

RESOLUTION NO. 7787

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

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SOUTH GATE
AMENDING THE HOURLY PAY TABLE TO CONFORM TO THE MINIMUM WAGE
LAW EFFECTIVE JANUARY 1, 2018 AND TO UPDATE HOURLY RATES FOR
HOURLY POSITIONS WITH FULL-TIME CLASSIFICATION TITLES**

WHEREAS, on April 4, 2016, California Governor Jerry Brown signed Senate Bill No. 3, which increases California's minimum wage yearly so that it will reach \$15.00 per hour in 2022; and

WHEREAS, currently, California's minimum wage is \$10.50 per hour. State law will increase the minimum wage on January 1, 2018, to \$11.00 per hour; and

WHEREAS, as a result of the minimum wage increase, some of the City's hourly pay ranges will fall below the new hourly minimum wage and must be increased to comply with state law; and

WHEREAS, to maintain existing separation between various hourly classifications and the minimum wage, staff recommends that a proportional 4.8% increase be applied to all hourly classifications that currently fall under \$19.00 per hour; and

WHEREAS, throughout the years, the MEA full-time pay rates have changed, but the hourly rates for the hourly positions with equivalent full-time classification titles have not been adjusted accordingly. Therefore, staff is recommending an increase to the hourly rates of the hourly positions with equivalent full-time classification titles from the Municipal Employees Association (MEA) bargaining unit to the hourly rate equivalent of Step A of the salary range for the corresponding full-time classification; and

WHEREAS, on September 26, 2006, the City Council took action to set the hourly rate for hourly police officers at the hourly rate equivalent of Step C of the full-time police officer salary range. Therefore, staff is recommending an increase to the hourly rate for hourly police officers to the hourly rate equivalent of Step C of the full-time police officer salary range;

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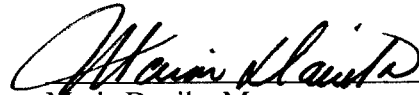
NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF SOUTH GATE DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. The City Council hereby approves and adopts the proposed Hourly Pay Table, attached hereto as Exhibit "A."

SECTION 2. The City Clerk shall certify to the adoption of this Resolution which shall be effective upon its adoption.

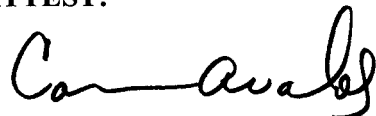
PASSED, APPROVED and ADOPTED this 12th of December 2017.

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 12-24-2017 for
Minimum Wage Increase 1-1-2018

<u>Range</u>	<u>Hourly Rate</u>	<u>Hourly Position</u>
999	\$ 17.29	Administrative Aide (Hourly)
	\$ 14.35	Clerical Assistant I
	\$ 15.53	Clerical Assistant II
	\$ 17.69	Clerical Assistant III
	\$ 18.11	Community Development Intern
	\$ 17.17	Computer Information Systems (CIS) Aide
	\$ 18.16	Court Officer
	\$ 18.11	Engineering Aide
	\$ 26.85	Family Violence Prevention Specialist (Hrly)
	\$ 15.53	Maintenance Helper (Public Works)
	\$ 19.81	Maintenance Service Worker (Public Works)
	\$ 15.53	Mechanic Helper (Public Works)
	\$ 19.17	Police Cadet
	\$ 20.92	Police Custodian of Records
	\$ 13.83	Police Vehicle Service Attendant
	\$ 19.17	Program Assistant (Police)
	\$ 16.06	Public Safety Officer
	\$ 13.77	Research Aide (Hourly)
	\$ 75.46	Temp. Personnel Management Representative (Extra Help)
	\$ 44.90	Temp. Technical Services Manager
998	\$ 11.00	Student Worker
<u>Range</u>	<u>Hourly Rate Equivalent</u>	<u>Full-Time Classification - Hourly Equivalent</u>
		Municipal Employees' Association (MEA) Positions <i>Hourly Equivalent to MEA Step A Rate (Eff Council Action 12/12/17)</i>
999	\$25.87	Code Enforcement Officer (Hourly)
999	\$21.85	Community Develop Tech II (Hourly)
999	\$20.84	Community Service Officer (Hourly)
999	\$20.56	Customer Service Representative (Hourly)
999	\$24.40	Equipment Mechanic (Hourly)
999	\$25.62	Housing Specialist (Hourly)
999	\$20.56	Intermediate Account Clerk (Hourly)
999	\$19.47	Intermediate Typist Clerk (Hourly)
999	\$22.98	Electrician I (Hourly)
999	\$22.98	Electrician II (Hourly)
999	\$19.53	Park Facilities Maint Worker (Hourly)
999	\$20.22	Police Records Specialist (Hourly)

Pay Plan Category L - Unclassified Hourly Employees (Flat Rated)						
Effective 12-24-2017 for						
Minimum Wage Increase 1-1-2018						
<u>Range</u>	<u>Hourly Rate</u>	<u>Sworn Hourly Position</u>				
999	\$38.920	Police Officer (Hourly) <i>Hourly Equivalent to POA Step C Rate (Eff Council Action 09/26/06)</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	\$11.004	\$11.554	\$12.132	\$12.738	\$13.375	Recreation Leader I (Rec Aide, Maint Aide I, Tutor Asst)
996	\$11.921	\$12.517	\$13.143	\$13.800	\$14.490	Recreation Leader II (Rec Attendant, Maint Aide II, Tutor)
995	\$13.816	\$14.507	\$15.232	\$15.994	\$16.793	Recreation Leader III (Cashier, Golf Starter) Swim Instructor
994	\$15.772	\$16.561	\$17.389	\$18.258	\$19.171	Recreation Leader IV (Recreation Leader, Sr. Golf Starter)
993	\$12.227	\$12.838	\$13.480	\$14.154	\$14.861	Lifeguard
992	\$15.772	\$16.561	\$17.389	\$18.258	\$19.171	Senior Lifeguard

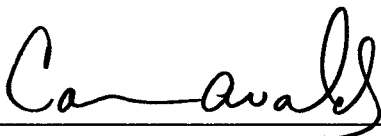
RESOLUTION CERTIFICATION PAGE

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. 7787 was adopted by the City Council at their Regular Meeting held on December 12, 2017, by the following vote:

Ayes: Council Members: Davila, Bernal, Diaz and Rios
Noes: Council Members: None
Absent: Council Members: Morales
Abstain: Council Members: None

Witness my hand and the seal of said City on December 18, 2017.



Carmen Avalos, City Clerk
City of South Gate, California