

RESOLUTION NO. 2016 – 045

**A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN BUENAVENTURA
PROVIDING FOR A SYSTEMATIC CLASSIFICATION OF POSITIONS AND A
STANDARDIZATION OF SALARIES OF CERTAIN PAID OFFICERS AND
EMPLOYEES OF THE CITY FOR THE 2016-17 FISCAL YEAR**

BE IT RESOLVED by the City Council of the City of San Buenaventura as follows:

SECTION 1.0 - AUTHORITY. In accordance with the Charter of the City of San Buenaventura, Section 1002, the Council hereby provides for a systematic classification of positions and a standardization of salaries of officers and employees of the City of San Buenaventura.

SECTION 2.0 - DESIGNATION AND EXPLANATION OF SALARY SCHEDULES.
Sixteen separate salary schedules are hereby established for the purpose of salary and benefit administration. Each City classification is assigned to a specific salary schedule and a specific grade, range or rate, and effective date as specified within that schedule.

Council - (Salary Schedule “L”) shall apply to Members of the City Council and City Boards and Commissions as specified in Section 5.0 of this Resolution.

Executives - (Salary Schedule “E”) shall apply to all classifications designated as executive and as specified in Section 6.0 of this Resolution.

Management - (Salary Schedule “M”) shall apply to all classifications designated as management and as specified in Section 7.0 of this Resolution.

Supervisory Unit - (Salary Schedule “S”) shall apply to all classifications designated as supervisory and as specified in Section 8.0 of this Resolution.

Professional Unit - (Salary Schedule “Q”) shall apply to all classifications designated as professional and as specified in Section 9.0 of this Resolution.

Confidential - (Salary Schedule “C”) shall apply to all classifications designated as confidential and as specified in Section 11.0 of this Resolution.

Fire Management Unit - (Salary Schedule “B”) shall apply to the classifications of Assistant Fire Chief and Fire Battalion Chief and as specified in Section 12.0 of this Resolution.

Fire Unit - (Salary Schedule “F”) shall apply to all classifications of Firefighter Trainee, Firefighter Trainee-Paramedic, Firefighter, Firefighter-Paramedic, and Fire

Engineer (Basic Unit) and Fire Captain (Fire Captain's Unit) and as specified in Section 13.0 of this Resolution.

Police Management Unit - (Salary Schedule "T") shall apply to the classifications of Assistant Police Chief and Police Commander and as specified in Section 14.0 of this Resolution.

Police Unit - (Salary Schedule "P") shall apply to all classifications of Police Sergeant, Police Corporal and Police Officer and as specified in Section 15.0 of this Resolution.

Police & Fire Recruits - (Salary Schedule "D") shall apply to the classifications of Police Officer Trainee, Firefighter-Paramedic Recruit and Firefighter Recruit and as specified in Section 16.0 of this Resolution.

General Unit - (Salary Schedule "G") shall apply to classifications of non-supervisory, clerical, technical, para-professional, inspector, and civilian public safety classifications and as specified in Section 17.0 of this Resolution.

Maintenance Unit - (Salary Schedule "A") shall apply to classifications of non-supervisory maintenance, operations and laboratory classifications and as specified in Section 18.0 of this Resolution.

Temporary Recreation Support Staff - (Salary Schedule "R") shall apply to all temporary recreation classifications and as specified in Section 19.0 of this Resolution.

Temporary Support Staff - (Salary Schedule "X") shall apply to all temporary classifications and as specified in Section 20.0 of this Resolution.

SECTION 2.1 - EXPLANATION OF SALARY GRADES, RANGES AND PAY RATES. Each classification listed in Salary Schedules "E", "M", "S", "Q", "B", "T", and "C" of this Resolution shall be assigned a specific salary range. Salary ranges are stated in terms of hourly pay rate. The hourly pay rate for employees in classifications specified in Schedules "E", "M", "S", "Q", "B", "T", and "C" shall be set anywhere within the minimum and maximum limits for the range applicable to their particular classification. Specific steps do not apply.

Employees in Salary Schedules "E", "M", "S", "Q", "B", "T", and "C" may be paid no less than 20% below the minimum of a salary range assigned to his/her classification based upon performance.

Each classification listed in Salary Schedules "A", "F", "G", or "P" of this Resolution shall be assigned a specific salary grade or pay rate. In the salary tables, the columns labeled "Steps" contain hourly rates, which reflect 5% increments beginning with the "A"

Step. The hourly rates for classifications in Salary Schedules “A”, “F”, “G”, or “P” shall be set at a specified step within the applicable salary grade.

Each classification listed in Salary Schedules “D” or “R” or “X” shall be paid on a per hour basis within the pay range assigned to the classification.

SECTION 2.2 - SALARY PERIOD, DATE AND METHOD OF SALARY PAYMENT.

Members of the City Council shall be compensated on a biweekly basis. All employees shall be compensated on a biweekly basis using a fixed hourly rate to calculate the pay period salary. The Biweekly Pay Schedule shall be published each fiscal year by the Finance and Technology Department, Payroll Division. All City employees and members of the City Council should provide and maintain an account for direct deposit of all payroll checks issued by the City.

SECTION 2.3 - FRINGE BENEFITS AND ADDITIONAL COMPENSATION. The specific type and amount of fringe benefits or additional compensation provided to employees in one of the recognized bargaining units—General Unit, Maintenance Unit, Professional Unit, Supervisory Unit, Police Unit, Fire Unit, Police Management Unit or Fire Management Unit—shall be as described in the approved Memorandum of Understanding (MOU) between the City and the applicable bargaining unit. Fringe benefits or additional compensation provided to Executives (Salary Schedule “E”), Management (Salary Schedule “M”), Confidential (Salary Schedule “C”), and Police and Fire Recruits (Salary Schedule “D”) shall be as described in the “Resolution of the Council of the City of San Buenaventura Providing for Benefits and Additional Compensation for Unrepresented Employees in Salary Schedules “E”, “M”, “C” and “D” of the Salary Resolution.

Grant Funded Positions: Only employees (except employees in temporary appointments as listed in the Personnel Rules and Regulations, Rule VI(c)) are entitled to fringe benefits and additional compensation. Employees in Temporary Limited Term or Temporary-Extended Term appointments funded by grants may be eligible for vacation leave, sick leave, holiday leave, City contribution towards medical, dental, life and vision insurance premiums, and optional benefit accruals if the terms of the grant allow for provision of such benefits and to the extent that funds are available in the grant to cover the full City cost of providing such benefits. The amount of such contribution and accruals shall be determined by the Salary Schedule to which the temporary grant-funded position is assigned. No other terms, conditions or benefits shall accrue to such grant-funded employees and the provision of any benefits shall not change their employment appointment from a temporary status.

Non-Employees: Members of the City Council and members of appointive boards, commissions and committees, independent contractors and volunteers are not employees. Reimbursement for travel and other expenses and participation in the City’s group health and dental insurance plans for members of the City Council shall be as authorized in Section 5.0 of this Resolution.

SECTION 2.4 - EFFECT OF REGULAR PART-TIME APPOINTMENTS ON WAGES, BENEFITS OR ADDITIONAL COMPENSATION. Regular part-time employees are defined as those with a regular work schedule less than 72 hours per biweekly pay period and shall be compensated on an hourly basis at the salary grade or range of regular full-time employees in the same classification based on hours worked or at the rate recommended by the Human Resources Director if no such classification exists.

Regular part-time employees who are eligible for vacation, sick leave, personal leave, and holiday benefits shall earn at a rate proportionate to their regular work hours and based upon the salary schedule in which they are covered. All regular part-time employees hired, or who transitioned to a regular part-time appointment after December 1, 1993, shall receive prorated City contribution towards optional benefit and insurance amounts and vehicle allowance based on the salary schedule in which they are covered. If an employee's regular work hours are between 40 and 59 hours per bi-weekly pay period, the City's contribution will be one-half of the full-time contribution. If an employee's regular work hours are between 60 and 71 hours per bi-weekly pay period, the City's contribution will be three-quarters of the full-time contribution.

SECTION 2.5 – AT-WILL APPOINTMENTS. At will appointments shall be all officials, department heads and employees in other positions whose appointment, tenure or removal are exempted from the Personnel Merit System by municipal code, resolution, ordinance, or other MOU provision. At will employees serve at the pleasure of the appointing authority and are subject to discharge without cause and without the right of appeal.

Employees in the following classifications are designated as at will and thus exempt from the Personnel Merit System:

- City Manager
- City Attorney
- All positions in Salary Schedule "E"
- All positions in Salary Schedule "M" (excluding Principal Human Resources Analysts hired prior to May 21, 2016)
- Assistant Police Chief(s)
- Assistant Fire Chief(s)
- All positions in the City Manager's Office (excluding the City Clerk's staff, Senior Civic Engagement Specialist, and Management Analyst I/II)
- All Legal Litigation Secretaries, Administrative Secretaries, and Paralegals

All other classifications not listed above are within the Personnel Merit System, unless exempted by ordinance, MOU provision, or resolution creating the position.

SECTION 2.6 - DELEGATION OF AUTHORITY. When the term City Manager is used in the Salary Resolution or the Personnel Rules and Regulations, it includes a

delegate thereof, if the delegation is in writing and on file with the Human Resources Department.

SECTION 3.0 - TEMPORARY SUPPORT STAFF APPOINTMENTS. Employees whose appointment is temporary shall be compensated on an hourly basis at the salary grade or range assigned to their specific classification or at a rate recommended by the Human Resources Director if no such classification exists. Temporary employees shall be paid at any rate within the salary grade or range.

Employees whose appointment is temporary-limited term or temporary-extended term shall be enrolled in the California Public Employees' Retirement System (CalPERS) in accordance with the contract provisions between the City and CalPERS. Employees whose appointment is temporary-extra help (support staff) shall be enrolled in a deferred compensation plan established for temporary support staff, in lieu of Social Security, at a rate of 7.5% paid by the employee.

The City will comply with the requirements of the Paid Sick Leave Law in accordance with California Labor Code Sections 245 through 249, enacting the Healthy Workplaces, Healthy Families Act of 2014. Additionally, the City will comply with the requirements of the Affordable Care Act and will offer group health coverage to those who qualify.

SECTION 4.0 - INCENTIVE AWARDS. City employees may be eligible for cash awards and/or plaques or other items of recognition as established by the City Manager and set forth in the Administrative Regulations on file in City Clerk's Office and available from the Human Resources Department, in amounts as may be budgeted by the City Council as part of the annual budget adoption. Examples of such awards include retirement and years of service recognition, employee suggestions, and superior performance.

SECTION 4.1 - RECRUITMENT INCENTIVES. City employees may be eligible for a bonus as described in the City's Recruitment Incentive Program as established by the City Manager and set forth in the Administrative Policy and Procedure on file in the City Clerk's Office or available from the Human Resources Department.

SECTION 4.2 - PAID ADMINISTRATIVE LEAVE. In special circumstances where there is doubt as to the applicability of existing leave time (e.g., disability leave, sick leave, vacation leave, holiday, annual leave), if any, and it is determined that paid administrative leave is appropriate and in the best interest of the City, the City Manager or his/her designated representative may grant paid administrative leave to City employees.

In an instance where disciplinary action is being investigated or considered, and if it is determined that paid administrative leave is appropriate and in the best interest of the City, the appointing authority may place an employee on paid administrative leave.

Notification of the granting of leave shall be made to the City Manager as soon as possible.

These provisions for paid administrative leave are in addition to any other administrative leave authorized.

SECTION 5.0 - COUNCIL - SALARY SCHEDULE "L"

Effective date July 1, 2015

Job Class Code	Classification Title	Pay Range	Monthly Compensation
L02	Councilmember	L000	\$600.00
L01	Mayor	L001	\$700.00

SECTION 5.1 - REIMBURSEMENT. Each member of the Council is authorized to incur and shall receive reimbursement in the amount of \$200.00, \$300.00 for the Mayor, in any one calendar month for traveling and other expenses incurred in the performance of their Council duties within the City or its environs. The Council has found and determined these amounts to be the usual amounts of travel and other expenses actually incurred each month by each Councilmember or the Mayor in the performance of his or her Council duties within the City and its environs. Reimbursement for expenses in excess of said sums must be authorized by the Council.

SECTION 5.2 - HEALTH, DENTAL, AND VISION INSURANCE. Each member of the City Council shall be eligible to participate in the City's group health, dental, and vision insurance plans at the member's own expense.

SECTION 5.3 - RETIREMENT. Each member of the City Council shall be eligible to elect to participate in either the California Public Employees' Retirement System (CalPERS) or Social Security with the member paying the full employee contribution and the City paying the required employer contribution.

SECTION 5.4 - DEFERRED COMPENSATION. Each member of the City Council shall be eligible to participate in the deferred compensation plan offered through the City. The City will not provide a matching contribution.

SECTION 6.0 - EXECUTIVES - SALARY SCHEDULE "E"

Effective May 21, 2016

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
E11	Assistant City Manager	E006	70.3821	94.3129
E03	City Attorney	E011	80.7869	108.3473
E01	City Manager	E013	84.7243	113.5317
E05	Community Development Director	E004	66.9908	89.7683
E16	Finance & Technology Director	E004	66.9908	89.7683
E06	Fire Chief	E008	75.3742	101.0022
E13	Human Resources Director	E001	62.2075	83.3587
E14	Parks, Recreation & Community Partnerships Director	E003	65.3568	87.5789
E07	Police Chief	E012	83.1988	111.4874
E08	Public Works Director	E004	66.9908	89.7683
E09	Ventura Water General Manager	E004	66.9908	89.7683

SECTION 7.0 – MANAGEMENT – SALARY SCHEDULE “M”

Effective May 21, 2016

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
M48	Accounting Manager	M843	42.5896	57.0706
N02	Assistant City Attorney I	M848	48.1864	64.5701
M02	Assistant City Attorney II	M852	53.1885	71.2734
M44	Assistant Finance Director	M849	49.3907	66.1845
M22	Assistant General Manager-Water	M855	57.2782	76.7534
M07	Chief Building Official	M850	50.6255	67.8388
N30	City Clerk	M849	49.3907	66.1845
S04	City Transportation Manager	M851	51.8914	69.5346
M49	Communications Manager	M841	40.5373	54.3205
M39	Economic Development Manager	M846	45.8641	61.4587
N10	Environmental Services Manager	M840	39.5488	52.9957
S81	Fire Marshal	M844	43.6544	58.4973
N25	Fleet and Facilities Manager	M844	43.6544	58.4973
M33	Information Technology Manager	M849	49.3907	66.1845
M47	Parks Manager	M844	43.6544	58.4973
S66	Parks, Recreation & Community Partnerships Manager	M844	43.6544	58.4973
M06	Planning Manager	M849	49.3907	66.1845
S01	Principal Civil Engineer	M849	49.3907	66.1845
Q02	Principal Financial Analyst *	S643	42.3848	56.7963
S30	Principal Human Resources Analyst *	S638	37.4619	50.1996
M40	Risk Manager	M843	42.5896	57.0706
M04	Senior Assistant City Attorney-Litigation	M858	61.6826	82.6549
M21	Wastewater Utility Manager	M848	48.1864	64.5701
M20	Water Utility Manager	M848	48.1864	64.5701

*CONFIDENTIAL

SECTION 8.0 - SUPERVISORY - SALARY SCHEDULE "S"

Effective May 21, 2016

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
S80	Aquatics Supervisor	S632	32.3033	43.2869
S78	Assistant City Clerk	S628	29.2653	39.2157
S17	Assistant Engineer	S632	32.3033	43.2869
S12	Associate Engineer	S636	35.6568	47.7806
Q03	Building Inspection Supervisor	S630	30.7468	41.2010
S89	Business Services Officer	S637	36.5482	48.9751
S97	Civil Engineer	S639	38.3985	51.4546
S51	Code Enforcement Supervisor	S630	30.7468	41.2010
S85	Construction Permits Supervisor	S643	42.3848	56.7963
S57	Crime Analyst	S626	27.8550	37.3260
S42	Digital Publishing Supervisor	S621	24.6199	32.9907
S93	Enterprise Systems Development Supvsr.	S643	42.3848	56.7963
S88	Environmental Services Supervisor	S632	32.3033	43.2869
S79	Fire Prevention Supervisor	S632	32.3033	43.2869
S41	Graphics Supervisor	S626	27.8550	37.3260
S25	Laboratory Supervisor	S634	33.9386	45.4781
S54	Management Analyst I	S627	28.5515	38.2592
S09	Management Analyst II	S631	31.5155	42.2312
S94	Management Technician	S620	24.0194	32.1860
S52	Parks, Recreation & Community Partnerships Supervisor	S632	32.3033	43.2869
S03	Plans Examiner	S630	30.7468	41.2010
S45	Police Records Supervisor	S621	24.6199	32.9907
S11	Principal Planner	S637	36.5482	48.9751
S36	Public Works Supervisor	S630	30.7468	41.2010
S44	Purchasing Supervisor	S629	29.9970	40.1962
S38	SCADA/Instrumentation & Systems Supvsr.	S634	33.9386	45.4781
Q04	Senior Accountant	S629	29.9970	40.1962
S47	Senior Buyer	S621	24.6199	32.9907
Q05	Senior Civic Engagement Specialist	S634	33.9386	45.4781
S98	Senior Civil Engineer	S643	42.3848	56.7963
S08	Senior Management Analyst	S635	34.7871	46.6151
S02	Senior Planner	S633	33.1110	44.3689
S29	Surveyor	S639	38.3985	51.4546
S07	Systems Specialist	S639	38.3985	51.4546
S86	Telecommunications Specialist	S631	31.5155	42.2312
S22	Wastewater Maintenance Supervisor	S636	35.6568	47.7806
S23	Wastewater Plant Supervisor	S636	35.6568	47.7806
S37	Water Distribution Supervisor	S634	33.9386	45.4781

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
S69	Water Resources Account Supervisor	S631	31.5155	42.2312
S39	Water Treatment/Production Supervisor	S636	35.6568	47.7806

SECTION 9.0 - PROFESSIONAL - SALARY SCHEDULE "Q"

Effective May 21, 2016

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
S65	Accountant I	S621	24.6199	32.9907
S67	Accountant II	S625	27.1756	36.4157
S18	Assistant Planner	S625	27.1756	36.4157
S10	Associate Planner	S629	29.9970	40.1962
S63	Buyer	S617	22.3046	29.8881
S74	Civic Engagement Specialist	S630	30.7468	41.2010
S90	Emergency Medical Svcs. Coordinator	S637	36.5482	48.9751
S75	Environmental Services Specialist	S626	27.8550	37.3260
S20	Financial Analyst I	S631	31.5155	42.2312
S26	Financial Analyst II	S635	34.7871	46.6151
S91	Network Administrator	S639	38.3985	51.4546
S05	Senior Financial Analyst	S639	38.3985	51.4546
S87	Systems Analyst I	S631	31.5155	42.2312
S21	Systems Analyst II	S635	34.7871	46.6151
Q07	Systems Support Analyst I	S627	28.5515	38.2592
Q08	Systems Support Analyst II	S631	31.5155	42.2312
Q31	Utility Asset Management System Specialist	S634	33.9386	45.4781

SECTION 10.0 – CONFIDENTIAL - SALARY SCHEDULE “C”

Effective May 21, 2016

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
C01	Administrative Secretary	C012	24.6788	29.9912
C04	Deputy City Clerk	C012	24.6788	29.9912
C03	Executive Assistant	C016	27.2408	33.1047
S06	Human Resources Analyst I	S628	29.2653	39.2157
S24	Human Resources Analyst II	S632	32.3033	43.2869
C11	Human Resources Assistant	C001	18.8088	22.8577
C13	Human Resources Technician I	C009	22.9167	27.8499
C14	Human Resources Technician II	C013	25.2959	30.7410
C16	Legal Litigation Secretary	C014	25.9281	31.5095
C18	Paralegal	C020	30.0688	36.5413

SECTION 11.0 - FIRE MANAGEMENT UNIT - SALARY SCHEDULE “B”

Effective August 13, 2016

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
M11	Assistant Fire Chief	B002	65.0265	87.1355
N32	Fire Battalion Chief	B001	54.1887	72.6129

Hourly rates are calculated based on a 40-hour work week.

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
M11	Assistant Fire Chief	B002	46.4475	62.2396
N32	Fire Battalion Chief	B001	38.7062	51.8663

Hourly rates are calculated based on a 56-hour work week.

SECTION 12.0 - FIRE UNIT - SALARY SCHEDULE "F"

Effective August 13, 2016

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
F03	Fire Captain	F06	28.4911	36.3628
F02	Fire Engineer	F05	24.6118	31.4115
F01	Firefighter	F02	20.2483	25.8425
F05	Firefighter Trainee	F01	19.2839	23.4398
F04	Firefighter-Paramedic	F04	23.4398	29.9157
F00	Firefighter-Paramedic Trainee	F03	22.3236	27.1344

Pay Range	A	B	C	D	E	F
1	19.2839	20.2483	21.2605	22.3236	23.4398	
2	20.2483	21.2605	22.3236	23.4398	24.6118	25.8425
3	22.3236	23.4398	24.6118	25.8425	27.1344	
4	23.4398	24.6118	25.8425	27.1344	28.4911	29.9157
5	24.6118	25.8424	27.1345	28.4911	29.9157	31.4115
6	28.4911	29.9157	31.4115	32.9823	34.6311	36.3628

Hourly rates are calculated based on a 56-hour work week.

SECTION 13.0 – POLICE MANAGEMENT UNIT – SALARY SCHEDULE “T”

Effective May 21, 2016

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
M12	Assistant Police Chief	T002	67.4449	90.3761
M28	Police Commander	T001	57.0116	76.3955

SECTION 14.0 - POLICE UNIT - SALARY SCHEDULE “P”

Effective May 21, 2016

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
P04	Police Corporal	P02	43.1413	52.4385
P02	Police Officer	P01	35.8706	43.6012
P07	Police Sergeant	P03	48.8702	59.4016

Pay Range	A	B	C	D	E
1	35.8706	37.6642	39.5475	41.525	43.6012
2	43.1413	45.2984	47.5632	49.9416	52.4385
3	48.8702	51.3139	53.8792	56.5735	59.4016

SECTION 15.0 – POLICE & FIRE RECRUITS - SALARY SCHEDULE “D”

Effective August 13, 2016

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
K61	Firefighter Recruit	D002	24.2563	24.2563
K62	Firefighter-Paramedic Recruit	D003	28.0798	28.0798
K19	Police Officer Trainee	D001	32.1494	32.1494

These classifications are non-sworn, at will training positions while employees are in the Academy receiving instruction to prepare them for appointment to the sworn positions of Police Officer, Firefighter Trainee or Firefighter-Paramedic Trainee. Such appointment is contingent upon successful completion of the Academy's curriculum. An employee who fails to successfully complete the Academy or is not sworn in shall be terminated from City employment.

SECTION 16.0 - GENERAL UNIT - SALARY SCHEDULE "G"

Effective May 21, 2016

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
B10	Accounting Assistant	255	19.9878	24.2953
G36	Accounting Technician	301	25.1419	30.5604
K35	Aquatics Coordinator	300	25.0170	30.4082
J05	Building Inspector	309	26.1654	31.8042
B32	Business Tax Assistant	274	21.9743	26.7100
J25	Code/Fire Inspector	309	26.1654	31.8042
J11	Construction Inspector	309	26.1654	31.8042
G33	Construction Services Technician I	300	25.0170	30.4082
G34	Construction Services Technician II	315	26.9606	32.7707
K11	Digital Publishing Specialist I	235	18.0904	21.9891
K12	Digital Publishing Specialist II	255	19.9878	24.2953
K21	Dispatcher Training Coordinator	308	26.0353	31.6464
J16	Electrical Inspector	338	30.2381	36.7546
G09	Engineering Technician	290	23.7998	28.9289
J12	Environmental Compliance Inspector	309	26.1654	31.8042
K64	Environmental Services Coordinator	300	25.0170	30.4082
K09	Evidence Technician	303	25.3939	30.8666
G41	Graphics Specialist I	270	21.5402	26.1823
G42	Graphics Specialist II	289	23.6813	28.7845
J29	Hazardous Materials Specialist	338	30.2381	36.7546
J02	Landscape Inspector	309	26.1654	31.8042
B01	Mailroom Clerk	224	17.1246	20.8151
B02	Office Assistant I	205	15.5757	18.9324
B03	Office Assistant II	224	17.1246	20.8151
K32	Parks, Recreation & Community Partnerships Coordinator	300	25.0170	30.4082
G21	Planning Assistant	281	22.7550	27.6589
G13	Planning Technician	300	25.0170	30.4082
J17	Plumbing/Mechanical Inspector	338	30.2381	36.7546
B09	Police Records Specialist I	207	15.7322	19.1225
B12	Police Records Specialist II	226	17.2962	21.0236
K10	Police Services Officer	264	20.9053	25.4109
G31	Preservation Services Assistant	281	22.7550	27.6589
G32	Preservation Services Technician	300	25.0170	30.4082
K23	Public Safety Dispatcher	297	24.6454	29.9569
K24	Public Safety Dispatcher Trainee	278	22.4171	27.2484
B05	Secretary	262	20.6978	25.1583
B11	Senior Accounting Assistant	274	21.9743	26.7100
J06	Senior Building Inspector	328	28.7668	34.9664

A16-00233 (7/26/16)

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
J26	Senior Code/Fire Inspector	328	28.7668	34.9664
J20	Senior Construction Inspector	328	28.7668	34.9664
G37	Senior Construction Services Technician	334	29.6407	36.0286
G11	Senior Engineering Technician	309	26.1654	31.8042
J13	Senior Environ Compliance Inspector	328	28.7668	34.9664
J28	Senior Landscape Inspector	328	28.7668	34.9664
B04	Senior Office Assistant	243	18.8266	22.8842
B13	Senior Police Records Specialist	245	19.0154	23.1133
K14	Senior Police Services Officer	284	23.0979	28.0757
G35	Survey Specialist	328	28.7668	34.9664
G02	Systems Support Technician I	270	21.5402	26.1823
G03	Systems Support Technician II	289	23.6813	28.7845
J01	Tree Coordinator	309	26.1654	31.8042

See "Salary Table for General & Maintenance Employees" for salaries for the above "G" Unit classifications effective May 21, 2016 (Exhibit A)

SECTION 17.0 - MAINTENANCE UNIT - SALARY SCHEDULE "A"

Effective May 21, 2016

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
A87	Aquatic Facility Operator	300	25.0170	30.4082
A66	Electrical-Mechanical Leadworker	330	29.0551	35.3168
A23	Electrical-Mechanical Maint. Worker	311	26.4278	32.1230
A30	Equipment Mechanic I	279	22.5293	27.3846
A32	Equipment Mechanic II	299	24.8925	30.2571
A08	Equipment Operator	262	20.6978	25.1583
A84	Facilities Maintenance Leadworker	283	22.9831	27.9364
A82	Facilities Maintenance Worker I	244	18.9208	22.9982
A83	Facilities Maintenance Worker II	263	20.8011	25.2842
A40	Groundskeeper I	202	15.3443	18.6513
A41	Groundskeeper II	238	18.3630	22.3205
A81	Instrumentation and Electrical Tech	339	30.3891	36.9383
A47	Irrigation Maintenance Worker II	269	21.4331	26.0521
A27	Laboratory Assistant	245	19.0154	23.1133
A24	Laboratory Technician I	304	25.5210	31.0210
A25	Laboratory Technician II	324	28.1987	34.2754
A64	Lead Plant Operator	354	32.7496	39.8075
A63	Lead Water Distribution Operator	311	26.4278	32.1230

A16-00233 (7/26/16)

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
A01	Maintenance Worker I	226	17.2962	21.0236
A02	Maintenance Worker II	252	19.6909	23.9343
A72	Park Maintenance Leadworker	272	21.7560	26.4447
A51	Plant Operator Grade I	307	25.9056	31.4887
A52	Plant Operator Grade II	316	27.0956	32.9347
A53	Plant Operator Grade III	335	29.7888	36.2088
A50	Plant Operator-in-Training	252	19.6909	23.9343
A33	Senior Equipment Mechanic	319	27.5041	33.4314
A26	Senior Laboratory Technician	334	29.6407	36.0286
A19	Sign Maintenance Worker	262	20.6978	25.1583
A60	Street Maintenance Leadworker	281	22.7550	27.6589
A17	Traffic Signal Repairer	285	23.2136	28.2161
A18	Traffic Signal Technician	329	28.9107	35.1407
A71	Tree Maintenance Leadworker	276	22.1947	26.9778
A36	Tree Maintenance Worker I	238	18.3630	22.3205
A37	Tree Maintenance Worker II	257	20.1879	24.5389
A67	Utilities Mechanic I	273	21.8648	26.5765
A68	Utilities Mechanic II	293	24.1585	29.3649
A59	Utilities Service Leadworker	281	22.7550	27.6589
A12	Utilities Service Representative	262	20.6978	25.1583
A65	Wastewater Collection Utility Leadworker	311	26.4278	32.1230
A03	Wastewater Collection Utility Worker I	267	21.2206	25.7937
A04	Wastewater Collection Utility Worker II	282	22.8690	27.7970
A85	Water Distribution Operator I	267	21.2206	25.7937
A86	Water Distribution Operator II	282	22.8690	27.7970
A62	Water Production Leadworker	330	29.0551	35.3168
A48	Welder-Fabricator	293	24.1585	29.3649

See "Salary Table for General & Maintenance Employees" for salaries for the above "A" Unit classifications effective May 21, 2016 (Exhibit A)

SECTION 18.0 – TEMPORARY RECREATION SUPPORT STAFF - SALARY SCHEDULE “R”

Effective December 19, 2015

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
R36	Aquatics Specialist	R224	10.0000	20.0000
R24	Head Lifeguard	R013	12.5000	15.2500
R23	Lifeguard I	R005	10.0000	12.2500
R25	Lifeguard II-Swimming Instructor	R011	12.0000	14.5000
R21	Recreation Leader I	R005	10.0000	12.2500
R22	Recreation Leader II	R011	12.0000	14.5000
R32	Recreation/Interpret/Cultural Spec	R224	10.0000	20.0000

SECTION 19.0 – TEMPORARY SUPPORT STAFF - SALARY SCHEDULE “X”

Effective June 18, 2016

Job Class Code	Classification Title	Pay Range	Hourly Low	Hourly High
K54	Administrative Aide	X005	10.0000	12.2500
K31	Ambassador I	X005	10.0000	12.2500
K34	Ambassador II	X010	11.4500	15.0600
S99	EMS Medical Director	X226	150.0000	150.0000
G10	Engineering Aide	X014	12.6200	15.3400
K63	Environmental Services Assistant	X015	13.2600	16.1100
K60	Fire Cadet	X009	10.9100	13.2500
A00	Maintenance Trainee	X010	11.4500	15.0600
K50	Management Intern	X014	12.6200	15.3400
K25	Office Aide	X005	10.0000	12.2500
K15	Police Cadet	X009	10.9100	13.2500
X10	Project Manager	X225	35.0000	80.0000

Employees assigned to work over 1,000 hours in a Fiscal Year shall be paid at the applicable living wage in accordance with Municipal Code Sec. 2.525.150. Effective June 18, 2016 the living wage without medical benefits is \$15.06 per hour.

SECTION 20.0 - APPROVAL. By adoption of this Salary Resolution, the Council approves the classifications, titles and compensation schedules set forth in this Resolution and further approves the qualifications, powers and duties for the classifications approved by this Resolution, as set forth in updated classification descriptions on file in the Human Resources Department. Interim changes in positions, classifications, titles, compensation and benefits made by the City Manager, if they are or were within budgeted funds, and if deemed necessary by the City Manager, shall have interim approval until such time as a new Salary Resolution is approved by the City Council.

The City Manager is authorized to make minor adjustments to an employee's benefit accruals to correct an administrative error caused through no fault of the employee when deemed necessary and reasonable by the City Manager. Approval of renewals and amendments to existing benefit contracts shall be delegated to the City Manager if they are within budgeted funds. In addition, where there is a written employment agreement between the City and a City employee, the provisions of the employment agreement shall govern the classification, title, compensation and benefits of the employee to the extent there is any inconsistency between this Salary Resolution and the provisions of the employment agreement. All references made herein to the City Manager shall also apply to the City Attorney in cases of City Attorney classifications or City Attorney staff.

SECTION 21.0 - SEVERABILITY. If any portion of this Resolution is declared invalid, the remaining sections or portions are to be considered valid and unaffected by the determination of invalidity.

PASSED AND ADOPTED this 1st day of August, 2016.



Antoinette Mann, MMC
City Clerk

APPROVED AS TO FORM:
Gregory G. Diaz, City Attorney


By Andy H. Viets, Senior Assistant City Attorney

EXHIBIT A

**SALARY TABLE FOR GENERAL AND MAINTENANCE UNITS
EFFECTIVE 5/21/2016**

GRADE	A	B	C	D	E
202	15.3443	16.1115	16.9172	17.7632	18.6513
203	15.4211	16.1922	17.0017	17.8519	18.7445
204	15.4983	16.2731	17.0868	17.9413	18.8385
205	15.5757	16.3545	17.1723	18.0310	18.9324
206	15.6536	16.4364	17.2583	18.1211	19.0271
207	15.7322	16.5186	17.3445	18.2119	19.1225
208	15.8109	16.6012	17.4311	18.3029	19.2181
209	15.8897	16.6842	17.5186	18.3942	19.3141
210	15.9694	16.7679	17.6063	18.4865	19.4108
211	16.0490	16.8517	17.6943	18.5789	19.5079
212	16.1294	16.9361	17.7829	18.6717	19.6055
213	16.2101	17.0206	17.8718	18.7652	19.7038
214	16.2913	17.1057	17.9612	18.8592	19.8021
215	16.3729	17.1914	18.0511	18.9537	19.9014
216	16.4549	17.2775	18.1414	19.0485	20.0008
217	16.5371	17.3638	18.2319	19.1436	20.1008
218	16.6198	17.4506	18.3231	19.2394	20.2014
219	16.7028	17.5379	18.4149	19.3357	20.3025
220	16.7864	17.6257	18.5068	19.4324	20.4042
221	16.8702	17.7138	18.5994	19.5297	20.5058
222	16.9545	17.8022	18.6924	19.6269	20.6084
223	17.0392	17.8912	18.7858	19.7251	20.7113
224	17.1246	17.9809	18.8799	19.8238	20.8151
225	17.2101	18.0705	18.9743	19.9229	20.9192
226	17.2962	18.1610	19.0692	20.0224	21.0236
227	17.3826	18.2518	19.1644	20.1225	21.1287
228	17.4696	18.3431	19.2602	20.2230	21.2343
229	17.5571	18.4348	19.3566	20.3243	21.3406
230	17.6447	18.5271	19.4533	20.4261	21.4473
231	17.7331	18.6196	19.5504	20.5281	21.5545
232	17.8216	18.7128	19.6484	20.6309	21.6625
233	17.9109	18.8063	19.7465	20.7337	21.7705
234	18.0004	18.9002	19.8452	20.8375	21.8792
235	18.0904	18.9950	19.9446	20.9419	21.9891
236	18.1808	19.0899	20.0443	21.0466	22.0989
237	18.2716	19.1852	20.1445	21.1515	22.2095
238	18.3630	19.2810	20.2453	21.2572	22.3205
239	18.4548	19.3775	20.3463	21.3636	22.4318
240	18.5470	19.4744	20.4482	21.4703	22.5438

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GRADE	A	B	C	D	E
241	18.6397	19.5717	20.5501	21.5779	22.6568
242	18.7330	19.6696	20.6533	21.6859	22.7700
243	18.8266	19.7681	20.7565	21.7944	22.8842
244	18.9208	19.8668	20.8602	21.9033	22.9982
245	19.0154	19.9661	20.9644	22.0129	23.1133
246	19.1107	20.0660	21.0693	22.1227	23.2289
247	19.2060	20.1664	21.1745	22.2336	23.3451
248	19.3021	20.2673	21.2807	22.3447	23.4618
249	19.3986	20.3684	21.3870	22.4562	23.5791
250	19.4955	20.4703	21.4938	22.5683	23.6968
251	19.5931	20.5727	21.6013	22.6815	23.8155
252	19.6909	20.6757	21.7092	22.7950	23.9343
253	19.7893	20.7789	21.8178	22.9086	24.0541
254	19.8883	20.8829	21.9269	23.0233	24.1744
255	19.9878	20.9872	22.0364	23.1384	24.2953
256	20.0875	21.0919	22.1465	23.2539	24.4167
257	20.1879	21.1976	22.2570	23.3703	24.5389
258	20.2890	21.3037	22.3686	23.4871	24.6614
259	20.3906	21.4099	22.4806	23.6046	24.7846
260	20.4925	21.5170	22.5928	23.7226	24.9088
261	20.5948	21.6245	22.7057	23.8410	25.0332
262	20.6978	21.7327	22.8193	23.9603	25.1583
263	20.8011	21.8414	22.9335	24.0801	25.2842
264	20.9053	21.9507	23.0482	24.2007	25.4109
265	21.0101	22.0604	23.1635	24.3218	25.5379
266	21.1152	22.1707	23.2791	24.4432	25.6655
267	21.2206	22.2814	23.3956	24.5656	25.7937
268	21.3266	22.3929	23.5128	24.6883	25.9226
269	21.4331	22.5049	23.6300	24.8118	26.0521
270	21.5402	22.6175	23.7483	24.9357	26.1823
271	21.6481	22.7305	23.8669	25.0602	26.3134
272	21.7560	22.8439	23.9861	25.1857	26.4447
273	21.8648	22.9580	24.1060	25.3109	26.5765
274	21.9743	23.0728	24.2266	25.4377	26.7100
275	22.0842	23.1884	24.3479	25.5652	26.8435
276	22.1947	23.3045	24.4696	25.6929	26.9778
277	22.3056	23.4210	24.5922	25.8218	27.1130
278	22.4171	23.5379	24.7148	25.9505	27.2484
279	22.5293	23.6556	24.8384	26.0804	27.3846
280	22.6419	23.7741	24.9627	26.2109	27.5214
281	22.7550	23.8928	25.0874	26.3418	27.6589
282	22.8690	24.0123	25.2130	26.4735	27.7970
283	22.9831	24.1325	25.3391	26.6059	27.9364
284	23.0979	24.2529	25.4656	26.7390	28.0757
285	23.2136	24.3740	25.5929	26.8724	28.2161

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GRADE	A	B	C	D	E
286	23.3295	24.4957	25.7207	27.0069	28.3574
287	23.4461	24.6186	25.8494	27.1418	28.4988
288	23.5635	24.7415	25.9787	27.2775	28.6416
289	23.6813	24.8653	26.1085	27.4140	28.7845
290	23.7998	24.9896	26.2393	27.5510	28.9289
291	23.9188	25.1146	26.3704	27.6889	29.0731
292	24.0383	25.2402	26.5022	27.8274	29.2188
293	24.1585	25.3665	26.6350	27.9664	29.3649
294	24.2794	25.4933	26.7678	28.1062	29.5114
295	24.4007	25.6209	26.9016	28.2469	29.6593
296	24.5230	25.7489	27.0363	28.3881	29.8078
297	24.6454	25.8778	27.1715	28.5303	29.9569
298	24.7685	26.0072	27.3076	28.6726	30.1063
299	24.8925	26.1369	27.4438	28.8162	30.2571
300	25.0170	26.2677	27.5813	28.9601	30.4082
301	25.1419	26.3991	27.7190	29.1052	30.5604
302	25.2678	26.5312	27.8574	29.2506	30.7131
303	25.3939	26.6637	27.9969	29.3969	30.8666
304	25.5210	26.7971	28.1370	29.5437	31.0210
305	25.6487	26.9312	28.2777	29.6914	31.1760
306	25.7770	27.0655	28.4189	29.8397	31.3322
307	25.9056	27.2010	28.5610	29.9893	31.4887
308	26.0353	27.3369	28.7040	30.1392	31.6464
309	26.1654	27.4736	28.8473	30.2898	31.8042
310	26.2963	27.6111	28.9914	30.4412	31.9632
311	26.4278	27.7495	29.1368	30.5935	32.1230
312	26.5601	27.8880	29.2825	30.7466	32.2839
313	26.6930	28.0275	29.4288	30.9003	32.4453
314	26.8263	28.1676	29.5760	31.0550	32.6077
315	26.9606	28.3087	29.7241	31.2100	32.7707
316	27.0956	28.4500	29.8727	31.3665	32.9347
317	27.2310	28.5926	30.0222	31.5234	33.0994
318	27.3674	28.7358	30.1722	31.6809	33.2650
319	27.5041	28.8794	30.3232	31.8395	33.4314
320	27.6417	29.0238	30.4750	31.9988	33.5986
321	27.7798	29.1690	30.6273	32.1587	33.7667
322	27.9188	29.3149	30.7803	32.3196	33.9356
323	28.0584	29.4611	30.9341	32.4810	34.1052
324	28.1987	29.6083	31.0890	32.6434	34.2754
325	28.3396	29.7564	31.2442	32.8064	34.4467
326	28.4812	29.9054	31.4007	32.9704	34.6189
327	28.6235	30.0551	31.5575	33.1356	34.7923
328	28.7668	30.2050	31.7154	33.3014	34.9664
329	28.9107	30.3559	31.8737	33.4675	35.1407
330	29.0551	30.5081	32.0334	33.6350	35.3168

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GRADE	A	B	C	D	E
331	29.2006	30.6604	32.1934	33.8032	35.4931
332	29.3464	30.8138	32.3546	33.9723	35.6710
333	29.4932	30.9680	32.5164	34.1424	35.8495
334	29.6407	31.1228	32.6790	34.3128	36.0286
335	29.7888	31.2782	32.8424	34.4844	36.2088
336	29.9378	31.4347	33.0062	34.6567	36.3898
337	30.0877	31.5919	33.1715	34.8302	36.5716
338	30.2381	31.7499	33.3373	35.0044	36.7546
339	30.3891	31.9086	33.5040	35.1793	36.9383
340	30.5412	32.0683	33.6719	35.3551	37.1230
341	30.6938	32.2286	33.8400	35.5320	37.3086
342	30.8472	32.3895	34.0089	35.7093	37.4949
343	31.0014	32.5515	34.1789	35.8880	37.6826
344	31.1564	32.7143	34.3501	36.0674	37.8708
345	31.3121	32.8779	34.5219	36.2478	38.0602
346	31.4688	33.0426	34.6944	36.4291	38.2505
347	31.6262	33.2076	34.8679	36.6113	38.4418
348	31.7844	33.3736	35.0424	36.7945	38.6343
349	31.9433	33.5405	35.2175	36.9782	38.8271
350	32.1029	33.7079	35.3937	37.1632	39.0212
351	32.2635	33.8767	35.5705	37.3489	39.2164
352	32.4245	34.0460	35.7484	37.5356	39.4122
353	32.5868	34.2160	35.9268	37.7232	39.6094
354	32.7496	34.3871	36.1065	37.9119	39.8075
355	32.9135	34.5591	36.2873	38.1013	40.0065
356	33.0779	34.7319	36.4683	38.2918	40.2066
357	33.2433	34.9057	36.6509	38.4834	40.4075
358	33.4097	35.0802	36.8342	38.6759	40.6096
359	33.5765	35.2556	37.0184	38.8689	40.8127
360	33.7444	35.4318	37.2034	39.0636	41.0169
361	33.9130	35.6089	37.3896	39.2589	41.2219
362	34.0830	35.7868	37.5766	39.4554	41.4282
363	34.2535	35.9663	37.7643	39.6527	41.6351
364	34.4246	36.1458	37.9532	39.8509	41.8433
365	34.5968	36.3265	38.1430	40.0502	42.0526
366	34.7697	36.5085	38.3338	40.2504	42.2628
367	34.9436	36.6908	38.5255	40.4515	42.4741
368	35.1184	36.8741	38.7179	40.6536	42.6865
369	35.2939	37.0585	38.9115	40.8571	42.8999
370	35.4703	37.2439	39.1061	41.0615	43.1145
371	35.6477	37.4303	39.3018	41.2670	43.3303
372	35.8262	37.6173	39.4979	41.4730	43.5466
373	36.0050	37.8053	39.6957	41.6803	43.7646
374	36.1853	37.9946	39.8942	41.8887	43.9832
375	36.3662	38.1844	40.0934	42.0983	44.2031

EXHIBIT B
SALARY RESOLUTION
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CERTIFICATION

STATE OF CALIFORNIA)
COUNTY OF VENTURA) SS.
CITY OF SAN BUENAVENTURA)

I, ANTOINETTE M. MANN, City Clerk of the City of San Buenaventura, DO HEREBY CERTIFY that the foregoing is a full, true, and correct copy of Resolution No. 2016-045 which was duly and regularly passed and adopted by said City Council at a regular meeting held August 1, 2016, by the following vote:

AYES: Councilmembers Morehouse, Tracy, Heitmann, Monahan,
 Deputy Mayor Andrews, and Mayor Nasarenko.

NOES: None.

ABSENT: Councilmember Weir.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City of San Buenaventura, California.

Antoinette M. Mann

Antoinette M. Mann, City Clerk
City of San Buenaventura, California

August 4, 2016

Date Attested

