

**RESOLUTION NO. 7850**

**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 PROVIDE SALARY INCREASES TO THE CITY'S PART-TIME, HOURLY EMPLOYEES**

**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**, California's minimum wage increased from \$11.00 per hour to \$12.00 per hour effective January 1, 2019; and

**WHEREAS**, as a result of the minimum wage increase, three of the City's hourly pay ranges fell below the new hourly minimum wage and were increased accordingly to comply with state law effective January 1, 2019; and

**WHEREAS**, the Municipal Employees Association (MEA) full-time pay rates have changed and the hourly rates for the hourly positions with equivalent full-time classification titles need to be adjusted accordingly. Therefore, staff is recommending an increase to the hourly rates of the hourly positions with equivalent full-time classification titles from the 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; and

**WHEREAS**, to maintain existing separation between various hourly classifications and the minimum wage, staff recommends a consistent differential of 10% be applied between the Recreation Leader I, Recreation Leader II, Recreation Leader III and Recreation Leader IV salary ranges and between the Lifeguard, Swim Instructor and Senior Lifeguard salary ranges; and

**WHEREAS**, Council deems it appropriate to provide the same 9.09% increase to the other 18 hourly positions currently paid less than \$24.50 per hour; and

**WHEREAS**, the full-time equivalent hourly classification of City Hall Receptionist is being added to the Hourly Pay Table;

**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," which is effective retroactively to June 24, 2018.

**SECTION 2.** The City Council hereby approves and adopts the proposed Hourly Pay Table, attached hereto as Exhibit "B," which is effective as of December 23, 2018.

**SECTION 3.** The City Clerk shall certify to the adoption of this Resolution which shall be effective upon its adoption.

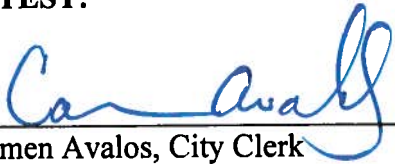
**PASSED, APPROVED and ADOPTED this 26<sup>th</sup> of March 2019.**

**CITY OF SOUTH GATE:**



María Belén Bernal, 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 6-24-2018**

Adjustment of Full-Time Hourly Equivalent Positions

<u>Range</u>	<u>Hourly Rate</u>	<u>Hourly Position</u>				
999	\$ 17.29	Administrative Aide				
999	\$ 14.35	Clerical Assistant I				
999	\$ 15.53	Clerical Assistant II				
999	\$ 17.69	Clerical Assistant III				
999	\$ 18.11	Community Development Intern				
999	\$ 17.17	Computer Information Systems (CIS) Aide				
999	\$ 18.16	Court Officer				
999	\$ 18.11	Engineering Aide				
999	\$ 26.85	Family Violence Prevention Specialist				
999	\$ 11.00	Intern				
999	\$ 15.53	Maintenance Helper				
999	\$ 19.81	Maintenance Service Worker				
999	\$ 15.53	Mechanic Helper				
999	\$ 24.50	Outdoor Power Equipment Mechanic				
999	\$ 19.17	Police Cadet				
999	\$ 20.92	Police Custodian of Records				
999	\$ 13.83	Police Vehicle Service Attendant				
999	\$ 19.17	Program Assistant				
999	\$ 16.06	Public Safety Officer				
999	\$ 13.77	Research Aide				
998	\$ 11.00	Student Worker				
<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	\$ 11.00	\$ 11.55	\$ 12.13	\$ 12.74	\$ 13.38	Recreation Leader I (Rec Aide, Maint Aide I, Tutor Assistant)
996	\$ 11.92	\$ 12.52	\$ 13.14	\$ 13.80	\$ 14.49	Recreation Leader II (Rec Attendant, Maint Aide II, Tutor)
995	\$ 13.82	\$ 14.51	\$ 15.23	\$ 15.99	\$ 16.79	Recreation Leader III (Cashier, Golf Starter)
994	\$ 15.77	\$ 16.56	\$ 17.39	\$ 18.26	\$ 19.17	Recreation Leader IV (Recreation Leader, Sr. Golf Starter)
993	\$ 12.23	\$ 12.84	\$ 13.48	\$ 14.15	\$ 14.86	Lifeguard
995	\$ 13.82	\$ 14.51	\$ 15.23	\$ 15.99	\$ 16.79	Swim Instructor
992	\$ 15.77	\$ 16.56	\$ 17.39	\$ 18.26	\$ 19.17	Senior Lifeguard

<b>Pay Plan Category L - Unclassified Hourly Employees (Flat Rated)</b> <b>Effective 6-24-2018</b> Adjustment of Full-Time Hourly Equivalent Positions		
<u>Range</u>	<u>Hourly Rate Equivalent</u>	<u>Full-Time Classification - Hourly Equivalent</u>
Municipal Employees' Association (MEA) Positions <i>Hourly Equivalent to 6/24/18 MEA Step A Rate (Eff Council Action 12/12/17)</i>		
999	\$ 26.78	Code Enforcement Officer
999	\$ 22.62	Community Development Tech II
999	\$ 21.57	Community Services Officer
999	\$ 21.28	Customer Service Representative
999	\$ 25.26	Equipment Mechanic
999	\$ 26.52	Housing Specialist
999	\$ 21.28	Intermediate Account Clerk
999	\$ 20.15	Intermediate Typist Clerk/Office Assistant
999	\$ 23.49	Electrician I
999	\$ 26.67	Electrician II
999	\$ 20.22	Park Facilities Maintenance Worker
999	\$ 20.93	Police Records Specialist
<u>Range</u>	<u>Hourly Rate</u>	<u>Sworn Hourly Position</u>
999	\$ 40.36	Police Officer <i>Hourly Equivalent to POA Step C Rate (Eff Council Action 09/26/06)</i>

**Pay Plan Category L - Unclassified Hourly Employees (Flat Rated)**  
**Effective 12-23-2018**  
**Minimum Wage Increases**

<u>Range</u>	<u>Hourly Rate</u>	<u>Hourly Position</u>				
999	\$ 18.86	Administrative Aide				
999	\$ 22.73	Business License Inspector				
999	\$ 15.65	Clerical Assistant I				
999	\$ 16.94	Clerical Assistant II				
999	\$ 19.30	Clerical Assistant III				
999	\$ 19.76	Community Development Intern				
999	\$ 18.73	Computer Information Systems (CIS) Aide				
999	\$ 19.81	Court Officer				
999	\$ 19.76	Engineering Aide				
999	\$ 26.85	Family Violence Prevention Specialist				
999	\$ 12.00	Intern				
999	\$ 16.94	Maintenance Helper				
999	\$ 21.61	Maintenance Service Worker				
999	\$ 16.94	Mechanic Helper				
999	\$ 24.50	Outdoor Power Equipment Mechanic				
999	\$ 20.91	Police Cadet				
999	\$ 22.82	Police Custodian of Records				
999	\$ 15.09	Police Vehicle Service Attendant				
999	\$ 20.91	Program Assistant				
999	\$ 17.52	Public Safety Officer				
999	\$ 15.02	Research Aide				
998	\$ 12.00	Student Worker				
<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	\$ 12.00	\$ 12.60	\$ 13.23	\$ 13.89	\$ 14.59	Recreation Leader I (Rec Aide, Maint Aide I, Tutor Assistant)
996	\$ 13.20	\$ 13.86	\$ 14.55	\$ 15.28	\$ 16.04	Recreation Leader II (Rec Attendant, Maint Aide II, Tutor)
995	\$ 14.52	\$ 15.25	\$ 16.01	\$ 16.81	\$ 17.65	Recreation Leader III (Cashier, Golf Starter)
994	\$ 15.97	\$ 16.77	\$ 17.61	\$ 18.49	\$ 19.41	Recreation Leader IV (Recreation Leader, Sr. Golf Starter)
993	\$ 13.20	\$ 13.86	\$ 14.55	\$ 15.28	\$ 16.04	Lifeguard
995	\$ 14.52	\$ 15.25	\$ 16.01	\$ 16.81	\$ 17.65	Swim Instructor
992	\$ 15.97	\$ 16.77	\$ 17.61	\$ 18.49	\$ 19.41	Senior Lifeguard

<b>Pay Plan Category L - Unclassified Hourly Employees (Flat Rated)</b> <b>Effective 12-23-2018</b> <b>Minimum Wage Increases</b>		
<u>Range</u>	<u>Hourly Rate Equivalent</u>	<u>Full-Time Classification - Hourly Equivalent</u>
		Municipal Employees' Association (MEA) Positions Hourly Equivalent to 6/24/18 MEA Step A Rate (Eff Council Action 12/12/17)
999	\$ 17.89	City Hall Receptionist
999	\$ 26.78	Code Enforcement Officer
999	\$ 22.62	Community Development Tech II
999	\$ 21.57	Community Services Officer
999	\$ 21.28	Customer Service Representative
999	\$ 25.26	Equipment Mechanic
999	\$ 26.52	Housing Specialist
999	\$ 21.28	Intermediate Account Clerk
999	\$ 20.15	Intermediate Typist Clerk/Office Assistant
999	\$ 23.49	Electrician I
999	\$ 26.67	Electrician II
999	\$ 20.22	Park Facilities Maintenance Worker
999	\$ 20.93	Police Records Specialist
<u>Range</u>	<u>Hourly Rate</u>	<u>Sworn Hourly Position</u>
999	\$ 40.36	Police Officer Hourly Equivalent to POA Step C Rate (Eff Council Action 09/26/06)

**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. 7850 was adopted by the City Council at their Regular Meeting held on March 26, 2019, by the following vote:

Ayes:            Council Members:    Bernal, Davila, and Rios

Noes:            Council Members:    None

Absent:          Council Members:    Morales, Diaz

Abstain:         Council Members:    None

Witness my hand and the seal of said City on April 10, 2019.



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Carmen Avalos, City Clerk  
City of South Gate, California

