

RESOLUTION NO. 7555

**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) BY AMENDING THE HOURLY PAY TABLE AND ADOPTING CLASSIFICATION & PAY STRUCTURE LANGUAGE ALLOWING HOURLY RATE EQUIVALENTS TO MUNICIPAL EMPLOYEES ASSOCIATION POSITIONS

WHEREAS, the City must, from time to time, add or otherwise adjust job classifications, job specifications and/or compensation in the Salary Resolution and 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, an evaluation has been conducted to determine the need to update and consolidate the Hourly Pay Table; and

WHEREAS, the City, in consultation with the Personnel Office, and the key personnel in the Administration Department, has determined that it is proper to make updates to the Hourly Pay Table;

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

SECTION 1. CLASSIFICATION AND PAY STRUCTURE: Part-time classification titles shall be referenced as a Municipal Employees' Association (MEA) Position line item in the proposed Hourly Pay Table as detailed in Exhibit "B". Part-time positions with full-time classification titles shall have minimum hourly rates which are the hourly equivalents to the minimum of the salary range, Step A for the corresponding full-time classification. The maximum hourly rates shall have the hourly equivalent to the maximum of the salary range, Step E for the corresponding full-time classification. Any new part-time positions referencing the MEA position line item will only be authorized when funded full-time positions are vacant and the position is in the recruitment process. The duration of the new part-time position shall cease at the completion of the recruitment process when an eligibility list is established, but not to exceed twelve (12) months.

SECTION 2. HOURLY RATE CALCULATION: Hourly rates for the MEA position line item will be based on the monthly salaries listed in the 07/01/12 MEA Salary Table. The hourly equivalents are determined by dividing the monthly rates by 173.33 and rounding the result to the nearest cent.

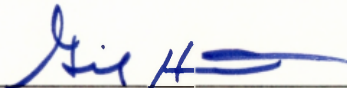
SECTION 3. STEP EQUIVALENT DETERMINATION: The minimum (Step A) hourly equivalent would apply to all new hires and current hourly employees. The maximum (Step E) hourly equivalent would apply to former, returning employees who held a full-time classification at the Step E wage at the time of their separation and are returning on a temporary, short-term basis.

SECTION 4. The City Council hereby approves and adopts the proposed amended Hourly Pay Table as detailed in Exhibit "B".

SECTION 5. The City Clerk shall certify to the adoption of this Resolution which shall be effective upon its adoption.

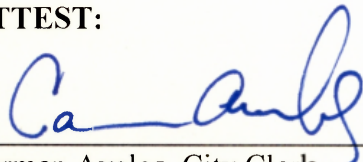
PASSED, APPROVED and ADOPTED this 28th day of May 2013.

CITY OF SOUTH GATE:



Gil Hurtado, Mayor

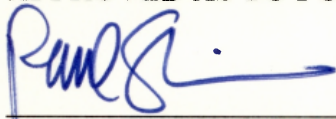
ATTEST:



Carmen Avalos, City Clerk

(SEAL)

APPROVED AS TO FORM:



Raul F. Salinas, City Attorney

Exhibit "B"

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

Effective 05/28/2013

<u>Range</u>	<u>Hourly Rate</u>	<u>07/01/12 Rates</u>	<u>Hourly Position</u>
999	\$14,140		Administrative Aide (Hourly)
	\$21,410		Administrative Assistant - Confidential (Entry Level)
	\$26,020		Administrative Assistant - Confidential (Advanced)
	\$10,430		Clerical Assistant I
	\$11,290		Clerical Assistant II
	\$12,860		Clerical Assistant III
	\$14,040		Computer Information Systems (CIS) Aide
	\$16,970		Police Cadet
	\$16,080		Court Officer
	\$15,550		Engineering Aide
	\$15,550		Community Development Intern
	\$11,290		Maintenance Helper (Public Works)
	\$11,290		Mechanic Helper (Public Works)
	\$70,000		Temp. Personnel Management Representative (Extra Help)
	\$10,060		Police Vehicle Service Attendant
	\$16,970		Program Assistant (Police)
	\$11,670		Public Safety Officer
	\$14,070		Receptionist
	\$10,010		Research Aide (Hourly)
998	\$8,000		Student Worker

<u>Range</u>	<u>Hourly Rate Equivalent</u>		<u>Full-Time Classification - Hourly Equivalent</u>
999	Step A	07/01/12 Monthly Salary / 173.33 Hours	Municipal Employees' Association (MEA) Positions
999	Step E	07/01/12 Monthly Salary / 173.33 Hours	Municipal Employees' Association (MEA) Positions

<u>Range</u>	<u>Hourly Rate</u>	<u>Sworn Hourly Position</u>
999	\$31,840	Police Officer (Hourly)
		<i>Equip. to C Step rate per Council Action 08/12/07</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	\$8,000	\$8,000	\$8,410	\$8,880	\$9,400	Recreation Leader I (Rec Aide, Maint Aide I, Tutor Asst)
996	\$8,670	\$9,160	\$9,680	\$10,240	\$10,830	Recreation Leader II (Rec Attendant, Maint Aide II, Tutor)
995	\$10,050	\$10,690	\$11,380	\$12,100	\$12,860	Recreation Leader III (Cashier, Golf Starter) Swim Instructor
994	\$11,490	\$12,020	\$12,580	\$13,170	\$13,780	Recreation Leader IV (Recreation Leader, Sr. Golf Starter)
993	\$8,890	\$9,450	\$10,050	\$10,690	\$11,380	Lifeguard
992	\$10,220	\$10,910	\$11,650	\$12,440	\$13,280	Senior Lifeguard

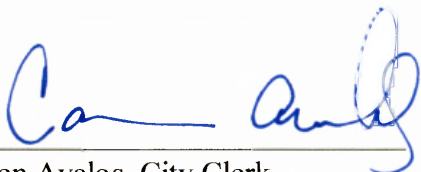
RESOLUTION CERTIFICATION PAGE

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. 7555 was adopted by the City Council at their Regular Meeting held on May 28, 2013, by the following vote:

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

Witness my hand and the seal of said City on June 3, 2013.



Carmen Avalos, City Clerk
City of South Gate, California