

RESOLUTION NO. 14-39

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY
OF SAN GABRIEL, ESTABLISHING A COMPENSATION
PROGRAM FOR UNREPRESENTED EMPLOYEES**

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SAN GABRIEL, CALIFORNIA, DOES RESOLVE, DECLARE, DETERMINE AND ORDER AS FOLLOWS:

ARTICLE 1. COMPENSATION

Salary Ranges: The base step ranges shown in Exhibit "A," attached hereto, shall be applicable for the base salary for each classification to be effective retroactively to June 28, 2014.

The base step ranges shown in Exhibit "B," attached hereto, shall be applicable for the employee's base salary for each classification to be effective on January 10, 2015. *In order to minimize the fiscal impact to the City, and in the event that there is a change to an employee's associated salary range, the City Manager shall have the authority to designate the step at which the employee is placed, as long as it does not result in a reduction of the employee's base pay. In no case shall a salary increase as a result of this Exhibit change an employee's anniversary date for salary review purposes.*

The base step ranges shown in Exhibit "C," attached hereto, shall be applicable for the base salary for each classification to be effective on June 27, 2015.

The base step ranges shown in Exhibit "D," attached hereto, shall be applicable for the base salary for each classification to be effective on June 25, 2016.

ARTICLE 2. EXECUTIVE TEAM INCENTIVE PAY

Since the 2007-2009 negotiation period, Executive Team Members have received a separate incentive pay equal to 96 hours annually at the employee's current rate of pay. Effective on January 10, 2015, this incentive pay will no longer be paid as a separate component of compensation but will instead be folded into the employee's base pay, as calculated in Exhibit "B" and going forward.

ARTICLE 3. FLSA STATUS

All unrepresented City employees are considered non-exempt and entitled to be compensated for actual time worked in excess of forty (40) hours in a work week, unless working a full-time schedule and designated by the organization as exempt. Therefore, effective January 10, 2015, and pursuant to FLSA regulations, the following classifications are designated as exempt from overtime requirements:

Section A. Executive Team

Assistant City Manager	Fire Chief
Chief City Clerk	Mission Playhouse Director
Community Development Director	Police Chief
Community Services Director	Public Works Director/City Engineer
Finance Director	

Section B. Management

Assistant City Clerk	Mission Playhouse Manager
Building Official	NIS Manager
Community Services Manager	Parks & Facilities Manager
Economic Development Manager	Planning Manager
Field Operations Manager	Principal Civil Engineer
Financial Services Manager	Police Captain
Fleet Manager	

Section C. Supervisory/Professional

Accountant	Recreation Supervisor
Human Resources Analyst	Revenue Collection Administrator
Management Analyst	Senior Civil Engineer
Plan Check Engineer	Stage Manager
Police Records Supervisor	Senior Planner

Section D. Technical

Associate Civil Engineer

ARTICLE 4. ADMINISTRATIVE LEAVE

Definition. Administrative leave refers to paid days off which are to be used during the calendar year at times approved in advance by the employee's department head or, in the case of department heads, by the City Manager.

Accrual. Administrative leave is credited on January 1st of each year for all eligible employees with the exception of the Police Department. For the Police Department, administrative leave is credited to eligible employees on July 1st of each year.

Usage. Administration leave must be used in the calendar and/or fiscal year (respectively – see "Accrual" section, above) in which it is credited. Upon an employee's separation from the agency for any reason, no payment will be made for unused administrative leave.

Eligibility. Effective January 10, 2015, and each year thereafter on January 1, full-time City employees shall be granted administrative leave in accordance with the following schedule and only for the following classifications:

Section A. Executive Team (60 hours annually)

Assistant City Manager	Fire Chief
Chief City Clerk	Mission Playhouse Director
Community Development Director	Police Chief
Community Services Director	Public Works Director/City Engineer
Finance Director	

Section B. Management (40 hours annually)

Assistant City Clerk	Mission Playhouse Manager
Building Official	NIS Manager
Community Services Manager	Parks & Facilities Manager
Economic Development Manager	Planning Manager
Field Operations Manager	Principal Civil Engineer
Financial Services Manager	Police Captain
Fleet Manager	

Section C. Supervisory/Professional (32 hours annually)

Accountant	Revenue Collection Administrator
Human Resources Analyst	Senior Civil Engineer
Management Analyst	Senior Planner
Police Records Supervisor	Stage Manager
Recreation Supervisor	

Section D. Technical (32 hours annually)

Associate Civil Engineer

Note: For calendar year 2015 only, employees hired prior to December 16, 2014 into the following non-exempt classifications will receive a one-time allocation of administrative leave, as follows:

<i>Executive Assistant to the City Manager</i>	<i>40 Hours</i>
<i>Permit Center Coordinator</i>	<i>24 Hours</i>
<i>Executive Assistant</i>	<i>24 Hours</i>

ARTICLE 5. FLEXIBLE BENEFIT PROGRAM

Effective January 1, 2015, the City will contribute a maximum of \$1568 per month to each employee through a Flexible Benefit Program in order to purchase basic medical, dental, and vision care benefits. Once the enrollment requirements of the City's

insurance providers are met, the employee has the option to receive any unspent funds as taxable income.

ARTICLE 6. VACATION TIME CASHOUT

In December 2014, during a window of not less than one calendar week, at the discretion and convenience of the Finance Department, an employee may voluntarily elect to be paid cash for up to maximum of forty (40) hours of accrued vacation. The cash payout shall be paid on the December 31, 2014 payroll check.

In the Fall of 2015, during a window of not less than one calendar week, at the discretion and convenience of the Finance Department, but not outside six (6) weeks of the selected paydate, an employee may voluntarily elect to be paid cash for up to maximum of forty (40) hours of accrued vacation. The cash payout shall be paid on the second regular payroll check in November 2015.

In the Fall of 2016, during a window of not less than one calendar week, at the discretion and convenience of the Finance Department, but not outside six (6) weeks of the selected paydate, an employee may voluntarily elect to be paid cash for up to maximum of forty (40) hours of accrued vacation. The cash payout shall be paid on the second regular payroll check in November 2016.

ARTICLE 7. EMPLOYEE SEVERANCE COMPENSATION

In recognition that Executive Team members serve at the will and pleasure of the City Manager, the City Manager may offer severance pay to any Executive Team member who is terminated involuntarily or pursuant to a negotiated separation agreement, in an amount not to exceed six (6) months of base salary.

The amount of such severance pay shall be determined by the City Manager and shall be subject to the following provisions:

1. An employee must have at least twenty-four (24) months of service as an Executive Team member with the City.
2. An employee may be eligible for up to six (6) months of base salary based on years of service as an Executive Team member as follows:

0-24 months	No Severance
24 months	2 months
36 months	3 months
48 months	4 months
60 months	5 months
72 months	6 months

3. The above amounts are maximums; the City Manager may offer a lesser amount or no amount.

4. Any severance pay is conditioned on the execution of a full release and waiver as to all employment related issues by the Executive Team member.
5. This provision shall not apply to any retirement (either service or disability), death, and/or any voluntary resignation by an Executive Team member.

ARTICLE 8. DISPATCHER TRAINING BONUS

Effective January 10, 2015, Police Dispatchers, utilizing the Police Department approved training curriculum, shall receive a bonus of 5% of their base pay while engaged in activities related to the training of newly hired Police Dispatchers and Police Assistants. This bonus pay will only be paid for the actual hours involved in training activities, not necessarily for the entire shift (for example, if the trainee only works a portion of the Police Dispatcher's shift). Additionally, if two Dispatchers are on-duty when training occurs, only one Dispatcher will be assigned as the trainer and eligible for the bonus pay.

ARTICLE 9. WORK SHOE/BOOT SAFETY PROGRAM

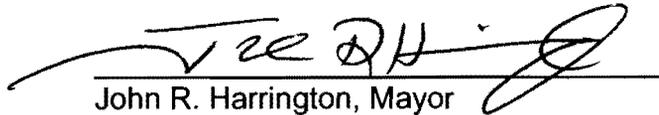
Effective July 1, 2015, the City shall provide a two hundred dollar (\$200) per fiscal year allowance toward the purchase of work safety shoes/boots for appropriate personnel in the Public Works, Mission Playhouse, and Community Development Departments.

ARTICLE 10. UNIFORM ALLOWANCE

Effective January 10, 2015, an annual uniform allowance of eight hundred dollars (\$800) shall be paid to eligible non-sworn members in the Police and Fire Departments. The uniform allowance shall be paid on a bi-weekly payperiod basis.

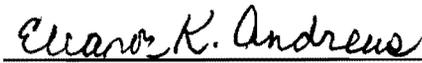
Provisions in this Resolution shall supersede any previously adopted conflicting provisions.

PASSED, APPROVED AND ADOPTED ON this 16th day of December, 2014.



John R. Harrington, Mayor
City of San Gabriel, California

ATTEST:



Eleanor K. Andrews, City Clerk
City of San Gabriel, California

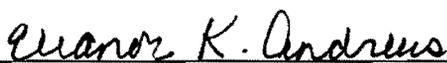
I, Eleanor K. Andrews, City Clerk of the City of San Gabriel, do hereby certify that the foregoing resolution was adopted by the San Gabriel City Council at a regular meeting thereof held on the 16th day of December, 2014, by the following vote, to wit:

Ayes: Costanzo, Harrington, Liao, Pu, Sawkins

Noes: None

Abstain: None

Absent: None



Eleanor K. Andrews, City Clerk
City of San Gabriel, California

EXHIBIT A
CITY OF SAN GABRIEL SALARY MATRIX
Unrepresented Employees
Effective June 28, 2014
Page 1 of 3

EXECUTIVE TEAM	A	B	C	D	E
Police Chief	\$12,263	\$12,876	\$13,520	\$14,196	\$14,906
Fire Chief	\$11,370	\$11,939	\$12,535	\$13,162	\$13,820
Assistant City Manager	\$11,337	\$11,904	\$12,499	\$13,124	\$13,780
Finance Director	\$10,668	\$11,201	\$11,761	\$12,350	\$12,967
Public Works Director/City Engineer	\$10,668	\$11,201	\$11,761	\$12,350	\$12,967
Community Development Director	\$10,159	\$10,667	\$11,200	\$11,760	\$12,348
Community Services Director	\$9,652	\$10,135	\$10,641	\$11,173	\$11,732
Mission Playhouse Director	\$6,748	\$7,085	\$7,440	\$7,812	\$8,202
Chief City Clerk	\$6,748	\$7,085	\$7,440	\$7,812	\$8,202
MANAGEMENT	A	B	C	D	E
Police Captain	\$10,413	\$10,934	\$11,480	\$12,054	\$12,657
Economic Development Manager	\$9,453	\$9,926	\$10,422	\$10,943	\$11,490
Planning Manager	\$7,670	\$8,054	\$8,456	\$8,879	\$9,323
Principal Civil Engineer	\$7,658	\$8,041	\$8,443	\$8,865	\$9,308
Building Division Manager	\$6,339	\$6,656	\$6,989	\$7,338	\$7,705
Financial Services Manager	\$6,339	\$6,656	\$6,989	\$7,338	\$7,705
Assistant City Clerk	\$5,845	\$6,137	\$6,444	\$6,766	\$7,105
Community Services Manager	\$5,845	\$6,137	\$6,444	\$6,766	\$7,105
Field Operations Manager	\$5,845	\$6,137	\$6,444	\$6,766	\$7,105
Fleet Manager	\$5,845	\$6,137	\$6,444	\$6,766	\$7,105
NIS Manager	\$5,845	\$6,137	\$6,444	\$6,766	\$7,105
Parks & Facilities Manager	\$5,845	\$6,137	\$6,444	\$6,766	\$7,105
Facility Manager	\$4,835	\$5,077	\$5,331	\$5,597	\$5,877
SUPERVISORY/PROFESSIONAL	A	B	C	D	E
City Planner	\$7,303	\$7,668	\$8,052	\$8,454	\$8,877
Senior Civil Engineer	\$6,651	\$6,984	\$7,333	\$7,699	\$8,084
Plan Check Engineer	\$6,046	\$6,348	\$6,666	\$6,999	\$7,349
Information Systems Specialist	\$6,044	\$6,346	\$6,664	\$6,997	\$7,347
Police Records Supervisor	\$5,097	\$5,352	\$5,619	\$5,900	\$6,195
Recreation Supervisor	\$4,966	\$5,214	\$5,475	\$5,749	\$6,036
Accountant	\$4,786	\$5,025	\$5,277	\$5,540	\$5,817
Human Resources Analyst	\$4,786	\$5,025	\$5,277	\$5,540	\$5,817
Management Analyst	\$4,786	\$5,025	\$5,277	\$5,540	\$5,817
Revenue Collection Administrator	\$4,786	\$5,025	\$5,277	\$5,540	\$5,817
Stage Manager	\$3,993	\$4,193	\$4,402	\$4,622	\$4,854
Maintenance Leadperson	\$3,939	\$4,136	\$4,343	\$4,560	\$4,788
Park Maintenance Leadperson	\$3,939	\$4,136	\$4,343	\$4,560	\$4,788

EXHIBIT A
CITY OF SAN GABRIEL SALARY MATRIX
Unrepresented Employees
Effective June 28, 2014
Page 2 of 3

TECHNICAL	A	B	C	D	E
Associate Civil Engineer	\$6,046	\$6,348	\$6,666	\$6,999	\$7,349
Assistant Civil Engineer	\$5,574	\$5,853	\$6,145	\$6,453	\$6,775
Associate Planner	\$5,506	\$5,781	\$6,070	\$6,374	\$6,693
Building Inspector	\$5,353	\$5,621	\$5,902	\$6,197	\$6,507
Public Works Inspector	\$5,353	\$5,621	\$5,902	\$6,197	\$6,507
Crime Prevention Officer	\$4,924	\$5,170	\$5,429	\$5,700	\$5,985
Engineering Technician	\$4,885	\$5,129	\$5,386	\$5,655	\$5,938
Permit Technician	\$4,885	\$5,129	\$5,386	\$5,655	\$5,938
Assistant Planner	\$4,831	\$5,073	\$5,326	\$5,592	\$5,872
Auto Mechanic II	\$4,277	\$4,491	\$4,715	\$4,951	\$5,199
Police Recruit	\$4,263	\$4,476	\$4,700	\$4,935	\$5,182
Management Assistant	\$4,155	\$4,363	\$4,581	\$4,810	\$5,050
Dispatcher	\$4,003	\$4,203	\$4,413	\$4,634	\$4,866
NIS Officer	\$3,977	\$4,176	\$4,385	\$4,604	\$4,834
Deputy City Clerk	\$3,940	\$4,137	\$4,344	\$4,561	\$4,789
Auto Mechanic I	\$3,882	\$4,076	\$4,280	\$4,494	\$4,719
Maintenance Specialist	\$3,882	\$4,076	\$4,280	\$4,494	\$4,719
Human Resources Specialist	\$3,846	\$4,038	\$4,240	\$4,452	\$4,675
Payroll Specialist	\$3,846	\$4,038	\$4,240	\$4,452	\$4,675
Counter Specialist	\$3,846	\$4,038	\$4,240	\$4,452	\$4,675
Recreation Coordinator	\$3,846	\$4,038	\$4,240	\$4,452	\$4,675
Maintenance Worker II	\$3,626	\$3,807	\$3,998	\$4,198	\$4,407
Park Maintenance Worker II	\$3,626	\$3,807	\$3,998	\$4,198	\$4,407
Maintenance Worker I	\$3,372	\$3,541	\$3,718	\$3,904	\$4,099
Park Maintenance Worker I	\$3,372	\$3,541	\$3,718	\$3,904	\$4,099
Groundswoker II	\$2,852	\$2,995	\$3,144	\$3,302	\$3,467
Groundswoker I	\$2,067	\$2,170	\$2,279	\$2,393	\$2,512
Police Reserve Officer	\$28.61	\$30.04	\$31.54	\$33.12	\$34.78
GENERAL	A	B	C	D	E
Specialist III	\$4,621	\$4,852	\$5,095	\$5,349	\$5,617
Property & Evidence Technician	\$4,008	\$4,208	\$4,419	\$4,640	\$4,872
Community Service Officer	\$3,471	\$3,645	\$3,827	\$4,018	\$4,219
Specialist II	\$3,387	\$3,556	\$3,734	\$3,921	\$4,117
Pool Manager	\$2,922	\$3,068	\$3,222	\$3,383	\$3,552
Custodian	\$2,724	\$2,860	\$3,003	\$3,153	\$3,311
Police Assistant	\$2,522	\$2,648	\$2,781	\$2,920	\$3,066
Assistant Pool Manager	\$2,497	\$2,622	\$2,753	\$2,891	\$3,035
Administrative Intern	\$2,436	\$2,558	\$2,686	\$2,820	\$2,961
Senior Recreation Leader	\$2,402	\$2,522	\$2,648	\$2,781	\$2,920
Specialist I	\$2,150	\$2,258	\$2,370	\$2,489	\$2,613
Lifeguard Instructor	\$2,002	\$2,102	\$2,207	\$2,318	\$2,433

EXHIBIT A
CITY OF SAN GABRIEL SALARY MATRIX
Unrepresented Employees
 Effective June 28, 2014
 Page 3 of 3

GENERAL (cont.)	A	B	C	D	E
Recreation Leader	\$2,002	\$2,102	\$2,207	\$2,318	\$2,433
Senior Parking Attendant	\$2,002	\$2,102	\$2,207	\$2,318	\$2,433
Senior Stage Technician	\$2,002	\$2,102	\$2,207	\$2,318	\$2,433
Senior Usher	\$2,002	\$2,102	\$2,207	\$2,318	\$2,433
Park Maintenance Helper	\$1,784	\$1,873	\$1,967	\$2,065	\$2,168
Parking Lot Attendant	\$1,784	\$1,873	\$1,967	\$2,065	\$2,168
Pool & Concession Attendant	\$1,784	\$1,873	\$1,967	\$2,065	\$2,168
Stage Technician	\$1,784	\$1,873	\$1,967	\$2,065	\$2,168
Usher	\$1,784	\$1,873	\$1,967	\$2,065	\$2,168
Pool Cashier	\$1,782	\$1,871	\$1,965	\$2,063	\$2,166
ADMINISTRATIVE	A	B	C	D	E
Executive Assistant	\$4,927	\$5,173	\$5,432	\$5,704	\$5,989
Administrative Assistant II	\$3,940	\$4,137	\$4,344	\$4,561	\$4,789
Administrative Assistant I	\$3,523	\$3,699	\$3,884	\$4,078	\$4,282
Finance Clerk II	\$3,454	\$3,627	\$3,808	\$3,998	\$4,198
Police Records Specialist	\$3,369	\$3,537	\$3,714	\$3,900	\$4,095
Finance Clerk I	\$3,133	\$3,290	\$3,454	\$3,627	\$3,808
Office Assistant	\$2,645	\$2,777	\$2,916	\$3,062	\$3,215

EXHIBIT B
CITY OF SAN GABRIEL SALARY MATRIX
Unrepresented Employees
Effective January 10, 2015
Page 1 of 3

EXECUTIVE TEAM	STEP A	STEP B	STEP C	STEP D	STEP E
Police Chief	\$12,829	\$13,470	\$14,144	\$14,851	\$15,594
Fire Chief	\$11,929	\$12,525	\$13,152	\$13,809	\$14,500
Assistant City Manager	\$11,896	\$12,491	\$13,115	\$13,771	\$14,460
Finance Director	\$11,193	\$11,753	\$12,340	\$12,957	\$13,605
Public Works Director/City Engineer	\$11,193	\$11,753	\$12,340	\$12,957	\$13,605
Community Development Director	\$10,660	\$11,193	\$11,753	\$12,340	\$12,957
Chief City Clerk	\$10,127	\$10,633	\$11,165	\$11,723	\$12,309
Community Services Director	\$10,127	\$10,633	\$11,165	\$11,723	\$12,309
Mission Playhouse Director	\$10,127	\$10,633	\$11,165	\$11,723	\$12,309

MANAGEMENT	A	B	C	D	E
Police Captain	\$10,413	\$10,934	\$11,480	\$12,054	\$12,657
Building Official	\$7,670	\$8,054	\$8,456	\$8,879	\$9,323
Economic Development Manager	\$7,670	\$8,054	\$8,456	\$8,879	\$9,323
Financial Services Manager	\$7,670	\$8,054	\$8,456	\$8,879	\$9,323
Planning Manager	\$7,670	\$8,054	\$8,456	\$8,879	\$9,323
Principal Civil Engineer	\$7,670	\$8,054	\$8,456	\$8,879	\$9,323
Assistant City Clerk	\$7,169	\$7,527	\$7,904	\$8,299	\$8,714
Community Services Manager	\$7,169	\$7,527	\$7,904	\$8,299	\$8,714
Field Operations Manager	\$7,169	\$7,527	\$7,904	\$8,299	\$8,714
Fleet Manager	\$7,169	\$7,527	\$7,904	\$8,299	\$8,714
Mission Playhouse Manager	\$7,169	\$7,527	\$7,904	\$8,299	\$8,714
NIS Manager	\$7,169	\$7,527	\$7,904	\$8,299	\$8,714
Parks & Facilities Manager	\$7,169	\$7,527	\$7,904	\$8,299	\$8,714

SUPERVISORY/PROFESSIONAL	A	B	C	D	E
Senior Civil Engineer	\$6,883	\$7,227	\$7,589	\$7,968	\$8,366
Senior Planner	\$6,332	\$6,649	\$6,981	\$7,330	\$7,697
Plan Check Engineer	\$6,046	\$6,348	\$6,666	\$6,999	\$7,349
Information Systems Specialist	\$6,044	\$6,346	\$6,664	\$6,997	\$7,347
Recreation Supervisor	\$5,506	\$5,781	\$6,070	\$6,374	\$6,693
Human Resources Analyst	\$5,506	\$5,781	\$6,070	\$6,374	\$6,693
Management Analyst	\$5,506	\$5,781	\$6,070	\$6,374	\$6,693
Police Records Supervisor	\$5,506	\$5,781	\$6,070	\$6,374	\$6,693
Revenue Collection Administrator	\$5,506	\$5,781	\$6,070	\$6,374	\$6,693
Accountant	\$5,091	\$5,346	\$5,613	\$5,893	\$6,188
Stage Manager	\$5,091	\$5,346	\$5,613	\$5,893	\$6,188
Maintenance Leadperson	\$4,554	\$4,782	\$5,021	\$5,272	\$5,535
Park Maintenance Leadperson	\$4,554	\$4,782	\$5,021	\$5,272	\$5,535

EXHIBIT B
CITY OF SAN GABRIEL SALARY MATRIX
Unrepresented Employees
Effective January 10, 2015
Page 2 of 3

TECHNICAL	A	B	C	D	E
Associate Civil Engineer	\$6,076	\$6,380	\$6,699	\$7,034	\$7,385
Associate Planner	\$5,506	\$5,781	\$6,070	\$6,374	\$6,693
Building Inspector	\$5,353	\$5,621	\$5,902	\$6,197	\$6,507
Public Works Inspector	\$5,353	\$5,621	\$5,902	\$6,197	\$6,507
Assistant Civil Engineer	\$5,283	\$5,547	\$5,825	\$6,116	\$6,422
Crime Prevention Officer	\$4,924	\$5,170	\$5,429	\$5,700	\$5,985
Engineering Technician	\$4,885	\$5,129	\$5,386	\$5,655	\$5,938
Permit Center Coordinator	\$4,885	\$5,129	\$5,386	\$5,655	\$5,938
Assistant Planner	\$4,831	\$5,073	\$5,326	\$5,592	\$5,872
Auto Mechanic II	\$4,277	\$4,491	\$4,715	\$4,951	\$5,199
Police Recruit	\$4,263	\$4,476	\$4,700	\$4,935	\$5,182
Management Assistant	\$4,155	\$4,363	\$4,581	\$4,810	\$5,050
Dispatcher	\$4,003	\$4,203	\$4,413	\$4,634	\$4,866
NIS Officer	\$3,977	\$4,176	\$4,385	\$4,604	\$4,834
Deputy City Clerk	\$3,940	\$4,137	\$4,344	\$4,561	\$4,789
Auto Mechanic I	\$3,882	\$4,076	\$4,280	\$4,494	\$4,719
Maintenance Specialist	\$3,882	\$4,076	\$4,280	\$4,494	\$4,719
Human Resources Specialist	\$3,846	\$4,038	\$4,240	\$4,452	\$4,675
Payroll Specialist	\$3,846	\$4,038	\$4,240	\$4,452	\$4,675
Counter Specialist	\$3,846	\$4,038	\$4,240	\$4,452	\$4,675
Recreation Coordinator	\$3,846	\$4,038	\$4,240	\$4,452	\$4,675
Maintenance Worker II	\$3,626	\$3,807	\$3,998	\$4,198	\$4,407
Park Maintenance Worker II	\$3,626	\$3,807	\$3,998	\$4,198	\$4,407
Maintenance Worker I	\$3,372	\$3,541	\$3,718	\$3,904	\$4,099
Park Maintenance Worker I	\$3,372	\$3,541	\$3,718	\$3,904	\$4,099
Groundswoker II	\$2,852	\$2,995	\$3,144	\$3,302	\$3,467
Groundswoker I	\$2,067	\$2,170	\$2,279	\$2,393	\$2,512
Police Reserve Officer	\$28.61	\$30.04	\$31.54	\$33.12	\$34.78
GENERAL	A	B	C	D	E
Specialist III	\$4,621	\$4,852	\$5,095	\$5,349	\$5,617
Property & Evidence Technician	\$4,008	\$4,208	\$4,419	\$4,640	\$4,872
Community Service Officer	\$3,471	\$3,645	\$3,827	\$4,018	\$4,219
Specialist II	\$3,387	\$3,556	\$3,734	\$3,921	\$4,117
Pool Manager	\$2,922	\$3,068	\$3,222	\$3,383	\$3,552
Custodian	\$2,724	\$2,860	\$3,003	\$3,153	\$3,311
Police Assistant	\$2,522	\$2,648	\$2,781	\$2,920	\$3,066
Assistant Pool Manager	\$2,497	\$2,622	\$2,753	\$2,891	\$3,035
Administrative Intern	\$2,436	\$2,558	\$2,686	\$2,820	\$2,961
Senior Recreation Leader	\$2,402	\$2,522	\$2,648	\$2,781	\$2,920
Specialist I	\$2,150	\$2,258	\$2,370	\$2,489	\$2,613
Lifeguard Instructor	\$2,002	\$2,102	\$2,207	\$2,318	\$2,433

EXHIBIT B
CITY OF SAN GABRIEL SALARY MATRIX
Unrepresented Employees
 Effective January 10, 2015
 Page 3 of 3

GENERAL (cont.)	A	B	C	D	E
Recreation Leader	\$2,002	\$2,102	\$2,207	\$2,318	\$2,433
Senior Parking Attendant	\$2,002	\$2,102	\$2,207	\$2,318	\$2,433
Senior Stage Technician	\$2,002	\$2,102	\$2,207	\$2,318	\$2,433
Senior Usher	\$2,002	\$2,102	\$2,207	\$2,318	\$2,433
Park Maintenance Helper	\$1,784	\$1,873	\$1,967	\$2,065	\$2,168
Parking Lot Attendant	\$1,784	\$1,873	\$1,967	\$2,065	\$2,168
Pool & Concession Attendant	\$1,784	\$1,873	\$1,967	\$2,065	\$2,168
Stage Technician	\$1,784	\$1,873	\$1,967	\$2,065	\$2,168
Usher	\$1,784	\$1,873	\$1,967	\$2,065	\$2,168
Pool Cashier	\$1,782	\$1,871	\$1,965	\$2,063	\$2,166
ADMINISTRATIVE	A	B	C	D	E
Executive Assistant to the City Manager	\$4,927	\$5,173	\$5,432	\$5,704	\$5,989
Executive Assistant	\$3,940	\$4,137	\$4,344	\$4,561	\$4,789
Administrative Assistant II	\$3,523	\$3,699	\$3,884	\$4,078	\$4,282
Finance Clerk II	\$3,523	\$3,699	\$3,884	\$4,078	\$4,282
Police Records Specialist	\$3,523	\$3,699	\$3,884	\$4,078	\$4,282
Finance Clerk I	\$3,133	\$3,290	\$3,454	\$3,627	\$3,808
Administrative Assistant I	\$2,645	\$2,777	\$2,916	\$3,062	\$3,215

EXHIBIT C
CITY OF SAN GABRIEL SALARY MATRIX
Unrepresented Employees
Effective June 27, 2015
Page 1 of 3

EXECUTIVE TEAM	STEP A	STEP B	STEP C	STEP D	STEP E
Police Chief	\$12,957	\$13,605	\$14,285	\$14,999	\$15,749
Fire Chief	\$12,048	\$12,650	\$13,283	\$13,947	\$14,644
Assistant City Manager	\$12,015	\$12,616	\$13,247	\$13,909	\$14,604
Finance Director	\$11,305	\$11,870	\$12,464	\$13,087	\$13,741
Public Works Director/City Engineer	\$11,305	\$11,870	\$12,464	\$13,087	\$13,741
Community Development Director	\$10,767	\$11,305	\$11,871	\$12,464	\$13,087
Community Services Director	\$10,228	\$10,739	\$11,276	\$11,840	\$12,432
Mission Playhouse Director	\$10,228	\$10,739	\$11,276	\$11,840	\$12,432
Chief City Clerk	\$10,228	\$10,739	\$11,276	\$11,840	\$12,432

MANAGEMENT	A	B	C	D	E
Police Captain	\$10,517	\$11,043	\$11,595	\$12,175	\$12,783
Building Official	\$7,747	\$8,134	\$8,541	\$8,968	\$9,417
Economic Development Manager	\$7,747	\$8,134	\$8,541	\$8,968	\$9,417
Financial Services Manager	\$7,747	\$8,134	\$8,541	\$8,968	\$9,417
Planning Manager	\$7,747	\$8,134	\$8,541	\$8,968	\$9,417
Principal Civil Engineer	\$7,747	\$8,134	\$8,541	\$8,968	\$9,417
Assistant City Clerk	\$7,241	\$7,603	\$7,983	\$8,382	\$8,801
Community Services Manager	\$7,241	\$7,603	\$7,983	\$8,382	\$8,801
Field Operations Manager	\$7,241	\$7,603	\$7,983	\$8,382	\$8,801
Fleet Manager	\$7,241	\$7,603	\$7,983	\$8,382	\$8,801
Mission Playhouse Manager	\$7,241	\$7,603	\$7,983	\$8,382	\$8,801
NIS Manager	\$7,241	\$7,603	\$7,983	\$8,382	\$8,801
Parks & Facilities Manager	\$7,241	\$7,603	\$7,983	\$8,382	\$8,801

SUPERVISORY/PROFESSIONAL	A	B	C	D	E
Senior Civil Engineer	\$6,952	\$7,300	\$7,665	\$8,048	\$8,450
Senior Planner	\$6,395	\$6,715	\$7,050	\$7,403	\$7,773
Plan Check Engineer	\$6,106	\$6,411	\$6,732	\$7,068	\$7,422
Information Systems Specialist	\$6,104	\$6,409	\$6,730	\$7,066	\$7,419
Recreation Supervisor	\$5,561	\$5,839	\$6,131	\$6,438	\$6,759
Human Resources Analyst	\$5,561	\$5,839	\$6,131	\$6,438	\$6,759
Management Analyst	\$5,561	\$5,839	\$6,131	\$6,438	\$6,759
Police Records Supervisor	\$5,561	\$5,839	\$6,131	\$6,438	\$6,759
Revenue Collection Administrator	\$5,561	\$5,839	\$6,131	\$6,438	\$6,759
Accountant	\$5,142	\$5,399	\$5,669	\$5,953	\$6,250
Stage Manager	\$5,142	\$5,399	\$5,669	\$5,953	\$6,250
Maintenance Leadperson	\$4,600	\$4,830	\$5,072	\$5,325	\$5,591
Park Maintenance Leadperson	\$4,600	\$4,830	\$5,072	\$5,325	\$5,591

EXHIBIT C
CITY OF SAN GABRIEL SALARY MATRIX
Unrepresented Employees
Effective June 27, 2015
Page 2 of 3

TECHNICAL	A	B	C	D	E
Associate Civil Engineer	\$6,137	\$6,444	\$6,766	\$7,104	\$7,460
Associate Planner	\$5,561	\$5,839	\$6,131	\$6,438	\$6,759
Building Inspector	\$5,407	\$5,677	\$5,961	\$6,259	\$6,572
Public Works Inspector	\$5,407	\$5,677	\$5,961	\$6,259	\$6,572
Assistant Civil Engineer	\$5,336	\$5,603	\$5,883	\$6,177	\$6,486
Crime Prevention Officer	\$4,973	\$5,222	\$5,483	\$5,757	\$6,045
Engineering Technician	\$4,934	\$5,181	\$5,440	\$5,712	\$5,997
Permit Center Coordinator	\$4,934	\$5,181	\$5,440	\$5,712	\$5,997
Assistant Planner	\$4,879	\$5,123	\$5,379	\$5,648	\$5,930
Auto Mechanic II	\$4,320	\$4,536	\$4,763	\$5,001	\$5,251
Police Recruit	\$4,306	\$4,521	\$4,747	\$4,985	\$5,234
Management Assistant	\$4,197	\$4,407	\$4,627	\$4,859	\$5,101
Dispatcher	\$4,043	\$4,245	\$4,457	\$4,680	\$4,914
NIS Officer	\$4,017	\$4,218	\$4,429	\$4,650	\$4,883
Deputy City Clerk	\$3,979	\$4,178	\$4,387	\$4,606	\$4,836
Auto Mechanic I	\$3,921	\$4,117	\$4,323	\$4,539	\$4,766
Maintenance Specialist	\$3,921	\$4,117	\$4,323	\$4,539	\$4,766
Human Resources Specialist	\$3,884	\$4,078	\$4,282	\$4,496	\$4,721
Payroll Specialist	\$3,884	\$4,078	\$4,282	\$4,496	\$4,721
Counter Specialist	\$3,884	\$4,078	\$4,282	\$4,496	\$4,721
Recreation Coordinator	\$3,884	\$4,078	\$4,282	\$4,496	\$4,721
Maintenance Worker II	\$3,662	\$3,845	\$4,037	\$4,239	\$4,451
Park Maintenance Worker II	\$3,662	\$3,845	\$4,037	\$4,239	\$4,451
Maintenance Worker I	\$3,406	\$3,576	\$3,755	\$3,943	\$4,140
Park Maintenance Worker I	\$3,406	\$3,576	\$3,755	\$3,943	\$4,140
Groundswoker II	\$2,881	\$3,025	\$3,176	\$3,335	\$3,502
Groundswoker I	\$2,088	\$2,192	\$2,302	\$2,417	\$2,538
Police Reserve Officer	\$28.90	\$30.35	\$31.86	\$33.46	\$35.13
GENERAL	A	B	C	D	E
Specialist III	\$4,667	\$4,900	\$5,145	\$5,403	\$5,673
Property & Evidence Technician	\$4,048	\$4,250	\$4,463	\$4,686	\$4,920
Community Service Officer	\$3,506	\$3,681	\$3,865	\$4,059	\$4,262
Specialist II	\$3,421	\$3,592	\$3,772	\$3,960	\$4,158
Pool Manager	\$2,951	\$3,099	\$3,253	\$3,416	\$3,587
Custodian	\$2,751	\$2,889	\$3,033	\$3,185	\$3,344
Police Assistant	\$2,547	\$2,674	\$2,808	\$2,948	\$3,096
Assistant Pool Manager	\$2,522	\$2,648	\$2,781	\$2,920	\$3,066
Administrative Intern	\$2,460	\$2,583	\$2,712	\$2,848	\$2,990
Senior Recreation Leader	\$2,426	\$2,547	\$2,675	\$2,808	\$2,949
Specialist I	\$2,172	\$2,281	\$2,395	\$2,514	\$2,640
Lifeguard Instructor	\$2,022	\$2,123	\$2,229	\$2,341	\$2,458

EXHIBIT C
CITY OF SAN GABRIEL SALARY MATRIX
Unrepresented Employees
Effective June 27, 2015
Page 3 of 3

GENERAL (cont.)	A	B	C	D	E
Recreation Leader	\$2,022	\$2,123	\$2,229	\$2,341	\$2,458
Senior Parking Attendant	\$2,022	\$2,123	\$2,229	\$2,341	\$2,458
Senior Stage Technician	\$2,022	\$2,123	\$2,229	\$2,341	\$2,458
Senior Usher	\$2,022	\$2,123	\$2,229	\$2,341	\$2,458
Park Maintenance Helper	\$1,802	\$1,892	\$1,987	\$2,086	\$2,190
Parking Lot Attendant	\$1,802	\$1,892	\$1,987	\$2,086	\$2,190
Pool & Concession Attendant	\$1,802	\$1,892	\$1,987	\$2,086	\$2,190
Stage Technician	\$1,802	\$1,892	\$1,987	\$2,086	\$2,190
Usher	\$1,802	\$1,892	\$1,987	\$2,086	\$2,190
Pool Cashier	\$1,800	\$1,890	\$1,985	\$2,084	\$2,188
ADMINISTRATIVE	A	B	C	D	E
Executive Assistant to the City Manager	\$4,976	\$5,225	\$5,486	\$5,760	\$6,048
Executive Assistant	\$3,979	\$4,178	\$4,387	\$4,606	\$4,836
Administrative Assistant II	\$3,558	\$3,736	\$3,923	\$4,119	\$4,325
Finance Clerk II	\$3,558	\$3,736	\$3,923	\$4,119	\$4,325
Police Records Specialist	\$3,558	\$3,736	\$3,923	\$4,119	\$4,325
Finance Clerk I	\$3,164	\$3,322	\$3,488	\$3,663	\$3,846
Administrative Assistant I	\$2,671	\$2,805	\$2,945	\$3,092	\$3,247

EXHIBIT D
CITY OF SAN GABRIEL SALARY MATRIX
Unrepresented Employees
Effective June 25, 2016
Page 1 of 3

EXECUTIVE TEAM	STEP A	STEP B	STEP C	STEP D	STEP E
Police Chief	\$13,087	\$13,741	\$14,428	\$15,150	\$15,907
Fire Chief	\$12,168	\$12,776	\$13,415	\$14,086	\$14,790
Assistant City Manager	\$12,135	\$12,742	\$13,379	\$14,048	\$14,750
Finance Director	\$11,418	\$11,989	\$12,588	\$13,218	\$13,879
Public Works Director/City Engineer	\$11,418	\$11,989	\$12,588	\$13,218	\$13,879
Community Development Director	\$10,875	\$11,419	\$11,990	\$12,589	\$13,219
Community Services Director	\$10,330	\$10,847	\$11,389	\$11,958	\$12,556
Mission Playhouse Director	\$10,330	\$10,847	\$11,389	\$11,958	\$12,556
Chief City Clerk	\$10,330	\$10,847	\$11,389	\$11,958	\$12,556

MANAGEMENT	A	B	C	D	E
Police Captain	\$10,622	\$11,153	\$11,711	\$12,296	\$12,911
Building Official	\$7,824	\$8,215	\$8,626	\$9,057	\$9,510
Economic Development Manager	\$7,824	\$8,215	\$8,626	\$9,057	\$9,510
Financial Services Manager	\$7,824	\$8,215	\$8,626	\$9,057	\$9,510
Planning Manager	\$7,824	\$8,215	\$8,626	\$9,057	\$9,510
Principal Civil Engineer	\$7,824	\$8,215	\$8,626	\$9,057	\$9,510
Assistant City Clerk	\$7,313	\$7,679	\$8,063	\$8,466	\$8,889
Community Services Manager	\$7,313	\$7,679	\$8,063	\$8,466	\$8,889
Field Operations Manager	\$7,313	\$7,679	\$8,063	\$8,466	\$8,889
Fleet Manager	\$7,313	\$7,679	\$8,063	\$8,466	\$8,889
Mission Playhouse Manager	\$7,313	\$7,679	\$8,063	\$8,466	\$8,889
NIS Manager	\$7,313	\$7,679	\$8,063	\$8,466	\$8,889
Parks & Facilities Manager	\$7,313	\$7,679	\$8,063	\$8,466	\$8,889

SUPERVISORY/PROFESSIONAL	A	B	C	D	E
Senior Civil Engineer	\$7,022	\$7,373	\$7,742	\$8,129	\$8,535
Senior Planner	\$6,459	\$6,782	\$7,121	\$7,477	\$7,851
Plan Check Engineer	\$6,167	\$6,475	\$6,799	\$7,139	\$7,496
Information Systems Specialist	\$6,165	\$6,473	\$6,797	\$7,137	\$7,494
Recreation Supervisor	\$5,617	\$5,898	\$6,193	\$6,502	\$6,827
Human Resources Analyst	\$5,617	\$5,898	\$6,193	\$6,502	\$6,827
Management Analyst	\$5,617	\$5,898	\$6,193	\$6,502	\$6,827
Police Records Supervisor	\$5,617	\$5,898	\$6,193	\$6,502	\$6,827
Revenue Collection Administrator	\$5,617	\$5,898	\$6,193	\$6,502	\$6,827
Accountant	\$5,193	\$5,453	\$5,725	\$6,012	\$6,312
Stage Manager	\$5,193	\$5,453	\$5,725	\$6,012	\$6,312
Maintenance Leadperson	\$4,646	\$4,878	\$5,122	\$5,378	\$5,647
Park Maintenance Leadperson	\$4,646	\$4,878	\$5,122	\$5,378	\$5,647

EXHIBIT D
CITY OF SAN GABRIEL SALARY MATRIX
Unrepresented Employees
Effective June 25, 2016
Page 2 of 3

TECHNICAL	A	B	C	D	E
Associate Civil Engineer	\$6,198	\$6,508	\$6,833	\$7,175	\$7,534
Associate Planner	\$5,617	\$5,898	\$6,193	\$6,502	\$6,827
Building Inspector	\$5,461	\$5,734	\$6,021	\$6,322	\$6,638
Public Works Inspector	\$5,461	\$5,734	\$6,021	\$6,322	\$6,638
Assistant Civil Engineer	\$5,389	\$5,658	\$5,941	\$6,238	\$6,550
Crime Prevention Officer	\$5,023	\$5,274	\$5,538	\$5,815	\$6,105
Engineering Technician	\$4,983	\$5,232	\$5,494	\$5,768	\$6,057
Permit Center Coordinator	\$4,983	\$5,232	\$5,494	\$5,768	\$6,057
Assistant Planner	\$4,928	\$5,174	\$5,433	\$5,705	\$5,990
Auto Mechanic II	\$4,363	\$4,581	\$4,810	\$5,051	\$5,303
Police Recruit	\$4,349	\$4,566	\$4,795	\$5,035	\$5,286
Management Assistant	\$4,239	\$4,451	\$4,673	\$4,907	\$5,153
Dispatcher	\$4,083	\$4,287	\$4,502	\$4,727	\$4,963
NIS Officer	\$4,057	\$4,260	\$4,473	\$4,696	\$4,931
Deputy City Clerk	\$4,019	\$4,220	\$4,431	\$4,652	\$4,885
Auto Mechanic I	\$3,960	\$4,158	\$4,366	\$4,584	\$4,813
Maintenance Specialist	\$3,960	\$4,158	\$4,366	\$4,584	\$4,813
Human Resources Specialist	\$3,923	\$4,119	\$4,325	\$4,541	\$4,768
Payroll Specialist	\$3,923	\$4,119	\$4,325	\$4,541	\$4,768
Counter Specialist	\$3,923	\$4,119	\$4,325	\$4,541	\$4,768
Recreation Coordinator	\$3,923	\$4,119	\$4,325	\$4,541	\$4,768
Maintenance Worker II	\$3,699	\$3,884	\$4,078	\$4,282	\$4,496
Park Maintenance Worker II	\$3,699	\$3,884	\$4,078	\$4,282	\$4,496
Maintenance Worker I	\$3,440	\$3,612	\$3,793	\$3,982	\$4,181
Park Maintenance Worker I	\$3,440	\$3,612	\$3,793	\$3,982	\$4,181
Groundswoker II	\$2,910	\$3,056	\$3,208	\$3,369	\$3,537
Groundswoker I	\$2,109	\$2,214	\$2,325	\$2,441	\$2,564
Police Reserve Officer	\$29.19	\$30.65	\$32.18	\$33.79	\$35.48
GENERAL	A	B	C	D	E
Specialist III	\$4,714	\$4,950	\$5,197	\$5,457	\$5,730
Property & Evidence Technician	\$4,088	\$4,292	\$4,507	\$4,732	\$4,969
Community Service Officer	\$3,541	\$3,718	\$3,904	\$4,099	\$4,304
Specialist II	\$3,455	\$3,628	\$3,809	\$4,000	\$4,200
Pool Manager	\$2,981	\$3,130	\$3,287	\$3,451	\$3,623
Custodian	\$2,779	\$2,918	\$3,064	\$3,217	\$3,378
Police Assistant	\$2,572	\$2,701	\$2,836	\$2,977	\$3,126
Assistant Pool Manager	\$2,547	\$2,674	\$2,808	\$2,948	\$3,096
Administrative Intern	\$2,485	\$2,609	\$2,740	\$2,877	\$3,021
Senior Recreation Leader	\$2,450	\$2,573	\$2,701	\$2,836	\$2,978
Specialist I	\$2,194	\$2,304	\$2,419	\$2,540	\$2,667
Lifeguard Instructor	\$2,042	\$2,144	\$2,251	\$2,364	\$2,482

EXHIBIT D
CITY OF SAN GABRIEL SALARY MATRIX
Unrepresented Employees
Effective June 25, 2016
Page 3 of 3

GENERAL (cont.)	A	B	C	D	E
Recreation Leader	\$2,042	\$2,144	\$2,251	\$2,364	\$2,482
Senior Parking Attendant	\$2,042	\$2,144	\$2,251	\$2,364	\$2,482
Senior Stage Technician	\$2,042	\$2,144	\$2,251	\$2,364	\$2,482
Senior Usher	\$2,042	\$2,144	\$2,251	\$2,364	\$2,482
Park Maintenance Helper	\$1,820	\$1,911	\$2,007	\$2,107	\$2,212
Parking Lot Attendant	\$1,820	\$1,911	\$2,007	\$2,107	\$2,212
Pool & Concession Attendant	\$1,820	\$1,911	\$2,007	\$2,107	\$2,212
Stage Technician	\$1,820	\$1,911	\$2,007	\$2,107	\$2,212
Usher	\$1,820	\$1,911	\$2,007	\$2,107	\$2,212
Pool Cashier	\$1,818	\$1,909	\$2,004	\$2,105	\$2,210
ADMINISTRATIVE	A	B	C	D	E
Executive Assistant to the City Manager	\$5,026	\$5,277	\$5,541	\$5,818	\$6,109
Executive Assistant	\$4,019	\$4,220	\$4,431	\$4,652	\$4,885
Administrative Assistant II	\$3,594	\$3,774	\$3,962	\$4,161	\$4,369
Finance Clerk II	\$3,594	\$3,774	\$3,962	\$4,161	\$4,369
Police Records Specialist	\$3,594	\$3,774	\$3,962	\$4,161	\$4,369
Finance Clerk I	\$3,196	\$3,356	\$3,524	\$3,700	\$3,885
Administrative Assistant I	\$2,698	\$2,833	\$2,975	\$3,123	\$3,279