



AGENDA

SPECIAL MEETING OF THE SANTA FE SPRINGS CITY COUNCIL

**June 29, 2021
5:00 P.M.**

Council Chambers
11710 Telegraph Road
Santa Fe Springs, CA 90670

Jay Sarno, Councilmember
Juanita Trujillo, Councilmember
Joe Angel Zamora, Councilmember
Annette Rodriguez, Mayor Pro Tem
John M. Mora, Mayor

Public Comment: The public is encouraged to address City Council on any matter listed on the agenda. If you wish to address the City Council, please complete a speaker card 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.

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.

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.

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.

1. CALL TO ORDER

2. ROLL CALL

Jay Sarno, Councilmember
Juanita Trujillo, Councilmember
Joe Angel Zamora, Councilmember
Annette Rodriguez, Mayor Pro Tem
John M. Mora, Mayor

3. PUBLIC COMMENTS *This is the time when comments may be made by citizens on matters on the agenda only. Each citizen is limited to three (3) minutes.*

CITY COUNCIL

OLD BUSINESS

4. Adopt Resolution No. 9722 Approving the City's Fiscal Year 2021-22 Operating Budget of City's Fiscal Year 2021-22 Operating Budget (Finance)

Recommendation:

- Adopt Resolution No. 9722 approving and adopting the Fiscal Year 2021-22 City Budget, Fiscal Year 2021-22 Salary Schedule, and authorizing the carryover of certain unspent appropriations.

NEW BUSINESS

5. Resolution No. 9720 – Adoption of Annual Appropriation (GANN) Limit for Fiscal Year 2021-22 (Finance)

Recommendation:

- Adopt Resolution No. 9720 setting the appropriation limit for Fiscal Year 2020-21.

6. Approval of Labor Agreements Between the City of Santa Fe Springs and the City of Santa Fe Springs General City Employees Association (SFSCEA), and the City of Santa Fe Springs Executive, Management & Confidential Association (SFSEMCA) (Finance)

Recommendation:

- Approve the labor agreements with SFSCEA and SFSEMCA covering Fiscal Years 2021-22 through Fiscal Years 2023-24.

CLOSED SESSION

7. CONFERENCE WITH LABOR NEGOTIATORS

(Pursuant to California Government Code Section 54957.6)

Agency Designated Representatives: City Manager, Labor Negotiator Colin Tanner.

Employee Organizations: Santa Fe Springs Firefighters' Association

CLOSED SESSION

8. PUBLIC EMPLOYMENT

(Pursuant to California Government Code Section 54957(b)(1))

TITLE: City Manager Evaluation

9. CLOSED SESSION REPORT

10. ADJOURNMENT

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I, Janet Martinez, City Clerk for the City of Santa Fe Springs, do hereby certify under penalty of perjury under the laws of the State of California, that the foregoing agenda was posted at the following locations; city's website at www.santafesprings.org; and the Town Center Plaza (Kiosk), 11740 Telegraph Road, not less than 24 hours prior to the meeting.



Janet Martinez, CMC, City Clerk

June 25, 2021
Date Posted



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ITEM NO. 4

June 29, 2021

NEW BUSINESS

Adopt Resolution No. 9722 Approving the City's Fiscal Year 2021-22 Operating Budget

RECOMMENDATION

Adopt Resolution No. 9722 approving and adopting the Fiscal Year 2021-22 City Budget, Fiscal Year 2021-22 Salary Schedule, and authorizing the carryover of certain unspent appropriations.

Introduction of the FY 2021-22 Proposed Budget

On June 15, 2021, City staff introduced the proposed fiscal year ("FY") 2021-22 budget to the City Council. As presented to the City Council, staff is anticipating ending the current year (FY 2020-21) with an operating surplus of approximately \$7.0 million, which is a significant difference in comparison to what staff was anticipating during the development of the budget in June 2020.

Staff also presented the FY 2021-22 proposed budget, which included \$64.9 million in revenues and \$62.1 million in expenditures. Included in the proposed budget presented to Council was funding for several organizational needs:

- Funding for various Capital Improvement Projects;
- Replacement of large and specialized City vehicles;
- Funding for proposed position adjustments;
- Funding for labor-related increases resulting from labor negotiations;
- Cost increases related to the City of Whittier's police services contract;
- Several IT upgrades/enhancements;
- Funding for non-recurring expenditures, which include replacements of furniture in public facilities, refurbishments of public facilities, and internal process improvements;
- Funding for various contracts including finance and IT related, comprehensive class and compensation study, increases in park facility utilities and maintenance.

Additionally, staff presented the proposed FY 2021-22 budget for the Water Utility Fund. The fund is expected to have an operating surplus that will be transferred into the Water CIP reserve in order to accumulate funding to explore alternative and reliable water sources and for other water infrastructure related projects.



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Changes to the FY 2021-22 Proposed Budget

The City Council provided direction to staff to modify the allocation for several organizations included in the Community Organization Support activity. The net difference was a savings of \$47,500. The total allocation for organizations in the activity is now \$175,800.

The cost estimate for the City of Whittier police contract has also been updated to reflect the most recent figures provided by the City of Whittier. While labor negotiations remain ongoing with the Whittier Police Officers Association ("POA"), the current budget figures reflect the anticipated increases that will be applicable to the City of Santa Fe Springs. The proposed budget included a cost estimate of \$10.4 million while the revised estimate is reflected as \$11.2 million.

Salary Schedule Changes and Other Personnel Adjustments

Additionally, the City Council considered the proposed position adjustments and attached to this report is the salary schedule changes (attachment #2) for the following positions:

- Human Resources Analyst: This is an existing position in the Finance Department and the change consists of a salary range adjustment.
- Program Coordinator: These are existing positions within the Community Services Department and the change consists of a salary range adjustment.
- Senior Human Resources Analyst: This is an inactive position in the Finance Department. There are currently two Human Resources Analyst positions, one of which is proposed to be upgraded to a Senior Human Resources Analyst. The current inactive salary range has also been adjusted.
- Youth Intervention Program Supervisor: This is an existing position within the Police Services Department and the change consists of a salary range adjustment.

As part of the position adjustments consideration, there are other positions incorporated in the budget that do not require any additional changes given that the positions already exist in the City's current salary schedule. These include:

- Account Clerk Supervisor: This is an inactive position within the Finance Department proposed to be activated. Currently there are five (5) Account Clerk positions. The proposal is to upgrade one of these positions to an Account Clerk Supervisor, leaving four (4) Account Clerk positions.
- Administrative Assistant II: The Parks and Recreation Services Division of the Community Services Department currently includes an Administrative



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Assistant I and this adjustment would upgrade this position to an Administrative Assistant II.

- Assistant Civil Engineer: This proposal will create an additional Assistant Civil Engineer within the Engineering Division of the Public Works Department, reducing the current use of consultants.
- Librarian II: The Library and Cultural Services Division of the Community Services Department currently has a vacant Administrative Assistant II position. This proposal is to upgrade the vacant position to a Librarian II position.
- Two (2) Maintenance Worker I: This proposal is to upgrade two existing hourly/part-time Public Works Aide positions to full-time Maintenance Worker I positions within the Maintenance Division of the Public Works Department.
- Management Analyst II: The Fire – Rescue Department currently has a vacant hourly/part-time Administrative Assistant position. This proposal would upgrade the position to a full-time Management Analyst II position.

There are other position adjustments considered by Council that are also incorporated in the budget, but require additional changes and/or review, such as job specifications creation/modification and the need to go through the meet and confer process with the employee associations before departments can begin to recruit. These positions fall into various categories and are listed below.

The following proposed positions represent full-time positions which are upgrades from existing full-time positions. The existing position would be eliminated upon transition into the new positions.

- Assistant Director of Planning
- Assistant Director of Police Services
- Deputy City Clerk
- Two (2) Maintenance Worker II
- Municipal Affairs Manager
- Public Safety Officer (PSO) Supervisor
- Public Information Officer (PIO)

The following proposed positions represent new full-time positions and do not replace any existing positions.

- Facility Lead Worker
- Senior Accountant



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The following proposed positions represent upgrades of hourly/part-time positions to full-time positions. There would be a corresponding reduction in hourly/part-time hours upon transition into the new positions. The existing hourly/part-time position is noted in parenthesis.

- Two (2) Water Meter Readers (Water Utility Apprentice)
- Two (2) Assistant Traffic Signals Technician (Traffic Signal Apprentice)
- Administrative Assistant I/Receptionist (Finance Office Aide)
- Storekeeper (Warehouse Assistant)

The following positions are existing vacant positions that require further discussion to determine proper salary table placement.

- Public Works Inspector
- Water Utility Lead Worker

The following proposed position is new and would replace the current use of a consultant.

- Traffic Engineer

The following proposed positions are for title changes only. There would be no change in current job duties or placement on the salary schedule. The current job title is shown in parenthesis.

- Executive Assistant to the City Manager & City Council (Executive Secretary to the City Manager & City Council)
- Municipal Services Supervisor (Transportation Services Supervisor)

Once the job specifications are created/modified and the review process is completed for the positions that need it, staff will bring the positions for Council consideration at a future City Council meeting.

The FY 2021-22 Salary Schedule is included as Attachment B to Resolution No. 9722 and reflects a comprehensive list of positions and the salary adjustments as presented in the tentative agreements with the General & EMC Associations.



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Updated FY 2021-22 Operating Budget

After incorporating the positions in the budget with the appropriate position allocation (General Fund activities vs. Water Fund activities), adjusting the Community Organization Support activity, and updating the City of Whittier Police contract, the updated General Fund proposed sources and uses for FY 2021-22 are as follows:

	Actual FY 2018-19	Actual FY 2019-20	Adopted FY 2020-21	Proposed FY 2021-22
Sources				
Estimated General Revenues	\$ 52,837,291	\$ 66,019,464	\$ 54,809,500	\$ 64,864,570
Total Sources	<u>52,837,291</u>	<u>66,019,464</u>	<u>54,809,500</u>	<u>64,864,570</u>
Uses				
Department Expenditures	44,896,086	46,162,541	52,616,850	57,200,140
Non-Recurring Expenditures	643,482	1,161,379	1,287,900	1,668,600
Labor Negotiations for FY 2021-22	-	-	-	1,000,000
Capital Improvement Program Funding	3,800,000	2,800,000	2,800,000	2,800,000
Total Uses	<u>49,339,569</u>	<u>50,123,920</u>	<u>56,704,750</u>	<u>62,668,740</u>
Operating Surplus / (Deficit)	<u>\$ 3,497,722</u>	<u>\$ 15,895,544</u>	<u>\$ (1,895,250)</u>	<u>\$ 2,195,830</u>

The updated Water Utility Fund proposed sources and uses for FY 2021-22 are as follows:

Activity Name	Actual FY 2018-19	Actual FY 2019-20	Adopted FY 2020-21	Proposed FY 2021-22
Sources				
Estimated General Revenues	\$ 12,785,529	\$ 12,584,132	\$ 12,756,200	\$ 15,756,200
Uses				
Department Expenditures	11,381,568	12,145,066	14,126,640	14,645,700
Capital Improvement Projects	761,300	-	-	1,110,500
Total Uses	<u>12,142,867</u>	<u>12,145,066</u>	<u>14,126,640</u>	<u>15,756,200</u>
Surplus / (Deficit)	<u>\$ 642,662</u>	<u>\$ 439,066</u>	<u>\$ (1,370,440)</u>	<u>\$ -</u>



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Pending Items

As mentioned during the introduction of the proposed budget, the City of Whittier is in ongoing negotiations with the Whittier POA. The final financial impact to our City is yet to be determined. Once the negotiations conclude, staff will bring back for Council consideration an adjustment to the budget, if needed.

Moreover, Council directed staff to inquire with the Little Lake City School District about the cost to support one crossing guard using funding from the City (within the City's Community Organization Support activity). The cost to the City is approximately \$13,400. Further direction and approval from the City Council is needed if the City Council wishes to include funding towards this effort.

RECOMMENDED ACTIONS

The following actions are recommended as part of the budget adoption:

Adopt Resolution No. 9722 approving, adopting, and authorizing the following:

1. The FY 2021-22 Budget for the City, Water Utility Authority, Successor Agency, and Housing Successor Agency, as detailed in the attached budget document (this includes all the forecasted revenue estimates, expenditure allocations, and related transfers);
2. The FY 2021-22 Salary Schedule, which includes the four adjustments previously stated and reflects the salary adjustments as presented in the tentative agreements with the General & EMC associations; and
3. The carryover of unspent appropriations for vehicles/equipment and non-recurring expenditures which were not received by June 30, 2021.

A blue ink signature of Raymond R. Cruz, written in a cursive style.

Raymond R. Cruz
City Manager

Attachments:

1. Resolution No. 9722 with Attachment A: FY 2021-22 City Budget and Attachment B: FY 2021-22 Salary Schedule
2. Salary Schedule Changes

RESOLUTION NO. 9722

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SANTA FE SPRINGS, CALIFORNIA, APPROVING AND ADOPTING THE FISCAL YEAR 2021-2022 CITY BUDGET AND THE FISCAL YEAR 2021-2022 SALARY SCHEDULE, AND AUTHORIZING THE CARRYOVER OF CERTAIN UNSPENT APPROPRIATIONS

WHEREAS, Section 31.13(B)(2) of the Santa Fe Springs Municipal Code provides that the City Manager shall prepare and submit to the City Council an annual budget; and

WHEREAS, the proposed Fiscal Year 2021-2022 City Budget was introduced to the City Council at its regular meeting on June 15, 2021, and the City Council provided direction regarding the finalization of the budget; and

WHEREAS, the City Council considered proposed position adjustments, requiring changes to the salary schedule; and

WHEREAS, labor negotiations have resulted in tentative agreements with certain employee associations, requiring changes to the salary schedule; and

WHEREAS, on June 29, 2021, the City Council reviewed and considered the Fiscal Year 2021-2022 City Budget and Fiscal Year 2021-2022 Salary Schedule.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SANTA FE SPRINGS DOES HEREBY RESOLVE AS FOLLOWS:

1. The City Council approves and adopts the Fiscal Year 2021-2022 City Budget attached hereto as Attachment "A" and incorporated herein by this reference.
2. The City Council approves and adopts the Fiscal Year 2021-2022 Salary Schedule attached hereto as Attachment "B" and incorporated herein by this reference.
3. The City Council authorizes the carryover unspent appropriations for vehicles/equipment and non-recurring expenditures which were not received by June 30, 2021.

APPROVED and ADOPTED this 29th day of June, 2021.

AYES:

NOES:

ABSENT:

ABSTAIN:

John M. Mora, Mayor

ATTEST:

Janet Martinez, CMC, City Clerk

FY 21-22 BUDGET
ATTACHMENT AVAILABLE UNDER
SEPARATE LINK ON CITY WEBSITE

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
01000 COUN	COUNCIL MEMBER	A- 1	970.840	448.080	5.601	2080.00
01400 CMGR	CITY MANAGER	A- 1	18929.442	8736.666	109.208	2080.00
01700 BAT	FIRE CHIEF	A- 1	11396.940	5260.126	65.752	2080.00
		B- 2	12025.017	5550.008	69.375	
		C- 3	12686.699	5855.400	73.192	
		D- 4	13385.465	6177.907	77.224	
		E- 5	14122.471	6518.064	81.476	
02400 D/H	DIR COMM SVCS	A- 1	10971.018	5063.547	63.294	2080.00
02410 D/H	DIR PLANNING	B- 2	11574.171	5341.925	66.774	
		C- 3	12210.454	5635.594	70.445	
		D- 4	12882.150	5945.608	74.320	
		E- 5	13589.256	6271.964	78.400	
02700 D/H	DIR POLICE SERVICES	A- 1	10350.345	4777.082	59.714	2080.00
		B- 2	11233.755	5184.810	64.810	
		C- 3	11520.193	5317.012	66.463	
		D- 4	12153.804	5609.448	70.118	
		E- 5	12822.261	5917.967	73.975	
02800 D/H	DIR PUBLIC WORKS	A- 1	12218.450	5639.285	70.491	2080.00
02810 D/H	DIR FINANCE	B- 2	12890.145	5949.298	74.366	
		C- 3	13599.539	6276.710	78.459	
		D- 4	14347.770	6622.048	82.776	
		E- 5	15137.125	6986.365	87.330	
03000 BAT	BATTALION CHIEF	A- 1	10374.865	4788.399	42.754	2912.00
		B- 2	10898.650	5030.146	44.912	
		C- 3	11449.085	5284.193	47.180	
		D- 4	12005.317	5540.916	49.472	
		E- 5	12609.060	5819.566	51.960	
03900 MT	DIR TECHNOLOGY SVC M	A- 1	9563.656	4413.995	55.175	2080.00
03910 MT	DIR FISCAL SERVICES	B- 2	10089.131	4656.522	58.207	
		C- 3	10645.451	4913.285	61.416	
		D- 4	11229.185	5182.701	64.784	
		E- 5	11847.192	5467.935	68.349	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
04000 MT	UTILITY SERVICES MGR	A- 1	9404.825	4340.688	54.259	2080.00
04010 MT	MUNI SERVICES MGR	B- 2	9922.089	4579.426	57.243	
		C- 3	10467.805	4831.295	60.391	
		D- 4	11043.534	5097.016	63.713	
		E- 5	11650.928	5377.351	67.217	
05000 MT	HUMAN RESOURCE MGR	A- 1	9065.596	4184.121	52.302	2080.00
05010 MT	FINANCE MANAGER	B- 2	9563.656	4413.995	55.175	
		C- 3	10090.275	4657.050	58.213	
		D- 4	10645.451	4913.285	61.416	
		E- 5	11229.185	5182.701	64.784	
05100 MT	CITY CLERK	A- 1	8968.648	4139.376	51.742	2080.00
		B- 2	9417.080	4346.345	54.329	
		C- 3	9887.934	4563.662	57.046	
		D- 4	10382.330	4791.845	59.898	
		E- 5	10901.447	5031.437	62.893	
05400 MT	DIR PURCHASING SVCS	A- 1	7833.014	3615.237	45.190	2080.00
05440 MT	LIBRARY SVCS DIV DIR	B- 2	8264.818	3814.531	47.682	
05450 MT	PARK & REC SVCS MGR	C- 3	8719.469	4024.370	50.305	
05460 MT	FAM & HUMAN SVCS MGR	D- 4	9199.251	4245.808	53.073	
		E- 5	9705.306	4479.372	55.992	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
12000 FIRE	DIR OF EPD-FPB	A- 1	10374.865	4788.399	59.855	2080.00
		B- 2	10898.650	5030.146	62.877	
		C- 3	11449.085	5284.193	66.052	
		D- 4	12005.317	5540.916	69.261	
		E- 5	12609.060	5819.566	72.745	
12200 FIRE	ENVIRON PROGRAM MGR	A- 1	8839.437	4079.740	50.997	2080.00
		B- 2	9325.607	4304.126	53.802	
		C- 3	9838.514	4540.853	56.761	
		D- 4	10379.633	4790.600	59.882	
		E- 5	10950.512	5054.082	63.176	
12210 FIRE	DEPUTY FIRE MARSHAL	A- 1	8839.437	4079.740	50.997	2080.00
		B- 2	9325.607	4304.126	53.802	
		C- 3	9838.514	4540.853	56.761	
		D- 4	10379.633	4790.600	59.882	
		E- 5	10950.512	5054.082	63.176	
12300 FIRE	FIRE&ENV SAF INSP II	A- 1	7167.556	3308.103	41.351	2080.00
		B- 2	7561.770	3490.048	43.626	
		C- 3	7977.667	3682.000	46.025	
		D- 4	8416.440	3884.511	48.556	
		E- 5	8879.345	4098.159	51.227	
12400 MT	CAPITAL IMPRVMTS MGR	A- 1	8715.350	4022.469	50.281	2080.00
		B- 2	9194.576	4243.650	53.046	
		C- 3	9700.403	4477.109	55.964	
		D- 4	10233.924	4723.350	59.042	
		E- 5	10796.791	4983.134	62.289	
12500 MT	ASST MUNI SVCS MGR	A- 1	7818.030	3608.322	45.104	2080.00
		B- 2	8248.020	3806.778	47.585	
		C- 3	8701.662	4016.152	50.202	
		D- 4	9180.255	4237.041	52.963	
		E- 5	9685.168	4470.078	55.876	
12800 FIRE	FIRE CAPTAIN	A- 1	8431.532	3891.476	33.807	2992.86
		B- 2	8875.360	4096.320	35.586	
		C- 3	9365.537	4322.556	37.552	
		D- 4	9851.081	4546.653	39.498	
		E- 5	10388.770	4794.817	41.654	
13110 FIRE	EPD-FPB SPECIALIST	A- 1	8022.472	3702.679	46.283	2080.00
		B- 2	8448.915	3899.499	48.744	
		C- 3	8893.900	4104.877	51.311	
		D- 4	9365.537	4322.556	54.032	
		E- 5	9863.828	4552.536	56.907	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
13200 MISC	ASSOC CIVIL ENGINEER	A- 1	7385.217	3408.562	42.607	2080.00
		B- 2	7795.316	3597.838	44.973	
		C- 3	8233.974	3800.296	47.504	
		D- 4	8692.052	4011.716	50.146	
		E- 5	9194.682	4243.699	53.046	
13400 MT	ACCOUNTING MANAGER	A- 1	7592.865	3504.399	43.805	2080.00
		B- 2	8010.473	3697.141	46.214	
		C- 3	8451.049	3900.484	48.756	
		D- 4	8915.857	4115.011	51.438	
		E- 5	9406.229	4341.336	54.267	
13410 CONF	SR BUDGET ANALYST C	A- 1	7592.865	3504.399	43.805	2080.00
		B- 2	8010.473	3697.141	46.214	
		C- 3	8451.049	3900.484	48.756	
		D- 4	8915.857	4115.011	51.438	
		E- 5	9406.229	4341.336	54.267	
13420 CONF	SENIOR HR ANALYST	A- 1	7592.865	3504.399	43.805	2080.00
		B- 2	8010.473	3697.141	46.214	
		C- 3	8451.049	3900.484	48.756	
		D- 4	8915.857	4115.011	51.438	
		E- 5	9406.229	4341.336	54.267	
13673 MISC	ST & GRNDS MTC SUPT	A- 1	6633.558	3061.642	38.271	2080.00
		B- 2	7004.818	3232.993	40.412	
		C- 3	7385.217	3408.562	42.607	
		D- 4	7806.740	3603.111	45.039	
		E- 5	8233.974	3800.296	47.504	
13680 MISC	ASSOCIATE PLANNER	A- 1	6633.558	3061.642	38.271	2080.00
		B- 2	7004.818	3232.993	40.412	
		C- 3	7385.217	3408.562	42.607	
		D- 4	7806.740	3603.111	45.039	
		E- 5	8233.974	3800.296	47.504	
13810 FIRE	FIRE ENGINEER	A- 1	7239.113	3341.129	29.026	2992.86
		B- 2	7618.045	3516.021	30.545	
		C- 3	8028.265	3705.353	32.190	
		D- 4	8431.532	3891.476	33.807	
		E- 5	8999.221	4153.487	36.083	
13910 MT	SENIOR PLANNER	A- 1	6992.252	3227.193	40.340	2080.00
		B- 2	7371.509	3402.235	42.528	
		C- 3	7774.754	3588.348	44.854	
		D- 4	8198.562	3783.952	47.299	
		E- 5	8645.216	3990.100	49.876	
14000 MISC	SYSTEMS ANALYST	A- 1	6676.016	3081.238	38.515	2080.00
		B- 2	7043.197	3250.706	40.634	
		C- 3	7430.573	3429.495	42.869	
		D- 4	7839.255	3618.118	45.226	
		E- 5	8270.414	3817.114	47.714	
14020 CONF	HUMAN RESRCE ANALYST	A- 1	6676.016	3081.238	38.515	2080.00
		B- 2	7043.197	3250.706	40.634	
		C- 3	7430.573	3429.495	42.869	
		D- 4	7839.255	3618.118	45.226	
		E- 5	8270.414	3817.114	47.714	
14200 MT	ASST TO DIR POL SVCS	A- 1	6297.711	2906.636	36.333	2080.00
		B- 2	6639.270	3064.278	38.303	
		C- 3	7002.533	3231.938	40.399	
		D- 4	7385.217	3408.562	42.607	
		E- 5	7787.320	3594.148	44.927	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
14300 CONF	ACCOUNTANT	A- 1	5863.622	2706.287	33.829	2080.00
		B- 2	6175.480	2850.222	35.628	
		C- 3	6525.036	3011.555	37.644	
		D- 4	6887.157	3178.688	39.734	
		E- 5	7269.840	3355.311	41.941	
14400 MISC	CIVIL ENGR ASST I	A- 1	6044.112	2789.590	34.870	2080.00
		B- 2	6375.391	2942.488	36.781	
		C- 3	6726.087	3104.348	38.804	
		D- 4	7096.206	3275.172	40.940	
		E- 5	7486.885	3455.485	43.194	
14410 MISC	ASSISTANT PLANNER I	A- 1	6044.112	2789.590	34.870	2080.00
		B- 2	6375.391	2942.488	36.781	
		C- 3	6726.087	3104.348	38.804	
		D- 4	7096.206	3275.172	40.940	
		E- 5	7486.885	3455.485	43.194	
14500 CONF	SR MGMT ANALYST	A- 1	6788.917	3133.346	39.167	2080.00
		B- 2	7152.180	3301.006	41.263	
		C- 3	7532.579	3476.575	43.457	
		D- 4	7938.109	3663.743	45.797	
		E- 5	8365.344	3860.928	48.262	
14620 MISC	CIVIL ENGR TECH II	A- 1	5955.009	2748.466	34.356	2080.00
		B- 2	6282.860	2899.782	36.247	
		C- 3	6627.847	3059.006	38.238	
		D- 4	6992.252	3227.193	40.340	
		E- 5	7376.079	3404.344	42.554	
14740 MISC	COMPUTER SPECLST III	A- 1	5859.053	2704.178	33.802	2080.00
		B- 2	6186.904	2855.494	35.694	
		C- 3	6535.317	3016.300	37.704	
		D- 4	6887.157	3178.688	39.734	
		E- 5	7269.840	3355.311	41.941	
14754 MISC	LIBRARIAN II	A- 1	5859.053	2704.178	33.802	2080.00
		B- 2	6186.904	2855.494	35.694	
		C- 3	6535.317	3016.300	37.704	
		D- 4	6887.157	3178.688	39.734	
		E- 5	7269.840	3355.311	41.941	
14810 FIRE	FIRE/ENV SFT INSP I	A- 1	6223.992	2872.612	35.908	2080.00
		B- 2	6550.777	3023.436	37.793	
		C- 3	6893.787	3181.748	39.772	
		D- 4	7255.337	3348.617	41.858	
		E- 5	7636.586	3524.578	44.057	
14910 MISC	CODE ENFORCMT INSP I	A- 1	5632.870	2599.786	32.497	2080.00
		B- 2	5935.588	2739.502	34.244	
		C- 3	6287.430	2901.891	36.274	
14920 MISC	ELECTRICIAN	B- 2	5935.588	2739.502	34.244	
14975 MISC	P/W INSPECTOR I	C- 3	6287.430	2901.891	36.274	

CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
14980	MISC	MECHANIC II	A- 1	5632.870	2599.786	32.497	2080.00
			B- 2	5935.588	2739.502	34.244	
			C- 3	6287.430	2901.891	36.274	
			D- 4	6633.558	3061.642	38.271	
			E- 5	6992.252	3227.193	40.340	
15000	MISC	LIBRARIAN III	A- 1	6297.711	2906.636	36.333	2080.00
15005	MISC	FLEET SEC SUPERVISOR	B- 2	6639.270	3064.278	38.303	
15020	MISC	WATER UTLTY SEC SUPV	C- 3	7002.533	3231.938	40.399	
15021	MISC	ST & GRNDS MTC SUPV	D- 4	7385.217	3408.562	42.607	
15023	MISC	FACILITY SEC SUPV	E- 5	7787.320	3594.148	44.927	
15030	MISC	TRAF SGNL & LGT SUPV					
15040	MISC	COMMUNITY SVCS SUPVR					
15050	MISC	TRANSPORT SVCS SUPV					
15060	MISC	YTH INTRVNTN PRG SUP					
15100	MISC	ASST CIVIL ENGINEER	A- 1	5876.603	2712.278	33.903	2080.00
			B- 2	6199.034	2861.093	35.764	
			C- 3	6540.747	3018.806	37.735	
			D- 4	6900.670	3184.925	39.812	
			E- 5	7279.875	3359.942	41.999	
15200	FIRE	FF/PARA II	A- 1	7220.464	3332.522	28.951	2992.86
			B- 2	7617.589	3515.810	30.543	
			C- 3	8036.556	3709.180	32.223	
			D- 4	8478.566	3913.184	33.995	
			E- 5	8944.888	4128.410	35.865	
15300	FIRE	FF/PARA I	A- 1	6843.490	3158.534	27.439	2992.86
			B- 2	7219.883	3332.254	28.948	
			C- 3	7616.976	3515.527	30.541	
			D- 4	8035.910	3708.882	32.220	
			E- 5	8477.886	3912.870	33.992	
15400	FIRE	FF/PARA TRAINEE	A- 1	6487.098	2994.045	26.010	2992.86
			B- 2	6843.889	3158.718	27.441	
			C- 3	7220.302	3332.447	28.950	
			D- 4	7617.419	3515.732	30.542	
			E- 5	8036.378	3709.098	32.222	

CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
15510	MISC	PRG COORD-LIB OUTRCH	A- 1	5781.375	2668.327	33.354	2080.00
15520	MISC	PRG COORD-PARK/YOUTH	B- 2	6100.085	2815.424	35.193	
15530	MISC	PROGRAM COORDINATOR	C- 3	6434.792	2969.904	37.124	
			D- 4	6788.917	3133.346	39.167	
			E- 5	7161.319	3305.224	41.315	
15630	MISC	LEAD PSO	A- 1	5349.570	2469.032	30.863	2080.00
			B- 2	5644.293	2605.058	32.563	
			C- 3	5955.009	2748.466	34.356	
			D- 4	6282.860	2899.782	36.247	
			E- 5	6627.847	3059.006	38.238	
15700	MISC	LIBRARIAN I	A- 1	5461.520	2520.702	31.509	2080.00
			B- 2	5761.954	2659.363	33.242	
			C- 3	6078.382	2805.407	35.068	
			D- 4	6413.087	2959.886	36.999	
			E- 5	6764.927	3122.274	39.028	
15810	CONF	MGMT ANALYST II C	A- 1	6085.237	2808.571	35.107	2080.00
15820	MISC	MGMT ANALYST II	B- 2	6421.083	2963.577	37.045	
			C- 3	6775.208	3127.019	39.088	
			D- 4	7147.611	3298.897	41.236	
			E- 5	7540.576	3480.266	43.503	
15900	MISC	PUB RELATIONS TECH	A- 1	5330.661	2460.305	30.754	2080.00
			B- 2	5623.848	2595.622	32.445	
			C- 3	5933.159	2738.381	34.230	
			D- 4	6259.482	2888.992	36.112	
			E- 5	6603.755	3047.887	38.099	
16010	MISC	WATER WELL OPERATOR	A- 1	5269.607	2432.126	30.402	2080.00
16040	MISC	TRF SIG LGT TECH II	B- 2	5558.618	2565.516	32.069	
			C- 3	5859.053	2704.178	33.802	
			D- 4	6188.046	2856.021	35.700	
			E- 5	6525.036	3011.555	37.644	
16100	CONF	MGMT ANALYST I C	A- 1	5148.518	2376.239	29.703	2080.00
16110	MISC	MGMT ANALYST I	B- 2	5431.819	2506.993	31.337	
			C- 3	5729.969	2644.601	33.058	
			D- 4	6046.397	2790.645	34.883	
			E- 5	6377.676	2943.543	36.794	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
16200 FIRE	FIREFIGHTER	A- 1	6149.412	2838.190	24.656	2992.86
		B- 2	6487.630	2994.291	26.012	
		C- 3	6844.450	3158.977	27.443	
		D- 4	7220.895	3332.721	28.952	
		E- 5	7618.045	3516.021	30.545	
16440 MISC	WTR UTILITY LEAD WKR	A- 1	5068.555	2339.333	29.242	2080.00
16445 MISC	STR/GRD LEAD WORKER	B- 2	5347.285	2467.978	30.850	
16450 MISC	HUMN SVC CASE WKR II	C- 3	5642.010	2604.005	32.550	
		D- 4	5951.582	2746.884	34.336	
		E- 5	6279.433	2898.200	36.227	
16620 MISC	PUB WKS DEPT SECTY	A- 1	4765.835	2199.616	27.495	2080.00
16630 CONF	SEC TO CITY MGR & CC	B- 2	5027.431	2320.353	29.004	
		C- 3	5303.877	2447.943	30.599	
		D- 4	5596.315	2582.915	32.286	
		E- 5	5903.604	2724.740	34.059	
16800 CONF	ACCOUNT CLERK SUPV	A- 1	5269.607	2432.126	30.402	2080.00
		B- 2	5558.618	2565.516	32.069	
		C- 3	5859.053	2704.178	33.802	
		D- 4	6188.046	2856.021	35.700	
		E- 5	6525.036	3011.555	37.644	
16990 CONF	PUB RELATIONS SPEC	A- 1	4934.900	2277.646	28.471	2080.00
		B- 2	5205.635	2402.601	30.033	
		C- 3	5491.219	2534.409	31.680	
		D- 4	5793.939	2674.126	33.427	
		E- 5	6112.652	2821.224	35.265	
17050 MISC	PUB SAF OFFCR/ADMIN	A- 1	4794.393	2212.797	27.660	2080.00
17070 MISC	PUB SAF OFFCR/FIELD	B- 2	5055.989	2333.533	29.169	
17080 MISC	YTH INTRVNTN CSE WKR	C- 3	5329.008	2459.542	30.744	
17090 MISC	HUMAN SVCS CS WKR I	D- 4	5632.870	2599.786	32.497	
		E- 5	5935.588	2739.502	34.244	
17210 MISC	ACCOUNT CLERK III	A- 1	4641.320	2142.148	26.777	2080.00
17240 MISC	BUS DRIVER III	B- 2	4897.205	2260.248	28.253	
17250 MISC	MECHANIC I	C- 3	5165.654	2384.148	29.802	

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CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
17260	CONF	ACCOUNT CLERK III	C A- 1	4641.320	2142.148	26.777	2080.00
17270	CONF	CITY CLERK TECH	C B- 2	4897.205	2260.248	28.253	
			C- 3	5165.654	2384.148	29.802	
			D- 4	5453.522	2517.010	31.463	
			E- 5	5747.104	2652.510	33.156	
17500	MISC	TRAF & LITE TECH I	A- 1	4571.638	2109.987	26.375	2080.00
17510	MISC	FACILITY SPECIALIST	B- 2	4826.380	2227.560	27.845	
17540	MISC	TREE WORKER SPCIALST	C- 3	5090.259	2349.350	29.367	
17550	CONF	HR SPECIALIST	D- 4	5370.132	2478.522	30.982	
			E- 5	5650.004	2607.694	32.596	
17800	MISC	WATER UTILITY WORKER	A- 1	4386.578	2024.574	25.307	2080.00
			B- 2	4628.754	2136.348	26.704	
			C- 3	4883.496	2253.921	28.174	
			D- 4	5151.945	2377.821	29.723	
			E- 5	5430.676	2506.466	31.331	
18010	MISC	ACCOUNT CLERK II	A- 1	4163.823	1921.764	24.022	2080.00
18020	MISC	MAINTENANCE WORKER	B- 2	4385.437	2024.048	25.301	
18030	MISC	BUS DRIVER II	C- 3	4635.608	2139.511	26.744	
18085	MISC	BLDG PERMIT CLERK II	D- 4	4886.923	2255.503	28.194	
18097	MISC	PROG ASST/CMO	E- 5	5149.660	2376.766	29.710	
18098	MISC	PROGRAM ASSIST PLAN					
18400	MISC	ENVR PROTEC CLRK II	A- 1	3952.422	1824.195	22.802	2080.00
			B- 2	4169.805	1924.525	24.057	
			C- 3	4399.144	2030.374	25.380	
			D- 4	4641.097	2142.045	26.776	
			E- 5	4896.358	2259.858	28.248	
18510	MISC	COMM SVCS SPECIALIST	A- 1	3918.219	1808.409	22.605	2080.00
			B- 2	4129.554	1905.948	23.824	
			C- 3	4353.451	2009.285	25.116	
			D- 4	4589.915	2118.422	26.480	
			E- 5	4837.803	2232.832	27.910	
18810	MISC	ACCOUNT CLERK I	A- 1	3745.727	1728.797	21.610	2080.00
18815	MISC	ADMIN ASSISTANT II	B- 2	3953.633	1824.754	22.809	
18820	CONF	HUMAN RSRC ASSISTANT	C- 3	4163.823	1921.764	24.022	

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CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
18860	MISC	ENVR PROTECT CLERK I	A- 1	3745.727	1728.797	21.610	2080.00
			B- 2	3953.633	1824.754	22.809	
			C- 3	4163.823	1921.764	24.022	
			D- 4	4385.437	2024.048	25.301	
			E- 5	4635.608	2139.511	26.744	
19615	MISC	ADMIN ASSISTANT I	A- 1	3366.471	1553.756	19.422	2080.00
19620	MISC	LIBRARY CLERK I	B- 2	3553.815	1640.222	20.503	
			C- 3	3749.154	1730.379	21.630	
			D- 4	3946.779	1821.590	22.770	
			E- 5	4163.823	1921.764	24.022	

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CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
50410	PART	BUS DRIVER II B	A- 1			22.617	
			B- 2			23.856	
			C- 3			25.231	
			D- 4			26.643	
			E- 5			28.066	
52010	PART	COMM SVCS LEAD II B	A- 1			16.492	
			B- 2			17.323	
			C- 3			18.185	
			D- 4			19.089	
			E- 5			20.050	
53010	PART	COMM SVCS LEAD I B	A- 1			14.560	
			B- 2			14.868	
			C- 3			15.177	
			D- 4			15.944	
			E- 5			16.737	

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CLASS UNIT	JOB TITLE	STEP	MONTHLY	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	
70600 NB	PT HUMAN RSRC ASSIST	A- 1			19.128	
		B- 2			20.174	
		C- 3			21.293	
		D- 4			22.425	
		E- 5			23.693	
70700 NB	HUMAN SVCS CS WKR I	A- 1			24.474	
		B- 2			25.851	
		C- 3			27.230	
		D- 4			28.701	
		E- 5			30.337	
71010 NB	TRAF SIGNAL APRENT N	A- 1			14.228	
71040 NB	WATER UTILTY APPRENT	B- 2			14.938	
71050 NB	ELECTRICIAN APPRENT	C- 3			15.681	
71060 NB	MECHANIC APPRENTICE	D- 4			16.469	
		E- 5			17.290	
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	

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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	
72300 NB	INSTR LIFEGUARD II N	A- 1			17.855	
72310 NB	COM SVCS LEAD III N	B- 2			18.838	
		C- 3			19.875	
		D- 4			20.967	
		E- 5			22.118	
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	
72540 NB	HERITAGE PK RANGER N	A- 1			14.172	
72560 NB	PSO APPRENTICE N	B- 2			14.883	
		C- 3			15.625	
		D- 4			16.411	
		E- 5			17.230	
72600 NB	LIB INFO DESK ASST	A- 1			17.700	
72610 NB	PUBLIC AFFAIRS ASST.	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	
72800 NB	BUS DRIVER I NB	A- 1			17.000	
		B- 2			17.935	
		C- 3			18.921	
		D- 4			19.962	
		E- 5			21.060	

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CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
73000 NB	COMM SVCS LEAD II N	A- 1			14.000	
		B- 2			14.676	
		C- 3			15.397	
		D- 4			16.174	
		E- 5			16.979	
73100 NB	FINANCE OFFICE AIDE	A- 1			14.000	
73110 NB	WAREHOUSE ASSISTANT	B- 2			14.676	
		C- 3			15.397	
		D- 4			16.174	
		E- 5			16.979	
74300 NB	PUB WORKS AIDE II N	A- 1			14.000	
		B- 2			14.676	
		C- 3			15.397	
		D- 4			16.174	
		E- 5			16.979	
74410 NB	LIBRARY SVCS AIDE N	A- 1			14.000	
74420 NB	COMM SVCS LEAD I N	B- 2			14.297	
74430 NB	PUBLIC WORKS AIDE N	C- 3			14.594	
74440 NB	OFFICE AIDE N	D- 4			15.331	
74450 NB	AQUATICS AIDE N	E- 5			16.094	
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	
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	
		K-11			26.638	
		N-14			22.198	
		P-16			19.239	
		V-22			14.350	
		X-24			14.000	

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CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
79901	NB	TEMP-ACCT CLERK III	O-15			26.440	
79960	NB	TEMP-NEW BUS INSP SP	P-16			52.369	

CITY OF SANTA FE SPRINGS
FY 2021-22 PROPOSED SALARY SCHEDULE MODIFICATIONS

HUMAN RESOURCES ANALYST									
CLASS	STEP		CURRENT RATES (155)*				PROPOSED RATES (140)		
			MONTHLY	BI-WEEKLY	HOURLY		MONTHLY	BI-WEEKLY	HOURLY
155 (OLD)	A-1		5781.375	2668.327	33.354		6676.016	3081.238	38.515
140 (NEW)	B-2		6100.085	2815.424	35.193		7043.197	3250.706	40.634
	C-3		6434.792	2969.904	37.124		7430.573	3429.495	42.869
	D-4		6788.917	3133.346	39.167		7839.255	3618.118	45.226
	E-5		7161.319	3305.224	41.315		8270.414	3817.114	47.714

PROGRAM COORDINATOR													
CLASS	STEP		CURRENT RATES (167)**				CURRENT RATES (170)*				PROPOSED RATES (155)		
			MONTHLY	BI-WEEKLY	HOURLY		MONTHLY	BI-WEEKLY	HOURLY		MONTHLY	BI-WEEKLY	HOURLY
167 (OLD)	A-1		5059.401	2335.108	29.189		4794.393	2212.797	27.660		5781.375	2668.327	33.354
170 (OLD)	B-2		5337.936	2463.663	30.795		5055.989	2333.533	29.169		6100.085	2815.424	35.193
155 (NEW)	C-3		5629.187	2598.086	32.476		5329.008	2459.542	30.744		6434.792	2969.904	37.124
	D-4		5933.158	2738.380	34.230		5632.870	2599.786	32.497		6788.917	3133.346	39.167
	E-5		6259.482	2888.992	36.112		5935.588	2739.502	34.244		7161.319	3305.224	41.315

* Current Rates reflect the new salary range based on the Tentative Agreements with General & EMC Associations

** The Senior HR Analyst in class 141 & Program Coordinator in class 167 are currently the only position in their respective classes. Through the adjustment, these classes will be eliminated.

CITY OF SANTA FE SPRINGS
FY 2021-22 PROPOSED SALARY SCHEDULE MODIFICATIONS

SENIOR HUMAN RESOURCES ANALYST									
CLASS	STEP		CURRENT RATES (141)**				PROPOSED RATES (134)		
			MONTHLY	BI-WEEKLY	HOURLY		MONTHLY	BI-WEEKLY	HOURLY
141 (OLD)	A-1		6788.917	3133.346	39.166		7592.865	3504.399	43.805
134 (NEW)	B-2		7152.181	3301.007	41.263		8010.473	3697.141	46.214
	C-3		7532.580	3476.575	43.457		8451.049	3900.484	48.756
	D-4		7938.110	3663.743	45.796		8915.857	4115.011	51.438
	E-5		8365.344	3860.928	48.261		9406.229	4341.336	54.267

YOUTH INTERVENTION PROGRAM SUPERVISOR									
CLASS	STEP		CURRENT RATES (156)*				PROPOSED RATES (150)		
			MONTHLY	BI-WEEKLY	HOURLY		MONTHLY	BI-WEEKLY	HOURLY
156 (OLD)	A-1		5349.570	2469.032	30.863		6297.711	2906.636	36.333
150 (NEW)	B-2		5644.293	2605.058	32.563		6639.270	3064.278	38.303
	C-3		5955.009	2748.466	34.356		7002.533	3231.938	40.399
	D-4		6282.860	2899.782	36.247		7385.217	3408.562	42.607
	E-5		6627.847	3059.006	38.238		7787.320	3594.148	44.927

* Current Rates reflect the new salary range based on the Tentative Agreements with General & EMC Associations

** The Senior HR Analyst in class 141 & Program Coordinator in class 167 are currently the only position in their respective classes.
 Through the adjustment, these classes will be eliminated



NEW BUSINESS

Resolution No. 9720 – Adoption of Annual Appropriation (GANN) Limit for Fiscal Year 2021-22

RECOMMENDATION

Adopt Resolution No. 9720 setting the appropriation limit for Fiscal Year 2020-21 (roll call vote required).

BACKGROUND

As required by Article XIII B of the State Constitution, the City Council annually revises the appropriation limit for each upcoming fiscal year. The limit establishes the maximum amount of taxes the City is allowed to collect and appropriate. We recently received information regarding the various factors that we may use to adjust the appropriations limit for Fiscal Year 2021-22.

The limit is adjusted each year based on two categories of adjustments, changes in (1) cost of living and (2) population. Within each adjustment category there are two factors from which the City can choose in calculating the new limit.

For the cost of living adjustment, the law allows a choice between the following:

- The increase in California per capita income (5.73%)
- The percentage change in the local assessment roll due to the addition of non-residential new construction (7.33%)

For the population growth adjustment, the law allows a choice between the following:

- Los Angeles County population increase (decrease of 0.89%)
- The City of Santa Fe Springs' own population growth (decrease 0.74%).

Using the most advantageous factors above (percentage change in the local assessment roll due to the addition of non-residential new construction and the change in population of the City of Santa Fe Springs), the City's appropriation limit for Fiscal Year 2021-22 is calculated to be \$2,760,314,320. The City's Fiscal Year 2021-22 budget subject to this limit is calculated at \$59,007,990.

The majority of California cities report appropriation limits well in excess of actual appropriations subject to the limit. For the City of Santa Fe Springs, the large excess of the limit over subject appropriations is primarily a result of the fact that the change in local assessment roll due to the addition of non-residential new construction ranged from 7.33% to 33.15% between fiscal years 2006-07 and 2020-21.



City of Santa Fe Springs

Special Council Meeting

June 29, 2021

The appropriations limit, which seeks to cap increases in government spending, was established by the passage of Proposition 4 in 1979. The limit was put in place one year following the passage of Proposition 13 in 1978, which limited cities' ability to increase property tax revenue. Proposition 218, passed in November 1996, also limited cities' ability to implement or raise general-purpose taxes, assessments, and certain property-related fees without voter approval. Although the City has the capacity to increase spending under the appropriations limit restriction, the City's budget is constrained by limits on increasing revenues.

The appropriation limit calculation and appropriations subject to the limit are detailed in Exhibit A of Resolution No. 9720.

A handwritten signature in blue ink, appearing to read "Raymond R. Cruz".

Raymond R. Cruz
City Manager

Attachment(s)

1. Resolution No. 9720 (including Exhibit A)
2. Adjustment factors information from the State of California and the County of Los Angeles

RESOLUTION NO. 9720

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SANTA FE SPRINGS ADOPTING THE ANNUAL APPROPRIATION LIMIT FOR THE FISCAL YEAR 2021-22

WHEREAS, the City Council must annually adjust the appropriation limit based on either the change in the California per capita personal income or the percentage change in local assessment roll from the preceding year due to the addition of local non-residential construction in the City and either the City's own population growth or the population growth of the entire county; and

WHEREAS, the decision as to which of the options to select must be done by a recorded vote of the City Council;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SANTA FE SPRINGS DOES RESOLVE AS FOLLOWS:

Section 1: In calculating the appropriation limit, the City has utilized the percentage change in change in the local assessment roll due to the addition of non-residential new construction applicable to the fiscal year 2021-22 limit of 7.33%.

Section 2: In calculating the appropriation limit, the City has utilized the population growth factor for City of Santa Fe Springs from January 1, 2020 to January 1, 2021 of negative 0.74%.

Section 3: The appropriation limit for Fiscal Year 2021-22 is \$2,760,314,320 as calculated on Exhibit "A" attached hereto.

Section 4: The City reserves the right to change or revise any growth factors associated with the calculation of the appropriation limit in the present or future.

Section 5: The City Clerk shall certify to the adoption of this Resolution.

PASSED, APPROVED and ADOPTED this 29th day of June, 2021.

John M. Mora, Mayor

ATTEST:

Janet Martinez, City Clerk

EXHIBIT A

CALCULATION OF APPROPRIATION LIMIT FISCAL YEAR 2021-22

	Amount
Fiscal Year 2020-21 Appropriation Limit	\$ 2,590,871,335
Adjustment Factor (Rounded to 4 Decimal Places)	1.0654 (A)
Adjustment	169,442,985
Fiscal Year 2021-22 Appropriation Limit	\$ 2,760,314,320 (B)

		Change
	%	As a Ratio
Adjustment Factor Calculation:		
Adjustment for increase in non-residential new construction:	7.33%	1.0733
Adjustment for growth in City of Santa Fe Springs population:	-0.74%	0.9926
Combined Adjustment Factor	1.0733 X 0.9926	1.0654 (A)

Appropriations Subject to the Limit (2021-22 Proposed Budget Figures):

Property Tax	\$ 4,117,500
Utility User's Tax	6,100,000
Sales & Use Tax	31,300,000
Transaction & Use Tax	13,175,000
Transient Occupancy Tax	149,000
Business Operations Tax	765,000
Property Transfer Tax	260,590
Barrel Tax	288,400
Vehicle in Lieu Tax	2,266,000
Interest (50% allocated to proceeds from taxes)	250,000
Public Safety Augmentation Fund	186,500
Supplemental Law Enforcement Services Fund	150,000
Total Appropriations Subject to the Limit	59,007,990
Appropriations Limit	2,760,314,320 (B)
Amount Under the Limit	\$ 2,701,306,330

- A. **Price Factor:** Article XIII B specifies that local jurisdictions select their cost of living factor to compute their appropriation limit by a vote of their governing body. The cost of living factor provided here is per capita personal income. If the percentage change in per capita personal income is selected, the percentage change to be used in setting the fiscal year 2021-22 appropriation limit is:

Per Capita Personal Income	
Fiscal Year (FY)	Percentage change over prior year
2021-22	5.73

- B. Following is an example using sample population change and the change in California per capita personal income as growth factors in computing a 2021-22 appropriation limit.

2021-22:

Per Capita Cost of Living Change = 5.73 percent
Population Change = -0.46 percent

Per Capita Cost of Living converted to a ratio: $\frac{5.73 + 100}{100} = 1.0573$

Population converted to a ratio: $\frac{-0.46 + 100}{100} = 0.9954$

Calculation of factor for FY 2021-22: $1.0573 \times 0.9954 = 1.0524$

Attachment B
Annual Percent Change in Population Minus Exclusions*
January 1, 2020 to January 1, 2021 and Total Population, January 1, 2021

County City	<u>Percent Change</u>	<u>--- Population Minus Exclusions ---</u>		<u>Total Population</u>
	2020-2021	1-1-20	1-1-21	1-1-2021
La Canada Flintridge	-0.78	20,352	20,194	20,194
La Habra Heights	-0.33	5,469	5,451	5,451
Lakewood	-0.67	80,757	80,218	80,218
La Mirada	-0.65	48,947	48,631	48,631
Lancaster	-0.12	157,696	157,504	161,372
La Puente	-0.67	40,358	40,087	40,087
La Verne	-0.69	33,313	33,084	33,084
Lawndale	-0.50	32,873	32,710	32,710
Lomita	-0.73	20,582	20,431	20,431
Long Beach	-0.91	471,975	467,684	467,730
Los Angeles	-1.29	3,973,512	3,922,113	3,923,341
Lynwood	-2.13	71,399	69,880	69,880
Malibu	-0.61	11,608	11,537	11,537
Manhattan Beach	-0.67	35,294	35,058	35,058
Maywood	-0.60	27,837	27,670	27,670
Monrovia	1.36	37,964	38,479	38,479
Montebello	-0.55	63,264	62,914	62,914
Monterey Park	-0.70	60,808	60,380	60,380
Norwalk	-0.62	105,207	104,554	105,393
Palmdale	-0.53	156,910	156,074	156,074
Palos Verdes Estates	-0.68	13,377	13,286	13,286
Paramount	-0.66	55,566	55,200	55,200
Pasadena	0.17	145,061	145,306	145,306
Pico Rivera	-0.59	63,530	63,157	63,157
Pomona	-1.74	153,992	151,319	151,319
Rancho Palos Verdes	-0.70	41,835	41,541	41,541
Redondo Beach	-0.62	66,900	66,484	66,484
Rolling Hills	-0.59	1,877	1,866	1,866
Rolling Hills Estates	0.15	8,086	8,098	8,098
Rosemead	-0.44	54,471	54,229	54,229
San Dimas	-0.65	34,226	34,003	34,003
San Fernando	0.05	24,742	24,754	24,754
San Gabriel	-0.46	40,129	39,945	39,945
San Marino	-0.36	13,008	12,961	12,961
Santa Clarita	0.21	221,106	221,572	221,572
Santa Fe Springs	-0.74	18,219	18,084	18,129
Santa Monica	-0.03	92,995	92,968	92,968
Sierra Madre	-0.68	10,728	10,655	10,655
Signal Hill	-0.67	11,695	11,617	11,617
South El Monte	0.21	21,252	21,296	21,296

*Exclusions include residents on federal military installations and group quarters residents in state mental institutions, state and federal correctional institutions and veteran homes.

Fiscal Year 2021-22

Attachment B
Annual Percent Change in Population Minus Exclusions*
January 1, 2020 to January 1, 2021 and Total Population, January 1, 2021

County City	<u>Percent Change</u>	<u>--- Population Minus Exclusions ---</u>		<u>Total Population</u>
	2020-2021	1-1-20	1-1-21	1-1-2021
South Gate	0.42	96,147	96,553	96,553
South Pasadena	-0.72	25,853	25,668	25,668
Temple City	-0.32	36,343	36,225	36,225
Torrance	-0.65	145,783	144,832	144,832
Vernon	-0.67	297	295	295
Walnut	-0.60	30,015	29,835	29,835
West Covina	-0.58	106,209	105,593	105,593
West Hollywood	-0.60	36,344	36,125	36,125
Westlake Village	-0.74	8,241	8,180	8,180
Whittier	-0.34	86,487	86,196	86,196
Unincorporated	-1.14	1,035,457	1,023,632	1,024,204
County Total	-0.89	10,127,550	10,037,774	10,044,458

*Exclusions include residents on federal military installations and group quarters residents in state mental institutions, state and federal correctional institutions and veteran homes.



City of Santa Fe Springs

Special City Council Meeting

ITEM NO. 6

June 29, 2021

NEW BUSINESS

Approval of Labor Agreements between the City of Santa Fe Springs and the City of Santa Fe Springs General City Employees Association (SFSCEA), and the City of Santa Fe Springs Executive, Management & Confidential Association (SFSEMCA)

RECOMMENDATION(S)

Approve the labor agreements with SFSCEA and SFSEMCA covering Fiscal Years 2021-22 through Fiscal Years 2023-24.

BACKGROUND

The City has reached agreements with the Santa Fe Springs City Employees Association (SFSCEA), and the Santa Fe Springs Executive, Management & Confidential Association (SFSEMCA). The members of each bargaining group have ratified the tentative agreements for a three year term that begins July 1, 2021 through June 30, 2024.

Both bargaining groups have agreed to update various contract language items included in the contract, which are as follows:

- Cost of living increase for fiscal year ("FY") 2021-22 of 4%, FY 2022-23 of 3%, and FY 2023-24 of 3%;
- The health insurance cap contribution will be adjusted, up or down each January 1, 2022-2024, to match the Kaiser family rate;
- Tuition reimbursement will be increased from \$2,000 per fiscal year to \$4,000 per fiscal year;
- The reserve vacation bank will be liquidated (paid out), with employees having the option of taking a lump sum payment or spreading it out over the term of the agreement;
- The parties agree to a re-opener during the term of this contract to discuss and implement changes related to the retiree medical program.

Other provisions include:

Santa Fe Springs City Employees Association (SFSCEA)

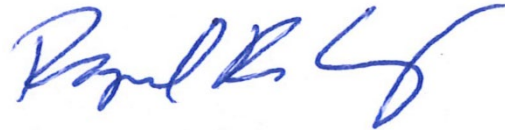
Effective July 1, 2021, the City will match contributions by full-time employees to the City's deferred compensation plan at a rate of 2:1 (City:Employee) up to a maximum of 3%. The City will increase the vision reimbursement program for employees and their dependents to align with that of the SFSEMCA and the Santa Fe Springs Firefighters' Association (\$450 employee/\$400 dependent). The parties agree to a re-opener within 90 days of the City Council approval of the tentative agreement to consider the Association's proposals on particular certificates.

**Santa Fe Springs Executive, Management & Confidential Association
(SFSEMCA)**

Effective July 1, 2021, the City will match contributions by full-time employees to the City's deferred compensation plan at a rate of 1:1 up to a maximum of 3%. Management unit employees will be permitted to cash-out additional accrued vacation leave from 24 to 48 hours, once per fiscal year. The City will also conduct a total compensation study during the term of this agreement.

FISCAL IMPACT

The costs associated with the agreements are an average of \$439,000 per year for the SFSCEA plus an additional one-time cost of \$461,000 to liquidate the vacation reserve balances. The costs for the SFSEMCA are an average of \$206,000 per year plus an additional one-time cost of \$495,000 to liquidate the vacation reserve balances. The costs for FY 2021-22 are already included in the proposed FY 2021-22 City budget. The costs for FY 2022-23 and FY 2023-24 will be factored into those budgets as well.



Raymond R. Cruz
City Manager

Attachment(s):

1. Agreement between City and SFSCEA
2. Agreement Between City and SFSEMCA



**TENTATIVE AGREEMENT BETWEEN THE CITY OF SANTA FE SPRINGS AND THE
SANTA FE SPRINGS EMPLOYEES ASSOCIATION
FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING
June 23, 2021**

The current Memorandum of Understanding ("MOU") between the City of Santa Fe Springs ("City") and the Santa Fe Springs Employees Association ("Association"), covering the period July 1, 2020 through June 30, 2021 will expire by its own terms on June 30, 2021 ("SFSEA MOU 2020-21"). The parties commenced negotiations on March 24, 2021 regarding a successor MOU pursuant to the Meyers-Milius-Brown Act ("MMBA") (Gov't Code Sections 3500 - 3511). The following Tentative Agreement for a successor Memorandum of Understanding between the City and the Association and its deal terms have been ratified by the Association on June 23, 2021, but remains subject to formal approval/adoption by the City Council per California Government Code Section 3505.1, which provides:

"If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organizations, the governing body shall vote to accept or reject the tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding."

The deal points for the successor MOU for the Fiscal Years 2021-2024 covering the wages, hours and other terms and conditions of employment of the employees in the bargaining unit represented by the Association are set forth below. All terms and conditions of the prior SFSEA MOU 2020-2021 shall be maintained unless expressly modified or changed herein until the successor MOU is jointly prepared by the parties, ratified by the Association and accepted, approved and adopted by City Council, which shall then supersede and replace this Tentative Agreement.

TENTATIVE AGREEMENT DEAL POINTS

Article No.	Subject	Existing MOU	Changes to MOU
I	Section 1. Representation and Duration	July 1, 2020 - June 30, 2021	July 1, 2021 – June 30, 2024

IV	Section 2. Wages	[No reference to FY 2021-24]	<p>FY 2021-22: 4% COLA effective payroll period covering July 1, 2021; FY 2022-23: 3% COLA effective payroll period covering July 1, 2022; FY 2023-24: 3% COLA effective payroll period covering July 1, 2023.</p> <p>See attached respective Salary Tables for FY 2021-22, FY 2022-23 & FY 2023-24.</p> <p>The Association shall not invoke the parity clause over the COLA so long as the overall COLA sum for any other employee organization is the same over the 3 years and no one has a higher first year COLA.</p>
IV	Section 10. Deferred Compensation Program	City matches employee contributions at a rate of 2:1 up to a maximum of 1.5%.	Effective July 1, 2021 or upon City Council approval of a tentative agreement, whichever is later, City will match contributions by full-time employees to the City's Deferred Compensation Plan at a rate of 2:1 up to a maximum of 3%. City shall have the right to consolidate and/or reduce plans so long as a plan is maintained.
IV	Section 13. Certificate Pay	[New Proposal by Association.]	The parties agree to a re-opener within 90 days of City Council approval of a tentative agreement or MOU to consider Association's proposals on particular certificates, number of eligible employees and pay. Any changes to certificate pay must be by mutual agreement.
VI	Section 1. Health Insurance	Effective January 1, 2021, the medical cap will be increased by \$151.86 to \$1650 per month.	Effective January 1, 2022, January 1, 2023, and January 1, 2024 only, the City's medical contribution cap will be adjusted, up or down, to match the Kaiser family rate to reimburse Association represented employees and their eligible dependents for medical insurance premiums. The 2021 Kaiser family rate is \$1741.58 per month.

VI	Section 1. Health Insurance	<p><u>Retiree Medical</u></p> <p>An employee who is vested in CalPERS and retires from the City is eligible for medical coverage through retirement. The City pays the insurance premium up to the current applicable medical cap.</p>	<p>The parties agree to a re-opener during the term of this contract to discuss and implement changes related to medical coverage for active employees as well as significant reforms to the retiree medical program and when retirees become Medicare eligible, including but not limited to limiting the employer contribution to retiree medical for new employees to the minimum rate established annually by the California Public Employees' Retirement System (CalPERS) for the Public Employees' Medical and Hospital Care Act (PEMHCA). The City would also consider amending its existing Flexible Spending Account (FSA) Section 125 Plan to provide for a cafeteria plan option as a mechanism for providing active employees with the difference between the PEMHCA minimum and the negotiated employer contribution for active employee medical on a tax-exempt basis. Further, the City would also consider establishing a Health Reimbursement Arrangement account (HRA) to provide a mechanism for providing eligible retirees with the difference between the PEMHCA minimum and any vested employer contribution for retiree medical. Any changes to existing contract terms would require mutual agreement.</p>
VI	Section 3. Vision Plan	<p>The employee reimbursement cap is \$350 per fiscal year; the spouse, registered domestic partner and other dependents are capped at \$300 per person per fiscal year.</p>	<p>Effective July 1, 2021, the employee reimbursement cap shall be \$450 per fiscal year; the spouse, registered domestic partner and other dependents are capped at \$400 per person per fiscal year.</p>
VII	Section 11. Vacation	<p>As of November 1, 2020, the 240 hour vacation cap shall be reinstated and enforced going forward and all hours accrued in excess of 200 hours will be moved over to the Reserve Vacation Bank.</p>	<p>Effective July 1, 2021 or within 30 days upon City Council approval of a tentative agreement, whichever is later, the City shall cash-out the Reserve Vacation Bank for each Association represented employee at the dollar value in effect as of June 30, 2021, which is intended to be prior to the raises contained in this tentative agreement. Employees shall be entitled to make an irrevocable election in writing before the cash-out</p>

			deadline to spread the cash-out payment over the term of the contract to be paid on or before each February 15 th at the dollar value in effect as of June 30, 2021. Employees can also elect to designate all or a portion of the cash out as deferred comp. (up to the IRS limits).
VIII	Section 1. Tuition Reimbursement	All full-time employees are eligible for tuition reimbursement. Each employee is allowed up to \$350 during each fiscal year. The maximum reimbursement for employees engaged in a degree program is \$2000 per year including books.	Effective July 1, 2021 or upon City Council approval of a tentative agreement, whichever is later, maximum reimbursement for Association represented employees engaged in a degree or certification program is \$4,000 per fiscal year including books.

END

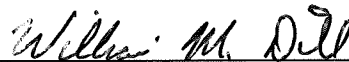
This Tentative Agreement is dated June 17, 2021, but shall be effective only upon adoption by the City Council of the City of Santa Fe Springs. Subject to the foregoing, this Tentative Agreement is hereby executed by the authorized representatives of the City and the Association.

City of Santa Fe Springs

Santa Fe Springs Employees Association



Raymond R. Cruz, City Manager



William Dill, President

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
13200 MISC	ASSOC CIVIL ENGINEER	A- 1	7385.217	3408.562	42.607	2080.00
		B- 2	7795.316	3597.838	44.973	
		C- 3	8233.974	3800.296	47.504	
		D- 4	8692.052	4011.716	50.146	
		E- 5	9194.682	4243.699	53.046	
13673 MISC	ST & GRNDS MTC SUPT	A- 1	6633.558	3061.642	38.271	2080.00
		B- 2	7004.818	3232.993	40.412	
		C- 3	7385.217	3408.562	42.607	
		D- 4	7806.740	3603.111	45.039	
		E- 5	8233.974	3800.296	47.504	
13680 MISC	ASSOCIATE PLANNER	A- 1	6633.558	3061.642	38.271	2080.00
		B- 2	7004.818	3232.993	40.412	
		C- 3	7385.217	3408.562	42.607	
		D- 4	7806.740	3603.111	45.039	
		E- 5	8233.974	3800.296	47.504	
14000 MISC	SYSTEMS ANALYST	A- 1	6676.016	3081.238	38.515	2080.00
		B- 2	7043.197	3250.706	40.634	
		C- 3	7430.573	3429.495	42.869	
		D- 4	7839.255	3618.118	45.226	
		E- 5	8270.414	3817.114	47.714	
14400 MISC	CIVIL ENGR ASST I	A- 1	6044.112	2789.590	34.870	2080.00
		B- 2	6375.391	2942.488	36.781	
		C- 3	6726.087	3104.348	38.804	
		D- 4	7096.206	3275.172	40.940	
		E- 5	7486.885	3455.485	43.194	
14410 MISC	ASSISTANT PLANNER I	A- 1	6044.112	2789.590	34.870	2080.00
		B- 2	6375.391	2942.488	36.781	
		C- 3	6726.087	3104.348	38.804	
		D- 4	7096.206	3275.172	40.940	
		E- 5	7486.885	3455.485	43.194	
14620 MISC	CIVIL ENGR TECH II	A- 1	5955.009	2748.466	34.356	2080.00
		B- 2	6282.860	2899.782	36.247	
		C- 3	6627.847	3059.006	38.238	
		D- 4	6992.252	3227.193	40.340	
		E- 5	7376.079	3404.344	42.554	
14740 MISC	COMPUTER SPECCLST III	A- 1	5859.053	2704.178	33.802	2080.00
		B- 2	6186.904	2855.494	35.694	
		C- 3	6535.317	3016.300	37.704	
		D- 4	6887.157	3178.688	39.734	
		E- 5	7269.840	3355.311	41.941	
14754 MISC	LIBRARIAN II	A- 1	5859.053	2704.178	33.802	2080.00
		B- 2	6186.904	2855.494	35.694	
		C- 3	6535.317	3016.300	37.704	
		D- 4	6887.157	3178.688	39.734	
		E- 5	7269.840	3355.311	41.941	
14910 MISC	CODE ENFORCMT INSP I	A- 1	5632.870	2599.786	32.497	2080.00
		B- 2	5935.588	2739.502	34.244	
		C- 3	6287.430	2901.891	36.274	
14920 MISC	ELECTRICIAN	A- 1	5632.870	2599.786	32.497	2080.00
		B- 2	5935.588	2739.502	34.244	
		C- 3	6287.430	2901.891	36.274	
14975 MISC	P/W INSPECTOR I	A- 1	5632.870	2599.786	32.497	2080.00
		B- 2	5935.588	2739.502	34.244	
		C- 3	6287.430	2901.891	36.274	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
14980 MISC	MECHANIC II	A- 1	5632.870	2599.786	32.497	2080.00
		B- 2	5935.588	2739.502	34.244	
		C- 3	6287.430	2901.891	36.274	
		D- 4	6633.558	3061.642	38.271	
		E- 5	6992.252	3227.193	40.340	
15000 MISC	LIBRARIAN III	A- 1	6297.711	2906.636	36.333	2080.00
15005 MISC	FLEET SEC SUPERVISOR	B- 2	6639.270	3064.278	38.303	
15020 MISC	WATER UTLTY SEC SUPV	C- 3	7002.533	3231.938	40.399	
15021 MISC	ST & GRNDS MTC SUPV	D- 4	7385.217	3408.562	42.607	
15023 MISC	FACILITY SEC SUPV	E- 5	7787.320	3594.148	44.927	
15030 MISC	TRAF SGNL & LGT SUPV					
15040 MISC	COMMUNITY SVCS SUPVR					
15050 MISC	TRANSPORT SVCS SUPV					
15060 MISC	YTH INTRVNTN PRG SUP					
15100 MISC	ASST CIVIL ENGINEER	A- 1	5876.603	2712.278	33.903	2080.00
		B- 2	6199.034	2861.093	35.764	
		C- 3	6540.747	3018.806	37.735	
		D- 4	6900.670	3184.925	39.812	
		E- 5	7279.875	3359.942	41.999	
15510 MISC	PRG COORD-LIB OUTRCH	A- 1	5781.375	2668.327	33.354	2080.00
15520 MISC	PRG COORD-PARK/YOUTH	B- 2	6100.085	2815.424	35.193	
15530 MISC	PROGRAM COORDINATOR	C- 3	6434.792	2969.904	37.124	
		D- 4	6788.917	3133.346	39.167	
		E- 5	7161.319	3305.224	41.315	
15630 MISC	LEAD PSO	A- 1	5349.570	2469.032	30.863	2080.00
		B- 2	5644.293	2605.058	32.563	
		C- 3	5955.009	2748.466	34.356	
		D- 4	6282.860	2899.782	36.247	
		E- 5	6627.847	3059.006	38.238	
15700 MISC	LIBRARIAN I	A- 1	5461.520	2520.702	31.509	2080.00
		B- 2	5761.954	2659.363	33.242	
		C- 3	6078.382	2805.407	35.068	
		D- 4	6413.087	2959.886	36.999	
		E- 5	6764.927	3122.274	39.028	

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/04/2021

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
15820 MISC	MGMT ANALYST II	A- 1	6085.237	2808.571	35.107	2080.00
		B- 2	6421.083	2963.577	37.045	
		C- 3	6775.208	3127.019	39.088	
		D- 4	7147.611	3298.897	41.236	
		E- 5	7540.576	3480.266	43.503	
15900 MISC	PUB RELATIONS TECH	A- 1	5330.661	2460.305	30.754	2080.00
		B- 2	5623.848	2595.622	32.445	
		C- 3	5933.159	2738.381	34.230	
		D- 4	6259.482	2888.992	36.112	
		E- 5	6603.755	3047.887	38.099	
16010 MISC	WATER WELL OPERATOR	A- 1	5269.607	2432.126	30.402	2080.00
16040 MISC	TRF SIG LGT TECH II	B- 2	5558.618	2565.516	32.069	
		C- 3	5859.053	2704.178	33.802	
		D- 4	6188.046	2856.021	35.700	
		E- 5	6525.036	3011.555	37.644	
16110 MISC	MGMT ANALYST I	A- 1	5148.518	2376.239	29.703	2080.00
		B- 2	5431.819	2506.993	31.337	
		C- 3	5729.969	2644.601	33.058	
		D- 4	6046.397	2790.645	34.883	
		E- 5	6377.676	2943.543	36.794	
16440 MISC	WTR UTILITY LEAD WKR	A- 1	5068.555	2339.333	29.242	2080.00
16445 MISC	STR/GRD LEAD WORKER	B- 2	5347.285	2467.978	30.850	
16450 MISC	HUMN SVC CASE WKR II	C- 3	5642.010	2604.005	32.550	
		D- 4	5951.582	2746.884	34.336	
		E- 5	6279.433	2898.200	36.227	
16620 MISC	PUB WKS DEPT SECTY	A- 1	4765.835	2199.616	27.495	2080.00
		B- 2	5027.431	2320.353	29.004	
		C- 3	5303.877	2447.943	30.599	
		D- 4	5596.315	2582.915	32.286	
		E- 5	5903.604	2724.740	34.059	
17050 MISC	PUB SAF OFFCR/ADMIN	A- 1	4794.393	2212.797	27.660	2080.00
17070 MISC	PUB SAF OFFCR/FIELD	B- 2	5055.989	2333.533	29.169	
17080 MISC	YTH INTRVNTN CSE WKR	C- 3	5329.008	2459.542	30.744	

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/04/2021

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
17090 MISC	HUMAN SVCS CS WKR I	A- 1	4794.393	2212.797	27.660	2080.00
		B- 2	5055.989	2333.533	29.169	
		C- 3	5329.008	2459.542	30.744	
		D- 4	5632.870	2599.786	32.497	
		E- 5	5935.588	2739.502	34.244	
17210 MISC	ACCOUNT CLERK III	A- 1	4641.320	2142.148	26.777	2080.00
17240 MISC	BUS DRIVER III	B- 2	4897.205	2260.248	28.253	
17250 MISC	MECHANIC I	C- 3	5165.654	2384.148	29.802	
		D- 4	5453.522	2517.010	31.463	
		E- 5	5747.104	2652.510	33.156	
17500 MISC	TRAF & LITE TECH I	A- 1	4571.638	2109.987	26.375	2080.00
17510 MISC	FACILITY SPECIALIST	B- 2	4826.380	2227.560	27.845	
17540 MISC	TREE WORKER SPCLALST	C- 3	5090.259	2349.350	29.367	
		D- 4	5370.132	2478.522	30.982	
		E- 5	5650.004	2607.694	32.596	
17800 MISC	WATER UTILITY WORKER	A- 1	4386.578	2024.574	25.307	2080.00
		B- 2	4628.754	2136.348	26.704	
		C- 3	4883.496	2253.921	28.174	
		D- 4	5151.945	2377.821	29.723	
		E- 5	5430.676	2506.466	31.331	
18010 MISC	ACCOUNT CLERK II	A- 1	4163.823	1921.764	24.022	2080.00
18020 MISC	MAINTENANCE WORKER	B- 2	4385.437	2024.048	25.301	
18030 MISC	BUS DRIVER II	C- 3	4635.608	2139.511	26.744	
18085 MISC	BLDG PERMIT CLERK II	D- 4	4886.923	2255.503	28.194	
18097 MISC	PROG ASST/CMO	E- 5	5149.660	2376.766	29.710	
18098 MISC	PROGRAM ASSIST PLAN					
18400 MISC	ENVR PROTEC CLRK II	A- 1	3952.422	1824.195	22.802	2080.00
		B- 2	4169.805	1924.525	24.057	
		C- 3	4399.144	2030.374	25.380	
		D- 4	4641.097	2142.045	26.776	
		E- 5	4896.358	2259.858	28.248	
18510 MISC	COMM SVCS SPECIALIST	A- 1	3918.219	1808.409	22.605	2080.00
		B- 2	4129.554	1905.948	23.824	
		C- 3	4353.451	2009.285	25.116	
		D- 4	4589.915	2118.422	26.480	
		E- 5	4837.803	2232.832	27.910	

PAYROLL SYSTEM
TIME 10:11 AM

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/04/2021

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CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
18810	MISC	ACCOUNT CLERK I	A- 1	3745.727	1728.797	21.610	2080.00
18815	MISC	ADMIN ASSISTANT II	B- 2	3953.633	1824.754	22.809	
18860	MISC	ENVR PROTECT CLERK I	C- 3	4163.823	1921.764	24.022	
			D- 4	4385.437	2024.048	25.301	
			E- 5	4635.608	2139.511	26.744	
19615	MISC	ADMIN ASSISTANT I	A- 1	3366.471	1553.756	19.422	2080.00
19620	MISC	LIBRARY CLERK I	B- 2	3553.815	1640.222	20.503	
			C- 3	3749.154	1730.379	21.630	
			D- 4	3946.779	1821.590	22.770	
			E- 5	4163.823	1921.764	24.022	

PAYROLL SYSTEM
TIME 2:55 PM

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/04/2021

PAGE 1
DATE 06-28-2021

CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
50410	PART	BUS DRIVER II B	A- 1			22.617	
			B- 2			23.856	
			C- 3			25.231	
			D- 4			26.643	
			E- 5			28.066	
52010	PART	COMM SVCS LEAD II B	A- 1			16.492	
			B- 2			17.323	
			C- 3			18.185	
			D- 4			19.089	
			E- 5			20.050	
53010	PART	COMM SVCS LEAD I B	A- 1			14.560	
			B- 2			14.868	
			C- 3			15.177	
			D- 4			15.944	
			E- 5			16.737	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
13200 MISC	ASSOC CIVIL ENGINEER	A- 1	7606.773	3510.818	43.885	2080.00
		B- 2	8029.175	3705.773	46.322	
		C- 3	8480.993	3914.304	48.929	
		D- 4	8952.813	4132.068	51.651	
		E- 5	9470.522	4371.010	54.638	
13673 MISC 13680 MISC	ST & GRNDS MTC SUPT ASSOCIATE PLANNER	A- 1	6832.564	3153.491	39.419	2080.00
		B- 2	7214.962	3329.982	41.625	
		C- 3	7606.773	3510.818	43.885	
		D- 4	8040.942	3711.204	46.390	
		E- 5	8480.993	3914.304	48.929	
14000 MISC	SYSTEMS ANALYST	A- 1	6876.296	3173.675	39.671	2080.00
		B- 2	7254.492	3348.227	41.853	
		C- 3	7653.490	3532.380	44.155	
		D- 4	8074.432	3726.661	46.583	
		E- 5	8518.526	3931.627	49.145	
14400 MISC 14410 MISC	CIVIL ENGR ASST I ASSISTANT PLANNER I	A- 1	6225.435	2873.278	35.916	2080.00
		B- 2	6566.652	3030.762	37.885	
		C- 3	6927.869	3197.478	39.968	
		D- 4	7309.092	3373.427	42.168	
		E- 5	7711.491	3559.150	44.489	
14620 MISC	CIVIL ENGR TECH II	A- 1	6133.659	2830.920	35.386	2080.00
		B- 2	6471.345	2986.775	37.335	
		C- 3	6826.682	3150.776	39.385	
		D- 4	7202.019	3324.009	41.550	
		E- 5	7597.361	3506.474	43.831	
14740 MISC 14754 MISC	COMPUTER SPECCLST III LIBRARIAN II	A- 1	6034.824	2785.303	34.816	2080.00
		B- 2	6372.511	2941.159	36.764	
		C- 3	6731.376	3106.789	38.835	
		D- 4	7093.771	3274.048	40.926	
		E- 5	7487.935	3455.970	43.200	
14910 MISC 14920 MISC 14975 MISC	CODE ENFORCMT INSP I ELECTRICIAN P/W INSPECTOR I	A- 1	5801.856	2677.780	33.472	2080.00
		B- 2	6113.655	2821.687	35.271	
		C- 3	6476.052	2988.947	37.362	

CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
14980	MISC	MECHANIC II	A- 1	5801.856	2677.780	33.472	2080.00
			B- 2	6113.655	2821.687	35.271	
			C- 3	6476.052	2988.947	37.362	
			D- 4	6832.564	3153.491	39.419	
			E- 5	7202.019	3324.009	41.550	
15000	MISC	LIBRARIAN III	A- 1	6486.642	2993.835	37.423	2080.00
15005	MISC	FLEET SEC SUPERVISOR	B- 2	6838.448	3156.207	39.453	
15020	MISC	WATER UTILITY SEC SUPV	C- 3	7212.608	3328.896	41.611	
15021	MISC	ST & GRNDS MTC SUPV	D- 4	7606.773	3510.818	43.885	
15023	MISC	FACILITY SEC SUPV	E- 5	8020.939	3701.972	46.275	
15030	MISC	TRAF SGNL & LGT SUPV					
15040	MISC	COMMUNITY SVCS SUPVR					
15050	MISC	TRANSPORT SVCS SUPV					
15060	MISC	YTH INTRVNTN PRG SUP					
15100	MISC	ASST CIVIL ENGINEER	A- 1	6052.901	2793.647	34.921	2080.00
			B- 2	6385.005	2946.925	36.837	
			C- 3	6736.969	3109.370	38.867	
			D- 4	7107.690	3280.472	41.006	
			E- 5	7498.271	3460.740	43.259	
15510	MISC	PRG COORD-LIB OUTRCH	A- 1	5954.816	2748.377	34.355	2080.00
15520	MISC	PRG COORD-PARK/YOUTH	B- 2	6283.087	2899.886	36.249	
15530	MISC	PROGRAM COORDINATOR	C- 3	6627.835	3059.001	38.238	
			D- 4	6992.584	3227.346	40.342	
			E- 5	7376.158	3404.381	42.555	
15630	MISC	LEAD PSO	A- 1	5510.057	2543.103	31.789	2080.00
			B- 2	5813.621	2683.210	33.540	
			C- 3	6133.659	2830.920	35.386	
			D- 4	6471.345	2986.775	37.335	
			E- 5	6826.682	3150.776	39.385	
15700	MISC	LIBRARIAN I	A- 1	5625.365	2596.322	32.454	2080.00
			B- 2	5934.812	2739.144	34.239	
			C- 3	6260.733	2889.569	36.120	
			D- 4	6605.479	3048.683	38.109	
			E- 5	6967.874	3215.942	40.199	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
15820 MISC	MGMT ANALYST II	A- 1	6267.794	2892.828	36.160	2080.00
		B- 2	6613.715	3052.484	38.156	
		C- 3	6978.464	3220.830	40.260	
		D- 4	7362.039	3397.864	42.473	
		E- 5	7766.793	3584.674	44.808	
15900 MISC	PUB RELATIONS TECH	A- 1	5490.580	2534.114	31.676	2080.00
		B- 2	5792.563	2673.491	33.419	
		C- 3	6111.153	2820.532	35.257	
		D- 4	6447.266	2975.661	37.196	
		E- 5	6801.867	3139.323	39.242	
16010 MISC	WATER WELL OPERATOR	A- 1	5427.695	2505.090	31.314	2080.00
		B- 2	5725.376	2642.481	33.031	
		C- 3	6034.824	2785.303	34.816	
		D- 4	6373.687	2941.702	36.771	
		E- 5	6720.787	3101.902	38.774	
16040 MISC	TRF SIG LGT TECH II	A- 1	5302.973	2447.526	30.594	2080.00
		B- 2	5594.773	2582.203	32.278	
		C- 3	5901.868	2723.939	34.049	
		D- 4	6227.788	2874.364	35.930	
		E- 5	6569.006	3031.849	37.898	
16110 MISC	MGMT ANALYST I	A- 1	5302.973	2447.526	30.594	2080.00
		B- 2	5594.773	2582.203	32.278	
		C- 3	5901.868	2723.939	34.049	
		D- 4	6227.788	2874.364	35.930	
		E- 5	6569.006	3031.849	37.898	
16440 MISC	WTR UTILITY LEAD WKR	A- 1	5220.611	2409.513	30.119	2080.00
		B- 2	5507.703	2542.017	31.775	
		C- 3	5811.270	2682.125	33.527	
		D- 4	6130.129	2829.290	35.366	
		E- 5	6467.815	2985.145	37.314	
16445 MISC	STR/GRD LEAD WORKER	A- 1	5220.611	2409.513	30.119	2080.00
		B- 2	5507.703	2542.017	31.775	
		C- 3	5811.270	2682.125	33.527	
		D- 4	6130.129	2829.290	35.366	
		E- 5	6467.815	2985.145	37.314	
16450 MISC	HUMN SVC CASE WKR II	A- 1	5220.611	2409.513	30.119	2080.00
		B- 2	5507.703	2542.017	31.775	
		C- 3	5811.270	2682.125	33.527	
		D- 4	6130.129	2829.290	35.366	
		E- 5	6467.815	2985.145	37.314	
16620 MISC	PUB WKS DEPT SECTY	A- 1	4908.810	2265.605	28.320	2080.00
		B- 2	5178.253	2389.963	29.875	
		C- 3	5462.993	2521.381	31.517	
		D- 4	5764.204	2660.402	33.255	
		E- 5	6080.712	2806.482	35.081	
17050 MISC	PUB SAF OFFCR/ADMIN	A- 1	4938.224	2279.180	28.490	2080.00
		B- 2	5207.668	2403.539	30.044	
		C- 3	5488.878	2533.328	31.667	
17070 MISC	PUB SAF OFFCR/FIELD	A- 1	4938.224	2279.180	28.490	2080.00
		B- 2	5207.668	2403.539	30.044	
17080 MISC	YTH INTRVNTN CSE WKR	A- 1	4938.224	2279.180	28.490	2080.00
		B- 2	5207.668	2403.539	30.044	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
17090 MISC	HUMAN SVCS CS WKR I	A- 1	4938.224	2279.180	28.490	2080.00
		B- 2	5207.668	2403.539	30.044	
		C- 3	5488.878	2533.328	31.667	
		D- 4	5801.856	2677.780	33.472	
		E- 5	6113.655	2821.687	35.271	
17210 MISC	ACCOUNT CLERK III	A- 1	4780.559	2206.412	27.580	2080.00
		B- 2	5044.121	2328.056	29.101	
		C- 3	5320.623	2455.672	30.696	
		D- 4	5617.127	2592.520	32.407	
		E- 5	5919.517	2732.085	34.151	
17500 MISC	TRAF & LITE TECH I	A- 1	4708.787	2173.286	27.166	2080.00
		B- 2	4971.171	2294.387	28.680	
		C- 3	5242.966	2419.830	30.248	
		D- 4	5531.235	2552.878	31.911	
		E- 5	5819.504	2685.925	33.574	
17510 MISC	FACILITY SPECIALIST	A- 1	4708.787	2173.286	27.166	2080.00
		B- 2	4971.171	2294.387	28.680	
		C- 3	5242.966	2419.830	30.248	
		D- 4	5531.235	2552.878	31.911	
		E- 5	5819.504	2685.925	33.574	
17540 MISC	TREE WORKER SPECIALST	A- 1	4708.787	2173.286	27.166	2080.00
		B- 2	4971.171	2294.387	28.680	
		C- 3	5242.966	2419.830	30.248	
		D- 4	5531.235	2552.878	31.911	
		E- 5	5819.504	2685.925	33.574	
17800 MISC	WATER UTILITY WORKER	A- 1	4518.175	2085.312	26.066	2080.00
		B- 2	4767.616	2200.438	27.505	
		C- 3	5030.000	2321.538	29.019	
		D- 4	5306.503	2449.155	30.614	
		E- 5	5593.596	2581.660	32.271	
18010 MISC	ACCOUNT CLERK II	A- 1	4288.737	1979.417	24.743	2080.00
		B- 2	4517.000	2084.769	26.060	
		C- 3	4774.676	2203.697	27.546	
		D- 4	5033.530	2323.168	29.040	
		E- 5	5304.149	2448.069	30.601	
18020 MISC	MAINTENANCE WORKER	A- 1	4288.737	1979.417	24.743	2080.00
		B- 2	4517.000	2084.769	26.060	
		C- 3	4774.676	2203.697	27.546	
		D- 4	5033.530	2323.168	29.040	
		E- 5	5304.149	2448.069	30.601	
18030 MISC	BUS DRIVER II	A- 1	4288.737	1979.417	24.743	2080.00
		B- 2	4517.000	2084.769	26.060	
		C- 3	4774.676	2203.697	27.546	
		D- 4	5033.530	2323.168	29.040	
		E- 5	5304.149	2448.069	30.601	
18085 MISC	BLDG PERMIT CLERK II	A- 1	4288.737	1979.417	24.743	2080.00
		B- 2	4517.000	2084.769	26.060	
		C- 3	4774.676	2203.697	27.546	
		D- 4	5033.530	2323.168	29.040	
		E- 5	5304.149	2448.069	30.601	
18097 MISC	PROG ASST/CMO	A- 1	4288.737	1979.417	24.743	2080.00
		B- 2	4517.000	2084.769	26.060	
		C- 3	4774.676	2203.697	27.546	
		D- 4	5033.530	2323.168	29.040	
		E- 5	5304.149	2448.069	30.601	
18098 MISC	PROGRAM ASSIST PLAN	A- 1	4288.737	1979.417	24.743	2080.00
		B- 2	4517.000	2084.769	26.060	
		C- 3	4774.676	2203.697	27.546	
		D- 4	5033.530	2323.168	29.040	
		E- 5	5304.149	2448.069	30.601	
18400 MISC	ENVR PROTEC CLRK II	A- 1	4070.994	1878.920	23.487	2080.00
		B- 2	4294.899	1982.261	24.778	
		C- 3	4531.118	2091.285	26.141	
		D- 4	4780.329	2206.306	27.579	
		E- 5	5043.248	2327.653	29.096	
18510 MISC	COMM SVCS SPECIALIST	A- 1	4035.765	1862.661	23.283	2080.00
		B- 2	4253.440	1963.126	24.539	
		C- 3	4484.054	2069.563	25.870	
		D- 4	4727.612	2181.975	27.275	
		E- 5	4982.937	2299.817	28.748	

PAYROLL SYSTEM
TIME 11:46 AM

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/03/2022

PAGE 5
DATE 06-23-2021

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
18810 MISC	ACCOUNT CLERK I	A- 1	3858.098	1780.661	22.258	2080.00
18815 MISC	ADMIN ASSISTANT II	B- 2	4072.241	1879.496	23.494	
18860 MISC	ENVR PROTECT CLERK I	C- 3	4288.737	1979.417	24.743	
		D- 4	4517.000	2084.769	26.060	
		E- 5	4774.676	2203.697	27.546	
19615 MISC	ADMIN ASSISTANT I	A- 1	3467.465	1600.368	20.005	2080.00
19620 MISC	LIBRARY CLERK I	B- 2	3660.429	1689.429	21.118	
		C- 3	3861.628	1782.290	22.279	
		D- 4	4065.182	1876.238	23.453	
		E- 5	4288.737	1979.417	24.743	

PAYROLL SYSTEM
TIME 1:48 PM

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/03/2022

PAGE 1
DATE 06-28-2021

CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
50410	PART	BUS DRIVER II B	A- 1			23.295	
			B- 2			24.571	
			C- 3			25.987	
			D- 4			27.442	
			E- 5			28.907	
52010	PART	COMM SVCS LEAD II B	A- 1			16.986	
			B- 2			17.842	
			C- 3			18.730	
			D- 4			19.661	
			E- 5			20.651	
53010	PART	COMM SVCS LEAD I B	A- 1			14.996	
			B- 2			15.314	
			C- 3			15.632	
			D- 4			16.422	
			E- 5			17.239	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
13200 MISC	ASSOC CIVIL ENGINEER	A- 1	7834.976	3616.143	45.202	2080.00
		B- 2	8270.050	3816.946	47.712	
		C- 3	8735.422	4031.733	50.397	
		D- 4	9221.397	4256.029	53.200	
		E- 5	9754.637	4502.140	56.277	
13673 MISC	ST & GRNDS MTC SUPT	A- 1	7037.540	3248.095	40.601	2080.00
		B- 2	7431.410	3429.882	42.874	
		C- 3	7834.976	3616.143	45.202	
		D- 4	8282.170	3822.540	47.782	
		E- 5	8735.422	4031.733	50.397	
14000 MISC	SYSTEMS ANALYST	A- 1	7082.584	3268.885	40.861	2080.00
		B- 2	7472.126	3448.674	43.108	
		C- 3	7883.094	3638.351	45.479	
		D- 4	8316.664	3838.460	47.981	
		E- 5	8774.081	4049.576	50.620	
14400 MISC	CIVIL ENGR ASST I	A- 1	6412.198	2959.476	36.993	2080.00
		B- 2	6763.651	3121.685	39.021	
		C- 3	7135.705	3293.402	41.168	
		D- 4	7528.364	3474.630	43.433	
		E- 5	7942.835	3665.924	45.824	
14410 MISC	ASSISTANT PLANNER I	B- 2	6763.651	3121.685	39.021	2080.00
		C- 3	7135.705	3293.402	41.168	
		D- 4	7528.364	3474.630	43.433	
		E- 5	7942.835	3665.924	45.824	
14620 MISC	CIVIL ENGR TECH II	A- 1	6317.668	2915.847	36.448	2080.00
		B- 2	6665.485	3076.378	38.455	
		C- 3	7031.482	3245.299	40.566	
		D- 4	7418.079	3423.729	42.797	
		E- 5	7825.281	3611.668	45.146	
14740 MISC	COMPUTER SPECILST III	A- 1	6215.868	2868.862	35.861	2080.00
		B- 2	6563.686	3029.394	37.867	
		C- 3	6933.317	3199.992	40.000	
		D- 4	7306.584	3372.270	42.153	
		E- 5	7712.573	3559.649	44.496	
14754 MISC	LIBRARIAN II	B- 2	6563.686	3029.394	37.867	2080.00
		C- 3	6933.317	3199.992	40.000	
		D- 4	7306.584	3372.270	42.153	
		E- 5	7712.573	3559.649	44.496	
14910 MISC	CODE ENFORCMT INSP I	A- 1	5975.911	2758.113	34.476	2080.00
		B- 2	6297.064	2906.337	36.329	
		C- 3	6670.333	3078.615	38.483	
14920 MISC	ELECTRICIAN	B- 2	6297.064	2906.337	36.329	
14975 MISC	P/W INSPECTOR I	C- 3	6670.333	3078.615	38.483	

CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
14980	MISC	MECHANIC II	A- 1	5975.911	2758.113	34.476	2080.00
			B- 2	6297.064	2906.337	36.329	
			C- 3	6670.333	3078.615	38.483	
			D- 4	7037.540	3248.095	40.601	
			E- 5	7418.079	3423.729	42.797	
15000	MISC	LIBRARIAN III	A- 1	6681.241	3083.650	38.546	2080.00
15005	MISC	FLEET SEC SUPERVISOR	B- 2	7043.601	3250.893	40.636	
15020	MISC	WATER UTILITY SEC SUPV	C- 3	7428.986	3428.763	42.860	
15021	MISC	ST & GRNDS MTC SUPV	D- 4	7834.976	3616.143	45.202	
15023	MISC	FACILITY SEC SUPV	E- 5	8261.567	3813.031	47.663	
15030	MISC	TRAF SGNL & LGT SUPV					
15040	MISC	COMMUNITY SVCS SUPVR					
15050	MISC	TRANSPORT SVCS SUPV					
15060	MISC	YTH INTRVNTN PRG SUP					
15100	MISC	ASST CIVIL ENGINEER	A- 1	6234.488	2877.456	35.968	2080.00
			B- 2	6576.555	3035.333	37.942	
			C- 3	6939.078	3202.651	40.033	
			D- 4	7320.920	3378.886	42.236	
			E- 5	7723.219	3564.563	44.557	
15510	MISC	PRG COORD-LIB OUTRCH	A- 1	6133.460	2830.828	35.385	2080.00
15520	MISC	PRG COORD-PARK/YOUTH	B- 2	6471.579	2986.883	37.336	
15530	MISC	PROGRAM COORDINATOR	C- 3	6826.670	3150.771	39.385	
			D- 4	7202.361	3324.167	41.552	
			E- 5	7597.442	3506.512	43.831	
15630	MISC	LEAD PSO	A- 1	5675.358	2619.396	32.742	2080.00
			B- 2	5988.029	2763.706	34.546	
			C- 3	6317.668	2915.847	36.448	
			D- 4	6665.485	3076.378	38.455	
			E- 5	7031.482	3245.299	40.566	
15700	MISC	LIBRARIAN I	A- 1	5794.125	2674.212	33.428	2080.00
			B- 2	6112.856	2821.318	35.266	
			C- 3	6448.554	2976.256	37.203	
			D- 4	6803.643	3140.143	39.252	
			E- 5	7176.910	3312.420	41.405	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
15820 MISC	MGMT ANALYST II	A- 1	6455.827	2979.612	37.245	2080.00
		B- 2	6812.126	3144.058	39.301	
		C- 3	7187.817	3317.454	41.468	
		D- 4	7582.900	3499.800	43.748	
		E- 5	7999.796	3692.214	46.153	
15900 MISC	PUB RELATIONS TECH	A- 1	5655.297	2610.137	32.627	2080.00
		B- 2	5966.339	2753.695	34.421	
		C- 3	6294.487	2905.148	36.314	
		D- 4	6640.683	3064.931	38.312	
		E- 5	7005.923	3233.503	40.419	
16010 MISC	WATER WELL OPERATOR	A- 1	5590.525	2580.242	32.253	2080.00
16040 MISC	TRF SIG LGT TECH II	B- 2	5897.137	2721.756	34.022	
		C- 3	6215.868	2868.862	35.861	
		D- 4	6564.897	3029.952	37.874	
		E- 5	6922.410	3194.958	39.937	
16110 MISC	MGMT ANALYST I	A- 1	5462.062	2520.952	31.512	2080.00
		B- 2	5762.616	2659.669	33.246	
		C- 3	6078.924	2805.657	35.071	
		D- 4	6414.621	2960.594	37.007	
		E- 5	6766.076	3122.804	39.035	
16440 MISC	WTR UTILITY LEAD WKR	A- 1	5377.229	2481.798	31.022	2080.00
16445 MISC	STR/GRD LEAD WORKER	B- 2	5672.934	2618.277	32.728	
16450 MISC	HUMN SVC CASE WKR II	C- 3	5985.608	2762.588	34.532	
		D- 4	6314.032	2914.169	36.427	
		E- 5	6661.849	3074.700	38.434	
16620 MISC	PUB WKS DEPT SECTY	A- 1	5056.074	2333.573	29.170	2080.00
		B- 2	5333.600	2461.662	30.771	
		C- 3	5626.882	2597.022	32.463	
		D- 4	5937.130	2740.214	34.253	
		E- 5	6263.133	2890.677	36.133	
17050 MISC	PUB SAF OFFCR/ADMIN	A- 1	5086.370	2347.555	29.344	2080.00
17070 MISC	PUB SAF OFFCR/FIELD	B- 2	5363.898	2475.645	30.946	
17080 MISC	YTH INTRVNTN CSE WKR	C- 3	5653.544	2609.328	32.617	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
17090 MISC	HUMAN SVCS CS WKR I	A- 1	5086.370	2347.555	29.344	2080.00
		B- 2	5363.898	2475.645	30.946	
		C- 3	5653.544	2609.328	32.617	
		D- 4	5975.911	2758.113	34.476	
		E- 5	6297.064	2906.337	36.329	
17210 MISC	ACCOUNT CLERK III	A- 1	4923.975	2272.604	28.408	2080.00
		B- 2	5195.444	2397.897	29.974	
		C- 3	5480.241	2529.342	31.617	
		D- 4	5785.640	2670.295	33.379	
		E- 5	6097.102	2814.047	35.176	
17500 MISC	TRAF & LITE TECH I	A- 1	4850.050	2238.485	27.981	2080.00
		B- 2	5120.306	2363.218	29.540	
		C- 3	5400.254	2492.425	31.155	
		D- 4	5697.172	2629.464	32.868	
		E- 5	5994.089	2766.503	34.581	
17510 MISC	FACILITY SPECIALIST	A- 1	4653.720	2147.871	26.848	2080.00
		B- 2	4910.644	2266.451	28.331	
		C- 3	5180.900	2391.185	29.890	
		D- 4	5465.698	2522.630	31.533	
		E- 5	5761.403	2659.109	33.239	
17540 MISC	TREE WORKER SPECIALST	A- 1	4417.399	2038.800	25.485	2080.00
		B- 2	4652.510	2147.312	26.841	
		C- 3	4917.916	2269.807	28.373	
		D- 4	5184.535	2392.862	29.911	
		E- 5	5463.273	2521.511	31.519	
18010 MISC	ACCOUNT CLERK II	A- 1	4417.399	2038.800	25.485	2080.00
		B- 2	4652.510	2147.312	26.841	
		C- 3	4917.916	2269.807	28.373	
		D- 4	5184.535	2392.862	29.911	
		E- 5	5463.273	2521.511	31.519	
18020 MISC	MAINTENANCE WORKER	A- 1	4417.399	2038.800	25.485	2080.00
		B- 2	4652.510	2147.312	26.841	
		C- 3	4917.916	2269.807	28.373	
		D- 4	5184.535	2392.862	29.911	
		E- 5	5463.273	2521.511	31.519	
18030 MISC	BUS DRIVER II	A- 1	4417.399	2038.800	25.485	2080.00
		B- 2	4652.510	2147.312	26.841	
		C- 3	4917.916	2269.807	28.373	
		D- 4	5184.535	2392.862	29.911	
		E- 5	5463.273	2521.511	31.519	
18085 MISC	BLDG PERMIT CLERK II	A- 1	4417.399	2038.800	25.485	2080.00
		B- 2	4652.510	2147.312	26.841	
		C- 3	4917.916	2269.807	28.373	
		D- 4	5184.535	2392.862	29.911	
		E- 5	5463.273	2521.511	31.519	
18097 MISC	PROG ASST/CMO	A- 1	4417.399	2038.800	25.485	2080.00
		B- 2	4652.510	2147.312	26.841	
		C- 3	4917.916	2269.807	28.373	
		D- 4	5184.535	2392.862	29.911	
		E- 5	5463.273	2521.511	31.519	
18098 MISC	PROGRAM ASSIST PLAN	A- 1	4417.399	2038.800	25.485	2080.00
		B- 2	4652.510	2147.312	26.841	
		C- 3	4917.916	2269.807	28.373	
		D- 4	5184.535	2392.862	29.911	
		E- 5	5463.273	2521.511	31.519	
18400 MISC	ENVR PROTEC CLRK II	A- 1	4193.123	1935.288	24.191	2080.00
		B- 2	4423.745	2041.728	25.522	
		C- 3	4667.051	2154.024	26.925	
		D- 4	4923.738	2272.494	28.406	
		E- 5	5194.545	2397.482	29.969	
18510 MISC	COMM SVCS SPECIALIST	A- 1	4156.837	1918.540	23.982	2080.00
		B- 2	4381.043	2022.020	25.275	
		C- 3	4618.575	2131.650	26.646	
		D- 4	4869.440	2247.434	28.093	
		E- 5	5132.425	2368.812	29.610	

PAYROLL SYSTEM
TIME 4:01 PM

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/02/2023

PAGE 5
DATE 06-23-2021

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
18810 MISC	ACCOUNT CLERK I	A- 1	3973.840	1834.080	22.926	2080.00
18815 MISC	ADMIN ASSISTANT II	B- 2	4194.408	1935.881	24.199	
18860 MISC	ENVR PROTECT CLERK I	C- 3	4417.399	2038.800	25.485	
		D- 4	4652.510	2147.312	26.841	
		E- 5	4917.916	2269.807	28.373	
19615 MISC	ADMIN ASSISTANT I	A- 1	3571.488	1648.379	20.605	2080.00
19620 MISC	LIBRARY CLERK I	B- 2	3770.241	1740.111	21.751	
		C- 3	3977.476	1835.758	22.947	
		D- 4	4187.137	1932.525	24.157	
		E- 5	4417.399	2038.800	25.485	

PAYROLL SYSTEM
TIME 2:30 PM

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/02/2023

PAGE 1
DATE 06-28-2021

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
50410 PART	BUS DRIVER II B	A- 1			23.993	
		B- 2			25.308	
		C- 3			26.766	
		D- 4			28.265	
		E- 5			29.774	
52010 PART	COMM SVCS LEAD II B	A- 1			17.495	
		B- 2			18.377	
		C- 3			19.291	
		D- 4			20.250	
		E- 5			21.270	
53010 PART	COMM SVCS LEAD I B	A- 1			15.445	
		B- 2			15.773	
		C- 3			16.100	
		D- 4			16.914	
		E- 5			17.756	



**TENTATIVE AGREEMENT BETWEEN THE CITY OF SANTA FE SPRINGS AND THE
SANTA FE SPRING EXECUTIVE, MANAGEMENT AND CONFIDENTIAL
EMPLOYEES ASSOCIATION FOR A MEMORANDUM OF UNDERSTANDING AS
SUCCESSOR TO ITS FORMER LABOR AGREEMENT
June 22, 2021**

The current labor agreement between the City of Santa Fe Springs ("City") and the Executive, Management and Confidential Employees Association ("Association" OR "SFSEMCEA"), covering the period July 1, 2020 through June 30, 2021, will expire by its own terms on June 30, 2021. The parties commenced negotiations for a successor labor agreement on April 12, 2021. The City reached an oral tentative agreement on June 20, 2021 with the Association for a successor labor agreement and eventually a memorandum of understanding ("MOU") for the Fiscal Years 2021-2022, 2022-2023, and 2023-2024 covering the wages, hours and other terms and conditions of employment of the employees in the bargaining unit represented by the Association pursuant to the Meyers-Milias-Brown Act ("MMBA") (Gov't Code Sections 3500 - 3511). The following written Tentative Agreement for a successor labor agreement and MOU between the City and the Association and its deal terms have been ratified by the Association on June 22, 2021, but remains subject to formal approval/adoption by the City Council per California Government Code Section 3505.1, which provides:

"If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organizations, the governing body shall vote to accept or reject the tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding."

The deal points for the successor labor agreement and eventual MOU for the Fiscal Years 2021-2024 covering the wages, hours and other terms and conditions of employment of the employees in the bargaining unit represented by the Association are set forth below. All terms and conditions of the prior labor agreement for SFSEMCEA for 2020-2021 shall be maintained unless expressly modified or changed herein until an MOU is jointly prepared by the parties, ratified by the Association and accepted, approved and adopted by City Council, which shall then supersede and replace this Tentative Agreement.

TENTATIVE AGREEMENT DEAL POINTS

Item No.	Subject	Existing Labor Agreement	Changes to Labor Agreement
1.	Term	July 1, 2020 - June 30, 2021	July 1, 2021 – June 30, 2024

2.	Salary	[No reference to FY 2021-22]	FY 2021-22: 4% COLA effective the pay period covering July 1, 2021; FY 2022-23: 3% COLA effective the pay period covering July 1, 2022; FY 2023-24: 3% COLA effective the pay period covering July 1, 2023.
3.	Health/medical Insurance benefits cap	Effective January 1, 2021, the medical cap to be increased by \$151.86 to \$1650 per month.	Effective January 1, 2022, January 1, 2023, and January 1, 2024 only, the City's medical contribution cap will be adjusted, up or down, to match the Kaiser family rate to reimburse Association represented employees and their eligible dependents for medical insurance premiums. The 2021 Kaiser family rate is \$1741.58 per month.
4.	Deferred Comp	The City matches contributions by full-time employees to the City's Deferred Compensation Plan at a rate of 1:2 up to a maximum of 3%. There are currently four plans	Effective July 1, 2021 or upon City Council approval of a tentative agreement, whichever is later, the City will match contributions by full-time employees to the City's Deferred Compensation Plan at a rate of 1:1 up to a maximum of 3%. City shall have the right to consolidate and/or reduce plans so long as a plan is maintained.
5.	Tuition Reimbursement	The maximum reimbursement for employees engaged in a degree program is \$2,000 per year including books.	Effective July 1, 2021 or upon City Council approval of a tentative agreement, whichever is later, maximum reimbursement for Association represented employees engaged in a degree or certification program shall be \$4,000 per year including books.
6.	Reserve Vacation Bank	As of November 1, 2020, the 240 hour vacation cap shall be reinstated and enforced going forward and all hours accrued in excess of 200 hours will be moved over to the Reserve Vacation Bank.	Effective July 1, 2021 or within 30 days upon City Council approval of a tentative agreement, whichever is later, the City shall cash-out the Reserve Vacation Bank for each Association represented employee at the dollar value in effect as of June 30, 2021, which is intended to be prior to the raises contained in this tentative agreement. Each employee will elect how the vacation reserve bank will be distributed, with options being all at once in 2021, or a two-year or three-year distribution to be approved by the City. Employees can also elect to designate all or a portion of the cash out

			<p>as deferred compensation (up to the IRS limits).</p> <p>The City will increase the annual cap on Vacation Leave cash-out for management employees to 48 hours which cash-out election must be designated before each calendar year end and paid in the following calendar year to avoid IRS constructive receipt of all accrued vacation.</p>
7.	Retiree Medical Plan	New	<p>The parties agree to a re-opener during the term of this contract to discuss and implement changes related to medical coverage for active employees as well as significant reforms to the retiree medical program and when retirees become Medicare eligible, including but not limited to limiting the employer contribution to retiree medical for new employees to the minimum rate established annually by the California Public Employees' Retirement System (CalPERS) for the Public Employees' Medical and Hospital Care Act (PEMHCA). The City would also consider amending its existing Flexible Spending Account (FSA) Section 125 Plan to provide for a cafeteria plan option as a mechanism for providing active employees with the difference between the PEMHCA minimum and the negotiated employer contribution for active employee medical on a tax-exempt basis. Further, the City would also consider establishing a Health Reimbursement Arrangement account (HRA) to provide a mechanism for providing eligible retirees with the difference between the PEMHCA minimum and any vested employer contribution for retiree medical.</p>
8.	Salary Survey	New	<p>The City will conduct a total compensation study within the term of this agreement. The City and Association will agree on baseline cities for this compensation study within six months of the signing of this agreement.</p>

This Tentative Agreement is dated June 22, 2021, but shall be effective only upon adoption by the City Council of the City of Santa Fe Springs. Subject to the foregoing, this Tentative Agreement is hereby executed by the authorized representatives of the City and the Association.

City of Santa Fe Springs



Raymond R. Cruz, City Manager

**Santa Fe Springs Executive, Management
and Confidential Employees Association**



Noe Negrete, President

6/22/21

PAYROLL SYSTEM
TIME 10:18 AM

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/04/2021

PAGE 1
DATE 06-23-2021

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
02400 D/H	DIR COMM SVCS	A- 1	10971.018	5063.547	63.294	2080.00
02410 D/H	DIR PLANNING	B- 2	11574.171	5341.925	66.774	
		C- 3	12210.454	5635.594	70.445	
		D- 4	12882.150	5945.608	74.320	
		E- 5	13589.256	6271.964	78.400	
02700 D/H	DIR POLICE SERVICES	A- 1	10350.345	4777.082	59.714	2080.00
		B- 2	11233.755	5184.810	64.810	
		C- 3	11520.193	5317.012	66.463	
		D- 4	12153.804	5609.448	70.118	
		E- 5	12822.261	5917.967	73.975	
02800 D/H	DIR PUBLIC WORKS	A- 1	12218.450	5639.285	70.491	2080.00
02810 D/H	DIR FINANCE	B- 2	12890.145	5949.298	74.366	
		C- 3	13599.539	6276.710	78.459	
		D- 4	14347.770	6622.048	82.776	
		E- 5	15137.125	6986.365	87.330	

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/04/2021

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
03900 MT	DIR TECHNOLOGY SVC M	A- 1	9563.656	4413.995	55.175	2080.00
03910 MT	DIR FISCAL SERVICES	B- 2	10089.131	4656.522	58.207	
		C- 3	10645.451	4913.285	61.416	
		D- 4	11229.185	5182.701	64.784	
		E- 5	11847.192	5467.935	68.349	
04000 MT	UTILITY SERVICES MGR	A- 1	9404.825	4340.688	54.259	2080.00
04010 MT	MUNI SERVICES MGR	B- 2	9922.089	4579.426	57.243	
		C- 3	10467.805	4831.295	60.391	
		D- 4	11043.534	5097.016	63.713	
		E- 5	11650.928	5377.351	67.217	
05000 MT	HUMAN RESOURCE MGR	A- 1	9065.596	4184.121	52.302	2080.00
05010 MT	FINANCE MANAGER	B- 2	9563.656	4413.995	55.175	
		C- 3	10090.275	4657.050	58.213	
		D- 4	10645.451	4913.285	61.416	
		E- 5	11229.185	5182.701	64.784	
05100 MT	CITY CLERK	A- 1	8968.648	4139.376	51.742	2080.00
		B- 2	9417.080	4346.345	54.329	
		C- 3	9887.934	4563.662	57.046	
		D- 4	10382.330	4791.845	59.898	
		E- 5	10901.447	5031.437	62.893	
05400 MT	DIR PURCHASING SVCS	A- 1	7833.014	3615.237	45.190	2080.00
05440 MT	LIBRARY SVCS DIV DIR	B- 2	8264.818	3814.531	47.682	
05450 MT	PARK & REC SVCS MGR	C- 3	8719.469	4024.370	50.305	
05460 MT	FAM & HUMAN SVCS MGR	D- 4	9199.251	4245.808	53.073	
		E- 5	9705.306	4479.372	55.992	

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/04/2021

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
12400 MT	CAPITAL IMPRVMTS MGR	A- 1	8715.350	4022.469	50.281	2080.00
		B- 2	9194.576	4243.650	53.046	
		C- 3	9700.403	4477.109	55.964	
		D- 4	10233.924	4723.350	59.042	
		E- 5	10796.791	4983.134	62.289	
12500 MT	ASST MUNI SVCS MGR	A- 1	7818.030	3608.322	45.104	2080.00
		B- 2	8248.020	3806.778	47.585	
		C- 3	8701.662	4016.152	50.202	
		D- 4	9180.255	4237.041	52.963	
		E- 5	9685.168	4470.078	55.876	
13400 MT	ACCOUNTING MANAGER	A- 1	7592.865	3504.399	43.805	2080.00
		B- 2	8010.473	3697.141	46.214	
		C- 3	8451.049	3900.484	48.756	
		D- 4	8915.857	4115.011	51.438	
		E- 5	9406.229	4341.336	54.267	
13910 MT	SENIOR PLANNER	A- 1	6992.252	3227.193	40.340	2080.00
		B- 2	7371.509	3402.235	42.528	
		C- 3	7774.754	3588.348	44.854	
		D- 4	8198.562	3783.952	47.299	
		E- 5	8645.216	3990.100	49.876	
14200 MT	ASST TO DIR POL SVCS	A- 1	6297.711	2906.636	36.333	2080.00
		B- 2	6639.270	3064.278	38.303	
		C- 3	7002.533	3231.938	40.399	
		D- 4	7385.217	3408.562	42.607	
		E- 5	7787.320	3594.148	44.927	

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/04/2021

CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
13410	CONF	SR BUDGET ANALYST C	A- 1	7592.865	3504.399	43.805	2080.00
13420	CONF	SENIOR HR ANALYST	B- 2	8010.473	3697.141	46.214	
			C- 3	8451.049	3900.484	48.756	
			D- 4	8915.857	4115.011	51.438	
			E- 5	9406.229	4341.336	54.267	
14020	CONF	HUMAN RESRCE ANALYST	A- 1	6676.016	3081.238	38.515	2080.00
			B- 2	7043.197	3250.706	40.634	
			C- 3	7430.573	3429.495	42.869	
			D- 4	7839.255	3618.118	45.226	
			E- 5	8270.414	3817.114	47.714	
14300	CONF	ACCOUNTANT	A- 1	5863.622	2706.287	33.829	2080.00
			B- 2	6175.480	2850.222	35.628	
			C- 3	6525.036	3011.555	37.644	
			D- 4	6887.157	3178.688	39.734	
			E- 5	7269.840	3355.311	41.941	
14500	CONF	SR MGMT ANALYST	A- 1	6788.917	3133.346	39.167	2080.00
			B- 2	7152.180	3301.006	41.263	
			C- 3	7532.579	3476.575	43.457	
			D- 4	7938.109	3663.743	45.797	
			E- 5	8365.344	3860.928	48.262	
15810	CONF	MGMT ANALYST II C	A- 1	6085.237	2808.571	35.107	2080.00
			B- 2	6421.083	2963.577	37.045	
			C- 3	6775.208	3127.019	39.088	
			D- 4	7147.611	3298.897	41.236	
			E- 5	7540.576	3480.266	43.503	
16100	CONF	MGMT ANALYST I C	A- 1	5148.518	2376.239	29.703	2080.00
			B- 2	5431.819	2506.993	31.337	
			C- 3	5729.969	2644.601	33.058	
			D- 4	6046.397	2790.645	34.883	
			E- 5	6377.676	2943.543	36.794	
16630	CONF	SEC TO CITY MGR & CC	A- 1	4765.835	2199.616	27.495	2080.00
			B- 2	5027.431	2320.353	29.004	
			C- 3	5303.877	2447.943	30.599	
			D- 4	5596.315	2582.915	32.286	
			E- 5	5903.604	2724.740	34.059	

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/04/2021

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
16800 CONF	ACCOUNT CLERK SUPV	A- 1	5269.607	2432.126	30.402	2080.00
		B- 2	5558.618	2565.516	32.069	
		C- 3	5859.053	2704.178	33.802	
		D- 4	6188.046	2856.021	35.700	
		E- 5	6525.036	3011.555	37.644	
16990 CONF	PUB RELATIONS SPEC	A- 1	4934.900	2277.646	28.471	2080.00
		B- 2	5205.635	2402.601	30.033	
		C- 3	5491.219	2534.409	31.680	
		D- 4	5793.939	2674.126	33.427	
		E- 5	6112.652	2821.224	35.265	
17260 CONF	ACCOUNT CLERK III	C A- 1	4641.320	2142.148	26.777	2080.00
17270 CONF	CITY CLERK TECH	C B- 2	4897.205	2260.248	28.253	
		C C- 3	5165.654	2384.148	29.802	
		D- 4	5453.522	2517.010	31.463	
		E- 5	5747.104	2652.510	33.156	
17550 CONF	HR SPECIALIST	A- 1	4571.638	2109.987	26.375	2080.00
		B- 2	4826.380	2227.560	27.845	
		C- 3	5090.259	2349.350	29.367	
		D- 4	5370.132	2478.522	30.982	
		E- 5	5650.004	2607.694	32.596	
18820 CONF	HUMAN RSRC ASSISTANT	A- 1	3745.727	1728.797	21.610	2080.00
		B- 2	3953.633	1824.754	22.809	
		C- 3	4163.823	1921.764	24.022	
		D- 4	4385.437	2024.048	25.301	
		E- 5	4635.608	2139.511	26.744	

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/03/2022

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
02400 D/H	DIR COMM SVCS	A- 1	11300.148	5215.453	65.193	2080.00
02410 D/H	DIR PLANNING	B- 2	11921.396	5502.183	68.777	
		C- 3	12576.767	5804.662	72.558	
		D- 4	13268.614	6123.976	76.550	
		E- 5	13996.933	6460.123	80.752	
02700 D/H	DIR POLICE SERVICES	A- 1	10660.855	4920.395	61.505	2080.00
		B- 2	11570.767	5340.354	66.754	
		C- 3	11865.798	5476.522	68.457	
		D- 4	12518.418	5777.731	72.222	
		E- 5	13206.928	6095.505	76.194	
02800 D/H	DIR PUBLIC WORKS	A- 1	12585.003	5808.463	72.606	2080.00
02810 D/H	DIR FINANCE	B- 2	13276.849	6127.776	76.597	
		C- 3	14007.525	6465.012	80.813	
		D- 4	14778.203	6820.709	85.259	
		E- 5	15591.238	7195.956	89.949	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
03900 MT	DIR TECHNOLOGY SVC M	A- 1	9850.565	4546.415	56.830	2080.00
03910 MT	DIR FISCAL SERVICES	B- 2	10391.804	4796.217	59.953	
		C- 3	10964.814	5060.683	63.259	
		D- 4	11566.060	5338.182	66.727	
		E- 5	12202.607	5631.972	70.400	
04000 MT	UTILITY SERVICES MGR	A- 1	9686.969	4470.909	55.886	2080.00
04010 MT	MUNI SERVICES MGR	B- 2	10219.751	4716.808	58.960	
		C- 3	10781.839	4976.233	62.203	
		D- 4	11374.840	5249.926	65.624	
		E- 5	12000.455	5538.672	69.233	
05000 MT	HUMAN RESOURCE MGR	A- 1	9337.563	4309.644	53.871	2080.00
05010 MT	FINANCE MANAGER	B- 2	9850.565	4546.415	56.830	
		C- 3	10392.983	4796.761	59.960	
		D- 4	10964.814	5060.683	63.259	
		E- 5	11566.060	5338.182	66.727	
05100 MT	CITY CLERK	A- 1	9237.707	4263.557	53.294	2080.00
		B- 2	9699.592	4476.735	55.959	
		C- 3	10184.572	4700.572	58.757	
		D- 4	10693.799	4935.600	61.695	
		E- 5	11228.490	5182.380	64.780	
05400 MT	DIR PURCHASING SVCS	A- 1	8068.004	3723.694	46.546	2080.00
05440 MT	LIBRARY SVCS DIV DIR	B- 2	8512.762	3928.967	49.112	
05450 MT	PARK & REC SVCS MGR	C- 3	8981.053	4145.101	51.814	
05460 MT	FAM & HUMAN SVCS MGR	D- 4	9475.228	4373.182	54.665	
		E- 5	9996.465	4613.753	57.672	

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/03/2022

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
12400 MT	CAPITAL IMPRVMTS MGR	A- 1	8976.810	4143.143	51.789	2080.00
		B- 2	9470.413	4370.960	54.637	
		C- 3	9991.415	4611.422	57.643	
		D- 4	10540.941	4865.050	60.813	
		E- 5	11120.694	5132.628	64.158	
12500 MT	ASST MUNI SVCS MGR	A- 1	8052.570	3716.571	46.457	2080.00
		B- 2	8495.460	3920.982	49.012	
		C- 3	8962.711	4136.636	51.708	
		D- 4	9455.662	4364.152	54.552	
		E- 5	9975.723	4604.180	57.552	
13400 MT	ACCOUNTING MANAGER	A- 1	7820.650	3609.531	45.119	2080.00
		B- 2	8250.787	3808.056	47.601	
		C- 3	8704.580	4017.498	50.219	
		D- 4	9183.332	4238.461	52.981	
		E- 5	9688.415	4471.576	55.895	
13910 MT	SENIOR PLANNER	A- 1	7202.019	3324.009	41.550	2080.00
		B- 2	7592.654	3504.302	43.804	
		C- 3	8007.996	3695.998	46.200	
		D- 4	8444.518	3897.470	48.718	
		E- 5	8904.572	4109.802	51.373	
14200 MT	ASST TO DIR POL SVCS	A- 1	6486.642	2993.835	37.423	2080.00
		B- 2	6838.448	3156.207	39.453	
		C- 3	7212.608	3328.896	41.611	
		D- 4	7606.773	3510.818	43.885	
		E- 5	8020.939	3701.972	46.275	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
13410 CONF	SR BUDGET ANALYST C	A- 1	7820.650	3609.531	45.119	2080.00
13420 CONF	SENIOR HR ANALYST	B- 2	8250.787	3808.056	47.601	
		C- 3	8704.580	4017.498	50.219	
		D- 4	9183.332	4238.461	52.981	
		E- 5	9688.415	4471.576	55.895	
14020 CONF	HUMAN RESRCE ANALYST	A- 1	6876.296	3173.675	39.671	2080.00
		B- 2	7254.492	3348.227	41.853	
		C- 3	7653.490	3532.380	44.155	
		D- 4	8074.432	3726.661	46.583	
		E- 5	8518.526	3931.627	49.145	
14300 CONF	ACCOUNTANT	A- 1	6039.530	2787.475	34.843	2080.00
		B- 2	6360.744	2935.728	36.697	
		C- 3	6720.787	3101.902	38.774	
		D- 4	7093.771	3274.048	40.926	
		E- 5	7487.935	3455.970	43.200	
14500 CONF	SR MGMT ANALYST	A- 1	6992.584	3227.346	40.342	2080.00
		B- 2	7366.745	3400.036	42.500	
		C- 3	7758.556	3580.872	44.761	
		D- 4	8176.252	3773.655	47.171	
		E- 5	8616.304	3976.756	49.709	
15810 CONF	MGMT ANALYST II C	A- 1	6267.794	2892.828	36.160	2080.00
		B- 2	6613.715	3052.484	38.156	
		C- 3	6978.464	3220.830	40.260	
		D- 4	7362.039	3397.864	42.473	
		E- 5	7766.793	3584.674	44.808	
16100 CONF	MGMT ANALYST I C	A- 1	5302.973	2447.526	30.594	2080.00
		B- 2	5594.773	2582.203	32.278	
		C- 3	5901.868	2723.939	34.049	
		D- 4	6227.788	2874.364	35.930	
		E- 5	6569.006	3031.849	37.898	
16630 CONF	SEC TO CITY MGR & CC	A- 1	4908.810	2265.605	28.320	2080.00
		B- 2	5178.253	2389.963	29.875	
		C- 3	5462.993	2521.381	31.517	
		D- 4	5764.204	2660.402	33.255	
		E- 5	6080.712	2806.482	35.081	

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/03/2022

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
16800 CONF	ACCOUNT CLERK SUPV	A- 1	5427.695	2505.090	31.314	2080.00
		B- 2	5725.376	2642.481	33.031	
		C- 3	6034.824	2785.303	34.816	
		D- 4	6373.687	2941.702	36.771	
		E- 5	6720.787	3101.902	38.774	
16990 CONF	PUB RELATIONS SPEC	A- 1	5082.947	2345.976	29.325	2080.00
		B- 2	5361.804	2474.679	30.933	
		C- 3	5655.955	2610.441	32.631	
		D- 4	5967.757	2754.349	34.429	
		E- 5	6296.031	2905.860	36.323	
17260 CONF	ACCOUNT CLERK III	C A- 1	4780.559	2206.412	27.580	2080.00
17270 CONF	CITY CLERK TECH	C B- 2	5044.121	2328.056	29.101	
		C- 3	5320.623	2455.672	30.696	
		D- 4	5617.127	2592.520	32.407	
		E- 5	5919.517	2732.085	34.151	
17550 CONF	HR SPECIALIST	A- 1	4708.787	2173.286	27.166	2080.00
		B- 2	4971.171	2294.387	28.680	
		C- 3	5242.966	2419.830	30.248	
		D- 4	5531.235	2552.878	31.911	
		E- 5	5819.504	2685.925	33.574	
18820 CONF	HUMAN RSRC ASSISTANT	A- 1	3858.098	1780.661	22.258	2080.00
		B- 2	4072.241	1879.496	23.494	
		C- 3	4288.737	1979.417	24.743	
		D- 4	4517.000	2084.769	26.060	
		E- 5	4774.676	2203.697	27.546	

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/02/2023

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
02400 D/H	DIR COMM SVCS	A- 1	11639.152	5371.916	67.149	2080.00
02410 D/H	DIR PLANNING	B- 2	12279.037	5667.248	70.841	
		C- 3	12954.070	5978.802	74.735	
		D- 4	13666.672	6307.695	78.846	
		E- 5	14416.840	6653.926	83.174	
02700 D/H	DIR POLICE SERVICES	A- 1	10980.680	5068.006	63.350	2080.00
		B- 2	11917.890	5500.565	68.757	
		C- 3	12221.771	5640.817	70.510	
		D- 4	12893.970	5951.063	74.388	
		E- 5	13603.135	6278.370	78.480	
02800 D/H	DIR PUBLIC WORKS	A- 1	12962.553	5982.717	74.784	2080.00
02810 D/H	DIR FINANCE	B- 2	13675.154	6311.610	78.895	
		C- 3	14427.750	6658.962	83.237	
		D- 4	15221.549	7025.330	87.817	
		E- 5	16058.975	7411.835	92.648	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
03900 MT	DIR TECHNOLOGY SVC M	A- 1	10146.081	4682.807	58.535	2080.00
03910 MT	DIR FISCAL SERVICES	B- 2	10703.558	4940.104	61.751	
		C- 3	11293.758	5212.504	65.156	
		D- 4	11913.041	5498.327	68.729	
		E- 5	12568.685	5800.932	72.512	
04000 MT	UTILITY SERVICES MGR	A- 1	9977.578	4605.036	57.563	2080.00
04010 MT	MUNI SERVICES MGR	B- 2	10526.343	4858.312	60.729	
		C- 3	11105.294	5125.520	64.069	
		D- 4	11716.085	5407.424	67.593	
		E- 5	12360.468	5704.831	71.310	
05000 MT	HUMAN RESOURCE MGR	A- 1	9617.689	4438.933	55.487	2080.00
05010 MT	FINANCE MANAGER	B- 2	10146.081	4682.807	58.535	
		C- 3	10704.772	4940.664	61.758	
		D- 4	11293.758	5212.504	65.156	
		E- 5	11913.041	5498.327	68.729	
05100 MT	CITY CLERK	A- 1	9514.838	4391.464	54.893	2080.00
		B- 2	9990.579	4611.036	57.638	
		C- 3	10490.109	4841.589	60.520	
		D- 4	11014.612	5083.667	63.546	
		E- 5	11565.344	5337.851	66.723	
05400 MT	DIR PURCHASING SVCS	A- 1	8310.044	3835.405	47.943	2080.00
05440 MT	LIBRARY SVCS DIV DIR	B- 2	8768.144	4046.836	50.585	
05450 MT	PARK & REC SVCS MGR	C- 3	9250.484	4269.454	53.368	
05460 MT	FAM & HUMAN SVCS MGR	D- 4	9759.484	4504.377	56.305	
		E- 5	10296.358	4752.165	59.402	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
12400 MT	CAPITAL IMPRVMTS MGR	A- 1	9246.114	4267.437	53.343	2080.00
		B- 2	9754.525	4502.088	56.276	
		C- 3	10291.157	4749.765	59.372	
		D- 4	10857.169	5011.001	62.638	
		E- 5	11454.314	5286.606	66.083	
12500 MT	ASST MUNI SVCS MGR	A- 1	8294.147	3828.068	47.851	2080.00
		B- 2	8750.323	4038.611	50.483	
		C- 3	9231.592	4260.735	53.259	
		D- 4	9739.331	4495.076	56.188	
		E- 5	10274.994	4742.305	59.279	
13400 MT	ACCOUNTING MANAGER	A- 1	8055.269	3717.816	46.473	2080.00
		B- 2	8498.310	3922.297	49.029	
		C- 3	8965.717	4138.023	51.725	
		D- 4	9458.831	4365.614	54.570	
		E- 5	9979.067	4605.723	57.572	
13910 MT	SENIOR PLANNER	A- 1	7418.079	3423.729	42.797	2080.00
		B- 2	7820.433	3609.431	45.118	
		C- 3	8248.235	3806.878	47.586	
		D- 4	8697.853	4014.394	50.180	
		E- 5	9171.709	4233.096	52.914	
14200 MT	ASST TO DIR POL SVCS	A- 1	6681.241	3083.650	38.546	2080.00
		B- 2	7043.601	3250.893	40.636	
		C- 3	7428.986	3428.763	42.860	
		D- 4	7834.976	3616.143	45.202	
		E- 5	8261.567	3813.031	47.663	

CLASS UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
13410 CONF	SR BUDGET ANALYST C	A- 1	8055.269	3717.816	46.473	2080.00
13420 CONF	SENIOR HR ANALYST	B- 2	8498.310	3922.297	49.029	
		C- 3	8965.717	4138.023	51.725	
		D- 4	9458.831	4365.614	54.570	
		E- 5	9979.067	4605.723	57.572	
14020 CONF	HUMAN RESRCE ANALYST	A- 1	7082.584	3268.885	40.861	2080.00
		B- 2	7472.126	3448.674	43.108	
		C- 3	7883.094	3638.351	45.479	
		D- 4	8316.664	3838.460	47.981	
		E- 5	8774.081	4049.576	50.620	
14300 CONF	ACCOUNTANT	A- 1	6220.715	2871.099	35.889	2080.00
		B- 2	6551.566	3023.800	37.797	
		C- 3	6922.410	3194.958	39.937	
		D- 4	7306.584	3372.270	42.153	
		E- 5	7712.573	3559.649	44.496	
14500 CONF	SR MGMT ANALYST	A- 1	7202.361	3324.167	41.552	2080.00
		B- 2	7587.747	3502.037	43.775	
		C- 3	7991.312	3688.298	46.104	
		D- 4	8421.539	3886.864	48.586	
		E- 5	8874.793	4096.058	51.201	
15810 CONF	MGMT ANALYST II C	A- 1	6455.827	2979.612	37.245	2080.00
		B- 2	6812.126	3144.058	39.301	
		C- 3	7187.817	3317.454	41.468	
		D- 4	7582.900	3499.800	43.748	
		E- 5	7999.796	3692.214	46.153	
16100 CONF	MGMT ANALYST I C	A- 1	5462.062	2520.952	31.512	2080.00
		B- 2	5762.616	2659.669	33.246	
		C- 3	6078.924	2805.657	35.071	
		D- 4	6414.621	2960.594	37.007	
		E- 5	6766.076	3122.804	39.035	
16630 CONF	SEC TO CITY MGR & CC	A- 1	5056.074	2333.573	29.170	2080.00
		B- 2	5333.600	2461.662	30.771	
		C- 3	5626.882	2597.022	32.463	
		D- 4	5937.130	2740.214	34.253	
		E- 5	6263.133	2890.677	36.133	

PAYROLL SYSTEM
TIME 11:47 AM

CITY OF SANTA FE SPRINGS
SALARY TABLES BY CLASS
AS OF PERIOD ENDING: 07/02/2023

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CLASS	UNIT	JOB TITLE	STEP	MONTHLY	BI-WEEKLY	HOURLY	ANNUAL HOURS
16800	CONF	ACCOUNT CLERK SUPV	A- 1	5590.525	2580.242	32.253	2080.00
			B- 2	5897.137	2721.756	34.022	
			C- 3	6215.868	2868.862	35.861	
			D- 4	6564.897	3029.952	37.874	
			E- 5	6922.410	3194.958	39.937	
16990	CONF	PUB RELATIONS SPEC	A- 1	5235.435	2416.355	30.204	2080.00
			B- 2	5522.658	2548.919	31.861	
			C- 3	5825.633	2688.754	33.609	
			D- 4	6146.789	2836.980	35.462	
			E- 5	6484.911	2993.036	37.413	
17260	CONF	ACCOUNT CLERK III	C A- 1	4923.975	2272.604	28.408	2080.00
17270	CONF	CITY CLERK TECH	C B- 2	5195.444	2397.897	29.974	
			C- 3	5480.241	2529.342	31.617	
			D- 4	5785.640	2670.295	33.379	
			E- 5	6097.102	2814.047	35.176	
17550	CONF	HR SPECIALIST	A- 1	4850.050	2238.485	27.981	2080.00
			B- 2	5120.306	2363.218	29.540	
			C- 3	5400.254	2492.425	31.155	
			D- 4	5697.172	2629.464	32.868	
			E- 5	5994.089	2766.503	34.581	
18820	CONF	HUMAN RSRC ASSISTANT	A- 1	3973.840	1834.080	22.926	2080.00
			B- 2	4194.408	1935.881	24.199	
			C- 3	4417.399	2038.800	25.485	
			D- 4	4652.510	2147.312	26.841	
			E- 5	4917.916	2269.807	28.373	