Signal Technician Certificate and Work Zone Safety Certificate are required within the probationary period.

Incumbent may advance to Electrician II upon completing three years of journey level electrical assignments and obtaining a Class B driver's license.

Knowledge, Skills, and Abilities

Knowledge of: methods, materials, tools and equipment used in general construction and maintenance electrical work; operation, maintenance and repair of electrical components of traffic signals; safety laws and regulations related to electrical work and traffic signals.

Ability to: understand and follow oral and written directions; work at heights; keep accurate records; establish and maintain cooperative working relationships.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

The physical demands and work environment described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently required to walk, stand, bend, crouch, talk or hear. The employee is frequently required to use hands to finger, handle, or feel objects, tools, or controls; and reach with hands and arms. Incumbents are frequently exposed to hazardous conditions and must occasionally work at heights of 40 to 90 feet. The employee must occasionally lift and/or move up to 75 pounds. Specific vision abilities required by this job include close vision, color perception and the ability to adjust focus. The noise level in the work environment is usually noisy. Incumbents are occasionally exposed to adverse environmental conditions.

ELECTRICIAN I Created, 12/13/2016

Exhibit "B"

City of South Gate

CLASS SPECIFICATIONS AND ATTRIBUTES

ELECTRICIAN II

DESCRIPTION

Under direction, installs, maintains and repairs a variety of electrical systems and equipment; works on heating and air conditioning systems; performs related duties as required.

CLASS CHARACTERISTICS

The Electrician II is a multiple position classification which assists journey level electricians and performs the more routine electrical maintenance functions.

SUPERVISION RECEIVED

Works under the general supervision of the Electrical Foreman or Superintendent.

SUPERVISION EXERCISED

Does not supervise.

ESSENTIAL FUNCTIONS

The following functions are typical for this classification. The incumbent may not perform all of the listed functions and/or may be required to perform additional or different functions from those set forth below to address business needs and changing business practices.

Maintains and installs a variety of electrical building equipment and systems such as lights, plugs, breakers, fuses, panels and conduit.

Installs and replaces street light poles; uses highlift to repair and replace components.

Repairs and replaces underground circuits, lamps, ballasts and disconnects.

Maintains and repairs heating and air conditioning systems; installs and maintains thermostat controls, ducts, compressors and electric furnaces.

Maintains and repairs electric motors at well pumps and related equipment; maintains and repairs civil defense sirens and related equipment.

Completes related records on work performed.

ELECTRICIAN II (cont.)

QUALIFICATIONS

Training and Experience

Any combination of education and/or experience that has provided the knowledge, skills, and abilities necessary. A typical way of obtaining the knowledge and abilities would be graduation from high school or equivalent and three (3) years of recent, paid work experience performing journey-level electrical work which includes light industry, construction and troubleshooting.

License & Certificate Requirement

Possession of or ability to obtain a valid California Class C driver's license and a satisfactory driving record is required. Ability to obtain an IMSA Level I Traffic Signal Technician Certificate, Work Zone Safety Certificate and valid Class B driver's license is required within the probationary period.

Knowledge, Skills, and Abilities

Knowledge of: methods, materials, tools and equipment used in general construction and maintenance electrical work; operation, maintenance and repair of electrical components of traffic signals; safety laws and regulations related to electrical work and traffic signals.

Ability to: understand and follow oral and written directions; work at heights; keep accurate records; establish and maintain cooperative working relationships.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

The physical demands and work environment described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently required to walk, stand, bend, crouch, talk or hear. The employee is frequently required to use hands to finger, handle, or feel objects, tools, or controls; and reach with hands and arms. Incumbents are frequently exposed to hazardous conditions and must occasionally work at heights of 40 to 90 feet. The employee must occasionally lift and/or move up to 75 pounds. Specific vision abilities required by this job include close vision, color perception and the ability to adjust focus. The noise level in the work environment is usually noisy. Incumbents are occasionally exposed to adverse environmental conditions.

MAINTENANCE ELECTRICIAN
March, 2009
ELECTRICIAN II
Revised, 12/13/2016

Exhibit "C"

City of South Gate

CLASS SPECIFICATIONS AND ATTRIBUTES

STREET MAINTENANCE WORKER

DESCRIPTION

Under general supervision, to perform a variety of semi-skilled and skilled tasks in the construction, maintenance and repair of streets, sidewalks, sanitary sewers and storm drains; to assist in the trimming and removal of trees; to assist in traffic painting and signing work; to assists in the clean-up of homeless encampments; operate a variety of heavy equipment in performing such work; assists in the removal of illegally dumped items, handles—waste, debris, trash, and weed abatement and to perform related work as required.

CLASS CHARACTERISTICS

The Street Maintenance Worker is a single classification, which performs the more routine street maintenance functions.

SUPERVISION RECEIVED

Works under the direct supervision of the Street Foreman, Street Superintendent and/or Operations Manager.

SUPERVISION EXERCISED

Does not supervise.

ESSENTIAL FUNCTIONS

The following functions are typical for this classification. The incumbent may not perform all of the listed functions and/or may be required to perform additional or different functions from those set forth below to address business needs and changing business practices.

Performs heavy manual labor in the maintenance of the following: trees and landscapes, concrete and asphalt concrete, flood control facilities, sanitary sewers, traffic signage and any other facilities on public rights-of-ways.

Works in crews engaged in breaking out concrete, building forms and finishing concrete in the construction, maintenance and repair of pavement, curbs, gutters, sidewalks, alleys and streets;

May operate concrete saws and pavement breakers; spreads and rakes asphalt; patches utility cuts and applies sealing materials to streets. Transports, loads, and unloads a variety of construction materials such as stone, gravel, asphalt, slurry materials.

Sweeps and cleans debris from streets, alleys, parking lots, culverts, and other City structures. Collects, loads and unloads debris into any accompanying truck.

Participates in the maintenance and construction of sewer mains, and cleans and repairs existing sewers and storm drains; troubleshoots sewer blockages; reads and interprets sewer system asbuilts, blueprints and diagrams; digs ditches and holes using power and manual equipment; and operates CCTV video camera systems.

Performs regular and emergency tree maintenance, such as trimming, thinning, balancing, and removing trees, using ladders and aerial buckets; operates chipper machine for disposing of waste from tree trimming operations.

Participates in painting street traffic directional signs, crosswalks, stop bars, letters, curbs, center and lane lines

and striping of parking lots; rides on self-propelled line marker to place traffic cones in the street; assists in the installation of traffic and street name signs. Participates in removal of graffiti from roadway signs and illegal advertising; sets temporary road signs, cones and barricades to route traffic.

Operates a variety of equipment such as skip loader, forklifts, rodding machines, sewer jetter truck, pole saws and rollers, drives trucks, uses hand tools such as shovels, axes and trowels. Cleans and maintains tools.

When assigned as Yard Attendant, puts gasoline in trucks and other street equipment; washes motor sweepers and puts gutter brooms on sweepers; replaces handles and sharpens tools such as axes and shovels;

Repairs street barricades and flasher lights; cleans City yard;

Participates in the clean-up of homeless encampments. Manages clean-up and disposal of sharps, blood borne pathogens, and other hazards.

Participates in the removal of illegally dumped items, handles —waste, removes sediments, debris, trash, weeds abatement and the removal of other invasive vegetation from streets, parkways, City and rail road right-of-ways and right-of-ways.

Answers emergency calls to clear the streets of glass, oil, or other debris; may occasionally operate motor sweeper in emergencies; performs other duties of this class as directed.

This position requires participation in the afterhours standby rotation, as scheduled.

QUALIFICATIONS

Education and Experience

Any combination of education and/or experience that has provided the knowledge, skills, and abilities necessary. A typical way of obtaining the knowledge and abilities would be; graduation from high school or equivalent and one (1) year of street and/or building maintenance and construction work experience.

License Requirement

Possession of a valid California Class C Driver's License and a satisfactory driving record is required at time of appointment and throughout employment in this position. Possession of, or ability to obtain a valid California Class B Driver's License within six (6) months of appointment and maintain throughout employment in this position.

This classification is subject to random drug/alcohol testing pursuant to Department of Transportation guidelines/requirements.

Training/Certification/Special Requirements

Possession of or ability to obtain, Work Zone Safety Certification, and Confined Space Certification, within one (1) year of appointment and maintain throughout employment in this position.

Knowledge, Skills, and Abilities

Knowledge of: methods, materials, tools and equipment used in general construction and street maintenance work; traffic laws, ordinances and regulations relating to the operation of assigned equipment; OSHA safety standards related to all aspects of related public works projects.

Skill and Ability to: interpret and follow City and departmental policies, rules and regulations; communicate effectively both orally and in writing; establish and maintain cooperative working

relationships; commit to providing quality customer service; use construction and maintenance tools and equipment used in the installation, maintenance and repair of streets, alleys, sidewalks, curbs, gutters, the right-of-way, trees and informational signs, as well as the removal of graffiti and weeds.

Perform the physical actions necessary to install, maintain and repair various street and tree related job sites, including shoveling and lifting up to 90 pounds; safely operate motorized vehicles and power and hand tools; work both independently and as part of a team; as a member of the tree crew, apply herbicides and use atmospheric gas monitoring equipment, self-contained breathing apparatus and related permit entry confined space equipment; understand and carry out verbal and written instructions; operate personal and handheld computers, two-way radios, cameras; complete handwritten or computerized paperwork; perform arithmetical calculations to estimate material needs and cost estimates;

ADDITIONAL INFORMATION:

CALIFORNIA DEPARTMENT OF MOTOR VEHICLE (DMV) PULL NOTICE SYSTEM:

An incumbent appointed to this position is subject to enrollment in the California DMV Pull Notice Program. The Pull Notice program provides information on the incumbent's driving record and Driver's License status on a periodic basis to the City of South Gate. An employee assigned a City vehicle must acknowledge receipt and understanding of City Administrative Regulations covering the use of City vehicles.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

The physical demands and work environment described here are representatives of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently required to walk, stand, bend, crouch, talk or hear. The employee is frequently required to use hands and fingers to handle, or feel objects, tools, or controls; and reach with hands and arms. Incumbents are occasionally exposed to hazardous conditions and must occasionally work at heights of up to 45 feet. The employee must occasionally lift and/or move up to 75 pounds. Specific vision abilities required by this job include close vision, color perception and the ability to adjust focus. Incumbents usually work outdoors and are subject to variable weather conditions and traffic, heat, dust, and moisture as well as mechanical and electrical hazards, and applied chemicals. The employee is subject to loud construction noise in particular areas such as power tools, compressors, chippers, and large-scale motorized equipment. The employee may work in vaults and underground in trenches.. The noise level in the work environment is usually noisy. Incumbents are occasionally exposed to adverse environmental conditions.

STREET MAINTENANCE WORKER Revised, 08/12/97 Revised, 12/13/16

Salary Pay Table Pay Plan Category I - Classified Municipal Employees' Association Salary Effective 12-13-2016

		Step A	Step B	Step C	Step D	Step E
500	TYPIST CLERK	2,895	3,040	3.192	3,351	3,519
500	CITY HALL RECEPTIONIST	2,895	3,040	3,192	3,351	3,519
501	STOCK CLERK	2,973	3,121	3,277	3,441	3,613
502	GRAFFITI REMOVAL WORKER	3,110	3,266	3.429	3,600	3,780
503	CUSTODIAN	3,123	3,280	3,444	3,616	3,797
504	COMMUNITY DEVELOPMENT TECH I	3,184	3,343	3,510	3,686	3,870
505	INTERMEDIATE TYPIST CLERK (PARKS)	3,260	3,423	3,595	3,774	3,963
505	BILLING & SHIPPING CLERK	3,260	3,423	3,595	3,774	3,963
505	OFFICE ASSISTANT-HR	3,260	3,423	3,595	3,774	3,963
505	OFFICE ASSISTANT-POLICE	3,260	3,423	3,595	3,774	3,963
505	OFFICE ASSISTANT-GENERAL	3,260	3,423	3,595	3,774	3,963
506	GROUNDS MAINTENANCE WORKER	3,272	3,435	3,607	3,787	3,977
506	FACILITIES MAINTENANCE TECHNICIAN I	3,272	3,435	3.607	3,787	3,977
506	PARK FACILITIES MAINTENANCE WORKER	3,272	3,435	3.607	3,787	3,977
507	WATER METER READER I	3.379	3,548	3,725	3,912	4,107
508	POLICE RECORDS SPECIALIST	3,386	3,555	3.733	3,919	4,115
509	SENIOR TYPIST CLERK	3,408	3,579	3,758	3,945	4,143
510	BUSINESS LICENSE CLERK	3.442	3,614	3,795	3,985	4,184
510	INTERMEDIATE ACCOUNT CLERK - Acct	3,442	3.614	3.795	3,985	4,184
510	CUSTOMER SERVICE REPRESENTATIVE	3,442	3,614	3,795	3,985	4,184
511	CIVILIAN CUSTODY OFFICER	3,491	3,665	3.849	4,041	4,243
511	COMMUNITY SERVICES OFFICER	3,491	3,665	3.849	4,041	4,243
511	SENIOR CUSTODIAN	3,491	3,665	3,849	4,041	4,243
511	INFORMATION SYSTEMS TECHNICIAN	3,491	3,665	3,849	4,041	4,243
512	AQUATICS COORDINATOR	3,520	3,696	3,880	4,074	4,278
512	RECREATION COORDINATOR	3.520	3,696	3,880	4,074	4,278
513	CRIME PREVENTION SPECIALIST	3.551	3,729	3,915	4,111	4,317
514	WATER METER READER II	3,566	3,745	3.932	4,129	4,335
515	WATER DISTRIBUTION OPERATOR I	3,585	3.765	3.953	4,150	4,358
516	FACILITIES MAINTENANCE TECHNICIAN II	3,608	3,788	3,978	4,176	4,385
516	STREET MAINTENANCE WORKER	3,608	3,788	3.978	4.176	4,385
517	PROPERTY CONTROL CLERK	3,640	3,822	4,013	4,214	4,424
518	COMMUNITY DEVELOPMENT TECH II	3,660	3,843	4.035	4,237	4,449
519	PARKS EQUIPMENT MECHANIC	3.754	3,941	4.138	4,345	4,562
520	WATER SERVICE REPRESENTATIVE I	3,800	3,990	4.190	4,399	4,619
520	ELECTRICIAN I	3,800	3,990	4,190	4,399	4,619
521	SECRETARY	3,851	4,044	4.246	4,458	4,681
522	SENIOR GROUNDS MAINTENANCE WORKER	3.858	4,051	4.253	4,466	4,689
522	PARK FACILITIES MAINTENANCE LEAD	3.858	4,051	4,253	4,466	4,689
523	PAYROLL TECHNICIAN	3,860	4.053	4,256	4,469	4,692
524	POLICE DISPATCHER	3.865	4,058	4,261	4,474	4,697
525	WATER PUMP OPERATOR I	3.900	4,095	4.300	4,515	4,741

Exhibit "D" City of South Gate

Salary Pay Table Pay Plan Category I - Classified Municipal Employees' Association Salary Effective 12-13-2016

		Step A	Step B	Step C	Step D	Step E
526	RECORDS COORDINATOR	3,929	4,125	4,332	4,548	4,776
527	INFORMATION SYSTEMS COORDINATOR	3,940	4,137	4,344	4,562	4,790
528	PUBLIC SAFETY SUPERVISOR	4,039	4,241	4,453	4,676	4,910
530	CUSTODIAL SUPERVISOR	4,042	4,244	4,457	4,679	4,913
531	POLICE RECRUIT	4,044	4,246	4,458	4,681	4,915
532	WATER DISTRIBUTION OPERATOR II	4,084	4,289	4,503	4,728	4,965
533	EQUIPMENT MECHANIC	4,087	4,291	4,506	4,731	4,968
534	SENIOR SECRETARY	4,127	4,333	4,550	4,777	5,016
535	EQUIPMENT OPERATOR	4,194	4,404	4,624	4,856	5,098
536	SENIOR TRAFFIC & SIGN PAINTER	4,218	4,429	4.650	4,883	5,127
537	COMMUNITY DEVELOPMENT TECH III	4,218	4,429	4,650	4,883	5,127
538	WATER SERVICE REPRESENTATIVE II	4,252	4,465	4,688	4,922	5,168
539	HOUSING SPECIALIST	4,291	4,506	4,731	4,968	5,216
540	ELECTRICIAN II	4,316	4,531	4,758	4,996	5,246
541	CODE ENFORCEMENT OFFICER	4.333	4,550	4.777	5,016	5,267
541	HUMAN RESOURCES TECHNICIAN	4.333	4,550	4,777	5,016	5,267
542	FACILITIES MAINTENANCE SPECIALIST	4,427	4,648	4,881	5,125	5,381
543	WATER DISTRIBUTION OPERATOR III	4,433	4,655	4.888	5,132	5,388
544	SENIOR COMMUNITY DEVELOPMENT TECH	4,516	4,742	4,979	5,228	5,490
545	GRAFFITI LEAD WORKER	4.528	4,754	4,992	5,242	5,504
545	STREET LEAD WORKER	4,528	4,754	4,992	5,242	5,504
546	SENIOR EQUIPMENT MECHANIC	4,586	4.815	5,056	5,308	5,574
548	WATER PUMP OPERATOR II	4.662	4,895	5.139	5,396	5,666
550	ENGINEERING TECHNICIAN	4.817	5.058	5.311	5,576	5,855
551	BUILDING INSPECTOR	4,860	5,103	5,358	5,626	5,907
552	WATER LEAD WORKER	4,888	5,132	5,389	5,658	5,941
552	WATER SYSTEM LEAD OPERATOR	4,888	5,132	5,389	5,658	5.941
553	JOURNEY ELECTRICIAN	5,128	5.384	5,653	5,936	6,233
554	EQUIPMENT SUPERVISOR	5,242	5,504	5.779	6,068	6,371
554	STREET FOREMAN	5.242	5,504	5,779	6,068	6,371
555	GENERAL MAINTENANCE FOREMAN	5,305	5.570	5,849	6,141	6,448
556	LEAD ELECTRICIAN	5,466	5.739	6.026	6,328	6,644
557	WATER DISTRIBUTION FOREMAN	5.659	5,942	6,240	6,552	6,879
557	WATER OPERATIONS FOREMAN	5,659	5,942	6.240	6,552	6,879
559	GROUNDS MAINTENANCE SUPERVISOR	4,772	5,011	5,262	5,525	5,801
559	PARK FACILITIES MAINTENANCE SUPERVISOR	4.772	5,011	5,262	5,525	5,801
566	RECREATION SPECIALIST	2,813	2,954	3,102	3,257	3,420

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 <u>Resolution No. 7743</u> was adopted by the City Council at their Regular Meeting held on December 13, 2016, by the following vote:

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

Noes: Council Members: None

Absent: Council Members: None

Abstain: Council Members: None

Witness my hand and the seal of said City on December 20, 2016.

Carmen Avalos, City Clerk

City of South Gate, California