



AGENDA

ADJOURNED REGULAR MEETING OF THE CITY COUNCIL

**June 22, 2017
5:00 P.M.**

Council Chambers
11710 Telegraph Road
Santa Fe Springs, CA 90670

***William K. Rounds, Mayor
Jay Sarno, Mayor Pro Tem
Richard J. Moore, 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
Study Session

June 22, 2017

1. CALL TO ORDER

2. ROLL CALL

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

CITY COUNCIL

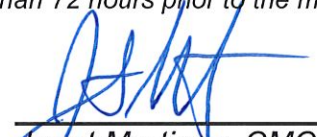
3. FY 2016-17 and 2017-18 Mid-Budget Cycle Revisions and Modifications

Recommendation: That the City Council:

- Approve the proposed revenue, expenditure, and personnel adjustments as detailed in Attachments A through K.

4. 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 72 hours prior to the meeting.



Janet Martinez, CMC
City Clerk

June 15, 2017
Date



NEW BUSINESS

FY 2016-17 and 2017-18 Mid-Budget Cycle Revisions and Modifications

RECOMMENDATION

That the City Council approve the proposed revenue, expenditure, and personnel adjustments as detailed in Attachments A through K.

Background

In June 2016 the City Council adopted a two-year budget for Fiscal Years 2016-17 and 2017-18. As the City approaches the two-year budget's midpoint, it is appropriate to adjust forecasted revenues, appropriation amounts, and budget assumptions based on year-to-date information available. As a result, Staff has been working closely with the City Council Subcommittees in assessing various aspects of the City's fiscal condition and formulating proper funding and operational actions and adjustments.

Following is a more detailed view of the City's fiscal position, with updated information regarding estimated revenue and expenditure amounts for the City's largest funds, the General and Water Utility Funds.

General Fund

It is anticipated that the General Fund will end FY 2016-17 with a "net" deficit of \$440,000. This is \$272,800 less than the \$712,800 deficit anticipated earlier in the Midyear Budget Review. The overall deficit is primarily a result of revenues falling short of expectations. The deficit was not as large as anticipated during the Midyear Budget Review due to savings throughout the departmental expenditures.

FY 2017-18 is also expected to yield a year-end deficit. It is expected to be \$3,303,500, compared to the break-even budget projected in the two-year Adopted Budget. (See Attachment A) The primary reasons for the unfavorable change are revenues being less than originally forecasted as well as a number of changes anticipated in the departmental expenditures (discussed later in this report).

Budget Transfers / Use of Set-Aside Funds

Several recommendations are being made to close the budget deficits for both fiscal years. The recommendations are a combination of the reduction or elimination of budgeted transfers along with the use of set-aside funds the City has built up over the past several fiscal years. Although long-term challenges still face the City's budget from a structural standpoint, these recommendations eliminate the near-term deficits without utilizing the City's unrestricted reserves (\$21.3 million). Additionally, adequate funds exist in the affected set-aside funds to maintain current operational levels for the remainder of the budget cycle. Most notably, the Capital Improvement Program



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("CIP") Fund is anticipated to have over \$9.9 million available to allocate to new improvement projects even after the recommended reduction and elimination of transfers for FY 2016-17 and FY 2017-18. The recommend actions are illustrated in Attachment B (along with revised fund balances) and summarized as follows:

FY 2016-17

- Eliminate the budgeted transfer from the General Fund to the Equipment Replacement Fund in the amount of \$269,000
- Eliminate the budgeted transfer from the General Fund to the Employee Benefits Fund in the amount of \$121,500
- Reduce the budgeted transfer from the General Fund to the CIP Fund by \$49,500 to \$1,750,500

Total Budget Savings for FY 2016-17: \$440,000

FY 2017-18

- Eliminate the budgeted transfer from the General Fund to the Equipment Replacement Fund in the amount of \$210,700
- Eliminate the budgeted transfer from the General Fund to the CIP Fund in the amount of \$1,800,000
- Transfer \$892,800 from the Employee Benefits Fund to the General Fund to offset higher personnel costs, primarily increasing California Public Employee Retirement System ("CalPERS") contributions
- Transfer \$400,000 from the Insurance Stabilization Fund to the General Fund to offset increases in insurance costs, primarily related to higher workers' compensation rates

Total Budget Savings for FY 2017-18: \$3,303,500

Revenues (See Attachment C)

The FY 2016-17 General Fund revenues (not including Applied Revenues) are projected to finish the year at \$43,414,000, which is \$200,000 higher than the Midyear Budget Review estimate. As a reminder, the revenue forecast was lowered \$1.6 million from \$44.8 million to \$43.2 million during the Midyear Budget Review. This was primarily a result of anticipated declines in Sales Tax and Utility Users Tax of \$830,000 and \$745,000, respectively. So, while the final estimate is slightly higher than the Midyear Budget Review, it is still down \$1.4 million from the original budgeted revenues.

In June 2016, the total General Fund revenues for FY 2017-18 were projected to be \$45,664,000. The revised budget forecast of \$43,675,000 is about \$2.0 million (4.4%) lower than originally estimated. The anticipated decline, as with FY 2016-17, is largely



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in Sales Tax (\$1.1 million) and Utility User's Tax (\$870,000). Additional declines in Franchise Tax and Development revenues are offset by expected increases in Property Tax Pass-Thru and Investment Earnings along with other minor adjustments to revenues.

One-Time Funding Sources

An important item to point out regarding both the FY 2016-17 and FY 2017-18 budgets is that significant non-recurring loan repayments are included as additional sources to help balance the budget. Beginning in FY 2015-16, the City began receiving repayments of balances owed from the Successor Agency (former Community Development Commission). Approximately \$2.1 million and \$1.8 million are expected to be received during FY 2016-17 and FY 2017-18, respectively. The repayments are expected to range from \$1.5 - \$2.0 million per year over the next three to four fiscal years. While the repayments provide a source of cash flow and become available to support operating expenditures, the flow of funds will cease once the balances are repaid.

Expenditures (See Attachments D and K)

As of the FY 2016-17 Midyear Budget Review, total budgeted departmental expenditures, net of applied revenues, were approximately \$43.19 million. These expenditures are expected to increase slightly to \$43.23 million. This increase is more than offset by an expected decline in non-recurring expenditures of \$108,200 to an anticipated total of \$498,100. As noted above, the current budget includes transfers to the CIP, Equipment Replacement, and Employee Benefits Funds. Due to the projected deficit of \$440,000, Staff recommends that the Equipment Replacement and Employee Benefits Fund transfer be eliminated (\$269,000 and \$121,500, respectively) and the CIP Fund transfer be reduced \$49,500 to \$1,750,500.

For FY 2017-18, total budgeted expenditures and uses were approximately \$47.42 million. The revised amount is \$48.74 million or \$1,314,500 greater than the Approved Budget, with about \$1,827,900 (4.1%) more in departmental expenditures and \$139,300 more in non-recurring expenditures. These increases are partially offset by the elimination of a budgeted transfer to the Employee Benefits Fund of \$658,000 which had been originally budgeted to set-aside the estimated cost associated with labor agreements that were pending at the time the budget was adopted. The \$1.8 million in additional department expenditures includes these costs and, consequently, the transfer is no longer necessary.

Noteworthy adjustments in the departments include the following:

- Inclusion of labor related costs pursuant to the Memoranda of Understanding (MOU) agreed to with the City's three labor groups (previously included in the budget as a transfer to the Employee Benefits Fund) - \$658,000



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- Denial of pension and other post-employment benefit ("OPEB") funding from the Successor Agency by the California Department of Finance ("DOF") - \$375,000
- Increase in CalPERS pension costs - \$175,000
- Decrease in Successor Agency administrative costs allowance (increasing salaries/benefits charged to the General Fund) - \$150,000
- Whittier Police Department (WPD) radio system upgrade (first year cost out of a total of approximately \$510,000) - \$100,000
- Increase in workers' compensation contributions - \$81,000
- Increase in CA State Board of Equalization charge for sales tax administration - \$30,000

As in prior years there are several recommended budget revisions in the Vehicle/Equipment Replacement (Activity #8000) and Non-Recurring Expenditure (Activity #9000) components of the budget. They are included as Attachments E and F, respectively.

Water Utility Fund (See Attachment G)

For FY 2016-17 revenues and expenditures/transfers are generally consistent with the Midyear Budget Review. Revenues are expected to be slightly lower (\$7,100) at \$12,620,800, while expenditures/transfers are expected to be approximately \$91,800 higher at \$11,084,400. The expenditure increase is primarily related to additional labor costs charged to the water activities which were originally budgeted for within CIPs and other non-water activities (\$51,900) along with stand-by pay which had not historically been budgeted (\$18,000). Credit card merchant fees are also expected to increase by approximately \$20,600 over the previous estimate. Overall, a net surplus of \$303,800 is expected.

For FY 2017-18, revenues (mostly water sales) are anticipated to be \$12.46 million, or \$433,000 (3.6%) higher than the \$12.03 million originally anticipated. This is primarily related to a rate increase which took effect during FY 2016-17 and higher than anticipated consumption. Expenditures/transfers are expected to be about \$179,300 (1.5%) higher than the adopted \$12.28 million in uses. The increase is primarily related to an increase in the anticipated cost of water purchases of approximately \$150,000. Increases are also expected due to higher CalPERS contributions (\$26,250), credit card merchant fees (\$23,100), stand-by pay (\$18,000), and electricity costs for the production facilities (\$12,000). These increases are partially offset by a reduction in the anticipated transfers to the General Fund non-recurring activities due to the elimination of the water rate study (\$50,000) and the NPDES activity in the Engineering Division due to lower than expected intergovernmental charges (\$36,300). The overall adjustments result in a balanced budget for the water utility compared to an originally anticipated deficit of \$253,700.

It should be noted, however, that the budgets for both FY 2016-17 and FY 2017-18 do not include any "set-aside" amounts for future water-related CIPs or the



replacement of equipment and vehicles.

Proposed Organizational/Staffing Changes (See Attachment H)

At this time there are no changes proposed to add or modify staffing levels. The only recommendation is to change the title of the City's four (4) Division Chiefs to Battalion Chiefs. This is the title they had up until about 10 years ago. The Fire Chief believes that this will help operationally during regional efforts with other agencies in better conveying their roles in the department.

New Salary Schedules (Attachments I and J)

FY 2017-18 will be the second year of the Council-adopted two-year MOUs with the various employee labor associations. The MOUs include a 2% Cost of Living Allowance (COLA) for represented employees. The Council also extended the 2% to non-represented (part-time) employees. As required by CalPERS, it is now necessary for the Council to adopt the new salary schedule that incorporates the modification, to be effective at the start of the pay period that includes July 1, 2017 (see Attachment I – Citywide Salary Schedule). Costs associated with the modifications have already been incorporated into the budget information.

January 1, 2018 marks the effective date of the next increase in the State's minimum wage from \$10.50 to \$11.00 per hour. As a result, it would be appropriate for the Council to adopt the new salary schedule that incorporates the modification, to be effective at the start of the pay period that includes January 1, 2018. The only wages impacted are those below the \$11.00 mark and those slightly above it. Costs associated with the modifications have already been incorporated into the budget information. (See Attachment J – Citywide Salary Schedule).

Future Outlook Concerns

As discussed on previous occasions, there are items of concern when looking to meet the organization's ongoing needs. The most significant is the growth in CalPERS' pension contributions for all full-time personnel. While all full-time employees now pay all of the employee equivalent contribution rates (Safety 9% and Miscellaneous 8%), employer contributions are projected to continue increasing significantly through 2023. There are a number of reasons for this including a smaller City workforce relative to the number of retirees, CalPERS investment losses, a lower CalPERS investment discount rate, and adopted changes in mortality assumptions. While these conditions have existed for the past few fiscal years, the CalPERS Board again approved a further reduction in the investment discount rate during FY 2016-17. The discount rate will be reduced from 7.5% to 7.0% over the next three fiscal years. This change, in conjunction with the other factors noted above, are expected to add approximately \$6.2 million in annual required contributions from a current level of approximately \$8.7 million to an anticipated \$14.9 million in FY 2022-23.



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With the decline in Sales Tax and Utility User's Tax experienced during FY 2016-17 and anticipated for FY 2017-18, and most other revenue sources expected to remain fairly flat, the challenge of rising expenditures facing the City is significant. As noted above, the one-time loan repayments received play a significant role in balancing the City budget in the near-term. However, in the long-term the City will need to consider other recurring revenue options as well as expenditure containment strategies. Staff is currently working with the Council Subcommittees to discuss these issues in greater detail. Along with the Council, by mid to late summer we anticipate initiating conversations with the City's labor groups, independent subject-matter consultants, and community stakeholders to help provide ideas that can help shape the City's long-term direction.

Thaddeus McCormack
City Manager

Attachments:

- A – General Fund - Sources and Uses Summary
- B – Use of City "Set Aside" Funds
- C – Revenue Adjustments
- D – Department Expenditure Summaries
- E – Vehicle Acquisition and Replacement (Activity #8000)
- F – Non-Recurring Expenditures (Activity #9000)
- G – Water Utility - Sources and Uses Summary
- H – Proposed Organizational / Staffing Changes
- I – Employee Salary Tables – Effective pay period including July 1, 2017
- J – Employee Salary Tables – Effective pay period including January 1, 2018
- K – Detailed Activity Budget Worksheets (Separate Binder)

SOURCES AND USES OF FUNDS

FY 2016-17 & FY 2017-18 Approved Budget

	Actual FY 2015-16	Final Estimate FY 2016-17	Council Approved FY 2017-2018	Variance		Revised Budget FY 2017-2018		Variance	
				\$	%	\$		\$	%
Sources									
Estimated General Revenues	\$ 44,208,735	\$ 43,414,000	\$ 45,664,000	2,250,000	5.2%	\$ 43,675,000	(1,989,000)		-4.4%
Loan Repayments	3,395,094	2,062,900	1,760,000	(302,900)	-14.7%	1,760,000	-		0.0%
Total Sources	47,603,829	45,476,900	47,424,000	1,947,100	4.3%	45,435,000	(1,989,000)		-4.2%
Uses									
Department Expenditures	39,208,282	43,228,300	44,649,300	1,421,000	3.3%	46,477,200	1,827,900		4.1%
Non-Recurring Expenditures	158,265	498,100	111,300	(386,800)	-77.7%	250,600	139,300		125.2%
Vehicle/Equipment Acquisition	-	-	-	-	0.0%	-	-		0.0%
Fund Transfers:									
Capital Improvement Program	6,156,000	1,800,000	1,800,000	-	0.0%	1,800,000	-		0.0%
Equipment Replacement	545,000	269,000	205,400	(63,600)	-23.6%	210,700	5,300		2.6%
Employee Benefits Fund	1,130,000	121,500	658,000	536,500	441.6%	-	(658,000)		-
Insurance Stabilization	73,700	-	-	-	-	-	-		0.0%
Total Uses	47,271,247	45,916,900	47,424,000	1,507,100	3.3%	48,738,500	1,314,500		2.8%
Surplus / (Deficit)	\$ 332,582	\$ (440,000)	\$ -	\$ 440,000	-100.0%	\$ (3,303,500)	\$ (3,303,500)		-750.8%

**FY 2017-18 Revised Budget
City "Set-Aside" Funds**

ATTACHMENT B

	Projected Fund Balance 6/30/18	Proposed Add'l Uses:		Revised Fund Balance 6/30/18
		6/30/17	6/30/18	
Funds Proposed to be Used				
Capital Improvement Project (CIP)	\$ 11,840,000 *	\$ 49,500	\$1,800,000	\$ 9,990,500
Equipment Replacement Fund (General)	794,528	269,000	210,700	314,828
Employee Benefits	1,026,085	121,500	892,800	11,785
Risk Management	534,500	-	400,000	134,500
Funds Not Proposed to be Used				
General Fund Reserve - Uncommitted	21,301,702	-	-	21,301,702
General Fund - Economic Uncertainties (Assigned)	530,000	-	-	530,000
Equipment Replacement Fund (Fire)	228,196	-	-	228,196
Equipment Replacement Fund (Fire CUPA Fines)	47,981	-	-	47,981

* As of 5/15/17, total projected balance is \$16.68 million, with \$11.84 million unallocated.
CIP Admin. expenditures (\$500,000) factored in 2-year period.

**FY 2017-18 Revised Budget
Revenue Adjustments**

Account Number	Revenue Source	Actual FY 2015-16	Approved Budget FY 2016-17	Final Estimate FY 2016-17	Approved Budget FY 2017-18	Revised Budget FY 2017-18	Revised vs. Approved Budget	%
General Fund								
<u>Taxes</u>								
0110	Property	\$ 2,306,103	\$ 2,329,000	\$ 2,390,000	\$ 2,375,000	\$ 2,375,000	\$ -	0.0%
0145	Property - Pass Thru to City	753,822	1,086,000	1,134,000	954,000	1,187,000	233,000	24.4%
0155	Utility User's Tax (UUT)	6,669,155	6,950,000	6,205,000	7,075,000	6,205,000	(870,000)	-12.3%
0160	Sales & Use	25,518,717	25,914,000	25,250,000	26,550,000	25,470,000	(1,080,000)	-4.1%
0165	Transient Occupancy	165,397	163,000	164,000	166,000	166,000	-	0.0%
0170	Franchise	2,888,135	2,925,000	2,704,000	2,975,000	2,704,000	(271,000)	-9.1%
0175	Business Operations	801,658	780,000	802,000	780,000	802,000	22,000	2.8%
0180	Property Transfer	378,464	150,000	152,000	150,000	152,000	2,000	1.3%
0185	Oil Well	153,460	154,000	153,000	154,000	154,000	-	0.0%
0186	Barrel	365,648	368,000	368,000	375,000	375,000	-	0.0%
	Subtotal	40,000,559	40,819,000	39,322,000	41,554,000	39,590,000	(1,964,000)	-4.8%
<u>Use of Money & Property</u>								
0410	Interest Earnings	250,304	95,000	370,000	100,000	400,000	300,000	300.0%
0420	Rentals	94,408	100,000	100,000	102,000	102,000	-	0.0%
0430	Ground Lease	710,100	710,000	710,000	710,000	710,000	-	0.0%
0430	Development	-	350,000	98,000	476,000	106,000	(370,000)	-77.7%
	Subtotal	1,054,812	1,255,000	1,278,000	1,388,000	1,318,000	(70,000)	-5.6%
<u>State Subventions</u>								
0530	Vehicle In Lieu Taxes	1,716,181	1,719,000	1,767,000	1,722,000	1,767,000	45,000	2.6%
	Subtotal	1,716,181	1,719,000	1,767,000	1,722,000	1,767,000	45,000	2.6%
<u>Other</u>								
0660	Other	437,183	-	47,000	-	-	-	0.0%
0850	Water Utility Lease Payment	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	-	0.0%
	Subtotal	1,437,183	1,000,000	1,047,000	1,000,000	1,000,000	-	0.0%
	Total General Fund	\$ 44,208,735	\$ 44,793,000	\$ 43,414,000	\$ 45,664,000	\$ 43,675,000	\$ (1,989,000)	-4.4%

DEPARTMENT SUMMARIES

FY 2016-17 & FY 2017-18 Budget Summary By Department

Activity Name	Actual FY 2015-16	Mid-Year Budget FY 2016-17	Final Estimate FY 2016-17	Council Approved FY 2017-18	Revised Budget FY 2017-18
Operating Expenditures					
General Government	\$ 2,683,352	\$ 2,596,000	\$ 2,660,400	\$ 2,709,800	\$ 2,755,300
Finance and Administrative Services	203,329	659,400	716,400	562,900	674,000
Police Services	9,920,925	10,246,100	10,243,900	10,535,200	10,812,400
Fire-Rescue	15,696,116	17,212,600	17,337,900	17,838,800	18,348,300
Planning and Community Development	(229,377)	243,200	147,700	303,700	639,600
Public Works					
Engineering	352,390	544,300	578,500	700,300	691,500
Maintenance	5,937,736	6,165,400	5,834,200	6,318,200	6,492,100
Community Services					
Administration	71,912	707,800	729,500	726,400	772,400
Parks and Recreation Services	1,677,296	1,881,800	2,003,300	1,913,500	2,048,100
Library and Cultural Services	1,509,717	1,675,200	1,684,100	1,721,700	1,755,600
Family and Human Services	1,384,885	1,259,600	1,292,400	1,318,800	1,487,900
Total	\$ 39,208,282	\$ 43,191,400	\$ 43,228,300	\$ 44,649,300	\$ 46,477,200

Vehicle Acquisition and Replacement (8000)

Activity Detail

Acct No.	Description	Actual FY 2015-16	FY 2016-17			FY 2017-18		
			Mid-Year Budget	Final Estimate	Variance	Council Approved	Revised Budget	Variance
2200	Supplies	\$ 20,995	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2211	Mechanical Parts	-	-	-	-	-	-	-
7300	Furniture/Equipment	324,596	1,100,000	499,300	(600,700)	423,000	1,243,000	820,000
	Total Maintenance and Operations	345,591	1,100,000	499,300	(600,700)	423,000	1,243,000	820,000
BR00	Damage to City Property	-	-	-	-	-	-	-
EA00	State Grant	-	(10,100)	(10,100)	-	-	(10,000)	(10,000)
GA00	Sale of Property	(25,779)	-	(5,500)	(5,500)	-	-	-
HD00	Transfer from County Transit Prop A	-	(110,000)	(102,500)	7,500	-	-	-
HW00	Trans from Water Utility	-	-	-	-	-	(105,000)	(105,000)
HX00	Trans from Equipment Replacement Fund	(319,813)	(249,900)	(170,900)	79,000	(423,000)	(498,000)	(75,000)
HX01	Trans from Environmental Fines Cap Fund	-	(130,000)	(210,300)	(80,300)	-	(30,000)	(30,000)
HX02	Trans from Fire Equipment Replacement Fund	-	-	-	-	-	-	-
JB00	Proceeds from Borrowing	-	(600,000)	-	600,000	-	(600,000)	(600,000)
	Total Applied Revenues	(345,591)	(1,100,000)	(499,300)	600,700	(423,000)	(1,243,000)	(820,000)
	- Activity Total -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Vehicle Acquisition and Replacement (8000) - Detail by Department

Public Works - 7300	Mid-Year FY 2016-17	Final FY 2016-17	Approved FY 2017-18	Revised FY 2017-18
Ford Passenger Bus/CNG	\$ 110,000	\$ 102,500	\$ -	\$ -
Grounds Electric Vehicle #621 Heritage Park)	15,000	14,500	-	-
Case Backhoe Loader (#336 Streets)	-	-	120,000	120,000
TrailKing Trailer (#395 Streets)	-	-	18,000	18,000
Ford F550 Aerial Truck #37' (#681 Signals)	-	-	120,000	120,000
Ford F-150 Pickup (#603 Water)	-	-	-	35,000
Ford F-150 Pickup (#665 Water)	-	-	-	35,000
Ford F-150 Pickup (#683 Water)	-	-	-	35,000
Ford F-150 Pickup (#607 Streets)	-	-	-	35,000
Ford Passenger Van (#488 GVNC)	-	-	-	30,000
Vehicle Upgrades	-	-	-	10,000
	\$ 125,000	\$ 117,000	\$ 258,000	\$ 438,000

Fire - 7300	Mid-Year FY 2016-17	Final FY 2016-17	Approved FY 2017-18	Revised FY 2017-18
Air Light Unit Vehicle Emergency Response	\$ 600,000	\$ -	\$ -	\$ 600,000
Ford C-Max SE Hybrid (#802)	30,000	-	-	30,000
Chevy Tahoe (#801)	-	-	40,000	-
Vehicle Upgrades	-	-	5,000	-
Utility Truck - Response Vehicle - Environmental	100,000	210,300	-	-
	\$ 730,000	\$ 210,300	\$ 45,000	\$ 630,000

Police - 7300	Mid-Year FY 2016-17	Final FY 2016-17	Approved FY 2017-18	Revised FY 2017-18
Ford Explorer (Replacement #508)	\$ 40,000	\$ 34,000	\$ -	\$ -
Ford Explorer (Replacement #509)	40,000	34,000	-	-
Ford Explorer (Replacement #510)	40,000	-	-	40,000
Ford Explorer New PSO	35,000	34,000	-	-
Honda Motorcycle (Replacement #554)	30,000	30,000	-	-
Chevrolet Tahoe (Replacement #538)	-	-	65,000	65,000
Ford Explorer PSO (Replacement #561)	-	-	35,000	35,000
Vehicle Upgrades	60,000	40,000	20,000	35,000
	\$ 245,000	\$ 172,000	\$ 120,000	\$ 175,000

Non-Recurring (9000)

Activity Detail

Acct No.	Description	Actual FY 2015-16	FY 2016-17			FY 2017-18		
			Mid-Year Budget	Final Estimate	Variance	Council Approved	Revised Budget	Variance
1310	Retirements	87,860	65,000	142,800	77,800	-	-	-
2200	Supplies	228,077	193,100	169,800	(23,300)	112,500	100,800	(11,700)
4250	Travel and Meetings	-	5,000	5,000	-	-	-	-
4400	Contractual Services	60,592	235,700	117,500	(118,200)	76,300	84,100	7,800
4800	Construction	10,000	-	6,000	6,000	-	115,000	115,000
4900	Intergovernmental Charges	-	20,000	264,300	244,300	-	29,000	29,000
7300	Furniture / Equipment	49,518	164,000	114,000	(50,000)	62,500	627,500	565,000
	Total Maintenance and Operations	436,048	682,800	819,400	136,600	251,300	956,400	705,100
BU00	Contracted Svcs / Rio Hondo Reimb.	-	-	-	-	-	(115,000)	(115,000)
BR00	Damage to City Property	(5,000)	-	-	-	-	-	-
CE00	Contributions	(41,299)	-	-	-	-	-	-
EA00	State Grants/Subventions (SF HS Shuttle Bus Mit)	-	-	(217,300)	(217,300)	-	-	-
HL00	Transfer from Art in Public Places	(6,920)	(5,000)	(4,800)	200	-	-	-
HM00	Transfer from Waste Management	(1,626)	(1,900)	(2,200)	(300)	(1,900)	(1,900)	-
HW00	Transfer from Water Utility	(4,364)	(45,100)	(46,100)	(1,000)	(95,100)	(45,100)	50,000
HX00	Trans from Equipment Replacement Fund	(218,573)	(43,000)	(50,900)	(7,900)	(43,000)	(33,800)	9,200
JB00	Proceeds from Borrowing	-	-	-	-	-	(510,000)	(510,000)
	Total Applied Revenues	(277,782)	(95,000)	(321,300)	(226,300)	(140,000)	(705,800)	(565,800)
	- Activity Total -	\$ 158,265	\$ 587,800	\$ 498,100	\$ (89,700)	\$ 111,300	\$ 250,600	\$ 139,300

* Additional detail on following page(s)

Non-Recurring (9000) - Department Detail

<u>General Government</u>		Dept	Mid-Year FY 2016-17	Final FY 2016-17	Approved FY 2017-18	Revised FY 2017-18
Color Printer		CM	\$ 800	\$ 800	\$ -	\$ -
Laserfiche Records Retention		CM	34,200	3,500	6,300	29,100
Outreach I-5 JPA (Appropriated 7/14/16)		CM	10,000	5,000	-	-
City's 60th Anniversary		CM	50,000	65,000	-	-
Prop 218 Public Opinion Survey		CM	20,000	-	-	20,000
City Clerk Cabinets/Hard bound Ordinances/Consulting		CM	15,000	-	-	-
			\$ 130,000	\$ 74,300	\$ 6,300	\$ 49,100

<u>Community Services</u>		Dept	Mid-Year FY 2016-17	Final FY 2016-17	Approved FY 2017-18	Revised FY 2017-18
Replace existing Pool Lane lines		CS Rec	\$ 1,000	\$ 1,000	\$ -	\$ -
Clarke Estate Office Furniture (Mid-year budget adjustment)		CS Rec	2,500	2,600	-	-
Aquatic Picnic Tables w/Picnic Umbrellas (Mid-year budget adjustment)		CS Rec	14,700	14,800	-	-
Four (4) computers for The Club Program		CS Rec	4,800	4,600	-	-
The Club "Teen" Couches		CS Rec	5,000	10,300	-	-
Security Camera Systems for TCH, Clarke Estate, & Activity Center		CS Rec	1,500	1,500	-	-
Commercial Refrigerator and Freezer - Town Center Hall		CS Rec	-	-	6,000	6,000
White Reception Chairs - Clarke Estate & Heritage Park		CS Rec	5,000	4,700	4,500	4,500
20 Custom Canopies for Clarke Estate & special events		CS Rec	-	-	5,000	5,000
Social Hall Chair Replacements		CS Rec	-	-	9,000	9,000
Christmas Float Refurbishment		CS Rec	6,000	6,000	-	-
Heritage Park Carriage Barn Refurbishment		CS Rec	5,000	-	-	-
PRS Division Office Furniture		CS Rec	18,000	-	-	-
Replace lobby furniture at Town Center Hall		CS Rec	7,000	7,000	-	-
Rolling Dance Mirrors for dance/exercise classes		CS Rec	4,000	-	-	-
Heritage Park Café Patio Furniture		CS Rec	-	-	-	7,500
Chairs, Tables & Re-Upholstery of the Café Seating Area		CS LIB	7,500	8,500	-	-
GVNC Tables and Chairs		CS Fam	10,000	6,000	-	-
Replacement of Furniture-2 classrooms - Lakeview & Los Nietos		CS Fam	3,000	-	-	-
10 EZ up Canopy Replacements		CS Fam	-	-	5,000	5,000
Replacement of Furniture - 2 classrooms - Child Care & GVNC		CS Fam	-	-	3,000	3,000
Lateral File Cabinets (GVNC)-Heritage Arts in Public Places		CS Fam	5,000	4,800	-	-
Office Furniture - Family & Human Svcs Manager Office		CS Fam	5,000	-	-	-
Childcare Technology Package - Lakeview & Los Nietos Facilities		CS Fam	4,500	3,300	-	-
Desktop Computer for Childcare Teachers - Los Nietos Site		CS Fam	1,500	1,400	-	-
Connex Box		CS Fam	4,000	3,300	-	-
ADA Door Installation at Gus Velasco Neigh. Center		CS Fam	6,000	6,000	-	-
			\$ 121,000	\$ 85,800	\$ 32,500	\$ 40,000

Non-Recurring (9000) - Department Detail (Continued)

<u>Finance & Administrative Services</u>		<u>Dept</u>	<u>Mid-Year</u>	<u>Final</u>	<u>Approved</u>	<u>Revised</u>
			<u>FY 2016-17</u>	<u>FY 2016-17</u>	<u>FY 2017-18</u>	<u>FY 2017-18</u>
Citywide Computer Replacement		FA	\$ 50,000	\$ 59,200	\$ 50,000	\$ 40,800
Office Furniture - Accounting Manager		FA	5,000	5,000	-	-
			\$ 55,000	\$ 64,200	\$ 50,000	\$ 40,800

<u>Fire</u>	<u>Dept</u>	<u>Mid-Year</u>	<u>Final</u>	<u>Approved</u>	<u>Revised</u>
		<u>FY 2016-17</u>	<u>FY 2016-17</u>	<u>FY 2017-18</u>	<u>FY 2017-18</u>
Smoke Alarms for Fire Prevention Week	FIRE	\$ -	\$ -	\$ -	\$ -
Hazardous Material Monitor Replacement and Mtc (Supplies)	FIRE	10,000	10,000	10,000	10,000
Environmental Clean-ups (Supplies)	FIRE	10,000	-	10,000	10,000
Fire Personnel Immunization Assessment	FIRE	10,000	-	-	-
Haz Mat Support Equipment	FIRE	10,000	-	10,000	-
Hazardous Material Monitor Replacement and Mtc (Consulting Services)	FIRE	10,000	-	10,000	10,000
Environmental Clean-ups (Consulting Services)	FIRE	10,000	-	10,000	10,000
Overhaul Fire Engine-Rescue 1953 "Wheeler" (Appropriated 10/20/16)	FIRE	11,500	13,000	-	-
Legal Settlement (Mid-Year budget adjustment)	FIRE	65,000	65,000	-	-
Hurst "Jaws of Life" eDRAULIC Equipment	FIRE	35,000	34,000	15,000	15,000
Headquarters Fuel Dispenser Replacement	FIRE	-	-	-	35,000
Station Two Workout Building/Equipment	FIRE	-	-	-	40,000
Headquarters Training Tower Refurbishment	FIRE	-	-	-	75,000
		\$ 171,500	\$ 122,000	\$ 65,000	\$ 205,000

<u>Public Works</u>	<u>Dept</u>	<u>Mid-Year</u>	<u>Final</u>	<u>Approved</u>	<u>Revised</u>
		<u>FY 2016-17</u>	<u>FY 2016-17</u>	<u>FY 2017-18</u>	<u>FY 2017-18</u>
Vehicle Engine Diagnostic Scanner	PW	\$ 5,500	\$ 5,100	\$ -	\$ -
Two (2) MUL TIQUIP Trailers - (one per year)	PW	-	-	7,500	7,500
Anti-Nitrification Mixer System at each Reservoir (Purchase one/year)	PW	40,000	40,000	40,000	40,000
Replaster Santa Fe Springs Handball Court	PW	15,000	-	-	-
Street Pump Purchase (Imperial Underpass) - (Mid-year budget adj)	PW	40,000	40,000	-	-
Commercial Freezers/Refrigerators (Mid-year budget adjustment)	PW	9,800	9,900	-	-
Environmental Spill -Rosecrans/Coyote Creek (Mid-year budget adj)	PW	20,000	36,000	-	-
Environmental Clean-up - Fire Imperial Hwy/Carmenita Rd	PW	-	15,800	-	-
High School Shuttle Bus Mitigation	PW	-	217,300	-	-
Water Rate Study	PW	-	-	50,000	-
		\$ 130,300	\$ 364,100	\$ 97,500	\$ 47,500

<u>Police Services</u>	<u>Dept</u>	<u>Mid-Year</u>	<u>Final</u>	<u>Approved</u>	<u>Revised</u>
		<u>FY 2016-17</u>	<u>FY 2016-17</u>	<u>FY 2017-18</u>	<u>FY 2017-18</u>
Radio System Upgrade	PS	\$ -	\$ -	\$ -	\$ 510,000
EOC Equipment	PS	20,000	-	-	20,000
Topographic Survey-Promenade Entry, Next to PSC	PW	-	5,200	-	-
Hazardous Mitigation Plan	PS	50,000	10,000	-	15,000
		\$ 70,000	\$ 15,200	\$ -	\$ 545,000

<u>Planning</u>	<u>Dept</u>	<u>Mid-Year</u>	<u>Final</u>	<u>Approved</u>	<u>Revised</u>
		<u>FY 2016-17</u>	<u>FY 2016-17</u>	<u>FY 2017-18</u>	<u>FY 2017-18</u>
Evaluation of CRIA (Appropriated 1/12/17)	PLNG	\$ 40,000	\$ 11,000	\$ -	\$ 29,000
		\$ 40,000	\$ 11,000	\$ -	\$ 29,000

WATER UTILITY

SOURCES AND USES OF FUNDS

Fiscal Year 2016-17 Final Estimates & FY 2017-18 Revised Budget

Activity Name	Actual FY 2015-16	Mid Year Approved FY 2016-17	Final Estimate FY 2016-17	Council Approved FY 2017-18	Revised Budget FY 2017-18
Sources					
Estimated General Revenues	11,510,416	12,627,900	12,620,800	12,027,900	12,460,900
Uses					
Department Expenditures	9,560,425	10,992,600	11,084,400	10,999,000	11,264,600
Capital Improvement Projects	-	-	-	-	-
Equipment Replacement	-	-	-	-	-
Interfund Transfers	1,073,642	1,232,600	1,232,600	1,282,600	1,196,300
Total Uses	10,634,066	12,225,200	12,317,000	12,281,600	12,460,900
Surplus / (Deficit)	\$ 876,350	\$ 402,700	\$ 303,800	\$ (253,700)	\$ -

Proposed Organizational/Staffing Changes

- Change the title of four (4) Fire-Rescue Department Division Chiefs to Battalion Chief. This would only be a change in title with no financial impact to the City.

ATTACHMENT I

CLASS	UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
01000	COUN	COUNCIL MEMBER	A- 1	990.257	457.042	5.713					2080.00
01300	C/A	CITY ATTORNEY	A- 1	16635.996	7678.152	95.977					2080.00
01400	CMGR	CITY MANAGER	A- 1	15139.840	7010.695	87.634	A- 1	16025.281	7396.284	92.453	2080.00
01600	D/H	ASST CMGR/DIR OF FIN	A- 1	11840.351	5464.777	68.310	A- 1	12490.861	5765.013	72.062	2080.00
			B- 2	12490.861	5765.013	72.063	B- 2	13177.629	6081.983	76.024	
			C- 3	13177.629	6081.983	76.025	C- 3	13902.788	6416.671	80.208	
			D- 4	13902.788	6416.671	80.208	D- 4	14667.403	6769.571	84.619	
			E- 5	14667.403	6769.571	84.620	E- 5	15474.676	7142.158	89.276	
01700	BAT	FIRE CHIEF	A- 1	10488.143	4840.681	60.509					2080.00
			B- 2	11066.137	5107.448	63.843					
			C- 3	11675.057	5388.488	67.356					
			D- 4	12318.102	5685.278	71.066					
			E- 5	12996.339	5998.310	74.979					
02400	D/H	DIR COMM SVCS	A- 1	9707.531	4480.399	56.005	A- 1	10241.802	4726.986	59.087	2080.00
			B- 2	10241.802	4726.986	59.087	B- 2	10804.866	4986.861	62.335	
			C- 3	10804.866	4986.861	62.336	C- 3	11398.857	5261.011	65.762	
			D- 4	11398.857	5261.011	65.763	D- 4	12025.906	5550.418	69.380	
			E- 5	12025.906	5550.418	69.390	E- 5	12686.013	5855.083	73.188	
02700	D/H	DIR POLICE SERVICES	A- 1	8032.603	3702.740	46.284	A- 1	8464.097	3906.506	48.831	2080.00
02710	D/H	DIR PLANNING	B- 2	8464.097	3906.506	48.831	B- 2	8930.117	4121.592	51.519	
			C- 3	8930.117	4121.592	51.520	C- 3	9421.733	4348.492	54.356	
			D- 4	9419.600	4347.508	54.344	D- 4	9940.008	4587.696	57.346	
			E- 5	9937.875	4586.712	57.334	E- 5	10487.076	4840.189	60.502	
02800	D/H	DIR PUBLIC WORKS	A- 1	10811.265	4989.815	62.373	A- 1	11406.321	5264.456	65.805	2080.00
			B- 2	11406.321	5264.456	65.806	B- 2	12033.370	5553.863	69.423	
			C- 3	12033.370	5553.863	69.423	C- 3	12695.612	5859.513	73.243	
			D- 4	12695.612	5859.513	73.244	D- 4	13394.110	6181.897	77.273	
			E- 5	13394.110	6181.897	77.274	E- 5	14130.999	6522.000	81.524	
03000	BAT	BATTALION CHIEF	A- 1	9547.569	4406.570	39.344					2912.00
			B- 2	10029.587	4629.040	41.331					
			C- 3	10536.131	4862.830	43.418					
			D- 4	11048.008	5099.081	45.528					
			E- 5	11603.608	5355.511	47.817					

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/09/2017

CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
03900 MT	DIR TECHNOLOGY SVC M	A- 1	8453.030	3906.014	48.825	A- 1	8927.985	4120.608	51.507	2080.00
03910 MT	DIR FISCAL SERVICES	B- 2	8927.985	4120.608	51.508	B- 2	9418.533	4347.015	54.337	
		C- 3	9419.600	4347.508	54.344	C- 3	9937.875	4586.712	57.333	
		D- 4	9937.875	4586.712	57.334	D- 4	10482.810	4838.220	60.477	
		E- 5	10482.810	4838.220	60.478	E- 5	11059.739	5104.495	63.806	
05400 MT	DIR PURCHASING SVCS	A- 1	6931.665	3199.230	39.990	A- 1	7312.374	3374.942	42.186	2080.00
		B- 2	7312.374	3374.942	42.187	B- 2	7715.477	3560.989	44.512	
		C- 3	7715.477	3560.989	44.512	C- 3	8139.908	3756.881	46.961	
		D- 4	8139.908	3756.881	46.961	D- 4	8587.800	3963.600	49.545	
		E- 5	8587.800	3963.600	49.545	E- 5	9060.219	4181.640	52.270	
08540 MT	LIBRARY SVCS DIV DIR	A- 1	6931.665	3199.230	39.990	A- 1	7312.907	3375.188	42.189	2080.00
08550 MT	PARK & REC SVCS MGR	B- 2	7312.374	3374.942	42.187	B- 2	7714.554	3560.563	44.507	
08560 MT	FAM & HUMAN SVCS MGR	C- 3	7715.477	3560.989	44.512	C- 3	8139.827	3756.843	46.960	
		D- 4	8139.908	3756.881	46.961	D- 4	8587.602	3963.509	49.543	
		E- 5	8587.800	3963.600	49.545	E- 5	9060.129	4181.598	52.269	

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/09/2017

CLASS	UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
12000	FIRE	DIR OF EPD-FPB	A- 1	9547.569	4406.570	55.082					2080.00
			B- 2	10029.587	4629.040	57.863					
			C- 3	10536.131	4862.830	60.785					
			D- 4	11048.008	5099.081	63.739					
			E- 5	11603.608	5355.511	66.944					
12100	FIRE	DEPUTY FIRE MARSHALL	A- 1	9028.994	4167.228	52.090					2080.00
			B- 2	9525.588	4396.425	54.955					
			C- 3	10049.496	4638.229	57.978					
			D- 4	10602.219	4893.332	61.167					
			E- 5	11185.340	5162.465	64.531					
12200	FIRE	DEPUTY DIR EPD	A- 1	8134.577	3754.420	46.930					2080.00
			B- 2	8581.579	3960.913	49.511					
			C- 3	9053.587	4178.763	52.235					
			D- 4	9551.957	4408.596	55.107					
			E- 5	10077.314	4651.068	58.138					
12300	FIRE	FIRE/ENV SAF INSP II	A- 1	6596.012	3044.313	38.054					2080.00
			B- 2	6958.792	3211.750	40.147					
			C- 3	7341.525	3388.396	42.355					
			D- 4	7745.310	3574.758	44.684					
			E- 5	8171.302	3771.370	47.142					
12400	MT	CAPITAL IMPRVNTS MGR	A- 1	7711.908	3559.342	44.492	A- 1	8136.064	3755.106	46.938	2080.00
			B- 2	8136.064	3755.106	46.939	B- 2	8583.436	3951.586	49.519	
			C- 3	8583.547	3961.637	49.520	C- 3	9055.642	4179.527	52.244	
			D- 4	9055.642	4179.527	52.244	D- 4	9553.701	4409.400	55.117	
			E- 5	9553.701	4409.400	55.118	E- 5	10079.156	4651.918	58.148	
12500	MT	ASST MUNI SVCS MGR	A- 1	6917.900	3192.877	39.911	A- 1	7298.386	3368.486	42.106	2080.00
			B- 2	7298.386	3368.486	42.106	B- 2	7699.796	3553.752	44.431	
			C- 3	7699.796	3553.752	44.422	C- 3	8123.285	3749.208	46.865	
			D- 4	8123.285	3749.208	46.865	D- 4	8570.067	3955.416	49.442	
			E- 5	8570.067	3955.416	49.443	E- 5	9041.420	4172.963	52.162	
12800	FIRE	FIRE CAPTAIN	A- 1	7759.199	3581.169	31.111					2992.86
			B- 2	8167.635	3769.678	32.748					
			C- 3	8618.726	3977.874	34.557					
			D- 4	9065.552	4184.101	36.349					
			E- 5	9560.366	4412.477	38.333					

CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
12900 MT	MUNICIPAL SVCS MGR	A- 1	7237.725	3340.488	41.756	A- 1	7635.436	3524.075	44.050	2080.00
		B- 2	7635.436	3524.075	44.051	B- 2	8055.561	3717.997	46.474	
		C- 3	8055.561	3717.997	46.475	C- 3	8498.222	3922.256	49.028	
		D- 4	8498.222	3922.256	49.028	D- 4	8965.309	4137.835	51.722	
		E- 5	8965.309	4137.835	51.723	E- 5	9458.401	4365.416	54.567	
		F- 6	9458.401	4365.416	54.568	F- 6	9978.612	4605.513	57.568	
		G- 7	9978.612	4605.513	57.569	G- 7	10527.433	4858.815	60.735	
		H- 8	10527.433	4858.815	60.735	H- 8	11106.441	5126.050	64.075	
13110 FIRE	BPD-FPB SPECIALIST	A- 1	7382.757	3407.426	42.593					2080.00
		B- 2	7775.196	3588.552	44.857					
		C- 3	8184.697	3777.552	47.219					
		D- 4	8618.726	3977.874	49.723					
		E- 5	9077.282	4189.515	52.369					
13200 MISC	ASSOC CIVIL ENGINEER	A- 1	6539.226	3018.104	37.726	A- 1	6894.341	3182.004	39.775	2080.00
		B- 2	6900.740	3184.957	39.812	B- 2	7277.182	3358.699	41.983	
		C- 3	7287.846	3363.621	42.045	C- 3	7686.683	3547.700	44.346	
		D- 4	7700.547	3554.099	44.426	D- 4	8114.314	3745.068	46.813	
		E- 5	8140.974	3757.373	46.967	E- 5	8583.535	3961.632	49.520	
13300 MT	UTILITY SVCS MANAGER	A- 1	6870.880	3171.175	39.640	A- 1	7248.389	3345.410	41.817	2080.00
		B- 2	7248.389	3345.410	41.818	B- 2	7647.227	3529.489	44.118	
		C- 3	7647.227	3529.489	44.119	C- 3	8067.392	3723.412	46.542	
		D- 4	8067.392	3723.412	46.543	D- 4	8511.019	3928.163	49.102	
		E- 5	8511.019	3928.163	49.102	E- 5	8979.172	4144.233	51.802	
13400 MT	ACCOUNTING MANAGER	A- 1	6718.660	3100.920	38.762	A- 1	7088.187	3271.471	40.893	2080.00
		B- 2	7088.187	3271.471	40.893	B- 2	7478.037	3451.402	43.142	
		C- 3	7478.037	3451.402	43.143	C- 3	7889.330	3641.229	45.515	
		D- 4	7889.330	3641.229	45.515	D- 4	8323.243	3841.497	48.018	
		E- 5	8323.243	3841.497	48.019	E- 5	8781.021	4052.779	50.659	
13673 MISC	ST & GRNDS MTC SUPT	A- 1	5869.521	2709.010	33.863	A- 1	6192.643	2858.143	35.726	2080.00
		B- 2	6192.643	2858.143	35.727	B- 2	6539.226	3018.104	37.726	
		C- 3	6539.226	3018.104	37.726	C- 3	6894.341	3182.004	39.775	
		D- 4	6894.341	3182.004	39.775	D- 4	7287.846	3363.621	42.045	
		E- 5	7287.846	3363.621	42.045	E- 5	7686.683	3547.700	44.346	
		F- 6	7686.683	3547.700	44.346	F- 6	8140.974	3757.373	46.967	
		G- 7	8140.974	3757.373	46.967	G- 7	8593.132	3966.061	49.575	
		H- 8	8593.132	3966.061	49.576	H- 8	9057.021	4180.164	52.252	

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CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
13700 MISC	CHLDREN'S SVCS ADM E	A- 1	6231.722	2876.179	35.952	A- 1	6573.740	3034.034	37.925	2080.00
		B- 2	6573.740	3034.034	37.925	B- 2	6934.886	3200.717	40.008	
		C- 3	6934.886	3200.717	40.009	C- 3	7317.407	3377.265	42.215	
		D- 4	7317.407	3377.265	42.216	D- 4	7719.054	3562.640	44.533	
		E- 5	7719.054	3562.640	44.533	E- 5	8143.203	3758.401	46.980	
13810 FIRE	FIRE ENGINEER	A- 1	6661.864	3074.706	26.711					2932.86
		B- 2	7010.579	3235.652	28.109					
		C- 3	7388.088	3409.887	29.623					
		D- 4	7759.199	3581.169	31.111					
		E- 5	8170.833	3771.154	32.761					
13910 MT	SENIOR PLANNER	A- 1	6190.511	2857.159	35.714	A- 1	6527.496	3012.690	37.658	2080.00
		B- 2	6527.496	3012.690	37.659	B- 2	6881.544	3176.097	39.701	
		C- 3	6881.544	3176.097	39.701	C- 3	7257.986	3345.840	41.872	
		D- 4	7257.986	3349.840	41.873	D- 4	7653.625	3532.442	44.155	
		E- 5	7653.625	3532.442	44.156	E- 5	8070.591	3734.888	46.561	
14100 MT	CITY CLERK	A- 1	6015.619	2776.440	34.705	A- 1	6337.675	2925.081	36.563	2080.00
14110 MT	SENIOR HR ANALYST	B- 2	6337.675	2925.081	36.564	B- 2	6676.794	3081.597	38.519	
		C- 3	6676.794	3081.597	38.520	C- 3	7031.908	3245.496	40.568	
		D- 4	7031.908	3245.496	40.569	D- 4	7410.484	3420.223	42.752	
		E- 5	7410.484	3420.223	42.753	E- 5	7809.321	3604.302	45.053	
14200 MT	ASST TO DIR POL SVCS	A- 1	5577.324	2574.150	32.177	A- 1	5879.119	2713.440	33.917	2080.00
		B- 2	5879.119	2713.440	33.918	B- 2	6197.975	2860.604	35.757	
		C- 3	6197.975	2860.604	35.758	C- 3	6537.093	3017.120	37.713	
		D- 4	6537.093	3017.120	37.714	D- 4	6894.341	3182.004	39.775	
		E- 5	6894.341	3182.004	39.775	E- 5	7269.717	3335.254	41.940	
14300 CONF	ACCOUNTANT	A- 1	5190.218	2395.485	29.944	A- 1	5473.883	2526.408	31.580	2080.00
		B- 2	5469.617	2524.439	31.555	B- 2	5765.012	2660.775	33.259	
		C- 3	5775.677	2665.697	33.321	C- 3	6091.334	2811.385	35.142	
		D- 4	6100.932	2815.815	35.198	D- 4	6429.386	2967.409	37.092	
		E- 5	6434.718	2969.870	37.123	E- 5	6786.633	3132.292	39.153	
14400 MISC	CIVIL ENGR ASST I	A- 1	5348.047	2468.329	30.854	A- 1	5642.376	2604.174	32.552	2080.00
		B- 2	5642.376	2604.174	32.552	B- 2	5951.635	2746.908	34.336	
		C- 3	5951.635	2746.908	34.336	C- 3	6279.022	2898.010	36.225	
		D- 4	6279.022	2898.010	36.225	D- 4	6624.539	3057.480	38.318	
		E- 5	6624.539	3057.480	38.318	E- 5	6985.251	3225.808	40.322	

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14500 CONF	SR MGMT ASSISTANT	A- 1	6015.619	2776.440	34.705	A- 1	6337.675	2925.081	36.563	2080.00
		B- 2	6337.675	2925.081	36.564	B- 2	6676.794	3081.597	38.519	
		C- 3	6676.794	3081.597	38.520	C- 3	7031.908	3245.496	40.568	
		D- 4	7031.908	3245.496	40.569	D- 4	7410.484	3420.223	42.752	
		E- 5	7410.484	3420.223	42.753	E- 5	7809.321	3604.302	45.053	
14620 MISC	CIVIL ENGR TECH II	A- 1	5269.132	2431.907	30.399	A- 1	5559.196	2565.783	32.072	2080.00
		B- 2	5559.196	2565.783	32.072	B- 2	5865.255	2707.041	33.838	
		C- 3	5865.255	2707.041	33.838	C- 3	6187.311	2855.682	35.696	
		D- 4	6187.311	2855.682	35.696	D- 4	6527.496	3012.690	37.658	
		E- 5	6527.496	3012.690	37.659	E- 5	6885.810	3178.066	39.725	
14705 MISC	FLEET SEC SUPERVISOR	A- 1	5190.218	2335.485	29.544	A- 1	5469.617	2524.439	31.555	2080.00
14720 MISC	WATER UTILITY SEC SUPV	B- 2	5469.617	2524.439	31.555	B- 2	5775.677	2665.697	33.321	
14721 MISC	ST & GRNDS MTC SUPV	C- 3	5775.677	2665.697	33.321	C- 3	6100.932	2815.815	35.197	
14723 MISC	FACILITY SEC SUPV	D- 4	6100.932	2815.815	35.198	D- 4	6429.386	2967.409	37.092	
14730 MISC	TRAF SGNL & LGT SUPV	E- 5	6429.386	2967.409	37.093	E- 5	6786.633	3132.292	39.153	
14740 MISC	COMPUTER SPECLST III	F- 6	6786.633	3132.292	39.154	F- 6	7172.674	3310.465	41.380	
14754 MISC	LIBRARIAN II	G- 7	7172.674	3310.465	41.381	G- 7	7575.777	3496.512	43.706	
		H- 8	7575.777	3496.512	43.706	H- 8	7992.743	3688.958	46.111	
14810 FIRE	FIRE/ENV SFT INSP I	A- 1	5727.689	2643.549	33.044					2080.00
		B- 2	6028.416	2782.346	34.779					
		C- 3	6344.074	2928.034	36.600					
		D- 4	6676.794	3081.597	38.520					
		E- 5	7027.642	3243.527	40.544					
14910 MISC	CODE ENFORCMT INSP I	A- 1	4991.866	2303.938	28.799	A- 1	5258.468	2426.985	30.337	2080.00
14920 MISC	ELECTRICIAN	B- 2	5258.468	2426.985	30.337	B- 2	5541.066	2557.415	31.967	
14975 MISC	P/W INSPECTOR I	C- 3	5557.063	2564.798	32.060	C- 3	5869.521	2709.010	33.862	
14980 MISC	MECHANIC II	D- 4	5869.521	2709.010	33.863	D- 4	6192.643	2858.143	35.726	
		E- 5	6192.643	2858.143	35.727	E- 5	6527.496	3012.690	37.658	
15000 MISC	LIBRARIAN III	A- 1	5577.324	2574.150	32.177	A- 1	5879.119	2713.440	33.917	2080.00
15040 MISC	COMMUNITY SVCS SUPVR	B- 2	5879.119	2713.440	33.918	B- 2	6197.975	2860.604	35.757	
		C- 3	6197.975	2860.604	35.758	C- 3	6537.093	3017.120	37.713	
		D- 4	6537.093	3017.120	37.714	D- 4	6894.341	3182.004	39.775	
		E- 5	6894.341	3182.004	39.775	E- 5	7269.717	3355.254	41.940	

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15200 FIRE	FF/PARA II	A- 1	6277.956	2897.518	25.172					2992.86
		B- 2	6456.570	2998.417	26.048					
		C- 3	6711.985	3097.839	26.912					
		D- 4	6929.532	3198.246	27.784					
		E- 5	7143.881	3297.176	28.644					
		F- 6	7359.296	3396.598	29.507					
		G- 7	7581.109	3498.973	30.397					
		H- 8	7797.590	3598.888	31.265					
		I- 9	8011.939	3697.818	32.124					
		J-10	8231.619	3799.209	33.005					
15300 FIRE	FF/PARA I	A- 1	5950.568	2746.416	23.859					2992.86
		B- 2	6157.451	2841.900	24.689					
		C- 3	6361.136	2935.909	25.505					
		D- 4	6568.020	3031.394	26.335					
		E- 5	6772.770	3125.894	27.155					
		F- 6	6976.454	3219.502	27.972					
		G- 7	7186.538	3316.864	28.815					
		H- 8	7391.288	3411.364	29.636					
		I- 9	7594.972	3505.372	30.452					
		J-10	7801.856	3600.857	31.282					
15400 FIRE	FF/PARA TRAINEE	A- 1	5640.243	2603.189	22.615					2992.86
		B- 2	5836.462	2693.752	23.402					
		C- 3	6030.549	2783.330	24.180					
		D- 4	6281.155	2898.995	25.185					
		E- 5	6418.722	2962.487	25.736					
		F- 6	6513.875	3052.558	26.519					
		G- 7	6811.161	3143.613	27.310					
		H- 8	7006.314	3233.683	28.092					
		I- 9	7198.268	3322.278	28.862					
		J-10	7395.554	3413.333	29.653					
15500 CONF	HUMAN RESRCE ANALYST	A- 1	5115.569	2361.032	29.513	A- 1	5397.102	2490.970	31.137	2080.00
		B- 2	5397.102	2490.970	31.137	B- 2	5694.629	2628.290	32.853	
		C- 3	5694.629	2628.290	32.854	C- 3	6007.088	2772.502	34.656	
		D- 4	6007.088	2772.502	34.656	D- 4	6337.675	2925.081	36.563	
		E- 5	6337.675	2925.081	36.564	E- 5	6685.325	3085.535	38.569	
15630 MISC	LEAD PSO	A- 1	4733.795	2184.828	27.310	A- 1	4933.999	2304.923	28.811	2080.00
15650 MISC	YTH INTRNTRN PRG SUP	B- 2	4993.999	2304.923	28.812	B- 2	5269.132	2431.907	30.398	
		C- 3	5269.132	2431.907	30.399	C- 3	5559.196	2565.783	32.072	
		D- 4	5559.196	2565.783	32.072	D- 4	5865.255	2707.041	33.838	
		E- 5	5865.255	2707.041	33.838	E- 5	6187.311	2855.682	35.696	

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15700 MISC	LIBRARIAN I	A- 1	4832.970	2230.602	27.883	A- 1	5098.507	2353.157	29.414	2080.00
		B- 2	5038.507	2353.157	29.414	B- 2	5378.972	2482.602	31.032	
		C- 3	5378.972	2482.602	31.033	C- 3	5674.368	2618.939	32.736	
		D- 4	5674.368	2618.939	32.737	D- 4	5986.826	2763.150	34.539	
		E- 5	5986.826	2763.150	34.539	E- 5	6315.280	2914.745	36.434	
15810 CONF	MANAGEMENT ASST II C	A- 1	5386.437	2486.048	31.076	A- 1	5680.767	2621.892	32.773	2080.00
		B- 2	5680.767	2621.892	32.774	B- 2	5994.291	2766.596	34.582	
		C- 3	5994.291	2766.596	34.582	C- 3	6324.878	2919.174	36.489	
		D- 4	6324.878	2919.174	36.490	D- 4	6672.528	3079.628	38.495	
		E- 5	6672.528	3079.628	38.495	E- 5	7039.373	3248.941	40.611	
		Y-25	7410.484	3420.223	42.753	Y-25	7809.321	3604.302	45.053	
15900 MISC	PUB RELATIONS TECH	A- 1	4716.916	2177.038	27.213	A- 1	4976.346	2296.775	28.709	2080.00
		B- 2	4976.346	2296.775	28.710	B- 2	5250.046	2423.038	30.288	
		C- 3	5250.046	2423.038	30.289	C- 3	5538.798	2556.368	31.954	
		D- 4	5538.798	2556.368	31.955	D- 4	5843.431	2696.988	33.712	
		E- 5	5843.431	2696.968	33.712	E- 5	6164.821	2845.302	35.566	
16010 MISC	WATER WELL OPERATOR	A- 1	4663.411	2152.344	26.904	A- 1	4919.350	2270.469	28.380	2080.00
		B- 2	4919.350	2270.469	28.381	B- 2	5189.151	2394.993	29.937	
		C- 3	5189.151	2394.993	29.937	C- 3	5469.617	2524.439	31.555	
		D- 4	5469.617	2524.439	31.555	D- 4	5776.743	2666.189	33.327	
		E- 5	5776.743	2666.189	33.327	E- 5	6091.334	2811.385	35.142	
16100 CONF	MANAGEMENT ASST I C	A- 1	4556.770	2103.125	26.289	A- 1	4806.310	2218.297	27.728	2080.00
		B- 2	4806.310	2218.297	27.729	B- 2	5070.780	2340.360	29.254	
		C- 3	5070.780	2340.360	29.255	C- 3	5349.113	2468.821	30.860	
		D- 4	5349.113	2468.821	30.860	D- 4	5644.509	2605.158	32.564	
		E- 5	5644.509	2605.158	32.564	E- 5	5953.768	2747.893	34.348	
16200 FIRE	FIREFIGHTER	A- 1	5345.980	2467.837	21.439					2992.86
		B- 2	5531.469	2552.986	22.179					
		C- 3	5715.958	2638.134	22.918					
		D- 4	5901.513	2723.775	23.662					
		E- 5	6083.870	2807.940	24.394					
		F- 6	6269.425	2893.581	25.138					
		G- 7	6456.046	2979.714	25.886					
		H- 8	6640.536	3064.863	26.626					
		I- 9	6823.958	3149.519	27.361					
		J-10	7010.579	3235.652	28.109					

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16300 MISC	MANAGEMENT ASST I	A- 1	4556.770	2103.125	26.289	A- 1	4806.310	2218.297	27.728	2080.00
		B- 2	4806.310	2218.297	27.729	B- 2	5070.780	2340.360	29.254	
		C- 3	5070.780	2340.360	29.255	C- 3	5349.113	2468.821	30.860	
		D- 4	5349.113	2468.821	30.860	D- 4	5644.509	2605.158	32.564	
		E- 5	5644.509	2605.158	32.564	E- 5	5953.768	2747.893	34.348	
16440 MISC	WTR UTILITY LEAD WKR	A- 1	4485.320	2070.148	25.877	A- 1	4731.662	2183.844	27.298	2080.00
16450 MISC	HUMN SVC CASE WKR II	B- 2	4717.798	2177.445	27.218	B- 2	4991.866	2303.938	28.799	
		C- 3	4991.866	2303.938	28.799	C- 3	5267.000	2430.923	30.386	
		D- 4	5267.000	2430.923	30.387	D- 4	5555.996	2564.306	32.053	
		E- 5	5555.996	2564.306	32.054	E- 5	5862.056	2705.564	33.819	
16500 MISC	TRANSPORT SVCS SUPV	A- 1	4398.842	2030.281	25.379	A- 1	4639.950	2141.515	26.768	2080.00
		B- 2	4639.950	2141.515	26.769	B- 2	4895.889	2259.641	28.245	
		C- 3	4895.889	2259.641	28.246	C- 3	5164.624	2383.673	29.795	
		D- 4	5164.624	2383.673	29.796	D- 4	5448.289	2514.595	31.432	
		E- 5	5448.289	2514.595	31.432	E- 5	5750.083	2653.884	33.173	
16620 MISC	PUB WKS DEPT SECTY	A- 1	4217.652	1946.609	24.333	A- 1	4449.063	2053.414	25.667	2080.00
		B- 2	4449.063	2053.414	25.668	B- 2	4693.271	2166.125	27.076	
		C- 3	4693.271	2166.125	27.077	C- 3	4951.342	2285.235	28.565	
		D- 4	4951.342	2285.235	28.565	D- 4	5224.343	2411.235	30.140	
		E- 5	5224.343	2411.235	30.140	E- 5	5511.207	2543.634	31.795	
16700 MISC	PRG COORD-LIB OUTRCH	A- 1	4475.499	2065.615	25.820	A- 1	4723.116	2179.900	27.248	2080.00
16710 MISC	PRG COORD-PARK/YOUTH	B- 2	4723.116	2179.900	27.249	B- 2	4983.137	2299.909	28.748	
		C- 3	4983.137	2299.909	28.749	C- 3	5255.030	2425.398	30.317	
		D- 4	5255.030	2425.398	30.317	D- 4	5538.797	2556.368	31.954	
		E- 5	5538.797	2556.368	31.955	E- 5	5843.431	2696.968	33.712	
16800 CONF	ACCOUNT CLERK SUPV	A- 1	4663.411	2152.344	26.904	A- 1	4919.350	2270.469	28.380	2080.00
		B- 2	4919.350	2270.469	28.381	B- 2	5189.151	2394.993	29.937	
		C- 3	5189.151	2394.993	29.937	C- 3	5469.617	2524.439	31.555	
		D- 4	5469.617	2524.439	31.555	D- 4	5776.743	2666.189	33.327	
		E- 5	5776.743	2666.189	33.327	E- 5	6091.334	2811.385	35.142	
16990 CONF	PUB RELATIONS SPEC	A- 1	4365.883	2015.023	25.188	A- 1	4606.891	2126.257	26.578	2080.00
		B- 2	4606.891	2126.257	26.578	B- 2	4859.631	2242.907	28.036	
		C- 3	4859.631	2242.907	28.036	C- 3	5126.233	2365.954	29.574	
		D- 4	5126.233	2365.954	29.574	D- 4	5408.832	2496.384	31.204	
		E- 5	5408.832	2496.384	31.205	E- 5	5706.360	2633.705	32.921	

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17010 MISC	PROGRAM COORDINATOR	A- 1	4242.179	1957.929	24.474	A- 1	4475.723	2065.718	25.821	2080.00
17050 MISC	PUB SAF OFFCR/ADMIN	B- 2	4475.723	2085.718	25.821	B- 2	4719.931	2178.430	27.230	
17070 MISC	PUB SAF OFFCR/FIELD	C- 3	4719.931	2178.430	27.230	C- 3	4974.803	2296.063	28.700	
17080 MISC	YTH INTRVNTN CSE WKR	D- 4	4974.803	2296.063	28.701	D- 4	5258.468	2426.985	30.337	
17090 MISC	HUMAN SVCS CS WKR I	E- 5	5258.468	2426.985	30.337	E- 5	5541.066	2557.415	31.967	
17210 MISC	ACCOUNT CLERK III	A- 1	4106.745	1895.421	23.593	A- 1	4332.824	1999.765	24.997	2080.00
17240 MISC	BUS DRIVER III	B- 2	4332.824	1999.765	24.997	B- 2	4571.700	2110.015	26.375	
		C- 3	4571.700	2110.015	26.375	C- 3	4822.306	2225.680	27.820	
		D- 4	4822.306	2225.680	27.821	D- 4	5091.041	2349.711	29.371	
		E- 5	5091.041	2349.711	29.371	E- 5	5365.109	2476.204	30.952	
17400 CONF	ACCOUNT CLERK III C	A- 1	4106.745	1895.421	23.593	A- 1	4332.824	1999.765	24.997	2080.00
		B- 2	4332.824	1999.765	24.997	B- 2	4571.700	2110.015	26.375	
		C- 3	4571.700	2110.015	26.375	C- 3	4822.306	2225.680	27.820	
		D- 4	4822.306	2225.680	27.821	D- 4	5091.041	2349.711	29.371	
		E- 5	5091.041	2349.711	29.371	E- 5	5365.109	2476.204	30.952	
17500 MISC	TRAF & LITE TECH I	A- 1	4045.960	1897.366	23.342	A- 1	4267.773	1969.741	24.621	2080.00
17510 MISC	FACILITY SPECIALIST	B- 2	4267.773	1999.741	24.622	B- 2	4505.583	2079.500	25.993	
17540 MISC	TREE WORKER SPECIALIST	C- 3	4505.583	2079.500	25.994	C- 3	4751.923	2193.195	27.414	
		D- 4	4751.923	2193.195	27.415	D- 4	5013.194	2313.782	28.922	
		E- 5	5013.194	2313.782	28.922	E- 5	5274.464	2434.368	30.429	
		F- 6	5274.464	2434.368	30.430	F- 6	5580.524	2575.626	32.195	
		G- 7	5580.524	2575.626	32.195	G- 7	5888.716	2717.869	33.973	
		H- 8	5888.716	2717.869	33.973	H- 8	6210.772	2866.510	35.831	
17800 MISC	WATER UTILITY WORKER	A- 1	3882.799	1792.061	22.401	A- 1	4095.014	1890.006	23.625	2080.00
17850 MISC	COMM SVCS SPECIALIST	B- 2	4095.014	1890.006	23.625	B- 2	4321.093	1994.351	24.929	
17860 MISC	HEAD TEACHER	C- 3	4321.093	1994.351	24.929	C- 3	4558.903	2104.109	26.301	
		D- 4	4558.903	2104.109	26.301	D- 4	4809.509	2219.773	27.747	
		E- 5	4809.509	2219.773	27.747	E- 5	5069.713	2339.868	29.248	
18010 MISC	ACCOUNT CLERK II	A- 1	3684.447	1700.514	21.256	A- 1	3887.065	1794.030	22.425	2080.00
18020 MISC	MAINTENANCE WORKER	B- 2	3887.065	1794.030	22.425	B- 2	4093.949	1889.515	23.618	
18085 MISC	BLDG PERMIT CLERK II	C- 3	4093.949	1889.515	23.619	C- 3	4327.492	1997.304	24.966	
18097 MISC	PROG ASST/CMO	D- 4	4327.492	1997.304	24.966	D- 4	4562.102	2105.586	26.319	
18098 MISC	PROGRAM ASSIST PLAN	E- 5	4562.102	2105.586	26.320	E- 5	4807.376	2218.789	27.734	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
18400 MISC	ENVR PROTEC CLRK II	A- 1	3497.361	1614.167	20.177	A- 1	3689.715	1702.945	21.286	2080.00
		B- 2	3689.715	1702.945	21.287	B- 2	3892.649	1796.607	22.457	
		C- 3	3892.649	1796.607	22.458	C- 3	4106.745	1895.421	23.692	
		D- 4	4106.745	1895.421	23.693	D- 4	4332.616	1999.669	24.995	
		E- 5	4332.616	1999.669	24.996	E- 5	4570.910	2109.651	26.370	
18510 MISC	RECREATION SPECIALIS	A- 1	3470.098	1601.584	20.020	A- 1	3657.786	1688.209	21.102	2080.00
		B- 2	3657.786	1688.209	21.103	B- 2	3855.073	1779.264	22.240	
		C- 3	3855.073	1779.264	22.241	C- 3	4064.089	1875.733	23.446	
		D- 4	4064.089	1875.733	23.447	D- 4	4284.835	1977.616	24.720	
		E- 5	4284.835	1977.616	24.720	E- 5	4516.247	2084.422	26.055	
		F- 6	4516.247	2084.422	26.055	F- 6	4761.521	2197.625	27.470	
18815 MISC	ADMIN CLERK II	A- 1	3315.469	1530.216	19.128	A- 1	3496.759	1613.889	20.173	2080.00
18820 MISC	HUMAN RSRC ASSISTANT	B- 2	3496.759	1613.889	20.174	B- 2	3690.846	1703.467	21.293	
18860 MISC	ENVR PROTECT CLERK I	C- 3	3690.846	1703.467	21.293	C- 3	3887.065	1794.030	22.425	
		D- 4	3887.065	1794.030	22.425	D- 4	4093.949	1889.515	23.618	
		E- 5	4106.745	1895.421	23.693	E- 5	4327.492	1997.304	24.966	
19615 MISC	ADMIN CLERK I	A- 1	2979.550	1375.177	17.190	A- 1	3142.711	1450.482	18.131	2080.00
19620 MISC	LIBRARY CLERK I	B- 2	3142.711	1450.482	18.131	B- 2	3317.602	1531.201	19.140	
		C- 3	3317.602	1531.201	19.140	C- 3	3499.958	1615.365	20.192	
		D- 4	3499.958	1615.365	20.192	D- 4	3684.447	1700.514	21.256	
		E- 5	3684.447	1700.514	21.256	E- 5	3887.065	1794.030	22.425	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
50300 PART	HEAD TEACHER B	A- 1			22.401					
		B- 2			23.625					
		C- 3			24.929					
		D- 4			26.302					
		E- 5			27.747					
50410 PART	BUS DRIVER II B	A- 1			21.115					
		B- 2			22.271					
		C- 3			23.555					
		D- 4			24.873					
		E- 5			26.201					
50610 PART	TEACHER III	A- 1			19.999					
		B- 2			21.115					
		C- 3			22.330					
		D- 4			23.573					
		E- 5			24.837					
51010 PART	COMM SVCS LEAD III B	A- 1			17.833					
		B- 2			18.822					
		C- 3			19.892					
		D- 4			21.015					
		E- 5			22.156					
		F- 6			23.373					
52010 PART	COMM SVCS LEAD II B	A- 1			15.397					
		B- 2			16.172					
		C- 3			16.977					
		D- 4			17.821					
		E- 5			18.718					
52080 PART	CHILD CARE TEACH IIB	A- 1			13.966					
		B- 2			14.667					
		C- 3			15.397					
		D- 4			16.172					
		E- 5			16.977					
52500 PART	CHILD CARE TEACH I B	A- 1			13.054					
		B- 2			13.703					
		C- 3			14.377					
		D- 4			15.098					
		E- 5			15.850					
53530 PART	CLD CARE AST TEACH B	A- 1			13.054					
		B- 2			13.703					
		C- 3			14.377					
		D- 4			15.098					
		E- 5			15.850					

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CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
57000 PART	ADMIN CLERK I	A- 1			16.082					
		B- 2			17.002					
		C- 3			17.971					
		D- 4			18.983					
		E- 5			19.999					

CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
70400 NB	PUBLIC SAFETY OFCR	A- 1			19.999					
70410 NB	CODE ENFORCMT INSP I	B- 2			21.115					
		C- 3			22.330					
		D- 4			23.579					
		E- 5			24.837					
70545 NB	LITERACY INTERN N	A- 1			14.938					
70580 NB	ADMIN INTERN N	B- 2			15.761					
		C- 3			16.627					
		D- 4			17.541					
		E- 5			18.509					
71010 NB	TRAF SIGNAL APRENT N	A- 1			14.228					
71040 NB	WATER UTILITY APRENT	B- 2			14.938					
71050 NB	ELECTRICIAN APRENT	C- 3			15.681					
		D- 4			16.469					
		E- 5			17.290					
71520 NB	CLD CARE TEACH ISSUR	A- 1			13.764					
		B- 2			14.531					
		C- 3			15.364					
		D- 4			16.240					
		E- 5			17.109					
72000 NB	FIRE HSNQ INSPEC PTN	A- 1			28.799					
		B- 2			30.382					
		C- 3			32.052					
		D- 4			33.815					
		E- 5			35.731					
72100 NB	INSTR LIFEGUARD IIIN	A- 1			21.115					
		B- 2			22.271					
		C- 3			23.555					
		D- 4			24.873					
		E- 5			26.201					
72220 NB	POLICE SVCS CLERK	A- 1			14.932					
		B- 2			15.754					
		C- 3			16.619					
		D- 4			17.533					
		E- 5			18.500					

CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
72300 NB	INSTR LIFEGUARD II N	A- 1			17.955					
		B- 2			18.838					
		C- 3			19.875					
		D- 4			20.967					
		E- 5			22.119					
72400 NB	INSTR LIFEGUARD I N	A- 1			16.927					
		B- 2			17.855					
		C- 3			18.838					
		D- 4			19.875					
		E- 5			20.967					
72530 NB	CHILD CARE TEACH I N	A- 1			12.648					
72540 NB	HERITAGE PK RANGER N	B- 2			13.282					
72560 NB	PSO APPRENTICE N	C- 3			13.944					
		D- 4			14.646					
		E- 5			15.377					
72600 NB	LIB INFO DESK ASST	A- 1			17.700					
		B- 2			18.675					
		C- 3			19.701					
		D- 4			20.787					
		E- 5			21.929					
72710 NB	ADMIN CLERK I NB	A- 1			14.521					
		B- 2			15.320					
		C- 3			16.163					
		D- 4			17.051					
		E- 5			17.989					
72900 NB	BUS DRIVER I NB	A- 1			12.967					
		B- 2			13.680					
		C- 3			14.434					
		D- 4			15.227					
		E- 5			16.065					
73000 NB	COMM SVCS LEAD II N	A- 1			12.055					
		B- 2			12.657					
		C- 3			13.282					
		D- 4			13.959					
		E- 5			14.646					

CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
73100 NB	FINANCE OFFICE AIDE	A- 1			12.479					
73110 NB	WAREHOUSE ASSISTANT	B- 2			13.099					
		C- 3			13.742					
		D- 4			14.435					
		E- 5			15.153					
74300 NB	PUB WORKS AIDE II N	A- 1			11.477					
		B- 2			12.108					
		C- 3			12.774					
		D- 4			13.474					
		E- 5			14.216					
74560 NB	LIBRARY SVCS AIDE N	A- 1			11.350					
		B- 2			11.918					
		C- 3			12.512					
		D- 4			13.138					
		E- 5			13.794					
75000 NB	CLD CARE AST TEACH N	A- 1			11.240					
75010 NB	C/C ASST TEACH SUB N	B- 2			11.801					
		C- 3			12.392					
		D- 4			13.012					
		E- 5			13.664					
75400 NB	COMM SVCS LEAD I N	A- 1			11.303					
		B- 2			11.869					
		C- 3			12.462					
		D- 4			13.085					
		E- 5			13.740					
75500 NB	PUBLIC WORKS AIDE N	A- 1			10.710					
75530 NB	OFFICE AIDE N	B- 2			11.246					
75550 NB	AQUATICS AIDE N	C- 3			11.809					
75580 NB	COMM SVC FACILITY WK	D- 4			12.398					
75590 NB	FOOD SERVICE AIDE N	E- 5			13.018					
77000 NB	SYSTEMS ANALYST PTNB	A- 1			38.633					
		B- 2			40.756					
		C- 3			42.999					
		D- 4			45.363					
		E- 5			47.858					

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CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
78000 NB	LITERACY ASSISTANT N	A- 1			16.092					
78010 NB	COMPUTER TECHNICIAN	B- 2			16.976					
78020 NB	ENVIRONMENTAL INTERN	C- 3			17.909					
		D- 4			18.896					
		E- 5			19.934					
79800 NB	REC INSTRUCTOR	A- 1			31.659					
		X-11			26.638					
		N-14			22.198					
		P-16			19.239					
		V-22			13.320					
		X-24			10.710					
79901 NB	TEMP-ACCT CLERK III	O-15			26.440					
79960 NB	TEMP-NEW BUS INSP SP	P-16			52.369					

ATTACHMENT J

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 01/07/2018

CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
01000 COUN	COUNCIL MEMBER	A- 1	990.257	457.042	5.713					2080.00
01300 C/A	CITY ATTORNEY	A- 1	16635.996	7678.152	95.977					2080.00
01400 CMGR	CITY MANAGER	A- 1	15189.840	7010.695	87.634	A- 1	16025.281	7396.284	92.453	2080.00
01600 D/H	ASST CMGR/DIR OF FIN	A- 1	11840.351	5464.777	68.310	A- 1	12490.861	5765.013	72.062	2080.00
		B- 2	12490.861	5765.013	72.063	B- 2	13177.629	6081.983	76.024	
		C- 3	13177.629	6081.983	76.025	C- 3	13902.788	6416.671	80.208	
		D- 4	13902.788	6416.671	80.208	D- 4	14667.403	6769.571	84.619	
		E- 5	14667.403	6769.571	84.620	E- 5	15474.676	7142.158	89.276	
01700 BAT	FIRE CHIEF	A- 1	10488.143	4840.681	60.509					2080.00
		B- 2	11066.137	5107.448	63.843					
		C- 3	11675.057	5388.488	67.356					
		D- 4	12318.102	5685.278	71.066					
		E- 5	12996.339	5998.310	74.979					
02400 D/H	DIR COMM SVCS	A- 1	9707.531	4480.399	56.005	A- 1	10241.802	4726.986	59.087	2080.00
		B- 2	10241.802	4726.986	59.087	B- 2	10804.866	4986.861	62.335	
		C- 3	10804.866	4986.861	62.336	C- 3	11398.857	5261.011	65.762	
		D- 4	11398.857	5261.011	65.763	D- 4	12025.906	5550.418	69.380	
		E- 5	12025.906	5550.418	69.380	E- 5	12686.013	5855.083	73.188	
02700 D/H	DIR POLICE SERVICES	A- 1	8022.603	3702.740	46.284	A- 1	8464.097	3906.506	48.831	2080.00
02710 D/H	DIR PLANNING	B- 2	8464.097	3906.506	48.831	B- 2	8930.117	4121.592	51.519	
		C- 3	8930.117	4121.592	51.520	C- 3	9421.733	4348.492	54.356	
		D- 4	9419.600	4347.508	54.344	D- 4	9940.008	4587.696	57.346	
		E- 5	9937.875	4586.712	57.334	E- 5	10487.076	4840.189	60.502	
02800 D/H	DIR PUBLIC WORKS	A- 1	10811.265	4989.815	62.373	A- 1	11406.321	5264.456	65.805	2080.00
		B- 2	11406.321	5264.456	65.806	B- 2	12033.370	5553.863	69.423	
		C- 3	12033.370	5553.863	69.423	C- 3	12695.612	5859.513	73.243	
		D- 4	12695.612	5859.513	73.244	D- 4	13394.110	6181.897	77.273	
		E- 5	13394.110	6181.897	77.274	E- 5	14130.999	6522.000	81.524	
03000 BAT	BATTALION CHIEF	A- 1	9547.569	4406.570	39.344					2912.00
		B- 2	10029.587	4629.040	41.331					
		C- 3	10536.131	4862.830	43.418					
		D- 4	11048.008	5099.081	45.528					
		E- 5	11603.608	5355.511	47.817					

CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
03900 MT	DIR TECHNOLOGY SVC M	A- 1	8453.030	3906.014	48.825	A- 1	8927.985	4120.608	51.507	2080.00
03910 MT	DIR FISCAL SERVICES	B- 2	8927.985	4120.608	51.508	B- 2	9418.533	4347.015	54.337	
		C- 3	9419.600	4347.508	54.344	C- 3	9937.875	4586.712	57.333	
		D- 4	9937.875	4586.712	57.334	D- 4	10482.810	4838.220	60.477	
		E- 5	10482.810	4838.220	60.478	E- 5	11059.739	5104.495	63.806	
05400 MT	DIR PURCHASING SVCS	A- 1	6931.665	3199.230	39.990	A- 1	7312.374	3374.942	42.186	2080.00
		B- 2	7312.374	3374.942	42.187	B- 2	7715.477	3560.989	44.512	
		C- 3	7715.477	3560.989	44.512	C- 3	8139.908	3756.881	46.961	
		D- 4	8139.908	3756.881	46.961	D- 4	8587.800	3963.600	49.545	
		E- 5	8587.800	3963.600	49.545	E- 5	9060.219	4181.640	52.270	
08540 MT	LIBRARY SVCS DIV DIR	A- 1	6931.665	3199.230	39.990	A- 1	7312.907	3375.188	42.189	2080.00
08550 MT	PARK & REC SVCS MGR	B- 2	7312.374	3374.942	42.187	B- 2	7714.554	3560.563	44.507	
08560 MT	PAM & HUMAN SVCS MGR	C- 3	7715.477	3560.989	44.512	C- 3	8139.827	3756.843	46.960	
		D- 4	8139.908	3756.881	46.961	D- 4	8587.602	3963.509	49.543	
		E- 5	8587.800	3963.600	49.545	E- 5	9060.129	4181.598	52.269	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
12000 FIRE	DIR OF EPD-FPB	A- 1	9547.569	4406.570	55.082					2080.00
		B- 2	10029.587	4629.040	57.863					
		C- 3	10536.131	4862.830	60.785					
		D- 4	11048.008	5099.081	63.739					
		E- 5	11603.608	5355.511	66.944					
12100 FIRE	DEPUTY FIRE MARSHALL	A- 1	9028.994	4167.228	52.090					2080.00
		B- 2	9525.588	4396.425	54.955					
		C- 3	10049.496	4638.229	57.978					
		D- 4	10602.219	4893.332	61.167					
		E- 5	11185.340	5162.465	64.531					
12200 FIRE	DEPUTY DIR EPD	A- 1	8134.577	3754.420	46.930					2080.00
		B- 2	8581.979	3960.913	49.511					
		C- 3	9053.987	4178.763	52.235					
		D- 4	9551.957	4408.596	55.107					
		E- 5	10077.314	4651.068	58.138					
12300 FIRE	FIRE&ENV SAF INSP II	A- 1	6596.012	3044.313	38.054					2080.00
		B- 2	6958.792	3211.750	40.147					
		C- 3	7341.525	3388.396	42.355					
		D- 4	7745.310	3574.758	44.684					
		E- 5	8171.302	3771.370	47.142					
12400 MT	CAPITAL IMPRVMTS MGR	A- 1	7711.908	3559.342	44.492	A- 1	8136.064	3755.106	46.938	2080.00
		B- 2	8136.064	3755.106	46.939	B- 2	8583.436	3961.586	49.519	
		C- 3	8583.547	3961.637	49.520	C- 3	9055.642	4179.527	52.244	
		D- 4	9055.642	4179.527	52.244	D- 4	9553.701	4409.400	55.117	
		E- 5	9553.701	4409.400	55.118	E- 5	10079.156	4651.918	58.148	
12500 MT	ASST MUNI SVCS MGR	A- 1	6917.900	3192.877	39.911	A- 1	7298.386	3368.486	42.106	2080.00
		B- 2	7298.386	3368.486	42.106	B- 2	7699.796	3553.752	44.421	
		C- 3	7699.796	3553.752	44.422	C- 3	8123.285	3749.208	46.865	
		D- 4	8123.285	3749.208	46.865	D- 4	8570.067	3955.416	49.442	
		E- 5	8570.067	3955.416	49.443	E- 5	9041.420	4172.963	52.162	
12800 FIRE	FIRE CAPTAIN	A- 1	7759.199	3581.169	31.111					2992.86
		B- 2	8167.635	3769.678	32.748					
		C- 3	8618.726	3977.874	34.557					
		D- 4	9065.552	4184.101	36.349					
		E- 5	9560.366	4412.477	38.333					

CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
12900 MT	MUNICIPAL SVCS MGR	A- 1	7237.725	3340.488	41.756	A- 1	7635.496	3524.075	44.050	2080.00
		B- 2	7635.496	3524.075	44.051	B- 2	8055.661	3717.997	46.474	
		C- 3	8055.661	3717.997	46.475	C- 3	8498.222	3922.255	49.028	
		D- 4	8498.222	3922.256	49.028	D- 4	8965.309	4137.835	51.722	
		E- 5	8965.309	4137.835	51.723	E- 5	9458.401	4365.416	54.567	
		F- 6	9458.401	4365.416	54.568	F- 6	9978.612	4605.513	57.568	
		G- 7	9978.612	4605.513	57.569	G- 7	10527.433	4858.815	60.735	
		H- 8	10527.433	4858.815	60.735	H- 8	11106.441	5126.050	64.075	
13110 FIRE	EPD-FPB SPECIALIST	A- 1	7382.757	3407.426	42.593					2080.00
		B- 2	7775.196	3588.552	44.857					
		C- 3	8184.697	3777.552	47.219					
		D- 4	8618.726	3977.874	49.723					
		E- 5	9077.282	4189.515	52.369					
13200 MISC	ASSOC CIVIL ENGINEER	A- 1	6539.226	3018.104	37.726	A- 1	6894.341	3182.004	39.775	2080.00
		B- 2	6900.740	3184.957	39.812	B- 2	7277.182	3358.639	41.983	
		C- 3	7287.846	3363.621	42.045	C- 3	7686.183	3547.700	44.346	
		D- 4	7700.547	3554.099	44.426	D- 4	8114.314	3745.068	46.813	
		E- 5	8140.974	3757.373	46.967	E- 5	8593.535	3961.632	49.520	
13300 MT	UTILITY SVCS MANAGER	A- 1	6870.880	3171.175	39.640	A- 1	7248.389	3345.410	41.817	2080.00
		B- 2	7248.389	3345.410	41.818	B- 2	7647.227	3529.489	44.118	
		C- 3	7647.227	3529.489	44.119	C- 3	8067.392	3723.412	46.542	
		D- 4	8067.392	3723.412	46.543	D- 4	8511.019	3928.153	49.102	
		E- 5	8511.019	3928.163	49.102	E- 5	8979.172	4144.233	51.802	
13400 MT	ACCOUNTING MANAGER	A- 1	6718.660	3100.920	38.762	A- 1	7088.187	3271.471	40.893	2080.00
		B- 2	7088.187	3271.471	40.893	B- 2	7478.037	3451.402	43.142	
		C- 3	7478.037	3451.402	43.143	C- 3	7889.330	3641.329	45.515	
		D- 4	7889.330	3641.229	45.515	D- 4	8323.243	3841.497	48.018	
		E- 5	8323.243	3841.497	48.019	E- 5	8781.021	4052.779	50.659	
13673 MISC	ST & GRNDS MTC SUPT	A- 1	5859.521	2709.010	33.863	A- 1	6192.643	2858.143	35.726	2080.00
		B- 2	6192.643	2858.143	35.727	B- 2	6539.226	3018.104	37.726	
		C- 3	6539.226	3018.104	37.726	C- 3	6894.341	3182.004	39.775	
		D- 4	6894.341	3182.004	39.775	D- 4	7287.846	3363.621	42.045	
		E- 5	7287.846	3363.621	42.045	E- 5	7686.183	3547.700	44.346	
		F- 6	7686.183	3547.700	44.346	F- 6	8140.974	3757.373	46.967	
		G- 7	8140.974	3757.373	46.967	G- 7	8593.132	3966.061	49.575	
		H- 8	8593.132	3966.061	49.576	H- 8	9087.021	4180.164	52.252	

CITY OF SANTA FE SPRINGS
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CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
13700 MISC	CHILDREN'S SVCS ADM E	A- 1	6331.722	2876.179	35.952	A- 1	6573.740	3034.034	37.925	2080.00
		B- 2	6573.740	3034.034	37.925	B- 2	6934.886	3200.717	40.008	
		C- 3	6934.886	3200.717	40.009	C- 3	7317.407	3377.265	42.215	
		D- 4	7317.407	3377.265	42.216	D- 4	7719.054	3562.640	44.533	
		E- 5	7719.054	3562.640	44.533	E- 5	8143.203	3758.401	46.980	
13810 FIRE	FIRE ENGINEER	A- 1	6661.864	3074.706	26.711					2992.86
		B- 2	7010.579	3235.652	28.109					
		C- 3	7388.088	3409.887	29.623					
		D- 4	7759.199	3581.169	31.111					
		E- 5	8170.833	3771.154	32.761					
13910 MT	SENIOR PLANNER	A- 1	6190.511	2857.159	35.714	A- 1	6527.496	3012.690	37.658	2080.00
		B- 2	6537.496	3012.690	37.659	B- 2	6881.544	3176.097	39.701	
		C- 3	6881.544	3176.097	39.701	C- 3	7257.986	3349.840	41.872	
		D- 4	7257.986	3349.840	41.873	D- 4	7653.625	3532.442	44.155	
		E- 5	7653.625	3532.442	44.156	E- 5	8070.591	3724.888	46.561	
14100 MT	CITY CLERK	A- 1	6015.619	2776.440	34.705	A- 1	6337.675	2925.081	36.563	2080.00
14110 MT	SENIOR HR ANALYST	B- 2	6337.675	2925.081	36.564	B- 2	6676.794	3081.597	38.519	
		C- 3	6676.794	3081.597	38.520	C- 3	7031.908	3245.496	40.568	
		D- 4	7031.908	3245.496	40.569	D- 4	7410.484	3420.223	42.752	
		E- 5	7410.484	3420.223	42.753	E- 5	7809.321	3604.302	45.053	
14200 MT	ASST TO DIR POL SVCS	A- 1	5577.324	2574.150	32.177	A- 1	5879.119	2713.440	33.917	2080.00
		B- 2	5879.119	2713.440	33.918	B- 2	6197.975	2860.604	35.757	
		C- 3	6197.975	2860.604	35.758	C- 3	6537.093	3017.120	37.713	
		D- 4	6537.093	3017.120	37.714	D- 4	6894.341	3182.004	39.775	
		E- 5	6894.341	3182.004	39.775	E- 5	7269.717	3355.254	41.940	
14300 CONF	ACCOUNTANT	A- 1	5390.218	2395.485	29.944	A- 1	5473.883	2526.408	31.580	2080.00
		B- 2	5469.617	2524.439	31.555	B- 2	5765.012	2660.775	33.259	
		C- 3	5775.677	2665.697	33.321	C- 3	6091.334	2811.385	35.142	
		D- 4	6100.932	2815.815	35.198	D- 4	6429.386	2967.409	37.092	
		E- 5	6434.718	2969.870	37.123	E- 5	6786.633	3132.232	39.153	
14400 MISC	CIVIL ENGR ASST I	A- 1	5348.047	2468.329	30.854	A- 1	5642.376	2604.174	32.552	2080.00
		B- 2	5642.376	2604.174	32.552	B- 2	5951.635	2746.908	34.336	
		C- 3	5951.635	2746.908	34.336	C- 3	6279.022	2898.010	36.225	
		D- 4	6279.022	2898.010	36.225	D- 4	6624.580	3057.480	38.218	
		E- 5	6624.539	3057.480	38.218	E- 5	6989.251	3225.808	40.322	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
14500 CONF	SR MGMT ASSISTANT	A- 1	6015.619	2776.440	34.705	A- 1	6337.675	2925.081	36.563	2080.00
		B- 2	6337.675	2925.081	36.564	B- 2	6676.794	3081.597	38.519	
		C- 3	6676.794	3081.597	38.520	C- 3	7031.908	3245.496	40.568	
		D- 4	7031.908	3245.496	40.569	D- 4	7410.484	3420.223	42.752	
		E- 5	7410.484	3420.223	42.753	E- 5	7809.321	3604.302	45.053	
14620 MISC	CIVIL ENGR TECH II	A- 1	5269.132	2431.907	30.399	A- 1	5559.196	2565.783	32.072	2080.00
		B- 2	5559.196	2565.783	32.072	B- 2	5855.255	2707.041	33.838	
		C- 3	5855.255	2707.041	33.838	C- 3	6187.311	2855.582	35.696	
		D- 4	6187.311	2855.582	35.696	D- 4	6527.496	3012.690	37.658	
		E- 5	6527.496	3012.690	37.659	E- 5	6885.810	3178.066	39.725	
14705 MISC	FLEET SEC SUPERVISOR	A- 1	5190.218	2395.485	29.944	A- 1	5469.617	2524.439	31.555	2080.00
		B- 2	5469.617	2524.439	31.555	B- 2	5775.677	2665.697	33.321	
		C- 3	5775.677	2665.697	33.321	C- 3	6100.932	2815.815	35.197	
		D- 4	6100.932	2815.815	35.198	D- 4	6429.386	2967.409	37.092	
		E- 5	6429.386	2967.409	37.093	E- 5	6785.633	3132.292	39.153	
		F- 6	6785.633	3132.292	39.154	F- 6	7172.674	3310.465	41.380	
		G- 7	7172.674	3310.465	41.381	G- 7	7575.777	3496.512	43.706	
		H- 8	7575.777	3496.512	43.706	H- 8	7992.743	3688.958	46.111	
14810 FIRE	FIRE/ENV SPT INSP I	A- 1	5727.689	2643.549	33.044					2080.00
		B- 2	6038.416	2782.346	34.779					
		C- 3	6344.074	2928.034	36.600					
		D- 4	6676.794	3081.597	38.520					
		E- 5	7027.642	3243.527	40.544					
14910 MISC	CODE ENFORCMT INSP I	A- 1	4991.866	2303.938	28.799	A- 1	5258.468	2426.985	30.337	2080.00
		B- 2	5258.468	2426.985	30.337	B- 2	5541.066	2557.415	31.967	
		C- 3	5557.063	2564.798	32.060	C- 3	5859.521	2709.010	33.862	
		D- 4	5859.521	2709.010	33.863	D- 4	6192.643	2858.143	35.726	
		E- 5	6192.643	2858.143	35.727	E- 5	6527.496	3012.690	37.658	
15000 MISC	LIBRARIAN III	A- 1	5577.324	2574.150	32.177	A- 1	5879.119	2713.440	33.917	2080.00
		B- 2	5879.119	2713.440	33.918	B- 2	6197.975	2860.604	35.757	
		C- 3	6197.975	2860.604	35.758	C- 3	6537.093	3017.120	37.713	
		D- 4	6537.093	3017.120	37.714	D- 4	6894.341	3182.004	39.775	
		E- 5	6894.341	3182.004	39.775	E- 5	7269.717	3355.254	41.940	
15040 MISC	COMMUNITY SVCS SUPVR	A- 1	5577.324	2574.150	32.177	A- 1	5879.119	2713.440	33.917	2080.00
		B- 2	5879.119	2713.440	33.918	B- 2	6197.975	2860.604	35.757	
		C- 3	6197.975	2860.604	35.758	C- 3	6537.093	3017.120	37.713	
		D- 4	6537.093	3017.120	37.714	D- 4	6894.341	3182.004	39.775	
		E- 5	6894.341	3182.004	39.775	E- 5	7269.717	3355.254	41.940	

CITY OF SANTA FE SPRINGS
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CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
15200 FIRE	FF/PARA II	A- 1	6277.956	2897.518	25.172					2992.86
		B- 2	6496.570	2998.417	26.048					
		C- 3	6711.985	3097.839	26.912					
		D- 4	6929.532	3198.246	27.784					
		E- 5	7143.881	3297.176	28.644					
		F- 6	7359.296	3396.598	29.507					
		G- 7	7581.109	3498.973	30.397					
		H- 8	7797.590	3598.888	31.265					
		I- 9	8011.939	3697.818	32.124					
		J-10	8231.619	3799.209	33.005					
15300 FIRE	FF/PARA I	A- 1	5950.568	2746.416	23.859					2992.86
		B- 2	6157.451	2841.900	24.689					
		C- 3	6361.136	2935.909	25.505					
		D- 4	6568.020	3031.394	26.335					
		E- 5	6772.770	3125.894	27.156					
		F- 6	6976.454	3219.902	27.972					
		G- 7	7186.538	3316.864	28.815					
		H- 8	7391.288	3411.364	29.636					
		I- 9	7594.972	3505.372	30.452					
		J-10	7801.856	3600.857	31.282					
15400 FIRE	FF/PARA TRAINEE	A- 1	5640.243	2603.189	22.615					2992.86
		B- 2	5836.462	2693.752	23.402					
		C- 3	6030.549	2783.330	24.180					
		D- 4	6231.155	2898.995	25.185					
		E- 5	6418.722	2962.487	25.736					
		F- 6	6613.875	3052.558	26.519					
		G- 7	6811.161	3143.613	27.310					
		H- 8	7006.314	3233.683	28.092					
		I- 9	7198.268	3322.278	28.862					
		J-10	7395.554	3413.333	29.653					
15500 CONF	HUMAN RESRCE ANALYST	A- 1	5115.569	2361.032	29.513	A- 1	5397.102	2490.970	31.137	2080.00
		B- 2	5397.102	2490.970	31.137	B- 2	5694.629	2628.290	32.853	
		C- 3	5694.629	2628.290	32.854	C- 3	6007.088	2772.502	34.656	
		D- 4	6007.088	2772.502	34.656	D- 4	6337.675	2925.081	36.563	
		E- 5	6337.675	2925.081	36.564	E- 5	6685.325	3085.535	38.569	
15630 MISC	LEAD PSO	A- 1	4733.795	2184.828	27.310	A- 1	4993.999	2304.923	28.811	2080.00
15650 MISC	YTH INTRNTN PRG SUP	B- 2	4993.999	2304.923	28.812	B- 2	5259.132	2431.907	30.398	
		C- 3	5259.132	2431.907	30.399	C- 3	5559.196	2565.783	32.072	
		D- 4	5559.196	2565.783	32.072	D- 4	5865.255	2707.041	33.838	
		E- 5	5865.255	2707.041	33.838	E- 5	6187.311	2855.682	35.696	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
15700 MISC	LIBRARIAN I	A- 1	4832.970	2230.602	27.883	A- 1	5098.507	2353.157	29.414	2080.00
		B- 2	5098.507	2353.157	29.414	B- 2	5378.972	2482.602	31.032	
		C- 3	5378.972	2482.602	31.032	C- 3	5674.368	2618.939	32.736	
		D- 4	5674.368	2618.939	32.737	D- 4	5986.826	2763.150	34.539	
		E- 5	5986.826	2763.150	34.539	E- 5	6315.280	2914.745	36.434	
15810 CONF	MANAGEMENT ASST II C	A- 1	5386.437	2486.048	31.076	A- 1	5680.767	2621.892	32.773	2080.00
		B- 2	5680.767	2621.892	32.774	B- 2	5994.291	2766.596	34.582	
		C- 3	5994.291	2766.596	34.582	C- 3	6324.878	2919.174	36.489	
		D- 4	6324.878	2919.174	36.490	D- 4	6672.528	3079.628	38.495	
		E- 5	6672.528	3079.628	38.495	E- 5	7039.373	3248.941	40.611	
		Y-25	7410.484	3420.223	42.753	Y-25	7809.321	3604.302	45.053	
15900 MISC	PUB RELATIONS TECH	A- 1	4716.916	2177.038	27.213	A- 1	4976.346	2296.775	28.709	2080.00
		B- 2	4976.346	2296.775	28.710	B- 2	5250.046	2423.098	30.288	
		C- 3	5250.046	2423.098	30.289	C- 3	5538.798	2556.368	31.954	
		D- 4	5538.798	2556.368	31.955	D- 4	5843.431	2696.968	33.712	
		E- 5	5843.431	2696.968	33.712	E- 5	6164.821	2845.302	35.566	
16010 MISC	WATER WELL OPERATOR	A- 1	4663.411	2152.344	26.904	A- 1	4919.350	2270.469	28.380	2080.00
		B- 2	4919.350	2270.469	28.381	B- 2	5189.151	2394.993	29.937	
		C- 3	5189.151	2394.993	29.937	C- 3	5468.617	2524.439	31.555	
		D- 4	5469.617	2524.439	31.555	D- 4	5776.743	2666.189	33.327	
		E- 5	5776.743	2666.189	33.327	E- 5	6091.334	2811.385	35.142	
16100 CONF	MANAGEMENT ASST I C	A- 1	4556.770	2103.125	26.289	A- 1	4806.310	2218.297	27.728	2080.00
		B- 2	4806.310	2218.297	27.729	B- 2	5070.780	2340.360	29.254	
		C- 3	5070.780	2340.360	29.255	C- 3	5349.113	2468.821	30.860	
		D- 4	5349.113	2468.821	30.860	D- 4	5644.509	2605.158	32.564	
		E- 5	5644.509	2605.158	32.564	E- 5	5953.768	2747.893	34.348	
16200 FIRE	FIREFIGHTER	A- 1	5346.980	2467.837	21.439					2992.86
		B- 2	5531.469	2552.986	22.179					
		C- 3	5715.958	2638.134	22.918					
		D- 4	5901.513	2723.775	23.662					
		E- 5	6083.870	2807.940	24.394					
		F- 6	6269.425	2893.581	25.138					
		G- 7	6456.046	2979.714	25.886					
		H- 8	6640.536	3064.863	26.626					
		I- 9	6823.958	3149.519	27.361					
		J-10	7010.579	3235.652	28.109					

CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
16300 MISC	MANAGEMENT ASST I	A- 1	4556.770	2103.125	26.289	A- 1	4806.310	2218.297	27.728	2080.00
		B- 2	4806.310	2218.297	27.729	B- 2	5070.780	2340.360	29.254	
		C- 3	5070.780	2340.360	29.255	C- 3	5349.113	2468.821	30.860	
		D- 4	5349.113	2468.821	30.860	D- 4	5644.509	2605.158	32.564	
		E- 5	5644.509	2605.158	32.564	E- 5	5953.768	2747.893	34.348	
16440 MISC	WTR UTILITY LEAD WKR	A- 1	4485.320	2070.148	25.877	A- 1	4731.662	2183.844	27.298	2080.00
16450 MISC	HUMN SVC CASE WKR II	B- 2	4717.798	2177.445	27.218	B- 2	4991.866	2303.938	28.799	
		C- 3	4991.866	2303.938	28.799	C- 3	5267.000	2430.923	30.385	
		D- 4	5267.000	2430.923	30.387	D- 4	5555.996	2564.306	32.053	
		E- 5	5555.996	2564.306	32.054	E- 5	5862.056	2705.564	33.819	
16500 MISC	TRANSPORT SVCS SUPV	A- 1	4338.942	2030.281	25.379	A- 1	4639.950	2141.515	26.768	2080.00
		B- 2	4639.950	2141.515	26.769	B- 2	4895.889	2259.641	28.245	
		C- 3	4895.889	2259.641	28.246	C- 3	5164.624	2383.673	29.795	
		D- 4	5164.624	2383.673	29.796	D- 4	5448.289	2514.595	31.432	
		E- 5	5448.289	2514.595	31.432	E- 5	5750.083	2653.884	33.173	
16620 MISC	PUB WKS DEPT SECTY	A- 1	4217.652	1946.609	24.333	A- 1	4449.063	2053.414	25.667	2080.00
		B- 2	4449.063	2053.414	25.668	B- 2	4693.271	2166.125	27.076	
		C- 3	4693.271	2166.125	27.077	C- 3	4951.342	2285.235	28.565	
		D- 4	4951.342	2285.235	28.565	D- 4	5224.343	2411.235	30.140	
		E- 5	5224.343	2411.235	30.140	E- 5	5511.207	2543.634	31.795	
16700 MISC	PRG COORD-LIB OUTRCH	A- 1	4475.499	2065.615	25.820	A- 1	4723.116	2179.900	27.248	2080.00
16710 MISC	PRG COORD-PARK/YOUTH	B- 2	4723.116	2179.900	27.249	B- 2	4983.137	2299.909	28.748	
		C- 3	4983.137	2299.909	28.749	C- 3	5255.030	2425.398	30.317	
		D- 4	5255.030	2425.398	30.317	D- 4	5538.797	2556.368	31.954	
		E- 5	5538.797	2556.368	31.955	E- 5	5843.431	2696.968	33.712	
16800 CONF	ACCOUNT CLERK SUPV	A- 1	4563.411	2152.344	26.904	A- 1	4919.350	2270.459	28.380	2080.00
		B- 2	4919.350	2270.469	28.381	B- 2	5189.151	2394.993	29.937	
		C- 3	5189.151	2394.993	29.937	C- 3	5469.617	2524.439	31.555	
		D- 4	5469.617	2524.439	31.555	D- 4	5776.743	2666.189	33.327	
		E- 5	5776.743	2666.189	33.327	E- 5	6091.334	2811.385	35.142	
16990 CONF	PUB RELATIONS SPEC	A- 1	4365.883	2015.023	25.188	A- 1	4606.891	2126.257	26.578	2080.00
		B- 2	4606.891	2126.257	26.578	B- 2	4859.631	2242.907	28.036	
		C- 3	4859.631	2242.907	28.036	C- 3	5126.233	2365.954	29.574	
		D- 4	5126.233	2365.954	29.574	D- 4	5408.832	2496.384	31.204	
		E- 5	5408.832	2496.384	31.205	E- 5	5706.360	2633.705	32.921	

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17010 MISC	PROGRAM COORDINATOR	A- 1	4242.179	1957.929	24.474	A- 1	4475.723	2065.718	25.821	2080.00
17050 MISC	PUB SAF OFFCR/ADMIN	B- 2	4475.723	2065.718	25.821	B- 2	4719.931	2178.430	27.230	
17070 MISC	PUB SAF OFFCR/FIELD	C- 3	4719.931	2178.430	27.230	C- 3	4974.803	2296.063	28.700	
17080 MISC	YTH INTRVNTN CSE WKR	D- 4	4974.803	2296.063	28.700	D- 4	5258.468	2426.985	30.337	
17090 MISC	HUMAN SVCS CS WKR I	E- 5	5258.468	2426.985	30.337	E- 5	5541.066	2557.415	31.967	
17210 MISC	ACCOUNT CLERK III	A- 1	4106.745	1895.431	23.693	A- 1	4332.824	1999.765	24.997	2080.00
17240 MISC	BUS DRIVER III	B- 2	4332.824	1999.765	24.997	B- 2	4571.700	2110.015	26.375	
		C- 3	4571.700	2110.015	26.375	C- 3	4822.306	2225.680	27.820	
		D- 4	4822.306	2225.680	27.821	D- 4	5091.041	2349.711	29.371	
		E- 5	5091.041	2349.711	29.371	E- 5	5365.109	2476.204	30.952	
17400 CONF	ACCOUNT CLERK III C	A- 1	4106.745	1895.431	23.693	A- 1	4332.824	1999.765	24.997	2080.00
		B- 2	4332.824	1999.765	24.997	B- 2	4571.700	2110.015	26.375	
		C- 3	4571.700	2110.015	26.375	C- 3	4822.306	2225.680	27.820	
		D- 4	4822.306	2225.680	27.821	D- 4	5091.041	2349.711	29.371	
		E- 5	5091.041	2349.711	29.371	E- 5	5365.109	2476.204	30.952	
17500 MISC	TRAF & LITE TECH I	A- 1	4045.960	1867.356	23.342	A- 1	4267.773	1969.741	24.621	2080.00
17510 MISC	FACILITY SPECIALIST	B- 2	4267.773	1969.741	24.622	B- 2	4505.583	2079.500	25.993	
17540 MISC	TREE WORKER SPECIALST	C- 3	4505.583	2079.500	25.994	C- 3	4751.923	2193.195	27.414	
		D- 4	4751.923	2193.195	27.415	D- 4	5013.194	2313.782	28.922	
		E- 5	5013.194	2313.782	28.922	E- 5	5274.464	2434.368	30.429	
		F- 6	5274.464	2434.368	30.430	F- 6	5580.524	2575.626	32.195	
		G- 7	5580.524	2575.626	32.195	G- 7	5888.716	2717.859	33.973	
		H- 8	5888.716	2717.859	33.973	H- 8	6210.772	2866.510	35.831	
17800 MISC	WATER UTILITY WORKER	A- 1	3882.799	1792.051	22.401	A- 1	4095.014	1890.006	23.625	2080.00
17850 MISC	COMM SVCS SPECIALIST	B- 2	4095.014	1890.006	23.625	B- 2	4321.093	1994.351	24.929	
17860 MISC	HEAD TEACHER	C- 3	4321.093	1994.351	24.929	C- 3	4558.903	2104.109	26.301	
		D- 4	4558.903	2104.109	26.301	D- 4	4809.509	2219.773	27.747	
		E- 5	4809.509	2219.773	27.747	E- 5	5069.713	2339.868	29.248	
18010 MISC	ACCOUNT CLERK II	A- 1	3684.447	1700.514	21.256	A- 1	3887.065	1794.030	22.425	2080.00
18020 MISC	MAINTENANCE WORKER	B- 2	3887.065	1794.030	22.425	B- 2	4093.949	1889.515	23.618	
18085 MISC	BLDG PERMIT CLERK II	C- 3	4093.949	1889.515	23.619	C- 3	4327.492	1997.304	24.966	
18097 MISC	PROG ASST/CNO	D- 4	4327.492	1997.304	24.966	D- 4	4562.102	2105.586	26.319	
18098 MISC	PROGRAM ASSIST PLAN	E- 5	4562.102	2105.586	26.320	E- 5	4807.376	2218.789	27.734	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
18400 MISC	ENVR PROTEC CLERK II	A- 1	3497.361	1614.167	20.177	A- 1	3689.715	1702.945	21.286	2080.00
		B- 2	3689.715	1702.945	21.287	B- 2	3892.649	1796.607	22.457	
		C- 3	3892.649	1796.607	22.458	C- 3	4106.745	1895.421	23.692	
		D- 4	4106.745	1895.421	23.693	D- 4	4322.616	1999.669	24.935	
		E- 5	4322.616	1999.669	24.996	E- 5	4570.910	2109.851	26.370	
18510 MISC	RECREATION SPECIALIS	A- 1	3470.098	1601.584	20.020	A- 1	3657.786	1688.209	21.102	2080.00
		B- 2	3657.786	1688.209	21.103	B- 2	3855.073	1779.264	22.240	
		C- 3	3855.073	1779.264	22.241	C- 3	4064.089	1875.733	23.446	
		D- 4	4064.089	1875.733	23.447	D- 4	4284.835	1977.616	24.720	
		E- 5	4284.835	1977.616	24.720	E- 5	4516.247	2084.422	26.055	
		F- 6	4516.247	2084.422	26.055	F- 6	4761.521	2197.625	27.470	
18815 MISC	ADMIN CLERK II	A- 1	3315.469	1530.216	19.128	A- 1	3496.759	1613.889	20.173	2080.00
18820 MISC	HUMAN RSC ASSISTANT	B- 2	3496.759	1613.889	20.174	B- 2	3690.846	1703.467	21.293	
18860 MISC	ENVR PROTECT CLERK I	C- 3	3690.846	1703.467	21.293	C- 3	3887.065	1794.030	22.425	
		D- 4	3887.065	1794.030	22.425	D- 4	4093.949	1889.515	23.618	
		E- 5	4093.949	1889.515	23.618	E- 5	4327.492	1997.304	24.966	
19615 MISC	ADMIN CLERK I	A- 1	2979.550	1375.177	17.190	A- 1	3142.711	1450.482	18.131	2080.00
19620 MISC	LIBRARY CLERK I	B- 2	3142.711	1450.482	18.131	B- 2	3317.602	1531.201	19.140	
		C- 3	3317.602	1531.201	19.140	C- 3	3499.958	1615.365	20.192	
		D- 4	3499.958	1615.365	20.192	D- 4	3684.447	1700.514	21.256	
		E- 5	3684.447	1700.514	21.256	E- 5	3887.065	1794.030	22.425	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
50300 PART	HEAD TEACHER B	A- 1			22.401					
		B- 2			23.625					
		C- 3			24.929					
		D- 4			26.302					
		E- 5			27.747					
50410 PART	BUS DRIVER II B	A- 1			21.115					
		B- 2			22.271					
		C- 3			23.555					
		D- 4			24.873					
		E- 5			26.201					
50610 PART	TEACHER III	A- 1			19.999					
		B- 2			21.115					
		C- 3			22.330					
		D- 4			23.579					
		E- 5			24.837					
51010 PART	COMM SVCS LEAD III B	A- 1			17.833					
		B- 2			18.822					
		C- 3			19.892					
		D- 4			21.015					
		E- 5			22.156					
		F- 6			23.373					
52010 PART	COMM SVCS LEAD II B	A- 1			15.397					
		B- 2			16.172					
		C- 3			16.977					
		D- 4			17.821					
		E- 5			18.718					
52500 PART	CHILD CARE TEACH I B	A- 1			13.966					
		B- 2			14.667					
		C- 3			15.397					
		D- 4			16.172					
		E- 5			16.977					
53530 PART	CLD CARE AST TEACH B	A- 1			13.407					
		B- 2			14.073					
		C- 3			14.766					
		D- 4			15.507					
		E- 5			16.279					

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CLASS	UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
57000	PART	ADMIN CLERK I	A- 1			16.082					
			B- 2			17.002					
			C- 3			17.971					
			D- 4			18.983					
			E- 5			19.999					

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CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
70400 NB	PUBLIC SAFETY OFCR	A- 1			19.999					
70410 NB	CODE ENFORCMT INSP I	B- 2			21.115					
		C- 3			22.330					
		D- 4			23.579					
		E- 5			24.837					
70545 NB	LITERACY INTERN N	A- 1			14.938					
70580 NB	ADMIN INTERN N	B- 2			15.761					
		C- 3			16.627					
		D- 4			17.541					
		E- 5			18.509					
71010 NB	TRAF SIGNAL APPRENT N	A- 1			14.228					
71040 NB	WATER UTILITY APPRENT	B- 2			14.938					
71050 NB	ELECTRICIAN APPRENT	C- 3			15.681					
		D- 4			16.469					
		E- 5			17.290					
71520 NB	CDD CARE TEACH IISUB	A- 1			13.764					
		B- 2			14.521					
		C- 3			15.364					
		D- 4			16.240					
		E- 5			17.109					
72000 NB	FIRE HSNG INSPEC PTN	A- 1			28.799					
		B- 2			30.382					
		C- 3			32.052					
		D- 4			33.815					
		E- 5			35.731					
72100 NB	INSTR LIFEGUARD IIN	A- 1			21.115					
		B- 2			22.271					
		C- 3			23.555					
		D- 4			24.873					
		E- 5			26.201					
72220 NB	POLICE SVCS CLERK	A- 1			14.932					
		B- 2			15.754					
		C- 3			16.619					
		D- 4			17.533					
		E- 5			18.500					

CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
72300 NB	INSTR LIFEGUARD II N	A- 1 B- 2 C- 3 D- 4 E- 5			17.855 18.838 19.875 20.967 22.118					
72400 NB	INSTR LIFEGUARD I N	A- 1 B- 2 C- 3 D- 4 E- 5			16.927 17.855 18.838 19.875 20.967					
72530 NB	CHILD CARE TEACH I N	A- 1			12.991					
72540 NB	HERITAGE PK RANGER N	B- 2			13.642					
72560 NB	PSO APPRENTICE N	C- 3			14.323					
		D- 4			15.043					
		E- 5			15.794					
72600 NB	LIB INFO DESK ASST	A- 1 B- 2 C- 3 D- 4 E- 5			17.700 18.675 19.701 20.787 21.929					
72710 NB	ADMIN CLERK I NB	A- 1 B- 2 C- 3 D- 4 E- 5			14.521 15.320 16.163 17.051 17.989					
72900 NB	BUS DRIVER I NB	A- 1 B- 2 C- 3 D- 4 E- 5			13.318 14.051 14.825 15.639 16.500					
73000 NB	COMM SVCS LEAD II N	A- 1 B- 2 C- 3 D- 4 E- 5			12.382 13.001 13.643 14.337 15.044					

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73100 NB	FINANCE OFFICE AIDE	A- 1			12.817					
73110 NB	WAREHOUSE ASSISTANT	B- 2			13.453					
		C- 3			14.114					
		D- 4			14.826					
		E- 5			15.564					
74300 NB	PUB WORKS AIDE II N	A- 1			11.788					
		B- 2			12.436					
		C- 3			13.120					
		D- 4			13.839					
		E- 5			14.600					
74560 NB	LIBRARY SVCS AIDE N	A- 1			11.657					
		B- 2			12.240					
		C- 3			12.852					
		D- 4			13.494					
		E- 5			14.169					
75000 NB	CLD CARE AST TEACH N	A- 1			11.545					
75010 NB	C/C ASST TEACH SUB N	B- 2			12.122					
		C- 3			12.728					
		D- 4			13.365					
		E- 5			14.034					
75400 NB	COMM SVCS LEAD I N	A- 1			11.609					
		B- 2			12.190					
		C- 3			12.800					
		D- 4			13.439					
		E- 5			14.112					
75500 NB	PUBLIC WORKS AIDE N	A- 1			11.000					
75530 NB	OFFICE AIDE N	B- 2			11.550					
75550 NB	AQUATICS AIDE N	C- 3			12.128					
75580 NB	COMM SVC FACILITY WK	D- 4			12.734					
75590 NB	FOOD SERVICE AIDE N	E- 5			13.370					
77000 NB	SYSTEMS ANALYST PTNR	A- 1			38.633					
		B- 2			40.756					
		C- 3			42.999					
		D- 4			45.363					
		E- 5			47.858					

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CLASS UNIT	JOB TITLE	STEP	MONTHLY	NON-PHYS BI-WEEKLY	HOURLY	STEP	MONTHLY	PHYSICAL BI-WEEKLY	HOURLY	ANNUAL HOURS
78000 NB	LITERACY ASSISTANT N	A- 1			16.092					
78010 NB	COMPUTER TECHNICIAN	B- 2			16.976					
78020 NB	ENVIRONMENTAL INTERN	C- 3			17.909					
		D- 4			18.896					
		E- 5			19.834					
79800 NB	REC INSTRUCTOR	A- 1			31.659					
		K-11			26.638					
		N-14			22.198					
		P-16			19.239					
		V-22			13.320					
		X-24			11.000					
79901 NB	TEMP-ACCT CLERK III	O-15			26.440					
79960 NB	TEMP-NEW BUS INSP SP	P-16			52.369					

Detailed Activity Budget Worksheets

- Please see separate binder with printed activity worksheets for the General Fund, CIP Administration, Water Utility, Successor Agency, and Housing Successor.