



# AGENDA

## NOTICE AND CALL OF SPECIAL MEETING OF THE SANTA FE SPRINGS CITY COUNCIL

JULY 6, 2016  
3:00 P.M.

Council Chambers  
11710 Telegraph Road  
Santa Fe Springs, CA 90670

*Richard J. Moore, Mayor  
William K. Rounds, Mayor Pro Tem  
Jay Sarno, Councilmember  
Juanita Trujillo, Councilmember  
Joe Angel Zamora, Councilmember*

**Public Comment:** The public is encouraged to address City Council on any matter listed on the agenda or on any other matter within its jurisdiction. If you wish to address the City Council, please complete the card that is provided at the rear entrance to the Council Chambers and hand the card to the City Clerk or a member of staff. City Council will hear public comment on items listed on the agenda during discussion of the matter and prior to a vote. City Council will hear public comment on matters not listed on the agenda during the Oral Communications period.

Pursuant to provisions of the Brown Act, no action may be taken on a matter unless it is listed on the agenda, or unless certain emergency or special circumstances exist. The City Council may direct staff to investigate and/or schedule certain matters for consideration at a future City Council meeting.

**Americans with Disabilities Act:** In compliance with the ADA, if you need special assistance to participate in a City meeting or other services offered by this City, please contact the City Clerk's Office. Notification of at least 48 hours prior to the meeting or time when services are needed will assist the City staff in assuring that reasonable arrangements can be made to provide accessibility to the meeting or service.

**Please Note:** Staff reports, and supplemental attachments, are available for inspection at the office of the City Clerk, City Hall, 11710 E. Telegraph Road during regular business hours 7:30 a.m.-5:30 p.m., Monday-Thursday and every other Friday Telephone (562) 868-0511.

*City of Santa Fe Springs*  
*Special Meeting*

*July 6, 2016*

**1. CALL TO ORDER**

**2. ROLL CALL**

Jay Sarno, Councilmember  
Juanita Trujillo, Councilmember  
Joe Angel Zamora, Councilmember  
William K. Rounds, Mayor Pro Tem  
Richard J. Moore, Mayor

**CITY COUNCIL**

**NEW BUSINESS**

**4. Approval of Agreement between the City of Santa Fe Springs and the Santa Fe Springs Employees Association (SFSEA)**

**Recommendations:** That the City Council:

- Approve the FY 2016-18 labor agreement with the SFSEA and authorize the Mayor to execute said agreement.

**5. Approval of Agreement between the City of Santa Fe Springs and the Santa Fe Springs Firefighters Association (SFSFFA)**

**Recommendation:** That the City Council:

- Approve the FY 2016-18 labor agreement with the SFSFFA and authorize the Mayor to execute said agreement.

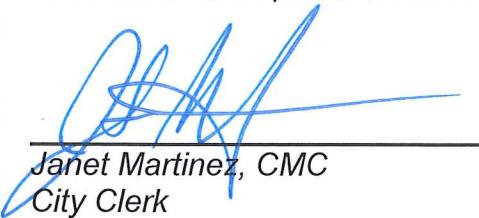
**6. Approval of Compensation Levels for Part-Time Non-Benefitted Employees in Fiscal Years 2016-17 and 2017-18 and adoption of Citywide Salary Schedule**

**Recommendations:** That the City Council:

- Approve a two percent (2%) Cost of Living Adjustment (COLA) for Part-Time Employees and adopt an updated Citywide Employee Salary Schedule.

**3. ADJOURNMENT**

*I hereby certify under penalty of perjury under the laws of the State of California, that the foregoing agenda was posted at the following locations; Santa Fe Springs City Hall, 11710 Telegraph Road; Santa Fe Springs City Library, 11700 Telegraph Road; and the Town Center Plaza (Kiosk), 11740 Telegraph Road, not less than 24 hours prior to the meeting.*



\_\_\_\_\_  
Janet Martinez, CMC  
City Clerk

July 5, 2016  
Date



# City of Santa Fe Springs

City Council Meeting

July 6, 2016

## NEW BUSINESS

Approval of Agreement between the City of Santa Fe Springs and the Santa Fe Springs Firefighters Association (SFSFFA)

### **RECOMMENDATION**

That the City Council approve the FY 2016-18 labor agreement with the SFSFFA and authorize the Mayor to execute said agreement.

### **BACKGROUND**

Negotiations with the SFSFFA (representing safety employees) have concluded and an agreement has been reached with the group. Members of the group are in the process of ratifying the agreement. A copy of the Tentative Agreement reached with the group is attached.

The most notable highlights in the proposed agreement are:

- 1) It is a two-year agreement (July 1, 2016 through June 30, 2018).
- 2) For each of the two years, a 2% salary increase will be provided along with a lump sum dollar amount the equivalent of 1% of employee annual pay. The lump sum will be distributed in equal “non-PERSable” amounts among employee members.
- 3) Contributions to medical premiums for employees will be increased by 1.7% on January 1, 2017 and by the CPI index on January 1, 2018. The percentage adjustment to the employee group will be converted to a flat dollar amount and be applied evenly among the three (3) different types of employees (Tier I, Tier II, and PEPRA). For example, because Tier I employees receive a greater City contribution amount per month (\$1,396.93) compared to Tier II / PEPRA employees (\$1,015.00), the 1.7% adjustment amounts to different dollar amount increases for Tier I employees (\$23.75) versus Tier II / PEPRA employees (\$17.26). As the majority of employees are Tier I, when applying the adjustment evenly as a flat dollar amount the monthly increase for all member employees is \$23.12.
- 4) Employee dependents up to age 26 will be eligible to participate in the City’s vision care reimbursement plan, consistent with the Affordable Care Act age limit.
- 5) During the term of the agreement, members will be able to “cash out” up to 20 hours per year of Vacation from the Reserve Bank. This does not apply to Fire Suppression personnel as they do not have a Vacation Reserve Bank.



# *City of Santa Fe Springs*

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The comprehensive Memorandum of Understanding (MOU) for the group is being drafted and anticipated to be finalized later this summer. At that time, it will be presented to the City Council for consideration.

## **FISCAL IMPACT**

The costs associated with the SFSFFA agreement are \$246,200 for FY 2016-17 and \$251,200 for FY 2017-18. These amounts are already included in the recently-adopted budget for the same two-year period.

A blue ink signature of Thaddeus J. McCormack.

Thaddeus J. McCormack  
City Manager

## **Attachment**

Agreement between the City and the SFSFFA

**CITY OF SANTA FE SPRINGS  
AGREEMENT BETWEEN REPRESENTATIVES OF THE CITY  
OF SANTA FE SPRINGS AND THE SANTA FE SPRINGS FIREFIGHTER  
ASSOCIATION (SFSFFA)**

**JUNE 30, 2016**

In accordance with provisions of the Meyers-Milias-Brown Act, Section 3500, et. seq., of The California Government Code, and the City of Santa Fe Springs Resolution No. 3005, setting forth procedures on the employer-employee relations, the parties to this agreement have met and conferred in good faith and have reached agreement upon matters within the defined scope of representation as set forth herein and have agreed to jointly recommend to the Association membership for approval and to the City Council of the City of Santa Fe Springs that appropriate actions be taken to implement the following changes in salaries, benefits and other terms and conditions of employment for the employee-members represented by the SFSFFA.

1. TERM: July 1, 2016 – June 30, 2018 (2 years)
2. COLA (Cost of Living Adjustment)
  - a. Effective July 1, 2016, the City will provide a 2% (PERSable) salary increase to represented employees.
  - b. Effective July 1, 2017, the City will provide a 2% (PERSable) salary increase to represented employees.
3. LUMP SUM:
  - a. No later than July 31, 2016, the City will provide a lump sum amount the equivalent to 1% of represented employee annual pay to be distributed to full-time employees in a non-PERSable manner.
  - b. No later than July 31, 2017, the City will provide a lump sum amount the equivalent to 1% of represented employee annual pay to be distributed to full-time employees in a non-PERSable manner.
4. MEDICAL/HEALTH INSURANCE
  - a. Effective January 1, 2017 the City will provide a 1.7% adjustment to the current medical/health insurance cap. The percentage adjustment will be converted to a flat dollar amount and be applied evenly among the three (3) different types of employees in the association (Tier I, Tier II, and PEPRA employees). For January 1, 2017, the 1.7% adjustment amounts to a monthly cap increase of \$23.12 for all members. Therefore, effective January 1, 2017 the monthly cap for Tier 1 employees will be \$1,420.05 and for Tier 2 / PEPRA employees it will be \$1,038.12.

b. Effective January 1, 2018 the City will provide an adjustment to the medical/health insurance cap based on the prior year's March to March Consumer's Price Index (CPI) adjustment for the greater Los Angeles area. It will be applied in the same manner as outlined in Section 4a above.

5. VACATION/RESERVE BANK CASH OUT

For those employees subject to a 240 hour vacation cap, the City will consult with legal Counsel to establish a cash-out program not to exceed 20 hours each year (per employee) during this MOU term. The program must meet IRS guidelines to allow only those wishing to participate to be taxed.

6. PARITY

The City agrees to reopen this agreement, IF any other unit receives 1) an amount greater to the percent of salary increase and/or lump sum originally set by the City, 2) increases to the medical cap greater than those contained in this agreement, 3) compensation from the City as part of a revenue sharing agreement, or 4) a signing bonus in addition to any lump sum amounts.

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Mayor

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SFSFFA President



# *City of Santa Fe Springs*

City Council Meeting

July 6, 2016

## **NEW BUSINESS**

Approval of Compensation Levels for Part-Time Non-Benefitted Employees in Fiscal Years 2016-17 and 2017-18 and adoption of Citywide Salary Schedule

### **RECOMMENDATION**

That the City Council approve a two percent (2%) Cost of Living Adjustment (COLA) for Part-Time Non-Benefitted Employees and adopt an updated Citywide Employee Salary Schedule.

### **BACKGROUND**

As the City enters into formal labor agreements with the various bargaining groups, it is appropriate to address compensation levels for the City's non-represented part-time employees. Included in the tentative agreement with the Santa Fe Springs Employees Association (SFSEA) is a 2% COLA for their represented part-time members over each of the next two fiscal years. It would be equitable to extend the same 2% COLA to the City's non-represented part-time employees for Fiscal Years 2016-17 and 2017-18.

At this time it would also be appropriate for the adoption of the Citywide Employee Salary Schedule. It incorporates the various personnel modifications presented in the City Budget, the compensation adjustments resulting from the approved labor agreements, and the recommended adjustments to the City's unrepresented part-time employees.

### **FISCAL IMPACT**

The estimated cost of the increase is approximately \$41,600 for FY 2016-17 and \$42,400 for FY 2017-18. These amounts are already included in the recently-adopted budget for the same two-year period.

A blue ink signature of Thaddeus J. McCormack, City Manager.

Thaddeus J. McCormack  
City Manager

### Attachment

Citywide Employee Salary Schedule

Report Submitted by:

Jose Gomez and Debbie Ford, Finance and Administrative Services

Date of Report: July 5, 2016

**ITEM NO. 5**

EFFECTIVE DATE: JUNE 27, 2016  
 REVISED: JULY 6, 2016

CITY OF SANTA FE SPRINGS  
 SALARY TABLES BY CLASS

PAGE 1

CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
01000	COUNCIL MEMBER	A- 1	970.840	448.080	5.601					2080.00
01300	CITY ATTORNEY	A- 1	16309.800	7527.600	94.095					2080.00
01400	CITY MANAGER	A- 1	14892.000	6873.231	85.915	A- 1	15711.060	7251.258	90.640	2080.00
01600	ASST CMGR/DIR OF FIN	A- 1	11608.187	5357.625	66.970	A- 1	12245.942	5651.973	70.649	2080.00
		B- 2	12245.942	5651.973	70.650	B- 2	12919.244	5962.728	74.534	
		C- 3	12919.244	5962.728	74.534	C- 3	13630.184	6290.854	78.635	
		D- 4	13630.184	6290.854	78.636	D- 4	14379.807	6636.834	82.960	
		E- 5	14379.807	6636.834	82.960	E- 5	15171.251	7002.116	87.526	
01700	FIRE CHIEF	A- 1	10282.493	4745.766	59.322					2080.00
		B- 2	10849.154	5007.302	62.591					
		C- 3	11446.134	5282.831	66.035					
		D- 4	12076.571	5573.802	69.673					
		E- 5	12741.509	5880.696	73.509					
02400	DIR COMM SVCS	A- 1	9517.187	4392.548	54.907	A- 1	10040.982	4634.299	57.928	2080.00
		B- 2	10040.982	4634.299	57.929	B- 2	10593.006	4889.080	61.113	
		C- 3	10593.006	4889.080	61.113	C- 3	11175.350	5157.854	64.473	
		D- 4	11175.350	5157.854	64.473	D- 4	11790.104	5441.586	68.019	
		E- 5	11790.104	5441.586	68.020	E- 5	12437.268	5740.278	71.753	
02700	DIR POLICE SERVICES	A- 1	7865.297	3630.137	45.377	A- 1	8298.134	3829.908	47.873	2080.00
02710	DIR PLANNING	B- 2	8298.134	3829.908	47.874	B- 2	8755.017	4040.777	50.509	
		C- 3	8755.017	4040.777	50.510	C- 3	9236.993	4263.228	53.290	
		D- 4	9234.902	4262.262	53.278	D- 4	9745.106	4497.741	56.221	
		E- 5	9743.015	4496.776	56.210	E- 5	10281.447	4745.283	59.316	
02800	DIR PUBLIC WORKS	A- 1	10599.279	4891.975	61.150	A- 1	11182.668	5161.231	64.515	2080.00
		B- 2	11182.668	5161.231	64.515	B- 2	11797.422	5444.964	68.062	
		C- 3	11797.422	5444.964	68.062	C- 3	12446.678	5744.621	71.807	
		D- 4	12446.678	5744.621	71.808	D- 4	13131.480	6060.683	75.758	
		E- 5	13131.480	6060.683	75.759	E- 5	13853.921	6394.117	79.926	
03000	DIVISION CHIEF	A- 1	9360.362	4320.167	38.573					2912.00
		B- 2	9832.928	4538.274	40.520					
		C- 3	10329.540	4767.480	42.567					
		D- 4	10831.380	4999.098	44.635					
		E- 5	11376.086	5250.501	46.879					

EFFECTIVE DATE: JUNE 27, 2016  
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CITY OF SANTA FE SPRINGS  
SALARY TABLES BY CLASS

PAGE 2

CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS		STEP	MONTHLY	PHYSICAL		ANNUAL HOURS
				BI-WEEKLY	HOURLY			BI-WEEKLY	HOURLY	
03900 03910	DIR TECHNOLOGY SVC M DIR FISCAL SERVICES	A- 1	8297.088	3829.425	47.868	A- 1	8752.926	4039.812	50.497	2080.00
		B- 2	8752.926	4039.812	50.498	B- 2	9233.856	4261.780	53.272	
		C- 3	9234.902	4262.262	53.278	C- 3	9743.015	4496.776	56.209	
		D- 4	9743.015	4496.776	56.210	D- 4	10277.265	4743.353	59.291	
		E- 5	10277.265	4743.353	59.292	E- 5	10842.881	5004.407	62.555	
05400	DIR PURCHASING SVCS	A- 1	6795.750	3136.500	39.206	A- 1	7168.994	3308.766	41.359	2080.00
		B- 2	7168.994	3308.766	41.360	B- 2	7564.193	3491.166	43.639	
		C- 3	7564.193	3491.166	43.640	C- 3	7980.302	3683.216	46.040	
		D- 4	7980.302	3683.216	46.040	D- 4	8419.412	3885.882	48.573	
		E- 5	8419.412	3885.882	48.574	E- 5	8882.568	4099.647	51.245	
08540 08550 08560	LIBRARY SVCS DIV DIR PARK & REC SVCS MGR FAM & HUMAN SVCS MGR	A- 1	6795.750	3136.500	39.206	A- 1	7169.517	3309.008	41.362	2080.00
		B- 2	7168.994	3308.766	41.360	B- 2	7563.288	3490.748	43.634	
		C- 3	7564.193	3491.166	43.640	C- 3	7980.223	3683.180	46.039	
		D- 4	7980.302	3683.216	46.040	D- 4	8419.218	3885.793	48.572	
		E- 5	8419.412	3885.882	48.574	E- 5	8882.479	4099.606	51.245	

EFFECTIVE DATE: JUNE 27, 2016  
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CITY OF SANTA FE SPRINGS  
 SALARY TABLES BY CLASS

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CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
12400	CAPITAL IMPRVMTS MGR	A- 1	7560.694	3489.551	43.619	A- 1	7976.533	3681.477	46.018	2080.00
		B- 2	7976.533	3681.477	46.018	B- 2	8415.242	3883.958	48.549	
		C- 3	8415.242	3883.958	48.549	C- 3	8878.080	4097.575	51.219	
		D- 4	8878.080	4097.575	51.220	D- 4	9366.374	4322.942	54.036	
		E- 5	9366.374	4322.942	54.037	E- 5	9881.525	4560.704	57.008	
12500	ASST MUNI SVCS MGR	A- 1	6782.255	3130.272	39.128	A- 1	7155.280	3302.437	41.280	2080.00
		B- 2	7155.280	3302.437	41.280	B- 2	7548.820	3484.071	43.550	
		C- 3	7548.820	3484.071	43.551	C- 3	7964.005	3675.695	45.946	
		D- 4	7964.005	3675.695	45.946	D- 4	8402.026	3877.858	48.473	
		E- 5	8402.026	3877.858	48.473	E- 5	8864.137	4091.140	51.139	
12600	DEPUTY FIRE MARSHALL	A- 1	7615.422	3514.810	43.935					2080.00
		B- 2	8034.668	3708.308	46.354					
		C- 3	8476.914	3912.422	48.905					
		D- 4	8944.253	4128.117	51.601					
		E- 5	9437.729	4355.875	54.448					
12700	DEP DIR ENVIRON SVCS	A- 1	8964.117	4137.285	51.716					2080.00
		B- 2	9456.548	4364.561	54.557					
		C- 3	9975.116	4603.900	57.549					
		D- 4	10524.003	4857.232	60.715					
		E- 5	11103.210	5124.558	64.057					
12800	FIRE CAPTAIN	A- 1	7607.058	3510.950	30.501					2992.86
		B- 2	8007.485	3695.762	32.106					
		C- 3	8449.731	3899.876	33.880					
		D- 4	8887.796	4102.060	35.636					
		E- 5	9372.908	4325.958	37.581					
12900	MUNICIPAL SVCS MGR	A- 1	7095.809	3274.989	40.937	A- 1	7485.780	3454.975	43.187	2080.00
		B- 2	7485.780	3454.975	43.187	B- 2	7897.707	3645.096	45.563	
		C- 3	7897.707	3645.096	45.564	C- 3	8331.590	3845.349	48.066	
		D- 4	8331.590	3845.349	48.067	D- 4	8789.519	4056.701	50.708	
		E- 5	8789.519	4056.701	50.709	E- 5	9272.942	4279.819	53.497	
		F- 6	9272.942	4279.819	53.498	F- 6	9782.953	4515.209	56.440	
		G- 7	9782.953	4515.209	56.440	G- 7	10321.013	4763.544	59.544	
		H- 8	10321.013	4763.544	59.544	H- 8	10888.668	5025.539	62.819	
13000	ENVR PROTEC SPEC/CPE	A- 1	8034.668	3708.308	46.354					2080.00
		B- 2	8461.232	3905.184	48.815					
		C- 3	8908.706	4111.710	51.396					
		D- 4	9380.226	4329.335	54.117					
		E- 5	9879.975	4559.988	57.000					

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CITY OF SANTA FE SPRINGS  
 SALARY TABLES BY CLASS

PAGE 4

CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
13100	ENVR PROTECT SPEC	A- 1	7237.997	3340.614	41.758					2080.00
		B- 2	7,622.741	3518.188	43.977					
		C- 3	8024.213	3703.483	46.294					
		D- 4	8449.731	3899.876	48.748					
		E- 5	8899.296	4107.367	51.342					
13200	ASSOC CIVIL ENGINEER	A- 1	6411.006	2958.926	36.987	A- 1	6759.158	3119.611	38.995	2080.00
		B- 2	6765.431	3122.507	39.031	B- 2	7134.492	3292.842	41.160	
		C- 3	7144.947	3297.668	41.221	C- 3	7535.964	3478.137	43.476	
		D- 4	7549.556	3484.410	43.555	D- 4	7955.210	3671.635	45.895	
		E- 5	7981.347	3683.699	46.046	E- 5	8415.230	3883.952	48.549	
13300	UTILITY SVCS MANAGER	A- 1	6736.157	3108.996	38.862	A- 1	7106.264	3279.814	40.997	2080.00
		B- 2	7106.264	3279.814	40.998	B- 2	7497.281	3460.284	43.253	
		C- 3	7497.281	3460.284	43.254	C- 3	7909.208	3650.404	45.630	
		D- 4	7909.208	3650.404	45.630	D- 4	8344.136	3851.140	48.139	
		E- 5	8344.136	3851.140	48.139	E- 5	8803.110	4062.974	50.787	
13400	ACCOUNTING MANAGER	A- 1	6586.922	3040.118	38.001	A- 1	6949.203	3207.324	40.091	2080.00
		B- 2	6949.203	3207.324	40.092	B- 2	7331.409	3383.727	42.296	
		C- 3	7331.409	3383.727	42.297	C- 3	7734.637	3569.832	44.622	
		D- 4	7734.637	3569.832	44.623	D- 4	8160.042	3766.173	47.077	
		E- 5	8160.042	3766.173	47.077	E- 5	8608.844	3973.313	49.666	
13673	ST & GRNDS MTC SUPT	A- 1	5754.432	2655.892	33.199	A- 1	6071.219	2802.101	35.026	2080.00
		B- 2	6071.219	2802.101	35.026	B- 2	6411.006	2958.926	36.986	
		C- 3	6411.006	2958.926	36.987	C- 3	6759.158	3119.611	38.995	
		D- 4	6759.158	3119.611	38.995	D- 4	7144.947	3297.668	41.220	
		E- 5	7144.947	3297.668	41.221	E- 5	7535.964	3478.137	43.476	
		F- 6	7535.964	3478.137	43.477	F- 6	7981.347	3683.699	46.046	
		G- 7	7981.347	3683.699	46.046	G- 7	8424.639	3888.295	48.603	
		H- 8	8424.639	3888.295	48.604	H- 8	8879.432	4098.199	51.227	
13700	CHLDREN'S SVCS ADM E	A- 1	6109.531	2819.784	35.247	A- 1	6444.843	2974.543	37.181	2080.00
		B- 2	6444.843	2974.543	37.182	B- 2	6798.908	3137.958	39.224	
		C- 3	6798.908	3137.958	39.224	C- 3	7173.928	3311.044	41.388	
		D- 4	7173.928	3311.044	41.388	D- 4	7567.700	3492.785	43.659	
		E- 5	7567.700	3492.785	43.660	E- 5	7983.532	3684.707	46.058	
13810	FIRE ENGINEER	A- 1	6531.239	3014.418	26.187					2992.86
		B- 2	6873.117	3172.208	27.558					
		C- 3	7243.224	3343.026	29.042					
		D- 4	7607.058	3510.950	30.501					
		E- 5	8010.621	3697.210	32.119					

EFFECTIVE DATE: JUNE 27, 2016  
 REVISED: JULY 6, 2016

CITY OF SANTA FE SPRINGS  
 SALARY TABLES BY CLASS

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CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
13910	SENIOR PLANNER	A- 1	6069.128	2801.136	35.014	A- 1	6399.506	2953.618	36.920	2080.00
		B- 2	6399.506	2953.618	36.920	B- 2	6746.612	3113.821	38.922	
		C- 3	6746.612	3113.821	38.923	C- 3	7115.673	3284.157	41.051	
		D- 4	7115.673	3284.157	41.052	D- 4	7503.554	3463.179	43.289	
		E- 5	7503.554	3463.179	43.290	E- 5	7912.344	3651.851	45.648	
14010	CHLDREN'S SVCS ADMIN	A- 1	5791.025	2672.781	33.410	A- 1	6108.857	2819.472	35.243	2080.00
		B- 2	6108.857	2819.472	35.243	B- 2	6444.462	2974.367	37.179	
		C- 3	6444.462	2974.367	37.180	C- 3	6799.932	3138.430	39.230	
		D- 4	6799.932	3138.430	39.230	D- 4	7173.176	3310.697	41.383	
		E- 5	7173.176	3310.697	41.384	E- 5	7567.329	3492.613	43.657	
14100	CITY CLERK	A- 1	5897.666	2722.000	34.025	A- 1	6213.407	2867.726	35.846	2080.00
14110	SENIOR HR ANALYST	B- 2	6213.407	2867.726	35.847	B- 2	6545.876	3021.174	37.764	
		C- 3	6545.876	3021.174	37.765	C- 3	6894.027	3181.859	39.773	
		D- 4	6894.027	3181.859	39.773	D- 4	7265.180	3353.160	41.914	
		E- 5	7265.180	3353.160	41.915	E- 5	7656.197	3533.629	44.170	
14200	ASST TO DIR POL SVCS	A- 1	5467.965	2523.676	31.546	A- 1	5763.842	2660.235	33.252	2080.00
		B- 2	5763.842	2660.235	33.253	B- 2	6076.446	2804.514	35.056	
		C- 3	6076.446	2804.514	35.056	C- 3	6408.915	2957.961	36.974	
		D- 4	6408.915	2957.961	36.975	D- 4	6759.158	3119.611	38.995	
		E- 5	6759.158	3119.611	38.995	E- 5	7127.174	3289.465	41.118	
14300	ACCOUNTANT	A- 1	5088.449	2348.515	29.356	A- 1	5366.552	2476.870	30.960	2080.00
		B- 2	5362.370	2474.940	30.937	B- 2	5651.973	2608.603	32.607	
		C- 3	5662.428	2613.428	32.668	C- 3	5971.896	2756.260	34.453	
		D- 4	5981.306	2760.603	34.508	D- 4	6303.320	2909.225	36.365	
		E- 5	6308.547	2911.637	36.395	E- 5	6653.562	3070.875	38.385	
14400	CIVIL ENGR ASST I	A- 1	5243.183	2419.931	30.249	A- 1	5531.741	2553.111	31.913	2080.00
		B- 2	5531.741	2553.111	31.914	B- 2	5834.936	2693.047	33.663	
		C- 3	5834.936	2693.047	33.663	C- 3	6155.904	2841.186	35.514	
		D- 4	6155.904	2841.186	35.515	D- 4	6494.646	2997.529	37.469	
		E- 5	6494.646	2997.529	37.469	E- 5	6852.207	3162.557	39.531	
14500	SR MGMT ASSISTANT	A- 1	5897.666	2722.000	34.025	A- 1	6213.407	2867.726	35.846	2080.00
		B- 2	6213.407	2867.726	35.847	B- 2	6545.876	3021.174	37.764	
		C- 3	6545.876	3021.174	37.765	C- 3	6894.027	3181.859	39.773	
		D- 4	6894.027	3181.859	39.773	D- 4	7265.180	3353.160	41.914	
		E- 5	7265.180	3353.160	41.915	E- 5	7656.197	3533.629	44.170	

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14620	CIVIL ENGR TECH II	A- 1	5165.816	2384.223	29.803	A- 1	5450.192	2515.473	31.443	2080.00
		B- 2	5450.192	2515.473	31.443	B- 2	5750.250	2653.962	33.174	
		C- 3	5750.250	2653.962	33.175	C- 3	6065.991	2799.688	34.996	
		D- 4	6065.991	2799.688	34.996	D- 4	6399.506	2953.618	36.920	
		E- 5	6399.506	2953.618	36.920	E- 5	6750.794	3115.751	38.946	
14705	FLEET SEC SUPERVISOR	A- 1	5088.449	2348.515	29.356	A- 1	5362.370	2474.940	30.936	2080.00
14720	WATER UTLTY SEC SUPV	B- 2	5362.370	2474.940	30.937	B- 2	5662.428	2613.428	32.667	
14721	ST & GRNDS MTC SUPV	C- 3	5662.428	2613.428	32.668	C- 3	5981.306	2760.603	34.507	
14723	FACILITY SEC SUPV	D- 4	5981.306	2760.603	34.508	D- 4	6303.320	2909.225	36.365	
14730	TRAF SGNL & LGT SUPV	E- 5	6303.320	2909.225	36.365	E- 5	6653.562	3070.875	38.385	
14740	COMPUTER SPECLST III	F- 6	6653.562	3070.875	38.386	F- 6	7032.033	3245.554	40.569	
14754	LIBRARIAN II	G- 7	7032.033	3245.554	40.569	G- 7	7427.232	3427.953	42.849	
		H- 8	7427.232	3427.953	42.849	H- 8	7836.023	3616.626	45.207	
14800	FIRE PROTECT INSP I	A- 1	5615.381	2591.714	32.396					2080.00
		B- 2	5910.212	2727.790	34.097					
		C- 3	6219.680	2870.622	35.883					
		D- 4	6545.876	3021.174	37.765					
		E- 5	6889.845	3179.928	39.749					
14910	CODE ENFORCMT INSP I	A- 1	4893.986	2258.763	28.235	A- 1	5155.361	2379.397	29.742	2080.00
14920	ELECTRICIAN	B- 2	5155.361	2379.397	29.742	B- 2	5432.418	2507.270	31.340	
14975	P/W INSPECTOR I	C- 3	5448.101	2514.508	31.431	C- 3	5754.432	2655.892	33.198	
14980	MECHANIC II	D- 4	5754.432	2655.892	33.199	D- 4	6071.219	2802.101	35.026	
		E- 5	6071.219	2802.101	35.026	E- 5	6399.506	2953.618	36.920	
15000	LIBRARIAN III	A- 1	5467.965	2523.676	31.546	A- 1	5763.842	2660.235	33.252	2080.00
15040	COMMUNITY SVCS SUPVR	B- 2	5763.842	2660.235	33.253	B- 2	6076.446	2804.514	35.056	
		C- 3	6076.446	2804.514	35.056	C- 3	6408.915	2957.961	36.974	
		D- 4	6408.915	2957.961	36.975	D- 4	6759.158	3119.611	38.995	
		E- 5	6759.158	3119.611	38.995	E- 5	7127.174	3289.465	41.118	
15110	ENVIR PROTECT INSP I	A- 1	5615.381	2591.714	32.396					2080.00
		B- 2	5910.212	2727.790	34.097					
		C- 3	6219.680	2870.622	35.883					
		D- 4	6545.876	3021.174	37.765					
		E- 5	6889.845	3179.928	39.749					
15200	FF/ PARA II	A- 1	6154.859	2840.704	24.678					2992.86
		B- 2	6369.186	2939.624	25.538					
		C- 3	6580.377	3037.097	26.384					
		D- 4	6793.659	3135.535	27.239					
		E- 5	7003.805	3232.525	28.082					
		F- 6	7214.996	3329.998	28.929					
		G- 7	7432.460	3430.366	29.801					
		H- 8	7644.696	3528.321	30.652					
		I- 9	7854.842	3625.312	31.494					
		J- 10	8070.215	3724.715	32.358					

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15300	FF/ PARA I	A- 1	5833.890	2692.565	23.391					2992.86
		B- 2	6036.717	2786.177	24.204					
		C- 3	6236.408	2878.342	25.005					
		D- 4	6439.235	2971.955	25.818					
		E- 5	6639.971	3064.602	26.623					
		F- 6	6839.661	3156.767	27.424					
		G- 7	7045.625	3251.827	28.250					
		H- 8	7246.361	3344.474	29.055					
		I- 9	7446.051	3436.639	29.855					
		J-10	7648.878	3530.251	30.669					
15400	FF/ PARA TRAINEE	A- 1	5529.650	2552.146	22.171					2992.86
		B- 2	5722.022	2640.933	22.943					
		C- 3	5912.303	2728.755	23.706					
		D- 4	6157.995	2842.152	24.691					
		E- 5	6292.865	2904.399	25.232					
		F- 6	6484.191	2992.704	25.999					
		G- 7	6677.609	3081.973	26.774					
		H- 8	6868.935	3170.278	27.541					
		I- 9	7057.125	3257.135	28.296					
		J-10	7250.543	3346.404	29.071					
15500	HUMAN RESRCE ANALYST	A- 1	5015.264	2314.737	28.934	A- 1	5291.276	2442.127	30.526	2080.00
		B- 2	5291.276	2442.127	30.527	B- 2	5582.970	2576.755	32.209	
		C- 3	5582.970	2576.755	32.209	C- 3	5889.302	2718.139	33.976	
		D- 4	5889.302	2718.139	33.977	D- 4	6213.407	2867.726	35.846	
		E- 5	6213.407	2867.726	35.847	E- 5	6554.240	3025.034	37.812	
15630	LEAD PSO	A- 1	4640.975	2141.988	26.775	A- 1	4896.077	2259.728	28.246	2080.00
15650	YTH INTRVNTN PRG SUP	B- 2	4896.077	2259.728	28.247	B- 2	5165.816	2384.223	29.802	
		C- 3	5165.816	2384.223	29.803	C- 3	5450.192	2515.473	31.443	
		D- 4	5450.192	2515.473	31.443	D- 4	5750.250	2653.962	33.174	
		E- 5	5750.250	2653.962	33.175	E- 5	6065.991	2799.688	34.996	
15700	LIBRARIAN I	A- 1	4738.206	2186.864	27.336	A- 1	4998.536	2307.017	28.837	2080.00
		B- 2	4998.536	2307.017	28.838	B- 2	5273.502	2433.924	30.424	
		C- 3	5273.502	2433.924	30.424	C- 3	5563.106	2567.587	32.094	
		D- 4	5563.106	2567.587	32.095	D- 4	5869.437	2708.971	33.862	
		E- 5	5869.437	2708.971	33.862	E- 5	6191.451	2857.593	35.719	
15900	PUB RELATIONS TECH	A- 1	4624.427	2134.351	26.679	A- 1	4878.771	2251.740	28.146	2080.00
		B- 2	4878.771	2251.740	28.147	B- 2	5147.104	2375.586	29.694	
		C- 3	5147.104	2375.586	29.695	C- 3	5430.194	2506.243	31.328	
		D- 4	5430.194	2506.243	31.328	D- 4	5728.854	2644.086	33.051	
		E- 5	5728.854	2644.086	33.051	E- 5	6043.942	2789.512	34.868	

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CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS		STEP	MONTHLY	PHYSICAL		ANNUAL HOURS
				BI-WEEKLY	HOURLY			BI-WEEKLY	HOURLY	
16010	WATER WELL OPERATOR	A- 1	4571.972	2110.141	26.377	A- 1	4822.892	2225.950	27.824	2080.00
		B- 2	4822.892	2225.950	27.824	B- 2	5087.403	2348.032	29.350	
		C- 3	5087.403	2348.032	29.350	C- 3	5362.370	2474.940	30.936	
		D- 4	5362.370	2474.940	30.937	D- 4	5663.474	2613.911	32.673	
		E- 5	5663.474	2613.911	32.674	E- 5	5971.896	2756.260	34.453	
16200	FIREFIGHTER	A- 1	5242.137	2419.448	21.019					2992.86
		B- 2	5423.009	2502.927	21.744					
		C- 3	5603.880	2586.406	22.469					
		D- 4	5785.797	2670.368	23.198					
		E- 5	5964.578	2752.882	23.915					
		F- 6	6146.495	2836.844	24.645					
		G- 7	6329.457	2921.288	25.378					
		H- 8	6510.329	3004.767	26.103					
		I- 9	6690.155	3087.764	26.824					
		J-10	6873.117	3172.208	27.558					
16300	MANAGEMENT ASST I	A- 1	4467.422	2061.887	25.774	A- 1	4712.069	2174.801	27.185	2080.00
		B- 2	4712.069	2174.801	27.185	B- 2	4971.353	2294.471	28.680	
		C- 3	4971.353	2294.471	28.681	C- 3	5244.228	2420.413	30.255	
		D- 4	5244.228	2420.413	30.255	D- 4	5533.832	2554.076	31.925	
		E- 5	5533.832	2554.076	31.926	E- 5	5837.027	2694.012	33.675	
16440	WTR UTILITY LEAD WKR	A- 1	4397.373	2029.557	25.369	A- 1	4638.884	2141.023	26.762	2080.00
		B- 2	4625.292	2134.750	26.684	B- 2	4893.986	2258.763	28.234	
		C- 3	4893.986	2258.763	28.235	C- 3	5163.725	2383.258	29.790	
		D- 4	5163.725	2383.258	29.791	D- 4	5447.055	2514.025	31.425	
		E- 5	5447.055	2514.025	31.425	E- 5	5747.114	2652.514	33.156	
16500	TRANSPORT SVCS SUPV	A- 1	4312.688	1990.471	24.881	A- 1	4548.971	2099.525	26.244	2080.00
		B- 2	4548.971	2099.525	26.244	B- 2	4799.891	2215.334	27.691	
		C- 3	4799.891	2215.334	27.692	C- 3	5063.357	2336.934	29.211	
		D- 4	5063.357	2336.934	29.212	D- 4	5341.460	2465.289	30.816	
		E- 5	5341.460	2465.289	30.816	E- 5	5637.336	2601.847	32.523	
16620	PUB WKS DEPT SECTY	A- 1	4134.953	1908.440	23.855	A- 1	4361.826	2013.150	25.164	2080.00
		B- 2	4361.826	2013.150	25.164	B- 2	4601.246	2123.652	26.545	
		C- 3	4601.246	2123.652	26.546	C- 3	4854.257	2240.426	28.005	
		D- 4	4854.257	2240.426	28.005	D- 4	5121.905	2363.956	29.549	
		E- 5	5121.905	22363.956	29.549	E- 5	5403.144	2493.759	31.171	

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16700	PRG COORD-LIB OUTRCH	A- 1	4387.744	2025.113	25.314	A- 1	4630.506	2137.157	26.714	2080.00
16710	PRG COORD-PARK/YOUTH	B- 2	4630.506	2137.157	26.714	B- 2	4885.428	2254.813	28.185	
		C- 3	4885.428	2254.813	28.185	C- 3	5151.990	2377.842	29.723	
		D- 4	5151.990	2377.842	29.723	D- 4	5430.193	2506.243	31.328	
		E- 5	5430.193	2506.243	31.328	E- 5	5728.854	2644.086	33.051	
16800	ACCOUNT CLERK SUPV	A- 1	4571.972	2110.141	26.377	A- 1	4822.892	2225.950	27.824	2080.00
		B- 2	4822.892	2225.950	27.824	B- 2	5087.403	2348.032	29.350	
		C- 3	5087.403	2348.032	29.350	C- 3	5362.370	2474.940	30.936	
		D- 4	5362.370	2474.940	30.937	D- 4	5663.474	2613.911	32.673	
		E- 5	5663.474	2613.911	32.674	E- 5	5971.896	2756.260	34.453	
16990	PUB RELATIONS SPEC	A- 1	4280.277	1975.512	24.694	A- 1	4516.560	2084.566	26.057	2080.00
		B- 2	4516.560	2084.566	26.057	B- 2	4764.344	2198.928	27.486	
		C- 3	4764.344	2198.928	27.487	C- 3	5025.719	2319.563	28.994	
		D- 4	5025.719	2319.563	28.995	D- 4	5302.776	2447.435	30.592	
		E- 5	5302.776	2447.435	30.593	E- 5	5594.471	2582.064	32.275	
17010	PROGRAM COORDINATOR	A- 1	4158.999	1919.538	23.994	A- 1	4387.964	2025.214	25.315	2080.00
17050	PUB SAF OFFCR/ADMIN	B- 2	4387.964	2025.214	25.315	B- 2	4627.383	2135.715	26.696	
17070	PUB SAF OFFCR/FIELD	C- 3	4627.383	2135.715	26.696	C- 3	4877.258	2251.042	28.138	
17080	YTH INTRVNTN CSE WKR	D- 4	4877.258	2251.042	28.138	D- 4	5155.361	2379.397	29.742	
17090	HUMAN SVCS CS WKR I	E- 5	5155.361	2379.397	29.742	E- 5	5432.418	2507.270	31.340	
17210	ACCOUNT CLERK III	A- 1	4026.221	1858.256	23.228	A- 1	4247.867	1960.554	24.506	2080.00
17240	BUS DRIVER III	B- 2	4247.867	1960.554	24.507	B- 2	4482.059	2068.643	25.858	
		C- 3	4482.059	2068.643	25.858	C- 3	4727.751	2182.039	27.275	
		D- 4	4727.751	2182.039	27.275	D- 4	4991.217	2303.639	28.795	
		E- 5	4991.217	2303.639	28.795	E- 5	5259.911	2427.651	30.345	
17400	ACCOUNT CLERK III C	A- 1	4026.221	1858.256	23.228	A- 1	4247.867	1960.554	24.506	2080.00
		B- 2	4247.867	1960.554	24.507	B- 2	4482.059	2068.643	25.858	
		C- 3	4482.059	2068.643	25.858	C- 3	4727.751	2182.039	27.275	
		D- 4	4727.751	2182.039	27.275	D- 4	4991.217	2303.639	28.795	
		E- 5	4991.217	2303.639	28.795	E- 5	5259.911	2427.651	30.345	
17500	TRAF & LITE TECH I	A- 1	3966.627	1830.751	22.884	A- 1	4184.091	1931.119	24.138	2080.00
17510	FACILITY SPECIALIST	B- 2	4184.091	1931.119	24.139	B- 2	4417.238	2038.725	25.484	
17540	TREE WORKER SPCLST	C- 3	4417.238	2038.725	25.484	C- 3	4658.748	2150.191	26.877	
		D- 4	4658.748	2150.191	26.877	D- 4	4914.896	2268.414	28.355	
		E- 5	4914.896	2268.414	28.355	E- 5	5171.043	2386.635	29.832	
		F- 6	5171.043	2386.635	29.833	F- 6	5471.102	2525.124	31.564	
		G- 7	5471.102	2525.124	31.564	G- 7	5773.251	2664.577	33.307	
		H- 8	5773.251	2664.577	33.307	H- 8	6088.992	2810.304	35.128	

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17800	WATER UTILITY WORKER	A- 1	3806.666	1756.923	21.962	A- 1	4014.720	1852.948	23.161	2080.00
17850	COMM SVCS SPECIALIST	B- 2	4014.720	1852.948	23.162	B- 2	4236.366	1955.246	24.440	
17860	HEAD TEACHER	C- 3	4236.366	1955.246	24.441	C- 3	4469.513	2062.852	25.785	
		D- 4	4469.513	2062.852	25.786	D- 4	4715.205	2176.248	27.203	
		E- 5	4715.205	2176.248	27.203	E- 5	4970.307	2293.988	28.674	
18010	ACCOUNT CLERK II	A- 1	3612.203	1667.171	20.840	A- 1	3810.848	1758.853	21.985	2080.00
18020	MAINTENANCE WORKER	B- 2	3810.848	1758.853	21.986	B- 2	4013.675	1852.465	23.155	
18085	BLDG PERMIT CLERK II	C- 3	4013.675	1852.465	23.156	C- 3	4242.639	1958.141	24.476	
18097	PROG ASST/CMO	D- 4	4242.639	1958.141	24.477	D- 4	4472.649	2064.300	25.803	
18098	PROGRAM ASSIST PLAN	E- 5	4472.649	2064.300	25.804	E- 5	4713.114	2175.283	27.191	
18400	ENVR PROTEC CLRK II	A- 1	3428.785	1582.516	19.781	A- 1	3617.368	1669.554	20.869	2080.00
		B- 2	3617.368	1669.554	20.869	B- 2	3816.323	1761.380	22.017	
		C- 3	3816.323	1761.380	22.017	C- 3	4026.221	1858.256	23.228	
		D- 4	4026.221	1858.256	23.228	D- 4	4247.663	1960.460	24.505	
		E- 5	4247.663	1960.460	24.506	E- 5	4481.284	2068.285	25.853	
18510	RECREATION SPECIALIS	A- 1	3402.057	1570.180	19.627	A- 1	3586.065	1655.107	20.688	2080.00
		B- 2	3586.065	1655.107	20.689	B- 2	3779.483	1744.377	21.804	
		C- 3	3779.483	1744.377	21.805	C- 3	3984.401	1838.954	22.986	
		D- 4	3984.401	1838.954	22.987	D- 4	4200.819	1938.840	24.235	
		E- 5	4200.819	1938.840	24.235	E- 5	4427.693	2043.551	25.544	
		F- 6	4427.693	2043.551	25.544	F- 6	4668.158	2154.534	26.931	
18815	ADMIN CLERK II	A- 1	3250.460	1500.212	18.753	A- 1	3428.195	1582.244	19.778	2080.00
18820	HUMAN RSRC ASSISTANT	B- 2	3428.195	1582.244	19.778	B- 2	3618.476	1670.066	20.875	
18860	ENVR PROTECT CLRK I	C- 3	3618.476	1670.066	20.876	C- 3	3810.848	1758.853	21.985	
		D- 4	3810.848	1758.853	21.986	D- 4	4013.675	1852.465	23.155	
		E- 5	4026.221	1858.256	23.228	E- 5	4242.639	1958.141	24.476	
19615	ADMIN CLERK I	A- 1	2921.127	1348.212	16.853	A- 1	3081.089	1422.041	17.775	2080.00
19620	LIBRARY CLERK I	B- 2	3081.089	1422.041	17.776	B- 2	3252.551	1501.177	18.764	
		C- 3	3252.551	1501.177	18.765	C- 3	3431.331	1583.691	19.796	
		D- 4	3431.331	1583.691	19.796	D- 4	3612.203	1667.171	20.839	
		E- 5	3612.203	1667.171	20.840	E- 5	3810.848	1758.853	21.985	

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CITY OF SANTA FE SPRINGS  
SALARY TABLES BY CLASS

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CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
50300	HEAD TEACHER B	A- 1			21.962					
		B- 2			23.162					
		C- 3			24.440					
		D- 4			25.786					
		E- 5			27.203					
50410	BUS DRIVER II B	A- 1			20.701					
		B- 2			21.834					
		C- 3			23.093					
		D- 4			24.385					
		E- 5			25.687					
50610	TEACHER III	A- 1			19.607					
		B- 2			20.701					
		C- 3			21.892					
		D- 4			23.117					
		E- 5			24.350					
51010	COMM SVCS LEAD III B	A- 1			17.483					
		B- 2			18.453					
		C- 3			19.502					
		D- 4			20.603					
		E- 5			21.722					
		F- 6			22.915					
52010	COMM SVCS LEAD II B	A- 1			15.095					
52080	CHILD CARE TEACH IIB	B- 2			15.855					
		C- 3			16.644					
		D- 4			17.472					
		E- 5			18.351					
52500	CHILD CARE TEACH I B	A- 1			13.692					
		B- 2			14.379					
		C- 3			15.095					
		D- 4			15.855					
		E- 5			16.644					
53530	CLD CARE AST TEACH B	A- 1			12.432					
		B- 2			13.050					
		C- 3			13.692					
		D- 4			14.379					
		E- 5			15.095					

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CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS		STEP	MONTHLY	PHYSICAL		ANNUAL HOURS
				BI-WEEKLY	HOURLY			BI-WEEKLY	HOURLY	
57000	ADMIN CLERK I	A- 1			15.767					
		B- 2			16.669					
		C- 3			17.619					
		D- 4			18.611					
		E- 5			19.607					

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CITY OF SANTA FE SPRINGS  
SALARY TABLES BY CLASS

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CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
70400	PUBLIC SAFETY OFCR	A- 1			19.607					
70410	CODE ENFORCMT INSPI	B- 2			20.701					
		C- 3			21.892					
		D- 4			23.117					
		E- 5			24.350					
70545	LITERACY INTERN N	A- 1			14.645					
70580	ADMIN INTERN N	B- 2			15.452					
		C- 3			16.301					
		D- 4			17.197					
		E- 5			18.146					
71010	TRAF SIGNAL APRENT N	A- 1			13.949					
71040	WATER UTILITY APPRENT	B- 2			14.645					
71050	ELECTRICIAN APPRENT	C- 3			15.374					
		D- 4			16.146					
		E- 5			16.951					
71520	CLD CARE TEACH IISUB	A- 1			13.494					
		B- 2			14.236					
		C- 3			15.063					
		D- 4			15.922					
		E- 5			16.774					
72000	FIRE HSNG INSPEC PTN	A- 1			28.234					
		B- 2			29.786					
		C- 3			31.424					
		D- 4			33.152					
		E- 5			35.030					
72100	INSTR LIFEGUARD IIIN	A- 1			20.701					
		B- 2			21.834					
		C- 3			23.093					
		D- 4			24.385					
		E- 5			25.687					
72220	POLICE SVCS CLERK	A- 1			14.639					
		B- 2			15.445					
		C- 3			16.293					
		D- 4			17.189					
		E- 5			18.137					

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CITY OF SANTA FE SPRINGS  
SALARY TABLES BY CLASS

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CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
72300	INSTR LIFEGUARD II N	A- 1			17.505					
		B- 2			18.469					
		C- 3			19.485					
		D- 4			20.556					
		E- 5			21.684					
72400	INSTR LIFEGUARD I N	A- 1			16.595					
		B- 2			17.505					
		C- 3			18.469					
		D- 4			19.485					
		E- 5			20.556					
72530	CHILD CARE TEACH I N	A- 1			12.046					
72540	HERITAGE PK RANGER N	B- 2			12.650					
72560	PSO APPRENTICE N	C- 3			13.281					
		D- 4			13.949					
		E- 5			14.645					
72600	LIB INFO DESK ASST	A- 1			17.353					
		B- 2			18.309					
		C- 3			19.315					
		D- 4			20.379					
		E- 5			21.499					
72710	ADMIN CLERK I NB	A- 1			14.236					
		B- 2			15.020					
		C- 3			15.846					
		D- 4			16.717					
		E- 5			17.636					
72900	BUS DRIVER I NB	A- 1			12.350					
		B- 2			13.029					
		C- 3			13.747					
		D- 4			14.502					
		E- 5			15.300					
73000	COMM SVCS LEAD II N	A- 1			11.481					
		B- 2			12.055					
		C- 3			12.650					
		D- 4			13.294					
		E- 5			13.949					

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CITY OF SANTA FE SPRINGS  
SALARY TABLES BY CLASS

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CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
73100	FINANCE OFFICE AIDE	A- 1			11.885					
73110	WAREHOUSE ASSISTANT	B- 2			12.475					
		C- 3			13.088					
		D- 4			13.748					
		E- 5			14.432					
74300	PUB WORKS AIDE II N	A- 1			10.931					
		B- 2			11.532					
		C- 3			12.166					
		D- 4			12.833					
		E- 5			13.539					
74560	LIBRARY SVCS AIDE N	A- 1			10.809					
		B- 2			11.350					
		C- 3			11.917					
		D- 4			12.512					
		E- 5			13.138					
75000	CLD CARE AST TEACH N	A- 1			10.705					
75010	C/C ASST TEACH SUB N	B- 2			11.240					
		C- 3			11.802					
		D- 4			12.393					
		E- 5			13.013					
75400	COMM SVCS LEAD I N	A- 1			10.765					
		B- 2			11.304					
		C- 3			11.869					
		D- 4			12.462					
		E- 5			13.086					
75500	PUBLIC WORKS AIDE N	A- 1			10.200					
75530	OFFICE AIDE N	B- 2			10.710					
75550	AQUATICS AIDE N	C- 3			11.246					
75580	COMM SVC FACILITY WK	D- 4			11.808					
75590	FOOD SERVICE AIDE N	E- 5			12.398					
77000	SYSTEMS ANALYST PTNB	A- 1			37.875					
		B- 2			39.957					
		C- 3			42.156					
		D- 4			44.474					
		E- 5			46.920					

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CITY OF SANTA FE SPRINGS  
SALARY TABLES BY CLASS

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CLASS	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
78000	LITERACY ASSISTANT N	A- 1			15.776					
78010	COMPUTER TECHNICIAN	B- 2			16.643					
78020	ENVIRONMENTAL INTERN	C- 3			17.558					
		D- 4			18.525					
		E- 5			19.543					
79800	REC INSTRUCTOR	A- 1			31.038					
		K-11			26.116					
		M-13			10.200					
		N-14			21.763					
		P-16			18.862					
		V-22			13.059					
		X-24			10.200					
79901	TEMP-ACCT CLERK III	O-15			25.922					
79960	TEMP-NEW BUS INSP SP	P-16			51.342					



# *City of Santa Fe Springs*

City Council Meeting

July 6, 2016

## **NEW BUSINESS**

Approval of Agreement between the City of Santa Fe Springs and the Santa Fe Springs Employees Association (SFSEA)

### **RECOMMENDATION**

That the City Council approve the FY 2016-18 labor agreement with the SFSEA and authorize the Mayor to execute said agreement.

### **BACKGROUND**

Negotiations with the Santa Fe Springs Employees Association (SFSEA) have concluded and an agreement has been reached with the group. The SFSEA membership is formally voting to ratify the agreement at a noon meeting on July 6<sup>th</sup>. A copy of the Tentative Agreement reached with the group is attached.

The most notable highlights in the proposed agreement are:

- 1) It is a two-year agreement (July 1, 2016 through June 30, 2018).
- 2) For each of the two years, a 2% salary increase will be provided to all full and part-time member employees. Additionally, a lump sum dollar amount the equivalent of 0.5% of all represented full-time employee annual pay will be distributed in equal “non-PERSable” amounts among full-time employee members for each year. Part-time Benefitted employee members will receive a lump sum \$300 amount per employee for each year.
- 3) Contributions to medical premiums for employees will be increased by 1.7% on January 1, 2017 and by the CPI index on January 1, 2018.
- 4) The City will provide an additional 0.5% match in deferred compensation (for a total of 1.5%). Therefore, the full 1.5% deferred compensation match previously suspended will have been reinstated.
- 5) Employee dependents up to age 26 will be eligible to participate in the City’s vision care reimbursement plan, consistent with the Affordable Care Act age limit.
- 6) Members who are exempt from overtime will be permitted to “cash-out” up to six hours of accrued vacation leave hours annually.
- 7) During the term of the agreement, members will be able to “cash out” up to 20 hours per year of Vacation from the Reserve Bank.

Report Submitted by:

Jose Gomez and Debbie Ford, Finance and Administrative Services

Date of Report: July 5, 2016

**ITEM NO. 6**



# *City of Santa Fe Springs*

City Council Meeting

July 6, 2016

The comprehensive Memorandum of Understanding (MOU) for the group is being drafted and anticipated to be finalized later this summer. At that time, it will be presented to the City Council for consideration.

## **FISCAL IMPACT**

The costs associated with the SFSEA MOU are \$270,900 for FY 2016-17 and \$276,300 for FY 2017-18. These amounts are already included in the recently-adopted budget for the same two-year period.

A handwritten signature in blue ink, appearing to read "THADDEUS J. MCCRACKEN".

Thaddeus J. McCormack  
City Manager

## **Attachment:**

Agreement between the City and the SFSEA

Report Submitted by:

Jose Gomez and Debbie Ford, Finance and Administrative Services

Date of Report: July 5, 2016

**CITY OF SANTA FE SPRINGS  
AGREEMENT BETWEEN REPRESENTATIVES OF THE CITY  
OF SANTA FE SPRINGS AND THE SANTA FE SPRINGS EMPLOYEE  
ASSOCIATION (SFSEA)**

**JUNE 28, 2016**

In accordance with provisions of the Meyers-Milias-Brown Act, Section 3500, et. seq., of The California Government Code, and the City of Santa Fe Springs Resolution No. 3005, setting forth procedures on the employer-employee relations, the parties to this agreement have met and conferred in good faith and have reached agreement upon matters within the defined scope of representation as set forth herein and have agreed to jointly recommend to the Association membership for approval and to the City Council of the City of Santa Fe Springs that appropriate actions be taken to implement the following changes in salaries, benefits and other terms and conditions of employment for the employee-members represented by the SFSEA.

1. TERM: July 1, 2016 – June 30, 2018 (2 years)
2. COLA (Cost of Living Adjustment)
  - a. Effective June 27, 2016, the City will provide a 2% salary increase to full-time and part-time represented employees.
  - b. Effective June 26, 2017, the City will provide a 2% salary increase to full-time and part-time represented employees.
3. LUMP SUM:
  - a. No later than July 31, 2016, the City will provide a lump sum amount the equivalent of 0.5% of represented full-time employee annual pay (calculated prior to COLA adjustment above) to be distributed to all represented full-time employees (who are members at the time of payment), in a non-PERSable manner.
  - b. No later than July 31, 2016, the City will provide a \$300 lump sum amount to represented part-time employees (who are members at the time of payment).
  - c. No later than July 31, 2017, the City will provide a lump sum amount the equivalent of 0.5% of represented full-time employee annual pay (calculated prior to COLA adjustment above) to be distributed to all represented full-time employees (who are members at the time of payment), in a non-PERSable manner.
  - d. No later than July 31, 2017, the City will provide a \$306 lump sum amount to represented part-time employees (who are members at the time of payment).

**4. LAY-OFF PROCEDURES**

Agree to discuss during term of contract

**5. MEDICAL/HEALTH INSURANCE**

- a. Effective January 1, 2017 the City will provide a 1.7% adjustment to the current medical/health insurance cap.
- b. Effective January 1, 2018 the City will provide an adjustment to the medical/health insurance cap based on the prior year's March to March Consumer's Price Index (CPI) adjustment for the greater Los Angeles area.

**6. DEFERRED COMPENSATION**

- a. Effective June 27, 2016, the City agrees to match employee contributions into their deferred compensation plan an additional 0.5% (for a maximum of 1.5%). The match will continue to be at a rate of 2:1. To receive the City's 1.5% match, the employee must contribute 0.75%. Lump sum amounts listed in Section 2 (above) are not eligible for the match contribution.
- b. Effective July 1, 2017, the City will continue to match employee contributions into their deferred compensation plan as described in Section 6a (above). Lump sum amounts listed in Section 2 (above) are not eligible for the match contribution.

The City and the Association jointly acknowledge that the full 1.5% deferred compensation match has been reinstated.

**7. VISION PLAN**

Effective July 1, 2016 the City will provide coverage to dependents up to age 26, consistent with the Affordable Care Act (ACA).

**8. VACATION CASH OUT**

Effective July 1, 2016, represented members who are exempt from overtime will be permitted to cash out up to 6 hours of accrued vacation leave hours annually.

**9. VACATION/RESERVE BANK CASH OUT**

The City will consult with legal Counsel to establish a cash-out program, not to exceed 20 hours each year during this term (per employee), that meets IRS guidelines to allow only those wishing to participate to be taxed.

**10. KIN CARE**

Agree to update in accordance with State law.

## 11. PARITY

The City agrees to reopen this agreement, IF any other unit receives 1) an amount greater to the percent of salary increase and/or lump sum originally set by the City, 2) increases to the medical cap greater than those contained in this agreement, 3) compensation from the City as part of a revenue sharing agreement, or 4) a signing bonus in addition to any lump sum amounts.

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Mayor

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SFSEA President