



GARDENA CITY COUNCIL

Regular Meeting Notice and Agenda

Council Chamber at City Hall

1700 West 162nd Street, Gardena, California

Website: www.cityofgardena.org

Tuesday, April 8, 2025

Open Session 7:30 p.m.

TASHA CERDA, *Mayor*

RODNEY G. TANAKA, *Mayor Pro Tem*

MARK E. HENDERSON, *Council Member*

PAULETTE C. FRANCIS, *Council Member*

WANDA LOVE, *Council Member*

MINA SEMENZA, *City Clerk*

GUY H. MATO, *City Treasurer*

CLINT OSORIO, *City Manager*

CARMEN VASQUEZ, *City Attorney*

LIZA KRANITZ, *Assistant City Attorney*

ROSEMARY KOO, *Assistant City Attorney*

If you would like to participate in this meeting, you can participate via the following options:

1. **VIEW THE MEETING live on SPECTRUM CHANNEL 22 or ONLINE at**
youtube.com/CityofGardena
2. **PARTICIPATE BEFORE THE MEETING** by emailing the Deputy City Clerk at publiccomment@cityofgardena.org by 5:00p.m. on the day of the meeting and write "Public Comment" in the subject line.
3. **ATTEND THE MEETING IN PERSON**

PUBLIC COMMENT: The City Council will hear from the public on any item on the agenda or any item of interest that is not on the agenda at the following times:

- Agenda Items – At the time the City Council considers the item or during Oral Communications
- Non-agenda Items – During Oral Communications
- Public Hearings – At the time for Public Hearings listed on the Agenda

If you wish to address the Council, please complete a "Speaker Request" form and present it to the City Clerk or Sergeant of Arms. You will be called to the podium by name when it is your turn to address the Council. The City Council cannot legally take action on any item not scheduled on the Agenda. Such items may be referred for administrative action or scheduled on a future Agenda. Members of the public wishing to address the City Council will be given three (3) minutes to speak.

4. The City of Gardena, in complying with the Americans with Disabilities Act (ADA), requests individuals who require special accommodations to access, attend and/or participate in the City meeting due to disability, to please contact the City Clerk's Office by phone (310) 217-9565 or email cityclerk@cityofgardena.org at least 24 business hours prior to the scheduled general meeting to ensure assistance is provided. Assistive listening devices are available.

STANDARDS OF BEHAVIOR THAT PROMOTE CIVILITY AT ALL PUBLIC MEETINGS

- Treat everyone courteously;
- Listen to others respectfully;
- Exercise self-control;
- Give open-minded consideration to all viewpoints;
- Focus on the issues and avoid personalizing debate; and
- Embrace respectful disagreement and dissent as democratic rights, inherent components of an inclusive public process, and tools for forging sound decisions

Thank you for your attendance and cooperation

1. ROLL CALL

PUBLIC COMMENT ON CLOSED SESSION

2. CLOSED SESSION

CITY ATTORNEY REPORT OUT OF CLOSED SESSION

3. PLEDGE OF ALLEGIANCE

Lorelei Alvarado and Abigail Barrientos
Gardena Elementary School

4. INVOCATION

Reverend Christopher Codrington
Gardena-Torrance Baptist Church

5. PRESENTATIONS

5.A Gardena Events Video Presentation

6. PROCLAMATIONS

6.A "National Library Week," April 6 through April 12, 2025 - ***to be accepted by Friends of the Library and Andrea Simental, Library Manager of Mayme Dear Library***
[Proclamation -National Library Week 2025.pdf](#)

6.B "Challenge the Norm and Influence of Marijuana Use on Youth Day" - April 20, 2025 - ***to be accepted by Tracy Saruwatari***
[Proclamation - 4-20 Challenge the Norm-Influence of Marijuana on Youth Day 2025.pdf](#)

7. APPOINTMENTS

8. **CONSENT CALENDAR**

NOTICE TO THE PUBLIC- Roll Call Vote Required On The Consent Calendar

All matters listed under the Consent Calendar will be enacted by one motion unless a Council Member requests Council discussion, in which case that item will be removed from the Consent Calendar and considered separately following this portion of the agenda.

PUBLIC COMMENT ON CONSENT CALENDAR

- 8.A Waiver of Reading in Full of All Ordinances Listed on this Agenda and that they be Read by Title Only

CONTACT: CITY CLERK

- 8.B Approve Minutes:
Regular Meeting of the City Council, March 25, 2025

CONTACT: CITY CLERK

[03252025 CC MEETING - FINAL.pdf](#)

- 8.C Receive and File Minutes:
Planning and Environment Quality Commission March 4, 2025
Planning and Environment Quality Commission March 18, 2025

CONTACT: COMMUNITY DEVELOPMENT

[2025_03_04 PCMIN - FINAL.pdf](#)

[2025_03_18 PCMIN - FINAL.pdf](#)

- 8.D Approval of Warrants/Payroll Register, April 8, 2025

CONTACT: ADMINISTRATIVE SERVICES

[Warrant-Payroll Register 04-08-25.pdf](#)

- 8.E Personnel Report P-2025-7 04-08-25

CONTACT: HUMAN RESOURCES

[PERS RPT P-2025-7 4-08-25.pdf](#)

- 8.F [RESOLUTION NO. 6700, Amending the List of Authorized Games and Authorizing the Play of Certain Games in Licensed Card Clubs](#)

CONTACT: CITY MANAGER

[Reso No. 6700 - Authorized gaming activity.pdf](#)

[Letter - Hustler- Department of Justice approval.pdf](#)

[Letter - Approval Request for Hustler Casino Punch Card Promotion.pdf](#)

9. **EXCLUDED CONSENT CALENDAR**

10. **PLANNING & ENVIRONMENTAL QUALITY COMMISSION ACTION SHEET**

10.A APRIL 1, 2025 MEETING

FIRST EXTENSION OF TIME REQUEST FOR CONDITIONAL USE PERMIT #9-23, SITE PLAN REVIEW #5-23, AND VARIANCE #1-23

The Planning Commission considered a request for a six-month extension for the construction and the use of a new public utility facility by the Los Angeles County Sanitation Districts in the General Commercial (C-3) zone within the City.

LOCATION: 1919, 1923, 1931 W. Artesia Boulevard; APNs: 4094-007-903, 906, 905

APPLICANT: Los Angeles County Sanitation District No. 2

Commission Action: The Planning Commission approved a six-month extension of time for Conditional Use Permit #9-23, Site Plan Review #5-23, and Variance #1-23, by a vote of 5-0.

City Council Action: Receive and file **OR** call for review by way of two votes from the City Council.

10.B APRIL 1, 2025 MEETING

2024 General Plan Annual Progress Report

An information report was presented to the Planning Commission providing an overview of the City of Gardena's 2024 General Plan Annual Progress Report.

Commission Action: The Planning Commission received staff's report.

Council Action: No action needed.

[2025_04_01 PCAX.pdf](#)

11. **ORAL COMMUNICATIONS (LIMITED TO A 30-MINUTE PERIOD)**

Oral Communications by the public will be heard for one-half hour at or before 8:30 p.m. or at the conclusion of the last agenda item commenced prior to 8:30 p.m. Oral Communications not concluded at that time shall be resumed at the end of the meeting after Council Reports. Speakers are to limit their remarks to three minutes, unless extended by the Mayor. An amber light will appear to alert the speaker when two minutes are complete, and a red light will appear when three minutes are over. Your cooperation is appreciated.

11.A **PUBLIC COMMENT**

[04-08-2025 Regular CC Meeting - PC #1 - Oral Communication.pdf](#)

12. **DEPARTMENTAL ITEMS - ADMINISTRATIVE SERVICES**

12.A [Approval of Two \(2\) Professional Services Agreements for Voter Survey, Education, Outreach, and Communications for Potential Ballot Revenue Measure with TeamCivX for \\$165,250 and Fairbank, Maslin, Maullin, Metz & Associates \(FM3\) for \\$62,750 including a 20 Percent Contingency of \\$45,600 for a Project Total of \\$273,600](#)

Staff Recommendation: Approval of Two (2) Professional Services Agreements for Voter Survey, Education, Outreach, and Communications for Potential Ballot Revenue Measure with TeamCivX and Fairbank, Maslin, Maullin, Metz & Associates (FM3) for a Project Total of \$273,600, which includes a Contingency of Twenty Percent (20%)

[psa - teamcivx.pdf](#)
[psa - fm3.pdf](#)
[TeamCivX_Council_Presentation.pdf](#)

- 12.B [Approval of Police Managers' Resolution No. 6699, the Second Amendment to the Employment Agreement between The City of Gardena and Michael Saffell, and Classification and Compensation Schedules](#)

Staff Recommendation: Approve Police Managers' Resolution No. 6699, the Second Amendment to the Employment Agreement between The City of Gardena and Michael Saffell, and Classification and Compensation Schedules

[Resolution No. 6699 - Unrepresented Police Managers.pdf](#)
[Second Amendment to Employment Agreement- Saffell.pdf](#)
[Classification and Compensation Schedules - Amended April 8 2025.pdf](#)

13. **DEPARTMENTAL ITEMS - COMMUNITY DEVELOPMENT**

14. **DEPARTMENTAL ITEMS - ELECTED & CITY MANAGER'S OFFICES**

15. **DEPARTMENTAL ITEMS - POLICE**

16. **DEPARTMENTAL ITEMS - PUBLIC WORKS**

- 16.A [RESOLUTION NO. 6688, Approving the Engineer's Report for the Gardena Artesia Boulevard Landscaping Assessment District for Fiscal Year 2025-2026, Declaring its Intention to Levy and Collect Assessments under the Gardena Artesia Boulevard Landscaping Assessment District for Fiscal Year 2025-2026, and Appointing a time and place for a Public Hearing thereon \(Public Hearing: May 13, 2025\).](#)

Staff Recommendation: Adopt Resolution No. 6688

[Artesia Landscaping District Resolution No 6688.pdf](#)
[Gardena Landscape Engineer's Report 2025-26.pdf](#)

- 16.B [RESOLUTION NO. 6689, Approving the Engineer's Report for the Gardena Consolidated Street Lighting Assessment District for Fiscal Year 2025-2026, Declaring its Intention to Levy and Collect Assessments under the Gardena Consolidated Street Lighting District for Fiscal Year 2025-2026, and Appointing a time and place for a Public Hearing thereon \(Public Hearing: May 13, 2025\)](#)

Staff Recommendation: Adopt Resolution No. 6689

[Consolidated Street Lighting District Resolution No 6689.pdf](#)
[Gardena SLD Engineer's Report 2025-26.pdf](#)

17. **DEPARTMENTAL ITEMS - RECREATION & HUMAN SERVICES**

18. **DEPARTMENTAL ITEMS - TRANSPORTATION**

19. **COUNCIL ITEMS**

20. **COUNCIL DIRECTIVES**

21. **CITY MANAGER REMARKS RE: DIRECTIVES / COUNCIL ITEMS**

22. **COUNCIL REMARKS**

1. COUNCIL MEMBER HENDERSON
2. MAYOR PRO TEM TANAKA
3. COUNCIL MEMBER LOVE
4. MAYOR CERDA
5. COUNCIL MEMBER FRANCIS

23. **ANNOUNCEMENT(S)**

24. **REMEMBRANCES**

Mr. Arthur Joe Castillo Sr., 81 years of age, resident of Gardena for over 50 years, and a member of the Gardena Elks Lodge where he helped run Bingo on a weekly basis.

Mrs. Kohar Tavoukjian, beloved mother of WRG General Manager Mark Tavoukjian.

25. **ADJOURNMENT**

The Gardena City Council will adjourn to the Closed Session portion of the City Council Meeting at 7:00 p.m. followed by the Regular City Council Meeting at 7:30 p.m. on Tuesday, April 22, 2025.

I hereby certify under penalty of perjury under the laws of the State of California that the foregoing agenda was posted in the City Hall lobby not less than 72 hours prior to the meeting. A copy of said Agenda is available on our website at www.CityofGardena.org.

Dated this 4th day of April 2025

/s/ MINA SEMENZA
MINA SEMENZA, City Clerk



PROCLAMATION

Whereas, libraries spark creativity fuel imagination, and inspire lifelong learning offering a space where individuals of all ages can explore new ideas and be drawn to new possibilities; and

Whereas, libraries serve as vibrant community hubs, connecting people with knowledge, technology, and resources while fostering civic engagement, critical thinking, and lifelong learning; and

Whereas, libraries provide free and equitable access to books, digital tools, and innovative programming, ensuring that all individuals—regardless of background—have the support they need to learn, connect, and thrive; and

Whereas, libraries empower job seekers, entrepreneurs, and lifelong learners by providing access to resources, training, and opportunities that support career growth and economic success; and

Whereas, libraries nurture young minds through storytimes, STEAM programs, and literacy initiatives, fostering curiosity and a love of learning that lasts a lifetime; libraries protect the right to read, think, and explore without censorship, standing as champions of intellectual freedom and free expression; and

Whereas, dedicated librarians and library workers provide welcoming spaces that inspire discovery, collaboration, and creativity for all; and

Whereas, libraries, librarians, and library workers across the country are joining together to celebrate National Library Week the week of April 6-12, 2025 under the 2025 theme:

“DRAWN TO THE LIBRARY”

Now, Therefore, I, TASHA CERDA, MAYOR OF THE CITY OF GARDENA, CALIFORNIA, in happy concurrence with the foregoing, hereby proclaim **APRIL 6-12, 2025**, to be

NATIONAL LIBRARY WEEK

in our community and encourage citizens of all ages to visit the Gardena Mayme Dear Memorial Library during this week, and urge everyone to become a regular patron throughout the year to take advantage of the wonderful resources available, as well as to acknowledge and thank the librarians, their staff and the library's FRIENDS for making information accessible to all who walk through the library's doors.

Dated: 8th Day of April, 2025

Tasha Cerda
MAYOR



PROCLAMATION

WHEREAS, the unfolding of historical events dating back to the 1970s has closely associated the day of April 20 or “4/20” with the culture of marijuana use, especially here in the United States; and

WHEREAS, the Compassionate Use Act of 1996 and Proposition 64 were initiative statutes that paved the way for legalizations of medical and recreational marijuana in the state of California; and

WHEREAS, legalization effectively would perpetuate the culture that promotes marijuana use, thereby resulting in increased social acceptance and accompanying decreased perception of harm; and

WHEREAS, a critical issue that lies at the core of this phenomenon is increased youth access to marijuana at alarming rates; further, most recent findings of community assessments conducted by the Substance Abuse Prevent and Control (SAPC) of the Los Angeles County Department of Public Health within its Service Planning Area (SPA) which includes the City of Gardena, show that 59% of those surveyed perceived it to be very easy/somewhat easy to get marijuana on the street and 23% perceived marijuana use in their neighborhood to be a major problem; and

WHEREAS, the same assessment study establishes the mean age of initiating marijuana use among users within SPA 8 to be 16.7 years, which is younger than the legal age of 21 years for possession and use.

NOW, THEREFORE, I, TASHA CERDA, MAYOR OF THE CITY OF GARDENA, CALIFORNIA, do hereby proclaim **APRIL 20, 2025 (“4/20”)**, to be

CHALLENGE THE NORM AND INFLUENCE OF MARIJUANA USE ON YOUTH DAY

to call on a united Gardena to undertake concerted actions to inform and educate youth and adults about the harmful effects of marijuana use on individual and public health, especially on the development of the brain, as well as regarding social costs in terms of injuries, loss of lives, and destruction of public and private property that occur as a result of impaired driving.

Tasha Cerda

MAYOR

Dated: 8th day of April, 2025

MINUTES
Regular Meeting Notice
Gardena City Council
Tuesday, March 25, 2025

The Regular Meeting Notice and Agenda of the Gardena City Council of the City of Gardena, California, was called to order at 7:07 p.m. on Tuesday, March 25, 2025, in the Council Chamber at City Hall 1700 West 162nd Street, Gardena, California, Mayor Tasha Cerda presiding.

1. ROLL CALL

Present: Mayor Tasha Cerda; Mayor Pro Tem Rodney G. Tanaka; Council Member Mark E. Henderson; Council Member Paulette C. Francis; and Council Member Wanda Love. Other City Officials and Employees present: City Manager Clint Osorio; City Attorney Carmen Vasquez; City Treasurer Guy H. Mato; City Clerk Mina Semenza; and Deputy City Clerk Becky Romero.

PUBLIC COMMENT ON CLOSED SESSION

2. CLOSED SESSION

- 2.A CONFERENCE WITH LEGAL COUNSEL- EXISTING LITIGATION
Government Code Section 54956.9(d)(1)
Edward Medrano v. City of Gardena
WCAB NO: ADJ18722621 and ADJ16893586
- 2.B CONFERENCE WITH LEGAL COUNSEL- EXISTING LITIGATION
Government Code Section 54956.9(d)(1)
Sherri Sheffield v. City of Gardena
WCAB NO: ADJ16831317 and ADJ17001258
- 2.C CONFERENCE WITH LEGAL COUNSEL- EXISTING LITIGATION
Government Code Section 54956.9(d)(1)
Michael Nguyen v. City of Gardena
WCAB NO: ADJ18114652
- 2.D CONFERENCE WITH LEGAL COUNSEL- EXISTING LITIGATION
Government Code Section 54956.9(d)(1)
Derrick Jones v. City of Gardena
WCAB NO: ADJ16338485
- 2.E CONFERENCE WITH LEGAL COUNSEL- EXISTING LITIGATION
Government Code Section 54956.9(d)(1)
City of Gardena v. County of Los Angeles, et al.
Los Angeles Superior Court Case No. 24STCP03577
- 2.F CONFERENCE WITH LEGAL COUNSEL- EXISTING LITIGATION
Government Code Section 54956.9(d)(1)
Michael Sargent v. City of Gardena, et al.
Los Angeles Superior Court Case No. 23TRCV03283
- 2.G CONFERENCE WITH LEGAL COUNSEL- EXISTING LITIGATION
Government Code Section 54956.9(d)(1)
Mariya Wrightsman v. City of Gardena, et al.

CITY ATTORNEY REPORT OUT OF CLOSED SESSION

Mayor Cerda reconvened the meeting to the Regular Open Session at 7:48p.m., and the City Clerk noted the return of all Council Members, who were present at the meeting. When City Attorney Vasquez was asked if there was any reportable action from Closed Session, she stated that Council met with regard to Items 2.A through 2.G; all members of the Council were present; as it pertains to Items 2.A through 2.E staff was provided with direction, with regards to Items 2.F and 2.G, the Council was provided with an update, no other reportable action was taken.

3. PLEDGE OF ALLEGIANCE

Miri Wilson and Noah Araiza, both in the 6th grade at 156th Street Elementary School, led the Pledge of Allegiance. Miri is positive and enthusiastic with a great sense of humor. She loves dance and gymnastics. She also really enjoys traveling to calming locations with her family. Her favorite book is The Wizard of Oz, and she loves the movie Wicked. She is in a youth leadership group where she learns about fighting for equal rights in countries around the world. Noah is high achieving and hard-working and is in the Gifted and Talented Education, (GATE) program. He is very driven when he sets his sights on a goal. He enjoys sports and plays on a flag football team. In school, his favorite subjects are math and reading. His favorite books are the series Diary of a Wimpy Kid. An issue that Noah cares about is reducing violence in the world.

4. INVOCATION

Pastor Les Higgins of True Way Missionary Baptist Church led the Invocation in place of Joyce S. Watanabe of Baha'i Faith.

5. PRESENTATIONS

- 5.A Recognition of Public Works Staff for Completing two (2) Railroad Crossing Projects – ***Director of Public Works Allan Rigg spoke about the project; a video was shown, and appropriate photos were taken***
- 5.B Certificate of Commendation in Special Recognition of Retirement and Long-Time Service to the City of Gardena:
 - 1. Daniel Le - Transit Mechanic with the Transportation Department - 15 years
 - 2. Tonya Hill - Bus Operator with the Transportation Department - 25 years***Director of Transportation Ernie Crespo spoke on behalf of the Retirees, who were not present at the meeting***
- 5.C Certificate of Recognition to Louis Enriquez for his service to the community as a Member of the Gardena Economic Business Advisory Commission – ***Mr. Enriquez was not present at the meeting***
- 5.D Greater Los Angeles County Vector Control District Presentation - ***Presentation was given by Caroline Gongora, Public Information Coordinator with the Greater Los Angeles County Vector Control District***

5.E Boards & Commissions Presentation - Beautification Commission – ***Chair Paulette Francis spoke about the commission; Commissioner Barbara Phillips came up and said a few words; and a video was then presented***

5.F Gardena Events Video Presentation

6. **PROCLAMATIONS**

6.A "Fair Housing Month" April 2025 – ***was accepted by Alice Nguyen, Outreach Coordinator of the Fair Housing Foundation***

7. **APPOINTMENTS**

7.A Council Appointments to Commissions, Committees, Councils and Boards)
(Appointees to be Ratified and Sworn In)

Rent Mediation Board - Owner Representative - Annie Roddy
(Appointed by Mayor Pro Tem Rodney Tanaka)

It was moved by Mayor Pro Tem Tanaka, seconded by Mayor Cerda and carried by the following roll call vote to Approve the Appointment of Annie Roddy to the Rent Mediation Board-Owner Representative:

Ayes: Mayor Pro Tem Tanaka and Mayor Cerda; Council Members Henderson, Love and Francis

Noes: None

Absent: None

City Clerk Mina Semenza administered the Oath of Office to Ms. Roddy and appropriate pictures were taken.

8. **CONSENT CALENDAR**

8.A Waiver of Reading in Full of All Ordinances Listed on this Agenda and that they be Read by Title Only

CONTACT: CITY CLERK

8.B Approve Minutes:

Regular Meeting of the City Council, March 11, 2025

CONTACT: CITY CLERK

8.C Approval of Warrants/Payroll Register, March 25, 2025

CONTACT: ADMINISTRATIVE SERVICES

8.D Monthly Investment Portfolio, February 2025

CONTACT: ADMINISTRATIVE SERVICES

8.E Personnel Report P-2025-6 03-25-25

CONTACT: ADMINISTRATIVE SERVICES

- 8.F Gardena General Plan Annual Progress Report
CONTACT: COMMUNITY DEVELOPMENT

It was moved by Council Member Henderson and seconded by Mayor Pro Tem Tanaka and carried by the following roll call vote to Approve the Consent Calendar with the exception of Item 8.F:

Ayes: Council Member Henderson, Mayor Pro Tem Tanaka, Council Members Francis and Love, and Mayor Cerda
Noes: None
Absent: None

9. **EXCLUDED CONSENT CALENDAR**

- 8.F COMMUNITY DEVELOPMENT: Gardena General Plan Annual Progress Report

Council Member Francis asked for an update regarding the annual progress report; Mayor Cerda made comments regarding the report; Council Member Love made comments and asked for confirmation of some of the things in the report so our community could better understand. Community Development Manager Amanda Acuna confirmed and answered all questions.

It was moved by Council Member Francis and seconded by Council Member Love and carried by the following roll call vote to: Approve Item 8.F:

Ayes: Council Member Francis and Love; Mayor Pro Tem Tanaka, Council Member Henderson and Mayor Cerda
Noes: None
Absent: None

10. **PLANNING & ENVIRONMENTAL QUALITY COMMISSION ACTION SHEET**

- 10.A MARCH 18, 2025 MEETING

ENVIRONMENTAL ASSESSMENT #18-24 and CONDITIONAL USE PERMIT #8-24

The Planning Commission considered a request for a conditional use permit, to operate an amusement arcade within an existing commercial tenant space within the General Commercial (C-3) zoning district, in accordance with Section 18.32.030.H of the Gardena Municipal Code. The project was considered categorical exemption pursuant to CEQA Guidelines Section 15301, as an existing facilities project and Section 15061(b)(3).

Applicant: Wawa Claw LLC (Representative: Matthew Chi)

Project Location: 1425 W. Artesia Blvd

Commission Action: The Planning Commission approved Resolution No. PC 4-25, by a vote of 5-0, approving Conditional Use Permit #8-24, subject to the conditions of approval presented by staff with an added condition, and directed staff to file a Notice of Exemption.

City Council Action: Receive and file **OR** call for review by way of two votes from the City Council.

The Item was Received and Filed.

10.B **MARCH 18, 2025 MEETING**

ENVIRONMENTAL ASSESSMENT #20-24, CONDITIONAL USE PERMIT #9-24

The Planning Commission considered a request for a conditional use permit, to operate an amusement arcade within an existing commercial tenant space within the General Commercial (C-3) zoning district, in accordance with Section 18.32.030.H of the Gardena Municipal Code. The project was considered for categorical exemption pursuant to CEQA Guidelines Section 15301, as an existing facilities project Section 15061 (b)(3).

Applicant: Kiddleton Inc. (Representative: Kanako Nishikawa)

Project Location: 15484 S. Western Avenue

Commission Action: The Planning Commission approved Resolution No. PC 5-25, by a vote of 5-0, approving Conditional Use Permit #9-24, subject to the conditions of approval presented by staff with an added condition and directed staff to file a Notice of Exemption.

City Council Action: Receive and file **OR** call for review by way of two votes from the City Council.

The Item was Received and Filed.

11. **ORAL COMMUNICATIONS**

- 1) Andrea Simental, Community Library Manager at Gardena Mayme Dear Library ; came to give library updates for both the Mayme Dear and Masao W. Satow libraries.
- 2) Arohi Sharma, resident of Torrance and a volunteer of the Torrance League of Women Voters; came to introduce herself and invite everyone to their Earth Day Event.
- 3) Jordan, resident; spoke about the homelessness problem in the City.

12. **DEPARTMENTAL ITEMS - ADMINISTRATIVE SERVICES**

- 12.A Single Audit Report Required for Federally Funded Programs for Fiscal Year Ended June 30, 2024

City Manager Osorio presented the Staff Report.

Mayor Cerda then asked if anyone had asked to speak on this item and if the Council had any comments or questions. There were no public speakers

A comment was made by Council Member Henderson. Hearing no other comments from Council, Mayor Cerda stated that this item would be Received and Filed.

13. **DEPARTMENTAL ITEMS - COMMUNITY DEVELOPMENT - None**

14. **DEPARTMENTAL ITEMS - ELECTED & CITY MANAGER'S OFFICES**

- 14.A Approval of One-Year Agreement with Townsend Public Affairs, Inc. for Legislative Advocacy and Grant Funding Services in the amount of \$84,000

City Manager Osorio presented the Staff Report.

Nicolo De Luca presented a PowerPoint presentation.

Mayor Cerda then asked if anyone had asked to speak on this item and if the Council had any comments or questions. There were no public speakers.

Questions and comments were made by all Members of the Council. Mr. De Luca explained their methodology and answered all questions.

It was moved by Mayor Cerda and seconded by Mayor Pro Tem Tanaka and carried by the following roll call vote to Approve Agreement:

Ayes: Mayor Cerda and Mayor Pro Tem Tanaka; Council Members Henderson and Francis

Noes: Council Member Love

Absent: None

15. **DEPARTMENTAL ITEMS – POLICE - None**

16. **DEPARTMENTAL ITEMS - PUBLIC WORKS**

- 16.A Approve the Installation of Gardena Decorative Street Lighting by Southern California Edison (SCE), JN 506, on Gardena Boulevard between Vermont Avenue to Western Avenue and 162nd Street between Denker Avenue to Western Avenue, Authorize the City Manager to execute the SCE Application and Contract in a form approved by the City Attorney in the amount of \$182,000, Declare California Environmental Quality Act (CEQA) Exemption and Approve the Remaining Budget of \$47,000 as a Project Contingency

City Manager Osorio presented the Staff Report.

A few slides of the color patterns and the fixtures were presented by Director of Public Works Allan Rigg, who gave an update on the project.

Mayor Cerda then asked if anyone had asked to speak on this item and if the Council had any comments or questions. There were no public speakers.

Questions and comments were made by Council Member Francis, Mayor Cerda, and Council Member Love. Director of Public Works Allan Rigg explained the method and process of the street lighting project and answered all questions.

It was moved by Mayor Cerda and seconded by Mayor Pro Tem Tanaka and carried by the following roll call vote to: Approve Project Installation by SCE with Chosen Color for Fixture; Authorize City Manager to Execute the Application & Contract with SCE; Declare CEQA Exemption; Approve Project Contingency:

Ayes: Mayor Cerda and Mayor Pro Tem Tanaka; Council Members Henderson and Love

Noes: Council Member Francis

Absent: None

17. **DEPARTMENTAL ITEMS - RECREATION & HUMAN SERVICES** - None

18. **DEPARTMENTAL ITEMS – TRANSPORTATION** - None

19. **COUNCIL ITEMS** - None

20. **COUNCIL DIRECTIVES**

Council Member Love

Directive: This directive is for council to consider allowing public works to install 15 poles on Gardena Boulevard, between Vermont Ave. and Budlong for string light to be hung back-and-forth across Gardena Boulevard.

Purpose - To further revitalize Gardena Boulevard.

Reason - This additional lighting would enhance the Gardena Boulevard revitalization program already in existence.

Benefit - this additional lighting combined with the new Edison Street light heads will make Gardena Boulevard brighter and more attractive with hope of drawing more businesses to the Boulevard and inspire more customers to shop there after dark, creating a new night life on the Blvd.

Mayor Cerda and Council Member Francis seconded it.

Mayor Cerda

Directive: For staff to send a letter of support for AB 394 – Public Transit Operator and Rider Safety.

Purpose – Enhance the safety and security of California public transportation by strengthening protection for transit operators;

Reason – For the safety of our drivers, and riders on GTrans; and

Benefit – Promote a safer environment for our workers.

Council Member Francis seconded it.

City Attorney Vasquez mentioned that staff will prepare a draft letter and send it to you each one individually to let you decide if you would like to add your name to the letter of support.

21. **CITY MANAGER REMARKS RE: DIRECTIVES / COUNCIL ITEMS**

- 1) City Manager Osorio stated that he had nothing to report.

22. **COUNCIL REMARKS**

- 1) **MAYOR PRO TEM TANAKA** - Since the last meeting, he attended the State of the City address by our Mayor, it was a really great event, being a part of this great City for 71 years, it was nostalgic to look back at some of the City's history. He attended Casino Night supporting our seniors at the Nakaoka Community Center; Ms. Santin and her staff did a great job. Sadly, he attended the funeral of retired Gardena Police Officer, Cruz Olivares, he was a really great officer, who retired and unfortunately passed away. He attended the COG Housing Trust Advisory Committee meeting. He attended the RCC Board meeting, they approved the budget and they're trying to hire more dispatchers, so anybody looking for a dispatcher job should contact RCC. He attended the 88 Cities conference in Torrance, he thanked Council Member Dr. Henderson for being a part of the COG panel regarding the South Bay cities fiber network. He appreciates Community Development and staff members for showing up to this event. The event was hosted by Torrance Mayor George Chen. The Keynote Speaker was Tara Lynn Gray, who's a Director of the California Office of Small Business Advocate, who put on a really great message. He attended the law enforcement Badges Blood Drive, thank you Chief for always doing that. Hopefully, you guys win again. He attended the Eagle Scout awards presentation at the Gardena Valley Baptist Church for honorees of Troop #719. He mentioned their names, spoke of their commitment and dedication. Lastly, he attended the Board of Supervisors meeting, to support and request approval of Measure A fundings for the South Bay cities. He received an e-mail from Jackie Bacharach, our Director, who said that it passed so he's thankful for that and for Supervisor Hong and the rest of the supervisors.
- 2) **COUNCIL MEMBER FRANCIS** - Since the last meeting, she attended the State of the City and the Girl Boss workshop. She thanked Carolina Gongora, their Public Information Officer, from the Greater Los Angeles County Vector Control District. She also gave a special thank you to Barbara Phillips for coming out to represent the Beautification Commission. If you see any graffiti anywhere, please call it in. She wants to thank the Public Works department for doing such a great job as soon as the calls come in, they get it done as fast as they can. She mentioned that as we go towards the month of April students are out for spring break, so you'll see more young people on the streets riding bicycles, keep an eye out for them. She thanked everybody for coming out and supporting our City Council meeting.
- 3) **COUNCIL MEMBER LOVE** - Since the last meeting, she attended Casino night. She also attended the Willows Wetland Preserve Spring Equinox. She had the honor of sponsoring the snacks and the lunch for them, but she was really excited because in exchange she got nice little vegetable plants. She also attended the Carson State of the City address which was pretty amazing. Carson is definitely on the move, and they have a lot that they're about to do in preparation for the upcoming big events such as the World Cup, and the Olympics. She was speaking to the Mayor from Carson, and they were talking about how Gardena can start to position itself for capitalization on some of these big events. She's hoping that we can start some kind of campaign to market the multiple

diverse restaurants that we have, and we might be able to benefit from these events coming into the state. She shared with Councilwoman Francis that she thought she was going to have to replace your Commissioner Barbara Phillips because she was having some personal issues, but then on Monday Commissioner Barbara Phillips made it a point to pull her out of a meeting to tell her that no if she has not replaced her, then please don't because she really wants to stay. Commissioner Barbara Phillips loves your Commission that much, she just thought Council Member Francis should know that. She also spoke on the graffiti; she agrees and encourages residents to report all graffiti not just the big graffiti that's tagged on the walls with the spray paint but also graffiti that's written on our light poles, our street poles, our trash cans, and even our business windows. She encourages the community to get involved and it goes back to what the Chief said earlier without your community involvement and telling us what you want from us then they won't know. She strongly encourages more of our residents to become more engaged, more aware, attend the council meetings, and start getting involved in hearing and letting their voice be heard.

- 4) MAYOR CERDA - Since the last council meeting, she attended the LA County Sanitation personnel meeting. She also attended Environmental Charter School, the school had their 6th graders do a project on community issues that they saw around the city and how they would fix it. They did a great job, all the young people presenting, they all had talking points they created their own flyers along with poster boards. She attended the Emperor of Japan's birthday celebration at the Japanese Consulate General's home, along with our Mayor Pro Tem Tanaka. She also had the opportunity to be out with Public Works when they were doing the railroad. She thanked Public Works for doing an amazing job. She also attended Serra High School's 75th anniversary, which was held at the Westdrift Hotel, and it was really great to see so many former students that graduated even in the 60s. She also attended a tour of Nissin Foods, their CEO was so gracious to accommodate her, the City Manager, and a couple of our employees on this tour. They were able to see how cup noodles are made and to see it from its initial dough and how it's rolled out, processed and packaged. Also, she had the opportunity to attend the youth sports league, they had two different banquets on two different nights and that is always great to help award the young people for participating in sports. She also attended a Sister City International meeting. She also attended the 49th Annual Koi show banquet, the group is just so thankful for always being able to have their event hosted here in the City of Gardena and they go on and on about how great our staff is to them. Also, she attended our State of the City, and she just wants to thank everybody who played a part in it, putting that entire event together, from the staff who decorated, to those who were just helping get all the information from all the different departments. It came off well, showing the history of every department as it relates to when Gardena was first incorporated in 1930 to where we're at right now. She thanked the Chief for his presentation. She also attended Casino Night, another great event that was held by our staff, our residents want to have a Casino Night every month, it's just that good. She also attended Coffee with a Cop again another successful event. She attended her monthly CCGA meeting, and her local Sanitation meeting, she also attended Carson's State of the City, another great event. As Mayors, a lot of times they always like to support each other, their Mayor comes here, she goes over there, and they always share ideas of what they're doing in their cities, and how they can help each other out and so she was really happy just to see some of the great success that the city of Carson's is having. She had

the opportunity to attend the Girls Prep Academy for the Fire Department, LA County Fire Department offers this for young women who are interested in joining the fire department. Then she also attended the installation of the new president of their Association of Peruvian Cultural Group they had their event in San Pedro, it was another great event to attend. They mentioned they want to be more involved with Gardena. Lastly, this coming Friday she will be having her monthly town hall meeting at 6:00 PM, it will be at the Toss Up restaurant located on Artesia and Dalton. She is open to hearing any issues and concerns that any residents have as well as any information that she could share with you all to just let you understand all the different things that we offer in the City of Gardena.

- 5) COUNCIL MEMBER HENDERSON - Our State of the City was great, Carson's State of the City was great, Hawthorne's State of the City was great, so he has gone to a few States of the City in our 16-city region of South Bay Council of Governments. He made an appeal to Mayor Pro Tem Tanaka as the chair of the COG to see if there's some interest in us doing a State of the Region for everybody to be aware or at least share the slides from what's happening in Inglewood to what Carson is doing. That prompted him to follow up with LA 28 in regards to what some of the smaller cities can do regarding the Olympics and the World Cup, so they gave him some ideas for Mr. City Manager he's going to synthesize them a little more and give them to our City Manager, and then they can work it through staff because there is opportunity. He attended Coffee with a Cop. He attended the Eagle Scout ceremony at Gardena Valley Baptist Church. He attended all his committee meetings, his Mobile Source Air Pollution Reduction Review committee, Technical Advisory committee. He wants to thank again Mayor Pro Tem Tanaka as the chair of the COG they got an opportunity to present as he stated to the Los Angeles Economic Development Commission their 88 City Summit hosted by the City of Torrance. He was humbled and honored to be the presenter for our South Bay fiber network and also to represent the City of Gardena. He did his business and community visits, he got some feedback from the mayor's last town hall meeting, it was pretty cool. He wants to thank the staff, the Chief, and the Public Works Department for the railroad project. He thanked the City Manager; he appreciates the responsiveness of him and the staff with his inquiries and questions. So, you aren't on a bottleneck, they're getting stuff done and he appreciates that.

23. **ANNOUNCEMENT(S)**

- 1) Willows Week of Service; Volunteers are needed – April 14, 2025, to April 18, 2025, From 8:00 a.m. to 11 a.m. at the Willows Wetland Preserve;
- 2) Youth Spring Camp – April 14, 2025, to April 18, 2025, from 7:00 a.m. to 6:00 p.m. at Freeman Park, Nakaoka Community Center and Johnson Park;
- 3) Volunteering Camp – April 14, 2025, to April 18, 2025, from 9:00 a.m. to 5:00 p.m. at the Nakaoka Community Center;
- 4) Hoppin' Bunny Breakfast – April 19, 2025, from 8:30 a.m. to 11:30 a.m. at the Nakaoka Community Center;
- 5) Eggstravaganza Bonanza – April 19, 2025, from 10:00 a.m. to 12:00 p.m. at Rowley Park;
- 6) Aquatic Center Coming Summer 2025 – Feedback Survey will Open February 24, 2025, to March 25, 2025 for a chance to enter a raffle to win a \$50 credit;
- 7) Paper Shredding Event – April 5, 2025, from 8:00 a.m. to 12:00 p.m. at the City Hall Complex;

- 8) TRP Books & Beyond Adventure – April 11, 2025, from 10:00 a.m. to 1:30 p.m. at the Nakaoka Community Center;
- 9) Compost Giveaway – April 12, 2025, from 8:00 a.m. to 12:00 p.m. at Rowley Park;
- 10) Spring Community Yard Sale – April 5, 2025, from 7:00 a.m. to 12:30 p.m. at Mas Fukai Park;
- 11) League of Women Voters, Earth Day Teach-in – April 21, 2025, from 5:00 p.m. to 7:00 p.m. at Katy Geissert Civic Center Library.

24. **REMEMBRANCES**

Mrs. Kimiko Nakaoka, 95 years old, former resident of Gardena for many years and wife of former Gardena Mayor Ken Nakaoka;
Mr. Avelino “Cruz” Olivares, former Police Officer with the Gardena Police Department.

25. **ADJOURNMENT**

At 10:29 p.m. Mayor Cerda adjourned the Gardena City Council Meeting to the Closed Session portion of the City Council Meeting at 7:00 p.m. and the Regular City Council Meeting at 7:30 p.m. on Tuesday, April 8, 2025.

APPROVED:

Tasha Cerda, Mayor

MINA SEMENZA
City Clerk of the City of Gardena and
Ex-officio Clerk of the Council

By: _____
Becky Romero, Deputy City Clerk

MINUTES
Regular PEQC Meeting of the
Planning and Environmental Quality Commission
Tuesday, March 4, 2025

The Regular PEQC Meeting Notice and Agenda of the Planning and Environmental Quality Commission of the City of Gardena, California, was called to order at 7:00 PM on Tuesday, March 4, 2025, in the Council Chambers at 1700 W. 162nd Street, Gardena, California.

PARTICIPATE BEFORE THE MEETING by emailing the Planning Commission at planningcommissioner@cityofgardena.org by 5:00 PM on the day of the meeting and write "Public Comment" in the subject line.

1. CALL MEETING TO ORDER

The meeting was called to order at 7:03 PM

2. PLEDGE OF ALLEGIANCE

Commissioner Stephen P. Langley led the Pledge of Allegiance.

3. ROLL CALL

Present: Chair Deryl Henderson; Vice-Chair Ronald Wright-Scherr; Commissioner Jules Kanhan; Commissioner Steve Sherman and Commissioner Stephen P. Langley. Employees present: Director of Community Development Greg Tsujiuchi; Community Development Manager Amanda Acuña; City Attorney Carmen Vasquez and Planning Assistant Kevin La.

4. APPROVAL OF MINUTES

4.A February 4, 2025 MEETING

MOTION: A motion was made by Commissioner Langley and seconded by Vice-Chair Wright-Scherr to approve the minutes of the meeting on February 4, 2025:

The motion was passed by the following roll call vote:

Ayes: Langley, Wright-Scherr, Kanhan, Sherman, and Henderson

Noes: None

Abstain: None

5. ORAL COMMUNICATIONS

Administrative Analyst I, Georgina Placido, asked if there were any comments from the public and noted for the record that no member of the public wished to speak to the Planning Commission at this time.

6. OTHER ITEMS

- 6.A **Resolution No. PC 3-25:** Approving the appeal by The Tire House Inc. from the Director's decision to revoke the approval of the Site Plan Review #4-15 for The Tire House business located at 1818 W. Redondo Beach Blvd., and finding that the action is categorically exempt from the provisions of CEQA pursuant to guidelines Section 15321.

Community Development Director Greg Tsujiuchi, Community Development Manager Amanda Acuña, and City Attorney Carmen Vasquez were present to answer any questions.

Planning Assistant, Kevin La presented the Staff Report and provided background information on Site Plan Review #4-15. He reported on the business's progress made in cleaning up the property and progress made to conform to the conditions of Site Plan Review #4-15. A timeline showing the actions taken in the last nine years was displayed on the screen. He noted that on February 10, 2025, a Gardena Building Inspector conducted and passed the re-stripping permit, and it is now in compliance with the conditions for Site Plan Review #4-15.

Mr. La informed everyone that Code Enforcement visited the property on March 4, 2025, and took photos of the current business, which were displayed on the screen.

STAFF RECOMMENDATION:

Staff is recommending to the Planning Commission to:

- Receive the progress report from staff;
- Adopt Resolution No. PC 3-25 reflecting the Planning Commission's decision of approving the appeal by the Tire House Inc. from the Director's decision to revoke Site Plan Review #4-15; and
- Find that the action is categorically exempt from the provisions of CEQA pursuant to guidelines Section 15321

Chair Henderson asked if any Commissioners had questions.

Chair Henderson sought confirmation that the project was complete and thanked Director Tsujiuchi for his work in having the property come into compliance.

MOTION: A motion was made by Commissioner Langley and seconded by Vice-Chair Wright-Scherr to Receive the progress report from staff; Adopt Resolution No. PC 3-25 reflecting the Planning Commission's decision of approving the appeal by the Tire House Inc. from the Director's decision to revoke Site Plan Review #4-15; and Find that the action is categorically exempt from the provisions of CEQA pursuant to guidelines Section 15321:

The motion was passed by the following roll call vote:

Ayes: Langley, Wright-Scherr, Sherman, Kanhan, and Henderson

Noes: None

7. PUBLIC HEARING ITEMS

7.A ENVIRONMENTAL ASSESSMENT #18-24, CONDITIONAL USE PERMIT #8-24

A request for a conditional use permit to operate an amusement arcade, pursuant to Section 18.32.030.H of the Gardena Municipal Code, within an existing tenant space at 1425 West Artesia Boulevard, located in the General Commercial (C-3) zoning district.

Environmental Consideration: The proposed project is being considered for a categorical exemption from the provisions of the California Environmental Quality Act (CEQA) pursuant to Guidelines Section 15301, as an existing facilities project and Section 15061(b)(3).

APPLICANT: Wawa Claw LLC (Representative: Matthew Chi)

LOCATION: 1425 West Artesia -Boulevard, Ste 23 (APN: 6106-034-001)

Community Development Director Greg Tsujiuchi and City Attorney Carmen Vasquez were present to answer any questions.

Ms. Acuña reported to the Commission that an error was made regarding the address listed for the notification of tonight's meeting. She clarified that the correct address is 1425 West Artesia Boulevard for the item being discussed. However, this address was not reflected in the original notification, so the item has been rescheduled for the March 18th meeting. She informed everyone that a new publication is set for this week regarding the project for the March 18th meeting, along with a second request for a similar conditional use permit for an arcade facility located in a different shopping center. Both projects will be published in the Gardena Valley News this upcoming Thursday, and mailers will be resent. Due to the error, no further discussions can take place at this time, and as a result, the item is being postponed.

Ms. Acuña clarified that the applicant's request under Conditional Use Permit #8-24 pertains to the address 1425 West Artesia Boulevard, Suite 23, which is located in the shopping center known as Gateway Plaza. The information presented in the staff report included in the agenda is accurate and will be represented at the Planning Commission meeting on March 18th.

Director Tsujiuchi added that the error occurred because an extra digit was included in the address and staff members have 10 days to publish the project details in a local newspaper. He noted that while the information received by the Commissioners was correct, what was published was not.

Ms. Acuña explained that due to this error, the public was not aware of the project being presented to the Commission. She emphasized the importance of properly notifying the community in accordance with municipal and state regulations to ensure the request is brought before the Commission appropriately. She also noted that this was why the applicant was not in attendance.

Chair Henderson thanked everyone for the information.

8. COMMUNITY DEVELOPMENT DIRECTOR'S REPORT

Community Development Director, Greg Tsujiuchi announced upcoming city events.

- 1) 2025 State of the City, Thursday, March 13, 2025, at the Nakaoka Community Center; 6 PM Meet & Greet; and 7 PM Program.
- 2) Casino Night, Friday, March 14, 2025, at the Nakaoka Community Center; 5:30 PM – 9:30 PM.

Director Tsujiuchi stated that all Commissioners will receive two (2) tickets.

- 3) City of Gardena Code of Conduct.

Director Tsujiuchi updated the Commissioners on the new City of Gardena Code of Conduct, which was recently approved by the City Council. He emphasized that all appointed officials must read and understand the document, then sign a confirmation receipt and return a copy to the City Clerk's Office.

City Attorney Vasquez was present to address any questions the Commissioners might have regarding the Code of Conduct. She reassured the Commissioners that even if they had not yet read the document, they could reach out to her with any inquiries. She would be happy to help clarify any aspects of the Code that they were required to review and sign, confirming that they have read and understood it.

Chair Henderson inquired whether the document was due on the 15th. City Attorney Vasquez clarified that, to her knowledge, there is no specific deadline for this document. However, she noted that the Form 700 is due for all Planning Commissioners by April 1st. She added that the Code of Conduct document is a separate item that was adopted by the City Council at the last council meeting.

Ms. Acuña informed all Commissioners that they must file their Annual Form 700 through Netfile, which must be submitted no later than April 1, 2025. If they need further assistance, they should reach out to the City Clerk's Office.

City Attorney Vasquez also reminded the Commissioners that they will incur a penalty of \$10 per day from the FPPC if the Form 700 is not completed by April 1st.

9. PLANNING & ENVIRONMENTAL QUALITY COMMISSIONERS' REPORTS

- 1) COMMISSIONER LANGLEY – He commended the staff for their work on the detour route for the Western Ave Railroad Project and expressed hope that the same high standards would be applied to the Normandie Railroad Project.

Director Tsujiuchi informed him that he would bring this to the attention of the Public Works Director.

- 2) VICE-CHAIR WRIGHT-SCHERR – He shared that he had a great time on the day of the Martin Luther King Parade. He and Commissioner Kanhan rode in the same car.

- 3) CHAIR HENDERSON – No items to report.
- 4) COMMISSIONER SHERMAN – No items to report.
- 5) COMMISSIONER KANHAN – His report was the same as Vice-Chair Wright-Scherr.

10. ADJOURNMENT

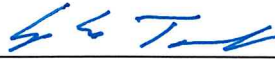
Chair Henderson adjourned the meeting at 7:19 PM.

APPROVED:



FOR: DERYL HENDERSON, CHAIR
Planning and Environmental Quality Commission

Respectfully submitted,

By: 

GREG TSUJIUCHI, SECRETARY
Planning and Environmental Quality Commission

MINUTES
Regular PEQC Meeting of the
Planning and Environmental Quality Commission
Tuesday, March 18, 2025

The Regular PEQC Meeting Notice and Agenda of the Planning and Environmental Quality Commission of the City of Gardena, California, was called to order at 7:00 PM on Tuesday, March 18, 2025, in the Council Chambers at 1700 W. 162nd Street, Gardena, California.

PARTICIPATE BEFORE THE MEETING by emailing the Planning Commission at planningcommissioner@cityofgardena.org by 5:00 PM on the day of the meeting and write "Public Comment" in the subject line.

1. CALL MEETING TO ORDER

The meeting was called to order at 7:04 PM.

2. PLEDGE OF ALLEGIANCE

Commissioner Ronald Wright-Scherr led the Pledge of Allegiance.

3. ROLL CALL

Present: Chair Deryl Henderson; Vice-Chair Ronald Wright-Scherr; Commissioner Jules Kanhan; Commissioner Steve Sherman and Commissioner Stephen P. Langley. Employees present: Director of Community Development Greg Tsujiuchi; Community Development Manager Amanda Acuña; Deputy City Attorney Rosemary Koo; and Planning Assistant Kevin La.

4. APPROVAL OF MINUTES – *No Items*

5. ORAL COMMUNICATIONS

Planning Assistant Kevin La asked if there were any comments from the public and noted for the record that no member of the public wished to speak to the Planning Commission at this time.

Chair Henderson asked for the election of Chair and Vice-Chair to be agendaized for the next meeting. Ms. Acuña agreed.

6. PUBLIC HEARING ITEMS

6.A ENVIRONMENTAL ASSESSMENT #18-24, CONDITIONAL USE PERMIT #8-24

A request for a conditional use permit to operate an amusement arcade within an existing commercial tenant space located in an existing commercial shopping center within the General Commercial (C-3) zoning district, in accordance with Section 18.32.030.H of the Gardena Municipal Code.

Environmental Consideration: The proposed project is being considered for a categorical exemption from the provisions of the California Environmental Quality Act (CEQA) pursuant to Guidelines Section 15301, as an existing facilities project and Section 15061(b)(3).

APPLICANT: Wawa Claw LLC (Representative: Matthew Chi)

LOCATION: 1425 West Artesia Boulevard, Ste 23 (APN: 6106-034-001)

Community Development Director Greg Tsujiuchi and Deputy City Attorney Rosemary Koo were present to answer any questions.

Community Development Manager Amanda Acuña presented the Staff Report for Environmental Assessment #18-24 and Conditional Use Permit #8-24 to operate an amusement arcade at 1425 West Artesia Boulevard, Suite 23.

Ms. Acuña presented the zoning map, which indicated that the site is located in the C-3 Zone. The site is situated within Gateway Plaza, a shopping center located at the northwest corner of Artesia Boulevard and Normandie Avenue. A photograph of the site was also displayed.

Ms. Acuña then showed the project floor plan, which encompasses an approximately 1,500 square foot tenant space. The applicant is proposing to establish an amusement arcade facility in this location.

Ms. Acuña discussed the site analysis, explaining that an amusement arcade requires a Conditional Use Permit (CUP) to operate, as outlined in the Gardena Municipal Code (GMC) section 18.23.030.H. An amusement arcade is defined as any place that houses five or more amusement devices, as per the Gardena Municipal Code (GMC) and a Conditional Use Permit is required for any amusement arcade within the C-3 Zone. Furthermore, the City's Municipal Code mandates that an amusement arcade must obtain an establishment permit in conjunction with the City's business license regulations.

Ms. Acuña noted that the Commission is being asked to consider for the Conditional Use Permit request and if approved the applicant would be subject to for the amusement arcade establishment permit, subject to the Community Development Director's decision.

Ms. Acuña clarified the definitions of amusement devices and amusement arcades. An amusement arcade is five or more devices, and Amusement devices, by the City's code, refer to any mechanical or electrical machines that require a coin or token for playtime, which include video games, pool tables, air hockey, foosball, pinball machines, or any other similar skilled testing devices. The code specifically calls for mechanical grab machines to be included as amusement devices.

In December 2024, Ms. Acuña noted that WaWa Claw Incorporation applied to operate an arcade facility at the proposed site within Gateway Plaza. The facility is planned to feature 30 claw machine devices. The proposed hours of operation are from 10:00 AM to 10:00 PM, Monday through Sunday, with 1 to 2 employees that are conditioned to be present during operating hours. The target audience is individuals ages 3 and older.

Ms. Acuña presented the project floor plan for the existing tenant space, identifying the entrance location, the 30 new claw machines, two restrooms, employee counter space, and the exit at the northern end of the space.

Ms. Acuña presented examples of the claw machines that were provided by the applicant but were not part of the agenda.

Ms. Acuña then noted that, according to Gardena Municipal Code section 18.64.030B, amusement arcades must maintain a distance of at least 300 feet from one another. She explained that amusement arcades are defined as having five or more amusement devices, which also include pool tables. She stated that Staff reviewed city records and identified two conditional use permits that had been issued for amusement arcades in separate billiard halls located at: Seoul Billiard – 1898 W. 157th St., and One Billiard – 15112 S. Western Ave. Additionally, another amusement arcade, Kiddleton, located at 15484 S. Western Ave., is under consideration for approval at the Tozai Plaza shopping center. Ms. Acuña confirmed that all these locations are at least 300 feet away from the subject property in Gateway Plaza.

Ms. Acuña informed everyone that according to GMC section 18.64.030.C, amusement arcades are required to provide adequate bicycle parking facilities. However, the Zoning Code does not specify a minimum bicycle parking requirement for non-residential areas. She then presented the project site plan, highlighting the commercial shopping center.

Ms. Acuña noted that staff had reviewed the original records and site area, revealing that there is currently one bike rack located on the site. She emphasized that the staff believes the intention was for the arcade facilities to be frequented by younger individuals on bicycles. However, due to the absence of a specific code requirement for adequate bicycle parking, staff must adhere to city and state standards, which only come into play when there is an increase in vehicle parking. The logic is that an increase in vehicle parking indicates that more people will be visiting the site. Furthermore, she noted that the conditional use permit for the amusement arcade facility does not increase parking demand. Therefore, it does not theoretically increase the bicycle parking requirement.

Lastly, Ms. Acuña discussed the environmental considerations for the proposed amusement arcade project, for which a conditional use permit is being requested. Staff conducted an analysis in accordance with the California Environmental Quality Act (CEQA) and found that the proposed project is categorically exempt from the provisions of the CEQA guideline sections:

- 15301 – Existing Facilities
- 15061(b)(3) – No significant environmental implications
- 15300.2 – Not subject to exceptions to the exemptions in CEQA.

Ms. Acuña also noted that public hearing notices were properly advertised in the Gardena Valley News, and mailers were sent to property owners and occupants within a 300-foot radius of the project site on March 6, 2025. At this time, no public comments regarding the project have been received.

STAFF RECOMMENDATION:

- ☐ Conduct the public hearing;
- ☐ Receive testimony from the public; and
- ☐ Adopt Resolution No. PC 4-25 making the necessary findings and approving EA #18-24 and CUP #8-24 subject to the attached Conditions of Approval; and
- ☐ Direct staff to file a Notice of Exemption.

Ms. Acuña informed everyone that both staff and the applicant were available to answer questions.

Chair Henderson then asked if any of the Commissioners had questions for the staff. Shortly after, he announced that the Public Hearing was open and asked if anyone wished to speak on this item.

Chair Henderson asked the applicant to come forward.

Applicants Hugh Su and Matthew Chi introduced themselves, and Director Tsujiuchi informed the Commissioners that they would not be giving a presentation but were available to answer questions. Mr. Chi commended Ms. Acuña on the presentation.

Director Tsujiuchi asked Mr. Hugh Su and Mr. Matthew Chi to start by explaining their business concept. Mr. Chi shared a story from his family vacation, detailing how he was inspired by a concept that is very popular in Japan, Asia, and Taiwan. He brought this idea back to the United States, developed a business plan, and opened his first store in Torrance. He also mentioned that he has partnered with local schools and Girl Scouts and has received positive feedback from nearby restaurants. He noted that after discovering a vacancy in the Gateway Plaza on Artesia Blvd., he began exploring opportunities in Gardena and is excited about the probability of expanding his business there.

Commissioner Sherman pointed out that the document states that school children are not allowed on the premises during school hours. He wanted to confirm if this information was accurate, as it could affect the number of people able to play games. Mr. Matthew Chi confirmed that Sherman was correct, noting that most of the revenue is generated during peak hours, specifically from 7:00 PM until closing. Director Tsujiuchi added that an arcade business on Western Avenue had a similar policy back in the 70s and 80s.

Ms. Acuña mentioned that there is a code requirement under the amusement permit, which they must also obtain from the Community Development Department. This code requires them to post visible signs to help prevent truancy among children.

Commissioner Langley expressed his concerns about children riding their bicycles on the walkway, which could disrupt the outdoor seating areas of nearby restaurants leading up to the project site. He then asked Mr. Chi how he would address the situation if it arose, emphasizing that if bicycles were parked in front of the project site, it would negatively impact both neighboring restaurants and pedestrians walking by.

Mr. Matthew Chi replied that the landlord would be responsible for managing such situations and would decide on the location of the bike path. He noted that the landlord is quite strict about what can be placed outside the stores, ensuring that the walkway remains clear for customers.

Commissioner Langley added that he also has concerns about the handicapped spaces near the project site. Mr. Chi confirmed that the parking spaces are located a few spots away from the front of the project site. Mr. Hugh Su added that based on their experience with their Torrance location, they have not encountered issues with people riding bikes and parking them outside the store, and he believes this is not a concern for them at the moment.

Director Tsujiuchi made a suggestion to the Commissioners regarding motions. He noted that while a condition can be added at the time of making a motion, the code already stipulates that bike parking must be provided to the satisfaction of the city. He recommended that if staff believes it is necessary, they can include a condition. Since staff handles the complaints and code enforcement is responsible for monitoring, they will also communicate with other businesses if bicycle-related issues arise. The city can require businesses to install a bicycle rack either on their property, in front of the project's entrance, or within the facility, provided they have the property owner's approval.

Commissioner Langley inquired about when the business opened in Torrance. Mr. Hugh Su responded that they opened in September 2024. Commissioner Langley noted that they have not yet experienced the summer months.

Chair Henderson inquired whether it would be possible to install a temporary bicycle rack near the closed Carl's Jr. location until it becomes occupied. He expressed safety concerns regarding bicycle racks and cars sharing the same space. Vice-Chair Wright-Scherr agreed, and Director Tsujiuchi shared his opinions and gave his recommendations on the matter.

Chair Henderson then asked about the types of prizes offered. Mr. Chi responded that the prizes mainly consist of dolls and plushies. He also explained that they have a trade-up wall, where smaller prizes can be exchanged for larger dolls and other items.

Vice-Chair Wright-Scherr asked about the cost per play. Mr. Su replied that it is one dollar per token, and they offer various token packages.

Chair Henderson announced that the Public Hearing was closed.

Commissioner Langley requested clarification regarding how to amend the motion. Deputy City Attorney Rosemary Koo explained that he could propose the motion with the necessary changes and should specify the details of the amendment he is requesting.

MOTION: A motion was made by Commissioner Langley and seconded by Vice-Chair Wright-Scherr to Conduct the Public Hearing; Receive testimony from the public; and Adopt Resolution No. PC 4-25 making the necessary findings and approving EA #18-24 and CUP #8-24 subject to the attached Conditions of Approval; and Direct staff to file a Notice of Exemption, and the Community Development Director shall have the discretion to determine if the property owner or business owner is required to provide additional parking facilities for alternative transportation devices at any time while this Permit is in effect:

The motion was passed by the following roll call vote:

Ayes: Langley, Wright-Scherr, Sherman, Kanhan, and Henderson

Noes: None

6.B ENVIRONMENTAL ASSESSMENT #20-24, CONDITIONAL USE PERMIT #9-24

A request for a conditional use permit to operate an amusement arcade within an existing commercial tenant space located in an existing commercial shopping center within the General Commercial (C-3) zoning district, in accordance with Section 18.32.030.H of the Gardena Municipal Code.

Environmental Consideration: The proposed project is being considered for a categorical exemption from the provisions of the California Environmental Quality Act (CEQA) pursuant to Guidelines Section 15301, as an existing facilities project and Section 15061(b)(3).

APPLICANT: Kiddleton Inc. (Representative: Kanako Nishikawa)

LOCATION: 15484 South Western Avenue, Unit 110 (APN: 6103-010-074)

Community Development Director Greg Tsujiuchi, Community Development Manager Amanda Acuña, and Deputy City Attorney Rosemary Koo were present to answer any questions.

Planning Assistant Kevin La presented the Staff Report on Environmental Assessment #20-24 and Conditional Use Permit #9-24 located for Tozai Plaza located at 15484 South Western Avenue, Unit 110.

Mr. La displayed a zoning map indicating that the site is situated in the C3 Zone, which is designated for general commercial use, similar to the previous amusement arcade project. He shared photographs of the existing tenant space, which is a two-story structure spanning 3.2 acres. He noted that the Kiddleton sign was approved through building permits and is currently awaiting on their conditional use permit to be in full operation.

Mr. La went over the site plan for the property, highlighting the existing 28 tenant spaces and 216 parking spaces available to accommodate the business plaza. The applicant has requested to operate an arcade within a 1,000 square foot tenant space.

Mr. La reiterated the relevant Gardena Municipal Code (GMC) section 18.23.030.H, which applies to this project, mandating a conditional use permit to operate as an amusement arcade. According to the GMC, an amusement arcade is defined as any location housing five or more amusement devices and obtaining an establishment permit, along with a City business license.

Mr. La mentioned that the applicant requested a total of 31 amusement devices in the tenant space. The hours of operation are Monday to Sunday from 1:00 PM to 9:00 PM, with employees who are conditioned to be present during operating hours. The target audience is for all ages.

Mr. La presented the project floor plan, highlighting that there will be a variety of arcade machines and providing examples of these machines. He emphasized that there will be no entrance or access from Western Avenue.

Mr. La noted that in accordance with Gardena Municipal Code section 18.64.030B, amusement arcades must maintain a distance of at least 300 feet from one another. Staff reviewed city records and identified two conditional use permits that had been issued to Seoul Billiard and One Billiard, and the most recent Wawa Claw on Artesia Boulevard. Mr. La pointed out that the closest business, Seoul Billiard, is located at 1898 W. 157th Street, but it is further than 300 feet away, thereby complying with the distance requirement.

Mr. La also confirmed that for this proposed project, arcades are required to provide adequate bicycle parking. There is currently one existing bike parking space located approximately 60 feet away from the tenant space, as shown on the screen.

Mr. La mentioned that for the Environmental Considerations the proposed project is categorically exempt from the provisions of the California Environmental Quality Act (CEQA) pursuant to guideline sections:

- 15301 – Existing Facilities
- 15061(b)(3) – No significant environmental implications
- 15300.2 – Not subject to exceptions to the exemptions in CEQA.

Mr. La noted that public hearing notices were properly advertised in the Gardena Valley News, and mailers were sent to property owners and occupants within a 300-foot radius of the project site on March 6, 2025. At this time, no public comments regarding the project have been received.

STAFF RECOMMENDATION:

- ☐ Conduct the public hearing;
- ☐ Receive testimony from the public; and
- ☐ Adopt Resolution No. PC 5-25 making the necessary findings and approving EA #20-24 and CUP #9-24 subject to the attached Conditions of Approval; and
- ☐ Direct staff to file a Notice of Exemption.

Chair Henderson asked if any of the Commissioners had questions for the staff.

Chair Henderson asked for the applicant to come forward. Mr. La confirmed that the applicant was present and available to answer questions.

Chair Henderson announced that the Public Hearing was open.

Mr. Osamu Harada, the Applicant Representative from Kiddleton Inc., introduced himself and provided some background on how the business was started. He discussed the various cities and states where they have successfully opened stores, as well as the locations of the machines within those stores. He expressed his eagerness to receive approval for the proposed project.

Vice-Chair Wright-Scherr inquired whether Mr. Osamu Harada had a plan in place regarding children riding their bicycles on the walkway, as this could potentially disrupt the outdoor seating areas of nearby restaurants. Mr. Harada responded that a designated bicycle area is located near the project site to help mitigate this issue, and staff will encourage customers to use that area. He expressed confidence in the security guards at Tozai Plaza to maintain order.

Director Tsujiuchi informed the Commissioner that they could propose the same condition as with the previous item. He then directed his comments to Mr. Harada, letting him know that the same condition would apply to his project, to which Mr. Harada agreed.

Commissioner Sherman asked what would be used to activate the machines. Mr. Harada confirmed that tokens would be used, and Mr. La referred to the floor plan, which showed that there were two token machines indicated. Mr. Harada further shared that the prizes include authentic Japanese capsule toys and other plushies.

Commissioner Kanhan asked how often the machines are cleaned. Mr. Harada confirmed that the staff is responsible for cleaning, sanitizing the machines, and replenishing the toys.

Vice-Chair Wright-Scherr then asked for the number of employees. Mr. Harada stated that there would be 1-2 employees during operating hours.

Chair Henderson announced that the Public Hearing was closed.

Commissioner Langley stated that he would make the same amendment for the current project as he did for the previous item.

MOTION: A motion was made by Commissioner Langley and seconded by Vice-Chair Wright-Scherr to Conduct the Public Hearing; Receive testimony from the public; and Adopt Resolution No. PC 5-25 making the necessary findings and approving EA #20-24 and CUP #9-24 subject to the attached Conditions of Approval; and Direct staff to file a Notice of Exemption, and the Community Development Director shall have the discretion to determine if the property owner or business owner is required to provide additional parking facilities for alternative transportation devices at any time while this Permit is in effect:

The motion was passed by the following roll call vote:

Ayes: Langley, Wright-Scherr, Kanhan, Sherman, and Henderson

Noes: None

7. COMMUNITY DEVELOPMENT DIRECTOR'S REPORT

Community Development Director, Greg Tsujiuchi announced upcoming city events.

- 1) Eggstravaganza Bonanza, Saturday, April 19, 2025, at Rowley Park.

Director Tsujiuchi noted that the location for the Easter Breakfast has yet to be determined.

- 2) Cinco De Mayo Parade & Festival, Saturday, May 3, 2025. The parade starts at 10:00 AM on Gardena Blvd.

Director Tsujiuchi mentioned that he is unsure if Commissioners are being asked to participate, but he will gather more information and keep the Commission informed.

Director Tsujiuchi requested clarification regarding the request made during the Open Oral Communication concerning the scheduling of the Election of Chair and Vice-Chair for a future meeting. Chair Henderson recalled that this typically happens in March.

Deputy City Attorney Rosemary Koo noted that, although it is common practice to hold these elections in March, there are no official written rules or bylaws governing this matter. Therefore, it would be acceptable to address it at the next meeting. Director Tsujiuchi agreed as it is consistent with the city election process, given that they are appointed by an elected official.

8. PLANNING & ENVIRONMENTAL QUALITY COMMISSIONERS' REPORTS

- 1) COMMISSIONER LANGLEY – No items to report.
- 2) COMMISSIONER SHERMAN – No items to report.
- 3) VICE-CHAIR WRIGHT-SCHERR – No items to report.
- 4) COMMISSIONER KANHAN – No items to report.
- 5) CHAIR HENDERSON – No items to report.

9. ADJOURNMENT

Chair Henderson adjourned the meeting at 7:59 PM.

APPROVED:

Respectfully submitted,



FOR: DERYL HENDERSON, CHAIR
Planning and Environmental Quality Commission

By:



GREG TSUJIUCHI, SECRETARY
Planning and Environmental Quality Commission

MEMORANDUM

TO: Honorable Mayor and City Council

FROM: City Treasurer's Office

DATE: April 3, 2025

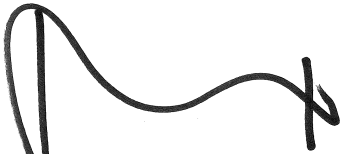
SUBJECT: WARRANT REGISTER
PAYROLL REGISTER

April 8, 2025 TOTAL WARRANTS ISSUED: \$2,762,935.44

Wire Transfer: 12940-12953
Prepay: 180059-180060
Check Numbers: 180061-180213
Checks Voided:

Total Pages of Register: 19

April 4, 2025 TOTAL PAYROLL ISSUED: \$2,068,830.36

A handwritten signature in black ink, consisting of a large loop followed by a wavy line and a vertical stroke.

for Guy Mato, City Treasurer

vchlist
04/03/2025 12:43:47PM

Voucher List
CITY OF GARDENA

Page: 1

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
12940	3/12/2025	112326 LWP CLAIMS SOLUTIONS INC.	031225		WORKERS' COMP CLAIMS	100,000.00
					Total :	100,000.00
12941	3/14/2025	112401 PINNACLE CLAIMS MANAGEMENT INC	031425		HEALTH INSURANCE CLAIMS	64,212.16
					Total :	64,212.16
12942	3/18/2025	111374 LINCOLN NATIONAL LIFE, INSURANCE COMP/	4807821566	023-01561	LIFE INSURANCE GRP PLANS - MARCH	4,061.19
					Total :	4,061.19
12943	3/19/2025	112401 PINNACLE CLAIMS MANAGEMENT INC	MARCH 2025	023-01546	HEALTH & LIFE INSURANCE, SERVICE	110,484.83
					Total :	110,484.83
12944	3/20/2025	112441 ANTHEM BLUE CROSS LIFE &, HEALTH INSUF	365990134556		HEALTH INSURANCE CLAIMS	67,539.60
					Total :	67,539.60
12945	3/24/2025	112401 PINNACLE CLAIMS MANAGEMENT INC	031925		HEALTH INSURANCE CLAIMS	16,879.43
					Total :	16,879.43
12946	3/24/2025	112326 LWP CLAIMS SOLUTIONS INC.	032425		WORKERS' COMP CLAIMS	14,304.78
					Total :	14,304.78
12947	3/25/2025	101641 CALPERS	100000017844469		MISC GROUP UAL PAYMENT - MARCH :	37,966.00
					Total :	37,966.00
12948	3/27/2025	112441 ANTHEM BLUE CROSS LIFE &, HEALTH INSUF	365999253772		HEALTH INSURANCE CLAIMS	26,543.59
					Total :	26,543.59
12949	3/28/2025	112401 PINNACLE CLAIMS MANAGEMENT INC	032725		HEALTH INSURANCE CLAIMS	53,127.39
					Total :	53,127.39
12950	3/28/2025	111016 KAISER FOUNDATION HEALTH PLAN	APRIL 2025		HEALTH INSURANCE	375,657.70
					Total :	375,657.70
12951	3/28/2025	112401 PINNACLE CLAIMS MANAGEMENT INC	APRIL 2025	023-01546	HEALTH & LIFE INSURANCE, SERVICE	110,464.60

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Voucher List
CITY OF GARDENA

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
12951	3/28/2025	112401 112401 PINNACLE CLAIMS MANAGEMENT INC	(Continued)			Total : 110,464.60
12952	3/25/2025	101641 CALPERS	100000017844481		SAFETY CLASSIC UAL PAYMENT - MAR	68,422.67
					Total :	68,422.67
12953	3/25/2025	101641 CALPERS	100000017844487		SAFETY PEPRA UAL PAYMENT - MARC	1,292.92
					Total :	1,292.92
180059	3/25/2025	113131 COUNTY BUILDERS	6971	023-01588	HOLIDAY LIGHTS/DECORATIONS INSTA	6,500.00
					Total :	6,500.00
180060	4/3/2025	103312 SOUTH COAST AIR QUALITY, MGMT DISTRICT 2025			RULE 2202 - AIR QUALITY INVESTMENT	1,245.71
					Total :	1,245.71
180061	4/8/2025	104606 2 BROTHERS TIRES & WHEELS	30503		PD VEHICLE TIRE SERVICES	20.00
					Total :	20.00
180062	4/8/2025	102176 A3 VISUAL	INV297659		CITY FLAGS	1,428.15
					Total :	1,428.15
180063	4/8/2025	112974 ABTECH TECHNOLOGIES, INC.	410022S-IN	037-10400	GRID DISCOVERY REVIEW	5,000.00
					Total :	5,000.00
180064	4/8/2025	111853 ACCESS	11163530		PD SHREDDING SERVICES- 09/30/24, 9	170.00
			11207838		PD SHREDDING SERVICES - 10/31/24, 9	170.00
					Total :	340.00
180065	4/8/2025	101748 AFTERMARKET PARTS COMPANY LLC, THE	83669419	037-10360	GTRANS AUTO PARTS	82.20
			83674058	037-10360	GTRANS AUTO PARTS	863.36
					Total :	945.56
180066	4/8/2025	111673 AGA ENGINEERS, INC.	25011	024-01124	2025 CITYWIDE ENGINEERING & TRAF	2,600.00
			25051	024-01124	2025 CITYWIDE ENGINEERING & TRAF	9,055.00
					Total :	11,655.00
180067	4/8/2025	113312 AL GARCIA'S PLUMBING INC	PERMIT #50024-0107		PERMIT DEPOSIT REFUND - 17121 S D	7,500.00
					Total :	7,500.00

Voucher List
CITY OF GARDENA

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
180068	4/8/2025	100925 AMERICAN MOVING PARTS	01A168524		GTRANS AUTO PARTS	1,806.76
Total :						1,806.76
180069	4/8/2025	104687 AT&T	23182083		TELEPHONE	35,777.65
Total :						35,777.65
180070	4/8/2025	104687 AT&T	23184890		TELEPHONE	217.30
			23234603		TELEPHONE	371.67
Total :						588.97
180071	4/8/2025	100964 AT&T MOBILITY	287275680401X040125		PD CELL PHONE ACCT #287275680401	147.98
			828667974X03162025		CM CELL PHONE ACCT #828667974	86.46
Total :						234.44
180072	4/8/2025	112942 AWP SAFETY	40017695		SIGNS - 18"X24" "NO OVERNIGHT PARKING"	198.80
			40017696		SIGNS - 12"X18" "3 HR PARKING"	1,825.59
			40017697		SIGNS - 30"X30" "R1-1 STOP SIGNS"	1,549.68
			40017850		SIGNS - 12"X18" "2HR PARKING"	1,951.96
			40017901		SIGNS - 24"X30" "NO TRUCKS OVER 60"	805.85
Total :						6,331.88
180073	4/8/2025	113287 BAJA DESIGNS	INV1888751	037-10435	REVERSE BUS LIGHT RETROFIT PURC	2,311.41
			INV1891474	037-10435	REVERSE BUS LIGHT RETROFIT PURC	3,852.36
Total :						6,163.77
180074	4/8/2025	103651 BARR & CLARK, INC.	64189		RADON TESTING - 2059 W 146TH ST	750.00
			64190		RADON TESTING - 1819 W 148TH ST	750.00
			64259		LBP CLEARANCE INSPECTION - 13207	320.00
Total :						1,820.00
180075	4/8/2025	113306 BARRAGAN, MARIA	PERMIT #18394		PERMIT DEPOSIT REFUND - 1836 W 15	500.00
Total :						500.00
180076	4/8/2025	102035 BD WHITE TOP SOIL CO., INC.	92110		PARK MAINT SUPPLIES	57.88
Total :						57.88
180077	4/8/2025	112754 BEAR ELECTRICAL SOLUTIONS, INC	26039	024-01135	TRANSFORMER INSTALL - CITY HALL	6,252.00

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
180077	4/8/2025	112754 112754 BEAR ELECTRICAL SOLUTIONS, INC	(Continued)		Total :	6,252.00
180078	4/8/2025	104302 BEE N' WASP NEST REMOVAL, SERVICE, LLC	960127		HONEY BEE NEST REMOVAL - 1522 W	125.00
					Total :	125.00
180079	4/8/2025	109037 BEEMAN, RAYMOND	02/24-02/25		PARMA 2025 CONFERENCE	75.00
					Total :	75.00
180080	4/8/2025	107747 BENGAR PRODUCTIONS	7610		EMBROIDERY SERVICES	745.00
			7611		EMBROIDERY SERVICES	69.00
			7615		EMBROIDERY SERVICES	731.00
			7621		EMBROIDERY SERVICES	252.00
					Total :	1,797.00
180081	4/8/2025	112722 BP FORD OF LONG BEACH	FOCS725999		2020 FORD INTRCPTR #1591741 SERVI	499.50
					Total :	499.50
180082	4/8/2025	113234 C2R PRODUCTIONS LLC	2015967		VIDEOGRAPHER SERVICES - FEBRUAR	2,000.00
			2015968		VIDEOGRAPHER SERVICES - MARCH	2,000.00
					Total :	4,000.00
180083	4/8/2025	110538 CANNON COMPANY	91481	024-00821	RBB ARTERIAL IMPROVEMENT PROJEI	68.00
					Total :	68.00
180084	4/8/2025	113309 CARRANZANAVARRO, EMMANUEL	CIT #311144899		VIOLATION REDUCTION REFUND	77.00
					Total :	77.00
180085	4/8/2025	111486 CENTRALSQUARE TECHNOLOGIES	434159	032-00190	ETRAKIT ONLINE SERVICES	3,960.00
					Total :	3,960.00
180086	4/8/2025	105122 CERDA, TASHA	02/20-02/23		ICA WINTER SEMINAR 2025	367.80
					Total :	367.80
180087	4/8/2025	110862 CES ENVIRONMENTAL CONSULTANTS	25-067		PROJECT MGMT - FIRE STATION 159 AI	1,546.00
					Total :	1,546.00
180088	4/8/2025	111612 CHARTER COMMUNICATIONS	PERMIT #18330		PERMIT DEPOSIT REFUND - 13650 GR/	6,000.00

Voucher List
CITY OF GARDENA

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
180088	4/8/2025	111612 111612 CHARTER COMMUNICATIONS	(Continued)		Total :	6,000.00
180089	4/8/2025	112352 CIRCLE, THE	203949		TOSHIBA 3525AC COPIER USAGE - CL	89.94
			203950		TOSHIBA 3525AC COPIER USAGE - CM	191.78
			203951		TOSHIBA 3525AC COPIER USAGE - HR	167.89
			203952		TOSHIBA 3525AC COPIER USAGE - ADI	47.05
			203953		TOSHIBA 3525AC COPIER USAGE - CDI	114.92
			203954		TOSHIBA 3525AC COPIER USAGE - CDI	182.79
			203955		TOSHIBA 5525AC COPIER USAGE - DB	521.49
			203956		TOSHIBA 908 COPIER USAGE - PRINT	12.35
			203957		TOSHIBA 6527AC COPIER USAGE - PRI	202.43
			203958		TOSHIBA 3525AC COPIER USAGE - PW	89.08
			203959		TOSHIBA 3525AC COPIER USAGE - PW	55.99
			203960		TOSHIBA 3525AC COPIER USAGE - GTI	140.57
			203961		TOSHIBA 3525AC COPIER USAGE - NC	272.23
			203962		TOSHIBA 3525AC COPIER USAGE - HS	1.31
			203963		TOSHIBA 3525AC COPIER USAGE - HS	53.17
			203964		TOSHIBA 3525AC COPIER USAGE - RE	67.28
			203965		TOSHIBA 3525AC COPIER USAGE - CH	24.01
			203966		TOSHIBA 3525AC COPIER USAGE - PD	86.94
			203967		TOSHIBA 3525AC COPIER USAGE - WA	112.85
			203968		TOSHIBA 3525AC COPIER USAGE - SR	76.26
			203969		TOSHIBA 6525AC COPIER USAGE - RE	183.63
			203970		TOSHIBA 3525AC COPIER USAGE - GTI	107.09
			203971		TOSHIBA 3525AC COPIER USAGE - GTI	58.25
					Total :	2,859.30
180090	4/8/2025	308112 CITY OF HAWTHORNE	2024-0229 GPD	035-01380	POLICE MEDICAL DIRECTOR SERVICE	25,000.00
					Total :	25,000.00
180091	4/8/2025	102388 COPYLAND, INC.	89257	037-10362	GTRANS - 24"X36" FOAM BOARD	87.44
					Total :	87.44
180092	4/8/2025	113303 CRAWFORD, DERRICK	03/14-03/15		2025 REGIONAL ROADEO	179.92
					Total :	179.92
180093	4/8/2025	103512 CRENSHAW LUMBER CO.	3142		PARK MAINT SUPPLIES	60.86

Voucher List
CITY OF GARDENA

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
180093	4/8/2025	103512 CRENSHAW LUMBER CO.	(Continued) 3908		SIGNS/SIGNALS SUPPLIES	189.06
					Total :	249.92
180094	4/8/2025	103353 CRM COMPANY, LLC.	LA26603		SCRAP TIRE DISPOSAL FEE	69.50
			LA26622		SCRAP TIRE DISPOSAL FEE	124.50
			LA26642		SCRAP TIRE DISPOSAL FEE	69.50
					Total :	263.50
180095	4/8/2025	106193 CUMMINS SALES AND SERVICE	X4-250356046	037-10370	GTRANS AUTO PARTS	536.52
					Total :	536.52
180096	4/8/2025	110319 CWE DIRECTOR	F25106	024-01042	MS4 & NPDES MONITORING & COMPLI	21,623.72
					Total :	21,623.72
180097	4/8/2025	312558 DEPARTMENT OF ANIMAL CARE, & CONTROL	FEBRUARY 2025		MONTHLY ANIMAL SERVICES - FEBRU/	1,818.35
					Total :	1,818.35
180098	4/8/2025	303377 DEPARTMENT OF TRANSPORTATION	SL250282		SIGNALS & LIGHTING - ARTESIA BLVD	650.69
					Total :	650.69
180099	4/8/2025	312117 DEPARTMENT OF WATER & POWER	032525		LIGHT & POWER	108.36
					Total :	108.36
180100	4/8/2025	110534 EL DORADO NATIONAL	90878949	037-10128	GTRANS BUS VEHICLE SUPPLIES	10,170.56
					Total :	10,170.56
180101	4/8/2025	110534 EL DORADO NATIONAL	90878864		GTRANS BUS VEHICLE SUPPLIES	147.06
			90878916		GTRANS BUS VEHICLE SUPPLIES	318.98
					Total :	466.04
180102	4/8/2025	105418 EMPIRE CLEANING SUPPLY	S6912786.002	034-00683	CUSTODIAL SUPPLIES	5,347.69
			S6968033	034-00666	CUSTODIAL SUPPLIES	860.40
			S6968033.002	034-00666	CUSTODIAL SUPPLIES	70.47
			S6968058	034-00666	CUSTODIAL SUPPLIES	265.05
					Total :	6,543.61
180103	4/8/2025	105392 ENTENMANN-ROVIN COMPANY	0186440		PD UNIFORM SUPPLIES	1,026.34

Voucher List
CITY OF GARDENA

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
180103	4/8/2025	105392 105392 ENTENMANN-ROVIN COMPANY	(Continued)		Total :	1,026.34
180104	4/8/2025	105650 EWING IRRIGATION PRODUCTS	25205605		PARK MAINT SUPPLIES	364.89
			25211725		PARK MAINT SUPPLIES	352.26
			25280639		PARK MAINT SUPPLIES	323.97
					Total :	1,041.12
180105	4/8/2025	106129 FEDEX	8-799-43189		SHIPPING SERVICES	78.52
			8-805-83042		SHIPPING SERVICES	52.44
					Total :	130.96
180106	4/8/2025	106465 FOX FIRST AID & SAFETY INC	74833		STREET MAINT SUPPLIES	11.03
			74843		PARK MAINT SUPPLIES	413.44
					Total :	424.47
180107	4/8/2025	105823 GARDENA POLICE FOUNDATION	EXPLORERS-5	035-01378	ANNUAL SUPPORT FOR POLICE EXPL	25,000.00
					Total :	25,000.00
180108	4/8/2025	107011 GARDENA VALLEY NEWS	00149239		ADVERTISING - BOLT RIDE SERVICE	2,403.00
			00149239 02/20/25		ADVERTISING - BOLT RIDE SERVICE	2,403.00
			00150933		NOTICE INVITING BIDS - JN 525 & JN 54	1,435.00
			00151172		SUMMARY OF ORDINANCE NO. 1879	143.50
					Total :	6,384.50
180109	4/8/2025	619005 GAS COMPANY, THE	033125		GAS	25.51
					Total :	25.51
180110	4/8/2025	107056 GENFARE	90208157		GTRANS AUTO PARTS	332.56
			90208226		GTRANS AUTO PARTS	891.61
					Total :	1,224.17
180111	4/8/2025	101091 GEURIN MOBILE HOME SERVICE INC	17100-46-90	032-00205	CDBG HOUSING REHAB PROGRAM - 1	22,477.50
					Total :	22,477.50
180112	4/8/2025	106470 GILLIG LLC	41280948	037-10371	GTRANS AUTO PARTS	197.99
			41280949	037-10371	GTRANS AUTO PARTS	98.99
			41282491	037-10371	GTRANS AUTO PARTS	682.37
			41282995	037-10371	GTRANS AUTO PARTS	438.77

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Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
180112	4/8/2025	106470 GILLIG LLC	(Continued)			
			41282996	037-10371	GTRANS AUTO PARTS	76.90
			41282997	037-10371	GTRANS AUTO PARTS	329.66
			41287314	037-10371	GTRANS AUTO PARTS	98.99
			41288451	037-10371	GTRANS AUTO PARTS	1,346.25
					Total :	3,269.92
180113	4/8/2025	619004 GOLDEN STATE WATER CO.	032425		WATER	14,257.36
					Total :	14,257.36
180114	4/8/2025	107513 GRAINGER	9436904206	037-10372	GTRANS FACILITY SUPPLIES	31.43
			9441891844	037-10372	GTRANS FACILITY SUPPLIES	52.08
			9448262171		GTRANS FACILITY SUPPLIES	72.23
					Total :	155.74
180115	4/8/2025	104017 HALO BRANDED SOLUTIONS INC.	8036176		PW STREET MAINT SUPPLIES	820.02
					Total :	820.02
180116	4/8/2025	113318 HARTFORD, DULCE	RECEIPT #82014038		MAINTENANCE DEPOSIT REFUND	100.00
					Total :	100.00
180117	4/8/2025	106032 HAWTHORNE DEMOLITION	PERMIT #50022-0721		PERMIT DEPOSIT REFUND - 15812 CH/	5,000.00
					Total :	5,000.00
180118	4/8/2025	108765 HENDERSON, MARK E.	02/20-02/23		ICA WINTER SEMINAR 2025	367.80
					Total :	367.80
180119	4/8/2025	112076 HERNANDEZ, ROSA	006 03/26/25		INTERN SERVICES - 03/13-03/26/25	1,438.50
					Total :	1,438.50
180120	4/8/2025	111549 HF & H CONSULTANTS, LLC	9721974	024-01096	CONSULTING SERVICES - SOLID WAS1	11,752.75
					Total :	11,752.75
180121	4/8/2025	108434 HOME DEPOT CREDIT SERVICES	0233720		PD PROGRAM SUPPLIES	35.38
			0686642		REC PROGRAM SUPPLIES	33.04
			0904671		PD PROGRAM SUPPLIES	83.04
			2546241		PD PROGRAM SUPPLIES	66.08
			5901458		CUSTODIAL SUPPLIES	14.99

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Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
180121	4/8/2025	108434 HOME DEPOT CREDIT SERVICES	(Continued)			
			6263011		PD PROGRAM SUPPLIES	51.90
			6531120		SIGNS/SIGNALS SUPPLIES	138.25
			6901831		REC PROGRAM SUPPLIES	69.38
			7520360		REC PROGRAM SUPPLIES	95.21
			7623721		STREET MAINT SUPPLIES	23.96
			7903884		PD PROGRAM SUPPLIES	87.55
			8555662		SIGNS/SIGNALS SUPPLIES	42.35
			9814307		CH BASEMENT PROJECT SUPPLIES	173.85
					Total :	914.98
180122	4/8/2025	109198 HOWARD, NICOLA	03/19-03/21		2025 CPRS CONNECTIONS CONFEREN	100.00
			03/19-03/21.		2025 CPRS CONNECTIONS CONFEREN	41.25
					Total :	141.25
180123	4/8/2025	113305 HWANG J&S CONSTRUCTION	PERMIT #18402		PERMIT DEPOSIT REFUND - 1367 RED	4,000.00
					Total :	4,000.00
180124	4/8/2025	100436 J.J. KELLER & ASSOCIATES, INC	9109954804	037-10383	FLEET MANAGEMENT AND COMPLIAN	538.67
					Total :	538.67
180125	4/8/2025	110853 JONES MAYER	120583		ATTORNEY SERVICES	86.90
			123541		ATTORNEY SERVICES	617.58
			127968		ATTORNEY SERVICES	5,629.67
			127969		ATTORNEY SERVICES	403.80
			127970		ATTORNEY SERVICES	2,565.33
			127972		ATTORNEY SERVICES	498.82
			127973		ATTORNEY SERVICES	434.49
			127974		ATTORNEY SERVICES	95.01
			127975		ATTORNEY SERVICES	190.03
			127976		ATTORNEY SERVICES	1,680.00
			127977		ATTORNEY SERVICES	7,038.53
			127978		ATTORNEY SERVICES	3,128.24
			127979		ATTORNEY SERVICES	724.14
			127980		ATTORNEY SERVICES	1,092.67
			127981		ATTORNEY SERVICES	1,353.92
			127982		ATTORNEY SERVICES	878.86

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Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
180125	4/8/2025	110853 JONES MAYER	(Continued)			
			127983		ATTORNEY SERVICES	1,506.19
			127984		ATTORNEY SERVICES	12,391.48
			127985		ATTORNEY SERVICES	5,895.37
			127986		ATTORNEY SERVICES	367.16
			127987		ATTORNEY SERVICES	1,911.71
			127989	020-00055	ATTORNEY SERVICES	11,969.56
Total :						60,459.46
180126	4/8/2025	112812 KIMBALL MIDWEST	103187082		GTRANS SHOP SUPPLIES	267.84
Total :						267.84
180127	4/8/2025	110385 KIMLEY-HORN AND ASSOCIATES, INC	194091014-0225	032-00203	ENVIRONMENTAL CONSULTING - 1855	14,923.05
Total :						14,923.05
180128	4/8/2025	312240 L.A. COUNTY DEPARTMENT OF, PUBLIC WOR	25031004506	024-01100	INDUSTRIAL WASTE SERVICES	19,709.76
			25031004611		MANHATTAN BEACH BLVD TRAFFIC M/	1,766.24
			25031004818	024-01101	TRAFFIC SIGNAL MAINT - FEBRUARY 2	1,951.09
Total :						23,427.09
180129	4/8/2025	312039 L.A. COUNTY FIRE DEPARTMENT	C0013049	023-01533	FIRE PROTECTION SERVICES - MAY 20	945,412.34
Total :						945,412.34
180130	4/8/2025	112614 LAX AUTO REPAIR	20357		2021 FORD INTRCPTR #1615788 OIL &	70.00
			20372		2021 FORD INTRCPTR #1614738 OIL &	70.00
Total :						140.00
180131	4/8/2025	109517 LOAD N' GO BUILDING MATERIALS	32728		STREET MAINT SUPPLIES	97.01
Total :						97.01
180132	4/8/2025	105279 LOS ANGELES TRUCK CENTERS LLC	XA220634125		STREET SWEEPER SUPPLIES	105.54
Total :						105.54
180133	4/8/2025	107991 LRJ CONSTRUCTION, INC.	1170-90PHLA	032-00208	PHLA HOUSING REHAB PROGRAM - 11	14,760.00
Total :						14,760.00
180134	4/8/2025	107991 LRJ CONSTRUCTION, INC.	1170-10PHLA		PHLA HOUSING REHAB PROGRAM - 11	1,640.00

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Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
180134	4/8/2025	107991 107991 LRJ CONSTRUCTION, INC.	(Continued)		Total :	1,640.00
180135	4/8/2025	112326 LWP CLAIMS SOLUTIONS INC.	23386	023-01548	WORKERS' COMP CLAIMS ADMINISTR/	21,925.25
					Total :	21,925.25
180136	4/8/2025	105082 MAJESTIC LIGHTING, INC.	ML90176		BLDG MAINT SUPPLIES	79.66
			ML90224		BLDG MAINT SUPPLIES	26.18
					Total :	105.84
180137	4/8/2025	109203 MAKAI SOLUTIONS	I031025-131		FACILITIES & EQUIPMENT MAINTENAN	750.00
					Total :	750.00
180138	4/8/2025	813030 MANNING & KASS	828351		LEGAL SERVICES	412.50
			828352		LEGAL SERVICES	983.35
			828353		LEGAL SERVICES	3,912.00
					Total :	5,307.85
180139	4/8/2025	110306 MARIPOSA LANDSCAPES, INC	3868	024-01094	TREE TRIMMING MAINTENANCE SERV	29,650.25
					Total :	29,650.25
180140	4/8/2025	113046 MARX BROS. FIRE EXTINGUISHER, CO., INC.	P31671		FIRE EXTINGUISHER SERVICE - GTRAI	1,590.00
					Total :	1,590.00
180141	4/8/2025	113064 MCMASTER-CARR SUPPLY COMPANY	42503379		PW SHOP PARTS	475.24
			42565232		GTRANS SHOP SUPPLIES	102.05
			42881609		GTRANS SHOP SUPPLIES	117.38
					Total :	694.67
180142	4/8/2025	113299 MERRIMAC ENERGY GROUP	2238051	024-01102	87 OCTANE REGULAR UNLEADED FUE	21,169.83
					Total :	21,169.83
180143	4/8/2025	111604 MICRO ELECTRONICS, INC	13605711	023-01553	COMPUTER REPLACEMENT PARTS	10,370.82
			13613103		COUNCIL CHAMBERS EQUIPMENT	3,403.55
					Total :	13,774.37
180144	4/8/2025	113593 MINUTEMAN PRESS	22094		PETTY CASH RECEIPT BOOKS	150.69
					Total :	150.69

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Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
180145	4/8/2025	111981 MIRANDA, ELLNER	03/14-03/15		2025 REGIONAL ROADEO	176.00
Total :						176.00
180146	4/8/2025	107030 NAPA AUTO PARTS	188660		PD AUTO PARTS	25.17
			189102		PD AUTO PARTS	69.83
Total :						95.00
180147	4/8/2025	112159 NEOU, ROMEO	03/14-03/15		2025 REGIONAL ROADEO	176.00
Total :						176.00
180148	4/8/2025	105140 NMK CORPORATION	COG-039	023-01554	COMPUTER REPLACEMENT PARTS	1,427.80
Total :						1,427.80
180149	4/8/2025	110575 OCCUPATIONAL HEALTH CENTERS, OF CALIF	86032643	023-01558	RANDOM TESTS	85.00
			86165107	023-01558	RANDOM TESTS	597.00
			86231192	023-01558	RANDOM TESTS	1,210.00
Total :						1,892.00
180150	4/8/2025	115168 OFFICE DEPOT	412351289		PD OFFICE SUPPLIES	100.54
			412479212		PD OFFICE SUPPLIES	42.20
			412491737		PD PROGRAM SUPPLIES	50.47
			413690876		PD OFFICE SUPPLIES	43.83
			413887855		HR OFFICE SUPPLIES	129.52
			416405989		PD OFFICE SUPPLIES	54.01
			416406572		PD OFFICE SUPPLIES	17.85
			416406573		PD OFFICE SUPPLIES	32.84
Total :						471.26
180151	4/8/2025	111358 O'REILLY AUTO PARTS	121012		GTRANS AUTO PARTS	590.07
			127185		PW AUTO PARTS	344.93
			129323		PW AUTO PARTS	353.90
			130005		PW AUTO PARTS	260.94
			130023		PW AUTO PARTS	369.49
			130351		GTRANS AUTO PARTS	37.04
			130353		PW AUTO PARTS	422.81
			131551		PW AUTO PARTS	245.86
			131963		PW AUTO PARTS	27.17

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Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
180151	4/8/2025	111358 111358 O'REILLY AUTO PARTS	(Continued)		Total :	2,652.21
180152	4/8/2025	115810 ORKIN PEST CONTROL	275176467		PEST CONTROL - ACCT #27336703	347.00
			275176468		PEST CONTROL - ACCT #27336703	347.00
					Total :	694.00
180153	4/8/2025	108382 OSORIO, CLINT	02/04-02/07/25		LEAGUE OF CA CITIES CONFERENCE	225.00
					Total :	225.00
180154	4/8/2025	112728 PATRONAS, ELISSEOS	PERMIT #50024-0129		PERMIT DEPOSIT REFUND - 17321 S. C	7,500.00
					Total :	7,500.00
180155	4/8/2025	108600 PHOENIX GROUP INFORMATION, SYSTEMS	0220251211	035-01363	ADMIN CITATION MGMT SERVICES - FE	19.68
					Total :	19.68
180156	4/8/2025	106092 PRUDENTIAL OVERALL SUPPLY	43013075	024-01082	UNIFORM & SUPPLY RENTAL	164.32
				034-00667		
			43013076	034-00667	UNIFORM & SUPPLY RENTAL	30.73
			43013077	034-00667	SUPPLY RENTAL - MATS - GTRANS	50.10
			43013078	034-00667	SUPPLY RENTAL - MATS - NCC	13.65
			43013079	034-00667	SUPPLY RENTAL - MATS - CH	19.00
			43013080	034-00667	SUPPLY RENTAL - MATS - PD	91.60
			43013081	034-00667	SUPPLY RENTAL - MATS - HS	11.60
			43014385	037-10365	UNIFORM & SUPPLY RENTAL	325.38
			43014754	034-00667	UNIFORM & SUPPLY RENTAL	29.19
			43014755	034-00667	SUPPLY RENTAL - MATS - GTRANS	50.10
					Total :	785.67
180157	4/8/2025	112788 R&S AUTO BODY REPAIR	2652		GTRANS VEHICLE PARTS & LABOR	1,750.00
			2657		GTRANS VEHICLE PARTS & LABOR	3,850.00
			2669		GTRANS VEHICLE PARTS & LABOR	1,489.16
			2670		GTRANS VEHICLE PARTS & LABOR	3,850.00
			2671		GTRANS VEHICLE PARTS & LABOR	3,850.00
			2672		GTRANS VEHICLE PARTS & LABOR	3,850.00
			2698		GTRANS VEHICLE PARTS & LABOR	1,750.00
			2699		GTRANS VEHICLE PARTS & LABOR	2,100.00
					Total :	22,489.16

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Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
180158	4/8/2025	111574 RACE COMMUNICATIONS	RC1554925	023-01556	FIBER INTERNET SERVICES - APRIL 20	5,800.58
Total :						5,800.58
180159	4/8/2025	113304 RANDALL, CEDRIC	031825		TRP BASKETBALL LEAGUE REIMBURS	97.52
Total :						97.52
180160	4/8/2025	107112 RCS INVESTIGATIONS &, CONSULTING, LLC	7118		INTERNAL AFFAIRS INVESTIGATIONS	720.00
Total :						720.00
180161	4/8/2025	108739 REVENUE & COST SPECIALISTS, LLC	9306	023-01416	DEVELOPMENT IMPACT FEE STUDY BI	7,095.00
Total :						7,095.00
180162	4/8/2025	118476 RICOH USA, INC.	9032278525		RICOH MPC3503 COPIER USAGE CHAF	47.10
			9032312647		RICOH MPC6502SP COPIER USAGE CH	0.64
			9032972359		RICOH MPC4503 COPIER USAGE CHAF	182.58
Total :						230.32
180163	4/8/2025	111867 RJM DESIGN GROUP	36958	024-00795	DESIGN & ENGINEERING - AQUATIC &	4,201.45
Total :						4,201.45
180164	4/8/2025	108220 ROADWAY CONSTRUCTION SERVICE	PERMIT #18379		PERMIT DEPOSIT REFUND - 12850 CRE	1,000.00
Total :						1,000.00
180165	4/8/2025	112339 ROMANO, KEVIN	03/14-03/15		2025 REGIONAL ROADEO	176.00
Total :						176.00
180166	4/8/2025	113319 ROOTER HERO PLUMBING & AIR	PERMIT #60025-0047		PERMIT CANCELLATION REFUND	100.00
Total :						100.00
180167	4/8/2025	119022 SAFE MART OF SOUTHERN, CALIFORNIA, INC	1330		PD PROGRAM SUPPLIES	3.14
			1331		PD PROGRAM SUPPLIES	4.69
			1703		BLDG MAINT SUPPLIES	27.50
Total :						35.33
180168	4/8/2025	119016 SAM'S CLUB	2991		PW PROGRAM SUPPLIES	89.47
			5213		PW PROGRAM SUPPLIES	138.61
Total :						228.08

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Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
180169	4/8/2025	119378 SMARDAN SUPPLY CO.	S4189427		GTRANS FACILITY SUPPLIES	108.40
			S4210096		BLDG MAINT SUPPLIES	104.29
			S4210629		BLDG MAINT SUPPLIES	1,255.31
			S4210711		BLDG MAINT SUPPLIES	226.85
Total :						1,694.85
180170	4/8/2025	107758 SO CAL CONSTRUCTION SERVICES	13204-PHLA1	032-00207	PHLA HOUSING REHAB PROGRAM - 13	9,850.50
Total :						9,850.50
180171	4/8/2025	107758 SO CAL CONSTRUCTION SERVICES	13204-CDBG2	032-00206	CDBG HOUSING REHAB PROGRAM - 1:	6,075.00
Total :						6,075.00
180172	4/8/2025	107758 SO CAL CONSTRUCTION SERVICES	15236-10F		CDBG HOUSING REHAB PROGRAM - 1:	5,000.00
Total :						5,000.00
180173	4/8/2025	107758 SO CAL CONSTRUCTION SERVICES	13204-CDBGF		CDBG HOUSING REHAB PROGRAM - 1:	5,000.00
Total :						5,000.00
180174	4/8/2025	107758 SO CAL CONSTRUCTION SERVICES	13207-F		CDBG HOUSING REHAB PROGRAM - 1:	5,000.00
Total :						5,000.00
180175	4/8/2025	107758 SO CAL CONSTRUCTION SERVICES	12902-RCDBG		CDBG HOUSING REHAB PROGRAM - 1:	5,000.00
Total :						5,000.00
180176	4/8/2025	107758 SO CAL CONSTRUCTION SERVICES	15236-10PHLA		PHLA HOUSING REHAB PROGRAM - 15	4,089.00
Total :						4,089.00
180177	4/8/2025	107758 SO CAL CONSTRUCTION SERVICES	13207-2	032-00204	CDBG HOUSING REHAB PROGRAM - 1:	3,402.00
Total :						3,402.00
180178	4/8/2025	107758 SO CAL CONSTRUCTION SERVICES	12902-RPHLA		PHLA HOUSING REHAB PROGRAM - 12	1,797.50
Total :						1,797.50
180179	4/8/2025	107758 SO CAL CONSTRUCTION SERVICES	13204-PHLAF		PHLA HOUSING REHAB PROGRAM - 13	1,094.50
Total :						1,094.50
180180	4/8/2025	119447 SOUTH BAY FORD	532091		GTRANS AUTO PARTS	223.56

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Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
180180	4/8/2025	119447 SOUTH BAY FORD	(Continued)		Total :	223.56
180181	4/8/2025	112633 SOUTH BAY KUSTOMZ, LLC	13325		2020 FORD EXPLR #G3 BATTERY REPL	567.09
			13326		2007 FORD ECONO #MIRV BATTERY RI	573.68
			13327		2014 FORD EXPLR #SRT1 BATTERY RE	296.00
					Total :	1,436.77
180182	4/8/2025	619003 SOUTHERN CALIFORNIA EDISON	031825		LIGHT & POWER	23,304.59
					Total :	23,304.59
180183	4/8/2025	619006 SOUTHERN CALIFORNIA EDISON	565290	024-01133	INSTALL NEW POWER SOURCE, NCC J	5,312.39
					Total :	5,312.39
180184	4/8/2025	103202 SOUTHERN COUNTIES LUBRICANTS, LLC	218953		BUS AUTOMOTIVE FLUIDS	4,822.95
					Total :	4,822.95
180185	4/8/2025	108238 SPARKLETTS	15638236 032125		DRINKING WATER FILTRATION SYSTEM	53.00
					Total :	53.00
180186	4/8/2025	111778 SPCALA	202503	032-00172	ANIMAL SHELTER SERVICES	22,950.00
					Total :	22,950.00
180187	4/8/2025	119594 STANLEY PEST CONTROL	1881944		PEST CONTROL SERVICE - 1717 W 162	75.00
			1881947		PEST CONTROL SERVICE - 1220 W 170	70.00
			1881948		PEST CONTROL SERVICE - 15800 BRIC	42.00
			1881949		PEST CONTROL SERVICE - 14708 HALL	42.00
			1881951		PEST CONTROL SERVICE - 1651 W 162	85.00
			1881953		PEST CONTROL SERVICE - 1700 W 162	80.00
			1881955		PEST CONTROL SERVICE - 1670 W 162	80.00
			1881956		PEST CONTROL SERVICE - 1718 W 162	65.00
			1881959		PEST CONTROL SERVICE - 2100 W 154	65.00
			1881964		PEST CONTROL SERVICE - 2320 W 149	42.00
			1881966		PEST CONTROL SERVICE - 14517 CREI	60.00
			1881968		PEST CONTROL SERVICE - 13220 VAN	65.00
					Total :	771.00
180188	4/8/2025	119010 STAPLES ADVANTAGE	6024749133		PW OFFICE SUPPLIES	252.53

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Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
180188	4/8/2025	119010 119010 STAPLES ADVANTAGE	(Continued)		Total :	252.53
180189	4/8/2025	113282 SUNSET VANS INC.	100546		GTRANS AUTO PARTS	147.84
					Total :	147.84
180190	4/8/2025	106736 SUPERIOR PLASTIC FABRICATION, INC.	7115		SIGNS/SIGNALS SUPPLIES	110.25
					Total :	110.25
180191	4/8/2025	219620 SWEENEY, NIKKI	03/18-03/21		2025 CPRS CONNECTIONS CONFEREN	150.00
			03/18-03/21.		2025 CPRS CONNECTIONS CONFEREN	46.40
					Total :	196.40
180192	4/8/2025	113242 TAIT & ASSOCIATES, INC.	164465	024-01123	CONSULTANT SERVICES - SEWER IMP	3,745.00
					Total :	3,745.00
180193	4/8/2025	100609 TANK SPECIALISTS OF CALIFORNIA	34571		SERVICE CALL - MONITORING PRINTEI	1,395.00
			34582		CERTIFIED DESIGNATED OPERATOR S	198.00
			34641		CERTIFIED DESIGNATED OPERATOR S	198.00
					Total :	1,791.00
180194	4/8/2025	110818 TRANSIT AND PARATRANSIT CO, THE	T-4154		BUS OPERATOR TRAINING MATERIALS	2,230.00
					Total :	2,230.00
180195	4/8/2025	111481 TRIO COMMUNITY MEALS, LLC	INV2230061401	034-00659	SENIOR FEEDING PROGRAM	6,573.72
			INV2230061691	034-00659	SENIOR FEEDING PROGRAM	7,192.43
					Total :	13,766.15
180196	4/8/2025	109900 U.S. BANK CORPORATE PAYMENT, SYSTEMS	FINANCE 03/24/25		CAL CARD STATEMENT 02/25-03/24/25	14,346.07
			PD TRAINING2 2/24/25		CAL CARD STATEMENT 01/23-02/24/25	8,339.47
					Total :	22,685.54
180197	4/8/2025	109900 U.S. BANK CORPORATE PAYMENT, SYSTEMS	BEEMAN 3/24/25		CAL CARD STATEMENT 2/25-03/24/25	1,428.04
			CDD 03/24/25		CAL CARD STATEMENT 02/25-03/24/25	276.75
			FOX 01/22/25		CAL CARD STATEMENT 12/24-01/22/25	591.22
			FOX 02/24/25		CAL CARD STATEMENT 01/23-02/24/25	99.00
			FOX 12/23/24		CAL CARD STATEMENT 11/23-12/23/24	3,390.75
			HR 03/24/25		CAL CARD STATEMENT 02/25-03/24/25	3,132.76
			KWAK 03/24/25		CAL CARD STATEMENT 02/25-03/24/25	150.05

Voucher List
CITY OF GARDENA

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
180197	4/8/2025	109900 U.S. BANK CORPORATE PAYMENT, SYSTEMS	(Continued)			
			NOLAN 03/24/25		CAL CARD STATEMENT 02/25-03/24/25	904.61
			OROZCO 02/24/25		CAL CARD STATEMENT 01/23-02/24/25	2,122.67
			PD TRAINING 02/24/25		CAL CARD STATEMENT 01/23-02/24/25	4,976.51
			PD TRAINING3 2/24/25		CAL CARD STATEMENT 01/23-02/24/25	845.45
			PD TRAINING4 2/24/25		CAL CARD STATEMENT 01/23-02/24/25	3,704.83
			RIGG 03/24/25		CAL CARD STATEMENT 02/25-03/24/25	1,211.80
			SAFFELL 02/24/25		CAL CARD STATEMENT 01/23-02/24/25	35.00
			SANTIN 02/24/25		CAL CARD STATEMENT 01/23-02/24/25	5,602.57
				034-00685		
			TSUJIUCHI 03/24/25		CAL CARD STATEMENT 02/25-03/24/25	2,927.71
					Total :	31,399.72
180198	4/8/2025	104692 ULINE	190051219		BUS SHOP SUPPLIES	102.34
					Total :	102.34
180199	4/8/2025	107596 UNION PACIFIC RAILROAD COMPANY	90131011	024-01008	ENGINEERING SERVICES - ARTESIA BI	1,571.26
			90144334	024-01070	NORMANDIE AVE RR CROSSING REHA	2,523.63
					Total :	4,094.89
180200	4/8/2025	121010 UNITED RENTALS	244389770	037-10432	RENTAL - EQUIPMENT FOR TERMITE F	7,107.51
					Total :	7,107.51
180201	4/8/2025	113238 VALUE PAINTING, INC.	7319		PAINTING SERVICES - GARDENA BLVD	4,800.00
					Total :	4,800.00
180202	4/8/2025	122050 VERIZON WIRELESS	270578485CR	S	REC CELL PHONE SERVICE	-317.27
			6108970651		REC CELL PHONE SERVICE	1,187.28
			9859078950		REC CELL PHONE SERVICE	284.15
			9947299737		REC CELL PHONE SERVICE	1,148.51
			9971904971		REC CELL PHONE SERVICE	1,345.65
					Total :	3,648.32
180203	4/8/2025	122050 VERIZON WIRELESS	6108184754		PW CELL PHONE SERVICE	1,010.29
					Total :	1,010.29
180204	4/8/2025	105254 VISION TIRE	42569		CD VEHICLE TIRE SERVICES	195.00

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
180204	4/8/2025	105254 VISION TIRE	(Continued)		Total :	195.00
180205	4/8/2025	122435 VISTA PAINT CORPORATION	2025-843189-00		STREET MAINT SUPPLIES	385.09
			2025-845855-00		STREET MAINT SUPPLIES	99.23
					Total :	484.32
180206	4/8/2025	113307 WARREN-TAYLOR, DARNELLA PATRICE	CIT #154850		CITATION OVERPAYMENT REFUND	5.00
					Total :	5.00
180207	4/8/2025	101903 WATER TECHNIQUES	14886		DRINKING WATER SYSTEM RENTAL	45.00
					Total :	45.00
180208	4/8/2025	112737 WELLS FARGO VENDOR FINANCIAL, SERVICE	5033610257	023-01557	CITYWIDE COPIER LEASE - APRIL 2025	3,726.48
					Total :	3,726.48
180209	4/8/2025	112314 WESTERN ALLIED CORPORATION	916482		ANNUAL CHILLER MAINTENANCE	1,740.00
					Total :	1,740.00
180210	4/8/2025	123050 WILLIAMS SCOTSMAN, INC.	9023357682	035-01358	MODULAR BUILDING RENTAL CPX-804	2,279.26
					Total :	2,279.26
180211	4/8/2025	125001 YAMADA COMPANY, INC.	84858		PARK MAINT SUPPLIES	379.23
			84888		PARK MAINT SUPPLIES	162.20
					Total :	541.43
180212	4/8/2025	112406 ZAMUDIO, KATELYN	030525		MGMT ANNUAL HEALTH BENEFIT	500.00
					Total :	500.00
180213	4/8/2025	113316 ZHANG, HUI	RECEIPT #65169		BADGE RENEWAL FEE	125.00
					Total :	125.00
169 Vouchers for bank code : usb						Bank total : 2,762,935.44
169 Vouchers in this report						Total vouchers : 2,762,935.44

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount

CLAIMS VOUCHER APPROVAL

I hereby certify that the demands or claims covered by the checks listed on pages 1 to 19 inclusive of the check register are accurate and funds are available for payment thereof.

By: 
Director of Administrative Services

This is to certify that the claims or demands covered by checks listed on pages 1 to 19 inclusive of the check register have been audited by the City Council of the City of Gardena and that all of the said checks are approved for payment except check numbers:

_____	04/08/2025
Mayor	Date

_____	_____
Councilmember	Date

_____	_____
Councilmember	Date

Acknowledged:

_____	_____
Councilmember	Date

_____	_____
Councilmember	Date



CITY of GARDENA

TO: THE HONORABLE MAYOR AND CITY COUNCIL
SUBJECT: PERSONNEL REPORT

1. Report the Appointment **OMAR MORRISON**, to the position of Transit Mechanic, Schedule 47 (\$5,546 - \$7,078/month), with the Transportation Department, effective March 23, 2025.
2. Report the promotion of the following individuals:
 - a. **ERNIE CRESPO** to the position of Deputy City Manager, Schedule 335 (\$16,020 - \$20,446/month) with the Elected and City Manager's Offices, effective March 12, 2025.
 - b. **GUSTAVO FLORES** to the position of Equipment Utility Worker II, Schedule 38 (\$4,441 - \$5,668/month) with the Transportation Department, effective March 17, 2025.
 - c. **AMOS GILBERTSON**, to the position of Police Officer, Schedule 201, (\$8,149 - \$10,400/month) with the Police Department, effective March 19, 2025.
 - d. **ELIANA MONTELONGO**, to the position of Police Officer, Schedule 201, (\$8,149 - \$10,400/month) with the Police Department, effective March 19, 2025.
 - e. **JOSHUA RODRIGUEZ JUAREZ**, to the position of Police Officer, Schedule 201, (\$8,149 - \$10,400/month) with the Police Department, effective March 19, 2025.
3. Report the Service Retirement of **CYNTHIA FRANCE**, Bus Operator, with the Transportation Department, effective April 2, 2025. Ms. France provided 26.5 years of full-time service to the City.
4. Report the Recruitment for the Open/Competitive position of Administrative Analyst I (Administrative Services Department). This recruitment is open until filled.
5. Report the Recruitment for the Open/Competitive position of Police Officer/Lateral (Police Department). This is a continuous recruitment.
6. Report the Recruitment for the Open/Competitive position of Police Trainee (Police Department). This is a continuous recruitment.
7. Report the Recruitment for the Open/Competitive position of Tree Trimmer I (Public Works Department). This recruitment is scheduled to close April 9, 2025.
8. Report the Recruitment for the Open/Competitive position of Park Maintenance Worker I (Public Works Department). This recruitment is scheduled to close April 22, 2025.
9. Report the Recruitment for the Open/Competitive position of Lifeguard (Recreation and Human Services Department). This recruitment is open until filled.
10. Report the Recruitment for the Open/Competitive position of Lifeguard/Instructor (Recreation and Human Services Department). This recruitment is open until filled.

11. Report the Recruitment for the Open/Competitive position of Recreation Leader I/II (Recreation and Human Services Department). This is a continuous recruitment.
12. Report the Recruitment for the Open/Competitive position of Bus Operator (Transportation Department). This is a continuous recruitment.
13. Report the Recruitment for the Open/Competitive position of On-Demand (Micro/Paratransit) Operator (Transportation Department). This is a continuous recruitment.
14. Report the Recruitment for the Open/Competitive position of On-Demand Transit Dispatcher (Transportation Department). This is a continuous recruitment.
15. Report the Recruitment for the Open/Competitive position of Transportation Operations Supervisor (Transportation Department). This recruitment is open until filled.



City of Gardena

Gardena City Council Meeting

AGENDA REPORT SUMMARY

Agenda Item No. 8.F
Section: CONSENT CALENDAR
Meeting Date: April 8, 2025

TO: THE HONORABLE MAYOR AND MEMBERS OF THE GARDENA CITY COUNCIL

AGENDA TITLE: RESOLUTION NO. 6700, Amending the List of Authorized Games and Authorizing the Play of Certain Games in Licensed Card Clubs

CONTACT: CITY MANAGER

COUNCIL ACTION REQUIRED:

RECOMMENDATION AND STAFF SUMMARY:

Staff respectfully recommends that the City Council adopt Resolution No. 6700 which amends the current list of authorized games and authorizes the play of certain games in licensed card clubs.

On March 28, 2025, the Hustler Casino a received written approval from the State of California Department of Justice, Bureau of Gambling Control to begin offering the gaming activity, Punch Card Promotion, for play at their club. This approval by the State of California is subject to the adoption of a formal resolution by the Gardena City Council.

FINANCIAL IMPACT/COST:

N/A

ATTACHMENTS:

[Reso No. 6700 - Authorized gaming activity.pdf](#)

[Letter - Hustler- Department of Justice approval.pdf](#)

[Letter - Approval Request for Hustler Casino Punch Card Promotion.pdf](#)

APPROVED:

Clint Osorio, City Manager

RESOLUTION NO. 6700

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GARDENA, CALIFORNIA, AMENDING THE LIST OF AUTHORIZED GAMES AND AUTHORIZING THE PLAY OF CERTAIN GAMES IN LICENSED CARD CLUBS

WHEREAS, Gardena Municipal Code Section 5.24.430 provides that licensed card clubs in the City of Gardena ("City") may play any game permitted under state law which is also permitted by resolution of the City Council; and

WHEREAS, the City Council approved those certain games to be played in licensed card clubs as listed in Resolution No. 6648; and

WHEREAS, from time to time licensed card clubs in the City have filed rules of play and requested authorization pursuant to Gardena Municipal Code Section 5.24.430 to play other games not previously listed and approved by City Council Resolution.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF GARDENA, CALIFORNIA, DOES HEREBY RESOLVE, DECLARE AND DETERMINE AS FOLLOWS:

SECTION 1. That **Punch Card Promotion**, offered in connection with authorized Poker Section and Promotional Games and played in accordance with the rules approved by the Bureau of Gambling Control on March 28, 2025, shall be permitted to be played in licensed card clubs in the City. The list of all such approved and permitted games is as follows:

POKER SECTION

2 WAY WINNER	CRAZY PINEAPPLE
5 CARD STUD	DOUBLE BOARD OMAHA
6 CARD STUD	DRAGON BONUS BACCARAT-
7 CARD HI LO SPLIT	COMMISSION FREE
7 CARD STUD	DRAW
7 CARRD STUD HI-LO REGULAR	DRAWMAHA ACE-TO-FIVE
21 st CENTURY BACCARAT	DRAWMAHA HI
21 st CENTURY BACCARAT 9.0	EASY POKER
21 st CENTURY LUCKY 7 BACCARAT	EASY POKER BONUS BET
BADACEY	EZ BACCARAT
BADEUCEY	EZ BACCARAT MODIFICATION
BADUGI	EZ BACCARAT PROGRESSIVE JACKPOT
BIG O HIGH-LOW SPLIT	HI LO DECLARE
BLACKJACK JACKPOT	HOLDEM
BLAZING SEVENS JACKPOT	HOLDEM HI LO
PROGRESSIVE	HUSTLER CASINO POKER ROOM MEGA-
BUSTER BLACK JACK BONUS BET	PROGRESSIVE JACKPOT
CALIFORNIA HIGH DRAW OPEN BLIND	JACKPOT POKER
CARIBBEAN STUD POKER	JACKS BACK HI LO

Resolution No. 6700

**AMENDING THE LIST OF AUTHORIZED GAMES
AND AUTHORIZING THE PLAY OF CERTAIN GAMES IN LICENSED CARD CLUBS**

KANSAS CITY LOWBALL DEUCE TO
SEVEN
LET IT RIDE BONUS
LOWBALL
LOWBALL DRAW WINNER LEAVE IT IN
MEGA POKER JACKPOTS [Modified]
MEXICAN POKER
OMAHA AND POT LIMIT
OMAHA HI
OMAHA HI LO
OMAHA HI LO SPLIT
OMAHA AND POT LIMIT
OPEN FACE CHINESE POKER
PAN
PINEAPPLE
POCKET ACES CRACKED
POKER PAYS TO PLAY
RAZZ
RAZZDACEY
RAZZDEUCEY
SEVEN CARD STUD
SEVEN CARD STUD HIGH-LOW SPLIT
SHORT DECK HOLD'EM

SUPER 7 CARD STUD
SUPER 7 CARD STUD HI/LO
SUPER 7 CARD STUD HI/LO REGULAR
SUPER 9 JACKPOT
SUPER RAZZ
SUPER RAZZDACEY
SUPER RAZZDEUCEY
SUPER STUD POKER PROGRESSIVE
JACKPOT
SUPER 7 CARD STUD HI/LO REGULAR
TABLE TOP JOKER POKER
TEXAS HOLD'EM
TEXAS STUD POKER
THREE CARD POKER
THREE CARD POKER 6 CARD BONUS
THREE CARD POKER PROGRESSIVE
JACKPOT
TRIPLE ACES II
TRIPS
ULTIMATE TEXAS HOLD'EM
ULTIMATE TEXAS HOLD'EM PROGRESSIV
JACKPOT

ASIAN SECTION

13 CARD
21st CENTURY BLACKJACK 5.1 [Modified]
ASIAN STUD
BACCARAT
BLACKJACK JOKERS
BONANZA PAI GOW TILES
CALIFORNIA ACES
CALIFORNIA BLACKJACK
CASINO WAR
CENTURY21
CRAZY 4 POKER
EO11
FACE UP PAI GOW POKER [Modified]
FUNTAZEE 21
FORTUNE PAI GOW POKER
FORTUNE PAI GOW POKER
PROGRESSIVE JACKPOT
LUCKY MOON
MAHJONG

MISSISSIPPI STUD 3 CARD BONUS
MONSTER & BUSTER PAI GOW POKER
NO BUST BLACKJACK
NO BUST 21ST CENTURY BLACKJACK 4.0A
[Modified]
NO BUST 21ST CENTURY BLACKJACK 4.0B
[Modified]
NO BUST 21ST CENTURY BLACKJACK 6.2
PAI GOW GOLD DESIGNATED HAND
PROMOTION
PAI GOW GOLD PROGRESSIVE
JACKPOT
PAI GOW POKER
PAI GOW POKER JACKPOT
PAI GOW TILES
PAN NINE
PAN NINE GOLD
RUYI BACCARAT [Modified]
SUPER PAN 9 MODIFICATION

Resolution No. 6700
AMENDING THE LIST OF AUTHORIZED GAMES
AND AUTHORIZING THE PLAY OF CERTAIN GAMES IN LICENSED CARD CLUBS

TEXAS PAI GOW
TRIPLE PLAY

ZOOBAC

PROMOTIONAL GAMES

BONUS CHIP PROMOTION
CALIFORNIA GAMES PROMOTIONAL
CHIPS PROMOTION
EZ BACCARAT PROGRESSIVE JACKPOT
FOOD REWARD PROGRAM
GIFT CARD REWARD PROGRAM
HUSTLER SPECIAL EVENTS PLAYER
REWARDS PROMOTION V2
HIGH HAND GIVEAWAY PROMOTION

JACKPOT GAMES
LIVE ACTION TOURNAMENT
PROMOTION
PLAYER REWARDS PROGRAM [Modified]
POKER PROMOTIONAL CHIPS
PUNCH CARD PROMOTION
SPECIAL EVENTS PLAYER REWARDS
SPORTS BRACKET

SECTION 2. That upon the approval and adoption of this resolution, Resolution No. 6648 shall be rescinded and shall no longer be in force and effect.

SECTION 3. That this resolution shall be effective immediately.

BE IT FURTHER RESOLVED that the City Clerk shall certify to the passage and adoption of this resolution; shall cause the same to be entered among the original resolutions of the City; and shall make a minute of the passage and adoption thereof on the records of the proceedings of the City Council for the meeting at which the same is passed and adopted.

Passed, approved, and adopted this 8th day of April, 2025.

TASHA CERDA, Mayor

ATTEST:

MINA SEMENZA, City Clerk

APPROVED AS TO FORM:



CARMEN VASQUEZ, City Attorney



C A L I F O R N I A

DEPARTMENT OF JUSTICE

Rob Bonta
Attorney General

DIVISION OF LAW ENFORCEMENT
BUREAU OF GAMBLING CONTROL
2450 DEL PASO ROAD, SUITE 100
SACRAMENTO, CA 95834
TELEPHONE: (916) 830-1700
EMAIL: GamblingControl@doj.ca.gov

March 28, 2025

Tiffany Lichtig, Designated Agent
Hustler Casino
1324 37th Street
Sacramento, CA 95816

BGC ID: GEAR-001225

Re: Punch Card Promotion Approval

Dear Tiffany Lichtig:

The Bureau of Gambling Control (Bureau) has reviewed Hustler Casino's request to offer the gaming activity of Punch Card Promotion for play. This letter is to inform you that the Bureau has approved this request, and Hustler Casino may begin offering the gaming activity for play, as enclosed, pending any approvals that may be required by the local jurisdiction. This letter of approval and the enclosed rules shall be kept on file, at Hustler Casino, and be readily available for review during all hours of operation. Any changes to the approved rules of play shall constitute a new gaming activity and invalidate this approval.

The Bureau reserves the right to: (1) review the lawfulness of the gaming activity of Punch Card Promotion; (2) notify all law enforcement agencies and gambling establishments if further review determines the gaming activity of Punch Card Promotion to be unlawful; (3) require gambling establishments to cease and desist offering the gaming activity of Punch Card Promotion if found to be unlawful; and (4) take action against those gambling establishments that decline to abide by the Bureau's cease and desist notification.

Hustler Casino shall play the Punch Card Promotion gaming activity in accordance with the Bureau approved rules, as enclosed.

Although the Bureau has approved the gaming activity of Punch Card Promotion, it is the sole responsibility of Hustler Casino to abide by and remain in compliance with the local ordinance for the City of Gardena. This letter does not constitute any approvals that may be required by the local jurisdiction before the gaming activity of Punch Card Promotion is offered for play. Hustler Casino shall be fully responsible for ensuring any approval required by local law enforcement is obtained prior to offering the gaming activity of Punch Card Promotion for play.

California Code of Regulations, title 11, section 2070, subdivision (b), states:

It shall be an unsuitable method of operation for a gambling establishment to:

(b) Offer for play any gaming activity which is not authorized by the Bureau pursuant to the Act and these regulations for play at that gambling establishment.

Therefore, any changes Hustler Casino may wish to make in the future to the approved gaming activity, as enclosed, shall be submitted to the Bureau along with the required fees, and will not be authorized until written notification of approval from the Bureau is received.

The BGC ID (**GEAR-001225**) shall be referenced on all advertisements (if the name changes), bi-annual reports, correspondence, and modification requests related to this gaming activity.

If you have any questions, please contact Austin Mehlmauer at (916) 830-9059 or via email at BGCgames@doj.ca.gov.

Sincerely,



ANDREW MEREDITH, Manager
Game Review Unit

For ROB BONTA
Attorney General

Enclosure

cc: Cheryleen Kau, Special Agent Supervisor, CES, Los Angeles



Punch Card Promotion

Bureau of Gambling Control

Bureau Requirements

Advertising

Hustler Casino may advertise various names for this gaming activity. Should the Casino advertise a different name, the BGC ID (GEAR-001225) shall be referenced on all advertisements relating to this gaming activity.

Furthermore, all rules and procedures for the gaming activity, including but not limited to the following, shall be prominently displayed in Hustler Casino at all times the gaming activity is being offered for play:

- Eligible games and time periods
- Procedures for obtaining a "punch card"
- Qualifying hands
- Cap on total prize to be awarded (if applicable)
- Drawing date and time (if applicable)
- Prizes and prize values
- Number of total spots to complete on each punch card
- Total prize amount to be awarded during a promotional period (if applicable)
- Any other restrictions that apply to this gaming activity

Eligible Controlled Games

The Punch Card Promotion shall be attached to the following Bureau approved controlled games offered at Hustler Casino, as shown below, at all times this gaming activity is being offered for play. All controlled game rules shall be played as previously approved by the Bureau.

• 21 st Century Baccarat 8.0 (GEGR-001325)	• RUYI Baccarat (GEGR-001331)
• 21 st Century Lucky 7 Baccarat (GEGR-001327)	• LA Blackjack (GEGR-001334)
• 21 st Century Baccarat 9.0 (GEGR-001326)	• Three Card Poker (GEGR-001344)
• No Bust 21 st Century Blackjack (GEGR-001336)	• Three Card Poker 6 Card Bonus (GEGR-001345)
• Hustler Casino Blackjack (GEGR-001333)	• Pai Gow Poker (GEGR-001341)
• No Bust 21 st Century Blackjack Second Chances (GEGR-001340)	• Fortune Pai Gow Poker 1.0 (GEGR-001332)
• No Bust 21 st Century Blackjack 4.0a (GEGR-001338)	• Ultimate Texas Hold'em (GEGR-001346)
• No Bust 21 st Century Blackjack 6.2 (GEGR-001339)	• Super 7 Card Stud Hi-Lo Regular (GEGR-001985)
• No Bust 21 st Century Blackjack 4.0B (GEGR-001337)	• Super 7 Card Stud Hi-Lo (GEGR-001986)
• Pai Gow Tiles (GEGR-001342)	• Omaha (GEGR-001355)
• Texas Hold'em (GEGR-001358)	• 7 Card Stud (GEGR-001348)
• Omaha Hi-Lo 8 or Better (GEGR-001356)	• Super 7 Card Stud (GEGR-001987)
• 7 Card Stud Hi-Lo (GEGR-001349)	• Big O High-Low Split (GEGR-002055)
• 7 Card Stud Hi-Lo Regular (GEGR-001994)	• 2 Way Winner (GEGR-001361)



Punch Card Promotion

Bureau of Gambling Control

Object and Summary

During a predetermined and posted time period, players will have an opportunity to complete a "punch card" by achieving a predetermined number of qualifying hands as shown below. Players will see a casino representative to obtain a punch card. The punch card will be filled out with the players name and Player Rewards Card (GEAR-000636) number. There will be between five and ten total spots to complete on a punch card, which shall be predetermined and clearly stated in all advertisements. Once a player has completed a punch card by achieving all qualifying hands on the punch card, they become eligible to win the predetermined and posted prize. The method for awarding a prize will be predetermined prior to the start of the promotion.

Option 1

During the predetermined and posted promotional period, anyone who completes their punch card will be awarded the predetermined and advertised prize, regardless of when they complete their card compared to other players.

Option 2

During the predetermined and posted promotional period, there will be an advertised cap on the total prize amount to be awarded. Once the advertised amount has been awarded the promotional period shall end. In the event the promotional period ends prior to the entire allotted amount being issued, the remaining amount will not be issued. In the event the remaining amount does not cover the last prize to be awarded (i.e., there is only \$50 remaining, but the prize is advertised as \$100) the Casino will add the amount needed to ensure the entire advertised amount is paid.

Example: At the start of a promotional period, a total prize amount of \$10,000 is advertised. A portion of the \$10,000 is to be given to each player who completes their punch card before the amount is depleted. The first 50 players to complete their punch card are awarded a cash prize of \$100. The next 50 players to complete their punch card are awarded a cash prize of \$50. Any remaining players who complete their punch card are awarded a cash prize of \$25 until the total prize amount of \$10,000 has been awarded or the promotion ends.

Qualifying Hands

Each punch card shall have a combination of the qualifying hands listed below. Players that complete their punch card by achieving that combination of qualifying hands shall be eligible to win their share of the posted prize amount. Players shall be awarded a stamp for achieving any of the hands listed for each game that are present on their stamp card.

Qualifying Hand Chart

Game	Hand
2 Way Winner	Queen High Flush or better Any "natural" hand - both cards same color Any 5-card plus hand totaling 21 Hand consisting of 6-7-8 Hand consisting of 7-7-7
Three Card Poker Three Card Poker 6 Card Bonus	Queen High Flush or better
RUYI Baccarat 21 st Century Baccarat 8.0 21 st Century Lucky 7 Baccarat 21 st Century Baccarat 9.0	Any bonus bet win (must place base game wager)



Punch Card Promotion

Bureau of Gambling
Control

LA Blackjack No Bust 21 st Century Blackjack No Bust 21 st Century Blackjack 4.0a No Bust 21 st Century Blackjack 6.2 No Bust 21 st Century Blackjack 4.0B No Bust 21 st Century Blackjack Second Chances Hustler Casino Blackjack	Any "natural" hand - both cards same color Any 5-card plus hand totaling 21 Hand consisting of 6-7-8 Hand consisting of 7-7-7
RUYI Baccarat	Dragon (must place base game wager)
Pai Gow Poker Fortune Pai Gow Poker 1.0	Pair in front/Three 10s or better in back
Pai Gow Tiles	Nine and Gong or better
Ultimate Texas Hold'em	Queen High Flush or better
Texas Hold'em 7 Card Stud 7 Card Stud Hi-Lo 7 Card Stud Hi-Lo Regular	Aces Full or better
Big O High-Low Split Omaha Omaha Hi-Lo 8 or Better Super 7 Card Stud Super 7 Card Stud Hi-Lo Super 7 Card Stud Hi-Lo Regular	Quads or better

Eligibility Requirements

This gaming activity shall be open to all players who are seated and playing at any of the above listed controlled games during the predetermined specified hours posted for the gaming activity.

- There is no minimum amount of time played required for players to be eligible for this promotion.
- Backline bettors are eligible for this promotion.
- If a player completes one punch card during a given promotional period, they are eligible to receive and complete another. However, players may only participate with and will only be issued one punch card at a time.
- There will be specific qualifying hands printed on each punch card. Players must achieve the specific qualifying hands on their punch card to receive a stamp and complete their card.
- A minimum of two players, and player and the player-dealer, are required for all California games to be eligible for this promotion.
- A minimum of two players are required for all poker games to be eligible for this promotion.
- There is no requirement for how far a round of play must reach in order for players to qualify for this promotion.
- Patrons who are playing multiple hands in a California game are eligible to receive more than one stamp during a single round of play.
- Players will only receive one stamp for each qualifying hand on the stamp card. Players may only receive multiple stamps for the same qualifying hand if there is more than one of that hand on the punch card.

Example: There are two spots on a punch card for the qualifying hand of Aces Full or better. A player achieves a qualifying hand of Aces Full during a game of Texas Hold'em and receives a

**Punch Card Promotion****Bureau of Gambling
Control**

stamp on their punch card in the corresponding spot. During a later round of play, the same player achieves another qualifying hand of Aces Full. The player will have the second spot on their punch card stamped for achieving that qualifying hand. If the player achieves the same qualifying hand of Aces Full again during a later round of play, they will NOT receive an additional stamp as there are no spots for that hand remaining on their card.

- Tournament games do not qualify for this promotion.
- Casino employees are eligible for this promotion when off duty and out of uniform.
- Third-Party Providers of Proposition Player Services are not eligible for this promotion.
- A patron who assumes the player-dealer position is eligible for this promotion.
- A Player Rewards Card (GEAR-000636) is required to participate in this promotion. The player's name and rewards identification number will be written on their punch card. Patrons are not required to have their physical rewards card present to participate, and may be looked up by a casino representative if needed.
- There is no hole card requirement for any of the qualifying hands to be eligible for this promotion, other than what is already required per the base game rules.

Prize

The prize shall be a fixed amount ranging from \$10 to \$100,000. Prizes may be awarded in the form of cash, live casino chips, travel, gift certificates, sporting tickets, merchandise, electronics, vehicles, watercrafts, Match Play Coupons (GEAR-000592), promotional chips (GEAR-000638), food coupons (GEAR-000639), bonus chips (GEAR-001198) or drawing tickets (GEAR-000633). Prizes shall be paid immediately upon verification of a completed punch card by a casino representative.

Funding

The Punch Card Promotion shall be fully funded by Hustler Casino. No fees of any kind shall be retained to fund this promotion.

Administrative Fees

Hustler Casino shall not retain an administrative fee as this promotion is fully house funded.

No Purchase Necessary

The Punch Card Promotion shall be offered to customers who wish to participate for free, on a general and indiscriminate basis, with **no restrictions**. The Casino shall provide No Purchase Necessary tables for all patrons who request to participate in the gaming activity without paying a table fee or placing a live wager. **All advertisement material shall state "No Purchase Necessary" when referencing the Punch Card Promotion. This requirement extends to all forms of advertising including electronic message boards, computer monitors, posters, and flyers.**

El Dorado LF, LLC

April 2, 2025

VIA EMAIL ONLY
(COSORIO@CITYOFGARDENA.ORG)

Clint Osorio
City Manager
City of Gardena
1700 West 162nd Street
Gardena, CA 90247-3778

Re: Punch Card Promotion Approval

Dear Clint,

Hustler Casino recently submitted a request to the Bureau of Gambling Control to offer the gaming activity of Punch Card Promotion for play at the casino. We have received approval by the Bureau to begin offering this gaming activity once approved by the City of Gardena. Attached is a copy of the letter of approval from the Bureau which provides the details of the gaming activity.

On behalf of Hustler Casino, I'm requesting the gaming activity of Punch Card Promotion be approved by the City of Gardena for play at our casino.

If you have any questions or need additional information please give me a call.

Sincerely,


Shaun Yaple
General Manager

Acknowledged and Agreed
City of Gardena

By: _____
Clint Osorio, City Manager

Date: _____

SY:dr

Enclosure



PLANNING AND ENVIRONMENTAL QUALITY COMMISSION

Regular PEQC Meeting Notice and Agenda

Website: www.cityofgardena.org

Tuesday, April 1, 2025 – 7:00 PM

Council Chamber at City Hall
1700 W. 162nd Street, Gardena, California

7. **OTHER MATTERS**

7.A FIRST EXTENSION OF TIME REQUEST FOR CONDITIONAL USE PERMIT #9-23, SITE PLAN REVIEW #5-23, AND VARIANCE #1-23

The Planning Commission considered a request for a six-month extension for Conditional Use Permit #9-23, Site Plan Review #5-23, and Variance #1-23, for the construction and the use of a new public utility facility by the Los Angeles County Sanitation Districts in the General Commercial (C-3) zone within the City.

LOCATION: 1919, 1923, 1931 W. Artesia Boulevard; APNs: 4094-007-903, 906, 905

APPLICANT: Los Angeles County Sanitation District No. 2/5

[Staff Report \(LACSD\)](#)

[Attachment A - Request for Extension of Time](#)

[Attachment B - Project Plans](#)

Commission Action: The Planning Commission approved the first request for an extension of time for Conditional Use Permit #9-23, Site Plan Review #5-23, and Variance #1-23, by a vote of 5-0, granting a six-month time extension.

7.B 2024 General Plan Annual Progress Report

An information report to the Planning Commission providing an overview of the City of Gardena's 2024 General Plan Annual Progress Report

[Staff Report \(APR\)](#)

[Attachment A - 2024 General Plan Annual Progress Report](#)

Commission Action: The Planning Commission received staff's report on the City of Gardena's 2024 Annual Progress Report.

To view the complete Planning Commission agenda packet, [CLICK HERE.](#)

PUBLIC COMMENT #1
ORAL COMMUNICATIONS

Crystal Contreras

From: Casimir Gatekeepers Network <casimirgatekeepersnetwork@gmail.com>
Sent: Wednesday, April 2, 2025 9:00 PM
To: Becky Romero; Public Comment
Cc: Lupe Bennett; email.ahraya@gmail.com; I' Lah Sharah
Subject: Requesting To Speak At April 8th City Council Meeting

Follow Up Flag: Follow up
Flag Status: Flagged

'25 APR 4PM 2:22
CITY CLERK'S OFC

Caution! This message was sent from outside your organization.

Hi Becky,

My name is Chris Bennett. I'm the block club captain for the Casimir Gatekeepers Network. I'm requesting to address the City Council at the next meeting on April 8th.

I want my children to attend the "Youth In Government Day" event. However, my children do not attend a Gardena school.

There was a flyer posted at Rowley Park for the "Youth In Government Day" event. I tried to register my children for this event. I noticed there was no link for the event on the flyer. Also, when I looked up the Gardena Events, there was no mention of this event as well.

I finally got in touch with Dianna Espinoza yesterday. She informed me that this event is sponsored by 4-5 Gardena schools and the schools choose the students for this event. Unfortunately, my children do not attend a Gardena school.

I'm facing a challenge to understand requirements for this event. I've been a resident in this wonderful city for over 30 years. I'm finding it hard to understand why children that are residents in this city wouldn't be eligible to attend this event.

Plus, the flyer I attached to this email was posted at Rowley Park for the community to view. There's nothing that stipulates the requirement that a child must attend a Gardena school.

I want to address the City Council at the April 8th's meeting to allow my children to participate in this year's Youth In Government Day event for April 10th.

Lastly, I'm leaving the two links below. You may remember my children speaking at a City Council meeting thanking GPD and the City Council for a job well done.

Thank you in advance,
Chris

I' Lah Sharah speaks to the City Council

<https://www.facebook.com/100007485426535/videos/pcb.3690355011223977/1007273190752424>

Ahraya Sharah speaks to the City Council

<https://www.facebook.com/100007485426535/videos/pcb.3690355011223977/1265930514782356>



Chris Bennett

Block Club Captain

Casimir Gatekeepers Network

Privileged/Confidential Information may be contained in this message. If you are not the address indicated for delivery of the message to such person), you may not copy or deliver this message to anyone. In such message and kindly notify the sender by reply to the email. Please advise immediately if you or your employee email for messages of this kind. Opinions, conclusions and other information in this message that do not reflect the views of our firm shall be understood as neither given nor endorsed by it.



City of Gardena

Gardena City Council Meeting

AGENDA REPORT SUMMARY

Agenda Item No. 12.A
Section: DEPARTMENTAL
ITEMS - ADMINISTRATIVE
SERVICES
Meeting Date: April 8, 2025

TO: THE HONORABLE MAYOR AND MEMBERS OF THE GARDENA CITY COUNCIL

AGENDA TITLE: Approval of Two (2) Professional Services Agreements for Voter Survey, Education, Outreach, and Communications for Potential Ballot Revenue Measure with TeamCivX for \$165,250 and Fairbank, Maslin, Maullin, Metz & Associates (FM3) for \$62,750 including a 20 Percent Contingency of \$45,600 for a Project Total of \$273,600

COUNCIL ACTION REQUIRED:

Staff Recommendation: Approval of Two (2) Professional Services Agreements for Voter Survey, Education, Outreach, and Communications for Potential Ballot Revenue Measure with TeamCivX and Fairbank, Maslin, Maullin, Metz & Associates (FM3) for a Project Total of \$273,600, which includes a Contingency of Twenty Percent (20%)

RECOMMENDATION AND STAFF SUMMARY:

In March 2017, Los Angeles County (County) voters passed Measure H to prevent and combat homelessness. This authorized the County to impose a one-quarter percent (0.25%) special transactions and use tax on the gross receipts of any retailer from the sale of all personal property in the incorporated and unincorporated territory of Los Angeles. County voters then approved Measure A in November 2024 that increases total sales tax rate to 10.50% and repeals Measure H effective April 1, 2025, which in turn frees up the one-quarter percent (0.25%) for the County and City. With the repeal of Measure H, the City can place a ballot measure on the next regular election held in June 2026, potentially recapturing an estimated \$4.2 million per year in sales tax revenue and prevent the County from taking future sales tax revenue from Gardena residents. This will ensure the City keeps local control of sales tax revenue. Recapturing one-quarter percent (0.25%) sales tax was also discussed as a revenue enhancement and mitigating option during the December 17, 2024, City Council meeting.

The City would like to engage TeamCivX and FM3 to conduct a statically valid survey of June 2026 voters to gauge sentiment and feasibility for a potential revenue measure to help fund general city services. The City's financial outlook shows short-term stability; however, the City is anticipating increases in expenses in the form of fire protection services cost adjustment, CalPERS' required contributions for Unfunded Accrued Liability (UAL), and potential revenue loss with the passing of SB 549. The City Council's role in this process is in deciding whether to place the matter on the ballot for the consideration by the voters of Gardena.

"The governing body of any city may levy, increase, or extend a transactions and use tax for general purposes at a rate of 0.125 percent or a multiple thereof, if the ordinance proposing that tax is approved by a two-thirds vote of all members of that governing body and the tax is approved by a majority vote of the qualified voters of the city voting in an election on the issue." Cal. Rev. & Tax. Code § 7285.9

TeamCivX has decades of experience helping public agencies navigate the ballot measure process to achieve locally controlled funding. They are a project management and communications consultant with unmatched experience bringing a team together, managing timelines, evaluating the feasibility of local funding measures, designing measures for the ballot that align with community priorities and implementing informational communication efforts to raise awareness of the City's needs and a potential ballot measure.

Fairbank, Maslin, Maullin, Metz & Associates (FM3) has extensive experience conducting research in Los Angeles County, and specifically in the South Bay, which has provided them a comprehensive understanding of the region's residents and voters. FM3's research also contributed to the passage of two previous revenue measures for the City, including Measure G in 2020 and Measure A in 2009. They have worked on more than 700 successful local finance measures approved for over 160 California agencies in every region of the state.

Staff would also like to include a 20 percent (20%) contingency, or \$45,600, to accommodate any unforeseen expenditures that may arise. Such expenditures would not be allowed unless agreed upon and approved in advance by City management.

Therefore, it is recommended that the City Council approve two (2) agreements for voter survey, education, outreach, and communications for potential ballot revenue measure with TeamCivX for \$165,250 and FM3 for \$62,750 plus an additional 20 percent contingency \$45,600 as required, for a project total of \$273,600.

FINANCIAL IMPACT/COST:

Fiscal Year(s)	Funding Source	Amount
FY 2024/2025 - FY 2025/2026	General Fund	\$273,600

ATTACHMENTS:

[psa - teamcivx.pdf](#)

[psa - fm3.pdf](#)

[TeamCivX_Council_Presentation.pdf](#)

APPROVED:

A handwritten signature in blue ink, appearing to read "Clint Osorio", is centered within a light gray rectangular box.

Clint Osorio, City Manager

AGREEMENT BETWEEN
THE CITY OF GARDENA
AND
TEAMCIVX

This contract, hereinafter referred to as Agreement is entered into this 9th day of April, 2025, by and between THE CITY OF GARDENA ("City") and TEAMCIVX, a California limited liability company ("Consultant"). Based on the mutual promises and covenants contained herein, the Parties hereto agree, as follows.

1. Recitals.

- A. Whereas, City requires the services of a professional to provide communication and project management services; and
- B. Whereas, Consultant has represented that it is qualified by virtue of experience, training, education and expertise to provide these services; and
- C. Whereas, City has determined that the public interest, convenience and necessity require the execution of this Agreement.
- D. WHEREAS, no official or employee of City has a financial interest, within the provisions of sections 1090-1092 of the California Government Code, in the subject matter of this Agreement.

2. Services.

A. The services to be performed by Consultant shall consist of the following ("Services"): As specified in **Exhibit "A"**, attached hereto and incorporated herein by reference, unless otherwise instructed by City.

B. The Services shall be performed in accordance with the Project Schedule set forth in **Exhibit A**. Consultant shall not be liable for any failure or delay in furnishing proposed Services resulting from fire, explosion, flood, storm, Act of God, governmental acts, orders or regulations, hostilities, civil disturbances, strikes, labor difficulties, difficulty in obtaining parts, supplies, or shipping facilities, inability to obtain or delays in obtaining suitable material or facilities required for performance, temporary unavailability of qualified personnel, failure by City to provide appropriate access to equipment or personnel, or other causes beyond Consultant's reasonable control.

3. Additional Services. If City determines that additional Services are required to be provided by Consultant in addition to the Services set forth above, City shall authorize Consultant to perform such additional Services in writing ("Additional Services"). Such Additional Services shall be specifically described and approved by City in writing prior to the performance thereof. Consultant shall be compensated for such Additional Services

in accordance with the amount agreed upon in writing by the Parties. No compensation shall be paid to Consultant for Additional Services which are not specifically approved by City in writing.

4. Consultant's Proposal. This Agreement shall include Consultant's proposal or bid which is incorporated herein as **Exhibit A**. In the event of any inconsistency between the terms of the proposal and this Agreement, this Agreement shall govern.

5. Timing of Performance. Time is of the essence with respect to Consultant's performance of the Services required by this Agreement. Consultant shall diligently and timely pursue and complete the performance of the Services required of it by this Agreement as set forth in **Exhibit A**. City, in its sole discretion, may extend the time for performance of any Service.

6. Compensation. Compensation for the Services shall be billed as set forth in **Exhibit A**, attached hereto. The Compensation is inclusive of all costs that may be incurred by Consultant in performance of the Services, including but not limited to such items as travel, copies, delivery charges, phone charges, and facsimile charges, unless otherwise. In no event shall compensation under this Agreement exceed **ONE HUNDRED SIXTY-FIVE THOUSAND and 00/00 (\$165,250.00)** without the prior written authorization of the City Council.

7. Term of Agreement/Termination. This Agreement shall commence on the Effective Date and ending on June 30, 2026, unless previously terminated as provided herein or as otherwise agreed to in writing by the parties.

A. This Agreement shall be effective as of the date of execution by the City and shall remain in effect until all Services are completed or until terminated as provided for herein.

B. City may terminate this Agreement without cause by providing written notice to Consultant not less than ten days prior to an effective termination date. City's only obligation in the event of termination will be payment of fees and allowed expenses incurred up to and including the effective date of termination.

C. Unless for cause, Consultant may not terminate this Agreement. If Consultant is terminating this Agreement for cause, it must provide the City with thirty (30) days written notice.

D. Upon receipt of a termination notice, Consultant shall: (1) promptly discontinue all Services, unless the notice directs otherwise; and (2) within ten (10) days, deliver to City all files, data, reports, estimates, summaries, and such other information and materials as may have been accumulated or prepared to date by Consultant in performing the Services under this Agreement, whether completed or in progress. Consultant shall provide these documents by both hard copy and in electronic format if available. In the event of termination for other than cause attributable to Consultant,

Consultant shall be entitled to reasonable compensation for the Services it performs up to the date of termination and shall be deemed released from liability for any work assigned but not completed as of the effective date of termination.

8. Agreement Administrator. For purposes of this Agreement, City designates Ray Beeman, Director of Administrative Services, or designee, as the Agreement Administrator who shall monitor Consultant's performance under this Agreement. Consultant shall be notified in writing of any deficiency in the performance of this Agreement in a timely manner by Agreement Administrator. Consultant shall have five (5) business days from receipt of the notification to cure any deficiency to the reasonable satisfaction of the Agreement Administrator. All costs for such corrections shall be borne by Consultant and shall not increase Consultant's fees due hereunder. Should the Agreement Administrator determine that Consultant has not performed its obligation as stated in this Agreement in a satisfactory manner, City may terminate this Agreement for cause as specified in Section- Term of Agreement/Termination. All notices, invoices or other documents shall be addressed to the Agreement Administrator, as well as all substantive issues relating to this contract. City reserves the right to change this designation upon written notice to Consultant.

9. Invoices and Payments.

A. Payment shall be made upon receipt and approval of invoices for Services rendered. In order for payment to be made, Consultant's invoice must include an itemization as to the services rendered, date(s) of service, direct and/or subcontract costs, and be submitted on an official letterhead or invoice with Consultant's name, address, and telephone number referenced.

B. The Agreement Administrator shall review the invoices to determine whether services performed and documents submitted are consistent with this Agreement. Payment shall be made within forty-five (45) days following receipt of the invoice or the Agreement Administrator shall provide Consultant with a written statement objecting to the charges and stating the reasons therefore.

C. Payment by City under this Agreement shall not be deemed a waiver of defects, even if such defects were known to City at the time of payment.

10. Records/Audit.

A. Consultant shall be responsible for ensuring accuracy and propriety of all billings and shall maintain all supporting documentation for a minimum of three (3) years from the completion date of the Services under this agreement the following records:

1. All accounts and records, including personnel, property and financial, adequate to identify and account for all costs pertaining to this Agreement and assure proper accounting for all funds;

2. Records which establish that Consultant and any subconsultant who renders Services under this Agreement are in full compliance with the requirements of this Agreement and all federal, state and local laws and regulations

3. Any additional records deemed necessary by City to assume verification of full compliance with this Agreement.

B. City shall have the right to audit Consultant's invoices and all supporting documentation for purposes of compliance with this Agreement for a period of three years following the completion of Services under this Agreement.

C. Upon reasonable notice from City or any other governmental agency, Consultant shall cooperate fully with any audit of its billings conducted by, or of, City and shall permit access to its books, records and accounts as may be necessary to conduct such audits.

11. Successors and Assignment. This Agreement covers professional services of a specific and unique nature. Except as otherwise provided herein, Consultant shall not assign or transfer its interest in this Agreement or subcontract any services to be performed without amending this Agreement. This Agreement shall be binding upon the heirs, executors, administrators, successors and assigns of the parties hereto.

12. Change in Name, Ownership or Control. Consultant shall notify the Agreement Administrator, in writing, of any change in name, ownership or control of Consultant's firm or subconsultant. Change of ownership or control of Consultant's firm may require an amendment to the Agreement.

13. Key Personnel. City has relied upon the professional training and ability of Consultant to perform the Services hereunder as a material inducement to enter into this Agreement. Consultant shall provide properly skilled professional and technical personnel to perform all Services under this Agreement. In the event that City, in its sole discretion, at any time during the Agreement, desires the removal of any person or persons assigned by Consultant to perform Services pursuant to this Agreement, Consultant shall remove any such person immediately upon receiving notice from City.

14. Performance By Consultant. Consultant shall maintain or exceed the level of competency presently maintained by other similar practitioners in the State of California, for professional and technical soundness, accuracy and adequacy of all work, advice and material furnished under this Agreement.

15. Use of Materials.

A. City shall make available to Consultant such materials from its files as may be required by Consultant to perform Services under this Agreement. Such materials shall remain the property of City while in Consultant's possession. Upon termination of this Agreement and payment of outstanding invoices of Consultant, or completion of work

under this Agreement, Consultant shall return to City any property of City in its possession and any calculations, notes, reports, electronic files, or other materials prepared by Consultant in the course of performance of this Agreement.

B. City may utilize any material prepared or work performed by Consultant pursuant to this Agreement, including computer software, in any manner, which City deems proper without additional compensation to Consultant. Consultant shall have no responsibility or liability for any revisions, changes, or corrections made by City, or any use or reuse pursuant to this paragraph unless Consultant accepts such responsibility in writing.

16. Nonuse of Intellectual Property of Third Parties. Consultant shall not use, disclose or copy any intellectual property of any third parties in connection with work carried out under this Agreement, except for intellectual property for which Consultant has a license. Consultant shall indemnify and hold City harmless against all claims raised against City based upon allegations that Consultant has wrongfully used intellectual property of others in performing work for City, or that City has wrongfully used intellectual property developed by Consultant pursuant to this Agreement.

17. Ownership of Work Product. All documents or other information created, developed, or received by Consultant shall, for purposes of copyright law, be deemed works made for hire for City by Consultant and shall be the sole property of City. Consultant shall provide City with copies of these items upon demand, and in any event, upon termination of this Agreement.

18. Confidentiality Clause. Consultant acknowledges that some of the material and information that may come into its possession or knowledge in connection with this Agreement or its performance may consist of information that is exempt from disclosure to the public or other unauthorized persons under either state or federal statutes ("Confidential Information"). Confidential Information includes, but is not limited to, names, addresses, Social Security numbers, e-mail addresses, telephone numbers, financial profiles, credit card information, driver's license numbers, medical data, law enforcement records, agency source code or object code, agency security data, or information identifiable to an individual that relates to any of these types of information. Consultant agrees to hold Confidential Information in strictest confidence and not to make use of Confidential Information for any purpose other than the performance of this Agreement, to release it only to authorized employees or Sub-consultants requiring such information for the purposes of carrying out this Agreement, and not to release, divulge, publish, transfer, sell, disclose, or otherwise make the information known to any other party without City's express written consent or as provided by law. Consultant agrees to release such information or material only to employees or Sub-consultants who have signed a nondisclosure agreement, the terms of which have been previously approved by City. Consultant agrees to implement physical, electronic, and managerial safeguards to prevent unauthorized access to Confidential Information.

"Personal information" including, but not limited to, "Protected Health Information" (PHI)

under Health Insurance Portability And Accountability Act (HIPAA), individuals' names, addresses, phone numbers, birth dates, and social security numbers collected, used, or acquired in connection with this Agreement shall be protected against unauthorized use, disclosure, modification or loss.

HIPAA establishes national minimum standards for the use and disclosure of certain health information. The Consultant must comply with all HIPAA requirements and rules when determined applicable by the City. If City determines that (1) City is a "covered entity" under HIPAA, and that (2) Consultant will perform "business associate" services and activities covered under HIPAA, then at City's request, Consultant agrees to execute City's Agreement in compliance with HIPAA.

Consultant shall ensure its directors, officers, employees, Sub-consultants or agents use personal information solely for the purposes of accomplishing the services set forth herein. Consultant and its Sub-consultants agree not to release, divulge, publish, transfer, sell or otherwise make known to unauthorized persons personal information without the express written consent of the City or as otherwise required by law.

Any breach of this provision may result in termination of the Agreement and demand for return of all personal information. Moreover, Consultant will indemnify and hold the City harmless from and against all losses and damages resulting from any unauthorized or improper disclosure, dissemination or use of the information as a result, in whole or in part, of Consultant's action or inaction.

19. Legal Requirements.

A. Consultant shall secure and maintain all licenses or permits required by law, including a City business license, and shall comply with all ordinances, laws, orders, rules, and regulations pertaining to the work.

B. Consultant warrants that it shall perform the Services required by this Agreement in compliance with all applicable Federal and California employment laws, including, but not limited to, those laws related to minimum hours and wages; occupational health and safety; fair employment and employment practices; workers' compensation insurance and safety in employment; and all other Federal, State and local laws and ordinances applicable to the services required under this Agreement. Consultant shall indemnify and hold harmless City from and against all claims, demands, payments, suits, actions, proceedings, and judgments of every nature and description including attorneys' fees and costs, presented, brought, or recovered against City for, or on account of any liability under any of the above-mentioned laws, which may be incurred by reason of Consultant's performance under this Agreement.

C. Consultant covenants that there shall be no discrimination based upon race, color, creed, religion, sex, marital status, age, handicap, national origin or ancestry, or any other category forbidden by law in performance of this Agreement.

20. Conflict of Interest and Reporting.

A. Consultant shall at all times avoid conflicts of interest or the appearance of a conflict of interest in the performance of this Agreement. If required, Consultant shall comply with the City's Conflict of Interest reporting requirements. Consultant understands that pursuant to Gardena Municipal Code sections 2.24.020H and 2.24.025G, it is forbidden to make any contribution to a candidate or committee of a candidate for a municipal office of the City, or to an officeholder, until the completion of Services to be performed under this Agreement.

B. Consultant and its representatives shall refrain from lobbying City of Gardena officials, employees and representatives for the duration of this Agreement.

21. Guarantee and Warranty. Consultant warrants to City that the material, analysis, data, programs and Services to be delivered or rendered hereunder will be of the kind and quality designated and will be performed by qualified personnel. Without waiver of City's other rights or remedies, City may require Consultant to re-perform any of said Services, which were not performed in accordance with these standards. Consultant shall perform the remedial Services at its sole expense.

22. Insurance.

A. Commencement of Work. Consultant shall not commence work under this Agreement until it has obtained City approved insurance. Before beginning work hereunder, during the entire period of this Agreement, for any extensions hereto, and for periods after the end of this Agreement as may be indicated below, Consultant must have and maintain in place all of the insurance coverage required in this Section. Consultant's insurance shall comply with all items specified by this Agreement. Any subcontractors shall be subject to all of the requirements of this Section and Consultant shall be responsible to obtain evidence of insurance from each subcontractor and provide it to City before the subcontractor commences work. Alternatively, Consultant's insurance may cover all subcontractors.

B. Insurance Company Requirements. All insurance policies used to satisfy the requirements imposed hereunder shall be issued by insurers admitted to do business in the State of California. Insurers shall have a current Best's rating of not less than A-:VII, unless otherwise approved by City.

C. Coverage, Limits and Policy Requirements. Consultant shall maintain the types of coverage and limits indicated below:

1. Commercial General Liability Insurance - a policy for occurrence coverage for bodily injury, personal injury and property damage, with coverage at least as broad as Insurance Services Office Form CG 00 01, with no special limitations affecting City. The limit for all coverage under this policy shall be no less than one million dollars (\$1,000,000.00) per occurrence.

2. Commercial Auto Liability Insurance - a policy with coverage at least as broad as Insurance Services Office form CA 0001, including Symbol 1 (any auto) with no special limitations affecting City. The limit for bodily injury and property damage liability shall be no less than one million dollars (\$1,000,000.00) per accident.

3. Policy Requirements. The policies set forth above shall comply with the following, as evidenced by the policies or endorsements to the policies:

a. The City, its appointed and elected officers, employees, agents and volunteers shall be added as additional insured to the policy.

b. The insurer shall agree to provide City with thirty (30) days prior written notice, return receipt requested, of any cancellation, non-renewal or material change in coverage.

c. For any claims with respect to the Services covered by this Agreement, Consultant's insurance coverage shall be primary insurance as respects the City, its elected and appointed officers, employees, agents and volunteers. Any insurance or self-insurance maintained by the City, its elected and appointed officers, employees, agents and volunteers shall be excess of Consultant's insurance and shall not contribute with it.

4. Worker's Compensation and Employer's Liability Insurance - a policy which meets all statutory benefit requirements of the Labor Code, or other applicable law, of the State of California. The minimum coverage limits for said insurance shall be no less than one million dollars per claim. The policy shall be issued by an insurance company which is admitted to do business in the State of California and shall contain a clause that the policy may not be canceled without thirty (30) days prior written notice, return receipt requested, is mailed to City.

5. Professional Errors & Omissions - a policy with minimum limits of one million dollars (\$1,000,000.00) per claim and aggregate. This policy shall be issued by an insurance company which is admitted to do business in the State of California and Consultant shall contain a clause that the policy may not be canceled until thirty (30) days written notice, return receipt requested, is mailed to City.

D. Additional Requirements. The procuring of such required policies of insurance shall not be construed to limit Consultant's liability hereunder or to fulfill the indemnification provisions and requirements of this Agreement. There shall be no recourse against City for payment of premiums or other amounts with respect thereto. City shall notify Consultant in writing of changes in the insurance requirements. If Consultant does not deposit copies of acceptable insurance policies or endorsements with City incorporating such changes within sixty (60) days of receipt of such notice, Consultant shall be deemed in default hereunder.

E. Deductibles. Any deductible or self-insured retention over \$25,000 per occurrence must be declared to and approved by City. Any deductible exceeding an amount acceptable to City shall be subject to the following changes: either the insurer shall eliminate or reduce such deductibles or self-insured retentions with respect to City, its officers, employees, agents and volunteers (with additional premium, if any, to be paid by Consultant); or Consultant shall provide satisfactory financial guarantee for payment of losses and related investigations, claim administration and defense expenses.

F. Verification of Compliance. Consultant shall furnish City with original policies or certificates and endorsements effecting coverage required by this Agreement. The endorsements are to be signed by a person authorized by the insurer to bind coverage on its behalf. All endorsements are to be received and approved by City before work commences. Not less than fifteen (15) days prior to the expiration date of any policy of insurance required by this Agreement, Consultant shall deliver to City a binder or certificate of insurance with respect to each renewal policy, bearing a notation evidencing payment of the premium therefore, or accompanied by other proof of payment satisfactory to City. Consultant shall provide full copies of any requested policies to City within three (3) days of any such request by City.

G. Termination for Lack of Required Coverage. If Consultant, for any reason, fails to have in place, at all times during the term of this Agreement, including any extension hereto, all required insurance and coverage, City may immediately obtain such coverage at Consultant's expense and/or terminate this Agreement.

23. Indemnity.

A. Consultant assumes all risk of injury to its employees, agents, and contractors, including loss or damage to property.

B. Consultant agrees to defend, indemnify, hold free and harmless the City, its elected officials, officers, agents, employees and volunteers, at Consultant's sole expense, from and against any and all claims, actions, suits or other legal proceedings brought against the City, its elected officials, officers, agents, employees and volunteers arising out of the performance of the Consultant, its employees, and/or authorized subcontractors, of the work undertaken pursuant to this Agreement. The defense obligation provided for hereunder shall apply without any advance showing of negligence or wrongdoing by the Consultant, its employees, and/or authorized subcontractors, but shall be required whenever any claim, action, complaint, or suit asserts as its basis the negligence, errors, omissions or misconduct of the Consultant, its employees, and/or authorized subcontractors, and/or whenever any claim, action, complaint or suit asserts liability against the City, its elected officials, officers, agents, employees and volunteers based upon the work performed by the Consultant, its employees, and/or authorized subcontractors under this Agreement, whether or not the Consultant, its employees, and/or authorized subcontractors are specifically named or otherwise asserted to be liable. Notwithstanding the foregoing, the Consultant shall not be liable for the defense or indemnification of the City for claims, actions, complaints or suits arising out of the sole

negligence or willful misconduct of the City. This provision shall supersede and replace all other indemnity provisions contained either in the City's specifications or Consultant's Proposal, which shall be of no force and effect.

C. No official, employee, agent or volunteer of City shall be personally liable for any default or liability under this Agreement.

24. Independent Contractor. Consultant agrees to furnish consulting services in the capacity of an independent contractor and neither Consultant nor any of its employees shall be considered to be an employee or agent of City.

25. PERS Eligibility Indemnification. In the event that Consultant or any employee, agent, or subcontractor of Consultant providing Services under this Agreement claims or is determined by a court of competent jurisdiction or the California Public Employees Retirement System (PERS) to be eligible for enrollment in PERS as an employee of the City, Consultant shall indemnify, defend, and hold harmless City for the payment of any employee and/or employer contributions for PERS benefits on behalf of Consultant or its employees, agents, or subcontractors, as well as for the payment of any penalties and interest on such contributions, which would otherwise be the responsibility of City.

Notwithstanding any other agency, state or federal policy, rule, regulation, law or ordinance to the contrary, Consultant and any of its employees, agents, and subcontractors providing service under this Agreement shall not qualify for or become entitled to, and hereby agree to waive any claims to, any compensation, benefit, or any incident of employment by City, including but not limited to eligibility to enroll in PERS as an employee of City and entitlement to any contribution to be paid by City for employer contribution and/or employee contributions for PERS benefits.

26. Notices. Any notice or communication given under this Agreement shall be effective when deposited, postage prepaid, with the United States Postal Service and addressed to the contracting parties. Name, address, telephone and facsimile numbers of the parties are as follows:

City of Gardena:
1700 West 162nd Street
Gardena, California 90247-3732
Attn: Ray Beeman
Title: Director of Administrative Services
Email: rbeeman@cityofgardena.org
Telephone: (310) 217-9502

To Consultant: TeamCivX
21 Orinda Way, Suite C-191
Orinda, CA 94563
Attn: Joy Kummer
Email: jkummer@teamcivx.com
Telephone: (415) 915-4212

Either party may change the information to which notice or communication is to be sent by providing advance written notice to the other party.

27. Severability. If any provision of this Agreement shall be held illegal, invalid, or unenforceable, in whole or in part, such provision shall be modified to the minimum extent necessary to make it legal, valid, and enforceable, and the legality, validity, and enforceability of the remaining provisions shall not be affected thereby.

28. Jurisdiction and Venue. This Agreement shall be deemed a contract under the laws of the State of California and for all purposes shall be interpreted in accordance with such laws. Both parties hereby agree and consent to the exclusive jurisdiction of the courts of the State of California and that the venue of any action brought hereunder shall be Los Angeles County, California.

29. Waiver. No delay or failure by either Party to exercise or enforce at any time any right or provision of this Agreement shall be considered a waiver thereof or of such Party's right thereafter to exercise or enforce each and every right and provision of this Agreement. To be valid a waiver shall be in writing but need not be supported by consideration. No single waiver shall constitute a continuing or subsequent waiver.

30. Electronic Signatures. The parties hereby acknowledge and agree that electronic records and electronic signatures, as well as facsimile signatures, used in connection with the execution of this Agreement and electronic signatures, facsimile signatures or signatures transmitted by electronic mail in so-called pdf format shall be legal and binding and shall have the same full force and effect as if a paper original of this Agreement had been delivered and had been signed using a handwritten signature. City and Consultant (i) agree that an electronic signature, whether digital or encrypted, of a party to this Agreement is intended to authenticate this writing and to have the same force and effect as a manual signature, (ii) intend to be bound by the signatures (whether original, faxed or electronic) on any document sent or delivered by facsimile or, electronic mail, or other electronic means, (iii) are aware that the other party will reply on such signatures, and (iv) hereby waive any defenses to the enforcement of the terms of this Agreement based on the foregoing forms of signature. If this Agreement has been executed by electronic signature, all parties executing this document are expressly consenting under the United States Federal Electronic Signatures in Global and National Commerce Act of 2000 ("E-SIGN") and California Uniform Electronic Transactions Act ("UETA")(Cal. Civ. Code § 1633.1, et seq.), that a signature by fax, email or other electronic means shall constitute an Electronic Signature to an Electronic Record under both E-SIGN and UETA with respect to this specific transaction.

31. Joint Drafting. Each party acknowledges that it has had an adequate opportunity to review each and every provision in this Agreement and to submit the same to counsel and other consultants for review and comment and that the parties jointly drafted this Agreement. No provision of this Agreement or any Assignment shall be construed more strictly against one party than the other party by reason that one or the other party proposed, drafted or modified such provision or any other existing or proposed provision.

32. Public Records Act Disclosure. Consultant has been advised and is aware that this Agreement and all reports, documents, information and data, including, but not limited to, computer tapes, discs or files furnished or prepared by Consultant, or any of its subcontractors, pursuant to this Agreement and provided to City may be subject to public disclosure as required by the California Public Records Act (California Government Code section 7920.000 *et seq.*). Exceptions to public disclosure may be those documents or information that qualify as trade secrets, as that term is defined in the California Government Code section 7924.510, and of which Consultant informs City of such trade secret. The City will endeavor to maintain as confidential all information obtained by it that is designated as a trade secret. The City shall not, in any way, be liable or responsible for the disclosure of any trade secret including, without limitation, those records so marked if disclosure is deemed to be required by law or by order of the Court.

33. Authority to Execute. The persons executing this Agreement on behalf of the parties warrant that they are duly authorized to execute this Agreement.

34. Attorney's Fees. In the event that legal action is necessary to enforce the provisions of this Agreement, or to declare the rights of the parties hereunder, the parties agree that the prevailing party in the legal action shall be entitled to recover attorney's fees and court costs from the opposing party.

35. Section Headings. The Section headings used in this Agreement are for reference purposes only and shall have no binding effect.

36. Entire Agreement. This Agreement contains the entire understanding between City and Consultant. Any prior agreement, promises, negotiations or representations not expressly set forth herein are of no force or effect. Subsequent modifications to this Agreement shall be effective only if in writing and signed by both parties. This Agreement may be signed by the parties hereto in separate counterparts, including both counterparts that are executed on paper and counterparts that are in the form of electronic signatures. Electronic signatures include facsimile or email electronic signatures. Each executed counterpart shall be deemed an original. All counterparts, taken together, constitute the executed Agreement.

IN WITNESS WHEREOF, the parties have hereunto affixed their names as of the day and year written below.

“City”
City of Gardena

By: _____
Tasha Cerda, Mayor

Date: _____

“Consultant”
TeamCivX

By:  _____
Joy Kummer, Partner

Date: 3/15/2025

By: Charles Heath _____
Charles Heath, Partner

Date: 3/15/2025

ATTEST:

Mina Semenza, City Clerk

APPROVED AS TO FORM:

 _____
Carmen Vasquez, City Attorney



EXHIBIT A

Proposal for Communication and Project Management Services

Prepared for:

The City of Gardena



February 13, 2025

By: Joy Kummer, Partner
TeamCivX



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Firm Information

On behalf of TeamCivX, I am appreciative of the opportunity to provide this proposal for services to the City of Gardena as you explore options to increase your existing locally controlled sales tax funding.

TeamCivX is a team of seasoned professionals with decades of experience helping Cities and other public agencies navigate the ballot measure process to achieve locally controlled funding for a variety of projects and community needs. We are project management and communications consultants with unmatched experience bringing a team together, managing timelines, evaluating the feasibility of local funding measures, designing measures for the ballot that align with community priorities and implementing informational communication efforts to raise awareness of your needs and a potential ballot measure.

We are respected in our industry as good “team players” that pay attention to the nuances of every community where we work to develop the customized strategies needed to meet our client’s needs.

TeamCivX is uniquely positioned to support the City of Gardena for the following reasons:

Unmatched Experience and Expertise. The partners at TeamCivX have been the leaders in helping California agencies develop and pass tax measures to fund operational, facility and infrastructure needs. Statewide, we’ve helped over 50 cities with sales taxes, TOT measures, business license tax measures, documentary/real estate transfer taxes, cannabis-related measures, Prop 218 measures and others. You can see our full client list at www.TeamCivX.com.

Capacity to Serve You. TeamCivX’s seasoned partners and well-trained staff have both the knowledge and the capacity to serve your needs throughout this process. I will be the main point of contact for the entire term and will be supported by one of our experienced Consultants who will help manage project logistics to ensure the plans I develop are executed on time, on budget and with precision.

Experience with Information, Not Advocacy. We have extensive experience helping cities and other public agencies craft effective public informational materials that don’t cross the line into advocacy.

The remainder of this proposal describes our scope of services for our services, fees and my biography. If you have questions or need additional information, please don’t hesitate to contact me on my cell phone at 510-914-0028 or jkummer@TeamCivX.com.

Thank you,

A handwritten signature in blue ink, appearing to read "Joy Kummer", with a long horizontal line extending to the right.

Joy Kummer, Partner



Partner Biography



Joy Kummer, Partner

Joy is a founding partner of TeamCivX, and brings over 25 years of political, legal and community service experience to each of her clients and causes. Over the past several years, Joy has been successful in helping public agencies in all regions of California develop local public finance measures for the ballot and achieve voter support—raising billions of dollars for counties, cities, schools, hospitals, community colleges, special districts and other much-needed community projects.

Joy is known as an industry leader working directly with Southern California Cities to help them develop and implement ballot funding measure strategies, including the City of Santa Fe Spring, City of Fontana, City of Ontario, City of Whittier, City of San Bernardino, City of Laguna Beach, City of Redlands, City of Barstow, City of Murietta, and many more. Part of Joy's success is in the relationships she builds with her clients, focusing in on their specific needs and working together to build a communication and community plan that allows them to reach their goals. She is known for her can-do attitude, friendly smile and willingness to listen and collaborate as a team to find the right solution.

Joy has been a frequent presenter and expert panelist for a variety of conferences and symposiums, including the League of Cities, Association of Chief Business Officials (ACBO), County Financial Symposiums, the Coalition for Adequate School Housing (CASH), the California School Boards Association (CSBA) and California Association of School Business Officials (CASBO).

Joy grew up in Montana, where she received her J.D. from the University of Montana School of Law and a B.A. in Communications from Montana State University–Billings. Prior to co-founding TeamCivX, Joy was a partner at her former consulting firm, served as Regional Field Director for U.S. Senator Max Baucus (D-MT) and as Field Director for the successful 49ers Stadium Campaign in Santa Clara, CA.

Joy and her husband Todd live in Oakland where they enjoy cheering on the Golden State Warriors and Cal Bears. Joy is a proud mother and grandmother, occasional yoga instructor, slow and steady distance runner, roller coaster enthusiast and gluten-free baker.

Joy Kummer, Partner
jkummer@TeamCivX.com
c: 510-914-0028
www.TeamCivX.com



Services

The partners and staff at TeamCivX have decades of experience helping public agencies navigate the ballot measure process to achieve locally controlled funding. We believe in the civic process and work hard to bring people together to build stronger communities. With unmatched experience managing project and evaluating the feasibility of local funding measures, we've been successful in virtually every economic and political climate, from economic downturns, partisan division, controversy and other challenges. Our recommended approach is outlined below, listed sequentially as we work towards placing a measure on the ballot. We've indicated rough timing for each phase to give you a sense of how this process might unfold over the next year in anticipation of a June 2026 election.

Through the entire process, TeamCivX will create a master timeline with all revenant partners and act as the overall project manager from start to end. This helps ensure staff have the support they need every step of the way.

Phase 1: Feasibility Assessment – Now–Survey Presentation and Recommendations

During Phase 1, TeamCivX will work with your team to help you assess the basic viability of a potential revenue measure and identify the strategic elements needed to maximize the chances for success. We'll help ensure you are asking the right strategic questions so that we can get an honest assessment of the options available to us and begin to develop a roadmap to a successful measure on a future ballot.

Specifically, we'll help you answer:

- Does each revenue measure stand a reasonable chance success? At what passage threshold?
- What potential tax rates and durations fit within the tolerances of your community?
- What services and funding needs are the top priorities for your voters?
- Does sufficient awareness of your funding needs exist, or is informational outreach needed?
- How does projected voter turnout in upcoming elections impact a tax proposal?
- What other competing measures or issues are on the horizon that could impact your measure?
- How does the economy and political environment impact your measure?

To help answer these questions, TeamCivX will conduct a thorough assessment of the local political landscape, analyze recent election results and work with FM3 as they design a statistically reliable opinion survey of your local voters.

With key strategic questions answered through the feasibility assessment, our team will provide you with specific recommendations on how to structure your potential measures, when to go to the ballot, and communication strategies that are needed to support your efforts. If a revenue measure does not appear to be viable at the current time, we will tell you that.



Phase 2: Awareness Building – May 2025–December 2025

Our next step is to develop and implement an informational communications plan to raise awareness of your needs, while also introducing your proposed measures and providing opportunities for community input. While cities and public agencies are legally prohibited from advocating for the passage of a revenue measure, you can educate and inform your community about your needs and plans.

To build community awareness, TeamCivX will work with the City to implement an informational communications effort that will include the following components:

- Develop informational messaging and fact sheets to be distributed in the community.
- Provide talking points, frequently asked questions and a message training to city and community leaders who will be interfacing with the public on this issue.
- Provide content related to your needs and proposed measures to be added to your website, used in social media, and included in email updates and newsletters.
- Prepare PowerPoint presentations for public and community meetings.
- Write design and produce mailings to inform local residents.
- Develop plans to inform internal groups, including councilmembers, bargaining units, City staff.
- Develop plans to inform external groups, including current and former elected leaders, business leaders, faith community leaders, ethnic community leaders, taxpayer groups and others.

We will write all copy, handle the graphic design, coordinate print and mailing and handle any ad buys as needed. We will just need for you to review content and designs and make sure the information is accurate and has the right feel for your community. We will also need to coordinate with those who manage your various social media accounts.

Phase 3: Measure Development – January–March 2026

Based on the results of the feasibility assessment and community input received during the awareness building efforts, we will help you develop each measure for the ballot so they align with your needs and the community's priorities and sensitivities. Working with your team, city attorney and other experts to accomplish this work, we will:

- Recommend final specifics for your measure
- Refine the final funding plans to reflect community priorities and ensuring programs eligible for funding are described in clear language the general public will understand.
- Work with legal counsel to develop the 75-word ballot questions.
- Work with legal counsel to develop and refine all language appearing in the ballot pamphlet mailed to all voters.
- Attend council meetings as needed to provide updates, share information on measure development, first readings and eventual vote if they decide to move forward.
- Work with local elections officials to ensure your measure qualifies for the ballot.

**** The deadline to qualify for the June 2026 ballot is March 6, 2026.***

With these steps complete, your measure will be on the ballot. Since public agencies cannot advocate for ballot measures, an independent campaign committee will need to be formed to run an advocacy campaign in support of the measure. TeamCivX can continue to provide services to the city as needed, or campaign services to independent campaign committees. Currently those services are not part of this proposal.



Fee Summary

As is standard in our industry, TeamCivX contracts on a monthly fee basis during the period of our engagement. For a city the size of Gardena, our monthly consultant fee would be reduced to \$7,800, which includes all expenses related to travel for meetings. Our fee will not change regardless of how many times you need us on the phone, responding to emails or attending meetings. TeamCivX doesn't want you to hesitate to call when you need us.

Our contract can be canceled at any time should you decide not to move forward. Partial months of service would be prorated.

After the initial survey is completed, TeamCivX will work with you and your staff to develop a communications and outreach plan. As part of these services, we can produce and mail informational mailers to the community and develop and implement a digital advertising program.

We estimate each informational mailer to all approximately 18,725 registered voters to cost between \$15,750 - \$20,500 depending on exact specifications, languages, and quantities. For reference, many of our client cities choose to do 2 informational mailings over the term of the contract.

Total NTE: \$165,250 (including a potential digital program which will not be billed if not used)

As part of our contract, we will assist the City of Gardena in utilizing all free media and current online resources to provide information to the public and supplementing direct mail communications with coordinated digital content. In addition, the City may wish to allocate additional resources to paid Facebook or Digital Advertising. Digital pricing varies based on the size, scope and duration of the program and is priced separately. Digital programs can vary widely, but we estimate that a minimum of \$20,000 would be needed to create a digital/social program to deliver information broadly to City voters & residents.

AGREEMENT BETWEEN
THE CITY OF GARDENA
AND
FAIRBANK, MASLIN, MAULLIN, METZ & ASSOCIATES (FM3)

This contract, hereinafter referred to as Agreement is entered into this 8th day of April, 2025, by and between THE CITY OF GARDENA ("City") and FAIRBANK, MASLIN, MAULLIN, METZ & ASSOCIATES (FM3), a California corporation ("Consultant"). Based on the mutual promises and covenants contained herein, the Parties hereto agree, as follows.

1. Recitals.

- A. Whereas, City requires the services of a professional to provide survey research; and
- B. Whereas, Consultant has represented that it is qualified by virtue of experience, training, education and expertise to provide these services; and
- C. Whereas, City has determined that the public interest, convenience and necessity require the execution of this Agreement.
- D. WHEREAS, no official or employee of City has a financial interest, within the provisions of sections 1090-1092 of the California Government Code, in the subject matter of this Agreement.

2. Services.

A. The services to be performed by Consultant shall consist of the following ("Services"): As specified in **Exhibit "A"**, attached hereto and incorporated herein by reference, unless otherwise instructed by City.

B. The Services shall be performed in accordance with the Project Schedule set forth in **Exhibit A**. Consultant shall not be liable for any failure or delay in furnishing proposed Services resulting from fire, explosion, flood, storm, Act of God, governmental acts, orders or regulations, hostilities, civil disturbances, strikes, labor difficulties, difficulty in obtaining parts, supplies, or shipping facilities, inability to obtain or delays in obtaining suitable material or facilities required for performance, temporary unavailability of qualified personnel, failure by City to provide appropriate access to equipment or personnel, or other causes beyond Consultant's reasonable control.

3. Additional Services. If City determines that additional Services are required to be provided by Consultant in addition to the Services set forth above, City shall authorize Consultant to perform such additional Services in writing ("Additional Services"). Such Additional Services shall be specifically described and approved by City in writing prior to

the performance thereof. Consultant shall be compensated for such Additional Services in accordance with the amount agreed upon in writing by the Parties. No compensation shall be paid to Consultant for Additional Services which are not specifically approved by City in writing.

4. Consultant's Proposal. This Agreement shall include Consultant's proposal or bid which is incorporated herein as **Exhibit A**. In the event of any inconsistency between the terms of the proposal and this Agreement, this Agreement shall govern.

5. Timing of Performance. Time is of the essence with respect to Consultant's performance of the Services required by this Agreement. Consultant shall diligently and timely pursue and complete the performance of the Services required of it by this Agreement as set forth in **Exhibit A**. City, in its sole discretion, may extend the time for performance of any Service.

6. Compensation. Compensation for the Services shall be billed as set forth in **Exhibit A**, attached hereto. The Compensation is inclusive of all costs that may be incurred by Consultant in performance of the Services, including but not limited to such items as travel, copies, delivery charges, phone charges, and facsimile charges, unless otherwise. In no event shall compensation under this Agreement exceed **SIXTY-TWO THOUSAND SEVEN HUNDRED FIFTY and 00/00 (\$62,750.00)** without the prior written authorization of the City Council.

7. Term of Agreement/Termination. This Agreement shall commence on the Effective Date and ending on June 30, 2026, unless previously terminated as provided herein or as otherwise agreed to in writing by the parties.

A. This Agreement shall be effective as of the date of execution by the City and shall remain in effect until all Services are completed or until terminated as provided for herein.

B. City may terminate this Agreement without cause by providing written notice to Consultant not less than ten days prior to an effective termination date. City's only obligation in the event of termination will be payment of fees and allowed expenses incurred up to and including the effective date of termination.

C. Unless for cause, Consultant may not terminate this Agreement. If Consultant is terminating this Agreement for cause, it must provide the City with thirty (30) days written notice.

D. Upon receipt of a termination notice, Consultant shall: (1) promptly discontinue all Services, unless the notice directs otherwise; and (2) within ten (10) days, deliver to City all files, data, reports, estimates, summaries, and such other information and materials as may have been accumulated or prepared to date by Consultant in performing the Services under this Agreement, whether completed or in progress. Consultant shall provide these documents by both hard copy and in electronic format if

available. In the event of termination for other than cause attributable to Consultant, Consultant shall be entitled to reasonable compensation for the Services it performs up to the date of termination and shall be deemed released from liability for any work assigned but not completed as of the effective date of termination.

8. Agreement Administrator. For purposes of this Agreement, City designates Ray Beeman, Director of Administrative Services, or designee, as the Agreement Administrator who shall monitor Consultant's performance under this Agreement. Consultant shall be notified in writing of any deficiency in the performance of this Agreement in a timely manner by Agreement Administrator. Consultant shall have five (5) business days from receipt of the notification to cure any deficiency to the reasonable satisfaction of the Agreement Administrator. All costs for such corrections shall be borne by Consultant and shall not increase Consultant's fees due hereunder. Should the Agreement Administrator determine that Consultant has not performed its obligation as stated in this Agreement in a satisfactory manner, City may terminate this Agreement for cause as specified in Section- Term of Agreement/Termination. All notices, invoices or other documents shall be addressed to the Agreement Administrator, as well as all substantive issues relating to this contract. City reserves the right to change this designation upon written notice to Consultant.

9. Invoices and Payments.

A. Payment shall be made upon receipt and approval of invoices for Services rendered. In order for payment to be made, Consultant's invoice must include an itemization as to the services rendered, date(s) of service, direct and/or subcontract costs, and be submitted on an official letterhead or invoice with Consultant's name, address, and telephone number referenced.

B. The Agreement Administrator shall review the invoices to determine whether services performed and documents submitted are consistent with this Agreement. Payment shall be made within forty-five (45) days following receipt of the invoice or the Agreement Administrator shall provide Consultant with a written statement objecting to the charges and stating the reasons therefore.

C. Payment by City under this Agreement shall not be deemed a waiver of defects, even if such defects were known to City at the time of payment.

10. Records/Audit.

A. Consultant shall be responsible for ensuring accuracy and propriety of all billings and shall maintain all supporting documentation for a minimum of three (3) years from the completion date of the Services under this agreement the following records:

1. All accounts and records, including personnel, property and financial, adequate to identify and account for all costs pertaining to this Agreement and assure proper accounting for all funds;

2. Records which establish that Consultant and any subconsultant who renders Services under this Agreement are in full compliance with the requirements of this Agreement and all federal, state and local laws and regulations

3. Any additional records deemed necessary by City to assume verification of full compliance with this Agreement.

B. City shall have the right to audit Consultant's invoices and all supporting documentation for purposes of compliance with this Agreement for a period of three years following the completion of Services under this Agreement.

C. Upon reasonable notice from City or any other governmental agency, Consultant shall cooperate fully with any audit of its billings conducted by, or of, City and shall permit access to its books, records and accounts as may be necessary to conduct such audits.

11. Successors and Assignment. This Agreement covers professional services of a specific and unique nature. Except as otherwise provided herein, Consultant shall not assign or transfer its interest in this Agreement or subcontract any services to be performed without amending this Agreement. This Agreement shall be binding upon the heirs, executors, administrators, successors and assigns of the parties hereto.

12. Change in Name, Ownership or Control. Consultant shall notify the Agreement Administrator, in writing, of any change in name, ownership or control of Consultant's firm or subconsultant. Change of ownership or control of Consultant's firm may require an amendment to the Agreement.

13. Key Personnel. City has relied upon the professional training and ability of Consultant to perform the Services hereunder as a material inducement to enter into this Agreement. Consultant shall provide properly skilled professional and technical personnel to perform all Services under this Agreement. In the event that City, in its sole discretion, at any time during the Agreement, desires the removal of any person or persons assigned by Consultant to perform Services pursuant to this Agreement, Consultant shall remove any such person immediately upon receiving notice from City.

14. Performance By Consultant. Consultant shall maintain or exceed the level of competency presently maintained by other similar practitioners in the State of California, for professional and technical soundness, accuracy and adequacy of all work, advice and material furnished under this Agreement.

15. Use of Materials.

A. City shall make available to Consultant such materials from its files as may be required by Consultant to perform Services under this Agreement. Such materials shall remain the property of City while in Consultant's possession. Upon termination of this

Agreement and payment of outstanding invoices of Consultant, or completion of work under this Agreement, Consultant shall return to City any property of City in its possession and any calculations, notes, reports, electronic files, or other materials prepared by Consultant in the course of performance of this Agreement.

B. City may utilize any material prepared or work performed by Consultant pursuant to this Agreement, including computer software, in any manner, which City deems proper without additional compensation to Consultant. Consultant shall have no responsibility or liability for any revisions, changes, or corrections made by City, or any use or reuse pursuant to this paragraph unless Consultant accepts such responsibility in writing.

16. Nonuse of Intellectual Property of Third Parties. Consultant shall not use, disclose or copy any intellectual property of any third parties in connection with work carried out under this Agreement, except for intellectual property for which Consultant has a license. Consultant shall indemnify and hold City harmless against all claims raised against City based upon allegations that Consultant has wrongfully used intellectual property of others in performing work for City, or that City has wrongfully used intellectual property developed by Consultant pursuant to this Agreement.

17. Ownership of Work Product. All documents or other information created, developed, or received by Consultant shall, for purposes of copyright law, be deemed works made for hire for City by Consultant and shall be the sole property of City. Consultant shall provide City with copies of these items upon demand, and in any event, upon termination of this Agreement.

18. Confidentiality Clause. Consultant acknowledges that some of the material and information that may come into its possession or knowledge in connection with this Agreement or its performance may consist of information that is exempt from disclosure to the public or other unauthorized persons under either state or federal statutes ("Confidential Information"). Confidential Information includes, but is not limited to, names, addresses, Social Security numbers, e-mail addresses, telephone numbers, financial profiles, credit card information, driver's license numbers, medical data, law enforcement records, agency source code or object code, agency security data, or information identifiable to an individual that relates to any of these types of information. Consultant agrees to hold Confidential Information in strictest confidence and not to make use of Confidential Information for any purpose other than the performance of this Agreement, to release it only to authorized employees or Sub-consultants requiring such information for the purposes of carrying out this Agreement, and not to release, divulge, publish, transfer, sell, disclose, or otherwise make the information known to any other party without City's express written consent or as provided by law. Consultant agrees to release such information or material only to employees or Sub-consultants who have signed a nondisclosure agreement, the terms of which have been previously approved by City. Consultant agrees to implement physical, electronic, and managerial safeguards to prevent unauthorized access to Confidential Information.

"Personal information" including, but not limited to, "Protected Health Information" (PHI) under Health Insurance Portability And Accountability Act (HIPAA), individuals' names, addresses, phone numbers, birth dates, and social security numbers collected, used, or acquired in connection with this Agreement shall be protected against unauthorized use, disclosure, modification or loss.

HIPAA establishes national minimum standards for the use and disclosure of certain health information. The Consultant must comply with all HIPAA requirements and rules when determined applicable by the City. If City determines that (1) City is a "covered entity" under HIPAA, and that (2) Consultant will perform "business associate" services and activities covered under HIPAA, then at City's request, Consultant agrees to execute City's Agreement in compliance with HIPAA.

Consultant shall ensure its directors, officers, employees, Sub-consultants or agents use personal information solely for the purposes of accomplishing the services set forth herein. Consultant and its Sub-consultants agree not to release, divulge, publish, transfer, sell or otherwise make known to unauthorized persons personal information without the express written consent of the City or as otherwise required by law.

Any breach of this provision may result in termination of the Agreement and demand for return of all personal information. Moreover, Consultant will indemnify and hold the City harmless from and against all losses and damages resulting from any unauthorized or improper disclosure, dissemination or use of the information as a result, in whole or in part, of Consultant's action or inaction.

19. Legal Requirements.

A. Consultant shall secure and maintain all licenses or permits required by law, including a City business license, and shall comply with all ordinances, laws, orders, rules, and regulations pertaining to the work.

B. Consultant warrants that it shall perform the Services required by this Agreement in compliance with all applicable Federal and California employment laws, including, but not limited to, those laws related to minimum hours and wages; occupational health and safety; fair employment and employment practices; workers' compensation insurance and safety in employment; and all other Federal, State and local laws and ordinances applicable to the services required under this Agreement. Consultant shall indemnify and hold harmless City from and against all claims, demands, payments, suits, actions, proceedings, and judgments of every nature and description including attorneys' fees and costs, presented, brought, or recovered against City for, or on account of any liability under any of the above-mentioned laws, which may be incurred by reason of Consultant's performance under this Agreement.

C. Consultant covenants that there shall be no discrimination based upon race, color, creed, religion, sex, marital status, age, handicap, national origin or ancestry, or any other category forbidden by law in performance of this Agreement.

20. Conflict of Interest and Reporting.

A. Consultant shall at all times avoid conflicts of interest or the appearance of a conflict of interest in the performance of this Agreement. If required, Consultant shall comply with the City's Conflict of Interest reporting requirements. Consultant understands that pursuant to Gardena Municipal Code sections 2.24.020H and 2.24.025G, it is forbidden to make any contribution to a candidate or committee of a candidate for a municipal office of the City, or to an officeholder, until the completion of Services to be performed under this Agreement.

B. Consultant and its representatives shall refrain from lobbying City of Gardena officials, employees and representatives for the duration of this Agreement.

21. Guarantee and Warranty. Consultant warrants to City that the material, analysis, data, programs and Services to be delivered or rendered hereunder will be of the kind and quality designated and will be performed by qualified personnel. Without waiver of City's other rights or remedies, City may require Consultant to re-perform any of said Services, which were not performed in accordance with these standards. Consultant shall perform the remedial Services at its sole expense.

22. Insurance.

A. Commencement of Work. Consultant shall not commence work under this Agreement until it has obtained City approved insurance. Before beginning work hereunder, during the entire period of this Agreement, for any extensions hereto, and for periods after the end of this Agreement as may be indicated below, Consultant must have and maintain in place all of the insurance coverage required in this Section. Consultant's insurance shall comply with all items specified by this Agreement. Any subcontractors shall be subject to all of the requirements of this Section and Consultant shall be responsible to obtain evidence of insurance from each subcontractor and provide it to City before the subcontractor commences work. Alternatively, Consultant's insurance may cover all subcontractors.

B. Insurance Company Requirements. All insurance policies used to satisfy the requirements imposed hereunder shall be issued by insurers admitted to do business in the State of California. Insurers shall have a current Best's rating of not less than A:VII, unless otherwise approved by City.

C. Coverage, Limits and Policy Requirements. Consultant shall maintain the types of coverage and limits indicated below:

1. Commercial General Liability Insurance - a policy for occurrence coverage for bodily injury, personal injury and property damage, with coverage at least as broad as Insurance Services Office Form CG 00 01, with no special limitations affecting City. The limit for all coverage under this policy shall be no less than one million dollars

(\$1,000,000.00) per occurrence.

2. Commercial Auto Liability Insurance - a policy with coverage at least as broad as Insurance Services Office form CA 0001, including Symbol 1 (any auto) with no special limitations affecting City. The limit for bodily injury and property damage liability shall be no less than one million dollars (\$1,000,000.00) per accident.

3. Policy Requirements. The policies set forth above shall comply with the following, as evidenced by the policies or endorsements to the policies:

a. The City, its appointed and elected officers, employees, agents and volunteers shall be added as additional insured to the policy.

b. The insurer shall agree to provide City with thirty (30) days prior written notice, return receipt requested, of any cancellation, non-renewal or material change in coverage.

c. For any claims with respect to the Services covered by this Agreement, Consultant's insurance coverage shall be primary insurance as respects the City, its elected and appointed officers, employees, agents and volunteers. Any insurance or self-insurance maintained by the City, its elected and appointed officers, employees, agents and volunteers shall be excess of Consultant's insurance and shall not contribute with it.

4. Worker's Compensation and Employer's Liability Insurance - a policy which meets all statutory benefit requirements of the Labor Code, or other applicable law, of the State of California. The minimum coverage limits for said insurance shall be no less than one million dollars per claim. The policy shall be issued by an insurance company which is admitted to do business in the State of California and shall contain a clause that the policy may not be canceled without thirty (30) days prior written notice, return receipt requested, is mailed to City.

5. Professional Errors & Omissions - a policy with minimum limits of one million dollars (\$1,000,000.00) per claim and aggregate. This policy shall be issued by an insurance company which is admitted to do business in the State of California and Consultant shall contain a clause that the policy may not be canceled until thirty (30) days written notice, return receipt requested, is mailed to City.

D. Additional Requirements. The procuring of such required policies of insurance shall not be construed to limit Consultant's liability hereunder or to fulfill the indemnification provisions and requirements of this Agreement. There shall be no recourse against City for payment of premiums or other amounts with respect thereto. City shall notify Consultant in writing of changes in the insurance requirements. If Consultant does not deposit copies of acceptable insurance policies or endorsements with City incorporating such changes within sixty (60) days of receipt of such notice, Consultant shall be deemed in default hereunder.

E. Deductibles. Any deductible or self-insured retention over \$25,000 per occurrence must be declared to and approved by City. Any deductible exceeding an amount acceptable to City shall be subject to the following changes: either the insurer shall eliminate or reduce such deductibles or self-insured retentions with respect to City, its officers, employees, agents and volunteers (with additional premium, if any, to be paid by Consultant); or Consultant shall provide satisfactory financial guarantee for payment of losses and related investigations, claim administration and defense expenses.

F. Verification of Compliance. Consultant shall furnish City with original policies or certificates and endorsements effecting coverage required by this Agreement. The endorsements are to be signed by a person authorized by the insurer to bind coverage on its behalf. All endorsements are to be received and approved by City before work commences. Not less than fifteen (15) days prior to the expiration date of any policy of insurance required by this Agreement, Consultant shall deliver to City a binder or certificate of insurance with respect to each renewal policy, bearing a notation evidencing payment of the premium therefore, or accompanied by other proof of payment satisfactory to City. Consultant shall provide full copies of any requested policies to City within three (3) days of any such request by City.

G. Termination for Lack of Required Coverage. If Consultant, for any reason, fails to have in place, at all times during the term of this Agreement, including any extension hereto, all required insurance and coverage, City may immediately obtain such coverage at Consultant's expense and/or terminate this Agreement.

23. Indemnity.

A. Consultant assumes all risk of injury to its employees, agents, and contractors, including loss or damage to property.

B. Consultant agrees to defend, indemnify, hold free and harmless the City, its elected officials, officers, agents, employees and volunteers, at Consultant's sole expense, from and against any and all claims, actions, suits or other legal proceedings brought against the City, its elected officials, officers, agents, employees and volunteers arising out of the performance of the Consultant, its employees, and/or authorized subcontractors, of the work undertaken pursuant to this Agreement. The defense obligation provided for hereunder shall apply without any advance showing of negligence or wrongdoing by the Consultant, its employees, and/or authorized subcontractors, but shall be required whenever any claim, action, complaint, or suit asserts as its basis the negligence, errors, omissions or misconduct of the Consultant, its employees, and/or authorized subcontractors, and/or whenever any claim, action, complaint or suit asserts liability against the City, its elected officials, officers, agents, employees and volunteers based upon the work performed by the Consultant, its employees, and/or authorized subcontractors under this Agreement, whether or not the Consultant, its employees, and/or authorized subcontractors are specifically named or otherwise asserted to be liable. Notwithstanding the foregoing, the Consultant shall not be liable for the defense

or indemnification of the City for claims, actions, complaints or suits arising out of the sole negligence or willful misconduct of the City. This provision shall supersede and replace all other indemnity provisions contained either in the City's specifications or Consultant's Proposal, which shall be of no force and effect.

C. No official, employee, agent or volunteer of City shall be personally liable for any default or liability under this Agreement.

24. Independent Contractor. Consultant agrees to furnish consulting services in the capacity of an independent contractor and neither Consultant nor any of its employees shall be considered to be an employee or agent of City.

25. PERS Eligibility Indemnification. In the event that Consultant or any employee, agent, or subcontractor of Consultant providing Services under this Agreement claims or is determined by a court of competent jurisdiction or the California Public Employees Retirement System (PERS) to be eligible for enrollment in PERS as an employee of the City, Consultant shall indemnify, defend, and hold harmless City for the payment of any employee and/or employer contributions for PERS benefits on behalf of Consultant or its employees, agents, or subcontractors, as well as for the payment of any penalties and interest on such contributions, which would otherwise be the responsibility of City.

Notwithstanding any other agency, state or federal policy, rule, regulation, law or ordinance to the contrary, Consultant and any of its employees, agents, and subcontractors providing service under this Agreement shall not qualify for or become entitled to, and hereby agree to waive any claims to, any compensation, benefit, or any incident of employment by City, including but not limited to eligibility to enroll in PERS as an employee of City and entitlement to any contribution to be paid by City for employer contribution and/or employee contributions for PERS benefits.

26. Notices. Any notice or communication given under this Agreement shall be effective when deposited, postage prepaid, with the United States Postal Service and addressed to the contracting parties. Name, address, telephone and facsimile numbers of the parties are as follows:

City of Gardena:
1700 West 162nd Street
Gardena, California 90247-3732
Attn: Ray Beeman
Title: Director of Administrative Services
Email: rbeeman@cityofgardena.org
Telephone: (310) 217-9502

To Consultant: Fairbank, Maslin, Maullin, Metz & Associates (FM3)
12100 Wilshire Blvd., Suite 350
Los Angeles, CA 90025
Attn: Richard Bernard, Ph.D.
Email: bernard@fm3research.com
Telephone: (310) 828-1183 X1

Either party may change the information to which notice or communication is to be sent by providing advance written notice to the other party.

27. Severability. If any provision of this Agreement shall be held illegal, invalid, or unenforceable, in whole or in part, such provision shall be modified to the minimum extent necessary to make it legal, valid, and enforceable, and the legality, validity, and enforceability of the remaining provisions shall not be affected thereby.

28. Jurisdiction and Venue. This Agreement shall be deemed a contract under the laws of the State of California and for all purposes shall be interpreted in accordance with such laws. Both parties hereby agree and consent to the exclusive jurisdiction of the courts of the State of California and that the venue of any action brought hereunder shall be Los Angeles County, California.

29. Waiver. No delay or failure by either Party to exercise or enforce at any time any right or provision of this Agreement shall be considered a waiver thereof or of such Party's right thereafter to exercise or enforce each and every right and provision of this Agreement. To be valid a waiver shall be in writing but need not be supported by consideration. No single waiver shall constitute a continuing or subsequent waiver.

30. Electronic Signatures. The parties hereby acknowledge and agree that electronic records and electronic signatures, as well as facsimile signatures, used in connection with the execution of this Agreement and electronic signatures, facsimile signatures or signatures transmitted by electronic mail in so-called pdf format shall be legal and binding and shall have the same full force and effect as if a paper original of this Agreement had been delivered and had been signed using a handwritten signature. City and Consultant (i) agree that an electronic signature, whether digital or encrypted, of a party to this Agreement is intended to authenticate this writing and to have the same force and effect as a manual signature, (ii) intend to be bound by the signatures (whether original, faxed or electronic) on any document sent or delivered by facsimile or, electronic mail, or other electronic means, (iii) are aware that the other party will reply on such signatures, and (iv) hereby waive any defenses to the enforcement of the terms of this Agreement based on the foregoing forms of signature. If this Agreement has been executed by electronic signature, all parties executing this document are expressly consenting under the United States Federal Electronic Signatures in Global and National Commerce Act of 2000 ("E-SIGN") and California Uniform Electronic Transactions Act ("UETA")(Cal. Civ. Code § 1633.1, et seq.), that a signature by fax, email or other electronic means shall constitute an Electronic Signature to an Electronic Record under both E-SIGN and UETA with respect to this specific transaction.

31. Joint Drafting. Each party acknowledges that it has had an adequate opportunity to review each and every provision in this Agreement and to submit the same to counsel and other consultants for review and comment and that the parties jointly drafted this Agreement. No provision of this Agreement or any Assignment shall be construed more strictly against one party than the other party by reason that one or the other party proposed, drafted or modified such provision or any other existing or proposed provision.

32. Public Records Act Disclosure. Consultant has been advised and is aware that this Agreement and all reports, documents, information and data, including, but not limited to, computer tapes, discs or files furnished or prepared by Consultant, or any of its subcontractors, pursuant to this Agreement and provided to City may be subject to public disclosure as required by the California Public Records Act (California Government Code section 7920.000 *et seq.*). Exceptions to public disclosure may be those documents or information that qualify as trade secrets, as that term is defined in the California Government Code section 7924.510, and of which Consultant informs City of such trade secret. The City will endeavor to maintain as confidential all information obtained by it that is designated as a trade secret. The City shall not, in any way, be liable or responsible for the disclosure of any trade secret including, without limitation, those records so marked if disclosure is deemed to be required by law or by order of the Court.

33. Authority to Execute. The persons executing this Agreement on behalf of the parties warrant that they are duly authorized to execute this Agreement.

34. Attorney's Fees. In the event that legal action is necessary to enforce the provisions of this Agreement, or to declare the rights of the parties hereunder, the parties agree that the prevailing party in the legal action shall be entitled to recover attorney's fees and court costs from the opposing party.

35. Section Headings. The Section headings used in this Agreement are for reference purposes only and shall have no binding effect.

36. Entire Agreement. This Agreement contains the entire understanding between City and Consultant. Any prior agreement, promises, negotiations or representations not expressly set forth herein are of no force or effect. Subsequent modifications to this Agreement shall be effective only if in writing and signed by both parties. This Agreement may be signed by the parties hereto in separate counterparts, including both counterparts that are executed on paper and counterparts that are in the form of electronic signatures. Electronic signatures include facsimile or email electronic signatures. Each executed counterpart shall be deemed an original. All counterparts, taken together, constitute the executed Agreement.

IN WITNESS WHEREOF, the parties have hereunto affixed their names as of the day and year written below.

“City”
City of Gardena

By: _____
Tasha Cerda, Mayor

Date: _____

“Consultant”
Fairbank, Maslin, Maullin, Metz & Associates
(FM3)

By: Richard Bernard
Richard Bernard, Ph.D., Partner

Date: 3/16/2025

By: Curt Below
Curt Below, Partner, Secretary

Date: 3/17/2025

ATTEST:

Mina Semenza, City Clerk

APPROVED AS TO FORM:

Carmen Vasquez
Carmen Vasquez, City Attorney

EXHIBIT A



TO Raymond Beeman, Director of Administrative Services
City of Gardena

FROM Dr. Richard Bernard, Partner and Adam Sonenshein, Senior Vice President
FM3 Research

RE: Proposal to Conduct Research on Potential Revenue Measures

DATE March 5, 2025

Fairbank, Maslin, Maullin, Metz & Associates (FM3) is pleased to submit this short scope of work to conduct survey research regarding potential revenue measures for the City of Gardena.

FM3 has extensive experience conducting research in Los Angeles County—and in the South Bay area, specifically—which has provided us with a comprehensive understanding of the region’s residents and voters. Notably, our research has contributed to the passage of two previous revenue measures for the City of Gardena, including a ¾-cent sales tax in 2020 (Measure G) and a utility user tax in 2009 (Measure A). In total, we have helped local jurisdictions gain voter approval for 18 revenue measures throughout the South Bay, for the cities of Gardena, Carson, El Segundo, Hawthorne, Hermosa Beach, Lawndale, Redondo Beach, and Torrance; Manhattan Beach USD, and South Bay USD. As a result, our team is deeply familiar with not only the local electorate, but also the issues, cycles and rhythms of local public opinion and its evolution over time.

More broadly, we have worked on more than 700 successful local finance measures approved for 160+ California agencies in every region of the state, including 212 general purpose sales tax measures, 40 transient occupancy tax measures, and 13 business tax measures.

For this project, we are recommending a dual-mode (telephone and online) baseline survey with the goal of achieving up to 250 interviews. While we are committed to making every effort to achieve 250 completed surveys, we provide the costs associated with a sample size of 200 completed surveys, in case 250 is not achieved. Any interviews beyond 250 would come at no extra cost to the City.

Given the small size of the electorate in Gardena, particularly for the election(s) in question—June 2026 and March 2028—we are recommending a research plan that will provide the greatest opportunity to reach our intended sample size. To that end, we recommend a slightly shorter questionnaire that takes approximately 18 minutes to complete, to increase the number of respondents who are likely to complete the full survey. However, an 18-minute survey will only allow us to sufficiently test two of the potential revenue measure options; if the City wishes to test all three (sales tax, transient occupancy tax, and business license tax), we will need to conduct a slightly longer, 20-minute survey.

Approximately 22% of likely June 2026 voters are Latino, so we recommend offering all interviews (telephone and online) in both English and Spanish. Smaller portions of likely June 2026 voters are Japanese (approximately 9%) and Korean (approximately 4%), so we provide the costs of offering telephone interviews in both of those languages. In our experience, we have found that respondents are less likely to complete online interviews in languages other than English and Spanish, so we are not recommending translating the online survey into Japanese or Korean.

Finally, if the baseline survey results indicate that one or more measures appear viable and the City is interested in moving forward with outreach efforts, we have also included costs for an optional follow-up tracking survey closer to the election to reassess viability as the Council deliberates on whether to place a measure on the ballot.

The following chart provides an overview of our methodological recommendations for both the baseline and optional tracking surveys.

Research Specifications for a Baseline Survey and Optional Tracking Survey

Methodology	Dual-mode survey using a combination of telephone (cellular and landline) and online interviews
Respondent Contact Method	Telephone calls, email invitations, and text invitations
Sample	Up to 250 likely June 2026 voters in the City of Gardena
Margin of Sampling Error*	$\pm 6.9\%$ for a sample of 200 interviews $\pm 6.2\%$ for a sample of 250 interviews <i>*At the 95% confidence level (i.e., in 95 out of 100 cases)</i>
Survey Length	18-20 minutes (baseline survey); 12-15 minutes (optional tracking survey)
Language(s)	All interviews will be offered in English and Spanish online and by telephone (cellular and landlines); additionally, telephone interviews will be offered in Japanese and Korean.
Deliverables	Following the completion of the survey, we will provide: • A questionnaire for easy reference • A complete analysis of survey results in PowerPoint • A presentation of the survey results, if requested FM3 will also be available for ongoing consultation and any further analysis of the research.



Estimated Costs

The chart below contains the total estimated costs for an 18- to 20-minute baseline survey and a 12- to 15-minute optional tracking survey, based on the number of surveys completed. The chart also includes the costs of the surveys conducted in English and Spanish online and by telephone, as well as in Japanese and Korean by telephone. These prices are comprehensive and include all costs for questionnaire design, sample acquisition and preparation, Spanish, Japanese and Korean translation, programming, email and text invitations, survey hosting, multilingual interviewing, data entry and analysis, and reporting. The final cost of the project will range from **\$29,250** if only a baseline survey with a sample size of 200 is completed to **\$62,750** if both surveys are conducted at 20-minutes and 15-minutes, respectively, and 250 interviews are completed in each survey.

Survey Length	200 Interviews	250 Interviews
18 minutes (baseline)	\$29,250	\$31,250
20 minutes (baseline)	\$30,250	\$32,250
15-minutes (tracking survey)	\$28,750	\$30,500
12-minutes (tracking survey)	\$27,500	\$29,000



OPINION
RESEARCH
& STRATEGY

Dr. Richard Bernard
Partner

Bernard@FM3Research.com
(310) 428-1809 (cell)

Adam Sonenshein
Senior Vice President

Adam@FM3Research.com
(310) 569-3653 (cell)

Revenue Measure Feasibility & Outreach Consulting Services



OPINION
RESEARCH
& STRATEGY



DEMOCRACY IS A TEAM SPORT



California's leader in helping prepare and pass city tax measures



Over a 90% success rate on hundreds of revenue campaigns ran



Known as “good team players” with City officials and other advisors



Emphasis on customer service and responsiveness



Sensitive to the nuances of each community



Individual attention from a Partner for every project



Unmatched **EXPERIENCE**



- ✓ We know the importance of protecting and promoting the City's good name
- ✓ We know how to show voters a need for funding while at the same time boosting their confidence in their City
- ✓ We believe a public finance measure is a chance to strengthen the community's faith and support in you and your mission – not merely an “ask” for money
- ✓ We know how to unite your community in these highly partisan times

NEW AND OLD COMMUNICATION STRATEGIES



- ✓ Extensive experience with new and old communication strategies, ensuring you can get the best use of your advertising budget
- ✓ For more than a decade, TeamCivX partners have led California's largest volume of school bond and tax measures in each campaign cycle
- ✓ We have more practical experience than anyone else in using different strategies for paid and organic social media
- ✓ We know where the value is, what's a waste of time and money, and how to handle online criticism and opposition

FM3 IS A LEADER IN PROVIDING RESEARCH

- One of California's leading public opinion research firms, with a focus on ballot measure campaigns at local levels
- 95% win rate for more than 650 local revenue ballot measure campaigns
- Conducts public opinion research and guides strategy for hundreds of projects each year
 - Will work with team to gauge initial vote preferences on a proposed ballot measure
 - Determine which ballot measure components – particularly potential uses of revenue – voters view most favorably
 - Gauge reactions to various pro and con arguments, as well as testing arguments unique to a public finance measure
 - Assess demographic patterns of support for a ballot measure: base supporters, base opponents, and swing voters

Overall goal: to identify numerous ways of tailoring the structure and presentation of the measure to maximize public support

NEW AND OLD COMMUNICATION STRATEGIES



Extensive experience with new and old communication strategies, ensuring you can get the best use of your advertising budget



For more than a decade, TeamCivX partners have led California's largest volume of school bond and tax measures in each campaign cycle



We have more practical experience than anyone else in using different strategies for paid and organic social media



We know where the value is, what's a waste of time and money, and how to handle online criticism and opposition

TCX Phases of Revenue Measure Planning

Now – May 2025



- ✓ Voter Survey
- ✓ Election Timing
- ✓ Tax Rate
- ✓ Political Landscape

April 2025 – Feb 2026



- ✓ Non-Advocacy Communication
- ✓ Existing Communications
- ✓ Mailers and/or digital
- ✓ Internal and External Audiences
- ✓ Seek Feedback
- ✓ Refine Proposal
- ✓ Community Readiness?

Jan – Mar 2026



- ✓ Ballot Resolution
 - ✓ Ballot Question
 - ✓ Tax Rate
 - ✓ Ballot Argument & Signers
- Official Council Vote
(>88 days pre Election)

April – June 2026



- ✓ Volunteer leaders
- ✓ Fundraising
- ✓ Website/Social
- ✓ Endorsements
- ✓ Grassroots
- ✓ Signs
- ✓ Mailers
- ✓ Digital Ads
- ✓ Get Out the Vote

Target Election: June 2026

Scope of Services Phase 1 Feasibility

We work closely with City officials and FM3, to:

- ✓ Develop potential strategies to meet your funding needs to be tested in polling
- ✓ Collaborate with your team to design, conduct and analyze an opinion survey of voters
- ✓ Conduct a demographic analysis of voters in your City and analyze how they break into key sub-groups by age, ethnicity, political party, length of residency, parents and other key criteria
- ✓ Analyze past election results in your City and region to understand voter turnout trends and other relevant voting patterns
- ✓ Research other local tax proposals and issues that may be heading to an upcoming ballot that could compete with your ballot measure
- ✓ Make specific recommendations regarding the optimal election date, tax rate, tax structure, project priorities and other important ballot measure features

Scope of Services Phase 2 Awareness

To build community awareness and engage the community, TeamCivX will work with the City to plan and implement an informational communications effort, including:

- ✓ Develop informational messaging and fact sheets to be distributed at community functions
- ✓ Provide talking points, frequently asked questions and message training to help local officials engage the public on this issue
- ✓ Provide content related to your funding needs and proposed measure for your website, social media, regular email updates and newsletters
- ✓ Prepare PowerPoint presentation for public and community meetings
- ✓ Write, design and produce mailings and advertising to inform residents
- ✓ Develop strategies and plans to inform internal stakeholder groups, including staff, employee associations, advisory/oversight committees and others
- ✓ Develop strategies and plans to inform external groups including business leaders, school leaders ethnic community leaders, faith community leaders, taxpayer groups and others

Scope of Services

Phase 3 Measure Development

TeamCivX will work with District officials, legal counsel and your financial advisers to help create the strongest possible measure:

- ✓ Make recommendations to ensure the final measure aligns with your needs and community priorities, as learned through scientific polling and systematic public outreach
- ✓ Recommend a final tax amount, tax rate and other specifics
- ✓ Work with city attorney to develop the 75-word ballot question
- ✓ Work with city attorney counsel to refine all language that will appear in the ballot pamphlet mailed to all voters
- ✓ Attend council meetings as needed to provide updates and share information
- ✓ Work with local election officials to ensure your measure qualifies for the ballot



City of Gardena

Gardena City Council Meeting

AGENDA REPORT SUMMARY

Agenda Item No. 12.B
Section: DEPARTMENTAL
ITEMS - ADMINISTRATIVE
SERVICES
Meeting Date: April 8, 2025

TO: THE HONORABLE MAYOR AND MEMBERS OF THE GARDENA CITY COUNCIL

AGENDA TITLE: Approval of Police Managers' Resolution No. 6699, the Second Amendment to the Employment Agreement between The City of Gardena and Michael Saffell, and Classification and Compensation Schedules

COUNCIL ACTION REQUIRED:

Staff Recommendation: Approve Police Managers' Resolution No. 6699, the Second Amendment to the Employment Agreement between The City of Gardena and Michael Saffell, and Classification and Compensation Schedules

RECOMMENDATION AND STAFF SUMMARY:

The City of Gardena ("City") contracts with the California Public Employees' Retirement System ("CalPERS") for employee pension. Service retirement pension is a lifetime benefit that is derived from key employment information. The City takes a serious role in working with employees and CalPERS to provide security for our members into retirement. The statutes and regulations governing reportable compensation are outlined in the California Public Employees' Retirement Law Government Code sections 20630, 20636, 20636.1, 7522.34, and the California Code of Regulations (CCR) sections 570, 570.5, 571, and 571.1.

In an effort to be compliant with the current CalPERS reporting requirements, staff is recommending approval of the Police Managers' Resolution No. 6699, the Second Amendment to the Employment Agreement between the City of Gardena and Michael Saffell, and revised Classification Compensation Schedules, all of which have no estimated financial impact to the City. These changes are subject to the extent permitted by CalPERS.

FINANCIAL IMPACT/COST:

No Financial Impact

ATTACHMENTS:

[Resolution No. 6699 - Unrepresented Police Managers.pdf](#)
[Second Amendment to Employment Agreement- Saffell.pdf](#)
[Classification and Compensation Schedules - Amended April 8 2025.pdf](#)

APPROVED:

A handwritten signature in blue ink, appearing to read "Clint Osorio", is centered within a light gray rectangular box.

Clint Osorio, City Manager

RESOLUTION NO. 6699

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GARDENA, CALIFORNIA, EXCLUSIVELY FIXING AND ESTABLISHING THE WAGES, HOURS, AND TERMS AND CONDITIONS OF EMPLOYMENT FOR ALL UNREPRESENTED POLICE MANAGER POSITIONS, REPEALING ANY PREVIOUS RESOLUTION OR MANAGEMENT AGREEMENT, IN FULL OR IN PART, THAT SETS FORTH THE WAGES, HOURS AND TERMS AND CONDITIONS OF EMPLOYMENT FOR ALL UNREPRESENTED POLICE MANAGER POSITIONS

WHEREAS, the City Council desires to approve a resolution to exclusively set forth the wages, hours and terms and conditions of employment for all Unrepresented Police Managers (hereinafter referred to as Police Managers); and

WHEREAS, the Police Managers includes all ranks of sworn safety management positions at the Gardena Police Department, including but not limited to, Police Lieutenant, Police Captain, Deputy Police Chief, and Chief of Police¹; and

WHEREAS, this Resolution repeals any previous resolution or management agreement, in full or in part, excluding employment contracts for the Chief of Police, that sets forth the wages, hours, and terms and conditions of employment for all Police Managers.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF GARDENA, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

ARTICLE I. CLASSIFICATION PLAN

SECTION 1. CLASSIFICATION PLAN CHANGES: If the City desires to change any classification affecting the Police Managers, the City will give the Police Managers at least sixty (60) days advance notice and an opportunity to discuss.

SECTION 2. PROMOTIONS

- A. Promotions to the positions of Police Lieutenant and Police Captain shall be made from one of the top four (4) candidates on the current eligibility list for that position.
- B. The City Council, or with authority delegated to the City Manager, will appoint the Deputy Police Chief and Chief of Police.
- C. In cases of promotion, the employee shall be paid the minimum rate of the appropriate pay range or at least five percent (5.0%) higher than his/her current regular base compensation rate, whichever is higher.
- D. Promoted employees shall receive a higher regular base compensation rate than any of their subordinates taking into account base salary Step 1 through 6, Specialist Assignment Pay Bonus, P.O.S.T. Supervisory/Advanced Certificate Incentive Program Bonus and Longevity Bonus. However, for the intent and purpose of this provision only, the calculation of regular base

¹ In addition, the Chief of Police has a separate employment contract that entitles the incumbent to additional terms and conditions not described herein.

compensation shall exclude any consideration for subordinates' twenty-six (26) year Longevity Bonus.

ARTICLE II. COMPENSATION

SECTION 1. SALARY

A. BASIS FOR ESTABLISHING SALARY RANGES

1. A salary survey shall be conducted each year to determine the salary paid to employees in comparable classifications, at a comparable Pay Step, as of July 2 of that year in the following neighboring local Police Departments: Redondo Beach, Manhattan Beach, Torrance, Hawthorne and El Segundo.
2. Salary survey shall be conducted on the following comparable: salary, years of service and longevity in combination with the salary, P.O.S.T. Supervisory/Advanced Certificate Incentive Program Bonus² and Employee Paid PERS (EPP) contribution. Agreed upon comparables are referenced in the salary survey matrix and can be reassessed at the time of the salary survey. Said comparables shall be based on the following formula(s):
 - i. When determining the amount of employee paid PERS contribution for each agency, only Classic PERS employee (3% at 50) formula will be used. PEPRAs employees will use the same EPP formula as Classic members for the purpose of the salary survey.
 - ii. In order to calculate employee paid PERS contribution in the salary survey, the EPP shall be subtracted from each survey category:
 1. Salary combined with longevity (subtract EPP)
 2. P.O.S.T. Supervisory/Advanced Certificate Incentive Program Bonus (subtract EPP)
 - iii. In order to address multiple tiered employee paid PERS contribution systems, the following shall apply: the percentage of employees paid PERS contribution for each individual Police Department shall be determined by the majority (51%). If 51% of Classic employees pay 9.0% PERS, then 9.0% will be used. If 51% of Classic members at a surveyed department pay 0%, then 0% will be used.
3. The base salary of each affected employee shall be increased by an amount necessary to cause the salary at Step 6 in each Police Managers classification to equal no less than the average base salary paid to employees in comparable classifications, at a comparable pay step, in the survey cities.
4. The Salary Survey as referenced in **EXHIBIT A** will determine comparable salaries taking into account base salary, P.O.S.T. Supervisory/Advanced Certificate Incentive Program Bonus and Longevity Bonus, inclusive for total compensation calculation. Management Incentive Pay shall be excluded from the Salary Survey.

² For the purposes of the salary survey, the City of Gardena will compare the POST Supervisory/Advanced Certificate Incentive Program Bonus against the surrounding agency Highest EIB described in Exhibit A

5. Irrespective of the Salary Survey referenced in **EXHIBIT A**, there shall be a 5.0% differentiation between the Merit Pay Step for Police Sergeant Step 6 and the Police Lieutenant Step 1.
6. **Equity Adjustments:** Effective September 10, 2019 and on an ongoing basis as provided below, the affected Police Managers employees shall receive an Equity Adjustment as follows:
 - i. The Police Managers will conduct a survey as of January 15th of each year to determine if the base salary of affected employees is below the average base salary paid to employees in comparable classifications since previously surveyed in July of the previous year. If it is determined that the Police Managers base salary surveyed, the City will provide an annual stipend of up to one-thousand dollars (\$1,000.00) for that year. The stipend amount provided will be determined by the actual amount the average base salary is below the surveyed average. Any stipend provided will be payable the first pay period in February or as soon as administratively practicable.

B. BASE SALARY STEP

1. The base salary step of affected employees shall be set according to the City's most current Classification and Compensation Plan.

C. PROBATIONARY PERIOD

1. Probation after promotion shall be twelve (12) months. The Chief of Police may extend such probation for an additional six (6) months.
2. Any affected employee, while on probation, who has been absent from City service with or without pay in excess of two-hundred and forty (240) hours, may have the probation extended for a period not to exceed the term of such absence.

D. MERIT PAY STEP PLAN

1. Merit Pay Step Advancement
 - i. Merit step advancement shall be effective on the first day of the pay period following eligibility to receive such merit step advancement. The City shall have the discretion to authorize a different effective date when necessary.
 - ii. Only salary steps 1 through 6 shall be considered a Merit Pay Step. Merit steps shall be separated in the following manner: Step 6 shall be five percent (5.0%) above Salary Step 5; and so forth to Salary Step 1. There shall be a 5.0% differentiation between the Merit Pay Step for Police Sergeant Step 6 and the Police Lieutenant Step 1.

- iii. In the event an affected employee is placed at Step 1, Merit Pay Step Advancement shall be granted after six (6) months of continuous and satisfactory service at Step 1.
- iv. Merit Pay Step Advancement shall be granted after one (1) year of continuous and satisfactory service at any step above Step 1.

2. Exceptions to Merit Step Advancement

- i. Any affected employee who, while on any Step in the Merit Advancement Plan, has been absent from City service without prior approval in excess of two-hundred and forty (240) hours may be retained on his/her current pay step for a period not to exceed the term of such absence.
- ii. Any affected employee who fails to receive at least a satisfactory advancement rating, or who is not recommended for advancement due to his/her failure to continue to improve performance in relation to the increasing level of experience or the failure to secure the approval of the Chief of Police, may be extended on his/her then current step for a period of up to ninety (90) calendar days for further evaluation.
- iii. Should such further evaluation still result in less than satisfactory ratings or a recommendation not to advance, the employee may again be extended for up to ninety (90) additional calendar days with a final determination to advance, demote or dismiss to be made during that period.
- iv. When an employee is demoted or dismissed by reason of below satisfactory rating or a recommendation not to advance, he/she retains the right to appeal pursuant to the City's Personnel Rules and Regulations.

E. LONGEVITY BONUS: Longevity shall be defined as the length of full-time City employment. Longevity pay shall be granted to affected employees who have completed service with the Gardena Police Department. For employees who have completed 20 years of service, the benefit shall be 5% of base pay. For employees who have completed 26 years, the benefit shall consist of a total of 10%. The total benefit cannot exceed 10% of base pay.

SECTION 2. P.O.S.T INCENTIVE PROGRAM

A. P.O.S.T SUPERVISORY/ADVANCED CERTIFICATE INCENTIVE PROGRAM (PSACI) DEFINED

- 1. The P.O.S.T Supervisory/Advanced Certificate Incentive Program shall apply upon qualification for the appropriate P.O.S.T. Certificate. The following are minimum requirements for compensation:
- 2. Where the employee has submitted an online application for a Supervisory or Advanced P.O.S.T. certificate prior to the time he/she states they will qualify, upon the employee's notice to the Department and the Department's verification of qualification, the Department shall make effective the employee's PSACI on the first day of the pay period following the date he/she qualifies, as determined by P.O.S.T., irrespective of the date of approval by P.O.S.T. on the certificate.

3. An employee who submits an online application for a P.O.S.T. certificate after he/she qualifies, upon notifying the Department of the late application date, shall commence receiving the PSACI on the first day of the pay period following the Department's notice of the application, irrespective of when the employee became qualified for the P.O.S.T. certificate.
4. An employee may receive PSACI for either (1) a P.O.S.T. Supervisory Certificate or (2) a P.O.S.T. Advanced Certificate; however, only a single PSACI per employee will be paid.

B. P.O.S.T. MANAGEMENT CERTIFICATE:

Employees shall receive pay for the P.O.S.T. Management Certificate at the time of appointment to Police Lieutenant regardless of P.O.S.T. qualification. Affected employees shall have twenty-four (24) months from the date of appointment to be awarded the Management Certificate. In the event an employee is unable to obtain a Management Certificate within twenty-four (24) months from appointment, the employee shall cease to receive certificate pay until a Management Certificate is obtained and submitted to the City. P.O.S.T. Management Certificate pay will not be reported for pension purposes for any period in which the employee does not possess the certificate, even if paid to the member under this provision.

C. P.O.S.T EXECUTIVE CERTIFICATE:

Effective May, 23, 2023, employees shall receive an incentive for holding and maintaining a P.O.S.T. Executive Certificate. Such incentive shall only be paid to an employee when the employee obtains and maintains a P.O.S.T. Executive Certificate.

- D. RATES:** Rates for the P.O.S.T. Supervisory/Advanced Certificate Incentive, the P.O.S.T. Management Certificate, and the P.O.S.T. Executive Certificate will be as listed below. Subject to the PERL and CalPERS' regulations and guidance, such P.O.S.T. Management pay will only be reportable to CalPERS as special compensation once the employee has (1) actually obtained the Management Certificate and (2) submitted proof of the Management Certificate to the City.

P.O.S.T Supervisory/Advanced Certificate Incentive by step:

Effective August 1, 2019, until July 11, 2020, Police Managers will receive 12% of their August 13, 2019 step rate as their PSACI.

Effective July 12, 2020, until July 10, 2021, Police Managers will receive 12% of their July 12, 2020 step rate plus \$200 as their PSACI.

Effective July 11, 2021, Police Managers will receive 12% of their July 12, 2020, monthly step rate plus \$339.04 as their PSACI.

The August 13, 2019, monthly step rates are as follows:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Police Lieutenant	\$11,329	\$11,895	\$12,490	\$13,115	\$13,771	\$14,460
Police Captain	\$14,142	\$14,849	\$15,591	\$16,371	\$17,190	\$18,050
Police Chief	\$19,900.67- \$20,833.33					

The July 12, 2020, monthly step rates are as follows:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Police Lieutenant	\$11,895	\$12,490	\$13,115	\$13,771	\$14,460	\$15,183
Police Captain	\$14,142	\$14,849	\$15,591	\$16,371	\$17,190	\$18,050
Deputy Police Chief	\$18,953					
Police Chief	\$19,900.67					

P.O.S.T. Management Certificate Incentive

P.O.S.T Management Certificate incentive pay will be set at 5.0% of the current monthly step for each classification within the Police Manager Unit.

P.O.S.T. Executive Certificate Incentive:

P.O.S.T Executive Certificate incentive pay will be set at 5.0% of the current monthly base salary for each classification within the Police Manager Unit.

SECTION 3. BILINGUAL BONUS PROGRAM

- A. ELIGIBILITY:** In order to be eligible for bilingual language pay, an affected employee must be required to use the language as part of the affected employee's current work assignment. The City shall determine the language to be spoken and in what positions or assignments the language will be required as part of the work assignment.
- B. CERTIFICATION:** An affected employee must test and successfully pass a language proficiency test in order to be eligible for the bilingual bonus.

1. Requests for testing and certification will be submitted to the Human Resources Office.

2. Testing will be scheduled when and as requested in writing by the Chief of Police.
3. The affected employee may be required to re-test to certify continued competency in the applicable language.

E. BILINGUAL BONUS PAY: The City shall pay each certified employee thirty dollars and seventy-seven cents (\$30.77) each pay period the affected employee is eligible for the bilingual bonus. Bilingual bonus pay shall commence the first day of the pay period following certification of eligibility by the Human Resources Office.

SECTION 4. ACTING COMPENSATION: If a Police Manager is formally appointed to the position of Acting Police Lieutenant, Police Captain, or Deputy Police Chief, he/she shall be compensated at a rate equal to that which such employee would have been entitled to receive had he or she been promoted to the rank of Police Lieutenant, Police Captain, or Deputy Police Chief, as defined under Article I, Section 2, Promotions for all hours worked in the Acting position.

SECTION 5. RATE OF PAY

A. "Regular Base Compensation" shall be defined as the employee's regular base salary Step 1 through 6 plus Longevity Bonus and PSACI Bonus. Uniform allowances and bilingual bonuses shall be excluded.

B. Police Manager classifications are designated as FLSA-Exempt.

SECTION 6. UNIFORM ALLOWANCE: Uniform allowance shall be included on the employee's regular paycheck and shall be paid at each pay period in the amount of thirty-four dollars and sixty-two cents (\$34.62) each pay period employee qualifies for the allowance. Uniform allowance shall be pensionable for Classic CalPERS members only.

The uniform allowance shall satisfy the normal cost to clean, maintain, replace and repair because of normal wear and tear, but shall not relieve the City of its obligation to reimburse employees for damage to uniforms and other personal property reasonably anticipated to be worn or utilized by an employee in connection with the performance of his or her duties occurring during the course and scope of employment pursuant to Section 2802 of the California Labor Code.

SECTION 7. MILEAGE AND LODGING REIMBURSEMENT:

A. MILEAGE: Whenever employees are required to use their personal automobile in the performance of duly authorized official duties, they shall be reimbursed at the rate as authorized by the IRS.

B. LODGING: Lodging will be provided if the training or designated worksite is more than fifty (50) miles from the Gardena Police Department and the training or assignment covers multiple days.

SECTION 8. MANAGEMENT INCENTIVE PAY: Due to the essential nature of the service provided and the unique nature of their job, effective July 1, 2023, Police Managers shall receive an additional 9.5% of base pay as management incentive pay. Management Incentive Pay is only reportable to the extent permitted by CalPERS. For example, Management Incentive Pay is not reportable for new (PEPRA) members.

SECTION 9. METHOD OF COMPENSATION

A. REGULAR PAY: The monthly salaries or compensation herein provided for shall be paid monthly, or in equal semi-monthly installments, or in equal bi-weekly installments, or in any installments as the City may from time to time approve and allow.

- B. SPECIAL PAYS:** Special pays shall be included as part of the employee's regular bi-weekly paycheck in the pay period following the approval of the special pay request, unless determined otherwise by the City for operational efficiency.
- C. TAX WITHHOLDING:** All changes to IRS withholding must be done by submitting a signed W-4 Form to the Payroll Office. Except for life-events (e.g., birth, death, retirement), all changes must stay in effect for at least three (3) months and only one change will be allowed per quarter.

ARTICLE III. WORK SCHEDULE AND SENIORITY

SECTION 1. HOURS OF WORK: The work schedule of Police Managers are assigned at the discretion of the Chief of Police or designee.

SECTION 2. EARNED TIME OFF REQUESTS

A. DEFINITIONS

1. If a conflict should occur in scheduling earned time off, then seniority as defined herein shall be the sole method used when approving requests for such time off.
 2. Earned time off (defined as available vacation or holiday) may be taken as desired by the employee subject to the approval of the Chief of Police, or designee, consistent with the departmental manpower needs, or departmental needs to have a particular person or persons with specialized skills or training present, for the affected shift or shifts involved.
 3. Subject to the directive of the Chief of Police, an employee must use any accrued vacation or holiday time off at a time designated by the Chief of Police, or designee, in writing and communicated to the employee at least ten (10) calendar days in advance of the time designated for the use of such time off in order to bring the accrued time in the affected area within the maximum accrued time allowed.
 4. Earned time off requests submitted less than one month from the date(s) requested shall be approved by the earliest date and/or time submitted. If requests are submitted on the same date and/or time, requests shall be approved by seniority.
 5. Primary vacation requests shall take precedence over non-primary vacation requests and incidental earned time off requests. Non-primary vacation requests shall take precedence over incidental earned time off requests.
- B. PRIMARY VACATION REQUESTS:** Primary vacation requests are defined as earned time off requests of one work week or more, designated by the requesting employee as primary vacation by submitting same on a "Primary Vacation" request form forty-five (45) or more days in advance of schedule deployment. All requests for primary vacation shall be submitted on a "City of Gardena Absence Form", designating the order of priority. Primary vacation requests shall be approved by seniority if a conflict should occur. Only one (1) primary vacation request shall be approved per calendar year for each affected employee. Primary vacation requests which begin in one calendar year and end in the following calendar year shall be considered primary vacation requests in the calendar year in which the primary vacation begins.

- C. NON-PRIMARY VACATION REQUESTS:** Non-primary vacation requests are defined as earned time off requests of one work week or more, not part of an approved primary vacation request, and submitted to the scheduling supervisor thirty (30) days prior to the non-primary vacation. All requests for non-primary vacation shall be submitted on a "City of Gardena Absence Form", designating the order of priority. Non-primary vacation requests shall be approved by seniority if conflict should occur. All 1st priority non-primary vacation requests shall be approved before 2nd priority non-primary vacation requests are considered. All 2nd priority non-primary vacation requests shall be approved before 3rd priority non-primary vacation requests are requested considered, etc.
- D. INCIDENTAL TIME-OFF REQUESTS:** Incidental time-off requests are defined as earned time off requests which do not meet the definition of either primary or non-primary vacation requests. Incidental time off requests shall be approved by seniority if submitted to Scheduling or Watch Supervisor thirty (30) days or more from the date(s) requested. Earned time off requests submitted less than thirty (30) days from the date(s) requested shall be approved on a first come, first served basis by the earliest date and/or time submitted. If requests are submitted on the same date and/or time, requests shall be approved by seniority.

SECTION 3. SENIORITY

A. SENIORITY DEFINED

1. Seniority shall be defined as time served in a sworn classification with the Gardena Police Department.
2. Time in the position of Gardena Police Trainee shall not count toward the following seniority schedule.
3. Seniority between affected employees in any management classification shall be determined in the following order:
 - i. By the date of the most recent appointment to the classification;
 - ii. If affected employees were appointed to the classification on the same date, then by numerical position on their most recent eligibility list for the classification; or
 - iii. By coin flip.

- B. SENIORITY BY RANK:** If affected employees are in different classifications, then seniority shall be determined by rank.

ARTICLE IV. SUPPLEMENTAL BENEFITS

SECTION 1. EDUCATIONAL REIMBURSEMENT PROGRAM

A. QUALIFICATIONS

1. The City encourages and supports educational programs that provide employees the opportunity for personal career development and directly benefit the City by increasing the technical and managerial competency of its staff.

Toward this end, the City offers reimbursement of the cost of required tuition, text, certain

materials and fees for approved courses that are directly related to obtaining an Associate Degree or higher in a job-related field from an accredited college or university.

In addition, the City shall have the sole discretion to approve reimbursement for required curriculum coursework towards a job-related certificate or credentialing program. Attendance at conferences and seminars are excluded from reimbursement. Examples of credentialing or certificated programs include but are not limited to the following: Criminal Justice Certificate Program, Law Enforcement Intelligence and Analysis Certificate, Law Enforcement Advanced Development Certificate, Risk Management Certificate, Human Resources Certificate, etc.

2. Eligibility for this program is limited to City employees regularly employed on a full-time basis who have passed probation.
3. The procedure for applying for the Educational Reimbursement Program will be set by the City and will be available in the City's Human Resources Office.

B. REIMBURSEMENT AMOUNTS

1. Effective August 1, 2021, Educational Reimbursement shall be paid up to six-thousand dollars (\$6,000.00) per 12-month period. Any requests for Educational Reimbursement received on or after the date of this Resolution shall be subject to the limits provided in this Section.
2. Effective September 10, 2019, affected employees cannot sell back vacation accruals for additional educational reimbursement.

SECTION 2. RETIREMENT

A. CALPERS CONTRACT: The City shall contract with the state California Public Employees Retirement System (CalPERS) to provide a defined retirement benefit. The cost of CalPERS Retirement benefits based on formula is set by CalPERS and includes two rates:

1. The Employer Contribution Rate: CalPERS reviews the Employer rates yearly and may adjust rates based on actuarial valuation; and
2. The Member (employee) Contribution Rate: The employee shall pay the full Member (employee) Contribution Rate as set by CalPERS.
3. Each "Classic Safety Member" through payroll deduction shall pay the Member (employee) Contribution Rate as set by CalPERS and an additional three percent (3.0%) retirement contribution as cost sharing. The cost sharing contribution shall be paid by the employee on a pre-tax basis up to the extent permitted by the law.

Each "PEPRA Safety Member" through payroll deduction shall pay the Member (employee) Contribution Rate as set by CalPERS and an additional three percent (3.0%) retirement contribution as cost sharing. The cost sharing contribution shall be paid by the employee on a pre-tax basis up to the extent permitted by the law.

B. THE PUBLIC EMPLOYEE PENSION REFORM ACT (PEPRA): Implemented new benefit formulas and final compensation period, as well as new member contribution requirements for new

employees hired on or after January 1, 2013 who meet the new definition of new member under PEPRA.

1. **CALPERS ENROLLMENT DATE:** Whenever a new employee is hired by the City, their status as a "Classic Member" or "PEPRA Member" will be determined by the date on which he/she first became a member of CalPERS (before or on/after January 1, 2013), not by the date of hire by the City.
 - i. Employees enrolled into CalPERS prior to January 1, 2013, shall be classified as "Classic Members" according to the definition established by PEPRA.
 - ii. Employees enrolled into CalPERS for the first time on or after January 1, 2013, shall be classified as "PEPRA Members" according to the definition established by PEPRA.
2. As established by PEPRA, "Pensionable Compensation (PC)" delineates the pay categories that must be reported to CalPERS as income that contributes to the calculation of the employee's retirement benefit. PC must be reported when earned and paid on the employee's regular paycheck. Should the payment of any benefit negotiated herein conflict with this, the City shall notify the Association prior to modifying how the benefit is to be paid. (§7522.34.)

C. CLASSIC CALPERS SAFETY MEMBERS

1. Benefits per the City's contract with CalPERS shall be as follows as applicable by law:
 - i. Local safety member "3 percent at 50" formula (§21362.2 G.C.);
 - ii. 1959 Survivor Benefit [Level 3 Benefits] (§21573 G.C.);
 - iii. Half-Pay Continuance (§21624 and §21626 G.C.);
 - iv. Military Buy Back (§21024 G.C.);
 - v. Top Year Retirement (§20042 G.C.);
 - vi. Member (Employee) Contribution Rate as set by CalPERS (§20691 G.C.);
 - vii. Credit for unused sick leave (§20965 G.C.);
 - viii. Post-Retirement Survivor Allowance to Continue After Remarriage (§21635 G.C.); and
 - ix. Continuation of Death Benefits after Remarriage of Survivor (§21551).

D. PEPRA CALPERS SAFETY MEMBERS

1. This designation is a CalPERS determination and benefits shall be provided according to the PEPRA definition.
2. A new CalPERS member's initial member contribution rate will be at least fifty percent (50%) of the total normal cost rate for their defined benefit.

3. Benefits shall be as applicable by law:
 - i. Local safety member "2.7 percent at 57" formula (§7522.25 G.C.);
 - ii. 1959 Survivor Benefit [Level 3 Benefits] (§21573 G.C.);
 - iii. Half-Pay Continuance (§21624 and §21626 G.C.);
 - iv. Military Buy Back (§21024 G.C.);
 - v. Three Year Final Compensation (§7522.32 G.C.);
 - vi. Member (employee) Contribution Rate based on Pensionable Compensation (§7522.30 G.C.);
 - a. In accordance with Government Code (§7522.30), the Member (employee) Contribution Rate is set by CalPERS. CalPERS will review the Member Contribution Rate once a year and may change the rate based on actuarial valuation.
 - vii. Credit for unused sick leave (§20965 G.C.);
 - viii. Post-Retirement Survivor Allowance to Continue After Remarriage (§21635 G.C.);
and
 - ix. Continuation of Death Benefits after Remarriage of Survivor (§21551).

SECTION 3. HEALTH INSURANCE

1. **COMPREHENSIVE HEALTH PLAN:** The City shall provide a medical, dental, optical and prescription plan to affected employees and their dependents. Such insurance shall include hospitalization, medical coverage, prescription coverage, vision and dental coverage. A Comprehensive Health Care Plan Document shall be provided to all affected employees.

2. PREMIUMS AND TRUST ACCOUNT

1. The City shall pay one-hundred percent (100%) of the two-party premium (employee plus one dependent) based on the City's self-funded health insurance plan rate.
2. Employees shall contribute any amount above the City's contribution. Coverage will cease upon non-payment of premium or if payment is not received in a timely manner. The City will provide affected employees thirty (30) days' notice and grace period prior to exercising the discretion to terminate coverage.
3. Premiums will be paid to the approved health insurer or into a trust account established by the City for exclusive use in an approved insured self-funded health ("ISFH") program. All interest income produced by the ISFH account shall remain in the account.
4. The City shall maintain a trust account for all premiums due payable by the City and by employee contribution.

5. Only charges relating to the provision of health benefits, payment of reinsurance costs, and third-party administration costs shall be made against the trust. No City administration costs will be charged against the fund.
6. The City shall maintain a "Section 125" plan allowing employees to utilize pre-taxed dollars, through payroll deduction, for their contributions for additional family coverage and other applicable expense.
7. The City agrees to discuss the health plan costs annually with respect to the City's contribution and the possibility of implementing a cafeteria plan to be used to pay medical premiums and expenses.

3. POST RETIREMENT HEALTH INSURANCE COVERAGE

1. **TIER 1:** Employees hired before September 10, 2019 who meet the minimum requirements listed below shall receive, and continue to receive after the termination of this Agreement, paid health insurance benefits based on the formula set forth below:
 - i. Any affected employee who is at least fifty (50) years of age, and elects a service retirement from the City, shall receive paid health insurance coverage for the retired employee and his or her dependent up to the City's self-funded health insurance plan rate for two-party premium if the employee completed twenty-five (25) years of service with the Gardena Police Department and was continuously enrolled in any of the City's health insurance plans during the twenty-five (25) years of service; or
 - ii. Any affected employee who is at least fifty (50) years of age, and elects a service retirement from the City, shall receive paid health insurance coverage for the retired employee up to the City's self-funded health insurance plan rate for single party premium if the employee completed fifteen (15) years of service with the Gardena Police Department and was continuously enrolled in any of the City's health insurance plans during the fifteen (15) years of service.
2. **TIER 2:** Employees hired on or after September 10, 2019 who meet the minimum requirements listed below shall receive the allocated health insurance coverage for the retired employee based on the City's self-funded health insurance plan rate for single party premium.
 - i. Twenty (20) years of service with the Gardena Police Department receives seventy-five percent (75%) of the single party rate; or
 - ii. Twenty-five (25) years of service with the Gardena Police Department receives one hundred percent (100%) of the single party rate;
 - iii. Enrollment in health insurance offered by the City for the minimum required years of service; and
 - iv. Age fifty (50) years; and
 - v. Service retirement from the City of Gardena.

- vi. Tier 2 retiree coverage shall terminate upon the following conditions, whichever occurs first, the date retiree becomes Medicare eligible or the death of retiree.
- 3. The amount of the City's contribution shall be set at the same level as the amount for active employees unless the retiree is Medicare eligible in which case the City's contribution, if applicable, shall be at the Medicare rate. Any required co-payment for active employees will also be required for retirees. When applicable, this benefit shall accrue to the spouse upon death of an employee who is insured under this provision.
- 4. All retirees who become eligible for another group health insurance plan through another employer must enroll in the subsequent employer's health insurance plan at the same level of coverage as provided through the City. At this time, the subsequent employer's coverage will be the primary payer and the City will be the secondary payer to the extent permitted in the Plan Document and Summary Plan Description. The City's post-retirement health insurance will revert to primary payer upon loss of coverage with the subsequent employer. During any period of post-retirement health insurance coverage, such coverage will cease upon non-payment of premium or if payment is not received in a timely manner. Should the City's group health insurance carrier no longer permit continuation, the City shall be under no obligation to continue allowing disability retirees to make self-payment to the City. In each of these instances, the retiree shall receive those benefits provided for in the Consolidated Omnibus Budget Reconciliation Act ("COBRA").
- 4. **MEDICARE:** Tier 1 retired employees who become eligible for coverage under Medicare and/or a comparable governmental program shall thereupon no longer receive the full benefits available under the City's health insurance plan but instead shall receive, at the City's expense, supplemental health insurance coverage equal to the difference between the coverage available under the City's plan and the coverage available through Medicare and/or comparable government program. Failure to enroll in Medicare upon eligibility may result in loss of post-retirement health insurance through the City.
- 5. **COBRA:** All regular full-time employees who retire from the City, or otherwise honorably separate from City service with less than the minimum requirements specified in Article 4, Section 3, C. shall be offered the opportunity to continue their participation in their group health insurance in effect at the time of such separation as provided for in the Consolidated Omnibus Reconciliation Act ("COBRA"). The cost of such participation by said separated employee shall be borne by the employee and paid directly to the health insurance carrier.
- 6. **INDUSTRIAL DISABILITY:** In addition to the rights provided in the Consolidated Omnibus Reconciliation Act ("COBRA"), all regular full-time employees who retire from the City on industrial disability with less than the minimum requirements specified in Article 4, Section 3, C. shall be offered the opportunity to continue their participation in the group health insurance in effect at the time of such separation. The cost of such participation shall be borne by the retiree, and the premium shall be the same as the group composite rate (or the applicable rate of the multi-rate structure) in effect when each premium payment is due. The premium shall be paid directly to the City. When applicable, this benefit shall accrue to the spouse upon the death of such retiree who is insured under this provision.

SECTION 4. LIFE INSURANCE: All affected employees covered under this Resolution shall be provided Term Life Insurance in an amount equal to one and one-half (1 ½) times the actual annual salary of the covered employee.

SECTION 5. WELLNESS STIPEND: The Wellness Stipend is designed to encourage and support employees in achieving and maintaining a healthier lifestyle. All affected employees will receive up to five-

hundred dollars (\$500.00) per fiscal year to use towards qualified physical and wellness expenses. This amount shall be cumulative to a total of one-thousand dollars (\$1,000.00) every two fiscal years.

The policy for the Wellness Stipend will be set by the City and will be available in the City's Human Resources Office.

SECTION 6. TAKE HOME VEHICLE: Employees at the rank of Police Lieutenant may choose to take home their assigned vehicles at their discretion. At the discretion of the Police Chief, take home vehicles shall be returned if an affected employee is on leave.

City vehicles shall be used only in the performance of City business, including meetings, schools, conferences or other business-related events. City vehicles shall not be used for private or personal business, except for incidental stops during travel to and from the work site.

City and/or personal vehicles operated for City business shall be operated in a safe and courteous manner at all times. City and/or personal vehicles operated for City business shall be required to comply with the laws and ordinances concerning operation of motor vehicles and rules of the road and shall not be operated by an individual using or under the influence of drugs and/or alcohol. Seat belts for the driver and any passenger must be fastened at all times.

SECTION 7. SAFETY EQUIPMENT

A. SAFETY EQUIPMENT TO BE PROVIDED OR MADE AVAILABLE

1. The City shall continue to provide, or make available for use, at its expense, to all affected employees the following items of safety equipment: batons, helmets, ammunition, safety vests and flashlight batteries. The safety vests shall be National Institute of Justice approved.
2. The City shall continue to provide, at the City's expense, the following items of safety equipment to all affected employees: handcuffs, a raincoat, rain boots, a whistle, flashlight, flashlight bulbs, a belt (including four "keepers"), a cartridge case, a handcuff holder, a baton ring and a key ring), a holster and a service revolver or other suitable pistol and oleo resin capsicum spray in suitable carrier.
3. Items such as raincoats and flashlights (along with bulbs and batteries) may be supplied by the City to each employee on an as-needed basis, as opposed to being issued to each individual officer, to be maintained by him/her at all times during the course of employment.
4. Any affected employee may choose to purchase his/her own City-approved item of equipment at his/her own cost, either upon commencement of employment or at any time thereafter; provided, however, that the City will not contribute any funds towards the purchase of said equipment or toward the repair or replacement of any such equipment so purchased by the employee.
5. Any affected employee who elects to purchase a City-approved item of equipment instead of utilizing the City-issued equipment and then thereafter desires to utilize City-issued equipment may do so, whereupon the City shall provide such equipment. Thereafter, the employee shall be entitled to the same rights to cause such City-issued equipment to be repaired and replaced at City expense as described above.
6. Any employee provided with City-issued equipment that elects to utilize his/her own City-approved equipment must return the City-issued equipment to the City.

B. MAINTENANCE OF EQUIPMENT

1. The City shall either repair or replace such City-issued equipment where such action is necessary.
2. Employees who lose possession of or cause damage to equipment through their intentional or negligent conduct shall be subject to disciplinary action.
3. A safety employee who elects to receive City issued items of equipment shall be responsible for such items until returned to the Department.

C. DISPOSITION OF EQUIPMENT AT SEPARATION

1. Any equipment purchased and provided by the City to affected employees shall be returned to the City upon separation of employment. Upon separation, an employee may retain any equipment purchased by the employee at his/her own cost. This provision shall not be construed to mean that the Department or the City shall be obligated to approve a separated employee's right to carry a weapon.
2. An employee who honorably separates from City service may elect to purchase any of the following items of equipment which have been issued to him/her: handcuffs; a whistle; a flashlight; flashlight bulbs; a belt, including four keepers; a cartridge case; a handcuff holder; a baton ring; a key ring; a holster and a service revolver or other suitable pistol; a baton; a helmet; a safety vest, a motorcycle safety helmet; eye protective glasses; riding breeches; leather motorcycle jacket; leather gloves; and motorcycle boots.
3. All such purchases shall be purchased at the then-current replacement cost to the City for a new item at the below listed pro-rated amounts for said equipment based on the date of issuance:
 - i. 24-48 months from date of issuance at one-hundred percent (100%) of cost
 - ii. 49-96 months from date of issuance at fifty percent (50%) of cost
 - iii. 97 months or more from date of issuance at twenty-five percent (25%) of cost
4. This provision shall not be construed to mean that the Department or the City shall be obligated to approve a separated employee's right to carry a weapon. The City agrees to sell the above listed equipment only to the extent legally permissible by State, local and Federal law.

SECTION 8. SICK LEAVE

A. USE OF SICK LEAVE

1. Sick leave shall be taken in accordance with the City's Personnel Rules and Regulations and with any applicable state and federal law. Sick leave shall accrue at the rate of twelve and one-half (12.5) hours per month.
2. An employee on authorized sick leave will continue to accrue vacation benefits while on such sick leave, and the time spent on such sick leave will count towards other seniority benefits.

3. Sick leave accruals and use shall appear on the employee's paycheck statement.

B. SICK-LEAVE CONVERSION OPTION: Accrued sick leave may be converted to the equivalent amount of cash, subject to the following conditions:

1. Upon honorable separation from the Department, each employee who has completed five (5) or more years of service with the City shall be compensated for all unused sick leave up to a maximum of one-thousand and one-hundred (1,100) hours, at the rate of fifty percent (50%) of the regular base compensation rate for that employee in his pay step and classification.
2. An employee who has completed twenty-six (26) or more years of satisfactory service with the department may elect to convert up to eighty (80) hours of sick time at a rate of fifty percent (50%) time conversion to vacation time. Converted sick time will be deducted from the total amount of one-thousand and one-hundred (1,100) hours the employee is allowed to sell back under sub-section B.3 described above.
3. An employee who uses more than forty (40) hours of sick time within sixty (60) days of separation from the department, without prior approval or verification of illness that is satisfactory to the department, shall forfeit their right to convert unused sick time in accordance with sub-section B.3 described above.

SECTION 9. BEREAVEMENT LEAVE

- A. An affected employee shall be entitled up to forty (40) hours' leave with pay immediately after the death of a member of his/her immediate family.
- B. Immediate family is defined as: the employee's spouse, domestic partner, child, mother, father, brother, sister, grandmother, grandfather, grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law, or legal guardian.
- C. Up to an additional forty (40) hours of leave, chargeable to accrued sick leave, may be taken if approved by the Chief of Police or designee.

SECTION 10. HOLIDAY LEAVE

A. HOLIDAY LEAVE EARNED

1. Effective July 1, 2023, employees ceased accruing holiday hours, with the exception of the floating holidays discussed below. Employees will be required to reimburse any amount of holiday pay cashed out or taken as leave from July 1, 2023 through the date of adoption.
2. Employees will receive 40 hours of floating holiday on January 1 of each year. Any amount remaining as of December 31 will be automatically cashed out during the pay period that includes December 31. The floating holiday hours will not be reportable to CalPERS for inclusion in pension benefits.
3. For CalPERS classic members, holiday hours in employee holiday banks as of July 1, 2023 will be placed in a grandfathered leave bank. Employees may use this bank for leave in accordance with the Department's general practice for requesting leave. Any cash outs from this bank will not be reportable to CalPERS for inclusion in pension benefits. Leave will be cashed out at separation. This provision shall not apply to

CalPERS new (PEPRA) members.

SECTION 11. VACATION

A. VACATION ACCRUALS AND USE

1. Vacation time shall be available for use immediately after it has been earned.
2. When an employee permanently separates from service with the City, he or she shall receive compensation equal to the value of up to five-hundred and fifty (550) hours of unused, accrued vacation time, based on his or her then current regular base compensation as defined in Article II, Section 5.
3. Vacation leave balances shall appear on the employee's paycheck statement.
4. Vacations shall be taken at a time mutually agreed upon by the City and the employees.
5. Periods of absence from work because of sickness or other reasons mutually agreed upon during the employment term shall be considered as time worked in computation of the vacation credit, provided the employee given such leave shall return to work not later than the expiration of said leave for at least ninety (90) days. Holidays off with pay shall be considered as time worked.
6. After the first year of completed service, vacation shall accrue based on an eighty hour (80) pay period, regardless of the employee's work schedule.
7. Affected employees shall accrue and be allowed to carry forward into the next calendar year vacation leave according to the following schedule, unless the rate of accrual has been reduced per other provisions of this Agreement:

Years of Completed City Service	Hours Earned Per Month	Hours Earned Annually
1-4 years	9.75	117
5-9 years	14.00	168
10-14 years	16.50	198
15-19 years	18.00	216
20-25 years	10.75	129
26 years +	3.50	42

8. The City and the Police Managers agree to remove any date that constitutes a "use it or lose it" provision on any excess vacation banks previously established by resolution.
9. Upon completing twenty-five (25) years of service, and in addition to the accrual schedule for twenty-six (26) years of service provided above, Classic Safety Members shall accrue vacation of five and a half (5.5) hours per month, not to exceed sixty-six (66) hours annually. Vacation hours accrued by Classic Safety Members from the twenty-sixth (26th) year of service shall be held in a separate bank and shall be excluded from any buy back provisions.

Such accrual bank shall be capped at a maximum of one-hundred and thirty-two (132) hours. If the maximum accrual amount is reached, the affected Classic Safety Member

shall cease to accrue vacation hours until such bank is reduced below the maximum accrual amount of one-hundred and thirty-two (132) hours.

10. Upon completing twenty-five (25) years of service, and in lieu of the accrual schedule for twenty-six (26) years of service provided above, only PEPRA Safety Members shall accrue vacation of eleven and a quarter (11.25) hours per month, not to exceed one-hundred and thirty-five (135) hours annually. Vacation hours accrued by PEPRA Safety Members from the twenty-sixth (26th) year of service shall be held in a separate bank and shall be excluded from any buy back provisions.

Such accrual bank shall be capped at a maximum of two-hundred and seventy (270) hours. If the maximum accrual amount is reached, the affected PEPRA Safety Member shall cease to accrue vacation hours until such bank is reduced below the maximum accrual amount of two-hundred and seventy (270) hours.

SECTION 12. MANAGEMENT LEAVE:

- A. Affected employees covered under this Resolution shall receive eighty (80) hours of Management Leave to be taken within the calendar year earned. All Management Leave hours will be credited to the employee on January 1 of each calendar year.
- B. Management Leave will be taken at a mutually convenient time for the employee and the Department. All Management Leave hours must be used within the calendar year earned or on December 31 of each calendar year any remaining balance will be forfeited.
- C. The value of Management Leave shall not be subject to City buy-back.

SECTION 13. SPECIAL ONE TIME LEAVE BUY-BACK OPTION: From time to time, the City may at the City's discretion allow employees to cash in leave balances for pay. Such option shall be non-pensionable and no employee shall be required to participate in such option.

ARTICLE V. LAYOFFS AND RECALL PROCEDURES

SECTION 1. REDUCTION IN WORKFORCE

- A. Ninety (90) days prior to implementing any reduction in the work force, the City will notify members of the Police Managers of its intent. During this ninety (90) day interval prior to the thirty-day notice described in subparagraph D, the City and the Police Managers will meet to discuss alternatives.
- B. The employee with the least amount of seniority in any classification affected by the lay-off will be the first laid off. This employee may, at the employee's choice, displace an employee in the next lower classification who has less total seniority in that classification than the employee who received the lay-off notification.
- C. When an employee bumps to a lower pay grade, all of his/her prior services shall be allowed in determining his/her seniority in such job classification. Employees who are displaced from their jobs as a result of this bumping procedure may themselves replace employees having less total seniority in the next lowest job classification as described above.
- D. An employee being laid off shall receive thirty (30) days' notice or the equivalent amount of pay in lieu.

- E. In the event of a layoff, the affected employee shall receive pay immediately for all accumulated time he/she is due.
- F. Employees will not continue to accumulate seniority, vacation, sick leave or any other service-related benefits during the period they are laid off but will retain only seniority benefits accumulated to the day of layoff.
- G. Employee retirement and insurance benefits cease at the time of and will not be paid during the time of the layoff period.
- H. Any employee laid off shall be placed on a Recall List for a period of two (2) years.

SECTION 2. REHIRING OF LAID-OFF WORKERS

- A. The Notice Regarding Employment to an employee who has been laid off shall be made by Registered Mail to the last known address of said employee. All seniority, with the exception of the actual time spent in the lay-off period, shall be reinstated to the employee upon re-employment.
- B. The City, upon rehiring, shall do so in the inverse order of seniority by hiring the last employee laid off, providing that such employee meets the minimum qualifications for a position to be filled.
 - i. An employee recalled and reinstated to the position he/she held as of his layoff shall assume the same salary step and seniority as he held at the time of layoff.
 - ii. An employee reinstated from voluntary demotion to the position held as of his/her layoff shall accrue the same salary step and seniority as he/she held in his/her position of demotion.
- C. Failure to return to work within fifteen (15) days after being recalled by Registered Mail, Return Receipt Requested, unless due to actual illness or accident (the City may require substantial proof of illness or accident), will cause the employee to be removed from the layoff list and forfeit all seniority rights.

ARTICLE VII. MISCELLANEOUS

SECTION 1. FAIR TREATMENT: All affected employees shall be treated in a fair, equitable and impartial manner at all times in accordance with provisions of this Resolution and all current rules, regulations, policies and procedures of the City and the Police Department.

SECTION 2. RESOLUTION: This Resolution shall take effect immediately upon adoption by the City Council.

SECTION 3. REPEALS: Any previous resolutions, agreements and/or amendments of the City Council setting the wages, hours and terms and conditions of employment for Police Managers shall be repealed, in full or in part, by the adoption of this Resolution.

SECTION 4. CERTIFICATION: That the City Clerk shall certify to the passage and adoption of this Resolution; shall cause the same to be entered in the Book of Resolutions of the City of Gardena; and shall make a record of the passage and adoption thereof in the records of the proceedings of the City Council of said City in the minutes of the meeting at which the same was passed and adopted.

Passed, approved and adopted this_____ day of ____ 2025.

TASHA CERDA, Mayor

ATTEST:

MINA SEMENZA, City Clerk

APPROVED AS TO FORM:

CARMEN VASQUEZ, City Attorney

UNREPRESENTED PERSONNEL:



Saffell, Michael; Police Chief



Fox, Todd; Deputy Police Chief



Brock, David; Police Lieutenant



Contreras, Luis; Police Lieutenant



Cuff, Christopher; Police Lieutenant



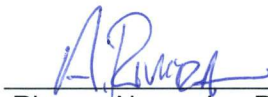
Goodpaster, Patrick; Police Lieutenant



Hassoldt, Matthew; Police Lieutenant



Messina, Brian; Police Lieutenant



Rivera, Alexander; Police Lieutenant

**EXHIBIT A
SALARY SURVEY**

Police Managers	Salary + Longevity -PERS	Education + POST -PERS
El Segundo	Top Step + 20 Year Longevity	Highest EIB
Hawthorne	Top Step + 20 Year Longevity	Highest EIB
Manhattan Beach	Top Step + 20 Year Longevity	Highest EIB
Redondo Beach	Top Step + 20 Year Longevity	Highest EIB
Torrance	Top Step + 20 Year Longevity + 6 Years 6%	Highest EIB
Gardena	Top Step + 19 Year Longevity	Highest EIB
Gardena (Current Rates)	20-years: 5.0% of monthly step 26-years: additional 5.0% of monthly step (10% cummulative)	Bachelor Degree or P.O.S.T. Advanced: 12% of monthly step P.O.S.T. Management Certificate: 5% of monthly step
Difference	Precentage below average	Precentage below average

Note:

Classifications included under Police Managers are Police Lieutenant, Police Captain, Deputy
Police Chief and Chief of Police.

**SECOND AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN THE CITY OF
GARDENA
AND MICHAEL SAFFELL**

This Employment Agreement ("Agreement") is made and entered into, by and between the City of Gardena ("City"), a municipal corporation, and Michael Saffell ("Saffell") and is entered into as of April 8, 2025, in order to continue the services of Saffell as the City's Chief of Police. The City and Saffell are collectively referred to herein as the "Parties."

RECITALS

WHEREAS, on May 23, 2023, the City and Saffell entered into the Employment Agreement Between the City of Gardena and Michael Saffell to employ Saffell as the Chief of Police of the City; and

WHEREAS, on May 28, 2024, the City and Saffell entered into the First Amendment to the Employment Agreement ("First Amendment"); and

WHEREAS, The City wishes to continue to retain Saffell to serve as Chief of Police.

NOW, THEREFORE, in consideration of the mutual covenants hereinafter contained, the Parties agree as follows:

1. EMPLOYMENT

The City hereby employs Saffell as the Chief of Police of the City, and Saffell accepts that employment.

2. DUTIES

Saffell shall perform those duties and have those responsibilities that are commonly assigned to a police chief of a general law city in the State of California, including but not limited to those duties and responsibilities specified by state statutes and the City's Municipal Code. Saffell agrees to perform such other legally permissible duties and functions consistent with the office of the Chief of Police as the City Manager and/or City Council shall from time to time assign. Saffell's position as Chief is considered a full-time position. Saffell is also expected to perform and/or attend city functions during a majority or all holidays. He is expected to be present for city holiday events and/or meetings. Saffell shall not engage in any other business, educational, professional, or charitable activities that would conflict or materially interfere with Saffell's performance of his Chief duties.

3. TERM

A. This Agreement expires on December 31, 2025, unless otherwise terminated sooner. This Agreement shall automatically expire by operation of time on December 31, 2025, and Saffell's employment with the City as Police Chief shall cease as of that date unless the parties agree in writing to extend his employment as Police Chief past that date.

B. Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of the City to terminate the services of Saffell as Police Chief at any time, subject only to the provisions set forth in Section 5 of this Agreement.

C. Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of Saffell to retire or resign at any time from his position as Chief with the City, subject only to the provisions set forth in Section 5 of this Agreement.

D. Nothing in this Agreement shall preclude the termination of this Agreement by mutual consent of both the Parties.

E. Nothing in this Agreement shall preclude the City and Saffell from extending the term of this Agreement beyond its termination date under mutually agreed upon terms and conditions which must be reduced to writing and signed by the Parties. Failure of the parties to mutually agree in writing to extend Saffell's employment as Chief of Police with the City past December 31, 2025 shall not be considered a removal of Saffell as Chief and shall not otherwise be considered a punitive action that entitles Saffell to an administrative appeal under the Public Safety Officers Procedural Bill of Rights Act.

4. AT-WILL EMPLOYMENT STATUS

Saffell agrees that his employment as police chief is at-will and may be terminated without cause and that he shall have no rights or expectations of continued employment with City, except as provided in Section 5 below.

5. TERMINATION

A. In the event Saffell is terminated as Police Chief prior to December 31, 2025, he will be entitled to severance equal to six months of compensation at the Police Chief's salary and benefits. Additionally, Saffell will be entitled to any cash out of accrued and unused vacation, compensatory or sick leave due to him as provided by City Council Resolution No. 6699, as set forth in Section 6 below. However, Saffell will have no caps to his vacation, holiday, or sick time accruals nor will be compelled to sell back said accruals prior to his termination. In addition, Saffell shall have no caps applied to his unused sick time, vacation, or holiday leave bank cash-out upon retirement or separation. Regardless of the nature of separation, Saffell will retain all of his accrued sick time.

B. Saffell may, at any time during the term of the Agreement, resign from his position of Chief with the City upon 45 days written notice to the City Manager. If Saffell resigns, the City will not be under any obligation to pay him any severance benefits. However, Saffell will be entitled to any cash out of accrued and unused vacation, compensatory or sick leave due to him as provided by City Council Resolution No. 6699, as set forth in Section 6 below. However, Saffell will have no caps to his vacation, holiday, or sick time accruals nor will be compelled to sell back said accruals prior to his retirement or separation.

C. Saffell shall also have no right to appeal his removal as police chief except as may be required by California Government Code section 3304, subsection (c) of the Public Safety Officer's Procedural Bill of Rights Act. Saffell agrees that if he is entitled to an administrative appeal under section 3304(c), the City shall establish the rules for the appeal hearing, which shall provide Saffell with a limited opportunity to establish a formal record of the circumstances

surrounding his removal and to convince the City to reverse its decision, either by demonstrating the falsity of any charges that led to the removal of through proof of mitigating circumstances.

6. RESOLUTION NO. 6699

Except as otherwise provided in this Agreement, Saffell shall receive the benefits set forth in City Council Resolution No. 6666, which exclusively sets forth the wages, hours and terms and conditions of employment for all Unrepresented Police Managers. Resolution No. 6699 is incorporated here by this reference, and it is also Attachment "A" to this Agreement. If Resolution No. 6699 is replaced by a later resolution of the City Council, then Saffell shall continue to be entitled to the terms described in Resolution No. 6699 unless the later resolution provides for greater benefits. Saffell will have no caps to his vacation, holiday, or sick time accruals nor will be compelled to sell back said accruals prior to his retirement or separation. In addition, Saffell shall have no caps applied to his unused sick time, vacation, or holiday leave bank cash-out upon retirement or separation. Regardless of the nature of separation, Saffell will retain all of his accrued sick time. Sick leave may be converted at a rate of fifty percent (50%) of the fully burdened rate.

7. SALARY AND PERFORMANCE REVIEW

A. Saffell's initial base annual salary is \$268,780.00. Thereafter, Saffell will receive an annual cost-of-living adjustment increase equal to 4% of his base salary plus \$2,485 effective in the first pay distribution of January 2024. Saffell will also receive an annual cost-of-living adjustment increase equal to 4% of his base salary plus \$936 effective in the first pay distribution of January 2025. Said amount shall be payable in monthly or bi-weekly installments at the same time and in the same manner as other employees of the City are paid.

B. In addition to his base salary and pursuant to Resolution No. 6699, Saffell shall receive the following pay in the same monthly or bi-weekly installments:

1. P.O.S.T. Supervisory/Advanced Certificate Incentive pay:
 - a. Between November 26, 2019 and July 11, 2020: 12% of current monthly base salary
 - b. Between July 12, 2020 and July 10, 2021: 12% of current monthly base salary plus \$200.00.
 - c. Effective July 11, 2021: 12% of current monthly base salary as of July 12, 2020, plus \$339.04.
2. Effective May 23, 2023, California P.O.S.T. Executive Certificate pay at 5.0% of current monthly base salary.
3. Effective May 23, 2023, California P.O.S.T. Management Certificate pay at 5.0% of current monthly base salary.
4. Longevity Pay at 10.0% of current monthly base salary.
5. Management Incentive Pay at 9.5% of current monthly base salary.

- C. The City reserves the right to evaluate Saffell's performance at any time.

8. GENERAL PROVISIONS

A. This Agreement shall constitute the entire agreement between the parties as to the subject matter herein and all other prior agreements, arrangements or understandings, oral or written, are merged into and superseded by the terms of this Agreement. No subsequent alteration, amendment, change or addition to this Agreement shall be binding upon the parties unless reduced to writing and signed by the Parties.

B. If any provision or other portion of this Agreement is held unconstitutional, invalid, or unenforceable, the remainder of this Agreement shall not be affected and shall remain in full force and effect.

- C. The Agreement may be signed in counterparts.

D. The Agreement will become effective as soon as signed executed by the City Manager and Saffell, adopted by the City Council and signed and executed by the Mayor of the City.

E. Each of the parties acknowledges that it has been represented by independent legal counsel of its own choosing, or if it has not been so represented, it has been admonished to obtain independent legal counsel and has freely and voluntarily waived and relinquished the right to legal counsel. Further, each party who has not obtained independent legal counsel acknowledges that the failure to have independent legal counsel will not excuse such party's failure to perform under this Agreement or any agreement referred to in this Agreement.

9. REPRESENTATIONS AND WARRANTIES

Each of the parties represents and warrants to the other party as follows:

It is agreed that each party has the right and authority to enter into this Agreement and that the person executing this Agreement on behalf of either party has the right and authority to fully commit and bind such party to the provisions of this Agreement.

10. WAIVER

Waiver by any party hereto of any term, condition or covenant of this Agreement shall not constitute the waiver of any other term, condition or covenant hereof.

11. ASSIGNMENT

This Agreement is personal to Saffell and shall not be assigned by Saffell. Any such assignment shall be null and void.

12. GOVERNING LAW

This Agreement shall be interpreted and construed according to the laws of the State of California and venue shall be in the County of Los Angeles.

13. REIMBURSEMENT TO THE CITY

Notwithstanding anything to the contrary in this Agreement, if Saffell is convicted, pleads guilty or pleads nolo contendere to a crime involving an abuse of his office or position, Saffell shall fully reimburse the City as follows:

A. For any paid leave salary provided by the City pending an investigation as required by Government Code section 53243.

B. For any funds provided by the City for the legal criminal defense of Saffell as required by Government Code section 53243.1.

C. For any cash settlement provided by the City related to the termination of Saffell's employment as required by Government Code section 53243.2.

D. For purposes of this Agreement, "abuse of office or position" means either of the following:

1. An abuse of public authority, including, but not limited to, waste, fraud, and violation of the law under color of authority. See Government Code section 53243.4(a).
2. A crime against public justice, including, but not limited to, a crime Described in Title 5 (commencing with Section 67), Title 6 (commencing with Section 85), or Title 7 (commencing with Section 92) of Part 1 of the Penal Code. See Government Code section 53243.4(b).

14. NOTICE

All notices relating to this Agreement shall be personally delivered, mailed or emailed to the addresses listed below:

Michael Saffell
msaffell@gardenapd.org

City Manager
City of Gardena
1700 West 162nd Street
Gardena, CA 90247

IT IS SO AGREED:

MICHAEL SAFFELL


Michael Saffell

CITY OF GARDENA

Tasha Cerda, Mayor

ATTEST:

APPROVED AS TO FORM:

Mina Semenza, City Clerk

Carmen Vasquez, City Attorney

CITY OF GARDENA
CLASSIFICATION AND COMPENSATION PLAN
Effective February 11, 2025. Adopted February 11, 2025. Amended April 8, 2025

Add New Classification: Lifeguard Trainee, Schedule 4; Lifeguard, Schedule 27

Update Classification: Lifeguard/Instructor, Schedule 30

4 Lifeguard Trainee

HOURLY *1*
 16.5000

5 Recreation Instructor

HOURLY RANGE 20.00 - 35.00

6 Clerical Aide I
6 Police Aide

STEP		*4*		*6*
ANNUAL		32,400.00		35,724.00
MONTHLY		2,700.00		2,977.00
BI-WEEKLY		1,246.15		1,374.00
HOURLY		15.5769		17.1750

7 Peer Advocate Counselor II
7 Storeroom Aide

STEP				*6*
ANNUAL				34,908.00
MONTHLY				2,909.00
BI-WEEKLY				1,342.62
HOURLY				16.7827

8 Community Aide I

STEP			*5*	*6*
ANNUAL			34,068.00	35,772.00
MONTHLY			2,839.00	2,981.00
BI-WEEKLY			1,310.31	1,375.85
HOURLY			16.3788	17.1981

13

STEP			*5*	*6*
ANNUAL			34,956.00	36,708.00
MONTHLY			2,913.00	3,059.00
BI-WEEKLY			1,344.46	1,411.85
HOURLY			16.8058	17.6481

14 Pool Cashier

STEP			*4*	*5*	*6*
ANNUAL			34,116.00	35,820.00	37,608.00
MONTHLY			2,843.00	2,985.00	3,134.00
BI-WEEKLY			1,312.15	1,377.69	1,446.46
HOURLY			16.4019	17.2212	18.0808

15

STEP		*4*	*5*	*6*
ANNUAL		34,980.00	36,732.00	38,568.00
MONTHLY		2,915.00	3,061.00	3,214.00
BI-WEEKLY		1,345.38	1,412.77	1,483.38
HOURLY		16.8173	17.6596	18.5423

16

STEP		*3*	*4*	*5*	*6*
ANNUAL		34,152.00	35,856.00	37,644.00	39,528.00
MONTHLY		2,846.00	2,988.00	3,137.00	3,294.00
BI-WEEKLY		1,313.54	1,379.08	1,447.85	1,520.31
HOURLY		16.4192	17.2385	18.0981	19.0038

17 Clerk Typist

STEP		*3*	*4*	*5*	*6*
ANNUAL		35,004.00	36,756.00	38,592.00	40,524.00
MONTHLY		2,917.00	3,063.00	3,216.00	3,377.00
BI-WEEKLY		1,346.31	1,413.69	1,484.31	1,558.62
HOURLY		16.8288	17.6712	18.5538	19.4827

18

STEP		*2*	*3*	*4*	*5*	*6*
ANNUAL		34,176.00	35,880.00	37,680.00	39,564.00	41,544.00
MONTHLY		2,848.00	2,990.00	3,140.00	3,297.00	3,462.00
BI-WEEKLY		1,314.46	1,380.00	1,449.23	1,521.69	1,597.85
HOURLY		16.4308	17.2500	18.1154	19.0212	19.9731

19

STEP		*2*	*3*	*4*	*5*	*6*
ANNUAL		35,016.00	36,768.00	38,604.00	40,536.00	42,564.00
MONTHLY		2,918.00	3,064.00	3,217.00	3,378.00	3,547.00
BI-WEEKLY		1,346.77	1,414.15	1,484.77	1,559.08	1,637.08
HOURLY		16.8346	17.6769	18.5596	19.4885	20.4635

20

STEP		*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL		34,188.00	35,892.00	37,692.00	39,576.00	41,556.00	43,632.00
MONTHLY		2,849.00	2,991.00	3,141.00	3,298.00	3,463.00	3,636.00
BI-WEEKLY		1,314.92	1,380.46	1,449.69	1,522.15	1,598.31	1,678.15
HOURLY		16.4365	17.2558	18.1212	19.0269	19.9788	20.9769

21 Police Cadet

STEP		*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL		35,028.00	36,780.00	38,616.00	40,548.00	42,576.00	44,700.00
MONTHLY		2,919.00	3,065.00	3,218.00	3,379.00	3,548.00	3,725.00
BI-WEEKLY		1,347.23	1,414.62	1,485.23	1,559.54	1,637.54	1,719.23
HOURLY		16.8404	17.6827	18.5654	19.4942	20.4692	21.4904

22 FCC Program Assistant I
22 Geriatric Aide
22 Human Services Aide
22 Recreation Leader I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	35,904.00	37,704.00	39,588.00	41,568.00	43,644.00	45,828.00
MONTHLY	2,992.00	3,142.00	3,299.00	3,464.00	3,637.00	3,819.00
BI-WEEKLY	1,380.92	1,450.15	1,522.62	1,598.77	1,678.62	1,762.62
HOURLY	17.2615	18.1269	19.0327	19.9846	20.9827	22.0327

23 Community Aide II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	36,804.00	38,640.00	40,572.00	42,600.00	44,736.00	46,968.00
MONTHLY	3,067.00	3,220.00	3,381.00	3,550.00	3,728.00	3,914.00
BI-WEEKLY	1,415.54	1,486.15	1,560.46	1,638.46	1,720.62	1,806.46
HOURLY	17.6942	18.5769	19.5058	20.4808	21.5077	22.5808

24

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	37,728.00	39,612.00	41,592.00	43,668.00	45,852.00	48,144.00
MONTHLY	3,144.00	3,301.00	3,466.00	3,639.00	3,821.00	4,012.00
BI-WEEKLY	1,451.08	1,523.54	1,599.69	1,679.54	1,763.54	1,851.69
HOURLY	18.1385	19.0442	19.9962	20.9942	22.0442	23.1462

25

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	38,676.00	40,608.00	42,636.00	44,772.00	47,016.00	49,368.00
MONTHLY	3,223.00	3,384.00	3,553.00	3,731.00	3,918.00	4,114.00
BI-WEEKLY	1,487.54	1,561.85	1,639.85	1,722.00	1,808.31	1,898.77
HOURLY	18.5942	19.5231	20.4981	21.5250	22.6038	23.7346

26 Pool Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	39,636.00	41,616.00	43,692.00	45,876.00	48,168.00	50,580.00
MONTHLY	3,303.00	3,468.00	3,641.00	3,823.00	4,014.00	4,215.00
BI-WEEKLY	1,524.46	1,600.62	1,680.46	1,764.46	1,852.62	1,945.38
HOURLY	19.0558	20.0077	21.0058	22.0558	23.1577	24.3173

27 Lifeguard

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	40,620.00	42,648.00	44,784.00	47,028.00	49,380.00	51,852.00
MONTHLY	3,385.00	3,554.00	3,732.00	3,919.00	4,115.00	4,321.00
BI-WEEKLY	1,562.31	1,640.31	1,722.46	1,808.77	1,899.23	1,994.31
HOURLY	19.5288	20.5038	21.5308	22.6096	23.7404	24.9288

28 Meal Services Coordinator

28 Police Assistant

28 Recreation Leader II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	41,628.00	43,704.00	45,888.00	48,180.00	50,592.00	53,124.00
MONTHLY	3,469.00	3,642.00	3,824.00	4,015.00	4,216.00	4,427.00
BI-WEEKLY	1,601.08	1,680.92	1,764.92	1,853.08	1,945.85	2,043.23
HOURLY	20.0135	21.0115	22.0615	23.1635	24.3231	25.5404

29 Account Clerk
29 Customer Service Clerk I
29 Printing & Technology Intern
29 Recreation Therapist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	42,672.00	44,808.00	47,052.00	49,404.00	51,876.00	54,468.00
MONTHLY	3,556.00	3,734.00	3,921.00	4,117.00	4,323.00	4,539.00
BI-WEEKLY	1,641.23	1,723.38	1,809.69	1,900.15	1,995.23	2,094.92
HOURLY	20.5154	21.5423	22.6212	23.7519	24.9404	26.1865

30 Certified Nursing Assistant
30 Custodian I
30 FCC Education Assistant II
30 FCC Program Assistant II
30 Lifeguard/Swim Instructor
30 Office Specialist

	1	*2*	*3*	*4*	*5*	*6*
ANNUAL	43,728.00	45,912.00	48,204.00	50,616.00	53,148.00	55,800.00
MONTHLY	3,644.00	3,826.00	4,017.00	4,218.00	4,429.00	4,650.00
BI-WEEKLY	1,681.85	1,765.85	1,854.00	1,946.77	2,044.15	2,146.15
HOURLY	21.0231	22.0731	23.1750	24.3346	25.5519	26.8269

31 On-Demand (Micro/Paratransit) Operator
31 Paratransit Driver

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	44,832.00	47,076.00	49,428.00	51,900.00	54,492.00	57,216.00
MONTHLY	3,736.00	3,923.00	4,119.00	4,325.00	4,541.00	4,768.00
BI-WEEKLY	1,724.31	1,810.62	1,901.08	1,996.15	2,095.85	2,200.62
HOURLY	21.5538	22.6327	23.7635	24.9519	26.1981	27.5077

32 Home Improvement Maintenance Helper
32 Right-of-Way Maintenance Worker

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	45,948.00	48,240.00	50,652.00	53,184.00	55,848.00	58,644.00
MONTHLY	3,829.00	4,020.00	4,221.00	4,432.00	4,654.00	4,887.00
BI-WEEKLY	1,767.23	1,855.38	1,948.15	2,045.54	2,148.00	2,255.54
HOURLY	22.0904	23.1923	24.3519	25.5692	26.8500	28.1942

33 Customer Service Clerk II
33 Equipment Utility Worker I
33 Public Safety Officer
33 Relief Bus Operator Trainee

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	47,100.00	49,452.00	51,924.00	54,516.00	57,240.00	60,108.00
MONTHLY	3,925.00	4,121.00	4,327.00	4,543.00	4,770.00	5,009.00
BI-WEEKLY	1,811.54	1,902.00	1,997.08	2,096.77	2,201.54	2,311.85
HOURLY	22.6442	23.7750	24.9635	26.2096	27.5192	28.8981

34 Custodian II
34 Graffiti Technician
34 On-Demand Transit Dispatcher
34 Paratransit Dispatcher
34 Park Maintenance Worker I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	48,276.00	50,688.00	53,220.00	55,884.00	58,680.00	61,620.00
MONTHLY	4,023.00	4,224.00	4,435.00	4,657.00	4,890.00	5,135.00
BI-WEEKLY	1,856.77	1,949.54	2,046.92	2,149.38	2,256.92	2,370.00
HOURLY	23.2096	24.3692	25.5865	26.8673	28.2115	29.6250

35 Community Aide III
35 Help Desk Technician
35 Street Maintenance Worker

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	49,488.00	51,960.00	54,564.00	57,288.00	60,156.00	63,168.00
MONTHLY	4,124.00	4,330.00	4,547.00	4,774.00	5,013.00	5,264.00
BI-WEEKLY	1,903.38	1,998.46	2,098.62	2,203.38	2,313.69	2,429.54
HOURLY	23.7923	24.9808	26.2327	27.5423	28.9212	30.3692

36 Court Liaison
36 Intermediate Clerk Typist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	50,724.00	53,256.00	55,920.00	58,716.00	61,656.00	64,740.00
MONTHLY	4,227.00	4,438.00	4,660.00	4,893.00	5,138.00	5,395.00
BI-WEEKLY	1,950.92	2,048.31	2,150.77	2,258.31	2,371.38	2,490.00
HOURLY	24.3865	25.6038	26.8846	28.2288	29.6423	31.1250

37 Nutrition Services Coordinator
37 Relief Bus Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	51,996.00	54,600.00	57,336.00	60,204.00	63,216.00	66,372.00
MONTHLY	4,333.00	4,550.00	4,778.00	5,017.00	5,268.00	5,531.00
BI-WEEKLY	1,999.85	2,100.00	2,205.23	2,315.54	2,431.38	2,552.77
HOURLY	24.9981	26.2500	27.5654	28.9442	30.3923	31.9096

38 Activity Coordinator
38 Equipment Utility Worker II
38 Homeless Coordinator
38 Police Records Technician I
38 Police Service Technician
38 Purchasing Clerk
38 Senior Account Clerk
38 Senior Clerk Typist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	53,292.00	55,956.00	58,752.00	61,692.00	64,776.00	68,016.00
MONTHLY	4,441.00	4,663.00	4,896.00	5,141.00	5,398.00	5,668.00
BI-WEEKLY	2,049.69	2,152.15	2,259.69	2,372.77	2,491.38	2,616.00
HOURLY	25.6212	26.9019	28.2462	29.6596	31.1423	32.7000

39 Apprentice Mechanic
39 Home Improvement Lead Person
39 Park Maintenance Worker II
39 Records Management Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	54,624.00	57,360.00	60,228.00	63,240.00	66,408.00	69,732.00
MONTHLY	4,552.00	4,780.00	5,019.00	5,270.00	5,534.00	5,811.00
BI-WEEKLY	2,100.92	2,206.15	2,316.46	2,432.31	2,554.15	2,682.00
HOURLY	26.2615	27.5769	28.9558	30.4038	31.9269	33.5250

40 Engineering Aide
40 FCC Education Assistant III
40 FCC Program Assistant III
40 Public Works Coordinator
40 Sr. Transit Utility Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	55,980.00	58,776.00	61,716.00	64,800.00	68,040.00	71,448.00
MONTHLY	4,665.00	4,898.00	5,143.00	5,400.00	5,670.00	5,954.00
BI-WEEKLY	2,153.08	2,260.62	2,373.69	2,492.31	2,616.92	2,748.00
HOURLY	26.9135	28.2577	29.6712	31.1538	32.7115	34.3500

41 Deputy City Clerk I
41 Permit/Licensing Technician I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	57,384.00	60,252.00	63,264.00	66,432.00	69,756.00	73,248.00
MONTHLY	4,782.00	5,021.00	5,272.00	5,536.00	5,813.00	6,104.00
BI-WEEKLY	2,207.08	2,317.38	2,433.23	2,555.08	2,682.92	2,817.23
HOURLY	27.5885	28.9673	30.4154	31.9385	33.5365	35.2154

42 Community Center Coordinator
42 Community Services Officer
42 Human Services Coordinator
42 Police Records Technician II
42 Police Service Officer
42 Recreation Coordinator
42 Secretary
42 Social Services Coordinator
42 Tree Trimmer I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	58,824.00	61,764.00	64,848.00	68,088.00	71,496.00	75,072.00
MONTHLY	4,902.00	5,147.00	5,404.00	5,674.00	5,958.00	6,256.00
BI-WEEKLY	2,262.46	2,375.54	2,494.15	2,618.77	2,749.85	2,887.38
HOURLY	28.2808	29.6942	31.1769	32.7346	34.3731	36.0923

43 Administrative Aide
43 Building Maintenance Worker
43 Cement Finisher

43 Human Resources / Department Coordinator

43 Payroll / Personnel Technician

43 Senior Citizens Social Services Coordinator

43 Transit Maintenance Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	60,288.00	63,300.00	66,468.00	69,792.00	73,284.00	76,944.00
MONTHLY	5,024.00	5,275.00	5,539.00	5,816.00	6,107.00	6,412.00
BI-WEEKLY	2,318.77	2,434.62	2,556.46	2,684.31	2,818.62	2,959.38
HOURLY	28.9846	30.4327	31.9558	33.5538	35.2327	36.9923

44 Administrative Secretary

44 Building Aide

44 Building/Planning Technician

44 Permit/Licensing Technician II

44 Sewer Maintenance Worker

44 Tree Trimmer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	61,800.00	64,896.00	68,136.00	71,544.00	75,120.00	78,876.00
MONTHLY	5,150.00	5,408.00	5,678.00	5,962.00	6,260.00	6,573.00
BI-WEEKLY	2,376.92	2,496.00	2,620.62	2,751.69	2,889.23	3,033.69
HOURLY	29.7115	31.2000	32.7577	34.3962	36.1154	37.9212

45 Street Sweeper Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,348.00	66,516.00	69,840.00	73,332.00	77,004.00	80,856.00
MONTHLY	5,279.00	5,543.00	5,820.00	6,111.00	6,417.00	6,738.00
BI-WEEKLY	2,436.46	2,558.31	2,686.15	2,820.46	2,961.69	3,109.85
HOURLY	30.4558	31.9788	33.5769	35.2558	37.0212	38.8731

46 Heavy Equipment Operator

46 Street Traffic Painter

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	64,932.00	68,184.00	71,592.00	75,168.00	78,924.00	82,872.00
MONTHLY	5,411.00	5,682.00	5,966.00	6,264.00	6,577.00	6,906.00
BI-WEEKLY	2,497.38	2,622.46	2,753.54	2,891.08	3,035.54	3,187.38
HOURLY	31.2173	32.7808	34.4192	36.1385	37.9442	39.8423

47 Equipment Mechanic

47 Graphics Technician

47 Maintenance Painter

47 Senior Building Maintenance Worker

47 Transit Mechanic

47 Transit Parts/Storeroom Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	66,552.00	69,876.00	73,368.00	77,040.00	80,892.00	84,936.00
MONTHLY	5,546.00	5,823.00	6,114.00	6,420.00	6,741.00	7,078.00
BI-WEEKLY	2,559.69	2,687.54	2,821.85	2,963.08	3,111.23	3,266.77
HOURLY	31.9962	33.5942	35.2731	37.0385	38.8904	40.8346

48 Custodian-Lead
48 Financial Services Technician
48 Human Resources Technician
48 Junior Accountant
48 Property and Evidence Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,220.00	71,628.00	75,204.00	78,960.00	82,908.00	87,048.00
MONTHLY	5,685.00	5,969.00	6,267.00	6,580.00	6,909.00	7,254.00
BI-WEEKLY	2,623.85	2,754.92	2,892.46	3,036.92	3,188.77	3,348.00
HOURLY	32.7981	34.4365	36.1558	37.9615	39.8596	41.8500

49 Administrative Analyst I
49 Community Services Counselor
49 Program Coordinator
49 Recreation Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	69,924.00	73,416.00	77,088.00	80,940.00	84,984.00	89,232.00
MONTHLY	5,827.00	6,118.00	6,424.00	6,745.00	7,082.00	7,436.00
BI-WEEKLY	2,689.38	2,823.69	2,964.92	3,113.08	3,268.62	3,432.00
HOURLY	33.6173	35.2962	37.0615	38.9135	40.8577	42.9000

50 Case Management Supervisor/Instructor
50 Transit Dispatcher/Operations Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,676.00	75,264.00	79,032.00	82,980.00	87,132.00	91,488.00
MONTHLY	5,973.00	6,272.00	6,586.00	6,915.00	7,261.00	7,624.00
BI-WEEKLY	2,756.77	2,894.77	3,039.69	3,191.54	3,351.23	3,518.77
HOURLY	34.4596	36.1846	37.9962	39.8942	41.8904	43.9846

51 Electrical/Signal Technician I
51 Emergency Preparedness Coordinator
51 Engineering Technician
51 Executive Assistant to Chief of Police
51 General Building Inspector
51 Information Technology Coordinator
51 Lead Equipment Mechanic
51 Lead Mechanic
51 Planning Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,464.00	77,136.00	80,988.00	85,032.00	89,280.00	93,744.00
MONTHLY	6,122.00	6,428.00	6,749.00	7,086.00	7,440.00	7,812.00
BI-WEEKLY	2,825.54	2,966.77	3,114.92	3,270.46	3,433.85	3,605.54
HOURLY	35.3192	37.0846	38.9365	40.8808	42.9231	45.0692

52 Payroll Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	75,300.00	79,068.00	83,016.00	87,168.00	91,524.00	96,096.00
MONTHLY	6,275.00	6,589.00	6,918.00	7,264.00	7,627.00	8,008.00
BI-WEEKLY	2,896.15	3,041.08	3,192.92	3,352.62	3,520.15	3,696.00
HOURLY	36.2019	38.0135	39.9115	41.9077	44.0019	46.2000

**53 Code Enforcement Officer
53 FCC Education Coordinator
53 Park Maintenance Lead
53 Public Works Inspector
53 Public Works Lead**

53 Transit Operations Training Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,184.00	81,048.00	85,104.00	89,364.00	93,828.00	98,520.00
MONTHLY	6,432.00	6,754.00	7,092.00	7,447.00	7,819.00	8,210.00
BI-WEEKLY	2,968.62	3,117.23	3,273.23	3,437.08	3,608.77	3,789.23
HOURLY	37.1077	38.9654	40.9154	42.9635	45.1096	47.3654

**54 Administrative Analyst II
54 Building Maintenance Lead
54 Forensic Technician
54 Transit Marketing Coordinator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	79,128.00	83,088.00	87,240.00	91,608.00	96,192.00	101,004.00
MONTHLY	6,594.00	6,924.00	7,270.00	7,634.00	8,016.00	8,417.00
BI-WEEKLY	3,043.38	3,195.69	3,355.38	3,523.38	3,699.69	3,884.77
HOURLY	38.0423	39.9462	41.9423	44.0423	46.2462	48.5596

**55 Crime Analyst
55 Electrical/Signal Technician II**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	81,108.00	85,164.00	89,424.00	93,900.00	98,592.00	103,524.00
MONTHLY	6,759.00	7,097.00	7,452.00	7,825.00	8,216.00	8,627.00
BI-WEEKLY	3,119.54	3,275.54	3,439.38	3,611.54	3,792.00	3,981.69
HOURLY	38.9942	40.9442	42.9923	45.1442	47.4000	49.7712

**56 Administrative Coordinator
56 Assistant Engineer
56 FCC Program Coordinator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,124.00	87,276.00	91,644.00	96,228.00	101,040.00	106,092.00
MONTHLY	6,927.00	7,273.00	7,637.00	8,019.00	8,420.00	8,841.00
BI-WEEKLY	3,197.08	3,356.77	3,524.77	3,701.08	3,886.15	4,080.46
HOURLY	39.9635	41.9596	44.0596	46.2635	48.5769	51.0058

**57 Communications Liaison Officer
57 Senior Accountant**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	85,212.00	89,472.00	93,948.00	98,640.00	103,572.00	108,756.00
MONTHLY	7,101.00	7,456.00	7,829.00	8,220.00	8,631.00	9,063.00
BI-WEEKLY	3,277.38	3,441.23	3,613.38	3,793.85	3,983.54	4,182.92
HOURLY	40.9673	43.0154	45.1673	47.4231	49.7942	52.2865

**58 Associate Planner
58 Code Enforcement Supervisor**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,348.00	91,716.00	96,300.00	101,112.00	106,164.00	111,468.00
MONTHLY	7,279.00	7,643.00	8,025.00	8,426.00	8,847.00	9,289.00
BI-WEEKLY	3,359.54	3,527.54	3,703.85	3,888.92	4,083.23	4,287.23
HOURLY	41.9942	44.0942	46.2981	48.6115	51.0404	53.5904

59 Administrative Support Services Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,532.00	94,008.00	98,712.00	103,644.00	108,828.00	114,264.00
MONTHLY	7,461.00	7,834.00	8,226.00	8,637.00	9,069.00	9,522.00
BI-WEEKLY	3,443.54	3,615.69	3,796.62	3,986.31	4,185.69	4,394.77
HOURLY	43.0442	45.1962	47.4577	49.8288	52.3212	54.9346

60

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	91,764.00	96,348.00	101,160.00	106,224.00	111,540.00	117,120.00
MONTHLY	7,647.00	8,029.00	8,430.00	8,852.00	9,295.00	9,760.00
BI-WEEKLY	3,529.38	3,705.69	3,890.77	4,085.54	4,290.00	4,504.62
HOURLY	44.1173	46.3212	48.6346	51.0692	53.6250	56.3077

61 Administrative Analyst III**61 Associate Engineer****61 Information Technology Systems Analyst - Transit****61 Transit Planning and Scheduling Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	94,056.00	98,760.00	103,704.00	108,888.00	114,336.00	120,048.00
MONTHLY	7,838.00	8,230.00	8,642.00	9,074.00	9,528.00	10,004.00
BI-WEEKLY	3,617.54	3,798.46	3,988.62	4,188.00	4,397.54	4,617.23
HOURLY	45.2192	47.4808	49.8577	52.3500	54.9692	57.7154

62 Information Technology Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	96,408.00	101,232.00	106,296.00	111,612.00	117,192.00	123,048.00
MONTHLY	8,034.00	8,436.00	8,858.00	9,301.00	9,766.00	10,254.00
BI-WEEKLY	3,708.00	3,893.54	4,088.31	4,292.77	4,507.38	4,732.62
HOURLY	46.3500	48.6692	51.1038	53.6596	56.3423	59.1577

63

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	98,820.00	103,764.00	108,948.00	114,396.00	120,120.00	126,132.00
MONTHLY	8,235.00	8,647.00	9,079.00	9,533.00	10,010.00	10,511.00
BI-WEEKLY	3,800.77	3,990.92	4,190.31	4,399.85	4,620.00	4,851.23
HOURLY	47.5096	49.8865	52.3788	54.9981	57.7500	60.6404

64

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,292.00	106,356.00	111,672.00	117,252.00	123,120.00	129,276.00
MONTHLY	8,441.00	8,863.00	9,306.00	9,771.00	10,260.00	10,773.00
BI-WEEKLY	3,895.85	4,090.62	4,295.08	4,509.69	4,735.38	4,972.15
HOURLY	48.6981	51.1327	53.6885	56.3712	59.1923	62.1519

65

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	103,824.00	109,020.00	114,468.00	120,192.00	126,204.00	132,516.00
MONTHLY	8,652.00	9,085.00	9,539.00	10,016.00	10,517.00	11,043.00
BI-WEEKLY	3,993.23	4,193.08	4,402.62	4,622.77	4,854.00	5,096.77
HOURLY	49.9154	52.4135	55.0327	57.7846	60.6750	63.7096

66 Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,416.00	111,732.00	117,324.00	123,192.00	129,348.00	135,816.00
MONTHLY	8,868.00	9,311.00	9,777.00	10,266.00	10,779.00	11,318.00
BI-WEEKLY	4,092.92	4,297.38	4,512.46	4,738.15	4,974.92	5,223.69
HOURLY	51.1615	53.7173	56.4058	59.2269	62.1865	65.2962

67

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	109,080.00	114,540.00	120,264.00	126,276.00	132,588.00	139,212.00
MONTHLY	9,090.00	9,545.00	10,022.00	10,523.00	11,049.00	11,601.00
BI-WEEKLY	4,195.38	4,405.38	4,625.54	4,856.77	5,099.54	5,354.31
HOURLY	52.4423	55.0673	57.8192	60.7096	63.7442	66.9288

90 Bus Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	59,424.00	62,400.00	65,520.00	68,796.00	72,240.00	75,852.00
MONTHLY	4,952.00	5,200.00	5,460.00	5,733.00	6,020.00	6,321.00
BI-WEEKLY	2,285.54	2,400.00	2,520.00	2,646.00	2,778.46	2,917.38
HOURLY	28.5692	30.0000	31.5000	33.0750	34.7308	36.4673

Specialty - 5%	247.60	260.00	273.00	286.65	301.00	316.05

104

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,600.00	66,780.00	70,116.00	73,620.00	77,304.00	81,168.00
MONTHLY	5,300.00	5,565.00	5,843.00	6,135.00	6,442.00	6,764.00
BI-WEEKLY	2,446.15	2,568.46	2,696.77	2,831.54	2,973.23	3,121.85
HOURLY	30.5769	32.1058	33.7096	35.3942	37.1654	39.0231

Lgy Bonus 20	132.50	139.13	146.08	153.38	161.05	169.10
Lgy Bonus 25	265.00	278.25	292.15	306.75	322.10	338.20
Lgy Bonus 30	397.50	417.38	438.23	460.13	483.15	507.30

105

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	65,184.00	68,448.00	71,868.00	75,456.00	79,224.00	83,184.00
MONTHLY	5,432.00	5,704.00	5,989.00	6,288.00	6,602.00	6,932.00
BI-WEEKLY	2,507.08	2,632.62	2,764.15	2,902.15	3,047.08	3,199.38
HOURLY	31.3385	32.9077	34.5519	36.2769	38.0885	39.9923

Lgy Bonus 20	135.80	142.60	149.73	157.20	165.05	173.30
Lgy Bonus 25	271.60	285.20	299.45	314.40	330.10	346.60
Lgy Bonus 30	407.40	427.80	449.18	471.60	495.15	519.90

106

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	66,816.00	70,152.00	73,656.00	77,340.00	81,204.00	85,260.00
MONTHLY	5,568.00	5,846.00	6,138.00	6,445.00	6,767.00	7,105.00
BI-WEEKLY	2,569.85	2,698.15	2,832.92	2,974.62	3,123.23	3,279.23
HOURLY	32.1231	33.7269	35.4115	37.1827	39.0404	40.9904

Lgy Bonus 20	139.20	146.15	153.45	161.13	169.18	177.63
Lgy Bonus 25	278.40	292.30	306.90	322.25	338.35	355.25
Lgy Bonus 30	417.60	438.45	460.35	483.38	507.53	532.88

107

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,496.00	71,916.00	75,516.00	79,296.00	83,256.00	87,420.00
MONTHLY	5,708.00	5,993.00	6,293.00	6,608.00	6,938.00	7,285.00
BI-WEEKLY	2,634.46	2,766.00	2,904.46	3,049.85	3,202.15	3,362.31
HOURLY	32.9308	34.5750	36.3058	38.1231	40.0269	42.0288
Lgy Bonus 20	142.70	149.83	157.33	165.20	173.45	182.13
Lgy Bonus 25	285.40	299.65	314.65	330.40	346.90	364.25
Lgy Bonus 30	428.10	449.48	471.98	495.60	520.35	546.38

108 Economic Development Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	70,200.00	73,716.00	77,400.00	81,276.00	85,344.00	89,616.00
MONTHLY	5,850.00	6,143.00	6,450.00	6,773.00	7,112.00	7,468.00
BI-WEEKLY	2,700.00	2,835.23	2,976.92	3,126.00	3,282.46	3,446.77
HOURLY	33.7500	35.4404	37.2115	39.0750	41.0308	43.0846
Lgy Bonus 20	146.25	153.58	161.25	169.33	177.80	186.70
Lgy Bonus 25	292.50	307.15	322.50	338.65	355.60	373.40
Lgy Bonus 30	438.75	460.73	483.75	507.98	533.40	560.10

109

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,964.00	75,564.00	79,344.00	83,316.00	87,480.00	91,860.00
MONTHLY	5,997.00	6,297.00	6,612.00	6,943.00	7,290.00	7,655.00
BI-WEEKLY	2,767.85	2,906.31	3,051.69	3,204.46	3,364.62	3,533.08
HOURLY	34.5981	36.3288	38.1462	40.0558	42.0577	44.1635
Lgy Bonus 20	149.93	157.43	165.30	173.58	182.25	191.38
Lgy Bonus 25	299.85	314.85	330.60	347.15	364.50	382.75
Lgy Bonus 30	449.78	472.28	495.90	520.73	546.75	574.13

110

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,752.00	77,436.00	81,312.00	85,380.00	89,652.00	94,140.00
MONTHLY	6,146.00	6,453.00	6,776.00	7,115.00	7,471.00	7,845.00
BI-WEEKLY	2,836.62	2,978.31	3,127.38	3,283.85	3,448.15	3,620.77
HOURLY	35.4577	37.2288	39.0923	41.0481	43.1019	45.2596
Lgy Bonus 20	153.65	161.33	169.40	177.88	186.78	196.13
Lgy Bonus 25	307.30	322.65	338.80	355.75	373.55	392.25
Lgy Bonus 30	460.95	483.98	508.20	533.63	560.33	588.38

111

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	75,600.00	79,380.00	83,352.00	87,516.00	91,896.00	96,492.00
MONTHLY	6,300.00	6,615.00	6,946.00	7,293.00	7,658.00	8,041.00
BI-WEEKLY	2,907.69	3,053.08	3,205.85	3,366.00	3,534.46	3,711.23
HOURLY	36.3462	38.1635	40.0731	42.0750	44.1808	46.3904
Lgy Bonus 20	157.50	165.38	173.65	182.33	191.45	201.03
Lgy Bonus 25	315.00	330.75	347.30	364.65	382.90	402.05
Lgy Bonus 30	472.50	496.13	520.95	546.98	574.35	603.08

112

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,508.00	81,384.00	85,452.00	89,724.00	94,212.00	98,928.00
MONTHLY	6,459.00	6,782.00	7,121.00	7,477.00	7,851.00	8,244.00
BI-WEEKLY	2,981.08	3,130.15	3,286.62	3,450.92	3,623.54	3,804.92
HOURLY	37.2635	39.1269	41.0827	43.1365	45.2942	47.5615
Lgy Bonus 20	161.48	169.55	178.03	186.93	196.28	206.10
Lgy Bonus 25	322.95	339.10	356.05	373.85	392.55	412.20
Lgy Bonus 30	484.43	508.65	534.08	560.78	588.83	618.30

113

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	79,452.00	83,424.00	87,600.00	91,980.00	96,576.00	101,400.00
MONTHLY	6,621.00	6,952.00	7,300.00	7,665.00	8,048.00	8,450.00
BI-WEEKLY	3,055.85	3,208.62	3,369.23	3,537.69	3,714.46	3,900.00
HOURLY	38.1981	40.1077	42.1154	44.2212	46.4308	48.7500
Lgy Bonus 20	165.53	173.80	182.50	191.63	201.20	211.25
Lgy Bonus 25	331.05	347.60	365.00	383.25	402.40	422.50
Lgy Bonus 30	496.58	521.40	547.50	574.88	603.60	633.75

114

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	81,432.00	85,500.00	89,772.00	94,260.00	98,976.00	103,920.00
MONTHLY	6,786.00	7,125.00	7,481.00	7,855.00	8,248.00	8,660.00
BI-WEEKLY	3,132.00	3,288.46	3,452.77	3,625.38	3,806.77	3,996.92
HOURLY	39.1500	41.1058	43.1596	45.3173	47.5846	49.9615
Lgy Bonus 20	169.65	178.13	187.03	196.38	206.20	216.50
Lgy Bonus 25	339.30	356.25	374.05	392.75	412.40	433.00
Lgy Bonus 30	508.95	534.38	561.08	589.13	618.60	649.50

115 Deputy City Clerk/Records Management Officer**115 Deputy City Treasurer****115 Human Resources Analyst****115 Risk Management Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,472.00	87,648.00	92,028.00	96,624.00	101,460.00	106,536.00
MONTHLY	6,956.00	7,304.00	7,669.00	8,052.00	8,455.00	8,878.00
BI-WEEKLY	3,210.46	3,371.08	3,539.54	3,716.31	3,902.31	4,097.54
HOURLY	40.1308	42.1385	44.2442	46.4538	48.7788	51.2192
Lgy Bonus 20	173.90	182.60	191.73	201.30	211.38	221.95
Lgy Bonus 25	347.80	365.20	383.45	402.60	422.75	443.90
Lgy Bonus 30	521.70	547.80	575.18	603.90	634.13	665.85

116

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	85,548.00	89,820.00	94,308.00	99,024.00	103,980.00	109,176.00
MONTHLY	7,129.00	7,485.00	7,859.00	8,252.00	8,665.00	9,098.00
BI-WEEKLY	3,290.31	3,454.62	3,627.23	3,808.62	3,999.23	4,199.08
HOURLY	41.1288	43.1827	45.3404	47.6077	49.9904	52.4885
Lgy Bonus 20	178.23	187.13	196.48	206.30	216.63	227.45
Lgy Bonus 25	356.45	374.25	392.95	412.60	433.25	454.90
Lgy Bonus 30	534.68	561.38	589.43	618.90	649.88	682.35

117 Transportation Operations Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,684.00	92,064.00	96,672.00	101,508.00	106,584.00	111,912.00
MONTHLY	7,307.00	7,672.00	8,056.00	8,459.00	8,882.00	9,326.00
BI-WEEKLY	3,372.46	3,540.92	3,718.15	3,904.15	4,099.38	4,304.31
HOURLY	42.1558	44.2615	46.4769	48.8019	51.2423	53.8038
Lgy Bonus 20	182.68	191.80	201.40	211.48	222.05	233.15
Lgy Bonus 25	365.35	383.60	402.80	422.95	444.10	466.30
Lgy Bonus 30	548.03	575.40	604.20	634.43	666.15	699.45

118 Administrative Management Analyst I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,880.00	94,380.00	99,096.00	104,052.00	109,260.00	114,720.00
MONTHLY	7,490.00	7,865.00	8,258.00	8,671.00	9,105.00	9,560.00
BI-WEEKLY	3,456.92	3,630.00	3,811.38	4,002.00	4,202.31	4,412.31
HOURLY	43.2115	45.3750	47.6423	50.0250	52.5288	55.1538
Lgy Bonus 20	187.25	196.63	206.45	216.78	227.63	239.00
Lgy Bonus 25	374.50	393.25	412.90	433.55	455.25	478.00
Lgy Bonus 30	561.75	589.88	619.35	650.33	682.88	717.00

119 Accountant/Cost Accountant**119 Fleet Maintenance Supervisor****119 Transit Administrative Supervisor****119 Transit Training and Safety Supervisor**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	92,124.00	96,732.00	101,568.00	106,644.00	111,972.00	117,576.00
MONTHLY	7,677.00	8,061.00	8,464.00	8,887.00	9,331.00	9,798.00
BI-WEEKLY	3,543.23	3,720.46	3,906.46	4,101.69	4,306.62	4,522.15
HOURLY	44.2904	46.5058	48.8308	51.2712	53.8327	56.5269
Lgy Bonus 20	191.93	201.53	211.60	222.18	233.28	244.95
Lgy Bonus 25	383.85	403.05	423.20	444.35	466.55	489.90
Lgy Bonus 30	575.78	604.58	634.80	666.53	699.83	734.85

120 Administrative Management Analyst II**120 Executive Office Assistant**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	94,440.00	99,168.00	104,124.00	109,332.00	114,804.00	120,540.00
MONTHLY	7,870.00	8,264.00	8,677.00	9,111.00	9,567.00	10,045.00
BI-WEEKLY	3,632.31	3,814.15	4,004.77	4,205.08	4,415.54	4,636.15
HOURLY	45.4038	47.6769	50.0596	52.5635	55.1942	57.9519
Lgy Bonus 20	196.75	206.60	216.93	227.78	239.18	251.13
Lgy Bonus 25	393.50	413.20	433.85	455.55	478.35	502.25
Lgy Bonus 30	590.25	619.80	650.78	683.33	717.53	753.38

121

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	96,792.00	101,628.00	106,704.00	112,044.00	117,648.00	123,528.00
MONTHLY	8,066.00	8,469.00	8,892.00	9,337.00	9,804.00	10,294.00
BI-WEEKLY	3,722.77	3,908.77	4,104.00	4,309.38	4,524.92	4,751.08
HOURLY	46.5346	48.8596	51.3000	53.8673	56.5615	59.3885
Lgy Bonus 20	201.65	211.73	222.30	233.43	245.10	257.35
Lgy Bonus 25	403.30	423.45	444.60	466.85	490.20	514.70
Lgy Bonus 30	604.95	635.18	666.90	700.28	735.30	772.05

122 Facilities Maintenance Supervisor**122 Senior Human Resources Analyst****122 Senior Planner**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	99,216.00	104,172.00	109,380.00	114,852.00	120,600.00	126,636.00
MONTHLY	8,268.00	8,681.00	9,115.00	9,571.00	10,050.00	10,553.00
BI-WEEKLY	3,816.00	4,006.62	4,206.92	4,417.38	4,638.46	4,870.62
HOURLY	47.7000	50.0827	52.5865	55.2173	57.9808	60.8827
Lgy Bonus 20	206.70	217.03	227.88	239.28	251.25	263.83
Lgy Bonus 25	413.40	434.05	455.75	478.55	502.50	527.65
Lgy Bonus 30	620.10	651.08	683.63	717.83	753.75	791.48

123

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,700.00	106,788.00	112,128.00	117,732.00	123,624.00	129,804.00
MONTHLY	8,475.00	8,899.00	9,344.00	9,811.00	10,302.00	10,817.00
BI-WEEKLY	3,911.54	4,107.23	4,312.62	4,528.15	4,754.77	4,992.46
HOURLY	48.8942	51.3404	53.9077	56.6019	59.4346	62.4058
Lgy Bonus 20	211.88	222.48	233.60	245.28	257.55	270.43
Lgy Bonus 25	423.75	444.95	467.20	490.55	515.10	540.85
Lgy Bonus 30	635.63	667.43	700.80	735.83	772.65	811.28

**124 Assistant Transit Operations Manager
124 Senior Administrative Analyst
124 Transit Training and Safety Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	104,244.00	109,452.00	114,924.00	120,672.00	126,708.00	133,044.00
MONTHLY	8,687.00	9,121.00	9,577.00	10,056.00	10,559.00	11,087.00
BI-WEEKLY	4,009.38	4,209.69	4,420.15	4,641.23	4,873.38	5,117.08
HOURLY	50.1173	52.6212	55.2519	58.0154	60.9173	63.9635
Lgy Bonus 20	217.18	228.03	239.43	251.40	263.98	277.18
Lgy Bonus 25	434.35	456.05	478.85	502.80	527.95	554.35
Lgy Bonus 30	651.53	684.08	718.28	754.20	791.93	831.53

125 Public Information Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,848.00	112,188.00	117,792.00	123,684.00	129,864.00	136,356.00
MONTHLY	8,904.00	9,349.00	9,816.00	10,307.00	10,822.00	11,363.00
BI-WEEKLY	4,109.54	4,314.92	4,530.46	4,757.08	4,994.77	5,244.46
HOURLY	51.3692	53.9365	56.6308	59.4635	62.4346	65.5558
Lgy Bonus 20	222.60	233.73	245.40	257.68	270.55	284.08
Lgy Bonus 25	445.20	467.45	490.80	515.35	541.10	568.15
Lgy Bonus 30	667.80	701.18	736.20	773.03	811.65	852.23

**126 Administrative Services Manager
126 Community Development Manager
126 Economic Development Manager
126 Family Child Care Manager
126 Recreation & Human Services Manager
126 Transportation Administrative Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	109,524.00	114,996.00	120,744.00	126,780.00	133,116.00	139,776.00
MONTHLY	9,127.00	9,583.00	10,062.00	10,565.00	11,093.00	11,648.00
BI-WEEKLY	4,212.46	4,422.92	4,644.00	4,876.15	5,119.85	5,376.00
HOURLY	52.6558	55.2865	58.0500	60.9519	63.9981	67.2000
Lgy Bonus 20	228.18	239.58	251.55	264.13	277.33	291.20
Lgy Bonus 25	456.35	479.15	503.10	528.25	554.65	582.40
Lgy Bonus 30	684.53	718.73	754.65	792.38	831.98	873.60

127

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	112,260.00	117,876.00	123,768.00	129,960.00	136,464.00	143,292.00
MONTHLY	9,355.00	9,823.00	10,314.00	10,830.00	11,372.00	11,941.00
BI-WEEKLY	4,317.69	4,533.69	4,760.31	4,998.46	5,248.62	5,511.23
HOURLY	53.9712	56.6712	59.5038	62.4808	65.6077	68.8904
Lgy Bonus 20	233.88	245.58	257.85	270.75	284.30	298.53
Lgy Bonus 25	467.75	491.15	515.70	541.50	568.60	597.05
Lgy Bonus 30	701.63	736.73	773.55	812.25	852.90	895.58

**128 Equipment Maintenance Superintendent
128 Finance and Administrative Services Manager
128 Financial Services Manager
128 Transit Maintenance Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	115,068.00	120,816.00	126,852.00	133,200.00	139,860.00	146,856.00
MONTHLY	9,589.00	10,068.00	10,571.00	11,100.00	11,655.00	12,238.00
BI-WEEKLY	4,425.69	4,646.77	4,878.92	5,123.08	5,379.23	5,648.31
HOURLY	55.3212	58.0846	60.9865	64.0385	67.2404	70.6038
Lgy Bonus 20	239.73	251.70	264.28	277.50	291.38	305.95
Lgy Bonus 25	479.45	503.40	528.55	555.00	582.75	611.90
Lgy Bonus 30	719.18	755.10	792.83	832.50	874.13	917.85

129

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	117,948.00	123,840.00	130,032.00	136,536.00	143,364.00	150,528.00
MONTHLY	9,829.00	10,320.00	10,836.00	11,378.00	11,947.00	12,544.00
BI-WEEKLY	4,536.46	4,763.08	5,001.23	5,251.38	5,514.00	5,789.54
HOURLY	56.7058	59.5385	62.5154	65.6423	68.9250	72.3692
Lgy Bonus 20	245.73	258.00	270.90	284.45	298.68	313.60
Lgy Bonus 25	491.45	516.00	541.80	568.90	597.35	627.20
Lgy Bonus 30	737.18	774.00	812.70	853.35	896.03	940.80

**130 Accounting/Finance Manager
130 Information Technology Manager
130 Park Maintenance Superintendent
130 Recreation Program Administrator
130 Revenue and Purchasing Manager
130 Street Maintenance Superintendent**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	120,888.00	126,936.00	133,284.00	139,944.00	146,940.00	154,284.00
MONTHLY	10,074.00	10,578.00	11,107.00	11,662.00	12,245.00	12,857.00
BI-WEEKLY	4,649.54	4,882.15	5,126.31	5,382.46	5,651.54	5,934.00
HOURLY	58.1192	61.0269	64.0788	67.2808	70.6442	74.1750
Lgy Bonus 20	251.85	264.45	277.68	291.55	306.13	321.43
Lgy Bonus 25	503.70	528.90	555.35	583.10	612.25	642.85
Lgy Bonus 30	755.55	793.35	833.03	874.65	918.38	964.28

**131 Plan Check Engineer
131 Transit Operations Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	123,912.00	130,104.00	136,608.00	143,436.00	150,612.00	158,148.00
MONTHLY	10,326.00	10,842.00	11,384.00	11,953.00	12,551.00	13,179.00
BI-WEEKLY	4,765.85	5,004.00	5,254.15	5,516.77	5,792.77	6,082.62
HOURLY	59.5731	62.5500	65.6769	68.9596	72.4096	76.0327
Lgy Bonus 20	258.15	271.05	284.60	298.83	313.78	329.48
Lgy Bonus 25	516.30	542.10	569.20	597.65	627.55	658.95
Lgy Bonus 30	774.45	813.15	853.80	896.48	941.33	988.43

132 FCC Therapist/Trainer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	127,008.00	133,356.00	140,028.00	147,024.00	154,380.00	162,096.00
MONTHLY	10,584.00	11,113.00	11,669.00	12,252.00	12,865.00	13,508.00
BI-WEEKLY	4,884.92	5,129.08	5,385.69	5,654.77	5,937.69	6,234.46
HOURLY	61.0615	64.1135	67.3212	70.6846	74.2212	77.9308
Lgy Bonus 20	264.60	277.83	291.73	306.30	321.63	337.70
Lgy Bonus 25	529.20	555.65	583.45	612.60	643.25	675.40
Lgy Bonus 30	793.80	833.48	875.18	918.90	964.88	1013.10

133 Human Resources Manager
133 Public Works Superintendent

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	130,176.00	136,680.00	143,520.00	150,696.00	158,232.00	166,140.00
MONTHLY	10,848.00	11,390.00	11,960.00	12,558.00	13,186.00	13,845.00
BI-WEEKLY	5,006.77	5,256.92	5,520.00	5,796.00	6,085.85	6,390.00
HOURLY	62.5846	65.7115	69.0000	72.4500	76.0731	79.8750
Lgy Bonus 20	271.20	284.75	299.00	313.95	329.65	346.13
Lgy Bonus 25	542.40	569.50	598.00	627.90	659.30	692.25
Lgy Bonus 30	813.60	854.25	897.00	941.85	988.95	1038.38

134 Assistant to the City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	133,440.00	140,112.00	147,120.00	154,476.00	162,204.00	170,316.00
MONTHLY	11,120.00	11,676.00	12,260.00	12,873.00	13,517.00	14,193.00
BI-WEEKLY	5,132.31	5,388.92	5,658.46	5,941.38	6,238.62	6,550.62
HOURLY	64.1538	67.3615	70.7308	74.2673	77.9827	81.8827
Lgy Bonus 20	278.00	291.90	306.50	321.83	337.93	354.83
Lgy Bonus 25	556.00	583.80	613.00	643.65	675.85	709.65
Lgy Bonus 30	834.00	875.70	919.50	965.48	1013.78	1064.48

135

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	136,764.00	143,604.00	150,780.00	158,316.00	166,236.00	174,552.00
MONTHLY	11,397.00	11,967.00	12,565.00	13,193.00	13,853.00	14,546.00
BI-WEEKLY	5,260.15	5,523.23	5,799.23	6,089.08	6,393.69	6,713.54
HOURLY	65.7519	69.0404	72.4904	76.1135	79.9212	83.9192
Lgy Bonus 20	284.93	299.18	314.13	329.83	346.33	363.65
Lgy Bonus 25	569.85	598.35	628.25	659.65	692.65	727.30
Lgy Bonus 30	854.78	897.53	942.38	989.48	1038.98	1090.95

136

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	140,184.00	147,192.00	154,548.00	162,276.00	170,388.00	178,908.00
MONTHLY	11,682.00	12,266.00	12,879.00	13,523.00	14,199.00	14,909.00
BI-WEEKLY	5,391.69	5,661.23	5,944.15	6,241.38	6,553.38	6,881.08
HOURLY	67.3962	70.7654	74.3019	78.0173	81.9173	86.0135
Lgy Bonus 20	292.05	306.65	321.98	338.08	354.98	372.73
Lgy Bonus 25	584.10	613.30	643.95	676.15	709.95	745.45
Lgy Bonus 30	876.15	919.95	965.93	1014.23	1064.93	1118.18

137

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	143,700.00	150,888.00	158,436.00	166,356.00	174,672.00	183,408.00
MONTHLY	11,975.00	12,574.00	13,203.00	13,863.00	14,556.00	15,284.00
BI-WEEKLY	5,526.92	5,803.38	6,093.69	6,398.31	6,718.15	7,054.15
HOURLY	69.0865	72.5423	76.1712	79.9788	83.9769	88.1769
Lgy Bonus 20	299.38	314.35	330.08	346.58	363.90	382.10
Lgy Bonus 25	598.75	628.70	660.15	693.15	727.80	764.20
Lgy Bonus 30	898.13	943.05	990.23	1039.73	1091.70	1146.30

138 Chief Fiscal Officer
138 Principal Civil Engineer
138 Transit Administrative Officer
138 Transit Operations Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	147,288.00	154,656.00	162,384.00	170,508.00	179,028.00	187,980.00
MONTHLY	12,274.00	12,888.00	13,532.00	14,209.00	14,919.00	15,665.00
BI-WEEKLY	5,664.92	5,948.31	6,245.54	6,558.00	6,885.69	7,230.00
HOURLY	70.8115	74.3538	78.0692	81.9750	86.0712	90.3750
Lgy Bonus 20	306.85	322.20	338.30	355.23	372.98	391.63
Lgy Bonus 25	613.70	644.40	676.60	710.45	745.95	783.25
Lgy Bonus 30	920.55	966.60	1014.90	1065.68	1118.93	1174.88

139

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	150,972.00	158,520.00	166,452.00	174,780.00	183,516.00	192,696.00
MONTHLY	12,581.00	13,210.00	13,871.00	14,565.00	15,293.00	16,058.00
BI-WEEKLY	5,806.62	6,096.92	6,402.00	6,722.31	7,058.31	7,411.38
HOURLY	72.5827	76.2115	80.0250	84.0288	88.2288	92.6423
Lgy Bonus 20	314.53	330.25	346.78	364.13	382.33	401.45
Lgy Bonus 25	629.05	660.50	693.55	728.25	764.65	802.90
Lgy Bonus 30	943.58	990.75	1040.33	1092.38	1146.98	1204.35

140

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	154,740.00	162,480.00	170,604.00	179,136.00	188,088.00	197,496.00
MONTHLY	12,895.00	13,540.00	14,217.00	14,928.00	15,674.00	16,458.00
BI-WEEKLY	5,951.54	6,249.23	6,561.69	6,889.85	7,234.15	7,596.00
HOURLY	74.3942	78.1154	82.0212	86.1231	90.4269	94.9500
Lgy Bonus 20	322.38	338.50	355.43	373.20	391.85	411.45
Lgy Bonus 25	644.75	677.00	710.85	746.40	783.70	822.90
Lgy Bonus 30	967.13	1015.50	1066.28	1119.60	1175.55	1234.35

141 Assistant Director of Transportation
141 Assistant Public Works Director/City Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	158,604.00	166,536.00	174,864.00	183,612.00	192,792.00	202,428.00
MONTHLY	13,217.00	13,878.00	14,572.00	15,301.00	16,066.00	16,869.00
BI-WEEKLY	6,100.15	6,405.23	6,725.54	7,062.00	7,415.08	7,785.69
HOURLY	76.2519	80.0654	84.0692	88.2750	92.6885	97.3212
Lgy Bonus 20	330.43	346.95	364.30	382.53	401.65	421.73
Lgy Bonus 25	660.85	693.90	728.60	765.05	803.30	843.45
Lgy Bonus 30	991.28	1040.85	1092.90	1147.58	1204.95	1265.18

142

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	162,576.00	170,700.00	179,232.00	188,196.00	197,604.00	207,480.00
MONTHLY	13,548.00	14,225.00	14,936.00	15,683.00	16,467.00	17,290.00
BI-WEEKLY	6,252.92	6,565.38	6,893.54	7,238.31	7,600.15	7,980.00
HOURLY	78.1615	82.0673	86.1692	90.4788	95.0019	99.7500
Lgy Bonus 20	338.70	355.63	373.40	392.08	411.68	432.25
Lgy Bonus 25	677.40	711.25	746.80	784.15	823.35	864.50
Lgy Bonus 30	1016.10	1066.88	1120.20	1176.23	1235.03	1296.75

143

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	166,644.00	174,972.00	183,720.00	192,912.00	202,560.00	212,688.00
MONTHLY	13,887.00	14,581.00	15,310.00	16,076.00	16,880.00	17,724.00
BI-WEEKLY	6,409.38	6,729.69	7,066.15	7,419.69	7,790.77	8,180.31
HOURLY	80.1173	84.1212	88.3269	92.7462	97.3846	102.2538
Lgy Bonus 20	347.18	364.53	382.75	401.90	422.00	443.10
Lgy Bonus 25	694.35	729.05	765.50	803.80	844.00	886.20
Lgy Bonus 30	1041.53	1093.58	1148.25	1205.70	1266.00	1329.30

144

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	170,808.00	179,352.00	188,316.00	197,736.00	207,624.00	218,004.00
MONTHLY	14,234.00	14,946.00	15,693.00	16,478.00	17,302.00	18,167.00
BI-WEEKLY	6,569.54	6,898.15	7,242.92	7,605.23	7,985.54	8,384.77
HOURLY	82.1192	86.2269	90.5365	95.0654	99.8192	104.8096
Lgy Bonus 20	355.85	373.65	392.33	411.95	432.55	454.18
Lgy Bonus 25	711.70	747.30	784.65	823.90	865.10	908.35
Lgy Bonus 30	1067.55	1120.95	1176.98	1235.85	1297.65	1362.53

145

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	175,080.00	183,840.00	193,032.00	202,680.00	212,820.00	223,464.00
MONTHLY	14,590.00	15,320.00	16,086.00	16,890.00	17,735.00	18,622.00
BI-WEEKLY	6,733.85	7,070.77	7,424.31	7,795.38	8,185.38	8,594.77
HOURLY	84.1731	88.3846	92.8038	97.4423	102.3173	107.4346
Lgy Bonus 20	364.75	383.00	402.15	422.25	443.38	465.55
Lgy Bonus 25	729.50	766.00	804.30	844.50	886.75	931.10
Lgy Bonus 30	1094.25	1149.00	1206.45	1266.75	1330.13	1396.65

146

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	179,460.00	188,436.00	197,856.00	207,744.00	218,136.00	229,044.00
MONTHLY	14,955.00	15,703.00	16,488.00	17,312.00	18,178.00	19,087.00
BI-WEEKLY	6,902.31	7,247.54	7,609.85	7,990.15	8,389.85	8,809.38
HOURLY	86.2788	90.5942	95.1231	99.8769	104.8731	110.1173

Lgy Bonus 20	373.88	392.58	412.20	432.80	454.45	477.18
Lgy Bonus 25	747.75	785.15	824.40	865.60	908.90	954.35
Lgy Bonus 30	1121.63	1177.73	1236.60	1298.40	1363.35	1431.53

147

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	183,960.00	193,164.00	202,824.00	212,964.00	223,608.00	234,792.00
MONTHLY	15,330.00	16,097.00	16,902.00	17,747.00	18,634.00	19,566.00
BI-WEEKLY	7,075.38	7,429.38	7,800.92	8,190.92	8,600.31	9,030.46
HOURLY	88.4423	92.8673	97.5115	102.3865	107.5038	112.8808

Lgy Bonus 20	383.25	402.43	422.55	443.68	465.85	489.15
Lgy Bonus 25	766.50	804.85	845.10	887.35	931.70	978.30
Lgy Bonus 30	1149.75	1207.28	1267.65	1331.03	1397.55	1467.45

148

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	188,556.00	197,988.00	207,888.00	218,280.00	229,200.00	240,660.00
MONTHLY	15,713.00	16,499.00	17,324.00	18,190.00	19,100.00	20,055.00
BI-WEEKLY	7,252.15	7,614.92	7,995.69	8,395.38	8,815.38	9,256.15
HOURLY	90.6519	95.1865	99.9462	104.9423	110.1923	115.7019

Lgy Bonus 20	392.83	412.48	433.10	454.75	477.50	501.38
Lgy Bonus 25	785.65	824.95	866.20	909.50	955.00	1002.75
Lgy Bonus 30	1178.48	1237.43	1299.30	1364.25	1432.50	1504.13

149

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,272.00	202,932.00	213,084.00	223,740.00	234,924.00	246,672.00
MONTHLY	16,106.00	16,911.00	17,757.00	18,645.00	19,577.00	20,556.00
BI-WEEKLY	7,433.54	7,805.08	8,195.54	8,605.38	9,035.54	9,487.38
HOURLY	92.9192	97.5635	102.4442	107.5673	112.9442	118.5923

Lgy Bonus 20	402.65	422.78	443.93	466.13	489.43	513.90
Lgy Bonus 25	805.30	845.55	887.85	932.25	978.85	1027.80
Lgy Bonus 30	1207.95	1268.33	1331.78	1398.38	1468.28	1541.70

150 Joint Powers Authority Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,000.00					
MONTHLY	13,000.00					
BI-WEEKLY	6,000.00					
HOURLY	75.0000					

200 Police Trainee

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,124.00	-	-	-	-	-
MONTHLY	6,927.00	-	-	-	-	-
BI-WEEKLY	3,197.08	-	-	-	-	-
HOURLY	39.9635	-	-	-	-	-

201 Police Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	97,788.00	102,660.00	107,808.00	113,184.00	118,860.00	124,800.00
MONTHLY	8,149.00	8,555.00	8,984.00	9,432.00	9,905.00	10,400.00
BI-WEEKLY	3,761.08	3,948.46	4,146.46	4,353.23	4,571.54	4,800.00
HOURLY	47.0135	49.3558	51.8308	54.4154	57.1442	60.0000

EDUCATIONAL INCENTIVE BONUS

AA	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96
BA	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96

SPECIALIST	664.75	664.75	664.75	664.75	664.75	664.75

Lgy Bonus 7	365.00	365.00	365.00	365.00	365.00	365.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	927.45	947.75	969.20	991.60	1,015.25	1,040.00
Lgy Bonus 26	1,334.90	1,375.50	1,418.40	1,463.20	1,510.50	1,560.00

203 Police Sergeant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	126,528.00	132,864.00	139,488.00	146,472.00	153,804.00	161,496.00
MONTHLY	10,544.00	11,072.00	11,624.00	12,206.00	12,817.00	13,458.00
BI-WEEKLY	4,866.46	5,110.15	5,364.92	5,633.54	5,915.54	6,211.38
HOURLY	60.8308	63.8769	67.0615	70.4192	73.9442	77.6423

EDUCATIONAL INCENTIVE BONUS

AA	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53
BA	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53

SPECIAL DUTY PAY	420.00	420.00	420.00	420.00	420.00	420.00

Lgy Bonus 7	326.00	326.00	326.00	326.00	326.00	326.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	1,047.20	1,073.60	1,101.20	1,130.30	1,160.85	1,192.90
Lgy Bonus 26	1,574.40	1,627.20	1,682.40	1,740.60	1,801.70	1,865.80

227 Police Lieutenant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	162,720.00	170,856.00	179,400.00	188,376.00	197,796.00	207,684.00
MONTHLY	13,560.00	14,238.00	14,950.00	15,698.00	16,483.00	17,307.00
BI-WEEKLY	6,258.46	6,571.38	6,900.00	7,245.23	7,607.54	7,987.85
HOURLY	78.2308	82.1423	86.2500	90.5654	95.0942	99.8481
CA POST Supervisory/Adv.	1,766.44	1,837.84	1,912.84	1,991.56	2,074.24	2,161.00
CA POST Mgmt. Cert.	678.00	711.90	747.50	784.90	824.15	865.35
Lgy Bonus 20	678.00	711.90	747.50	784.90	824.15	865.35
Lgy Bonus 26	1,356.00	1,423.80	1,495.00	1,569.80	1,648.30	1,730.70
Mgmt Incentive Pay	1,288.20	1,352.61	1,420.25	1,491.31	1,565.89	1,644.17

231 Police Captain

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,476.00	203,148.00	213,300.00	223,968.00	235,164.00	246,924.00
MONTHLY	16,123.00	16,929.00	17,775.00	18,664.00	19,597.00	20,577.00
BI-WEEKLY	7,441.38	7,813.38	8,203.85	8,614.15	9,044.77	9,497.08
HOURLY	93.0173	97.6673	102.5481	107.6769	113.0596	118.7135
CA POST Supervisory/Adv.	2,036.08	2,120.92	2,209.96	2,303.56	2,401.84	2,505.04
CA POST Mgmt. Cert.	806.15	846.45	888.75	933.20	979.85	1,028.85
Lgy Bonus 20	806.15	846.45	888.75	933.20	979.85	1,028.85
Lgy Bonus 26	1,612.30	1,692.90	1,777.50	1,866.40	1,959.70	2,057.70
Mgmt Incentive Pay	1,531.69	1,608.26	1,688.63	1,773.08	1,861.72	1,954.82

232 Deputy Police Chief

STEP	*1*
ANNUAL	259,272.00
MONTHLY	21,606.00
BI-WEEKLY	9,972.00
HOURLY	124.6500
CA POST Supervisory/Adv.	2,613.40
CA POST Mgmt. Cert.	1,080.30
Lgy Bonus 20	1,080.30
Lgy Bonus 26	2,160.60
Mgmt Incentive Pay	2,052.57

301 Mayor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	31,200.00					
MONTHLY	2,600.00					
BI-WEEKLY	1,200.00					
HOURLY	15.0000					

302 Councilmember

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	19,200.00					
MONTHLY	1,600.00					
BI-WEEKLY	738.46					
HOURLY	9.2308					

303 City Clerk

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	12,000.00					
MONTHLY	1,000.00					
BI-WEEKLY	461.54					
HOURLY	5.7692					

304 City Treasurer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	6,000.00					
MONTHLY	500.00					
BI-WEEKLY	230.77					
HOURLY	2.8846					

305 Youth Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	300.00	-	-	-	-	-
MONTHLY	25.00	-	-	-	-	-
BI-WEEKLY	11.54	-	-	-	-	-
HOURLY	0.1442	-	-	-	-	-

306 Gardena Beautification Commissioner
306 Gardena Economic Business Advisory Commissioner
306 Human Services Commissioner
306 Recreation Commissioner
306 Rent Mediation Board Member
306 Senior Citizens Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	600.00	-	-	-	-	-
MONTHLY	50.00	-	-	-	-	-
BI-WEEKLY	23.08	-	-	-	-	-
HOURLY	0.2885	-	-	-	-	-

308 Planning Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	1,200.00	-	-	-	-	-
MONTHLY	100.00	-	-	-	-	-
BI-WEEKLY	46.15	-	-	-	-	-
HOURLY	0.5769	-	-	-	-	-

330 Department Heads

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	183,084.00	192,240.00	201,852.00	211,944.00	222,540.00	233,664.00
MONTHLY	15,257.00	16,020.00	16,821.00	17,662.00	18,545.00	19,472.00
BI-WEEKLY	7,041.69	7,393.85	7,763.54	8,151.69	8,559.23	8,987.08
HOURLY	88.0212	92.4231	97.0442	101.8962	106.9904	112.3385
Lgy Bonus 20	381.43	400.50	420.53	441.55	463.63	486.80
Lgy Bonus 25	762.85	801.00	841.05	883.10	927.25	973.60
Lgy Bonus 30	1144.28	1201.50	1261.58	1324.65	1390.88	1460.40

335 Deputy City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	192,240.00	201,852.00	211,944.00	222,540.00	233,664.00	245,352.00
MONTHLY	16,020.00	16,821.00	17,662.00	18,545.00	19,472.00	20,446.00
BI-WEEKLY	7,393.85	7,763.54	8,151.69	8,559.23	8,987.08	9,436.62
HOURLY	92.4231	97.0442	101.8962	106.9904	112.3385	117.9577
Lgy Bonus 20	400.50	420.53	441.55	463.63	486.80	511.15
Lgy Bonus 25	801.00	841.05	883.10	927.25	973.60	1022.30
Lgy Bonus 30	1201.50	1261.58	1324.65	1390.88	1460.40	1533.45

339 Assistant City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	200,964.00	211,008.00	221,556.00	232,632.00	244,260.00	256,476.00
MONTHLY	16,747.00	17,584.00	18,463.00	19,386.00	20,355.00	21,373.00
BI-WEEKLY	7,729.38	8,115.69	8,521.38	8,947.38	9,394.62	9,864.46
HOURLY	96.6173	101.4462	106.5173	111.8423	117.4327	123.3058
Lgy Bonus 20	418.68	439.60	461.58	484.65	508.88	534.33
Lgy Bonus 25	837.35	879.20	923.15	969.30	1017.75	1068.65
Lgy Bonus 30	1256.03	1318.80	1384.73	1453.95	1526.63	1602.98

340 Police Chief

STEP	*1*
ANNUAL	294,233.23
MONTHLY	24,519.44
BI-WEEKLY	11,316.66
HOURLY	141.4583
CA POST Supervisory/Adv.	2,727.12
CA POST Mgmt. Cert.	1,225.97
CA POST Exe Cert	1,225.97
Lgy Bonus 26	2,451.94
Mgmt Incentive Pay	2,329.35

350 City Manager

STEP	*1*
ANNUAL	324,010.00
MONTHLY	27,000.83
BI-WEEKLY	12,461.92
HOURLY	155.7740

CITY OF GARDENA
CLASSIFICATION AND COMPENSATION PLAN
Effective December 22, 2024. Adopted December 17, 2024. Amended April 8, 2025

Add New Classification: Social Services Coordinator, Schedule 42

Update Compensation: Schedule 340, Per Contract

5 Recreation Instructor					
HOURLY RANGE	20.00 - 35.00				
6 Clerical Aide I					
6 Police Aide					
STEP			*4*	*6*	
ANNUAL			32,400.00	35,724.00	
MONTHLY			2,700.00	2,977.00	
BI-WEEKLY			1,246.15	1,374.00	
HOURLY			15.5769	17.1750	
7 Peer Advocate Counselor II					
7 Storeroom Aide					
STEP				*6*	
ANNUAL				34,908.00	
MONTHLY				2,909.00	
BI-WEEKLY				1,342.62	
HOURLY				16.7827	
8 Community Aide I					
STEP			*5*	*6*	
ANNUAL			34,068.00	35,772.00	
MONTHLY			2,839.00	2,981.00	
BI-WEEKLY			1,310.31	1,375.85	
HOURLY			16.3788	17.1981	
13					
STEP			*5*	*6*	
ANNUAL			34,956.00	36,708.00	
MONTHLY			2,913.00	3,059.00	
BI-WEEKLY			1,344.46	1,411.85	
HOURLY			16.8058	17.6481	
14 Pool Cashier					
STEP			*4*	*5*	*6*
ANNUAL			34,116.00	35,820.00	37,608.00
MONTHLY			2,843.00	2,985.00	3,134.00
BI-WEEKLY			1,312.15	1,377.69	1,446.46
HOURLY			16.4019	17.2212	18.0808
15					
STEP			*4*	*5*	*6*
ANNUAL			34,980.00	36,732.00	38,568.00
MONTHLY			2,915.00	3,061.00	3,214.00
BI-WEEKLY			1,345.38	1,412.77	1,483.38
HOURLY			16.8173	17.6596	18.5423

16

STEP	*3*	*4*	*5*	*6*
ANNUAL	34,152.00	35,856.00	37,644.00	39,528.00
MONTHLY	2,846.00	2,988.00	3,137.00	3,294.00
BI-WEEKLY	1,313.54	1,379.08	1,447.85	1,520.31
HOURLY	16.4192	17.2385	18.0981	19.0038

17 Clerk Typist

STEP	*3*	*4*	*5*	*6*
ANNUAL	35,004.00	36,756.00	38,592.00	40,524.00
MONTHLY	2,917.00	3,063.00	3,216.00	3,377.00
BI-WEEKLY	1,346.31	1,413.69	1,484.31	1,558.62
HOURLY	16.8288	17.6712	18.5538	19.4827

18

STEP	*2*	*3*	*4*	*5*	*6*
ANNUAL	34,176.00	35,880.00	37,680.00	39,564.00	41,544.00
MONTHLY	2,848.00	2,990.00	3,140.00	3,297.00	3,462.00
BI-WEEKLY	1,314.46	1,380.00	1,449.23	1,521.69	1,597.85
HOURLY	16.4308	17.2500	18.1154	19.0212	19.9731

19

STEP	*2*	*3*	*4*	*5*	*6*
ANNUAL	35,016.00	36,768.00	38,604.00	40,536.00	42,564.00
MONTHLY	2,918.00	3,064.00	3,217.00	3,378.00	3,547.00
BI-WEEKLY	1,346.77	1,414.15	1,484.77	1,559.08	1,637.08
HOURLY	16.8346	17.6769	18.5596	19.4885	20.4635

20

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	34,188.00	35,892.00	37,692.00	39,576.00	41,556.00	43,632.00
MONTHLY	2,849.00	2,991.00	3,141.00	3,298.00	3,463.00	3,636.00
BI-WEEKLY	1,314.92	1,380.46	1,449.69	1,522.15	1,598.31	1,678.15
HOURLY	16.4365	17.2558	18.1212	19.0269	19.9788	20.9769

21 Police Cadet

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	35,028.00	36,780.00	38,616.00	40,548.00	42,576.00	44,700.00
MONTHLY	2,919.00	3,065.00	3,218.00	3,379.00	3,548.00	3,725.00
BI-WEEKLY	1,347.23	1,414.62	1,485.23	1,559.54	1,637.54	1,719.23
HOURLY	16.8404	17.6827	18.5654	19.4942	20.4692	21.4904

22 FCC Program Assistant I**22 Geriatric Aide****22 Human Services Aide****22 Lifeguard/Instructor****22 Recreation Leader I**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	35,904.00	37,704.00	39,588.00	41,568.00	43,644.00	45,828.00
MONTHLY	2,992.00	3,142.00	3,299.00	3,464.00	3,637.00	3,819.00
BI-WEEKLY	1,380.92	1,450.15	1,522.62	1,598.77	1,678.62	1,762.62
HOURLY	17.2615	18.1269	19.0327	19.9846	20.9827	22.0327

23 Community Aide II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	36,804.00	38,640.00	40,572.00	42,600.00	44,736.00	46,968.00
MONTHLY	3,067.00	3,220.00	3,381.00	3,550.00	3,728.00	3,914.00
BI-WEEKLY	1,415.54	1,486.15	1,560.46	1,638.46	1,720.62	1,806.46
HOURLY	17.6942	18.5769	19.5058	20.4808	21.5077	22.5808

24

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	37,728.00	39,612.00	41,592.00	43,668.00	45,852.00	48,144.00
MONTHLY	3,144.00	3,301.00	3,466.00	3,639.00	3,821.00	4,012.00
BI-WEEKLY	1,451.08	1,523.54	1,599.69	1,679.54	1,763.54	1,851.69
HOURLY	18.1385	19.0442	19.9962	20.9942	22.0442	23.1462

25

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	38,676.00	40,608.00	42,636.00	44,772.00	47,016.00	49,368.00
MONTHLY	3,223.00	3,384.00	3,553.00	3,731.00	3,918.00	4,114.00
BI-WEEKLY	1,487.54	1,561.85	1,639.85	1,722.00	1,808.31	1,898.77
HOURLY	18.5942	19.5231	20.4981	21.5250	22.6038	23.7346

26 Pool Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	39,636.00	41,616.00	43,692.00	45,876.00	48,168.00	50,580.00
MONTHLY	3,303.00	3,468.00	3,641.00	3,823.00	4,014.00	4,215.00
BI-WEEKLY	1,524.46	1,600.62	1,680.46	1,764.46	1,852.62	1,945.38
HOURLY	19.0558	20.0077	21.0058	22.0558	23.1577	24.3173

27

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	40,620.00	42,648.00	44,784.00	47,028.00	49,380.00	51,852.00
MONTHLY	3,385.00	3,554.00	3,732.00	3,919.00	4,115.00	4,321.00
BI-WEEKLY	1,562.31	1,640.31	1,722.46	1,808.77	1,899.23	1,994.31
HOURLY	19.5288	20.5038	21.5308	22.6096	23.7404	24.9288

28 Meal Services Coordinator**28 Police Assistant****28 Recreation Leader II**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	41,628.00	43,704.00	45,888.00	48,180.00	50,592.00	53,124.00
MONTHLY	3,469.00	3,642.00	3,824.00	4,015.00	4,216.00	4,427.00
BI-WEEKLY	1,601.08	1,680.92	1,764.92	1,853.08	1,945.85	2,043.23
HOURLY	20.0135	21.0115	22.0615	23.1635	24.3231	25.5404

29 Account Clerk**29 Customer Service Clerk I****29 Printing & Technology Intern****29 Recreation Therapist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	42,672.00	44,808.00	47,052.00	49,404.00	51,876.00	54,468.00
MONTHLY	3,556.00	3,734.00	3,921.00	4,117.00	4,323.00	4,539.00
BI-WEEKLY	1,641.23	1,723.38	1,809.69	1,900.15	1,995.23	2,094.92
HOURLY	20.5154	21.5423	22.6212	23.7519	24.9404	26.1865

30 Certified Nursing Assistant
30 Custodian I
30 FCC Education Assistant II
30 FCC Program Assistant II
30 Office Specialist

	1	*2*	*3*	*4*	*5*	*6*
ANNUAL	43,728.00	45,912.00	48,204.00	50,616.00	53,148.00	55,800.00
MONTHLY	3,644.00	3,826.00	4,017.00	4,218.00	4,429.00	4,650.00
BI-WEEKLY	1,681.85	1,765.85	1,854.00	1,946.77	2,044.15	2,146.15
HOURLY	21.0231	22.0731	23.1750	24.3346	25.5519	26.8269

31 On-Demand (Micro/Paratransit) Operator
31 Paratransit Driver

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	44,832.00	47,076.00	49,428.00	51,900.00	54,492.00	57,216.00
MONTHLY	3,736.00	3,923.00	4,119.00	4,325.00	4,541.00	4,768.00
BI-WEEKLY	1,724.31	1,810.62	1,901.08	1,996.15	2,095.85	2,200.62
HOURLY	21.5538	22.6327	23.7635	24.9519	26.1981	27.5077

32 Home Improvement Maintenance Helper
32 Right-of-Way Maintenance Worker

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	45,948.00	48,240.00	50,652.00	53,184.00	55,848.00	58,644.00
MONTHLY	3,829.00	4,020.00	4,221.00	4,432.00	4,654.00	4,887.00
BI-WEEKLY	1,767.23	1,855.38	1,948.15	2,045.54	2,148.00	2,255.54
HOURLY	22.0904	23.1923	24.3519	25.5692	26.8500	28.1942

33 Customer Service Clerk II
33 Equipment Utility Worker I
33 Public Safety Officer
33 Relief Bus Operator Trainee

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	47,100.00	49,452.00	51,924.00	54,516.00	57,240.00	60,108.00
MONTHLY	3,925.00	4,121.00	4,327.00	4,543.00	4,770.00	5,009.00
BI-WEEKLY	1,811.54	1,902.00	1,997.08	2,096.77	2,201.54	2,311.85
HOURLY	22.6442	23.7750	24.9635	26.2096	27.5192	28.8981

34 Custodian II
34 Graffiti Technician
34 On-Demand Transit Dispatcher
34 Paratransit Dispatcher
34 Park Maintenance Worker I

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	48,276.00	50,688.00	53,220.00	55,884.00	58,680.00	61,620.00
MONTHLY	4,023.00	4,224.00	4,435.00	4,657.00	4,890.00	5,135.00
BI-WEEKLY	1,856.77	1,949.54	2,046.92	2,149.38	2,256.92	2,370.00
HOURLY	23.2096	24.3692	25.5865	26.8673	28.2115	29.6250

**35 Community Aide III
35 Help Desk Technician
35 Street Maintenance Worker**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	49,488.00	51,960.00	54,564.00	57,288.00	60,156.00	63,168.00
MONTHLY	4,124.00	4,330.00	4,547.00	4,774.00	5,013.00	5,264.00
BI-WEEKLY	1,903.38	1,998.46	2,098.62	2,203.38	2,313.69	2,429.54
HOURLY	23.7923	24.9808	26.2327	27.5423	28.9212	30.3692

**36 Court Liaison
36 Intermediate Clerk Typist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	50,724.00	53,256.00	55,920.00	58,716.00	61,656.00	64,740.00
MONTHLY	4,227.00	4,438.00	4,660.00	4,893.00	5,138.00	5,395.00
BI-WEEKLY	1,950.92	2,048.31	2,150.77	2,258.31	2,371.38	2,490.00
HOURLY	24.3865	25.6038	26.8846	28.2288	29.6423	31.1250

**37 Nutrition Services Coordinator
37 Relief Bus Operator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	51,996.00	54,600.00	57,336.00	60,204.00	63,216.00	66,372.00
MONTHLY	4,333.00	4,550.00	4,778.00	5,017.00	5,268.00	5,531.00
BI-WEEKLY	1,999.85	2,100.00	2,205.23	2,315.54	2,431.38	2,552.77
HOURLY	24.9981	26.2500	27.5654	28.9442	30.3923	31.9096

**38 Activity Coordinator
38 Equipment Utility Worker II
38 Homeless Coordinator
38 Police Records Technician I
38 Police Service Technician
38 Purchasing Clerk
38 Senior Account Clerk
38 Senior Clerk Typist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	53,292.00	55,956.00	58,752.00	61,692.00	64,776.00	68,016.00
MONTHLY	4,441.00	4,663.00	4,896.00	5,141.00	5,398.00	5,668.00
BI-WEEKLY	2,049.69	2,152.15	2,259.69	2,372.77	2,491.38	2,616.00
HOURLY	25.6212	26.9019	28.2462	29.6596	31.1423	32.7000

**39 Apprentice Mechanic
39 Home Improvement Lead Person
39 Park Maintenance Worker II
39 Records Management Coordinator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	54,624.00	57,360.00	60,228.00	63,240.00	66,408.00	69,732.00
MONTHLY	4,552.00	4,780.00	5,019.00	5,270.00	5,534.00	5,811.00
BI-WEEKLY	2,100.92	2,206.15	2,316.46	2,432.31	2,554.15	2,682.00
HOURLY	26.2615	27.5769	28.9558	30.4038	31.9269	33.5250

40 Engineering Aide
40 FCC Education Assistant III
40 FCC Program Assistant III
40 Public Works Coordinator
40 Sr. Transit Utility Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	55,980.00	58,776.00	61,716.00	64,800.00	68,040.00	71,448.00
MONTHLY	4,665.00	4,898.00	5,143.00	5,400.00	5,670.00	5,954.00
BI-WEEKLY	2,153.08	2,260.62	2,373.69	2,492.31	2,616.92	2,748.00
HOURLY	26.9135	28.2577	29.6712	31.1538	32.7115	34.3500

41 Deputy City Clerk I
41 Permit/Licensing Technician I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	57,384.00	60,252.00	63,264.00	66,432.00	69,756.00	73,248.00
MONTHLY	4,782.00	5,021.00	5,272.00	5,536.00	5,813.00	6,104.00
BI-WEEKLY	2,207.08	2,317.38	2,433.23	2,555.08	2,682.92	2,817.23
HOURLY	27.5885	28.9673	30.4154	31.9385	33.5365	35.2154

42 Community Center Coordinator
42 Community Services Officer
42 Human Services Coordinator
42 Police Records Technician II
42 Police Service Officer
42 Recreation Coordinator
42 Secretary
42 Social Services Coordinator
42 Tree Trimmer I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	58,824.00	61,764.00	64,848.00	68,088.00	71,496.00	75,072.00
MONTHLY	4,902.00	5,147.00	5,404.00	5,674.00	5,958.00	6,256.00
BI-WEEKLY	2,262.46	2,375.54	2,494.15	2,618.77	2,749.85	2,887.38
HOURLY	28.2808	29.6942	31.1769	32.7346	34.3731	36.0923

43 Administrative Aide
43 Building Maintenance Worker
43 Cement Finisher
43 Human Resources / Department Coordinator
43 Payroll / Personnel Technician
43 Senior Citizens Social Services Coordinator
43 Transit Maintenance Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	60,288.00	63,300.00	66,468.00	69,792.00	73,284.00	76,944.00
MONTHLY	5,024.00	5,275.00	5,539.00	5,816.00	6,107.00	6,412.00
BI-WEEKLY	2,318.77	2,434.62	2,556.46	2,684.31	2,818.62	2,959.38
HOURLY	28.9846	30.4327	31.9558	33.5538	35.2327	36.9923

44 Administrative Secretary
44 Building Aide
44 Building/Planning Technician
44 Permit/Licensing Technician II
44 Sewer Maintenance Worker
44 Tree Trimmer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	61,800.00	64,896.00	68,136.00	71,544.00	75,120.00	78,876.00
MONTHLY	5,150.00	5,408.00	5,678.00	5,962.00	6,260.00	6,573.00
BI-WEEKLY	2,376.92	2,496.00	2,620.62	2,751.69	2,889.23	3,033.69
HOURLY	29.7115	31.2000	32.7577	34.3962	36.1154	37.9212

45 Street Sweeper Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,348.00	66,516.00	69,840.00	73,332.00	77,004.00	80,856.00
MONTHLY	5,279.00	5,543.00	5,820.00	6,111.00	6,417.00	6,738.00
BI-WEEKLY	2,436.46	2,558.31	2,686.15	2,820.46	2,961.69	3,109.85
HOURLY	30.4558	31.9788	33.5769	35.2558	37.0212	38.8731

46 Heavy Equipment Operator

46 Street Traffic Painter

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	64,932.00	68,184.00	71,592.00	75,168.00	78,924.00	82,872.00
MONTHLY	5,411.00	5,682.00	5,966.00	6,264.00	6,577.00	6,906.00
BI-WEEKLY	2,497.38	2,622.46	2,753.54	2,891.08	3,035.54	3,187.38
HOURLY	31.2173	32.7808	34.4192	36.1385	37.9442	39.8423

47 Equipment Mechanic

47 Graphics Technician

47 Maintenance Painter

47 Senior Building Maintenance Worker

47 Transit Mechanic

47 Transit Parts/Storeroom Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	66,552.00	69,876.00	73,368.00	77,040.00	80,892.00	84,936.00
MONTHLY	5,546.00	5,823.00	6,114.00	6,420.00	6,741.00	7,078.00
BI-WEEKLY	2,559.69	2,687.54	2,821.85	2,963.08	3,111.23	3,266.77
HOURLY	31.9962	33.5942	35.2731	37.0385	38.8904	40.8346

48 Custodian-Lead

48 Financial Services Technician

48 Human Resources Technician

48 Junior Accountant

48 Property and Evidence Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,220.00	71,628.00	75,204.00	78,960.00	82,908.00	87,048.00
MONTHLY	5,685.00	5,969.00	6,267.00	6,580.00	6,909.00	7,254.00
BI-WEEKLY	2,623.85	2,754.92	2,892.46	3,036.92	3,188.77	3,348.00
HOURLY	32.7981	34.4365	36.1558	37.9615	39.8596	41.8500

49 Administrative Analyst I
49 Community Services Counselor
49 Program Coordinator
49 Recreation Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	69,924.00	73,416.00	77,088.00	80,940.00	84,984.00	89,232.00
MONTHLY	5,827.00	6,118.00	6,424.00	6,745.00	7,082.00	7,436.00
BI-WEEKLY	2,689.38	2,823.69	2,964.92	3,113.08	3,268.62	3,432.00
HOURLY	33.6173	35.2962	37.0615	38.9135	40.8577	42.9000

50 Case Management Supervisor/Instructor
50 Transit Dispatcher/Operations Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,676.00	75,264.00	79,032.00	82,980.00	87,132.00	91,488.00
MONTHLY	5,973.00	6,272.00	6,586.00	6,915.00	7,261.00	7,624.00
BI-WEEKLY	2,756.77	2,894.77	3,039.69	3,191.54	3,351.23	3,518.77
HOURLY	34.4596	36.1846	37.9962	39.8942	41.8904	43.9846

51 Electrical/Signal Technician I
51 Emergency Preparedness Coordinator
51 Engineering Technician
51 Executive Assistant to Chief of Police
51 General Building Inspector
51 Information Technology Coordinator
51 Lead Equipment Mechanic
51 Lead Mechanic
51 Planning Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,464.00	77,136.00	80,988.00	85,032.00	89,280.00	93,744.00
MONTHLY	6,122.00	6,428.00	6,749.00	7,086.00	7,440.00	7,812.00
BI-WEEKLY	2,825.54	2,966.77	3,114.92	3,270.46	3,433.85	3,605.54
HOURLY	35.3192	37.0846	38.9365	40.8808	42.9231	45.0692

52 Payroll Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	75,300.00	79,068.00	83,016.00	87,168.00	91,524.00	96,096.00
MONTHLY	6,275.00	6,589.00	6,918.00	7,264.00	7,627.00	8,008.00
BI-WEEKLY	2,896.15	3,041.08	3,192.92	3,352.62	3,520.15	3,696.00
HOURLY	36.2019	38.0135	39.9115	41.9077	44.0019	46.2000

53 Code Enforcement Officer
53 FCC Education Coordinator
53 Park Maintenance Lead
53 Public Works Inspector
53 Public Works Lead

53 Transit Operations Training Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,184.00	81,048.00	85,104.00	89,364.00	93,828.00	98,520.00
MONTHLY	6,432.00	6,754.00	7,092.00	7,447.00	7,819.00	8,210.00
BI-WEEKLY	2,968.62	3,117.23	3,273.23	3,437.08	3,608.77	3,789.23
HOURLY	37.1077	38.9654	40.9154	42.9635	45.1096	47.3654

54 Administrative Analyst II
54 Building Maintenance Lead
54 Forensic Technician
54 Transit Marketing Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	79,128.00	83,088.00	87,240.00	91,608.00	96,192.00	101,004.00
MONTHLY	6,594.00	6,924.00	7,270.00	7,634.00	8,016.00	8,417.00
BI-WEEKLY	3,043.38	3,195.69	3,355.38	3,523.38	3,699.69	3,884.77
HOURLY	38.0423	39.9462	41.9423	44.0423	46.2462	48.5596

55 Crime Analyst
55 Electrical/Signal Technician II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	81,108.00	85,164.00	89,424.00	93,900.00	98,592.00	103,524.00
MONTHLY	6,759.00	7,097.00	7,452.00	7,825.00	8,216.00	8,627.00
BI-WEEKLY	3,119.54	3,275.54	3,439.38	3,611.54	3,792.00	3,981.69
HOURLY	38.9942	40.9442	42.9923	45.1442	47.4000	49.7712

56 Administrative Coordinator
56 Assistant Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,124.00	87,276.00	91,644.00	96,228.00	101,040.00	106,092.00
MONTHLY	6,927.00	7,273.00	7,637.00	8,019.00	8,420.00	8,841.00
BI-WEEKLY	3,197.08	3,356.77	3,524.77	3,701.08	3,886.15	4,080.46
HOURLY	39.9635	41.9596	44.0596	46.2635	48.5769	51.0058

57 Communications Liaison Officer
57 Senior Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	85,212.00	89,472.00	93,948.00	98,640.00	103,572.00	108,756.00
MONTHLY	7,101.00	7,456.00	7,829.00	8,220.00	8,631.00	9,063.00
BI-WEEKLY	3,277.38	3,441.23	3,613.38	3,793.85	3,983.54	4,182.92
HOURLY	40.9673	43.0154	45.1673	47.4231	49.7942	52.2865

58 Associate Planner
58 Code Enforcement Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,348.00	91,716.00	96,300.00	101,112.00	106,164.00	111,468.00
MONTHLY	7,279.00	7,643.00	8,025.00	8,426.00	8,847.00	9,289.00
BI-WEEKLY	3,359.54	3,527.54	3,703.85	3,888.92	4,083.23	4,287.23
HOURLY	41.9942	44.0942	46.2981	48.6115	51.0404	53.5904

59 Administrative Support Services Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,532.00	94,008.00	98,712.00	103,644.00	108,828.00	114,264.00
MONTHLY	7,461.00	7,834.00	8,226.00	8,637.00	9,069.00	9,522.00
BI-WEEKLY	3,443.54	3,615.69	3,796.62	3,986.31	4,185.69	4,394.77
HOURLY	43.0442	45.1962	47.4577	49.8288	52.3212	54.9346

60

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	91,764.00	96,348.00	101,160.00	106,224.00	111,540.00	117,120.00
MONTHLY	7,647.00	8,029.00	8,430.00	8,852.00	9,295.00	9,760.00
BI-WEEKLY	3,529.38	3,705.69	3,890.77	4,085.54	4,290.00	4,504.62
HOURLY	44.1173	46.3212	48.6346	51.0692	53.6250	56.3077

61 Administrative Analyst III**61 Associate Engineer****61 Information Technology Systems Analyst - Transit****61 Transit Planning and Scheduling Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	94,056.00	98,760.00	103,704.00	108,888.00	114,336.00	120,048.00
MONTHLY	7,838.00	8,230.00	8,642.00	9,074.00	9,528.00	10,004.00
BI-WEEKLY	3,617.54	3,798.46	3,988.62	4,188.00	4,397.54	4,617.23
HOURLY	45.2192	47.4808	49.8577	52.3500	54.9692	57.7154

62 Information Technology Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	96,408.00	101,232.00	106,296.00	111,612.00	117,192.00	123,048.00
MONTHLY	8,034.00	8,436.00	8,858.00	9,301.00	9,766.00	10,254.00
BI-WEEKLY	3,708.00	3,893.54	4,088.31	4,292.77	4,507.38	4,732.62
HOURLY	46.3500	48.6692	51.1038	53.6596	56.3423	59.1577

63

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	98,820.00	103,764.00	108,948.00	114,396.00	120,120.00	126,132.00
MONTHLY	8,235.00	8,647.00	9,079.00	9,533.00	10,010.00	10,511.00
BI-WEEKLY	3,800.77	3,990.92	4,190.31	4,399.85	4,620.00	4,851.23
HOURLY	47.5096	49.8865	52.3788	54.9981	57.7500	60.6404

64

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,292.00	106,356.00	111,672.00	117,252.00	123,120.00	129,276.00
MONTHLY	8,441.00	8,863.00	9,306.00	9,771.00	10,260.00	10,773.00
BI-WEEKLY	3,895.85	4,090.62	4,295.08	4,509.69	4,735.38	4,972.15
HOURLY	48.6981	51.1327	53.6885	56.3712	59.1923	62.1519

65

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	103,824.00	109,020.00	114,468.00	120,192.00	126,204.00	132,516.00
MONTHLY	8,652.00	9,085.00	9,539.00	10,016.00	10,517.00	11,043.00
BI-WEEKLY	3,993.23	4,193.08	4,402.62	4,622.77	4,854.00	5,096.77
HOURLY	49.9154	52.4135	55.0327	57.7846	60.6750	63.7096

66 Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,416.00	111,732.00	117,324.00	123,192.00	129,348.00	135,816.00
MONTHLY	8,868.00	9,311.00	9,777.00	10,266.00	10,779.00	11,318.00
BI-WEEKLY	4,092.92	4,297.38	4,512.46	4,738.15	4,974.92	5,223.69
HOURLY	51.1615	53.7173	56.4058	59.2269	62.1865	65.2962

67

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	109,080.00	114,540.00	120,264.00	126,276.00	132,588.00	139,212.00
MONTHLY	9,090.00	9,545.00	10,022.00	10,523.00	11,049.00	11,601.00
BI-WEEKLY	4,195.38	4,405.38	4,625.54	4,856.77	5,099.54	5,354.31
HOURLY	52.4423	55.0673	57.8192	60.7096	63.7442	66.9288

90 Bus Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	59,424.00	62,400.00	65,520.00	68,796.00	72,240.00	75,852.00
MONTHLY	4,952.00	5,200.00	5,460.00	5,733.00	6,020.00	6,321.00
BI-WEEKLY	2,285.54	2400.00	2520.00	2,646.00	2,778.46	2,917.38
HOURLY	28.5692	30.0000	31.5000	33.0750	34.7308	36.4673
Specialty - 5%	247.60	260.00	273.00	286.65	301.00	316.05

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STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,600.00	66,780.00	70,116.00	73,620.00	77,304.00	81,168.00
MONTHLY	5,300.00	5,565.00	5,843.00	6,135.00	6,442.00	6,764.00
BI-WEEKLY	2,446.15	2,568.46	2,696.77	2,831.54	2,973.23	3,121.85
HOURLY	30.5769	32.1058	33.7096	35.3942	37.1654	39.0231
Lgy Bonus 20	132.50	139.13	146.08	153.38	161.05	169.10
Lgy Bonus 25	265.00	278.25	292.15	306.75	322.10	338.20
Lgy Bonus 30	397.50	417.38	438.23	460.13	483.15	507.30

105

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	65,184.00	68,448.00	71,868.00	75,456.00	79,224.00	83,184.00
MONTHLY	5,432.00	5,704.00	5,989.00	6,288.00	6,602.00	6,932.00
BI-WEEKLY	2,507.08	2632.62	2764.15	2902.15	3047.08	3199.38
HOURLY	31.3385	32.9077	34.5519	36.2769	38.0885	39.9923
Lgy Bonus 20	135.80	142.60	149.73	157.20	165.05	173.30
Lgy Bonus 25	271.60	285.20	299.45	314.40	330.10	346.60
Lgy Bonus 30	407.40	427.80	449.18	471.60	495.15	519.90

106

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	66,816.00	70,152.00	73,656.00	77,340.00	81,204.00	85,260.00
MONTHLY	5,568.00	5,846.00	6,138.00	6,445.00	6,767.00	7,105.00
BI-WEEKLY	2,569.85	2,698.15	2,832.92	2,974.62	3,123.23	3,279.23
HOURLY	32.1231	33.7269	35.4115	37.1827	39.0404	40.9904
Lgy Bonus 20	139.20	146.15	153.45	161.13	169.18	177.63
Lgy Bonus 25	278.40	292.30	306.90	322.25	338.35	355.25
Lgy Bonus 30	417.60	438.45	460.35	483.38	507.53	532.88

107

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,496.00	71,916.00	75,516.00	79,296.00	83,256.00	87,420.00
MONTHLY	5,708.00	5,993.00	6,293.00	6,608.00	6,938.00	7,285.00
BI-WEEKLY	2,634.46	2,766.00	2,904.46	3,049.85	3,202.15	3,362.31
HOURLY	32.9308	34.5750	36.3058	38.1231	40.0269	42.0288
Lgy Bonus 20	142.70	149.83	157.33	165.20	173.45	182.13
Lgy Bonus 25	285.40	299.65	314.65	330.40	346.90	364.25
Lgy Bonus 30	428.10	449.48	471.98	495.60	520.35	546.38

108 Economic Development Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	70,200.00	73,716.00	77,400.00	81,276.00	85,344.00	89,616.00
MONTHLY	5,850.00	6,143.00	6,450.00	6,773.00	7,112.00	7,468.00
BI-WEEKLY	2,700.00	2,835.23	2,976.92	3,126.00	3,282.46	3,446.77
HOURLY	33.7500	35.4404	37.2115	39.0750	41.0308	43.0846
Lgy Bonus 20	146.25	153.58	161.25	169.33	177.80	186.70
Lgy Bonus 25	292.50	307.15	322.50	338.65	355.60	373.40
Lgy Bonus 30	438.75	460.73	483.75	507.98	533.40	560.10

109

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,964.00	75,564.00	79,344.00	83,316.00	87,480.00	91,860.00
MONTHLY	5,997.00	6,297.00	6,612.00	6,943.00	7,290.00	7,655.00
BI-WEEKLY	2,767.85	2,906.31	3,051.69	3,204.46	3,364.62	3,533.08
HOURLY	34.5981	36.3288	38.1462	40.0558	42.0577	44.1635
Lgy Bonus 20	149.93	157.43	165.30	173.58	182.25	191.38
Lgy Bonus 25	299.85	314.85	330.60	347.15	364.50	382.75
Lgy Bonus 30	449.78	472.28	495.90	520.73	546.75	574.13

110

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,752.00	77,436.00	81,312.00	85,380.00	89,652.00	94,140.00
MONTHLY	6,146.00	6,453.00	6,776.00	7,115.00	7,471.00	7,845.00
BI-WEEKLY	2,836.62	2,978.31	3,127.38	3,283.85	3,448.15	3,620.77
HOURLY	35.4577	37.2288	39.0923	41.0481	43.1019	45.2596
Lgy Bonus 20	153.65	161.33	169.40	177.88	186.78	196.13
Lgy Bonus 25	307.30	322.65	338.80	355.75	373.55	392.25
Lgy Bonus 30	460.95	483.98	508.20	533.63	560.33	588.38

111

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	75,600.00	79,380.00	83,352.00	87,516.00	91,896.00	96,492.00
MONTHLY	6,300.00	6,615.00	6,946.00	7,293.00	7,658.00	8,041.00
BI-WEEKLY	2,907.69	3,053.08	3,205.85	3,366.00	3,534.46	3,711.23
HOURLY	36.3462	38.1635	40.0731	42.0750	44.1808	46.3904
Lgy Bonus 20	157.50	165.38	173.65	182.33	191.45	201.03
Lgy Bonus 25	315.00	330.75	347.30	364.65	382.90	402.05
Lgy Bonus 30	472.50	496.13	520.95	546.98	574.35	603.08

112

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,508.00	81,384.00	85,452.00	89,724.00	94,212.00	98,928.00
MONTHLY	6,459.00	6,782.00	7,121.00	7,477.00	7,851.00	8,244.00
BI-WEEKLY	2,981.08	3,130.15	3,286.62	3,450.92	3,623.54	3,804.92
HOURLY	37.2635	39.1269	41.0827	43.1365	45.2942	47.5615
Lgy Bonus 20	161.48	169.55	178.03	186.93	196.28	206.10
Lgy Bonus 25	322.95	339.10	356.05	373.85	392.55	412.20
Lgy Bonus 30	484.43	508.65	534.08	560.78	588.83	618.30

113

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	79,452.00	83,424.00	87,600.00	91,980.00	96,576.00	101,400.00
MONTHLY	6,621.00	6,952.00	7,300.00	7,665.00	8,048.00	8,450.00
BI-WEEKLY	3,055.85	3,208.62	3,369.23	3,537.69	3,714.46	3,900.00
HOURLY	38.1981	40.1077	42.1154	44.2212	46.4308	48.7500
Lgy Bonus 20	165.53	173.80	182.50	191.63	201.20	211.25
Lgy Bonus 25	331.05	347.60	365.00	383.25	402.40	422.50
Lgy Bonus 30	496.58	521.40	547.50	574.88	603.60	633.75

114

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	81,432.00	85,500.00	89,772.00	94,260.00	98,976.00	103,920.00
MONTHLY	6,786.00	7,125.00	7,481.00	7,855.00	8,248.00	8,660.00
BI-WEEKLY	3,132.00	3,288.46	3,452.77	3,625.38	3,806.77	3,996.92
HOURLY	39.1500	41.1058	43.1596	45.3173	47.5846	49.9615
Lgy Bonus 20	169.65	178.13	187.03	196.38	206.20	216.50
Lgy Bonus 25	339.30	356.25	374.05	392.75	412.40	433.00
Lgy Bonus 30	508.95	534.38	561.08	589.13	618.60	649.50

115 Deputy City Clerk/Records Management Officer**115 Deputy City Treasurer****115 Human Resources Analyst****115 Risk Management Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,472.00	87,648.00	92,028.00	96,624.00	101,460.00	106,536.00
MONTHLY	6,956.00	7,304.00	7,669.00	8,052.00	8,455.00	8,878.00
BI-WEEKLY	3,210.46	3,371.08	3,539.54	3,716.31	3,902.31	4,097.54
HOURLY	40.1308	42.1385	44.2442	46.4538	48.7788	51.2192
Lgy Bonus 20	173.90	182.60	191.73	201.30	211.38	221.95
Lgy Bonus 25	347.80	365.20	383.45	402.60	422.75	443.90
Lgy Bonus 30	521.70	547.80	575.18	603.90	634.13	665.85

116

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	85,548.00	89,820.00	94,308.00	99,024.00	103,980.00	109,176.00
MONTHLY	7,129.00	7,485.00	7,859.00	8,252.00	8,665.00	9,098.00
BI-WEEKLY	3,290.31	3,454.62	3,627.23	3,808.62	3,999.23	4,199.08
HOURLY	41.1288	43.1827	45.3404	47.6077	49.9904	52.4885
Lgy Bonus 20	178.23	187.13	196.48	206.30	216.63	227.45
Lgy Bonus 25	356.45	374.25	392.95	412.60	433.25	454.90
Lgy Bonus 30	534.68	561.38	589.43	618.90	649.88	682.35

117 Transportation Operations Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,684.00	92,064.00	96,672.00	101,508.00	106,584.00	111,912.00
MONTHLY	7,307.00	7,672.00	8,056.00	8,459.00	8,882.00	9,326.00
BI-WEEKLY	3,372.46	3,540.92	3,718.15	3,904.15	4,099.38	4,304.31
HOURLY	42.1558	44.2615	46.4769	48.8019	51.2423	53.8038
Lgy Bonus 20	182.68	191.80	201.40	211.48	222.05	233.15
Lgy Bonus 25	365.35	383.60	402.80	422.95	444.10	466.30
Lgy Bonus 30	548.03	575.40	604.20	634.43	666.15	699.45

118 Administrative Management Analyst I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,880.00	94,380.00	99,096.00	104,052.00	109,260.00	114,720.00
MONTHLY	7,490.00	7,865.00	8,258.00	8,671.00	9,105.00	9,560.00
BI-WEEKLY	3,456.92	3,630.00	3,811.38	4,002.00	4,202.31	4,412.31
HOURLY	43.2115	45.3750	47.6423	50.0250	52.5288	55.1538
Lgy Bonus 20	187.25	196.63	206.45	216.78	227.63	239.00
Lgy Bonus 25	374.50	393.25	412.90	433.55	455.25	478.00
Lgy Bonus 30	561.75	589.88	619.35	650.33	682.88	717.00

119 Accountant/Cost Accountant**119 Fleet Maintenance Supervisor****119 Transit Administrative Supervisor****119 Transit Training and Safety Supervisor**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	92,124.00	96,732.00	101,568.00	106,644.00	111,972.00	117,576.00
MONTHLY	7,677.00	8,061.00	8,464.00	8,887.00	9,331.00	9,798.00
BI-WEEKLY	3,543.23	3,720.46	3,906.46	4,101.69	4,306.62	4,522.15
HOURLY	44.2904	46.5058	48.8308	51.2712	53.8327	56.5269
Lgy Bonus 20	191.93	201.53	211.60	222.18	233.28	244.95
Lgy Bonus 25	383.85	403.05	423.20	444.35	466.55	489.90
Lgy Bonus 30	575.78	604.58	634.80	666.53	699.83	734.85

120 Administrative Management Analyst II**120 Executive Office Assistant**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	94,440.00	99,168.00	104,124.00	109,332.00	114,804.00	120,540.00
MONTHLY	7,870.00	8,264.00	8,677.00	9,111.00	9,567.00	10,045.00
BI-WEEKLY	3,632.31	3,814.15	4,004.77	4,205.08	4,415.54	4,636.15
HOURLY	45.4038	47.6769	50.0596	52.5635	55.1942	57.9519
Lgy Bonus 20	196.75	206.60	216.93	227.78	239.18	251.13
Lgy Bonus 25	393.50	413.20	433.85	455.55	478.35	502.25
Lgy Bonus 30	590.25	619.80	650.78	683.33	717.53	753.38

121

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	96,792.00	101,628.00	106,704.00	112,044.00	117,648.00	123,528.00
MONTHLY	8,066.00	8,469.00	8,892.00	9,337.00	9,804.00	10,294.00
BI-WEEKLY	3,722.77	3,908.77	4,104.00	4,309.38	4,524.92	4,751.08
HOURLY	46.5346	48.8596	51.3000	53.8673	56.5615	59.3885
Lgy Bonus 20	201.65	211.73	222.30	233.43	245.10	257.35
Lgy Bonus 25	403.30	423.45	444.60	466.85	490.20	514.70
Lgy Bonus 30	604.95	635.18	666.90	700.28	735.30	772.05

122 Facilities Maintenance Supervisor**122 Senior Human Resources Analyst****122 Senior Planner**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	99,216.00	104,172.00	109,380.00	114,852.00	120,600.00	126,636.00
MONTHLY	8,268.00	8,681.00	9,115.00	9,571.00	10,050.00	10,553.00
BI-WEEKLY	3,816.00	4,006.62	4,206.92	4,417.38	4,638.46	4,870.62
HOURLY	47.7000	50.0827	52.5865	55.2173	57.9808	60.8827
Lgy Bonus 20	206.70	217.03	227.88	239.28	251.25	263.83
Lgy Bonus 25	413.40	434.05	455.75	478.55	502.50	527.65
Lgy Bonus 30	620.10	651.08	683.63	717.83	753.75	791.48

123

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,700.00	106,788.00	112,128.00	117,732.00	123,624.00	129,804.00
MONTHLY	8,475.00	8,899.00	9,344.00	9,811.00	10,302.00	10,817.00
BI-WEEKLY	3,911.54	4,107.23	4,312.62	4,528.15	4,754.77	4,992.46
HOURLY	48.8942	51.3404	53.9077	56.6019	59.4346	62.4058
Lgy Bonus 20	211.88	222.48	233.60	245.28	257.55	270.43
Lgy Bonus 25	423.75	444.95	467.20	490.55	515.10	540.85
Lgy Bonus 30	635.63	667.43	700.80	735.83	772.65	811.28

124 Assistant Transit Operations Manager**124 Senior Administrative Analyst****124 Transit Training and Safety Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	104,244.00	109,452.00	114,924.00	120,672.00	126,708.00	133,044.00
MONTHLY	8,687.00	9,121.00	9,577.00	10,056.00	10,559.00	11,087.00
BI-WEEKLY	4,009.38	4,209.69	4,420.15	4,641.23	4,873.38	5,117.08
HOURLY	50.1173	52.6212	55.2519	58.0154	60.9173	63.9635
Lgy Bonus 20	217.18	228.03	239.43	251.40	263.98	277.18
Lgy Bonus 25	434.35	456.05	478.85	502.80	527.95	554.35
Lgy Bonus 30	651.53	684.08	718.28	754.20	791.93	831.53

125 Public Information Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,848.00	112,188.00	117,792.00	123,684.00	129,864.00	136,356.00
MONTHLY	8,904.00	9,349.00	9,816.00	10,307.00	10,822.00	11,363.00
BI-WEEKLY	4,109.54	4,314.92	4,530.46	4,757.08	4,994.77	5,244.46
HOURLY	51.3692	53.9365	56.6308	59.4635	62.4346	65.5558
Lgy Bonus 20	222.60	233.73	245.40	257.68	270.55	284.08
Lgy Bonus 25	445.20	467.45	490.80	515.35	541.10	568.15
Lgy Bonus 30	667.80	701.18	736.20	773.03	811.65	852.23

126 Administrative Services Manager**126 Community Development Manager****126 Economic Development Manager****126 Family Child Care Manager****126 Recreation & Human Services Manager****126 Transportation Administrative Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	109,524.00	114,996.00	120,744.00	126,780.00	133,116.00	139,776.00
MONTHLY	9,127.00	9,583.00	10,062.00	10,565.00	11,093.00	11,648.00
BI-WEEKLY	4,212.46	4,422.92	4,644.00	4,876.15	5,119.85	5,376.00
HOURLY	52.6558	55.2865	58.0500	60.9519	63.9981	67.2000
Lgy Bonus 20	228.18	239.58	251.55	264.13	277.33	291.20
Lgy Bonus 25	456.35	479.15	503.10	528.25	554.65	582.40
Lgy Bonus 30	684.53	718.73	754.65	792.38	831.98	873.60

127

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	112,260.00	117,876.00	123,768.00	129,960.00	136,464.00	143,292.00
MONTHLY	9,355.00	9,823.00	10,314.00	10,830.00	11,372.00	11,941.00
BI-WEEKLY	4,317.69	4,533.69	4,760.31	4,998.46	5,248.62	5,511.23
HOURLY	53.9712	56.6712	59.5038	62.4808	65.6077	68.8904
Lgy Bonus 20	233.88	245.58	257.85	270.75	284.30	298.53
Lgy Bonus 25	467.75	491.15	515.70	541.50	568.60	597.05
Lgy Bonus 30	701.63	736.73	773.55	812.25	852.90	895.58

128 Equipment Maintenance Superintendent**128 Finance and Administrative Services Manager****128 Financial Services Manager****128 Transit Maintenance Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	115,068.00	120,816.00	126,852.00	133,200.00	139,860.00	146,856.00
MONTHLY	9,589.00	10,068.00	10,571.00	11,100.00	11,655.00	12,238.00
BI-WEEKLY	4,425.69	4,646.77	4,878.92	5,123.08	5,379.23	5,648.31
HOURLY	55.3212	58.0846	60.9865	64.0385	67.2404	70.6038
Lgy Bonus 20	239.73	251.70	264.28	277.50	291.38	305.95
Lgy Bonus 25	479.45	503.40	528.55	555.00	582.75	611.90
Lgy Bonus 30	719.18	755.10	792.83	832.50	874.13	917.85

129

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	117,948.00	123,840.00	130,032.00	136,536.00	143,364.00	150,528.00
MONTHLY	9,829.00	10,320.00	10,836.00	11,378.00	11,947.00	12,544.00
BI-WEEKLY	4,536.46	4,763.08	5,001.23	5,251.38	5,514.00	5,789.54
HOURLY	56.7058	59.5385	62.5154	65.6423	68.9250	72.3692
Lgy Bonus 20	245.73	258.00	270.90	284.45	298.68	313.60
Lgy Bonus 25	491.45	516.00	541.80	568.90	597.35	627.20
Lgy Bonus 30	737.18	774.00	812.70	853.35	896.03	940.80

130 Accounting/Finance Manager
130 Information Technology Manager
130 Park Maintenance Superintendent
130 Recreation Program Administrator
130 Revenue and Purchasing Manager
130 Street Maintenance Superintendent

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	120,888.00	126,936.00	133,284.00	139,944.00	146,940.00	154,284.00
MONTHLY	10,074.00	10,578.00	11,107.00	11,662.00	12,245.00	12,857.00
BI-WEEKLY	4,649.54	4,882.15	5,126.31	5,382.46	5,651.54	5,934.00
HOURLY	58.1192	61.0269	64.0788	67.2808	70.6442	74.1750
Lgy Bonus 20	251.85	264.45	277.68	291.55	306.13	321.43
Lgy Bonus 25	503.70	528.90	555.35	583.10	612.25	642.85
Lgy Bonus 30	755.55	793.35	833.03	874.65	918.38	964.28

131 Plan Check Engineer
131 Transit Operations Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	123,912.00	130,104.00	136,608.00	143,436.00	150,612.00	158,148.00
MONTHLY	10,326.00	10,842.00	11,384.00	11,953.00	12,551.00	13,179.00
BI-WEEKLY	4,765.85	5,004.00	5,254.15	5,516.77	5,792.77	6,082.62
HOURLY	59.5731	62.5500	65.6769	68.9596	72.4096	76.0327
Lgy Bonus 20	258.15	271.05	284.60	298.83	313.78	329.48
Lgy Bonus 25	516.30	542.10	569.20	597.65	627.55	658.95
Lgy Bonus 30	774.45	813.15	853.80	896.48	941.33	988.43

132 FCC Therapist/Trainer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	127,008.00	133,356.00	140,028.00	147,024.00	154,380.00	162,096.00
MONTHLY	10,584.00	11,113.00	11,669.00	12,252.00	12,865.00	13,508.00
BI-WEEKLY	4,884.92	5,129.08	5,385.69	5,654.77	5,937.69	6,234.46
HOURLY	61.0615	64.1135	67.3212	70.6846	74.2212	77.9308
Lgy Bonus 20	264.60	277.83	291.73	306.30	321.63	337.70
Lgy Bonus 25	529.20	555.65	583.45	612.60	643.25	675.40
Lgy Bonus 30	793.80	833.48	875.18	918.90	964.88	1013.10

**133 Human Resources Manager
133 Public Works Superintendent**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	130,176.00	136,680.00	143,520.00	150,696.00	158,232.00	166,140.00
MONTHLY	10,848.00	11,390.00	11,960.00	12,558.00	13,186.00	13,845.00
BI-WEEKLY	5,006.77	5,256.92	5,520.00	5,796.00	6,085.85	6,390.00
HOURLY	62.5846	65.7115	69.0000	72.4500	76.0731	79.8750
Lgy Bonus 20	271.20	284.75	299.00	313.95	329.65	346.13
Lgy Bonus 25	542.40	569.50	598.00	627.90	659.30	692.25
Lgy Bonus 30	813.60	854.25	897.00	941.85	988.95	1038.38

134 Assistant to the City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	133,440.00	140,112.00	147,120.00	154,476.00	162,204.00	170,316.00
MONTHLY	11,120.00	11,676.00	12,260.00	12,873.00	13,517.00	14,193.00
BI-WEEKLY	5,132.31	5,388.92	5,658.46	5,941.38	6,238.62	6,550.62
HOURLY	64.1538	67.3615	70.7308	74.2673	77.9827	81.8827
Lgy Bonus 20	278.00	291.90	306.50	321.83	337.93	354.83
Lgy Bonus 25	556.00	583.80	613.00	643.65	675.85	709.65
Lgy Bonus 30	834.00	875.70	919.50	965.48	1013.78	1064.48

135

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	136,764.00	143,604.00	150,780.00	158,316.00	166,236.00	174,552.00
MONTHLY	11,397.00	11,967.00	12,565.00	13,193.00	13,853.00	14,546.00
BI-WEEKLY	5,260.15	5,523.23	5,799.23	6,089.08	6,393.69	6,713.54
HOURLY	65.7519	69.0404	72.4904	76.1135	79.9212	83.9192
Lgy Bonus 20	284.93	299.18	314.13	329.83	346.33	363.65
Lgy Bonus 25	569.85	598.35	628.25	659.65	692.65	727.30
Lgy Bonus 30	854.78	897.53	942.38	989.48	1038.98	1090.95

136

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	140,184.00	147,192.00	154,548.00	162,276.00	170,388.00	178,908.00
MONTHLY	11,682.00	12,266.00	12,879.00	13,523.00	14,199.00	14,909.00
BI-WEEKLY	5,391.69	5,661.23	5,944.15	6,241.38	6,553.38	6,881.08
HOURLY	67.3962	70.7654	74.3019	78.0173	81.9173	86.0135
Lgy Bonus 20	292.05	306.65	321.98	338.08	354.98	372.73
Lgy Bonus 25	584.10	613.30	643.95	676.15	709.95	745.45
Lgy Bonus 30	876.15	919.95	965.93	1014.23	1064.93	1118.18

137

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	143,700.00	150,888.00	158,436.00	166,356.00	174,672.00	183,408.00
MONTHLY	11,975.00	12,574.00	13,203.00	13,863.00	14,556.00	15,284.00
BI-WEEKLY	5,526.92	5,803.38	6,093.69	6,398.31	6,718.15	7,054.15
HOURLY	69.0865	72.5423	76.1712	79.9788	83.9769	88.1769
Lgy Bonus 20	299.38	314.35	330.08	346.58	363.90	382.10
Lgy Bonus 25	598.75	628.70	660.15	693.15	727.80	764.20
Lgy Bonus 30	898.13	943.05	990.23	1039.73	1091.70	1146.30

138 Chief Fiscal Officer
138 Principal Civil Engineer
138 Transit Administrative Officer
138 Transit Operations Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	147,288.00	154,656.00	162,384.00	170,508.00	179,028.00	187,980.00
MONTHLY	12,274.00	12,888.00	13,532.00	14,209.00	14,919.00	15,665.00
BI-WEEKLY	5,664.92	5,948.31	6,245.54	6,558.00	6,885.69	7,230.00
HOURLY	70.8115	74.3538	78.0692	81.9750	86.0712	90.3750
Lgy Bonus 20	306.85	322.20	338.30	355.23	372.98	391.63
Lgy Bonus 25	613.70	644.40	676.60	710.45	745.95	783.25
Lgy Bonus 30	920.55	966.60	1014.90	1065.68	1118.93	1174.88

139

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	150,972.00	158,520.00	166,452.00	174,780.00	183,516.00	192,696.00
MONTHLY	12,581.00	13,210.00	13,871.00	14,565.00	15,293.00	16,058.00
BI-WEEKLY	5,806.62	6,096.92	6,402.00	6,722.31	7,058.31	7,411.38
HOURLY	72.5827	76.2115	80.0250	84.0288	88.2288	92.6423
Lgy Bonus 20	314.53	330.25	346.78	364.13	382.33	401.45
Lgy Bonus 25	629.05	660.50	693.55	728.25	764.65	802.90
Lgy Bonus 30	943.58	990.75	1040.33	1092.38	1146.98	1204.35

140

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	154,740.00	162,480.00	170,604.00	179,136.00	188,088.00	197,496.00
MONTHLY	12,895.00	13,540.00	14,217.00	14,928.00	15,674.00	16,458.00
BI-WEEKLY	5,951.54	6,249.23	6,561.69	6,889.85	7,234.15	7,596.00
HOURLY	74.3942	78.1154	82.0212	86.1231	90.4269	94.9500
Lgy Bonus 20	322.38	338.50	355.43	373.20	391.85	411.45
Lgy Bonus 25	644.75	677.00	710.85	746.40	783.70	822.90
Lgy Bonus 30	967.13	1015.50	1066.28	1119.60	1175.55	1234.35

141 Assistant Director of Transportation
141 Assistant Public Works Director/City Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	158,604.00	166,536.00	174,864.00	183,612.00	192,792.00	202,428.00
MONTHLY	13,217.00	13,878.00	14,572.00	15,301.00	16,066.00	16,869.00
BI-WEEKLY	6,100.15	6,405.23	6,725.54	7,062.00	7,415.08	7,785.69
HOURLY	76.2519	80.0654	84.0692	88.2750	92.6885	97.3212
Lgy Bonus 20	330.43	346.95	364.30	382.53	401.65	421.73
Lgy Bonus 25	660.85	693.90	728.60	765.05	803.30	843.45
Lgy Bonus 30	991.28	1040.85	1092.90	1147.58	1204.95	1265.18

142

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	162,576.00	170,700.00	179,232.00	188,196.00	197,604.00	207,480.00
MONTHLY	13,548.00	14,225.00	14,936.00	15,683.00	16,467.00	17,290.00
BI-WEEKLY	6,252.92	6,565.38	6,893.54	7,238.31	7,600.15	7,980.00
HOURLY	78.1615	82.0673	86.1692	90.4788	95.0019	99.7500
Lgy Bonus 20	338.70	355.63	373.40	392.08	411.68	432.25
Lgy Bonus 25	677.40	711.25	746.80	784.15	823.35	864.50
Lgy Bonus 30	1016.10	1066.88	1120.20	1176.23	1235.03	1296.75

143

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	166,644.00	174,972.00	183,720.00	192,912.00	202,560.00	212,688.00
MONTHLY	13,887.00	14,581.00	15,310.00	16,076.00	16,880.00	17,724.00
BI-WEEKLY	6,409.38	6,729.69	7,066.15	7,419.69	7,790.77	8,180.31
HOURLY	80.1173	84.1212	88.3269	92.7462	97.3846	102.2538
Lgy Bonus 20	347.18	364.53	382.75	401.90	422.00	443.10
Lgy Bonus 25	694.35	729.05	765.50	803.80	844.00	886.20
Lgy Bonus 30	1041.53	1093.58	1148.25	1205.70	1266.00	1329.30

144

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	170,808.00	179,352.00	188,316.00	197,736.00	207,624.00	218,004.00
MONTHLY	14,234.00	14,946.00	15,693.00	16,478.00	17,302.00	18,167.00
BI-WEEKLY	6,569.54	6,898.15	7,242.92	7,605.23	7,985.54	8,384.77
HOURLY	82.1192	86.2269	90.5365	95.0654	99.8192	104.8096
Lgy Bonus 20	355.85	373.65	392.33	411.95	432.55	454.18
Lgy Bonus 25	711.70	747.30	784.65	823.90	865.10	908.35
Lgy Bonus 30	1067.55	1120.95	1176.98	1235.85	1297.65	1362.53

145

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	175,080.00	183,840.00	193,032.00	202,680.00	212,820.00	223,464.00
MONTHLY	14,590.00	15,320.00	16,086.00	16,890.00	17,735.00	18,622.00
BI-WEEKLY	6,733.85	7,070.77	7,424.31	7,795.38	8,185.38	8,594.77
HOURLY	84.1731	88.3846	92.8038	97.4423	102.3173	107.4346
Lgy Bonus 20	364.75	383.00	402.15	422.25	443.38	465.55
Lgy Bonus 25	729.50	766.00	804.30	844.50	886.75	931.10
Lgy Bonus 30	1094.25	1149.00	1206.45	1266.75	1330.13	1396.65

146

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	179,460.00	188,436.00	197,856.00	207,744.00	218,136.00	229,044.00
MONTHLY	14,955.00	15,703.00	16,488.00	17,312.00	18,178.00	19,087.00
BI-WEEKLY	6,902.31	7,247.54	7,609.85	7,990.15	8,389.85	8,809.38
HOURLY	86.2788	90.5942	95.1231	99.8769	104.8731	110.1173
Lgy Bonus 20	373.88	392.58	412.20	432.80	454.45	477.18
Lgy Bonus 25	747.75	785.15	824.40	865.60	908.90	954.35
Lgy Bonus 30	1121.63	1177.73	1236.60	1298.40	1363.35	1431.53

147

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	183,960.00	193,164.00	202,824.00	212,964.00	223,608.00	234,792.00
MONTHLY	15,330.00	16,097.00	16,902.00	17,747.00	18,634.00	19,566.00
BI-WEEKLY	7,075.38	7,429.38	7,800.92	8,190.92	8,600.31	9,030.46
HOURLY	88.4423	92.8673	97.5115	102.3865	107.5038	112.8808
Lgy Bonus 20	383.25	402.43	422.55	443.68	465.85	489.15
Lgy Bonus 25	766.50	804.85	845.10	887.35	931.70	978.30
Lgy Bonus 30	1149.75	1207.28	1267.65	1331.03	1397.55	1467.45

148

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	188,556.00	197,988.00	207,888.00	218,280.00	229,200.00	240,660.00
MONTHLY	15,713.00	16,499.00	17,324.00	18,190.00	19,100.00	20,055.00
BI-WEEKLY	7,252.15	7,614.92	7,995.69	8,395.38	8,815.38	9,256.15
HOURLY	90.6519	95.1865	99.9462	104.9423	110.1923	115.7019
Lgy Bonus 20	392.83	412.48	433.10	454.75	477.50	501.38
Lgy Bonus 25	785.65	824.95	866.20	909.50	955.00	1002.75
Lgy Bonus 30	1178.48	1237.43	1299.30	1364.25	1432.50	1504.13

149

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,272.00	202,932.00	213,084.00	223,740.00	234,924.00	246,672.00
MONTHLY	16,106.00	16,911.00	17,757.00	18,645.00	19,577.00	20,556.00
BI-WEEKLY	7,433.54	7,805.08	8,195.54	8,605.38	9,035.54	9,487.38
HOURLY	92.9192	97.5635	102.4442	107.5673	112.9442	118.5923
Lgy Bonus 20	402.65	422.78	443.93	466.13	489.43	513.90
Lgy Bonus 25	805.30	845.55	887.85	932.25	978.85	1027.80
Lgy Bonus 30	1207.95	1268.33	1331.78	1398.38	1468.28	1541.70

150 Joint Powers Authority Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,000.00					
MONTHLY	13,000.00					
BI-WEEKLY	6,000.00					
HOURLY	75.0000					

200 Police Trainee

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,124.00	-	-	-	-	-
MONTHLY	6,927.00	-	-	-	-	-
BI-WEEKLY	3,197.08	-	-	-	-	-
HOURLY	39.9635	-	-	-	-	-

201 Police Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	97,788.00	102,660.00	107,808.00	113,184.00	118,860.00	124,800.00
MONTHLY	8,149.00	8,555.00	8,984.00	9,432.00	9,905.00	10,400.00
BI-WEEKLY	3,761.08	3,948.46	4,146.46	4,353.23	4,571.54	4,800.00
HOURLY	47.0135	49.3558	51.8308	54.4154	57.1442	60.0000

EDUCATIONAL INCENTIVE BONUS

AA	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96
BA	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96

SPECIALIST	664.75	664.75	664.75	664.75	664.75	664.75

Lgy Bonus 7	365.00	365.00	365.00	365.00	365.00	365.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	927.45	947.75	969.20	991.60	1,015.25	1,040.00
Lgy Bonus 26	1,334.90	1,375.50	1,418.40	1,463.20	1,510.50	1,560.00

203 Police Sergeant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	126,528.00	132,864.00	139,488.00	146,472.00	153,804.00	161,496.00
MONTHLY	10,544.00	11,072.00	11,624.00	12,206.00	12,817.00	13,458.00
BI-WEEKLY	4,866.46	5,110.15	5,364.92	5,633.54	5,915.54	6,211.38
HOURLY	60.8308	63.8769	67.0615	70.4192	73.9442	77.6423

EDUCATIONAL INCENTIVE BONUS

AA	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53
BA	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53

SPECIAL DUTY PAY	420.00	420.00	420.00	420.00	420.00	420.00

Lgy Bonus 7	326.00	326.00	326.00	326.00	326.00	326.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	1,047.20	1,073.60	1,101.20	1,130.30	1,160.85	1,192.90
Lgy Bonus 26	\$ 1,574.40	1,627.20	1,682.40	1,740.60	1,801.70	1,865.80

227 Police Lieutenant						
STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	162,720.00	170,856.00	179,400.00	188,376.00	197,796.00	207,684.00
MONTHLY	13,560.00	14,238.00	14,950.00	15,698.00	16,483.00	17,307.00
BI-WEEKLY	6,258.46	6,571.38	6,900.00	7,245.23	7,607.54	7,987.85
HOURLY	78.2308	82.1423	86.2500	90.5654	95.0942	99.8481
CA POST Supervisory/Adv.	1,766.44	1,837.84	1,912.84	1,991.56	2,074.24	2,161.00
CA POST Mgmt. Cert.	678.00	711.90	747.50	784.90	824.15	865.35
Lgy Bonus 20	678.00	711.90	747.50	784.90	824.15	865.35
Lgy Bonus 26	1,356.00	1,423.80	1,495.00	1,569.80	1,648.30	1,730.70
Mgmt Incentive Pay	1,288.20	1,352.61	1,420.25	1,491.31	1,565.89	1,644.17
231 Police Captain						
STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,476.00	203,148.00	213,300.00	223,968.00	235,164.00	246,924.00
MONTHLY	16,123.00	16,929.00	17,775.00	18,664.00	19,597.00	20,577.00
BI-WEEKLY	7,441.38	7,813.38	8,203.85	8,614.15	9,044.77	9,497.08
HOURLY	93.0173	97.6673	102.5481	107.6769	113.0596	118.7135
CA POST Supervisory/Adv.	2,036.08	2,120.92	2,209.96	2,303.56	2,401.84	2,505.04
CA POST Mgmt. Cert.	806.15	846.45	888.75	933.20	979.85	1,028.85
Lgy Bonus 20	806.15	846.45	888.75	933.20	979.85	1,028.85
Lgy Bonus 26	1,612.30	1,692.90	1,777.50	1,866.40	1,959.70	2,057.70
Mgmt Incentive Pay	1,531.69	1,608.26	1,688.63	1,773.08	1,861.72	1,954.82
232 Deputy Police Chief						
STEP	*1*					
ANNUAL	259,272.00					
MONTHLY	21,606.00					
BI-WEEKLY	9,972.00					
HOURLY	124.6500					
CA POST Supervisory/Adv.	2,613.40					
CA POST Mgmt. Cert.	1,080.30					
Lgy Bonus 20	1,080.30					
Lgy Bonus 26	2,160.60					
Mgmt Incentive Pay	2,052.57					

301 Mayor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	31,200.00					
MONTHLY	2,600.00					
BI-WEEKLY	1,200.00					
HOURLY	15.0000					

302 Councilmember

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	19,200.00					
MONTHLY	1,600.00					
BI-WEEKLY	738.46					
HOURLY	9.2308					

303 City Clerk

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	12,000.00					
MONTHLY	1,000.00					
BI-WEEKLY	461.54					
HOURLY	5.7692					

304 City Treasurer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	6,000.00					
MONTHLY	500.00					
BI-WEEKLY	230.77					
HOURLY	2.8846					

305 Youth Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	300.00	-	-	-	-	-
MONTHLY	25.00	-	-	-	-	-
BI-WEEKLY	11.54	-	-	-	-	-
HOURLY	0.1442	-	-	-	-	-

306 Gardena Beautification Commissioner
306 Gardena Economic Business Advisory Commissioner
306 Human Services Commissioner
306 Recreation Commissioner
306 Rent Mediation Board Member
306 Senior Citizens Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	600.00	-	-	-	-	-
MONTHLY	50.00	-	-	-	-	-
BI-WEEKLY	23.08	-	-	-	-	-
HOURLY	0.2885	-	-	-	-	-

308 Planning Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	1,200.00	-	-	-	-	-
MONTHLY	100.00	-	-	-	-	-
BI-WEEKLY	46.15	-	-	-	-	-
HOURLY	0.5769	-	-	-	-	-

330 Department Heads

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	183,084.00	192,240.00	201,852.00	211,944.00	222,540.00	233,664.00
MONTHLY	15,257.00	16,020.00	16,821.00	17,662.00	18,545.00	19,472.00
BI-WEEKLY	7,041.69	7,393.85	7,763.54	8,151.69	8,559.23	8,987.08
HOURLY	88.0212	92.4231	97.0442	101.8962	106.9904	112.3385
Lgy Bonus 20	381.43	400.50	420.53	441.55	463.63	486.80
Lgy Bonus 25	762.85	801.00	841.05	883.10	927.25	973.60
Lgy Bonus 30	1144.28	1201.50	1261.58	1324.65	1390.88	1460.40

335 Deputy City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	192,240.00	201,852.00	211,944.00	222,540.00	233,664.00	245,352.00
MONTHLY	16,020.00	16,821.00	17,662.00	18,545.00	19,472.00	20,446.00
BI-WEEKLY	7,393.85	7,763.54	8,151.69	8,559.23	8,987.08	9,436.62
HOURLY	92.4231	97.0442	101.8962	106.9904	112.3385	117.9577
Lgy Bonus 20	400.50	420.53	441.55	463.63	486.80	511.15
Lgy Bonus 25	801.00	841.05	883.10	927.25	973.60	1022.30
Lgy Bonus 30	1201.50	1261.58	1324.65	1390.88	1460.40	1533.45

339 Assistant City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	200,964.00	211,008.00	221,556.00	232,632.00	244,260.00	256,476.00
MONTHLY	16,747.00	17,584.00	18,463.00	19,386.00	20,355.00	21,373.00
BI-WEEKLY	7,729.38	8,115.69	8,521.38	8,947.38	9,394.62	9,864.46
HOURLY	96.6173	101.4462	106.5173	111.8423	117.4327	123.3058
Lgy Bonus 20	418.68	439.60	461.58	484.65	508.88	534.33
Lgy Bonus 25	837.35	879.20	923.15	969.30	1017.75	1068.65
Lgy Bonus 30	1256.03	1318.80	1384.73	1453.95	1526.63	1602.98

340 Police Chief

STEP	*1*
ANNUAL	294,233.28
MONTHLY	24,519.44
BI-WEEKLY	11,316.66
HOURLY	141.4583
CA POST Supervisory/Adv.	2,727.12
CA POST Mgmt. Cert.	1,225.97
CA POST Exe Cert	1,225.97
Lgy Bonus 26	2,451.94
Mgmt Incentive Pay	2,329.35

350 City Manager

STEP	*1*
ANNUAL	324,010.00
MONTHLY	27,000.83
BI-WEEKLY	12,461.92
HOURLY	155.7740

CITY OF GARDENA
CLASSIFICATION AND COMPENSATION PLAN
Effective November 19, 2024. Adopted November 19, 2024. Amended April 8, 2025

Update Compensation: Deputy Police Chief, Schedule 232

5 Recreation Instructor				
HOURLY RANGE	20.00 - 35.00			
6 Clerical Aide I				
6 Police Aide				
STEP		*4*		*6*
ANNUAL		32,400.00		35,724.00
MONTHLY		2,700.00		2,977.00
BI-WEEKLY		1,246.15		1,374.00
HOURLY		15.5769		17.1750
7 Peer Advocate Counselor II				
7 Storeroom Aide				
STEP				*6*
ANNUAL				34,908.00
MONTHLY				2,909.00
BI-WEEKLY				1,342.62
HOURLY				16.7827
8 Community Aide I				
STEP			*5*	*6*
ANNUAL			34,068.00	35,772.00
MONTHLY			2,839.00	2,981.00
BI-WEEKLY			1,310.31	1,375.85
HOURLY			16.3788	17.1981
13				
STEP			*5*	*6*
ANNUAL			34,956.00	36,708.00
MONTHLY			2,913.00	3,059.00
BI-WEEKLY			1,344.46	1,411.85
HOURLY			16.8058	17.6481
14 Pool Cashier				
STEP		*4*	*5*	*6*
ANNUAL		34,116.00	35,820.00	37,608.00
MONTHLY		2,843.00	2,985.00	3,134.00
BI-WEEKLY		1,312.15	1,377.69	1,446.46
HOURLY		16.4019	17.2212	18.0808
15				
STEP		*4*	*5*	*6*
ANNUAL		34,980.00	36,732.00	38,568.00
MONTHLY		2,915.00	3,061.00	3,214.00
BI-WEEKLY		1,345.38	1,412.77	1,483.38
HOURLY		16.8173	17.6596	18.5423

16

STEP		*3*	*4*	*5*	*6*
ANNUAL		34,152.00	35,856.00	37,644.00	39,528.00
MONTHLY		2,846.00	2,988.00	3,137.00	3,294.00
BI-WEEKLY		1,313.54	1,379.08	1,447.85	1,520.31
HOURLY		16.4192	17.2385	18.0981	19.0038

17 Clerk Typist

STEP		*3*	*4*	*5*	*6*
ANNUAL		35,004.00	36,756.00	38,592.00	40,524.00
MONTHLY		2,917.00	3,063.00	3,216.00	3,377.00
BI-WEEKLY		1,346.31	1,413.69	1,484.31	1,558.62
HOURLY		16.8288	17.6712	18.5538	19.4827

18

STEP		*2*	*3*	*4*	*5*	*6*
ANNUAL		34,176.00	35,880.00	37,680.00	39,564.00	41,544.00
MONTHLY		2,848.00	2,990.00	3,140.00	3,297.00	3,462.00
BI-WEEKLY		1,314.46	1,380.00	1,449.23	1,521.69	1,597.85
HOURLY		16.4308	17.2500	18.1154	19.0212	19.9731

19

STEP		*2*	*3*	*4*	*5*	*6*
ANNUAL		35,016.00	36,768.00	38,604.00	40,536.00	42,564.00
MONTHLY		2,918.00	3,064.00	3,217.00	3,378.00	3,547.00
BI-WEEKLY		1,346.77	1,414.15	1,484.77	1,559.08	1,637.08
HOURLY		16.8346	17.6769	18.5596	19.4885	20.4635

20

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	34,188.00	35,892.00	37,692.00	39,576.00	41,556.00	43,632.00
MONTHLY	2,849.00	2,991.00	3,141.00	3,298.00	3,463.00	3,636.00
BI-WEEKLY	1,314.92	1,380.46	1,449.69	1,522.15	1,598.31	1,678.15
HOURLY	16.4365	17.2558	18.1212	19.0269	19.9788	20.9769

21 Police Cadet

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	35,028.00	36,780.00	38,616.00	40,548.00	42,576.00	44,700.00
MONTHLY	2,919.00	3,065.00	3,218.00	3,379.00	3,548.00	3,725.00
BI-WEEKLY	1,347.23	1,414.62	1,485.23	1,559.54	1,637.54	1,719.23
HOURLY	16.8404	17.6827	18.5654	19.4942	20.4692	21.4904

22 FCC Program Assistant I**22 Geriatric Aide****22 Human Services Aide****22 Lifeguard/Instructor****22 Recreation Leader I**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	35,904.00	37,704.00	39,588.00	41,568.00	43,644.00	45,828.00
MONTHLY	2,992.00	3,142.00	3,299.00	3,464.00	3,637.00	3,819.00
BI-WEEKLY	1,380.92	1,450.15	1,522.62	1,598.77	1,678.62	1,762.62
HOURLY	17.2615	18.1269	19.0327	19.9846	20.9827	22.0327

23 Community Aide II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	36,804.00	38,640.00	40,572.00	42,600.00	44,736.00	46,968.00
MONTHLY	3,067.00	3,220.00	3,381.00	3,550.00	3,728.00	3,914.00
BI-WEEKLY	1,415.54	1,486.15	1,560.46	1,638.46	1,720.62	1,806.46
HOURLY	17.6942	18.5769	19.5058	20.4808	21.5077	22.5808

24

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	37,728.00	39,612.00	41,592.00	43,668.00	45,852.00	48,144.00
MONTHLY	3,144.00	3,301.00	3,466.00	3,639.00	3,821.00	4,012.00
BI-WEEKLY	1,451.08	1,523.54	1,599.69	1,679.54	1,763.54	1,851.69
HOURLY	18.1385	19.0442	19.9962	20.9942	22.0442	23.1462

25

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	38,676.00	40,608.00	42,636.00	44,772.00	47,016.00	49,368.00
MONTHLY	3,223.00	3,384.00	3,553.00	3,731.00	3,918.00	4,114.00
BI-WEEKLY	1,487.54	1,561.85	1,639.85	1,722.00	1,808.31	1,898.77
HOURLY	18.5942	19.5231	20.4981	21.5250	22.6038	23.7346

26 Pool Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	39,636.00	41,616.00	43,692.00	45,876.00	48,168.00	50,580.00
MONTHLY	3,303.00	3,468.00	3,641.00	3,823.00	4,014.00	4,215.00
BI-WEEKLY	1,524.46	1,600.62	1,680.46	1,764.46	1,852.62	1,945.38
HOURLY	19.0558	20.0077	21.0058	22.0558	23.1577	24.3173

27

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	40,620.00	42,648.00	44,784.00	47,028.00	49,380.00	51,852.00
MONTHLY	3,385.00	3,554.00	3,732.00	3,919.00	4,115.00	4,321.00
BI-WEEKLY	1,562.31	1,640.31	1,722.46	1,808.77	1,899.23	1,994.31
HOURLY	19.5288	20.5038	21.5308	22.6096	23.7404	24.9288

28 Meal Services Coordinator**28 Police Assistant****28 Recreation Leader II**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	41,628.00	43,704.00	45,888.00	48,180.00	50,592.00	53,124.00
MONTHLY	3,469.00	3,642.00	3,824.00	4,015.00	4,216.00	4,427.00
BI-WEEKLY	1,601.08	1,680.92	1,764.92	1,853.08	1,945.85	2,043.23
HOURLY	20.0135	21.0115	22.0615	23.1635	24.3231	25.5404

29 Account Clerk**29 Customer Service Clerk I****29 Printing & Technology Intern****29 Recreation Therapist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	42,672.00	44,808.00	47,052.00	49,404.00	51,876.00	54,468.00
MONTHLY	3,556.00	3,734.00	3,921.00	4,117.00	4,323.00	4,539.00
BI-WEEKLY	1,641.23	1,723.38	1,809.69	1,900.15	1,995.23	2,094.92
HOURLY	20.5154	21.5423	22.6212	23.7519	24.9404	26.1865

30 Certified Nursing Assistant
30 Custodian I
30 FCC Education Assistant II
30 FCC Program Assistant II
30 Office Specialist

	1	*2*	*3*	*4*	*5*	*6*
ANNUAL	43,728.00	45,912.00	48,204.00	50,616.00	53,148.00	55,800.00
MONTHLY	3,644.00	3,826.00	4,017.00	4,218.00	4,429.00	4,650.00
BI-WEEKLY	1,681.85	1,765.85	1,854.00	1,946.77	2,044.15	2,146.15
HOURLY	21.0231	22.0731	23.1750	24.3346	25.5519	26.8269

31 On-Demand (Micro/Paratransit) Operator
31 Paratransit Driver

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	44,832.00	47,076.00	49,428.00	51,900.00	54,492.00	57,216.00
MONTHLY	3,736.00	3,923.00	4,119.00	4,325.00	4,541.00	4,768.00
BI-WEEKLY	1,724.31	1,810.62	1,901.08	1,996.15	2,095.85	2,200.62
HOURLY	21.5538	22.6327	23.7635	24.9519	26.1981	27.5077

32 Home Improvement Maintenance Helper
32 Right-of-Way Maintenance Worker

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	45,948.00	48,240.00	50,652.00	53,184.00	55,848.00	58,644.00
MONTHLY	3,829.00	4,020.00	4,221.00	4,432.00	4,654.00	4,887.00
BI-WEEKLY	1,767.23	1,855.38	1,948.15	2,045.54	2,148.00	2,255.54
HOURLY	22.0904	23.1923	24.3519	25.5692	26.8500	28.1942

33 Customer Service Clerk II
33 Equipment Utility Worker I
33 Public Safety Officer
33 Relief Bus Operator Trainee

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	47,100.00	49,452.00	51,924.00	54,516.00	57,240.00	60,108.00
MONTHLY	3,925.00	4,121.00	4,327.00	4,543.00	4,770.00	5,009.00
BI-WEEKLY	1,811.54	1,902.00	1,997.08	2,096.77	2,201.54	2,311.85
HOURLY	22.6442	23.7750	24.9635	26.2096	27.5192	28.8981

34 Custodian II
34 Graffiti Technician
34 On-Demand Transit Dispatcher
34 Paratransit Dispatcher
34 Park Maintenance Worker I

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	48,276.00	50,688.00	53,220.00	55,884.00	58,680.00	61,620.00
MONTHLY	4,023.00	4,224.00	4,435.00	4,657.00	4,890.00	5,135.00
BI-WEEKLY	1,856.77	1,949.54	2,046.92	2,149.38	2,256.92	2,370.00
HOURLY	23.2096	24.3692	25.5865	26.8673	28.2115	29.6250

**35 Community Aide III
35 Help Desk Technician
35 Street Maintenance Worker**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	49,488.00	51,960.00	54,564.00	57,288.00	60,156.00	63,168.00
MONTHLY	4,124.00	4,330.00	4,547.00	4,774.00	5,013.00	5,264.00
BI-WEEKLY	1,903.38	1,998.46	2,098.62	2,203.38	2,313.69	2,429.54
HOURLY	23.7923	24.9808	26.2327	27.5423	28.9212	30.3692

**36 Court Liaison
36 Intermediate Clerk Typist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	50,724.00	53,256.00	55,920.00	58,716.00	61,656.00	64,740.00
MONTHLY	4,227.00	4,438.00	4,660.00	4,893.00	5,138.00	5,395.00
BI-WEEKLY	1,950.92	2,048.31	2,150.77	2,258.31	2,371.38	2,490.00
HOURLY	24.3865	25.6038	26.8846	28.2288	29.6423	31.1250

**37 Nutrition Services Coordinator
37 Relief Bus Operator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	51,996.00	54,600.00	57,336.00	60,204.00	63,216.00	66,372.00
MONTHLY	4,333.00	4,550.00	4,778.00	5,017.00	5,268.00	5,531.00
BI-WEEKLY	1,999.85	2,100.00	2,205.23	2,315.54	2,431.38	2,552.77
HOURLY	24.9981	26.2500	27.5654	28.9442	30.3923	31.9096

**38 Activity Coordinator
38 Equipment Utility Worker II
38 Homeless Coordinator
38 Police Records Technician I
38 Police Service Technician
38 Purchasing Clerk
38 Senior Account Clerk
38 Senior Clerk Typist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	53,292.00	55,956.00	58,752.00	61,692.00	64,776.00	68,016.00
MONTHLY	4,441.00	4,663.00	4,896.00	5,141.00	5,398.00	5,668.00
BI-WEEKLY	2,049.69	2,152.15	2,259.69	2,372.77	2,491.38	2,616.00
HOURLY	25.6212	26.9019	28.2462	29.6596	31.1423	32.7000

**39 Apprentice Mechanic
39 Home Improvement Lead Person
39 Park Maintenance Worker II
39 Records Management Coordinator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	54,624.00	57,360.00	60,228.00	63,240.00	66,408.00	69,732.00
MONTHLY	4,552.00	4,780.00	5,019.00	5,270.00	5,534.00	5,811.00
BI-WEEKLY	2,100.92	2,206.15	2,316.46	2,432.31	2,554.15	2,682.00
HOURLY	26.2615	27.5769	28.9558	30.4038	31.9269	33.5250

40 Engineering Aide
40 FCC Education Assistant III
40 FCC Program Assistant III
40 Public Works Coordinator
40 Sr. Transit Utility Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	55,980.00	58,776.00	61,716.00	64,800.00	68,040.00	71,448.00
MONTHLY	4,665.00	4,898.00	5,143.00	5,400.00	5,670.00	5,954.00
BI-WEEKLY	2,153.08	2,260.62	2,373.69	2,492.31	2,616.92	2,748.00
HOURLY	26.9135	28.2577	29.6712	31.1538	32.7115	34.3500

41 Deputy City Clerk I
41 Permit/Licensing Technician I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	57,384.00	60,252.00	63,264.00	66,432.00	69,756.00	73,248.00
MONTHLY	4,782.00	5,021.00	5,272.00	5,536.00	5,813.00	6,104.00
BI-WEEKLY	2,207.08	2,317.38	2,433.23	2,555.08	2,682.92	2,817.23
HOURLY	27.5885	28.9673	30.4154	31.9385	33.5365	35.2154

42 Community Center Coordinator
42 Community Services Officer
42 Human Services Coordinator
42 Police Records Technician II
42 Police Service Officer
42 Recreation Coordinator
42 Secretary

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	58,824.00	61,764.00	64,848.00	68,088.00	71,496.00	75,072.00
MONTHLY	4,902.00	5,147.00	5,404.00	5,674.00	5,958.00	6,256.00
BI-WEEKLY	2,262.46	2,375.54	2,494.15	2,618.77	2,749.85	2,887.38
HOURLY	28.2808	29.6942	31.1769	32.7346	34.3731	36.0923

43 Administrative Aide
43 Building Maintenance Worker
43 Cement Finisher
43 Human Resources / Department Coordinator
43 Payroll / Personnel Technician
43 Senior Citizens Social Services Coordinator
43 Transit Maintenance Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	60,288.00	63,300.00	66,468.00	69,792.00	73,284.00	76,944.00
MONTHLY	5,024.00	5,275.00	5,539.00	5,816.00	6,107.00	6,412.00
BI-WEEKLY	2,318.77	2,434.62	2,556.46	2,684.31	2,818.62	2,959.38
HOURLY	28.9846	30.4327	31.9558	33.5538	35.2327	36.9923

44 Administrative Secretary
44 Building Aide
44 Building/Planning Technician
44 Permit/Licensing Technician II
44 Sewer Maintenance Worker
44 Tree Trimmer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	61,800.00	64,896.00	68,136.00	71,544.00	75,120.00	78,876.00
MONTHLY	5,150.00	5,408.00	5,678.00	5,962.00	6,260.00	6,573.00
BI-WEEKLY	2,376.92	2,496.00	2,620.62	2,751.69	2,889.23	3,033.69
HOURLY	29.7115	31.2000	32.7577	34.3962	36.1154	37.9212

45 Street Sweeper Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,348.00	66,516.00	69,840.00	73,332.00	77,004.00	80,856.00
MONTHLY	5,279.00	5,543.00	5,820.00	6,111.00	6,417.00	6,738.00
BI-WEEKLY	2,436.46	2,558.31	2,686.15	2,820.46	2,961.69	3,109.85
HOURLY	30.4558	31.9788	33.5769	35.2558	37.0212	38.8731

46 Heavy Equipment Operator

46 Street Traffic Painter

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	64,932.00	68,184.00	71,592.00	75,168.00	78,924.00	82,872.00
MONTHLY	5,411.00	5,682.00	5,966.00	6,264.00	6,577.00	6,906.00
BI-WEEKLY	2,497.38	2,622.46	2,753.54	2,891.08	3,035.54	3,187.38
HOURLY	31.2173	32.7808	34.4192	36.1385	37.9442	39.8423

47 Equipment Mechanic

47 Graphics Technician

47 Maintenance Painter

47 Senior Building Maintenance Worker

47 Transit Mechanic

47 Transit Parts/Storeroom Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	66,552.00	69,876.00	73,368.00	77,040.00	80,892.00	84,936.00
MONTHLY	5,546.00	5,823.00	6,114.00	6,420.00	6,741.00	7,078.00
BI-WEEKLY	2,559.69	2,687.54	2,821.85	2,963.08	3,111.23	3,266.77
HOURLY	31.9962	33.5942	35.2731	37.0385	38.8904	40.8346

48 Custodian-Lead

48 Financial Services Technician

48 Human Resources Technician

48 Junior Accountant

48 Property and Evidence Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,220.00	71,628.00	75,204.00	78,960.00	82,908.00	87,048.00
MONTHLY	5,685.00	5,969.00	6,267.00	6,580.00	6,909.00	7,254.00
BI-WEEKLY	2,623.85	2,754.92	2,892.46	3,036.92	3,188.77	3,348.00
HOURLY	32.7981	34.4365	36.1558	37.9615	39.8596	41.8500

49 Administrative Analyst I
49 Community Services Counselor
49 Program Coordinator
49 Recreation Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	69,924.00	73,416.00	77,088.00	80,940.00	84,984.00	89,232.00
MONTHLY	5,827.00	6,118.00	6,424.00	6,745.00	7,082.00	7,436.00
BI-WEEKLY	2,689.38	2,823.69	2,964.92	3,113.08	3,268.62	3,432.00
HOURLY	33.6173	35.2962	37.0615	38.9135	40.8577	42.9000

50 Case Management Supervisor/Instructor
50 Transit Dispatcher/Operations Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,676.00	75,264.00	79,032.00	82,980.00	87,132.00	91,488.00
MONTHLY	5,973.00	6,272.00	6,586.00	6,915.00	7,261.00	7,624.00
BI-WEEKLY	2,756.77	2,894.77	3,039.69	3,191.54	3,351.23	3,518.77
HOURLY	34.4596	36.1846	37.9962	39.8942	41.8904	43.9846

51 Electrical/Signal Technician I
51 Emergency Preparedness Coordinator
51 Engineering Technician
51 Executive Assistant to Chief of Police
51 General Building Inspector
51 Information Technology Coordinator
51 Lead Equipment Mechanic
51 Lead Mechanic

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,464.00	77,136.00	80,988.00	85,032.00	89,280.00	93,744.00
MONTHLY	6,122.00	6,428.00	6,749.00	7,086.00	7,440.00	7,812.00
BI-WEEKLY	2,825.54	2,966.77	3,114.92	3,270.46	3,433.85	3,605.54
HOURLY	35.3192	37.0846	38.9365	40.8808	42.9231	45.0692

52 Payroll Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	75,300.00	79,068.00	83,016.00	87,168.00	91,524.00	96,096.00
MONTHLY	6,275.00	6,589.00	6,918.00	7,264.00	7,627.00	8,008.00
BI-WEEKLY	2,896.15	3,041.08	3,192.92	3,352.62	3,520.15	3,696.00
HOURLY	36.2019	38.0135	39.9115	41.9077	44.0019	46.2000

53 Code Enforcement Officer
53 FCC Education Coordinator
53 Park Maintenance Lead
53 Public Works Inspector
53 Public Works Lead

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,184.00	81,048.00	85,104.00	89,364.00	93,828.00	98,520.00
MONTHLY	6,432.00	6,754.00	7,092.00	7,447.00	7,819.00	8,210.00
BI-WEEKLY	2,968.62	3,117.23	3,273.23	3,437.08	3,608.77	3,789.23
HOURLY	37.1077	38.9654	40.9154	42.9635	45.1096	47.3654

54 Administrative Analyst II
54 Building Maintenance Lead
54 Forensic Technician
54 Transit Marketing Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	79,128.00	83,088.00	87,240.00	91,608.00	96,192.00	101,004.00
MONTHLY	6,594.00	6,924.00	7,270.00	7,634.00	8,016.00	8,417.00
BI-WEEKLY	3,043.38	3,195.69	3,355.38	3,523.38	3,699.69	3,884.77
HOURLY	38.0423	39.9462	41.9423	44.0423	46.2462	48.5596

55 Crime Analyst
55 Electrical/Signal Technician II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	81,108.00	85,164.00	89,424.00	93,900.00	98,592.00	103,524.00
MONTHLY	6,759.00	7,097.00	7,452.00	7,825.00	8,216.00	8,627.00
BI-WEEKLY	3,119.54	3,275.54	3,439.38	3,611.54	3,792.00	3,981.69
HOURLY	38.9942	40.9442	42.9923	45.1442	47.4000	49.7712

56 Administrative Coordinator
56 Assistant Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,124.00	87,276.00	91,644.00	96,228.00	101,040.00	106,092.00
MONTHLY	6,927.00	7,273.00	7,637.00	8,019.00	8,420.00	8,841.00
BI-WEEKLY	3,197.08	3,356.77	3,524.77	3,701.08	3,886.15	4,080.46
HOURLY	39.9635	41.9596	44.0596	46.2635	48.5769	51.0058

57 Communications Liaison Officer
57 Senior Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	85,212.00	89,472.00	93,948.00	98,640.00	103,572.00	108,756.00
MONTHLY	7,101.00	7,456.00	7,829.00	8,220.00	8,631.00	9,063.00
BI-WEEKLY	3,277.38	3,441.23	3,613.38	3,793.85	3,983.54	4,182.92
HOURLY	40.9673	43.0154	45.1673	47.4231	49.7942	52.2865

58 Associate Planner
58 Code Enforcement Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,348.00	91,716.00	96,300.00	101,112.00	106,164.00	111,468.00
MONTHLY	7,279.00	7,643.00	8,025.00	8,426.00	8,847.00	9,289.00
BI-WEEKLY	3,359.54	3,527.54	3,703.85	3,888.92	4,083.23	4,287.23
HOURLY	41.9942	44.0942	46.2981	48.6115	51.0404	53.5904

59 Administrative Support Services Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,532.00	94,008.00	98,712.00	103,644.00	108,828.00	114,264.00
MONTHLY	7,461.00	7,834.00	8,226.00	8,637.00	9,069.00	9,522.00
BI-WEEKLY	3,443.54	3,615.69	3,796.62	3,986.31	4,185.69	4,394.77
HOURLY	43.0442	45.1962	47.4577	49.8288	52.3212	54.9346

60

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	91,764.00	96,348.00	101,160.00	106,224.00	111,540.00	117,120.00
MONTHLY	7,647.00	8,029.00	8,430.00	8,852.00	9,295.00	9,760.00
BI-WEEKLY	3,529.38	3,705.69	3,890.77	4,085.54	4,290.00	4,504.62
HOURLY	44.1173	46.3212	48.6346	51.0692	53.6250	56.3077

61 Administrative Analyst III**61 Associate Engineer****61 Information Technology Systems Analyst - Transit****61 Transit Planning and Scheduling Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	94,056.00	98,760.00	103,704.00	108,888.00	114,336.00	120,048.00
MONTHLY	7,838.00	8,230.00	8,642.00	9,074.00	9,528.00	10,004.00
BI-WEEKLY	3,617.54	3,798.46	3,988.62	4,188.00	4,397.54	4,617.23
HOURLY	45.2192	47.4808	49.8577	52.3500	54.9692	57.7154

62 Information Technology Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	96,408.00	101,232.00	106,296.00	111,612.00	117,192.00	123,048.00
MONTHLY	8,034.00	8,436.00	8,858.00	9,301.00	9,766.00	10,254.00
BI-WEEKLY	3,708.00	3,893.54	4,088.31	4,292.77	4,507.38	4,732.62
HOURLY	46.3500	48.6692	51.1038	53.6596	56.3423	59.1577

63

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	98,820.00	103,764.00	108,948.00	114,396.00	120,120.00	126,132.00
MONTHLY	8,235.00	8,647.00	9,079.00	9,533.00	10,010.00	10,511.00
BI-WEEKLY	3,800.77	3,990.92	4,190.31	4,399.85	4,620.00	4,851.23
HOURLY	47.5096	49.8865	52.3788	54.9981	57.7500	60.6404

64

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,292.00	106,356.00	111,672.00	117,252.00	123,120.00	129,276.00
MONTHLY	8,441.00	8,863.00	9,306.00	9,771.00	10,260.00	10,773.00
BI-WEEKLY	3,895.85	4,090.62	4,295.08	4,509.69	4,735.38	4,972.15
HOURLY	48.6981	51.1327	53.6885	56.3712	59.1923	62.1519

65

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	103,824.00	109,020.00	114,468.00	120,192.00	126,204.00	132,516.00
MONTHLY	8,652.00	9,085.00	9,539.00	10,016.00	10,517.00	11,043.00
BI-WEEKLY	3,993.23	4,193.08	4,402.62	4,622.77	4,854.00	5,096.77
HOURLY	49.9154	52.4135	55.0327	57.7846	60.6750	63.7096

66 Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,416.00	111,732.00	117,324.00	123,192.00	129,348.00	135,816.00
MONTHLY	8,868.00	9,311.00	9,777.00	10,266.00	10,779.00	11,318.00
BI-WEEKLY	4,092.92	4,297.38	4,512.46	4,738.15	4,974.92	5,223.69
HOURLY	51.1615	53.7173	56.4058	59.2269	62.1865	65.2962

67

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	109,080.00	114,540.00	120,264.00	126,276.00	132,588.00	139,212.00
MONTHLY	9,090.00	9,545.00	10,022.00	10,523.00	11,049.00	11,601.00
BI-WEEKLY	4,195.38	4,405.38	4,625.54	4,856.77	5,099.54	5,354.31
HOURLY	52.4423	55.0673	57.8192	60.7096	63.7442	66.9288

90 Bus Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	59,424.00	62,400.00	65,520.00	68,796.00	72,240.00	75,852.00
MONTHLY	4,952.00	5,200.00	5,460.00	5,733.00	6,020.00	6,321.00
BI-WEEKLY	2,285.54	2400.00	2520.00	2,646.00	2,778.46	2,917.38
HOURLY	28.5692	30.0000	31.5000	33.0750	34.7308	36.4673
Specialty - 5%	247.60	260.00	273.00	286.65	301.00	316.05

104

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,600.00	66,780.00	70,116.00	73,620.00	77,304.00	81,168.00
MONTHLY	5,300.00	5,565.00	5,843.00	6,135.00	6,442.00	6,764.00
BI-WEEKLY	2,446.15	2,568.46	2,696.77	2,831.54	2,973.23	3,121.85
HOURLY	30.5769	32.1058	33.7096	35.3942	37.1654	39.0231
Lgy Bonus 20	132.50	139.13	146.08	153.38	161.05	169.10
Lgy Bonus 25	265.00	278.25	292.15	306.75	322.10	338.20
Lgy Bonus 30	397.50	417.38	438.23	460.13	483.15	507.30

105

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	65,184.00	68,448.00	71,868.00	75,456.00	79,224.00	83,184.00
MONTHLY	5,432.00	5,704.00	5,989.00	6,288.00	6,602.00	6,932.00
BI-WEEKLY	2,507.08	2632.62	2764.15	2902.15	3047.08	3199.38
HOURLY	31.3385	32.9077	34.5519	36.2769	38.0885	39.9923
Lgy Bonus 20	135.80	142.60	149.73	157.20	165.05	173.30
Lgy Bonus 25	271.60	285.20	299.45	314.40	330.10	346.60
Lgy Bonus 30	407.40	427.80	449.18	471.60	495.15	519.90

106

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	66,816.00	70,152.00	73,656.00	77,340.00	81,204.00	85,260.00
MONTHLY	5,568.00	5,846.00	6,138.00	6,445.00	6,767.00	7,105.00
BI-WEEKLY	2,569.85	2,698.15	2,832.92	2,974.62	3,123.23	3,279.23
HOURLY	32.1231	33.7269	35.4115	37.1827	39.0404	40.9904
Lgy Bonus 20	139.20	146.15	153.45	161.13	169.18	177.63
Lgy Bonus 25	278.40	292.30	306.90	322.25	338.35	355.25
Lgy Bonus 30	417.60	438.45	460.35	483.38	507.53	532.88

107

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,496.00	71,916.00	75,516.00	79,296.00	83,256.00	87,420.00
MONTHLY	5,708.00	5,993.00	6,293.00	6,608.00	6,938.00	7,285.00
BI-WEEKLY	2,634.46	2,766.00	2,904.46	3,049.85	3,202.15	3,362.31
HOURLY	32.9308	34.5750	36.3058	38.1231	40.0269	42.0288
Lgy Bonus 20	142.70	149.83	157.33	165.20	173.45	182.13
Lgy Bonus 25	285.40	299.65	314.65	330.40	346.90	364.25
Lgy Bonus 30	428.10	449.48	471.98	495.60	520.35	546.38

108 Economic Development Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	70,200.00	73,716.00	77,400.00	81,276.00	85,344.00	89,616.00
MONTHLY	5,850.00	6,143.00	6,450.00	6,773.00	7,112.00	7,468.00
BI-WEEKLY	2,700.00	2,835.23	2,976.92	3,126.00	3,282.46	3,446.77
HOURLY	33.7500	35.4404	37.2115	39.0750	41.0308	43.0846
Lgy Bonus 20	146.25	153.58	161.25	169.33	177.80	186.70
Lgy Bonus 25	292.50	307.15	322.50	338.65	355.60	373.40
Lgy Bonus 30	438.75	460.73	483.75	507.98	533.40	560.10

109

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,964.00	75,564.00	79,344.00	83,316.00	87,480.00	91,860.00
MONTHLY	5,997.00	6,297.00	6,612.00	6,943.00	7,290.00	7,655.00
BI-WEEKLY	2,767.85	2,906.31	3,051.69	3,204.46	3,364.62	3,533.08
HOURLY	34.5981	36.3288	38.1462	40.0558	42.0577	44.1635
Lgy Bonus 20	149.93	157.43	165.30	173.58	182.25	191.38
Lgy Bonus 25	299.85	314.85	330.60	347.15	364.50	382.75
Lgy Bonus 30	449.78	472.28	495.90	520.73	546.75	574.13

110

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,752.00	77,436.00	81,312.00	85,380.00	89,652.00	94,140.00
MONTHLY	6,146.00	6,453.00	6,776.00	7,115.00	7,471.00	7,845.00
BI-WEEKLY	2,836.62	2,978.31	3,127.38	3,283.85	3,448.15	3,620.77
HOURLY	35.4577	37.2288	39.0923	41.0481	43.1019	45.2596
Lgy Bonus 20	153.65	161.33	169.40	177.88	186.78	196.13
Lgy Bonus 25	307.30	322.65	338.80	355.75	373.55	392.25
Lgy Bonus 30	460.95	483.98	508.20	533.63	560.33	588.38

111

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	75,600.00	79,380.00	83,352.00	87,516.00	91,896.00	96,492.00
MONTHLY	6,300.00	6,615.00	6,946.00	7,293.00	7,658.00	8,041.00
BI-WEEKLY	2,907.69	3,053.08	3,205.85	3,366.00	3,534.46	3,711.23
HOURLY	36.3462	38.1635	40.0731	42.0750	44.1808	46.3904
Lgy Bonus 20	157.50	165.38	173.65	182.33	191.45	201.03
Lgy Bonus 25	315.00	330.75	347.30	364.65	382.90	402.05
Lgy Bonus 30	472.50	496.13	520.95	546.98	574.35	603.08

112

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,508.00	81,384.00	85,452.00	89,724.00	94,212.00	98,928.00
MONTHLY	6,459.00	6,782.00	7,121.00	7,477.00	7,851.00	8,244.00
BI-WEEKLY	2,981.08	3,130.15	3,286.62	3,450.92	3,623.54	3,804.92
HOURLY	37.2635	39.1269	41.0827	43.1365	45.2942	47.5615
Lgy Bonus 20	161.48	169.55	178.03	186.93	196.28	206.10
Lgy Bonus 25	322.95	339.10	356.05	373.85	392.55	412.20
Lgy Bonus 30	484.43	508.65	534.08	560.78	588.83	618.30

113

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	79,452.00	83,424.00	87,600.00	91,980.00	96,576.00	101,400.00
MONTHLY	6,621.00	6,952.00	7,300.00	7,665.00	8,048.00	8,450.00
BI-WEEKLY	3,055.85	3,208.62	3,369.23	3,537.69	3,714.46	3,900.00
HOURLY	38.1981	40.1077	42.1154	44.2212	46.4308	48.7500
Lgy Bonus 20	165.53	173.80	182.50	191.63	201.20	211.25
Lgy Bonus 25	331.05	347.60	365.00	383.25	402.40	422.50
Lgy Bonus 30	496.58	521.40	547.50	574.88	603.60	633.75

114

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	81,432.00	85,500.00	89,772.00	94,260.00	98,976.00	103,920.00
MONTHLY	6,786.00	7,125.00	7,481.00	7,855.00	8,248.00	8,660.00
BI-WEEKLY	3,132.00	3,288.46	3,452.77	3,625.38	3,806.77	3,996.92
HOURLY	39.1500	41.1058	43.1596	45.3173	47.5846	49.9615
Lgy Bonus 20	169.65	178.13	187.03	196.38	206.20	216.50
Lgy Bonus 25	339.30	356.25	374.05	392.75	412.40	433.00
Lgy Bonus 30	508.95	534.38	561.08	589.13	618.60	649.50

115 Deputy City Clerk/Records Management Officer**115 Deputy City Treasurer****115 Human Resources Analyst****115 Risk Management Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,472.00	87,648.00	92,028.00	96,624.00	101,460.00	106,536.00
MONTHLY	6,956.00	7,304.00	7,669.00	8,052.00	8,455.00	8,878.00
BI-WEEKLY	3,210.46	3,371.08	3,539.54	3,716.31	3,902.31	4,097.54
HOURLY	40.1308	42.1385	44.2442	46.4538	48.7788	51.2192
Lgy Bonus 20	173.90	182.60	191.73	201.30	211.38	221.95
Lgy Bonus 25	347.80	365.20	383.45	402.60	422.75	443.90
Lgy Bonus 30	521.70	547.80	575.18	603.90	634.13	665.85

116

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	85,548.00	89,820.00	94,308.00	99,024.00	103,980.00	109,176.00
MONTHLY	7,129.00	7,485.00	7,859.00	8,252.00	8,665.00	9,098.00
BI-WEEKLY	3,290.31	3,454.62	3,627.23	3,808.62	3,999.23	4,199.08
HOURLY	41.1288	43.1827	45.3404	47.6077	49.9904	52.4885
Lgy Bonus 20	178.23	187.13	196.48	206.30	216.63	227.45
Lgy Bonus 25	356.45	374.25	392.95	412.60	433.25	454.90
Lgy Bonus 30	534.68	561.38	589.43	618.90	649.88	682.35

117 Transportation Operations Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,684.00	92,064.00	96,672.00	101,508.00	106,584.00	111,912.00
MONTHLY	7,307.00	7,672.00	8,056.00	8,459.00	8,882.00	9,326.00
BI-WEEKLY	3,372.46	3,540.92	3,718.15	3,904.15	4,099.38	4,304.31
HOURLY	42.1558	44.2615	46.4769	48.8019	51.2423	53.8038
Lgy Bonus 20	182.68	191.80	201.40	211.48	222.05	233.15
Lgy Bonus 25	365.35	383.60	402.80	422.95	444.10	466.30
Lgy Bonus 30	548.03	575.40	604.20	634.43	666.15	699.45

118 Administrative Management Analyst I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,880.00	94,380.00	99,096.00	104,052.00	109,260.00	114,720.00
MONTHLY	7,490.00	7,865.00	8,258.00	8,671.00	9,105.00	9,560.00
BI-WEEKLY	3,456.92	3,630.00	3,811.38	4,002.00	4,202.31	4,412.31
HOURLY	43.2115	45.3750	47.6423	50.0250	52.5288	55.1538
Lgy Bonus 20	187.25	196.63	206.45	216.78	227.63	239.00
Lgy Bonus 25	374.50	393.25	412.90	433.55	455.25	478.00
Lgy Bonus 30	561.75	589.88	619.35	650.33	682.88	717.00

119 Accountant/Cost Accountant**119 Fleet Maintenance Supervisor****119 Transit Administrative Supervisor****119 Transit Training and Safety Supervisor**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	92,124.00	96,732.00	101,568.00	106,644.00	111,972.00	117,576.00
MONTHLY	7,677.00	8,061.00	8,464.00	8,887.00	9,331.00	9,798.00
BI-WEEKLY	3,543.23	3,720.46	3,906.46	4,101.69	4,306.62	4,522.15
HOURLY	44.2904	46.5058	48.8308	51.2712	53.8327	56.5269
Lgy Bonus 20	191.93	201.53	211.60	222.18	233.28	244.95
Lgy Bonus 25	383.85	403.05	423.20	444.35	466.55	489.90
Lgy Bonus 30	575.78	604.58	634.80	666.53	699.83	734.85

120 Administrative Management Analyst II**120 Executive Office Assistant**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	94,440.00	99,168.00	104,124.00	109,332.00	114,804.00	120,540.00
MONTHLY	7,870.00	8,264.00	8,677.00	9,111.00	9,567.00	10,045.00
BI-WEEKLY	3,632.31	3,814.15	4,004.77	4,205.08	4,415.54	4,636.15
HOURLY	45.4038	47.6769	50.0596	52.5635	55.1942	57.9519
Lgy Bonus 20	196.75	206.60	216.93	227.78	239.18	251.13
Lgy Bonus 25	393.50	413.20	433.85	455.55	478.35	502.25
Lgy Bonus 30	590.25	619.80	650.78	683.33	717.53	753.38

121

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	96,792.00	101,628.00	106,704.00	112,044.00	117,648.00	123,528.00
MONTHLY	8,066.00	8,469.00	8,892.00	9,337.00	9,804.00	10,294.00
BI-WEEKLY	3,722.77	3,908.77	4,104.00	4,309.38	4,524.92	4,751.08
HOURLY	46.5346	48.8596	51.3000	53.8673	56.5615	59.3885
Lgy Bonus 20	201.65	211.73	222.30	233.43	245.10	257.35
Lgy Bonus 25	403.30	423.45	444.60	466.85	490.20	514.70
Lgy Bonus 30	604.95	635.18	666.90	700.28	735.30	772.05

122 Facilities Maintenance Supervisor**122 Senior Human Resources Analyst****122 Senior Planner**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	99,216.00	104,172.00	109,380.00	114,852.00	120,600.00	126,636.00
MONTHLY	8,268.00	8,681.00	9,115.00	9,571.00	10,050.00	10,553.00
BI-WEEKLY	3,816.00	4,006.62	4,206.92	4,417.38	4,638.46	4,870.62
HOURLY	47.7000	50.0827	52.5865	55.2173	57.9808	60.8827
Lgy Bonus 20	206.70	217.03	227.88	239.28	251.25	263.83
Lgy Bonus 25	413.40	434.05	455.75	478.55	502.50	527.65
Lgy Bonus 30	620.10	651.08	683.63	717.83	753.75	791.48

123

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,700.00	106,788.00	112,128.00	117,732.00	123,624.00	129,804.00
MONTHLY	8,475.00	8,899.00	9,344.00	9,811.00	10,302.00	10,817.00
BI-WEEKLY	3,911.54	4,107.23	4,312.62	4,528.15	4,754.77	4,992.46
HOURLY	48.8942	51.3404	53.9077	56.6019	59.4346	62.4058
Lgy Bonus 20	211.88	222.48	233.60	245.28	257.55	270.43
Lgy Bonus 25	423.75	444.95	467.20	490.55	515.10	540.85
Lgy Bonus 30	635.63	667.43	700.80	735.83	772.65	811.28

124 Assistant Transit Operations Manager**124 Senior Administrative Analyst****124 Transit Training and Safety Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	104,244.00	109,452.00	114,924.00	120,672.00	126,708.00	133,044.00
MONTHLY	8,687.00	9,121.00	9,577.00	10,056.00	10,559.00	11,087.00
BI-WEEKLY	4,009.38	4,209.69	4,420.15	4,641.23	4,873.38	5,117.08
HOURLY	50.1173	52.6212	55.2519	58.0154	60.9173	63.9635
Lgy Bonus 20	217.18	228.03	239.43	251.40	263.98	277.18
Lgy Bonus 25	434.35	456.05	478.85	502.80	527.95	554.35
Lgy Bonus 30	651.53	684.08	718.28	754.20	791.93	831.53

125 Public Information Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,848.00	112,188.00	117,792.00	123,684.00	129,864.00	136,356.00
MONTHLY	8,904.00	9,349.00	9,816.00	10,307.00	10,822.00	11,363.00
BI-WEEKLY	4,109.54	4,314.92	4,530.46	4,757.08	4,994.77	5,244.46
HOURLY	51.3692	53.9365	56.6308	59.4635	62.4346	65.5558
Lgy Bonus 20	222.60	233.73	245.40	257.68	270.55	284.08
Lgy Bonus 25	445.20	467.45	490.80	515.35	541.10	568.15
Lgy Bonus 30	667.80	701.18	736.20	773.03	811.65	852.23

126 Administrative Services Manager**126 Community Development Manager****126 Economic Development Manager****126 Family Child Care Manager****126 Recreation & Human Services Manager****126 Transportation Administrative Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	109,524.00	114,996.00	120,744.00	126,780.00	133,116.00	139,776.00
MONTHLY	9,127.00	9,583.00	10,062.00	10,565.00	11,093.00	11,648.00
BI-WEEKLY	4,212.46	4,422.92	4,644.00	4,876.15	5,119.85	5,376.00
HOURLY	52.6558	55.2865	58.0500	60.9519	63.9981	67.2000
Lgy Bonus 20	228.18	239.58	251.55	264.13	277.33	291.20
Lgy Bonus 25	456.35	479.15	503.10	528.25	554.65	582.40
Lgy Bonus 30	684.53	718.73	754.65	792.38	831.98	873.60

127

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	112,260.00	117,876.00	123,768.00	129,960.00	136,464.00	143,292.00
MONTHLY	9,355.00	9,823.00	10,314.00	10,830.00	11,372.00	11,941.00
BI-WEEKLY	4,317.69	4,533.69	4,760.31	4,998.46	5,248.62	5,511.23
HOURLY	53.9712	56.6712	59.5038	62.4808	65.6077	68.8904
Lgy Bonus 20	233.88	245.58	257.85	270.75	284.30	298.53
Lgy Bonus 25	467.75	491.15	515.70	541.50	568.60	597.05
Lgy Bonus 30	701.63	736.73	773.55	812.25	852.90	895.58

128 Equipment Maintenance Superintendent**128 Finance and Administrative Services Manager****128 Financial Services Manager****128 Transit Maintenance Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	115,068.00	120,816.00	126,852.00	133,200.00	139,860.00	146,856.00
MONTHLY	9,589.00	10,068.00	10,571.00	11,100.00	11,655.00	12,238.00
BI-WEEKLY	4,425.69	4,646.77	4,878.92	5,123.08	5,379.23	5,648.31
HOURLY	55.3212	58.0846	60.9865	64.0385	67.2404	70.6038
Lgy Bonus 20	239.73	251.70	264.28	277.50	291.38	305.95
Lgy Bonus 25	479.45	503.40	528.55	555.00	582.75	611.90
Lgy Bonus 30	719.18	755.10	792.83	832.50	874.13	917.85

129

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	117,948.00	123,840.00	130,032.00	136,536.00	143,364.00	150,528.00
MONTHLY	9,829.00	10,320.00	10,836.00	11,378.00	11,947.00	12,544.00
BI-WEEKLY	4,536.46	4,763.08	5,001.23	5,251.38	5,514.00	5,789.54
HOURLY	56.7058	59.5385	62.5154	65.6423	68.9250	72.3692
Lgy Bonus 20	245.73	258.00	270.90	284.45	298.68	313.60
Lgy Bonus 25	491.45	516.00	541.80	568.90	597.35	627.20
Lgy Bonus 30	737.18	774.00	812.70	853.35	896.03	940.80

130 Accounting/Finance Manager
130 Information Technology Manager
130 Park Maintenance Superintendent
130 Recreation Program Administrator
130 Revenue and Purchasing Manager
130 Street Maintenance Superintendent

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	120,888.00	126,936.00	133,284.00	139,944.00	146,940.00	154,284.00
MONTHLY	10,074.00	10,578.00	11,107.00	11,662.00	12,245.00	12,857.00
BI-WEEKLY	4,649.54	4,882.15	5,126.31	5,382.46	5,651.54	5,934.00
HOURLY	58.1192	61.0269	64.0788	67.2808	70.6442	74.1750
Lgy Bonus 20	251.85	264.45	277.68	291.55	306.13	321.43
Lgy Bonus 25	503.70	528.90	555.35	583.10	612.25	642.85
Lgy Bonus 30	755.55	793.35	833.03	874.65	918.38	964.28

131 Plan Check Engineer
131 Transit Operations Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	123,912.00	130,104.00	136,608.00	143,436.00	150,612.00	158,148.00
MONTHLY	10,326.00	10,842.00	11,384.00	11,953.00	12,551.00	13,179.00
BI-WEEKLY	4,765.85	5,004.00	5,254.15	5,516.77	5,792.77	6,082.62
HOURLY	59.5731	62.5500	65.6769	68.9596	72.4096	76.0327
Lgy Bonus 20	258.15	271.05	284.60	298.83	313.78	329.48
Lgy Bonus 25	516.30	542.10	569.20	597.65	627.55	658.95
Lgy Bonus 30	774.45	813.15	853.80	896.48	941.33	988.43

132 FCC Therapist/Trainer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	127,008.00	133,356.00	140,028.00	147,024.00	154,380.00	162,096.00
MONTHLY	10,584.00	11,113.00	11,669.00	12,252.00	12,865.00	13,508.00
BI-WEEKLY	4,884.92	5,129.08	5,385.69	5,654.77	5,937.69	6,234.46
HOURLY	61.0615	64.1135	67.3212	70.6846	74.2212	77.9308
Lgy Bonus 20	264.60	277.83	291.73	306.30	321.63	337.70
Lgy Bonus 25	529.20	555.65	583.45	612.60	643.25	675.40
Lgy Bonus 30	793.80	833.48	875.18	918.90	964.88	1013.10

**133 Human Resources Manager
133 Public Works Superintendent**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	130,176.00	136,680.00	143,520.00	150,696.00	158,232.00	166,140.00
MONTHLY	10,848.00	11,390.00	11,960.00	12,558.00	13,186.00	13,845.00
BI-WEEKLY	5,006.77	5,256.92	5,520.00	5,796.00	6,085.85	6,390.00
HOURLY	62.5846	65.7115	69.0000	72.4500	76.0731	79.8750
Lgy Bonus 20	271.20	284.75	299.00	313.95	329.65	346.13
Lgy Bonus 25	542.40	569.50	598.00	627.90	659.30	692.25
Lgy Bonus 30	813.60	854.25	897.00	941.85	988.95	1038.38

134 Assistant to the City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	133,440.00	140,112.00	147,120.00	154,476.00	162,204.00	170,316.00
MONTHLY	11,120.00	11,676.00	12,260.00	12,873.00	13,517.00	14,193.00
BI-WEEKLY	5,132.31	5,388.92	5,658.46	5,941.38	6,238.62	6,550.62
HOURLY	64.1538	67.3615	70.7308	74.2673	77.9827	81.8827
Lgy Bonus 20	278.00	291.90	306.50	321.83	337.93	354.83
Lgy Bonus 25	556.00	583.80	613.00	643.65	675.85	709.65
Lgy Bonus 30	834.00	875.70	919.50	965.48	1013.78	1064.48

135

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	136,764.00	143,604.00	150,780.00	158,316.00	166,236.00	174,552.00
MONTHLY	11,397.00	11,967.00	12,565.00	13,193.00	13,853.00	14,546.00
BI-WEEKLY	5,260.15	5,523.23	5,799.23	6,089.08	6,393.69	6,713.54
HOURLY	65.7519	69.0404	72.4904	76.1135	79.9212	83.9192
Lgy Bonus 20	284.93	299.18	314.13	329.83	346.33	363.65
Lgy Bonus 25	569.85	598.35	628.25	659.65	692.65	727.30
Lgy Bonus 30	854.78	897.53	942.38	989.48	1038.98	1090.95

136

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	140,184.00	147,192.00	154,548.00	162,276.00	170,388.00	178,908.00
MONTHLY	11,682.00	12,266.00	12,879.00	13,523.00	14,199.00	14,909.00
BI-WEEKLY	5,391.69	5,661.23	5,944.15	6,241.38	6,553.38	6,881.08
HOURLY	67.3962	70.7654	74.3019	78.0173	81.9173	86.0135
Lgy Bonus 20	292.05	306.65	321.98	338.08	354.98	372.73
Lgy Bonus 25	584.10	613.30	643.95	676.15	709.95	745.45
Lgy Bonus 30	876.15	919.95	965.93	1014.23	1064.93	1118.18

137

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	143,700.00	150,888.00	158,436.00	166,356.00	174,672.00	183,408.00
MONTHLY	11,975.00	12,574.00	13,203.00	13,863.00	14,556.00	15,284.00
BI-WEEKLY	5,526.92	5,803.38	6,093.69	6,398.31	6,718.15	7,054.15
HOURLY	69.0865	72.5423	76.1712	79.9788	83.9769	88.1769
Lgy Bonus 20	299.38	314.35	330.08	346.58	363.90	382.10
Lgy Bonus 25	598.75	628.70	660.15	693.15	727.80	764.20
Lgy Bonus 30	898.13	943.05	990.23	1039.73	1091.70	1146.30

138 Chief Fiscal Officer
138 Principal Civil Engineer
138 Transit Administrative Officer
138 Transit Operations Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	147,288.00	154,656.00	162,384.00	170,508.00	179,028.00	187,980.00
MONTHLY	12,274.00	12,888.00	13,532.00	14,209.00	14,919.00	15,665.00
BI-WEEKLY	5,664.92	5,948.31	6,245.54	6,558.00	6,885.69	7,230.00
HOURLY	70.8115	74.3538	78.0692	81.9750	86.0712	90.3750
Lgy Bonus 20	306.85	322.20	338.30	355.23	372.98	391.63
Lgy Bonus 25	613.70	644.40	676.60	710.45	745.95	783.25
Lgy Bonus 30	920.55	966.60	1014.90	1065.68	1118.93	1174.88

139

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	150,972.00	158,520.00	166,452.00	174,780.00	183,516.00	192,696.00
MONTHLY	12,581.00	13,210.00	13,871.00	14,565.00	15,293.00	16,058.00
BI-WEEKLY	5,806.62	6,096.92	6,402.00	6,722.31	7,058.31	7,411.38
HOURLY	72.5827	76.2115	80.0250	84.0288	88.2288	92.6423
Lgy Bonus 20	314.53	330.25	346.78	364.13	382.33	401.45
Lgy Bonus 25	629.05	660.50	693.55	728.25	764.65	802.90
Lgy Bonus 30	943.58	990.75	1040.33	1092.38	1146.98	1204.35

140

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	154,740.00	162,480.00	170,604.00	179,136.00	188,088.00	197,496.00
MONTHLY	12,895.00	13,540.00	14,217.00	14,928.00	15,674.00	16,458.00
BI-WEEKLY	5,951.54	6,249.23	6,561.69	6,889.85	7,234.15	7,596.00
HOURLY	74.3942	78.1154	82.0212	86.1231	90.4269	94.9500
Lgy Bonus 20	322.38	338.50	355.43	373.20	391.85	411.45
Lgy Bonus 25	644.75	677.00	710.85	746.40	783.70	822.90
Lgy Bonus 30	967.13	1015.50	1066.28	1119.60	1175.55	1234.35

141 Assistant Director of Transportation
141 Assistant Public Works Director/City Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	158,604.00	166,536.00	174,864.00	183,612.00	192,792.00	202,428.00
MONTHLY	13,217.00	13,878.00	14,572.00	15,301.00	16,066.00	16,869.00
BI-WEEKLY	6,100.15	6,405.23	6,725.54	7,062.00	7,415.08	7,785.69
HOURLY	76.2519	80.0654	84.0692	88.2750	92.6885	97.3212
Lgy Bonus 20	330.43	346.95	364.30	382.53	401.65	421.73
Lgy Bonus 25	660.85	693.90	728.60	765.05	803.30	843.45
Lgy Bonus 30	991.28	1040.85	1092.90	1147.58	1204.95	1265.18

142

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	162,576.00	170,700.00	179,232.00	188,196.00	197,604.00	207,480.00
MONTHLY	13,548.00	14,225.00	14,936.00	15,683.00	16,467.00	17,290.00
BI-WEEKLY	6,252.92	6,565.38	6,893.54	7,238.31	7,600.15	7,980.00
HOURLY	78.1615	82.0673	86.1692	90.4788	95.0019	99.7500
Lgy Bonus 20	338.70	355.63	373.40	392.08	411.68	432.25
Lgy Bonus 25	677.40	711.25	746.80	784.15	823.35	864.50
Lgy Bonus 30	1016.10	1066.88	1120.20	1176.23	1235.03	1296.75

143

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	166,644.00	174,972.00	183,720.00	192,912.00	202,560.00	212,688.00
MONTHLY	13,887.00	14,581.00	15,310.00	16,076.00	16,880.00	17,724.00
BI-WEEKLY	6,409.38	6,729.69	7,066.15	7,419.69	7,790.77	8,180.31
HOURLY	80.1173	84.1212	88.3269	92.7462	97.3846	102.2538
Lgy Bonus 20	347.18	364.53	382.75	401.90	422.00	443.10
Lgy Bonus 25	694.35	729.05	765.50	803.80	844.00	886.20
Lgy Bonus 30	1041.53	1093.58	1148.25	1205.70	1266.00	1329.30

144

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	170,808.00	179,352.00	188,316.00	197,736.00	207,624.00	218,004.00
MONTHLY	14,234.00	14,946.00	15,693.00	16,478.00	17,302.00	18,167.00
BI-WEEKLY	6,569.54	6,898.15	7,242.92	7,605.23	7,985.54	8,384.77
HOURLY	82.1192	86.2269	90.5365	95.0654	99.8192	104.8096
Lgy Bonus 20	355.85	373.65	392.33	411.95	432.55	454.18
Lgy Bonus 25	711.70	747.30	784.65	823.90	865.10	908.35
Lgy Bonus 30	1067.55	1120.95	1176.98	1235.85	1297.65	1362.53

145

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	175,080.00	183,840.00	193,032.00	202,680.00	212,820.00	223,464.00
MONTHLY	14,590.00	15,320.00	16,086.00	16,890.00	17,735.00	18,622.00
BI-WEEKLY	6,733.85	7,070.77	7,424.31	7,795.38	8,185.38	8,594.77
HOURLY	84.1731	88.3846	92.8038	97.4423	102.3173	107.4346
Lgy Bonus 20	364.75	383.00	402.15	422.25	443.38	465.55
Lgy Bonus 25	729.50	766.00	804.30	844.50	886.75	931.10
Lgy Bonus 30	1094.25	1149.00	1206.45	1266.75	1330.13	1396.65

146

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	179,460.00	188,436.00	197,856.00	207,744.00	218,136.00	229,044.00
MONTHLY	14,955.00	15,703.00	16,488.00	17,312.00	18,178.00	19,087.00
BI-WEEKLY	6,902.31	7,247.54	7,609.85	7,990.15	8,389.85	8,809.38
HOURLY	86.2788	90.5942	95.1231	99.8769	104.8731	110.1173
Lgy Bonus 20	373.88	392.58	412.20	432.80	454.45	477.18
Lgy Bonus 25	747.75	785.15	824.40	865.60	908.90	954.35
Lgy Bonus 30	1121.63	1177.73	1236.60	1298.40	1363.35	1431.53

147

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	183,960.00	193,164.00	202,824.00	212,964.00	223,608.00	234,792.00
MONTHLY	15,330.00	16,097.00	16,902.00	17,747.00	18,634.00	19,566.00
BI-WEEKLY	7,075.38	7,429.38	7,800.92	8,190.92	8,600.31	9,030.46
HOURLY	88.4423	92.8673	97.5115	102.3865	107.5038	112.8808

Lgy Bonus 20	383.25	402.43	422.55	443.68	465.85	489.15
Lgy Bonus 25	766.50	804.85	845.10	887.35	931.70	978.30
Lgy Bonus 30	1149.75	1207.28	1267.65	1331.03	1397.55	1467.45

148

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	188,556.00	197,988.00	207,888.00	218,280.00	229,200.00	240,660.00
MONTHLY	15,713.00	16,499.00	17,324.00	18,190.00	19,100.00	20,055.00
BI-WEEKLY	7,252.15	7,614.92	7,995.69	8,395.38	8,815.38	9,256.15
HOURLY	90.6519	95.1865	99.9462	104.9423	110.1923	115.7019

Lgy Bonus 20	392.83	412.48	433.10	454.75	477.50	501.38
Lgy Bonus 25	785.65	824.95	866.20	909.50	955.00	1002.75
Lgy Bonus 30	1178.48	1237.43	1299.30	1364.25	1432.50	1504.13

149

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,272.00	202,932.00	213,084.00	223,740.00	234,924.00	246,672.00
MONTHLY	16,106.00	16,911.00	17,757.00	18,645.00	19,577.00	20,556.00
BI-WEEKLY	7,433.54	7,805.08	8,195.54	8,605.38	9,035.54	9,487.38
HOURLY	92.9192	97.5635	102.4442	107.5673	112.9442	118.5923

Lgy Bonus 20	402.65	422.78	443.93	466.13	489.43	513.90
Lgy Bonus 25	805.30	845.55	887.85	932.25	978.85	1027.80
Lgy Bonus 30	1207.95	1268.33	1331.78	1398.38	1468.28	1541.70

150 Joint Powers Authority Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,000.00					
MONTHLY	13,000.00					
BI-WEEKLY	6,000.00					
HOURLY	75.0000					

200 Police Trainee

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,124.00	-	-	-	-	-
MONTHLY	6,927.00	-	-	-	-	-
BI-WEEKLY	3,197.08	-	-	-	-	-
HOURLY	39.9635	-	-	-	-	-

201 Police Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	97,788.00	102,660.00	107,808.00	113,184.00	118,860.00	124,800.00
MONTHLY	8,149.00	8,555.00	8,984.00	9,432.00	9,905.00	10,400.00
BI-WEEKLY	3,761.08	3,948.46	4,146.46	4,353.23	4,571.54	4,800.00
HOURLY	47.0135	49.3558	51.8308	54.4154	57.1442	60.0000

EDUCATIONAL INCENTIVE BONUS

AA	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96
BA	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96

SPECIALIST	664.75	664.75	664.75	664.75	664.75	664.75

Lgy Bonus 7	365.00	365.00	365.00	365.00	365.00	365.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	927.45	947.75	969.20	991.60	1,015.25	1,040.00
Lgy Bonus 26	1,334.90	1,375.50	1,418.40	1,463.20	1,510.50	1,560.00

203 Police Sergeant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	126,528.00	132,864.00	139,488.00	146,472.00	153,804.00	161,496.00
MONTHLY	10,544.00	11,072.00	11,624.00	12,206.00	12,817.00	13,458.00
BI-WEEKLY	4,866.46	5,110.15	5,364.92	5,633.54	5,915.54	6,211.38
HOURLY	60.8308	63.8769	67.0615	70.4192	73.9442	77.6423

EDUCATIONAL INCENTIVE BONUS

AA	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53
BA	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53

SPECIAL DUTY PAY	420.00	420.00	420.00	420.00	420.00	420.00

Lgy Bonus 7	326.00	326.00	326.00	326.00	326.00	326.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	1,047.20	1,073.60	1,101.20	1,130.30	1,160.85	1,192.90
Lgy Bonus 26	\$ 1,574.40	1,627.20	1,682.40	1,740.60	1,801.70	1,865.80

227 Police Lieutenant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	162,720.00	170,856.00	179,400.00	188,376.00	197,796.00	207,684.00
MONTHLY	13,560.00	14,238.00	14,950.00	15,698.00	16,483.00	17,307.00
BI-WEEKLY	6,258.46	6,571.38	6,900.00	7,245.23	7,607.54	7,987.85
HOURLY	78.2308	82.1423	86.2500	90.5654	95.0942	99.8481
CA POST Supervisory/Adv.	1,766.44	1,837.84	1,912.84	1,991.56	2,074.24	2,161.00
CA POST Mgmt. Cert.	678.00	711.90	747.50	784.90	824.15	865.35
Lgy Bonus 20	678.00	711.90	747.50	784.90	824.15	865.35
Lgy Bonus 26	1,356.00	1,423.80	1,495.00	1,569.80	1,648.30	1,730.70
Mgmt Incentive Pay	1,288.20	1,352.61	1,420.25	1,491.31	1,565.89	1,644.17

231 Police Captain

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,476.00	203,148.00	213,300.00	223,968.00	235,164.00	246,924.00
MONTHLY	16,123.00	16,929.00	17,775.00	18,664.00	19,597.00	20,577.00
BI-WEEKLY	7,441.38	7,813.38	8,203.85	8,614.15	9,044.77	9,497.08
HOURLY	93.0173	97.6673	102.5481	107.6769	113.0596	118.7135
CA POST Supervisory/Adv.	2,036.08	2,120.92	2,209.96	2,303.56	2,401.84	2,505.04
CA POST Mgmt. Cert.	806.15	846.45	888.75	933.20	979.85	1,028.85
Lgy Bonus 20	806.15	846.45	888.75	933.20	979.85	1,028.85
Lgy Bonus 26	1,612.30	1,692.90	1,777.50	1,866.40	1,959.70	2,057.70
Mgmt Incentive Pay	1,531.69	1,608.26	1,688.63	1,773.08	1,861.72	1,954.82

232 Deputy Police Chief

STEP	*1*
ANNUAL	259,272.00
MONTHLY	21,606.00
BI-WEEKLY	9,972.00
HOURLY	124.6500
CA POST Supervisory/Adv.	2,613.40
CA POST Mgmt. Cert.	1,080.30
Lgy Bonus 20	1,080.30
Lgy Bonus 26	2,160.60
Mgmt Incentive Pay	2,052.57

301 Mayor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	31,200.00					
MONTHLY	2,600.00					
BI-WEEKLY	1,200.00					
HOURLY	15.0000					

302 Councilmember

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	19,200.00					
MONTHLY	1,600.00					
BI-WEEKLY	738.46					
HOURLY	9.2308					

303 City Clerk

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	12,000.00					
MONTHLY	1,000.00					
BI-WEEKLY	461.54					
HOURLY	5.7692					

304 City Treasurer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	6,000.00					
MONTHLY	500.00					
BI-WEEKLY	230.77					
HOURLY	2.8846					

305 Youth Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	300.00	-	-	-	-	-
MONTHLY	25.00	-	-	-	-	-
BI-WEEKLY	11.54	-	-	-	-	-
HOURLY	0.1442	-	-	-	-	-

306 Gardena Beautification Commissioner
306 Gardena Economic Business Advisory Commissioner
306 Human Services Commissioner
306 Recreation Commissioner
306 Rent Mediation Board Member
306 Senior Citizens Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	600.00	-	-	-	-	-
MONTHLY	50.00	-	-	-	-	-
BI-WEEKLY	23.08	-	-	-	-	-
HOURLY	0.2885	-	-	-	-	-

308 Planning Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	1,200.00	-	-	-	-	-
MONTHLY	100.00	-	-	-	-	-
BI-WEEKLY	46.15	-	-	-	-	-
HOURLY	0.5769	-	-	-	-	-

330 Department Heads

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	183,084.00	192,240.00	201,852.00	211,944.00	222,540.00	233,664.00
MONTHLY	15,257.00	16,020.00	16,821.00	17,662.00	18,545.00	19,472.00
BI-WEEKLY	7,041.69	7,393.85	7,763.54	8,151.69	8,559.23	8,987.08
HOURLY	88.0212	92.4231	97.0442	101.8962	106.9904	112.3385
Lgy Bonus 20	381.43	400.50	420.53	441.55	463.63	486.80
Lgy Bonus 25	762.85	801.00	841.05	883.10	927.25	973.60
Lgy Bonus 30	1144.28	1201.50	1261.58	1324.65	1390.88	1460.40

335 Deputy City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	192,240.00	201,852.00	211,944.00	222,540.00	233,664.00	245,352.00
MONTHLY	16,020.00	16,821.00	17,662.00	18,545.00	19,472.00	20,446.00
BI-WEEKLY	7,393.85	7,763.54	8,151.69	8,559.23	8,987.08	9,436.62
HOURLY	92.4231	97.0442	101.8962	106.9904	112.3385	117.9577
Lgy Bonus 20	400.50	420.53	441.55	463.63	486.80	511.15
Lgy Bonus 25	801.00	841.05	883.10	927.25	973.60	1022.30
Lgy Bonus 30	1201.50	1261.58	1324.65	1390.88	1460.40	1533.45

339 Assistant City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	200,964.00	211,008.00	221,556.00	232,632.00	244,260.00	256,476.00
MONTHLY	16,747.00	17,584.00	18,463.00	19,386.00	20,355.00	21,373.00
BI-WEEKLY	7,729.38	8,115.69	8,521.38	8,947.38	9,394.62	9,864.46
HOURLY	96.6173	101.4462	106.5173	111.8423	117.4327	123.3058
Lgy Bonus 20	418.68	439.60	461.58	484.65	508.88	534.33
Lgy Bonus 25	837.35	879.20	923.15	969.30	1017.75	1068.65
Lgy Bonus 30	1256.03	1318.80	1384.73	1453.95	1526.63	1602.98

340 Police Chief

STEP	*1*
ANNUAL	282,016.32
MONTHLY	23,501.36
BI-WEEKLY	10,846.78
HOURLY	135.5848
CA POST Supervisory/Adv.	2,727.12
CA POST Mgmt. Cert	1,175.07
CA POST Exe Cert	1,175.07
Lgy Bonus 26	2,350.14
Mgmt Incentive Pay	2,232.63

350 City Manager

STEP	*1*
ANNUAL	324,010.00
MONTHLY	27,000.83
BI-WEEKLY	12,461.92
HOURLY	155.7740

CITY OF GARDENA
CLASSIFICATION AND COMPENSATION PLAN
Effective September 10, 2024. Adopted September 10, 2024. Amended April 8, 2025

Add New Classification: Crime Analyst (Schedule 55)

5 Recreation Instructor				
HOURLY RANGE	20.00 - 35.00			
6 Clerical Aide I				
6 Police Aide				
STEP		*4*		*6*
ANNUAL		32,400.00		35,724.00
MONTHLY		2,700.00		2,977.00
BI-WEEKLY		1,246.15		1,374.00
HOURLY		15.5769		17.1750
7 Peer Advocate Counselor II				
7 Storeroom Aide				
STEP				*6*
ANNUAL				34,908.00
MONTHLY				2,909.00
BI-WEEKLY				1,342.62
HOURLY				16.7827
8 Community Aide I				
STEP			*5*	*6*
ANNUAL			34,068.00	35,772.00
MONTHLY			2,839.00	2,981.00
BI-WEEKLY			1,310.31	1,375.85
HOURLY			16.3788	17.1981
13				
STEP			*5*	*6*
ANNUAL			34,956.00	36,708.00
MONTHLY			2,913.00	3,059.00
BI-WEEKLY			1,344.46	1,411.85
HOURLY			16.8058	17.6481
14 Pool Cashier				
STEP		*4*	*5*	*6*
ANNUAL		34,116.00	35,820.00	37,608.00
MONTHLY		2,843.00	2,985.00	3,134.00
BI-WEEKLY		1,312.15	1,377.69	1,446.46
HOURLY		16.4019	17.2212	18.0808
15				
STEP		*4*	*5*	*6*
ANNUAL		34,980.00	36,732.00	38,568.00
MONTHLY		2,915.00	3,061.00	3,214.00
BI-WEEKLY		1,345.38	1,412.77	1,483.38
HOURLY		16.8173	17.6596	18.5423

16

STEP		*3*	*4*	*5*	*6*
ANNUAL		34,152.00	35,856.00	37,644.00	39,528.00
MONTHLY		2,846.00	2,988.00	3,137.00	3,294.00
BI-WEEKLY		1,313.54	1,379.08	1,447.85	1,520.31
HOURLY		16.4192	17.2385	18.0981	19.0038

17 Clerk Typist

STEP		*3*	*4*	*5*	*6*
ANNUAL		35,004.00	36,756.00	38,592.00	40,524.00
MONTHLY		2,917.00	3,063.00	3,216.00	3,377.00
BI-WEEKLY		1,346.31	1,413.69	1,484.31	1,558.62
HOURLY		16.8288	17.6712	18.5538	19.4827

18

STEP		*3*	*4*	*5*	*6*
ANNUAL	34,176.00	35,880.00	37,680.00	39,564.00	41,544.00
MONTHLY	2,848.00	2,990.00	3,140.00	3,297.00	3,462.00
BI-WEEKLY	1,314.46	1,380.00	1,449.23	1,521.69	1,597.85
HOURLY	16.4308	17.2500	18.1154	19.0212	19.9731

19

STEP		*2*	*3*	*4*	*5*	*6*
ANNUAL		35,016.00	36,768.00	38,604.00	40,536.00	42,564.00
MONTHLY		2,918.00	3,064.00	3,217.00	3,378.00	3,547.00
BI-WEEKLY		1,346.77	1,414.15	1,484.77	1,559.08	1,637.08
HOURLY		16.8346	17.6769	18.5596	19.4885	20.4635

20

STEP		*2*	*3*	*4*	*5*	*6*
ANNUAL	34,188.00	35,892.00	37,692.00	39,576.00	41,556.00	43,632.00
MONTHLY	2,849.00	2,991.00	3,141.00	3,298.00	3,463.00	3,636.00
BI-WEEKLY	1,314.92	1,380.46	1,449.69	1,522.15	1,598.31	1,678.15
HOURLY	16.4365	17.2558	18.1212	19.0269	19.9788	20.9769

21 Police Cadet

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	35,028.00	36,780.00	38,616.00	40,548.00	42,576.00	44,700.00
MONTHLY	2,919.00	3,065.00	3,218.00	3,379.00	3,548.00	3,725.00
BI-WEEKLY	1,347.23	1,414.62	1,485.23	1,559.54	1,637.54	1,719.23
HOURLY	16.8404	17.6827	18.5654	19.4942	20.4692	21.4904

22 FCC Program Assistant I**22 Geriatric Aide****22 Human Services Aide****22 Lifeguard/Instructor****22 Recreation Leader I**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	35,904.00	37,704.00	39,588.00	41,568.00	43,644.00	45,828.00
MONTHLY	2,992.00	3,142.00	3,299.00	3,464.00	3,637.00	3,819.00
BI-WEEKLY	1,380.92	1,450.15	1,522.62	1,598.77	1,678.62	1,762.62
HOURLY	17.2615	18.1269	19.0327	19.9846	20.9827	22.0327

23 Community Aide II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	36,804.00	38,640.00	40,572.00	42,600.00	44,736.00	46,968.00
MONTHLY	3,067.00	3,220.00	3,381.00	3,550.00	3,728.00	3,914.00
BI-WEEKLY	1,415.54	1,486.15	1,560.46	1,638.46	1,720.62	1,806.46
HOURLY	17.6942	18.5769	19.5058	20.4808	21.5077	22.5808

24

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	37,728.00	39,612.00	41,592.00	43,668.00	45,852.00	48,144.00
MONTHLY	3,144.00	3,301.00	3,466.00	3,639.00	3,821.00	4,012.00
BI-WEEKLY	1,451.08	1,523.54	1,599.69	1,679.54	1,763.54	1,851.69
HOURLY	18.1385	19.0442	19.9962	20.9942	22.0442	23.1462

25

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	38,676.00	40,608.00	42,636.00	44,772.00	47,016.00	49,368.00
MONTHLY	3,223.00	3,384.00	3,553.00	3,731.00	3,918.00	4,114.00
BI-WEEKLY	1,487.54	1,561.85	1,639.85	1,722.00	1,808.31	1,898.77
HOURLY	18.5942	19.5231	20.4981	21.5250	22.6038	23.7346

26 Pool Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	39,636.00	41,616.00	43,692.00	45,876.00	48,168.00	50,580.00
MONTHLY	3,303.00	3,468.00	3,641.00	3,823.00	4,014.00	4,215.00
BI-WEEKLY	1,524.46	1,600.62	1,680.46	1,764.46	1,852.62	1,945.38
HOURLY	19.0558	20.0077	21.0058	22.0558	23.1577	24.3173

27

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	40,620.00	42,648.00	44,784.00	47,028.00	49,380.00	51,852.00
MONTHLY	3,385.00	3,554.00	3,732.00	3,919.00	4,115.00	4,321.00
BI-WEEKLY	1,562.31	1,640.31	1,722.46	1,808.77	1,899.23	1,994.31
HOURLY	19.5288	20.5038	21.5308	22.6096	23.7404	24.9288

28 Meal Services Coordinator**28 Police Assistant****28 Recreation Leader II**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	41,628.00	43,704.00	45,888.00	48,180.00	50,592.00	53,124.00
MONTHLY	3,469.00	3,642.00	3,824.00	4,015.00	4,216.00	4,427.00
BI-WEEKLY	1,601.08	1,680.92	1,764.92	1,853.08	1,945.85	2,043.23
HOURLY	20.0135	21.0115	22.0615	23.1635	24.3231	25.5404

29 Account Clerk**29 Customer Service Clerk I****29 Printing & Technology Intern****29 Recreation Therapist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	42,672.00	44,808.00	47,052.00	49,404.00	51,876.00	54,468.00
MONTHLY	3,556.00	3,734.00	3,921.00	4,117.00	4,323.00	4,539.00
BI-WEEKLY	1,641.23	1,723.38	1,809.69	1,900.15	1,995.23	2,094.92
HOURLY	20.5154	21.5423	22.6212	23.7519	24.9404	26.1865

30 Certified Nursing Assistant
30 Custodian I
30 FCC Education Assistant II
30 FCC Program Assistant II
30 Office Specialist

	1	*2*	*3*	*4*	*5*	*6*
ANNUAL	43,728.00	45,912.00	48,204.00	50,616.00	53,148.00	55,800.00
MONTHLY	3,644.00	3,826.00	4,017.00	4,218.00	4,429.00	4,650.00
BI-WEEKLY	1,681.85	1,765.85	1,854.00	1,946.77	2,044.15	2,146.15
HOURLY	21.0231	22.0731	23.1750	24.3346	25.5519	26.8269

31 On-Demand (Micro/Paratransit) Operator
31 Paratransit Driver

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	44,832.00	47,076.00	49,428.00	51,900.00	54,492.00	57,216.00
MONTHLY	3,736.00	3,923.00	4,119.00	4,325.00	4,541.00	4,768.00
BI-WEEKLY	1,724.31	1,810.62	1,901.08	1,996.15	2,095.85	2,200.62
HOURLY	21.5538	22.6327	23.7635	24.9519	26.1981	27.5077

32 Home Improvement Maintenance Helper
32 Right-of-Way Maintenance Worker

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	45,948.00	48,240.00	50,652.00	53,184.00	55,848.00	58,644.00
MONTHLY	3,829.00	4,020.00	4,221.00	4,432.00	4,654.00	4,887.00
BI-WEEKLY	1,767.23	1,855.38	1,948.15	2,045.54	2,148.00	2,255.54
HOURLY	22.0904	23.1923	24.3519	25.5692	26.8500	28.1942

33 Customer Service Clerk II
33 Equipment Utility Worker I
33 Public Safety Officer
33 Relief Bus Operator Trainee

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	47,100.00	49,452.00	51,924.00	54,516.00	57,240.00	60,108.00
MONTHLY	3,925.00	4,121.00	4,327.00	4,543.00	4,770.00	5,009.00
BI-WEEKLY	1,811.54	1,902.00	1,997.08	2,096.77	2,201.54	2,311.85
HOURLY	22.6442	23.7750	24.9635	26.2096	27.5192	28.8981

34 Custodian II
34 Graffiti Technician
34 On-Demand Transit Dispatcher
34 Paratransit Dispatcher
34 Park Maintenance Worker I

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	48,276.00	50,688.00	53,220.00	55,884.00	58,680.00	61,620.00
MONTHLY	4,023.00	4,224.00	4,435.00	4,657.00	4,890.00	5,135.00
BI-WEEKLY	1,856.77	1,949.54	2,046.92	2,149.38	2,256.92	2,370.00
HOURLY	23.2096	24.3692	25.5865	26.8673	28.2115	29.6250

**35 Community Aide III
35 Help Desk Technician
35 Street Maintenance Worker**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	49,488.00	51,960.00	54,564.00	57,288.00	60,156.00	63,168.00
MONTHLY	4,124.00	4,330.00	4,547.00	4,774.00	5,013.00	5,264.00
BI-WEEKLY	1,903.38	1,998.46	2,098.62	2,203.38	2,313.69	2,429.54
HOURLY	23.7923	24.9808	26.2327	27.5423	28.9212	30.3692

**36 Court Liaison
36 Intermediate Clerk Typist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	50,724.00	53,256.00	55,920.00	58,716.00	61,656.00	64,740.00
MONTHLY	4,227.00	4,438.00	4,660.00	4,893.00	5,138.00	5,395.00
BI-WEEKLY	1,950.92	2,048.31	2,150.77	2,258.31	2,371.38	2,490.00
HOURLY	24.3865	25.6038	26.8846	28.2288	29.6423	31.1250

**37 Nutrition Services Coordinator
37 Relief Bus Operator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	51,996.00	54,600.00	57,336.00	60,204.00	63,216.00	66,372.00
MONTHLY	4,333.00	4,550.00	4,778.00	5,017.00	5,268.00	5,531.00
BI-WEEKLY	1,999.85	2,100.00	2,205.23	2,315.54	2,431.38	2,552.77
HOURLY	24.9981	26.2500	27.5654	28.9442	30.3923	31.9096

**38 Activity Coordinator
38 Equipment Utility Worker II
38 Homeless Coordinator
38 Police Records Technician I
38 Police Service Technician
38 Purchasing Clerk
38 Senior Account Clerk
38 Senior Clerk Typist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	53,292.00	55,956.00	58,752.00	61,692.00	64,776.00	68,016.00
MONTHLY	4,441.00	4,663.00	4,896.00	5,141.00	5,398.00	5,668.00
BI-WEEKLY	2,049.69	2,152.15	2,259.69	2,372.77	2,491.38	2,616.00
HOURLY	25.6212	26.9019	28.2462	29.6596	31.1423	32.7000

**39 Apprentice Mechanic
39 Home Improvement Lead Person
39 Park Maintenance Worker II
39 Records Management Coordinator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	54,624.00	57,360.00	60,228.00	63,240.00	66,408.00	69,732.00
MONTHLY	4,552.00	4,780.00	5,019.00	5,270.00	5,534.00	5,811.00
BI-WEEKLY	2,100.92	2,206.15	2,316.46	2,432.31	2,554.15	2,682.00
HOURLY	26.2615	27.5769	28.9558	30.4038	31.9269	33.5250

**40 Engineering Aide
40 FCC Education Assistant III
40 FCC Program Assistant III
40 Public Works Coordinator
40 Sr. Transit Utility Specialist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	55,980.00	58,776.00	61,716.00	64,800.00	68,040.00	71,448.00
MONTHLY	4,665.00	4,898.00	5,143.00	5,400.00	5,670.00	5,954.00
BI-WEEKLY	2,153.08	2,260.62	2,373.69	2,492.31	2,616.92	2,748.00
HOURLY	26.9135	28.2577	29.6712	31.1538	32.7115	34.3500

**41 Deputy City Clerk I
41 Permit/Licensing Technician I**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	57,384.00	60,252.00	63,264.00	66,432.00	69,756.00	73,248.00
MONTHLY	4,782.00	5,021.00	5,272.00	5,536.00	5,813.00	6,104.00
BI-WEEKLY	2,207.08	2,317.38	2,433.23	2,555.08	2,682.92	2,817.23
HOURLY	27.5885	28.9673	30.4154	31.9385	33.5365	35.2154

**42 Community Center Coordinator
42 Community Services Officer
42 Human Services Coordinator
42 Police Records Technician II
42 Police Service Officer
42 Recreation Coordinator
42 Secretary**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	58,824.00	61,764.00	64,848.00	68,088.00	71,496.00	75,072.00
MONTHLY	4,902.00	5,147.00	5,404.00	5,674.00	5,958.00	6,256.00
BI-WEEKLY	2,262.46	2,375.54	2,494.15	2,618.77	2,749.85	2,887.38
HOURLY	28.2808	29.6942	31.1769	32.7346	34.3731	36.0923

**43 Administrative Aide
43 Building Maintenance Worker
43 Cement Finisher
43 Human Resources / Department Coordinator
43 Payroll / Personnel Technician
43 Senior Citizens Social Services Coordinator
43 Transit Maintenance Coordinator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	60,288.00	63,300.00	66,468.00	69,792.00	73,284.00	76,944.00
MONTHLY	5,024.00	5,275.00	5,539.00	5,816.00	6,107.00	6,412.00
BI-WEEKLY	2,318.77	2,434.62	2,556.46	2,684.31	2,818.62	2,959.38
HOURLY	28.9846	30.4327	31.9558	33.5538	35.2327	36.9923

44 Administrative Secretary
44 Building Aide
44 Building/Planning Technician
44 Permit/Licensing Technician II
44 Sewer Maintenance Worker
44 Tree Trimmer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	61,800.00	64,896.00	68,136.00	71,544.00	75,120.00	78,876.00
MONTHLY	5,150.00	5,408.00	5,678.00	5,962.00	6,260.00	6,573.00
BI-WEEKLY	2,376.92	2,496.00	2,620.62	2,751.69	2,889.23	3,033.69
HOURLY	29.7115	31.2000	32.7577	34.3962	36.1154	37.9212

45 Street Sweeper Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,348.00	66,516.00	69,840.00	73,332.00	77,004.00	80,856.00
MONTHLY	5,279.00	5,543.00	5,820.00	6,111.00	6,417.00	6,738.00
BI-WEEKLY	2,436.46	2,558.31	2,686.15	2,820.46	2,961.69	3,109.85
HOURLY	30.4558	31.9788	33.5769	35.2558	37.0212	38.8731

46 Heavy Equipment Operator

46 Street Traffic Painter

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	64,932.00	68,184.00	71,592.00	75,168.00	78,924.00	82,872.00
MONTHLY	5,411.00	5,682.00	5,966.00	6,264.00	6,577.00	6,906.00
BI-WEEKLY	2,497.38	2,622.46	2,753.54	2,891.08	3,035.54	3,187.38
HOURLY	31.2173	32.7808	34.4192	36.1385	37.9442	39.8423

47 Equipment Mechanic

47 Graphics Technician

47 Maintenance Painter

47 Senior Building Maintenance Worker

47 Transit Mechanic

47 Transit Parts/Storeroom Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	66,552.00	69,876.00	73,368.00	77,040.00	80,892.00	84,936.00
MONTHLY	5,546.00	5,823.00	6,114.00	6,420.00	6,741.00	7,078.00
BI-WEEKLY	2,559.69	2,687.54	2,821.85	2,963.08	3,111.23	3,266.77
HOURLY	31.9962	33.5942	35.2731	37.0385	38.8904	40.8346

48 Custodian-Lead

48 Financial Services Technician

48 Human Resources Technician

48 Junior Accountant

48 Property and Evidence Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,220.00	71,628.00	75,204.00	78,960.00	82,908.00	87,048.00
MONTHLY	5,685.00	5,969.00	6,267.00	6,580.00	6,909.00	7,254.00
BI-WEEKLY	2,623.85	2,754.92	2,892.46	3,036.92	3,188.77	3,348.00
HOURLY	32.7981	34.4365	36.1558	37.9615	39.8596	41.8500

49 Administrative Analyst I
49 Community Services Counselor
49 Program Coordinator
49 Recreation Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	69,924.00	73,416.00	77,088.00	80,940.00	84,984.00	89,232.00
MONTHLY	5,827.00	6,118.00	6,424.00	6,745.00	7,082.00	7,436.00
BI-WEEKLY	2,689.38	2,823.69	2,964.92	3,113.08	3,268.62	3,432.00
HOURLY	33.6173	35.2962	37.0615	38.9135	40.8577	42.9000

50 Case Management Supervisor/Instructor
50 Transit Dispatcher/Operations Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,676.00	75,264.00	79,032.00	82,980.00	87,132.00	91,488.00
MONTHLY	5,973.00	6,272.00	6,586.00	6,915.00	7,261.00	7,624.00
BI-WEEKLY	2,756.77	2,894.77	3,039.69	3,191.54	3,351.23	3,518.77
HOURLY	34.4596	36.1846	37.9962	39.8942	41.8904	43.9846

51 Electrical/Signal Technician I
51 Emergency Preparedness Coordinator
51 Engineering Technician
51 Executive Assistant to Chief of Police
51 General Building Inspector
51 Information Technology Coordinator
51 Lead Equipment Mechanic
51 Lead Mechanic
51 Planning Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,464.00	77,136.00	80,988.00	85,032.00	89,280.00	93,744.00
MONTHLY	6,122.00	6,428.00	6,749.00	7,086.00	7,440.00	7,812.00
BI-WEEKLY	2,825.54	2,966.77	3,114.92	3,270.46	3,433.85	3,605.54
HOURLY	35.3192	37.0846	38.9365	40.8808	42.9231	45.0692

52 Payroll Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	75,300.00	79,068.00	83,016.00	87,168.00	91,524.00	96,096.00
MONTHLY	6,275.00	6,589.00	6,918.00	7,264.00	7,627.00	8,008.00
BI-WEEKLY	2,896.15	3,041.08	3,192.92	3,352.62	3,520.15	3,696.00
HOURLY	36.2019	38.0135	39.9115	41.9077	44.0019	46.2000

53 Code Enforcement Officer
53 FCC Education Coordinator
53 Park Maintenance Lead
53 Public Works Inspector
53 Public Works Lead

53 Transit Operations Training Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,184.00	81,048.00	85,104.00	89,364.00	93,828.00	98,520.00
MONTHLY	6,432.00	6,754.00	7,092.00	7,447.00	7,819.00	8,210.00
BI-WEEKLY	2,968.62	3,117.23	3,273.23	3,437.08	3,608.77	3,789.23
HOURLY	37.1077	38.9654	40.9154	42.9635	45.1096	47.3654

54 Administrative Analyst II
54 Building Maintenance Lead
54 Forensic Technician
54 Transit Marketing Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	79,128.00	83,088.00	87,240.00	91,608.00	96,192.00	101,004.00
MONTHLY	6,594.00	6,924.00	7,270.00	7,634.00	8,016.00	8,417.00
BI-WEEKLY	3,043.38	3,195.69	3,355.38	3,523.38	3,699.69	3,884.77
HOURLY	38.0423	39.9462	41.9423	44.0423	46.2462	48.5596

55 Crime Analyst
55 Electrical/Signal Technician II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	81,108.00	85,164.00	89,424.00	93,900.00	98,592.00	103,524.00
MONTHLY	6,759.00	7,097.00	7,452.00	7,825.00	8,216.00	8,627.00
BI-WEEKLY	3,119.54	3,275.54	3,439.38	3,611.54	3,792.00	3,981.69
HOURLY	38.9942	40.9442	42.9923	45.1442	47.4000	49.7712

56 Administrative Coordinator
56 Assistant Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,124.00	87,276.00	91,644.00	96,228.00	101,040.00	106,092.00
MONTHLY	6,927.00	7,273.00	7,637.00	8,019.00	8,420.00	8,841.00
BI-WEEKLY	3,197.08	3,356.77	3,524.77	3,701.08	3,886.15	4,080.46
HOURLY	39.9635	41.9596	44.0596	46.2635	48.5769	51.0058

57 Communications Liaison Officer
57 Senior Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	85,212.00	89,472.00	93,948.00	98,640.00	103,572.00	108,756.00
MONTHLY	7,101.00	7,456.00	7,829.00	8,220.00	8,631.00	9,063.00
BI-WEEKLY	3,277.38	3,441.23	3,613.38	3,793.85	3,983.54	4,182.92
HOURLY	40.9673	43.0154	45.1673	47.4231	49.7942	52.2865

58 Associate Planner
58 Code Enforcement Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,348.00	91,716.00	96,300.00	101,112.00	106,164.00	111,468.00
MONTHLY	7,279.00	7,643.00	8,025.00	8,426.00	8,847.00	9,289.00
BI-WEEKLY	3,359.54	3,527.54	3,703.85	3,888.92	4,083.23	4,287.23
HOURLY	41.9942	44.0942	46.2981	48.6115	51.0404	53.5904

59 Administrative Support Services Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,532.00	94,008.00	98,712.00	103,644.00	108,828.00	114,264.00
MONTHLY	7,461.00	7,834.00	8,226.00	8,637.00	9,069.00	9,522.00
BI-WEEKLY	3,443.54	3,615.69	3,796.62	3,986.31	4,185.69	4,394.77
HOURLY	43.0442	45.1962	47.4577	49.8288	52.3212	54.9346

60

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	91,764.00	96,348.00	101,160.00	106,224.00	111,540.00	117,120.00
MONTHLY	7,647.00	8,029.00	8,430.00	8,852.00	9,295.00	9,760.00
BI-WEEKLY	3,529.38	3,705.69	3,890.77	4,085.54	4,290.00	4,504.62
HOURLY	44.1173	46.3212	48.6346	51.0692	53.6250	56.3077

61 Administrative Analyst III**61 Associate Engineer****61 Information Technology Systems Analyst - Transit****61 Transit Planning and Scheduling Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	94,056.00	98,760.00	103,704.00	108,888.00	114,336.00	120,048.00
MONTHLY	7,838.00	8,230.00	8,642.00	9,074.00	9,528.00	10,004.00
BI-WEEKLY	3,617.54	3,798.46	3,988.62	4,188.00	4,397.54	4,617.23
HOURLY	45.2192	47.4808	49.8577	52.3500	54.9692	57.7154

62 Information Technology Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	96,408.00	101,232.00	106,296.00	111,612.00	117,192.00	123,048.00
MONTHLY	8,034.00	8,436.00	8,858.00	9,301.00	9,766.00	10,254.00
BI-WEEKLY	3,708.00	3,893.54	4,088.31	4,292.77	4,507.38	4,732.62
HOURLY	46.3500	48.6692	51.1038	53.6596	56.3423	59.1577

63

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	98,820.00	103,764.00	108,948.00	114,396.00	120,120.00	126,132.00
MONTHLY	8,235.00	8,647.00	9,079.00	9,533.00	10,010.00	10,511.00
BI-WEEKLY	3,800.77	3,990.92	4,190.31	4,399.85	4,620.00	4,851.23
HOURLY	47.5096	49.8865	52.3788	54.9981	57.7500	60.6404

64

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,292.00	106,356.00	111,672.00	117,252.00	123,120.00	129,276.00
MONTHLY	8,441.00	8,863.00	9,306.00	9,771.00	10,260.00	10,773.00
BI-WEEKLY	3,895.85	4,090.62	4,295.08	4,509.69	4,735.38	4,972.15
HOURLY	48.6981	51.1327	53.6885	56.3712	59.1923	62.1519

65

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	103,824.00	109,020.00	114,468.00	120,192.00	126,204.00	132,516.00
MONTHLY	8,652.00	9,085.00	9,539.00	10,016.00	10,517.00	11,043.00
BI-WEEKLY	3,993.23	4,193.08	4,402.62	4,622.77	4,854.00	5,096.77
HOURLY	49.9154	52.4135	55.0327	57.7846	60.6750	63.7096

66 Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,416.00	111,732.00	117,324.00	123,192.00	129,348.00	135,816.00
MONTHLY	8,868.00	9,311.00	9,777.00	10,266.00	10,779.00	11,318.00
BI-WEEKLY	4,092.92	4,297.38	4,512.46	4,738.15	4,974.92	5,223.69
HOURLY	51.1615	53.7173	56.4058	59.2269	62.1865	65.2962

67

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	109,080.00	114,540.00	120,264.00	126,276.00	132,588.00	139,212.00
MONTHLY	9,090.00	9,545.00	10,022.00	10,523.00	11,049.00	11,601.00
BI-WEEKLY	4,195.38	4,405.38	4,625.54	4,856.77	5,099.54	5,354.31
HOURLY	52.4423	55.0673	57.8192	60.7096	63.7442	66.9288

90 Bus Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	59,424.00	62,400.00	65,520.00	68,796.00	72,240.00	75,852.00
MONTHLY	4,952.00	5,200.00	5,460.00	5,733.00	6,020.00	6,321.00
BI-WEEKLY	2,285.54	2400.00	2520.00	2,646.00	2,778.46	2,917.38
HOURLY	28.5692	30.0000	31.5000	33.0750	34.7308	36.4673

Specialty - 5%	247.60	260.00	273.00	286.65	301.00	316.05

104

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,600.00	66,780.00	70,116.00	73,620.00	77,304.00	81,168.00
MONTHLY	5,300.00	5,565.00	5,843.00	6,135.00	6,442.00	6,764.00
BI-WEEKLY	2,446.15	2,568.46	2,696.77	2,831.54	2,973.23	3,121.85
HOURLY	30.5769	32.1058	33.7096	35.3942	37.1654	39.0231

Lgy Bonus 20	132.50	139.13	146.08	153.38	161.05	169.10
Lgy Bonus 25	265.00	278.25	292.15	306.75	322.10	338.20
Lgy Bonus 30	397.50	417.38	438.23	460.13	483.15	507.30

105

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	65,184.00	68,448.00	71,868.00	75,456.00	79,224.00	83,184.00
MONTHLY	5,432.00	5,704.00	5,989.00	6,288.00	6,602.00	6,932.00
BI-WEEKLY	2,507.08	2632.62	2764.15	2902.15	3047.08	3199.38
HOURLY	31.3385	32.9077	34.5519	36.2769	38.0885	39.9923

Lgy Bonus 20	135.80	142.60	149.73	157.20	165.05	173.30
Lgy Bonus 25	271.60	285.20	299.45	314.40	330.10	346.60
Lgy Bonus 30	407.40	427.80	449.18	471.60	495.15	519.90

106

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	66,816.00	70,152.00	73,656.00	77,340.00	81,204.00	85,260.00
MONTHLY	5,568.00	5,846.00	6,138.00	6,445.00	6,767.00	7,105.00
BI-WEEKLY	2,569.85	2,698.15	2,832.92	2,974.62	3,123.23	3,279.23
HOURLY	32.1231	33.7269	35.4115	37.1827	39.0404	40.9904

Lgy Bonus 20	139.20	146.15	153.45	161.13	169.18	177.63
Lgy Bonus 25	278.40	292.30	306.90	322.25	338.35	355.25
Lgy Bonus 30	417.60	438.45	460.35	483.38	507.53	532.88

107

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,496.00	71,916.00	75,516.00	79,296.00	83,256.00	87,420.00
MONTHLY	5,708.00	5,993.00	6,293.00	6,608.00	6,938.00	7,285.00
BI-WEEKLY	2,634.46	2,766.00	2,904.46	3,049.85	3,202.15	3,362.31
HOURLY	32.9308	34.5750	36.3058	38.1231	40.0269	42.0288

Lgy Bonus 20	142.70	149.83	157.33	165.20	173.45	182.13
Lgy Bonus 25	285.40	299.65	314.65	330.40	346.90	364.25
Lgy Bonus 30	428.10	449.48	471.98	495.60	520.35	546.38

108 Economic Development Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	70,200.00	73,716.00	77,400.00	81,276.00	85,344.00	89,616.00
MONTHLY	5,850.00	6,143.00	6,450.00	6,773.00	7,112.00	7,468.00
BI-WEEKLY	2,700.00	2,835.23	2,976.92	3,126.00	3,282.46	3,446.77
HOURLY	33.7500	35.4404	37.2115	39.0750	41.0308	43.0846
Lgy Bonus 20	146.25	153.58	161.25	169.33	177.80	186.70
Lgy Bonus 25	292.50	307.15	322.50	338.65	355.60	373.40
Lgy Bonus 30	438.75	460.73	483.75	507.98	533.40	560.10

109

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,964.00	75,564.00	79,344.00	83,316.00	87,480.00	91,860.00
MONTHLY	5,997.00	6,297.00	6,612.00	6,943.00	7,290.00	7,655.00
BI-WEEKLY	2,767.85	2,906.31	3,051.69	3,204.46	3,364.62	3,533.08
HOURLY	34.5981	36.3288	38.1462	40.0558	42.0577	44.1635
Lgy Bonus 20	149.93	157.43	165.30	173.58	182.25	191.38
Lgy Bonus 25	299.85	314.85	330.60	347.15	364.50	382.75
Lgy Bonus 30	449.78	472.28	495.90	520.73	546.75	574.13

110

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,752.00	77,436.00	81,312.00	85,380.00	89,652.00	94,140.00
MONTHLY	6,146.00	6,453.00	6,776.00	7,115.00	7,471.00	7,845.00
BI-WEEKLY	2,836.62	2,978.31	3,127.38	3,283.85	3,448.15	3,620.77
HOURLY	35.4577	37.2288	39.0923	41.0481	43.1019	45.2596
Lgy Bonus 20	153.65	161.33	169.40	177.88	186.78	196.13
Lgy Bonus 25	307.30	322.65	338.80	355.75	373.55	392.25
Lgy Bonus 30	460.95	483.98	508.20	533.63	560.33	588.38

111

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	75,600.00	79,380.00	83,352.00	87,516.00	91,896.00	96,492.00
MONTHLY	6,300.00	6,615.00	6,946.00	7,293.00	7,658.00	8,041.00
BI-WEEKLY	2,907.69	3,053.08	3,205.85	3,366.00	3,534.46	3,711.23
HOURLY	36.3462	38.1635	40.0731	42.0750	44.1808	46.3904
Lgy Bonus 20	157.50	165.38	173.65	182.33	191.45	201.03
Lgy Bonus 25	315.00	330.75	347.30	364.65	382.90	402.05
Lgy Bonus 30	472.50	496.13	520.95	546.98	574.35	603.08

112

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,508.00	81,384.00	85,452.00	89,724.00	94,212.00	98,928.00
MONTHLY	6,459.00	6,782.00	7,121.00	7,477.00	7,851.00	8,244.00
BI-WEEKLY	2,981.08	3,130.15	3,286.62	3,450.92	3,623.54	3,804.92
HOURLY	37.2635	39.1269	41.0827	43.1365	45.2942	47.5615
Lgy Bonus 20	161.48	169.55	178.03	186.93	196.28	206.10
Lgy Bonus 25	322.95	339.10	356.05	373.85	392.55	412.20
Lgy Bonus 30	484.43	508.65	534.08	560.78	588.83	618.30

113

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	79,452.00	83,424.00	87,600.00	91,980.00	96,576.00	101,400.00
MONTHLY	6,621.00	6,952.00	7,300.00	7,665.00	8,048.00	8,450.00
BI-WEEKLY	3,055.85	3,208.62	3,369.23	3,537.69	3,714.46	3,900.00
HOURLY	38.1981	40.1077	42.1154	44.2212	46.4308	48.7500
Lgy Bonus 20	165.53	173.80	182.50	191.63	201.20	211.25
Lgy Bonus 25	331.05	347.60	365.00	383.25	402.40	422.50
Lgy Bonus 30	496.58	521.40	547.50	574.88	603.60	633.75

114

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	81,432.00	85,500.00	89,772.00	94,260.00	98,976.00	103,920.00
MONTHLY	6,786.00	7,125.00	7,481.00	7,855.00	8,248.00	8,660.00
BI-WEEKLY	3,132.00	3,288.46	3,452.77	3,625.38	3,806.77	3,996.92
HOURLY	39.1500	41.1058	43.1596	45.3173	47.5846	49.9615
Lgy Bonus 20	169.65	178.13	187.03	196.38	206.20	216.50
Lgy Bonus 25	339.30	356.25	374.05	392.75	412.40	433.00
Lgy Bonus 30	508.95	534.38	561.08	589.13	618.60	649.50

115 Deputy City Clerk/Records Management Officer**115 Deputy City Treasurer****115 Human Resources Analyst****115 Risk Management Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,472.00	87,648.00	92,028.00	96,624.00	101,460.00	106,536.00
MONTHLY	6,956.00	7,304.00	7,669.00	8,052.00	8,455.00	8,878.00
BI-WEEKLY	3,210.46	3,371.08	3,539.54	3,716.31	3,902.31	4,097.54
HOURLY	40.1308	42.1385	44.2442	46.4538	48.7788	51.2192
Lgy Bonus 20	173.90	182.60	191.73	201.30	211.38	221.95
Lgy Bonus 25	347.80	365.20	383.45	402.60	422.75	443.90
Lgy Bonus 30	521.70	547.80	575.18	603.90	634.13	665.85

116

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	85,548.00	89,820.00	94,308.00	99,024.00	103,980.00	109,176.00
MONTHLY	7,129.00	7,485.00	7,859.00	8,252.00	8,665.00	9,098.00
BI-WEEKLY	3,290.31	3,454.62	3,627.23	3,808.62	3,999.23	4,199.08
HOURLY	41.1288	43.1827	45.3404	47.6077	49.9904	52.4885
Lgy Bonus 20	178.23	187.13	196.48	206.30	216.63	227.45
Lgy Bonus 25	356.45	374.25	392.95	412.60	433.25	454.90
Lgy Bonus 30	534.68	561.38	589.43	618.90	649.88	682.35

117 Transportation Operations Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,684.00	92,064.00	96,672.00	101,508.00	106,584.00	111,912.00
MONTHLY	7,307.00	7,672.00	8,056.00	8,459.00	8,882.00	9,326.00
BI-WEEKLY	3,372.46	3,540.92	3,718.15	3,904.15	4,099.38	4,304.31
HOURLY	42.1558	44.2615	46.4769	48.8019	51.2423	53.8038
Lgy Bonus 20	182.68	191.80	201.40	211.48	222.05	233.15
Lgy Bonus 25	365.35	383.60	402.80	422.95	444.10	466.30
Lgy Bonus 30	548.03	575.40	604.20	634.43	666.15	699.45

118 Administrative Management Analyst I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,880.00	94,380.00	99,096.00	104,052.00	109,260.00	114,720.00
MONTHLY	7,490.00	7,865.00	8,258.00	8,671.00	9,105.00	9,560.00
BI-WEEKLY	3,456.92	3,630.00	3,811.38	4,002.00	4,202.31	4,412.31
HOURLY	43.2115	45.3750	47.6423	50.0250	52.5288	55.1538
Lgy Bonus 20	187.25	196.63	206.45	216.78	227.63	239.00
Lgy Bonus 25	374.50	393.25	412.90	433.55	455.25	478.00
Lgy Bonus 30	561.75	589.88	619.35	650.33	682.88	717.00

119 Accountant/Cost Accountant**119 Fleet Maintenance Supervisor****119 Transit Administrative Supervisor****119 Transit Training and Safety Supervisor**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	92,124.00	96,732.00	101,568.00	106,644.00	111,972.00	117,576.00
MONTHLY	7,677.00	8,061.00	8,464.00	8,887.00	9,331.00	9,798.00
BI-WEEKLY	3,543.23	3,720.46	3,906.46	4,101.69	4,306.62	4,522.15
HOURLY	44.2904	46.5058	48.8308	51.2712	53.8327	56.5269
Lgy Bonus 20	191.93	201.53	211.60	222.18	233.28	244.95
Lgy Bonus 25	383.85	403.05	423.20	444.35	466.55	489.90
Lgy Bonus 30	575.78	604.58	634.80	666.53	699.83	734.85

120 Administrative Management Analyst II**120 Executive Office Assistant**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	94,440.00	99,168.00	104,124.00	109,332.00	114,804.00	120,540.00
MONTHLY	7,870.00	8,264.00	8,677.00	9,111.00	9,567.00	10,045.00
BI-WEEKLY	3,632.31	3,814.15	4,004.77	4,205.08	4,415.54	4,636.15
HOURLY	45.4038	47.6769	50.0596	52.5635	55.1942	57.9519
Lgy Bonus 20	196.75	206.60	216.93	227.78	239.18	251.13
Lgy Bonus 25	393.50	413.20	433.85	455.55	478.35	502.25
Lgy Bonus 30	590.25	619.80	650.78	683.33	717.53	753.38

121

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	96,792.00	101,628.00	106,704.00	112,044.00	117,648.00	123,528.00
MONTHLY	8,066.00	8,469.00	8,892.00	9,337.00	9,804.00	10,294.00
BI-WEEKLY	3,722.77	3,908.77	4,104.00	4,309.38	4,524.92	4,751.08
HOURLY	46.5346	48.8596	51.3000	53.8673	56.5615	59.3885
Lgy Bonus 20	201.65	211.73	222.30	233.43	245.10	257.35
Lgy Bonus 25	403.30	423.45	444.60	466.85	490.20	514.70
Lgy Bonus 30	604.95	635.18	666.90	700.28	735.30	772.05

122 Facilities Maintenance Supervisor**122 Senior Human Resources Analyst****122 Senior Planner**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	99,216.00	104,172.00	109,380.00	114,852.00	120,600.00	126,636.00
MONTHLY	8,268.00	8,681.00	9,115.00	9,571.00	10,050.00	10,553.00
BI-WEEKLY	3,816.00	4,006.62	4,206.92	4,417.38	4,638.46	4,870.62
HOURLY	47.7000	50.0827	52.5865	55.2173	57.9808	60.8827
Lgy Bonus 20	206.70	217.03	227.88	239.28	251.25	263.83
Lgy Bonus 25	413.40	434.05	455.75	478.55	502.50	527.65
Lgy Bonus 30	620.10	651.08	683.63	717.83	753.75	791.48

123

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,700.00	106,788.00	112,128.00	117,732.00	123,624.00	129,804.00
MONTHLY	8,475.00	8,899.00	9,344.00	9,811.00	10,302.00	10,817.00
BI-WEEKLY	3,911.54	4,107.23	4,312.62	4,528.15	4,754.77	4,992.46
HOURLY	48.8942	51.3404	53.9077	56.6019	59.4346	62.4058
Lgy Bonus 20	211.88	222.48	233.60	245.28	257.55	270.43
Lgy Bonus 25	423.75	444.95	467.20	490.55	515.10	540.85
Lgy Bonus 30	635.63	667.43	700.80	735.83	772.65	811.28

124 Assistant Transit Operations Manager**124 Senior Administrative Analyst****124 Transit Training and Safety Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	104,244.00	109,452.00	114,924.00	120,672.00	126,708.00	133,044.00
MONTHLY	8,687.00	9,121.00	9,577.00	10,056.00	10,559.00	11,087.00
BI-WEEKLY	4,009.38	4,209.69	4,420.15	4,641.23	4,873.38	5,117.08
HOURLY	50.1173	52.6212	55.2519	58.0154	60.9173	63.9635
Lgy Bonus 20	217.18	228.03	239.43	251.40	263.98	277.18
Lgy Bonus 25	434.35	456.05	478.85	502.80	527.95	554.35
Lgy Bonus 30	651.53	684.08	718.28	754.20	791.93	831.53

125 Public Information Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,848.00	112,188.00	117,792.00	123,684.00	129,864.00	136,356.00
MONTHLY	8,904.00	9,349.00	9,816.00	10,307.00	10,822.00	11,363.00
BI-WEEKLY	4,109.54	4,314.92	4,530.46	4,757.08	4,994.77	5,244.46
HOURLY	51.3692	53.9365	56.6308	59.4635	62.4346	65.5558
Lgy Bonus 20	222.60	233.73	245.40	257.68	270.55	284.08
Lgy Bonus 25	445.20	467.45	490.80	515.35	541.10	568.15
Lgy Bonus 30	667.80	701.18	736.20	773.03	811.65	852.23

126 Administrative Services Manager**126 Community Development Manager****126 Economic Development Manager****126 Family Child Care Manager****126 Recreation & Human Services Manager****126 Transportation Administrative Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	109,524.00	114,996.00	120,744.00	126,780.00	133,116.00	139,776.00
MONTHLY	9,127.00	9,583.00	10,062.00	10,565.00	11,093.00	11,648.00
BI-WEEKLY	4,212.46	4,422.92	4,644.00	4,876.15	5,119.85	5,376.00
HOURLY	52.6558	55.2865	58.0500	60.9519	63.9981	67.2000
Lgy Bonus 20	228.18	239.58	251.55	264.13	277.33	291.20
Lgy Bonus 25	456.35	479.15	503.10	528.25	554.65	582.40
Lgy Bonus 30	684.53	718.73	754.65	792.38	831.98	873.60

127

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	112,260.00	117,876.00	123,768.00	129,960.00	136,464.00	143,292.00
MONTHLY	9,355.00	9,823.00	10,314.00	10,830.00	11,372.00	11,941.00
BI-WEEKLY	4,317.69	4,533.69	4,760.31	4,998.46	5,248.62	5,511.23
HOURLY	53.9712	56.6712	59.5038	62.4808	65.6077	68.8904
Lgy Bonus 20	233.88	245.58	257.85	270.75	284.30	298.53
Lgy Bonus 25	467.75	491.15	515.70	541.50	568.60	597.05
Lgy Bonus 30	701.63	736.73	773.55	812.25	852.90	895.58

128 Equipment Maintenance Superintendent**128 Finance and Administrative Services Manager****128 Financial Services Manager****128 Transit Maintenance Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	115,068.00	120,816.00	126,852.00	133,200.00	139,860.00	146,856.00
MONTHLY	9,589.00	10,068.00	10,571.00	11,100.00	11,655.00	12,238.00
BI-WEEKLY	4,425.69	4,646.77	4,878.92	5,123.08	5,379.23	5,648.31
HOURLY	55.3212	58.0846	60.9865	64.0385	67.2404	70.6038
Lgy Bonus 20	239.73	251.70	264.28	277.50	291.38	305.95
Lgy Bonus 25	479.45	503.40	528.55	555.00	582.75	611.90
Lgy Bonus 30	719.18	755.10	792.83	832.50	874.13	917.85

129

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	117,948.00	123,840.00	130,032.00	136,536.00	143,364.00	150,528.00
MONTHLY	9,829.00	10,320.00	10,836.00	11,378.00	11,947.00	12,544.00
BI-WEEKLY	4,536.46	4,763.08	5,001.23	5,251.38	5,514.00	5,789.54
HOURLY	56.7058	59.5385	62.5154	65.6423	68.9250	72.3692
Lgy Bonus 20	245.73	258.00	270.90	284.45	298.68	313.60
Lgy Bonus 25	491.45	516.00	541.80	568.90	597.35	627.20
Lgy Bonus 30	737.18	774.00	812.70	853.35	896.03	940.80

130 Accounting/Finance Manager
130 Information Technology Manager
130 Park Maintenance Superintendent
130 Recreation Program Administrator
130 Revenue and Purchasing Manager
130 Street Maintenance Superintendent

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	120,888.00	126,936.00	133,284.00	139,944.00	146,940.00	154,284.00
MONTHLY	10,074.00	10,578.00	11,107.00	11,662.00	12,245.00	12,857.00
BI-WEEKLY	4,649.54	4,882.15	5,126.31	5,382.46	5,651.54	5,934.00
HOURLY	58.1192	61.0269	64.0788	67.2808	70.6442	74.1750
Lgy Bonus 20	251.85	264.45	277.68	291.55	306.13	321.43
Lgy Bonus 25	503.70	528.90	555.35	583.10	612.25	642.85
Lgy Bonus 30	755.55	793.35	833.03	874.65	918.38	964.28

131 Plan Check Engineer
131 Transit Operations Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	123,912.00	130,104.00	136,608.00	143,436.00	150,612.00	158,148.00
MONTHLY	10,326.00	10,842.00	11,384.00	11,953.00	12,551.00	13,179.00
BI-WEEKLY	4,765.85	5,004.00	5,254.15	5,516.77	5,792.77	6,082.62
HOURLY	59.5731	62.5500	65.6769	68.9596	72.4096	76.0327
Lgy Bonus 20	258.15	271.05	284.60	298.83	313.78	329.48
Lgy Bonus 25	516.30	542.10	569.20	597.65	627.55	658.95
Lgy Bonus 30	774.45	813.15	853.80	896.48	941.33	988.43

132 FCC Therapist/Trainer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	127,008.00	133,356.00	140,028.00	147,024.00	154,380.00	162,096.00
MONTHLY	10,584.00	11,113.00	11,669.00	12,252.00	12,865.00	13,508.00
BI-WEEKLY	4,884.92	5,129.08	5,385.69	5,654.77	5,937.69	6,234.46
HOURLY	61.0615	64.1135	67.3212	70.6846	74.2212	77.9308
Lgy Bonus 20	264.60	277.83	291.73	306.30	321.63	337.70
Lgy Bonus 25	529.20	555.65	583.45	612.60	643.25	675.40
Lgy Bonus 30	793.80	833.48	875.18	918.90	964.88	1013.10

**133 Human Resources Manager
133 Public Works Superintendent**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	130,176.00	136,680.00	143,520.00	150,696.00	158,232.00	166,140.00
MONTHLY	10,848.00	11,390.00	11,960.00	12,558.00	13,186.00	13,845.00
BI-WEEKLY	5,006.77	5,256.92	5,520.00	5,796.00	6,085.85	6,390.00
HOURLY	62.5846	65.7115	69.0000	72.4500	76.0731	79.8750
Lgy Bonus 20	271.20	284.75	299.00	313.95	329.65	346.13
Lgy Bonus 25	542.40	569.50	598.00	627.90	659.30	692.25
Lgy Bonus 30	813.60	854.25	897.00	941.85	988.95	1038.38

134 Assistant to the City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	133,440.00	140,112.00	147,120.00	154,476.00	162,204.00	170,316.00
MONTHLY	11,120.00	11,676.00	12,260.00	12,873.00	13,517.00	14,193.00
BI-WEEKLY	5,132.31	5,388.92	5,658.46	5,941.38	6,238.62	6,550.62
HOURLY	64.1538	67.3615	70.7308	74.2673	77.9827	81.8827
Lgy Bonus 20	278.00	291.90	306.50	321.83	337.93	354.83
Lgy Bonus 25	556.00	583.80	613.00	643.65	675.85	709.65
Lgy Bonus 30	834.00	875.70	919.50	965.48	1013.78	1064.48

135

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	136,764.00	143,604.00	150,780.00	158,316.00	166,236.00	174,552.00
MONTHLY	11,397.00	11,967.00	12,565.00	13,193.00	13,853.00	14,546.00
BI-WEEKLY	5,260.15	5,523.23	5,799.23	6,089.08	6,393.69	6,713.54
HOURLY	65.7519	69.0404	72.4904	76.1135	79.9212	83.9192
Lgy Bonus 20	284.93	299.18	314.13	329.83	346.33	363.65
Lgy Bonus 25	569.85	598.35	628.25	659.65	692.65	727.30
Lgy Bonus 30	854.78	897.53	942.38	989.48	1038.98	1090.95

136

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	140,184.00	147,192.00	154,548.00	162,276.00	170,388.00	178,908.00
MONTHLY	11,682.00	12,266.00	12,879.00	13,523.00	14,199.00	14,909.00
BI-WEEKLY	5,391.69	5,661.23	5,944.15	6,241.38	6,553.38	6,881.08
HOURLY	67.3962	70.7654	74.3019	78.0173	81.9173	86.0135
Lgy Bonus 20	292.05	306.65	321.98	338.08	354.98	372.73
Lgy Bonus 25	584.10	613.30	643.95	676.15	709.95	745.45
Lgy Bonus 30	876.15	919.95	965.93	1014.23	1064.93	1118.18

137

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	143,700.00	150,888.00	158,436.00	166,356.00	174,672.00	183,408.00
MONTHLY	11,975.00	12,574.00	13,203.00	13,863.00	14,556.00	15,284.00
BI-WEEKLY	5,526.92	5,803.38	6,093.69	6,398.31	6,718.15	7,054.15
HOURLY	69.0865	72.5423	76.1712	79.9788	83.9769	88.1769
Lgy Bonus 20	299.38	314.35	330.08	346.58	363.90	382.10
Lgy Bonus 25	598.75	628.70	660.15	693.15	727.80	764.20
Lgy Bonus 30	898.13	943.05	990.23	1039.73	1091.70	1146.30

138 Chief Fiscal Officer
138 Principal Civil Engineer
138 Transit Administrative Officer
138 Transit Operations Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	147,288.00	154,656.00	162,384.00	170,508.00	179,028.00	187,980.00
MONTHLY	12,274.00	12,888.00	13,532.00	14,209.00	14,919.00	15,665.00
BI-WEEKLY	5,664.92	5,948.31	6,245.54	6,558.00	6,885.69	7,230.00
HOURLY	70.8115	74.3538	78.0692	81.9750	86.0712	90.3750
Lgy Bonus 20	306.85	322.20	338.30	355.23	372.98	391.63
Lgy Bonus 25	613.70	644.40	676.60	710.45	745.95	783.25
Lgy Bonus 30	920.55	966.60	1014.90	1065.68	1118.93	1174.88

139

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	150,972.00	158,520.00	166,452.00	174,780.00	183,516.00	192,696.00
MONTHLY	12,581.00	13,210.00	13,871.00	14,565.00	15,293.00	16,058.00
BI-WEEKLY	5,806.62	6,096.92	6,402.00	6,722.31	7,058.31	7,411.38
HOURLY	72.5827	76.2115	80.0250	84.0288	88.2288	92.6423
Lgy Bonus 20	314.53	330.25	346.78	364.13	382.33	401.45
Lgy Bonus 25	629.05	660.50	693.55	728.25	764.65	802.90
Lgy Bonus 30	943.58	990.75	1040.33	1092.38	1146.98	1204.35

140

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	154,740.00	162,480.00	170,604.00	179,136.00	188,088.00	197,496.00
MONTHLY	12,895.00	13,540.00	14,217.00	14,928.00	15,674.00	16,458.00
BI-WEEKLY	5,951.54	6,249.23	6,561.69	6,889.85	7,234.15	7,596.00
HOURLY	74.3942	78.1154	82.0212	86.1231	90.4269	94.9500
Lgy Bonus 20	322.38	338.50	355.43	373.20	391.85	411.45
Lgy Bonus 25	644.75	677.00	710.85	746.40	783.70	822.90
Lgy Bonus 30	967.13	1015.50	1066.28	1119.60	1175.55	1234.35

141 Assistant Director of Transportation
141 Assistant Public Works Director/City Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	158,604.00	166,536.00	174,864.00	183,612.00	192,792.00	202,428.00
MONTHLY	13,217.00	13,878.00	14,572.00	15,301.00	16,066.00	16,869.00
BI-WEEKLY	6,100.15	6,405.23	6,725.54	7,062.00	7,415.08	7,785.69
HOURLY	76.2519	80.0654	84.0692	88.2750	92.6885	97.3212
Lgy Bonus 20	330.43	346.95	364.30	382.53	401.65	421.73
Lgy Bonus 25	660.85	693.90	728.60	765.05	803.30	843.45
Lgy Bonus 30	991.28	1040.85	1092.90	1147.58	1204.95	1265.18

142

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	162,576.00	170,700.00	179,232.00	188,196.00	197,604.00	207,480.00
MONTHLY	13,548.00	14,225.00	14,936.00	15,683.00	16,467.00	17,290.00
BI-WEEKLY	6,252.92	6,565.38	6,893.54	7,238.31	7,600.15	7,980.00
HOURLY	78.1615	82.0673	86.1692	90.4788	95.0019	99.7500
Lgy Bonus 20	338.70	355.63	373.40	392.08	411.68	432.25
Lgy Bonus 25	677.40	711.25	746.80	784.15	823.35	864.50
Lgy Bonus 30	1016.10	1066.88	1120.20	1176.23	1235.03	1296.75

143

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	166,644.00	174,972.00	183,720.00	192,912.00	202,560.00	212,688.00
MONTHLY	13,887.00	14,581.00	15,310.00	16,076.00	16,880.00	17,724.00
BI-WEEKLY	6,409.38	6,729.69	7,066.15	7,419.69	7,790.77	8,180.31
HOURLY	80.1173	84.1212	88.3269	92.7462	97.3846	102.2538
Lgy Bonus 20	347.18	364.53	382.75	401.90	422.00	443.10
Lgy Bonus 25	694.35	729.05	765.50	803.80	844.00	886.20
Lgy Bonus 30	1041.53	1093.58	1148.25	1205.70	1266.00	1329.30

144

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	170,808.00	179,352.00	188,316.00	197,736.00	207,624.00	218,004.00
MONTHLY	14,234.00	14,946.00	15,693.00	16,478.00	17,302.00	18,167.00
BI-WEEKLY	6,569.54	6,898.15	7,242.92	7,605.23	7,985.54	8,384.77
HOURLY	82.1192	86.2269	90.5365	95.0654	99.8192	104.8096
Lgy Bonus 20	355.85	373.65	392.33	411.95	432.55	454.18
Lgy Bonus 25	711.70	747.30	784.65	823.90	865.10	908.35
Lgy Bonus 30	1067.55	1120.95	1176.98	1235.85	1297.65	1362.53

145

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	175,080.00	183,840.00	193,032.00	202,680.00	212,820.00	223,464.00
MONTHLY	14,590.00	15,320.00	16,086.00	16,890.00	17,735.00	18,622.00
BI-WEEKLY	6,733.85	7,070.77	7,424.31	7,795.38	8,185.38	8,594.77
HOURLY	84.1731	88.3846	92.8038	97.4423	102.3173	107.4346
Lgy Bonus 20	364.75	383.00	402.15	422.25	443.38	465.55
Lgy Bonus 25	729.50	766.00	804.30	844.50	886.75	931.10
Lgy Bonus 30	1094.25	1149.00	1206.45	1266.75	1330.13	1396.65

146

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	179,460.00	188,436.00	197,856.00	207,744.00	218,136.00	229,044.00
MONTHLY	14,955.00	15,703.00	16,488.00	17,312.00	18,178.00	19,087.00
BI-WEEKLY	6,902.31	7,247.54	7,609.85	7,990.15	8,389.85	8,809.38
HOURLY	86.2788	90.5942	95.1231	99.8769	104.8731	110.1173
Lgy Bonus 20	373.88	392.58	412.20	432.80	454.45	477.18
Lgy Bonus 25	747.75	785.15	824.40	865.60	908.90	954.35
Lgy Bonus 30	1121.63	1177.73	1236.60	1298.40	1363.35	1431.53

147

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	183,960.00	193,164.00	202,824.00	212,964.00	223,608.00	234,792.00
MONTHLY	15,330.00	16,097.00	16,902.00	17,747.00	18,634.00	19,566.00
BI-WEEKLY	7,075.38	7,429.38	7,800.92	8,190.92	8,600.31	9,030.46
HOURLY	88.4423	92.8673	97.5115	102.3865	107.5038	112.8808

Lgy Bonus 20	383.25	402.43	422.55	443.68	465.85	489.15
Lgy Bonus 25	766.50	804.85	845.10	887.35	931.70	978.30
Lgy Bonus 30	1149.75	1207.28	1267.65	1331.03	1397.55	1467.45

148

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	188,556.00	197,988.00	207,888.00	218,280.00	229,200.00	240,660.00
MONTHLY	15,713.00	16,499.00	17,324.00	18,190.00	19,100.00	20,055.00
BI-WEEKLY	7,252.15	7,614.92	7,995.69	8,395.38	8,815.38	9,256.15
HOURLY	90.6519	95.1865	99.9462	104.9423	110.1923	115.7019

Lgy Bonus 20	392.83	412.48	433.10	454.75	477.50	501.38
Lgy Bonus 25	785.65	824.95	866.20	909.50	955.00	1002.75
Lgy Bonus 30	1178.48	1237.43	1299.30	1364.25	1432.50	1504.13

149

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,272.00	202,932.00	213,084.00	223,740.00	234,924.00	246,672.00
MONTHLY	16,106.00	16,911.00	17,757.00	18,645.00	19,577.00	20,556.00
BI-WEEKLY	7,433.54	7,805.08	8,195.54	8,605.38	9,035.54	9,487.38
HOURLY	92.9192	97.5635	102.4442	107.5673	112.9442	118.5923

Lgy Bonus 20	402.65	422.78	443.93	466.13	489.43	513.90
Lgy Bonus 25	805.30	845.55	887.85	932.25	978.85	1027.80
Lgy Bonus 30	1207.95	1268.33	1331.78	1398.38	1468.28	1541.70

150 Joint Powers Authority Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,000.00					
MONTHLY	13,000.00					
BI-WEEKLY	6,000.00					
HOURLY	75.0000					

200 Police Trainee						
STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,124.00	-	-	-	-	-
MONTHLY	6,927.00	-	-	-	-	-
BI-WEEKLY	3,197.08	-	-	-	-	-
HOURLY	39.9635	-	-	-	-	-
201 Police Officer						
STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	97,788.00	102,660.00	107,808.00	113,184.00	118,860.00	124,800.00
MONTHLY	8,149.00	8,555.00	8,984.00	9,432.00	9,905.00	10,400.00
BI-WEEKLY	3,761.08	3,948.46	4,146.46	4,353.23	4,571.54	4,800.00
HOURLY	47.0135	49.3558	51.8308	54.4154	57.1442	60.0000
EDUCATIONAL INCENTIVE BONUS						
AA	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96
BA	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96
SPECIALIST	664.75	664.75	664.75	664.75	664.75	664.75
Lgy Bonus 7	365.00	365.00	365.00	365.00	365.00	365.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	927.45	947.75	969.20	991.60	1,015.25	1,040.00
Lgy Bonus 26	1,334.90	1,375.50	1,418.40	1,463.20	1,510.50	1,560.00
203 Police Sergeant						
STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	126,528.00	132,864.00	139,488.00	146,472.00	153,804.00	161,496.00
MONTHLY	10,544.00	11,072.00	11,624.00	12,206.00	12,817.00	13,458.00
BI-WEEKLY	4,866.46	5,110.15	5,364.92	5,633.54	5,915.54	6,211.38
HOURLY	60.8308	63.8769	67.0615	70.4192	73.9442	77.6423
EDUCATIONAL INCENTIVE BONUS						
AA	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53
BA	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53
SPECIAL DUTY PAY	420.00	420.00	420.00	420.00	420.00	420.00
Lgy Bonus 7	326.00	326.00	326.00	326.00	326.00	326.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	1,047.20	1,073.60	1,101.20	1,130.30	1,160.85	1,192.90
Lgy Bonus 26	\$ 1,574.40	1,627.20	1,682.40	1,740.60	1,801.70	1,865.80

227 Police Lieutenant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	162,720.00	170,856.00	179,400.00	188,376.00	197,796.00	207,684.00
MONTHLY	13,560.00	14,238.00	14,950.00	15,698.00	16,483.00	17,307.00
BI-WEEKLY	6,258.46	6,571.38	6,900.00	7,245.23	7,607.54	7,987.85
HOURLY	78.2308	82.1423	86.2500	90.5654	95.0942	99.8481
CA POST Supervisory/Adv.	1,766.44	1,837.84	1,912.84	1,991.56	2,074.24	2,161.00
CA POST Mgmt. Cert.	678.00	711.90	747.50	784.90	824.15	865.35
Lgy Bonus 20	678.00	711.90	747.50	784.90	824.15	865.35
Lgy Bonus 26	1,356.00	1,423.80	1,495.00	1,569.80	1,648.30	1,730.70
Management Incentive Pay	1,288.20	1,352.61	1,420.25	1,491.31	1,565.89	1,644.17

231 Police Captain

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,476.00	203,148.00	213,300.00	223,968.00	235,164.00	246,924.00
MONTHLY	16,123.00	16,929.00	17,775.00	18,664.00	19,597.00	20,577.00
BI-WEEKLY	7,441.38	7,813.38	8,203.85	8,614.15	9,044.77	9,497.08
HOURLY	93.0173	97.6673	102.5481	107.6769	113.0596	118.7135
CA POST Supervisory/Adv.	2,036.08	2,120.92	2,209.96	2,303.56	2,401.84	2,505.04
CA POST Mgmt. Cert.	806.15	846.45	888.75	933.20	979.85	1,028.85
Lgy Bonus 20	806.15	846.45	888.75	933.20	979.85	1,028.85
Lgy Bonus 26	1,612.30	1,692.90	1,777.50	1,866.40	1,959.70	2,057.70
Management Incentive Pay	1,531.69	1,608.26	1,688.63	1,773.08	1,861.72	1,954.82

232 Deputy Police Chief

STEP	*1*
ANNUAL	238,812.00
MONTHLY	19,901.00
BI-WEEKLY	9,185.08
HOURLY	114.8135
CA POST Supervisory/Adv.	2,613.40
CA POST Mgmt. Cert.	995.05
Lgy Bonus 20	995.05
Lgy Bonus 26	1,990.10
Management Incentive Pay	1,890.60

301 Mayor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	31,200.00					
MONTHLY	2,600.00					
BI-WEEKLY	1,200.00					
HOURLY	15.0000					

302 Councilmember

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	19,200.00					
MONTHLY	1,600.00					
BI-WEEKLY	738.46					
HOURLY	9.2308					

303 City Clerk

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	12,000.00					
MONTHLY	1,000.00					
BI-WEEKLY	461.54					
HOURLY	5.7692					

304 City Treasurer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	6,000.00					
MONTHLY	500.00					
BI-WEEKLY	230.77					
HOURLY	2.8846					

305 Youth Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	300.00	-	-	-	-	-
MONTHLY	25.00	-	-	-	-	-
BI-WEEKLY	11.54	-	-	-	-	-
HOURLY	0.1442	-	-	-	-	-

306 Gardena Beautification Commissioner**306 Gardena Economic Business Advisory Commissioner****306 Human Services Commissioner****306 Recreation Commissioner****306 Rent Mediation Board Member****306 Senior Citizens Commissioner**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	600.00	-	-	-	-	-
MONTHLY	50.00	-	-	-	-	-
BI-WEEKLY	23.08	-	-	-	-	-
HOURLY	0.2885	-	-	-	-	-

308 Planning Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	1,200.00	-	-	-	-	-
MONTHLY	100.00	-	-	-	-	-
BI-WEEKLY	46.15	-	-	-	-	-
HOURLY	0.5769	-	-	-	-	-

330 Department Heads

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	183,084.00	192,240.00	201,852.00	211,944.00	222,540.00	233,664.00
MONTHLY	15,257.00	16,020.00	16,821.00	17,662.00	18,545.00	19,472.00
BI-WEEKLY	7,041.69	7,393.85	7,763.54	8,151.69	8,559.23	8,987.08
HOURLY	88.0212	92.4231	97.0442	101.8962	106.9904	112.3385

Lgy Bonus 20	381.43	400.50	420.53	441.55	463.63	486.80
Lgy Bonus 25	762.85	801.00	841.05	883.10	927.25	973.60
Lgy Bonus 30	1144.28	1201.50	1261.58	1324.65	1390.88	1460.40

335 Deputy City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	192,240.00	201,852.00	211,944.00	222,540.00	233,664.00	245,352.00
MONTHLY	16,020.00	16,821.00	17,662.00	18,545.00	19,472.00	20,446.00
BI-WEEKLY	7,393.85	7,763.54	8,151.69	8,559.23	8,987.08	9,436.62
HOURLY	92.4231	97.0442	101.8962	106.9904	112.3385	117.9577

Lgy Bonus 20	400.50	420.53	441.55	463.63	486.80	511.15
Lgy Bonus 25	801.00	841.05	883.10	927.25	973.60	1022.30
Lgy Bonus 30	1201.50	1261.58	1324.65	1390.88	1460.40	1533.45

339 Assistant City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	200,964.00	211,008.00	221,556.00	232,632.00	244,260.00	256,476.00
MONTHLY	16,747.00	17,584.00	18,463.00	19,386.00	20,355.00	21,373.00
BI-WEEKLY	7,729.38	8,115.69	8,521.38	8,947.38	9,394.62	9,864.46
HOURLY	96.6173	101.4462	106.5173	111.8423	117.4327	123.3058

Lgy Bonus 20	418.68	439.60	461.58	484.65	508.88	534.33
Lgy Bonus 25	837.35	879.20	923.15	969.30	1017.75	1068.65
Lgy Bonus 30	1256.03	1318.80	1384.73	1453.95	1526.63	1602.98

340 Police Chief

STEP	*1*
ANNUAL	282,016.32
MONTHLY	23,501.36
BI-WEEKLY	10,846.78
HOURLY	135.5848

CA POST Supervisory/Adv.	2,727.12
CA POST Mgmt. Cert	1,175.07
CA POST Executive Cert	1,175.07

Lgy Bonus 26	2,350.14

Mgmt Incentive Pay	2,232.63

350 City Manager

STEP	*1*
ANNUAL	324,010.00
MONTHLY	27,000.83
BI-WEEKLY	12,461.92
HOURLY	155.7740

CITY OF GARDENA
CLASSIFICATION AND COMPENSATION PLAN
Effective June 23, 2024. Adopted July 23, 2024. Amended April 8, 2025

GPOA - Increase per Employment Contract; effective June 23, 2024. Schedule 200, 201, 203

Add Classification Transit Training and Safety Manager (Schedule 124)

HOURLY RANGE		20.00 - 35.00		
5 Recreation Instructor				
6 Clerical Aide I				
6 Police Aide				
STEP		*4*		*6*
ANNUAL		32,400.00		35,724.00
MONTHLY		2,700.00		2,977.00
BI-WEEKLY		1,246.15		1,374.00
HOURLY		15.5769		17.1750
7 Peer Advocate Counselor II				
7 Storeroom Aide				
STEP				*6*
ANNUAL				34,908.00
MONTHLY				2,909.00
BI-WEEKLY				1,342.62
HOURLY				16.7827
8 Community Aide I				
STEP			*5*	*6*
ANNUAL			34,068.00	35,772.00
MONTHLY			2,839.00	2,981.00
BI-WEEKLY			1,310.31	1,375.85
HOURLY			16.3788	17.1981
13				
STEP			*5*	*6*
ANNUAL			34,956.00	36,708.00
MONTHLY			2,913.00	3,059.00
BI-WEEKLY			1,344.46	1,411.85
HOURLY			16.8058	17.6481
14 Pool Cashier				
STEP		*4*	*5*	*6*
ANNUAL		34,116.00	35,820.00	37,608.00
MONTHLY		2,843.00	2,985.00	3,134.00
BI-WEEKLY		1,312.15	1,377.69	1,446.46
HOURLY		16.4019	17.2212	18.0808
15				
STEP		*4*	*5*	*6*
ANNUAL		34,980.00	36,732.00	38,568.00
MONTHLY		2,915.00	3,061.00	3,214.00
BI-WEEKLY		1,345.38	1,412.77	1,483.38
HOURLY		16.8173	17.6596	18.5423

16

STEP		*3*	*4*	*5*	*6*
ANNUAL		34,152.00	35,856.00	37,644.00	39,528.00
MONTHLY		2,846.00	2,988.00	3,137.00	3,294.00
BI-WEEKLY		1,313.54	1,379.08	1,447.85	1,520.31
HOURLY		16.4192	17.2385	18.0981	19.0038

17 Clerk Typist

STEP		*3*	*4*	*5*	*6*
ANNUAL		35,004.00	36,756.00	38,592.00	40,524.00
MONTHLY		2,917.00	3,063.00	3,216.00	3,377.00
BI-WEEKLY		1,346.31	1,413.69	1,484.31	1,558.62
HOURLY		16.8288	17.6712	18.5538	19.4827

18

STEP		*2*	*3*	*4*	*5*	*6*
ANNUAL		34,176.00	35,880.00	37,680.00	39,564.00	41,544.00
MONTHLY		2,848.00	2,990.00	3,140.00	3,297.00	3,462.00
BI-WEEKLY		1,314.46	1,380.00	1,449.23	1,521.69	1,597.85
HOURLY		16.4308	17.2500	18.1154	19.0212	19.9731

19

STEP		*2*	*3*	*4*	*5*	*6*
ANNUAL		35,016.00	36,768.00	38,604.00	40,536.00	42,564.00
MONTHLY		2,918.00	3,064.00	3,217.00	3,378.00	3,547.00
BI-WEEKLY		1,346.77	1,414.15	1,484.77	1,559.08	1,637.08
HOURLY		16.8346	17.6769	18.5596	19.4885	20.4635

20

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	34,188.00	35,892.00	37,692.00	39,576.00	41,556.00	43,632.00
MONTHLY	2,849.00	2,991.00	3,141.00	3,298.00	3,463.00	3,636.00
BI-WEEKLY	1,314.92	1,380.46	1,449.69	1,522.15	1,598.31	1,678.15
HOURLY	16.4365	17.2558	18.1212	19.0269	19.9788	20.9769

21 Police Cadet

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	35,028.00	36,780.00	38,616.00	40,548.00	42,576.00	44,700.00
MONTHLY	2,919.00	3,065.00	3,218.00	3,379.00	3,548.00	3,725.00
BI-WEEKLY	1,347.23	1,414.62	1,485.23	1,559.54	1,637.54	1,719.23
HOURLY	16.8404	17.6827	18.5654	19.4942	20.4692	21.4904

22 FCC Program Assistant I**22 Geriatric Aide****22 Human Services Aide****22 Lifeguard/Instructor****22 Recreation Leader I**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	35,904.00	37,704.00	39,588.00	41,568.00	43,644.00	45,828.00
MONTHLY	2,992.00	3,142.00	3,299.00	3,464.00	3,637.00	3,819.00
BI-WEEKLY	1,380.92	1,450.15	1,522.62	1,598.77	1,678.62	1,762.62
HOURLY	17.2615	18.1269	19.0327	19.9846	20.9827	22.0327

23 Community Aide II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	36,804.00	38,640.00	40,572.00	42,600.00	44,736.00	46,968.00
MONTHLY	3,067.00	3,220.00	3,381.00	3,550.00	3,728.00	3,914.00
BI-WEEKLY	1,415.54	1,486.15	1,560.46	1,638.46	1,720.62	1,806.46
HOURLY	17.6942	18.5769	19.5058	20.4808	21.5077	22.5808

24

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	37,728.00	39,612.00	41,592.00	43,668.00	45,852.00	48,144.00
MONTHLY	3,144.00	3,301.00	3,466.00	3,639.00	3,821.00	4,012.00
BI-WEEKLY	1,451.08	1,523.54	1,599.69	1,679.54	1,763.54	1,851.69
HOURLY	18.1385	19.0442	19.9962	20.9942	22.0442	23.1462

25

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	38,676.00	40,608.00	42,636.00	44,772.00	47,016.00	49,368.00
MONTHLY	3,223.00	3,384.00	3,553.00	3,731.00	3,918.00	4,114.00
BI-WEEKLY	1,487.54	1,561.85	1,639.85	1,722.00	1,808.31	1,898.77
HOURLY	18.5942	19.5231	20.4981	21.5250	22.6038	23.7346

26 Pool Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	39,636.00	41,616.00	43,692.00	45,876.00	48,168.00	50,580.00
MONTHLY	3,303.00	3,468.00	3,641.00	3,823.00	4,014.00	4,215.00
BI-WEEKLY	1,524.46	1,600.62	1,680.46	1,764.46	1,852.62	1,945.38
HOURLY	19.0558	20.0077	21.0058	22.0558	23.1577	24.3173

27

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	40,620.00	42,648.00	44,784.00	47,028.00	49,380.00	51,852.00
MONTHLY	3,385.00	3,554.00	3,732.00	3,919.00	4,115.00	4,321.00
BI-WEEKLY	1,562.31	1,640.31	1,722.46	1,808.77	1,899.23	1,994.31
HOURLY	19.5288	20.5038	21.5308	22.6096	23.7404	24.9288

28 Meal Services Coordinator**28 Police Assistant****28 Recreation Leader II**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	41,628.00	43,704.00	45,888.00	48,180.00	50,592.00	53,124.00
MONTHLY	3,469.00	3,642.00	3,824.00	4,015.00	4,216.00	4,427.00
BI-WEEKLY	1,601.08	1,680.92	1,764.92	1,853.08	1,945.85	2,043.23
HOURLY	20.0135	21.0115	22.0615	23.1635	24.3231	25.5404

29 Account Clerk**29 Customer Service Clerk I****29 Printing & Technology Intern****29 Recreation Therapist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	42,672.00	44,808.00	47,052.00	49,404.00	51,876.00	54,468.00
MONTHLY	3,556.00	3,734.00	3,921.00	4,117.00	4,323.00	4,539.00
BI-WEEKLY	1,641.23	1,723.38	1,809.69	1,900.15	1,995.23	2,094.92
HOURLY	20.5154	21.5423	22.6212	23.7519	24.9404	26.1865

30 Certified Nursing Assistant
30 Custodian I
30 FCC Education Assistant II
30 FCC Program Assistant II
30 Office Specialist

	1	*2*	*3*	*4*	*5*	*6*
ANNUAL	43,728.00	45,912.00	48,204.00	50,616.00	53,148.00	55,800.00
MONTHLY	3,644.00	3,826.00	4,017.00	4,218.00	4,429.00	4,650.00
BI-WEEKLY	1,681.85	1,765.85	1,854.00	1,946.77	2,044.15	2,146.15
HOURLY	21.0231	22.0731	23.1750	24.3346	25.5519	26.8269

31 On-Demand (Micro/Paratransit) Operator
31 Paratransit Driver

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	44,832.00	47,076.00	49,428.00	51,900.00	54,492.00	57,216.00
MONTHLY	3,736.00	3,923.00	4,119.00	4,325.00	4,541.00	4,768.00
BI-WEEKLY	1,724.31	1,810.62	1,901.08	1,996.15	2,095.85	2,200.62
HOURLY	21.5538	22.6327	23.7635	24.9519	26.1981	27.5077

32 Home Improvement Maintenance Helper
32 Right-of-Way Maintenance Worker

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	45,948.00	48,240.00	50,652.00	53,184.00	55,848.00	58,644.00
MONTHLY	3,829.00	4,020.00	4,221.00	4,432.00	4,654.00	4,887.00
BI-WEEKLY	1,767.23	1,855.38	1,948.15	2,045.54	2,148.00	2,255.54
HOURLY	22.0904	23.1923	24.3519	25.5692	26.8500	28.1942

33 Customer Service Clerk II
33 Equipment Utility Worker I
33 Public Safety Officer
33 Relief Bus Operator Trainee

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	47,100.00	49,452.00	51,924.00	54,516.00	57,240.00	60,108.00
MONTHLY	3,925.00	4,121.00	4,327.00	4,543.00	4,770.00	5,009.00
BI-WEEKLY	1,811.54	1,902.00	1,997.08	2,096.77	2,201.54	2,311.85
HOURLY	22.6442	23.7750	24.9635	26.2096	27.5192	28.8981

34 Custodian II
34 Graffiti Technician
34 On-Demand Transit Dispatcher
34 Paratransit Dispatcher
34 Park Maintenance Worker I

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	48,276.00	50,688.00	53,220.00	55,884.00	58,680.00	61,620.00
MONTHLY	4,023.00	4,224.00	4,435.00	4,657.00	4,890.00	5,135.00
BI-WEEKLY	1,856.77	1,949.54	2,046.92	2,149.38	2,256.92	2,370.00
HOURLY	23.2096	24.3692	25.5865	26.8673	28.2115	29.6250

**35 Community Aide III
35 Help Desk Technician
35 Street Maintenance Worker**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	49,488.00	51,960.00	54,564.00	57,288.00	60,156.00	63,168.00
MONTHLY	4,124.00	4,330.00	4,547.00	4,774.00	5,013.00	5,264.00
BI-WEEKLY	1,903.38	1,998.46	2,098.62	2,203.38	2,313.69	2,429.54
HOURLY	23.7923	24.9808	26.2327	27.5423	28.9212	30.3692

**36 Court Liaison
36 Intermediate Clerk Typist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	50,724.00	53,256.00	55,920.00	58,716.00	61,656.00	64,740.00
MONTHLY	4,227.00	4,438.00	4,660.00	4,893.00	5,138.00	5,395.00
BI-WEEKLY	1,950.92	2,048.31	2,150.77	2,258.31	2,371.38	2,490.00
HOURLY	24.3865	25.6038	26.8846	28.2288	29.6423	31.1250

**37 Nutrition Services Coordinator
37 Relief Bus Operator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	51,996.00	54,600.00	57,336.00	60,204.00	63,216.00	66,372.00
MONTHLY	4,333.00	4,550.00	4,778.00	5,017.00	5,268.00	5,531.00
BI-WEEKLY	1,999.85	2,100.00	2,205.23	2,315.54	2,431.38	2,552.77
HOURLY	24.9981	26.2500	27.5654	28.9442	30.3923	31.9096

**38 Activity Coordinator
38 Equipment Utility Worker II
38 Homeless Coordinator
38 Police Records Technician I
38 Police Service Technician
38 Purchasing Clerk
38 Senior Account Clerk
38 Senior Clerk Typist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	53,292.00	55,956.00	58,752.00	61,692.00	64,776.00	68,016.00
MONTHLY	4,441.00	4,663.00	4,896.00	5,141.00	5,398.00	5,668.00
BI-WEEKLY	2,049.69	2,152.15	2,259.69	2,372.77	2,491.38	2,616.00
HOURLY	25.6212	26.9019	28.2462	29.6596	31.1423	32.7000

**39 Apprentice Mechanic
39 Home Improvement Lead Person
39 Park Maintenance Worker II
39 Records Management Coordinator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	54,624.00	57,360.00	60,228.00	63,240.00	66,408.00	69,732.00
MONTHLY	4,552.00	4,780.00	5,019.00	5,270.00	5,534.00	5,811.00
BI-WEEKLY	2,100.92	2,206.15	2,316.46	2,432.31	2,554.15	2,682.00
HOURLY	26.2615	27.5769	28.9558	30.4038	31.9269	33.5250

**40 Engineering Aide
40 FCC Education Assistant III
40 FCC Program Assistant III
40 Public Works Coordinator
40 Sr. Transit Utility Specialist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	55,980.00	58,776.00	61,716.00	64,800.00	68,040.00	71,448.00
MONTHLY	4,665.00	4,898.00	5,143.00	5,400.00	5,670.00	5,954.00
BI-WEEKLY	2,153.08	2,260.62	2,373.69	2,492.31	2,616.92	2,748.00
HOURLY	26.9135	28.2577	29.6712	31.1538	32.7115	34.3500

**41 Deputy City Clerk I
41 Permit/Licensing Technician I**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	57,384.00	60,252.00	63,264.00	66,432.00	69,756.00	73,248.00
MONTHLY	4,782.00	5,021.00	5,272.00	5,536.00	5,813.00	6,104.00
BI-WEEKLY	2,207.08	2,317.38	2,433.23	2,555.08	2,682.92	2,817.23
HOURLY	27.5885	28.9673	30.4154	31.9385	33.5365	35.2154

**42 Community Center Coordinator
42 Community Services Officer
42 Human Services Coordinator
42 Police Records Technician II
42 Police Service Officer
42 Recreation Coordinator
42 Secretary
42 Tree Trimmer I**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	58,824.00	61,764.00	64,848.00	68,088.00	71,496.00	75,072.00
MONTHLY	4,902.00	5,147.00	5,404.00	5,674.00	5,958.00	6,256.00
BI-WEEKLY	2,262.46	2,375.54	2,494.15	2,618.77	2,749.85	2,887.38
HOURLY	28.2808	29.6942	31.1769	32.7346	34.3731	36.0923

**43 Administrative Aide
43 Building Maintenance Worker
43 Cement Finisher
43 Human Resources / Department Coordinator
43 Payroll / Personnel Technician
43 Senior Citizens Social Services Coordinator
43 Transit Maintenance Coordinator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	60,288.00	63,300.00	66,468.00	69,792.00	73,284.00	76,944.00
MONTHLY	5,024.00	5,275.00	5,539.00	5,816.00	6,107.00	6,412.00
BI-WEEKLY	2,318.77	2,434.62	2,556.46	2,684.31	2,818.62	2,959.38
HOURLY	28.9846	30.4327	31.9558	33.5538	35.2327	36.9923

44 Administrative Secretary
44 Building Aide
44 Building/Planning Technician
44 Permit/Licensing Technician II
44 Sewer Maintenance Worker
44 Tree Trimmer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	61,800.00	64,896.00	68,136.00	71,544.00	75,120.00	78,876.00
MONTHLY	5,150.00	5,408.00	5,678.00	5,962.00	6,260.00	6,573.00
BI-WEEKLY	2,376.92	2,496.00	2,620.62	2,751.69	2,889.23	3,033.69
HOURLY	29.7115	31.2000	32.7577	34.3962	36.1154	37.9212

45 Street Sweeper Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,348.00	66,516.00	69,840.00	73,332.00	77,004.00	80,856.00
MONTHLY	5,279.00	5,543.00	5,820.00	6,111.00	6,417.00	6,738.00
BI-WEEKLY	2,436.46	2,558.31	2,686.15	2,820.46	2,961.69	3,109.85
HOURLY	30.4558	31.9788	33.5769	35.2558	37.0212	38.8731

46 Heavy Equipment Operator

46 Street Traffic Painter

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	64,932.00	68,184.00	71,592.00	75,168.00	78,924.00	82,872.00
MONTHLY	5,411.00	5,682.00	5,966.00	6,264.00	6,577.00	6,906.00
BI-WEEKLY	2,497.38	2,622.46	2,753.54	2,891.08	3,035.54	3,187.38
HOURLY	31.2173	32.7808	34.4192	36.1385	37.9442	39.8423

47 Equipment Mechanic

47 Graphics Technician

47 Maintenance Painter

47 Senior Building Maintenance Worker

47 Transit Mechanic

47 Transit Parts/Storeroom Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	66,552.00	69,876.00	73,368.00	77,040.00	80,892.00	84,936.00
MONTHLY	5,546.00	5,823.00	6,114.00	6,420.00	6,741.00	7,078.00
BI-WEEKLY	2,559.69	2,687.54	2,821.85	2,963.08	3,111.23	3,266.77
HOURLY	31.9962	33.5942	35.2731	37.0385	38.8904	40.8346

48 Custodian-Lead

48 Financial Services Technician

48 Human Resources Technician

48 Junior Accountant

48 Property and Evidence Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,220.00	71,628.00	75,204.00	78,960.00	82,908.00	87,048.00
MONTHLY	5,685.00	5,969.00	6,267.00	6,580.00	6,909.00	7,254.00
BI-WEEKLY	2,623.85	2,754.92	2,892.46	3,036.92	3,188.77	3,348.00
HOURLY	32.7981	34.4365	36.1558	37.9615	39.8596	41.8500

49 Administrative Analyst I
49 Community Services Counselor
49 Program Coordinator
49 Recreation Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	69,924.00	73,416.00	77,088.00	80,940.00	84,984.00	89,232.00
MONTHLY	5,827.00	6,118.00	6,424.00	6,745.00	7,082.00	7,436.00
BI-WEEKLY	2,689.38	2,823.69	2,964.92	3,113.08	3,268.62	3,432.00
HOURLY	33.6173	35.2962	37.0615	38.9135	40.8577	42.9000

50 Case Management Supervisor/Instructor
50 Transit Dispatcher/Operations Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,676.00	75,264.00	79,032.00	82,980.00	87,132.00	91,488.00
MONTHLY	5,973.00	6,272.00	6,586.00	6,915.00	7,261.00	7,624.00
BI-WEEKLY	2,756.77	2,894.77	3,039.69	3,191.54	3,351.23	3,518.77
HOURLY	34.4596	36.1846	37.9962	39.8942	41.8904	43.9846

51 Electrical/Signal Technician I
51 Emergency Preparedness Coordinator
51 Engineering Technician
51 Executive Assistant to Chief of Police
51 General Building Inspector
51 Information Technology Coordinator
51 Lead Equipment Mechanic
51 Lead Mechanic

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,464.00	77,136.00	80,988.00	85,032.00	89,280.00	93,744.00
MONTHLY	6,122.00	6,428.00	6,749.00	7,086.00	7,440.00	7,812.00
BI-WEEKLY	2,825.54	2,966.77	3,114.92	3,270.46	3,433.85	3,605.54
HOURLY	35.3192	37.0846	38.9365	40.8808	42.9231	45.0692

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	75,300.00	79,068.00	83,016.00	87,168.00	91,524.00	96,096.00
MONTHLY	6,275.00	6,589.00	6,918.00	7,264.00	7,627.00	8,008.00
BI-WEEKLY	2,896.15	3,041.08	3,192.92	3,352.62	3,520.15	3,696.00
HOURLY	36.2019	38.0135	39.9115	41.9077	44.0019	46.2000

53 Code Enforcement Officer
53 FCC Education Coordinator
53 Park Maintenance Lead
53 Public Works Inspector
53 Public Works Lead

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,184.00	81,048.00	85,104.00	89,364.00	93,828.00	98,520.00
MONTHLY	6,432.00	6,754.00	7,092.00	7,447.00	7,819.00	8,210.00
BI-WEEKLY	2,968.62	3,117.23	3,273.23	3,437.08	3,608.77	3,789.23
HOURLY	37.1077	38.9654	40.9154	42.9635	45.1096	47.3654

54 Administrative Analyst II
54 Building Maintenance Lead
54 Forensic Technician
54 Transit Marketing Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	79,128.00	83,088.00	87,240.00	91,608.00	96,192.00	101,004.00
MONTHLY	6,594.00	6,924.00	7,270.00	7,634.00	8,016.00	8,417.00
BI-WEEKLY	3,043.38	3,195.69	3,355.38	3,523.38	3,699.69	3,884.77
HOURLY	38.0423	39.9462	41.9423	44.0423	46.2462	48.5596

55 Electrical/Signal Technician II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	81,108.00	85,164.00	89,424.00	93,900.00	98,592.00	103,524.00
MONTHLY	6,759.00	7,097.00	7,452.00	7,825.00	8,216.00	8,627.00
BI-WEEKLY	3,119.54	3,275.54	3,439.38	3,611.54	3,792.00	3,981.69
HOURLY	38.9942	40.9442	42.9923	45.1442	47.4000	49.7712

56 Administrative Coordinator

56 Assistant Engineer

56 FCC Program Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,124.00	87,276.00	91,644.00	96,228.00	101,040.00	106,092.00
MONTHLY	6,927.00	7,273.00	7,637.00	8,019.00	8,420.00	8,841.00
BI-WEEKLY	3,197.08	3,356.77	3,524.77	3,701.08	3,886.15	4,080.46
HOURLY	39.9635	41.9596	44.0596	46.2635	48.5769	51.0058

57 Communications Liaison Officer

57 Senior Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	85,212.00	89,472.00	93,948.00	98,640.00	103,572.00	108,756.00
MONTHLY	7,101.00	7,456.00	7,829.00	8,220.00	8,631.00	9,063.00
BI-WEEKLY	3,277.38	3,441.23	3,613.38	3,793.85	3,983.54	4,182.92
HOURLY	40.9673	43.0154	45.1673	47.4231	49.7942	52.2865

58 Associate Planner

58 Code Enforcement Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,348.00	91,716.00	96,300.00	101,112.00	106,164.00	111,468.00
MONTHLY	7,279.00	7,643.00	8,025.00	8,426.00	8,847.00	9,289.00
BI-WEEKLY	3,359.54	3,527.54	3,703.85	3,888.92	4,083.23	4,287.23
HOURLY	41.9942	44.0942	46.2981	48.6115	51.0404	53.5904

59 Administrative Support Services Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,532.00	94,008.00	98,712.00	103,644.00	108,828.00	114,264.00
MONTHLY	7,461.00	7,834.00	8,226.00	8,637.00	9,069.00	9,522.00
BI-WEEKLY	3,443.54	3,615.69	3,796.62	3,986.31	4,185.69	4,394.77
HOURLY	43.0442	45.1962	47.4577	49.8288	52.3212	54.9346

60

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	91,764.00	96,348.00	101,160.00	106,224.00	111,540.00	117,120.00
MONTHLY	7,647.00	8,029.00	8,430.00	8,852.00	9,295.00	9,760.00
BI-WEEKLY	3,529.38	3,705.69	3,890.77	4,085.54	4,290.00	4,504.62
HOURLY	44.1173	46.3212	48.6346	51.0692	53.6250	56.3077

61 Administrative Analyst III**61 Associate Engineer****61 Information Technology Systems Analyst - Transit****61 Transit Planning and Scheduling Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	94,056.00	98,760.00	103,704.00	108,888.00	114,336.00	120,048.00
MONTHLY	7,838.00	8,230.00	8,642.00	9,074.00	9,528.00	10,004.00
BI-WEEKLY	3,617.54	3,798.46	3,988.62	4,188.00	4,397.54	4,617.23
HOURLY	45.2192	47.4808	49.8577	52.3500	54.9692	57.7154

62 Information Technology Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	96,408.00	101,232.00	106,296.00	111,612.00	117,192.00	123,048.00
MONTHLY	8,034.00	8,436.00	8,858.00	9,301.00	9,766.00	10,254.00
BI-WEEKLY	3,708.00	3,893.54	4,088.31	4,292.77	4,507.38	4,732.62
HOURLY	46.3500	48.6692	51.1038	53.6596	56.3423	59.1577

63

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	98,820.00	103,764.00	108,948.00	114,396.00	120,120.00	126,132.00
MONTHLY	8,235.00	8,647.00	9,079.00	9,533.00	10,010.00	10,511.00
BI-WEEKLY	3,800.77	3,990.92	4,190.31	4,399.85	4,620.00	4,851.23
HOURLY	47.5096	49.8865	52.3788	54.9981	57.7500	60.6404

64

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,292.00	106,356.00	111,672.00	117,252.00	123,120.00	129,276.00
MONTHLY	8,441.00	8,863.00	9,306.00	9,771.00	10,260.00	10,773.00
BI-WEEKLY	3,895.85	4,090.62	4,295.08	4,509.69	4,735.38	4,972.15
HOURLY	48.6981	51.1327	53.6885	56.3712	59.1923	62.1519

65

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	103,824.00	109,020.00	114,468.00	120,192.00	126,204.00	132,516.00
MONTHLY	8,652.00	9,085.00	9,539.00	10,016.00	10,517.00	11,043.00
BI-WEEKLY	3,993.23	4,193.08	4,402.62	4,622.77	4,854.00	5,096.77
HOURLY	49.9154	52.4135	55.0327	57.7846	60.6750	63.7096

66 Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,416.00	111,732.00	117,324.00	123,192.00	129,348.00	135,816.00
MONTHLY	8,868.00	9,311.00	9,777.00	10,266.00	10,779.00	11,318.00
BI-WEEKLY	4,092.92	4,297.38	4,512.46	4,738.15	4,974.92	5,223.69
HOURLY	51.1615	53.7173	56.4058	59.2269	62.1865	65.2962

67

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	109,080.00	114,540.00	120,264.00	126,276.00	132,588.00	139,212.00
MONTHLY	9,090.00	9,545.00	10,022.00	10,523.00	11,049.00	11,601.00
BI-WEEKLY	4,195.38	4,405.38	4,625.54	4,856.77	5,099.54	5,354.31
HOURLY	52.4423	55.0673	57.8192	60.7096	63.7442	66.9288

90 Bus Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	59,424.00	62,400.00	65,520.00	68,796.00	72,240.00	75,852.00
MONTHLY	4,952.00	5,200.00	5,460.00	5,733.00	6,020.00	6,321.00
BI-WEEKLY	2,285.54	2400.00	2520.00	2,646.00	2,778.46	2,917.38
HOURLY	28.5692	30.0000	31.5000	33.0750	34.7308	36.4673

Specialty - 5%	247.60	260.00	273.00	286.65	301.00	316.05

104

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,600.00	66,780.00	70,116.00	73,620.00	77,304.00	81,168.00
MONTHLY	5,300.00	5,565.00	5,843.00	6,135.00	6,442.00	6,764.00
BI-WEEKLY	2,446.15	2,568.46	2,696.77	2,831.54	2,973.23	3,121.85
HOURLY	30.5769	32.1058	33.7096	35.3942	37.1654	39.0231

Lgy Bonus 20	132.50	139.13	146.08	153.38	161.05	169.10
Lgy Bonus 25	265.00	278.25	292.15	306.75	322.10	338.20
Lgy Bonus 30	397.50	417.38	438.23	460.13	483.15	507.30

105

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	65,184.00	68,448.00	71,868.00	75,456.00	79,224.00	83,184.00
MONTHLY	5,432.00	5,704.00	5,989.00	6,288.00	6,602.00	6,932.00
BI-WEEKLY	2,507.08	2632.62	2764.15	2902.15	3047.08	3199.38
HOURLY	31.3385	32.9077	34.5519	36.2769	38.0885	39.9923

Lgy Bonus 20	135.80	142.60	149.73	157.20	165.05	173.30
Lgy Bonus 25	271.60	285.20	299.45	314.40	330.10	346.60
Lgy Bonus 30	407.40	427.80	449.18	471.60	495.15	519.90

106

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	66,816.00	70,152.00	73,656.00	77,340.00	81,204.00	85,260.00
MONTHLY	5,568.00	5,846.00	6,138.00	6,445.00	6,767.00	7,105.00
BI-WEEKLY	2,569.85	2,698.15	2,832.92	2,974.62	3,123.23	3,279.23
HOURLY	32.1231	33.7269	35.4115	37.1827	39.0404	40.9904

Lgy Bonus 20	139.20	146.15	153.45	161.13	169.18	177.63
Lgy Bonus 25	278.40	292.30	306.90	322.25	338.35	355.25
Lgy Bonus 30	417.60	438.45	460.35	483.38	507.53	532.88

107

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,496.00	71,916.00	75,516.00	79,296.00	83,256.00	87,420.00
MONTHLY	5,708.00	5,993.00	6,293.00	6,608.00	6,938.00	7,285.00
BI-WEEKLY	2,634.46	2,766.00	2,904.46	3,049.85	3,202.15	3,362.31
HOURLY	32.9308	34.5750	36.3058	38.1231	40.0269	42.0288

Lgy Bonus 20	142.70	149.83	157.33	165.20	173.45	182.13
Lgy Bonus 25	285.40	299.65	314.65	330.40	346.90	364.25
Lgy Bonus 30	428.10	449.48	471.98	495.60	520.35	546.38

108 Economic Development Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	70,200.00	73,716.00	77,400.00	81,276.00	85,344.00	89,616.00
MONTHLY	5,850.00	6,143.00	6,450.00	6,773.00	7,112.00	7,468.00
BI-WEEKLY	2,700.00	2,835.23	2,976.92	3,126.00	3,282.46	3,446.77
HOURLY	33.7500	35.4404	37.2115	39.0750	41.0308	43.0846
Lgy Bonus 20	146.25	153.58	161.25	169.33	177.80	186.70
Lgy Bonus 25	292.50	307.15	322.50	338.65	355.60	373.40
Lgy Bonus 30	438.75	460.73	483.75	507.98	533.40	560.10

109

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,964.00	75,564.00	79,344.00	83,316.00	87,480.00	91,860.00
MONTHLY	5,997.00	6,297.00	6,612.00	6,943.00	7,290.00	7,655.00
BI-WEEKLY	2,767.85	2,906.31	3,051.69	3,204.46	3,364.62	3,533.08
HOURLY	34.5981	36.3288	38.1462	40.0558	42.0577	44.1635
Lgy Bonus 20	149.93	157.43	165.30	173.58	182.25	191.38
Lgy Bonus 25	299.85	314.85	330.60	347.15	364.50	382.75
Lgy Bonus 30	449.78	472.28	495.90	520.73	546.75	574.13

110

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,752.00	77,436.00	81,312.00	85,380.00	89,652.00	94,140.00
MONTHLY	6,146.00	6,453.00	6,776.00	7,115.00	7,471.00	7,845.00
BI-WEEKLY	2,836.62	2,978.31	3,127.38	3,283.85	3,448.15	3,620.77
HOURLY	35.4577	37.2288	39.0923	41.0481	43.1019	45.2596
Lgy Bonus 20	153.65	161.33	169.40	177.88	186.78	196.13
Lgy Bonus 25	307.30	322.65	338.80	355.75	373.55	392.25
Lgy Bonus 30	460.95	483.98	508.20	533.63	560.33	588.38

111

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	75,600.00	79,380.00	83,352.00	87,516.00	91,896.00	96,492.00
MONTHLY	6,300.00	6,615.00	6,946.00	7,293.00	7,658.00	8,041.00
BI-WEEKLY	2,907.69	3,053.08	3,205.85	3,366.00	3,534.46	3,711.23
HOURLY	36.3462	38.1635	40.0731	42.0750	44.1808	46.3904
Lgy Bonus 20	157.50	165.38	173.65	182.33	191.45	201.03
Lgy Bonus 25	315.00	330.75	347.30	364.65	382.90	402.05
Lgy Bonus 30	472.50	496.13	520.95	546.98	574.35	603.08

112

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,508.00	81,384.00	85,452.00	89,724.00	94,212.00	98,928.00
MONTHLY	6,459.00	6,782.00	7,121.00	7,477.00	7,851.00	8,244.00
BI-WEEKLY	2,981.08	3,130.15	3,286.62	3,450.92	3,623.54	3,804.92
HOURLY	37.2635	39.1269	41.0827	43.1365	45.2942	47.5615
Lgy Bonus 20	161.48	169.55	178.03	186.93	196.28	206.10
Lgy Bonus 25	322.95	339.10	356.05	373.85	392.55	412.20
Lgy Bonus 30	484.43	508.65	534.08	560.78	588.83	618.30

113

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	79,452.00	83,424.00	87,600.00	91,980.00	96,576.00	101,400.00
MONTHLY	6,621.00	6,952.00	7,300.00	7,665.00	8,048.00	8,450.00
BI-WEEKLY	3,055.85	3,208.62	3,369.23	3,537.69	3,714.46	3,900.00
HOURLY	38.1981	40.1077	42.1154	44.2212	46.4308	48.7500
Lgy Bonus 20	165.53	173.80	182.50	191.63	201.20	211.25
Lgy Bonus 25	331.05	347.60	365.00	383.25	402.40	422.50
Lgy Bonus 30	496.58	521.40	547.50	574.88	603.60	633.75

114

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	81,432.00	85,500.00	89,772.00	94,260.00	98,976.00	103,920.00
MONTHLY	6,786.00	7,125.00	7,481.00	7,855.00	8,248.00	8,660.00
BI-WEEKLY	3,132.00	3,288.46	3,452.77	3,625.38	3,806.77	3,996.92
HOURLY	39.1500	41.1058	43.1596	45.3173	47.5846	49.9615
Lgy Bonus 20	169.65	178.13	187.03	196.38	206.20	216.50
Lgy Bonus 25	339.30	356.25	374.05	392.75	412.40	433.00
Lgy Bonus 30	508.95	534.38	561.08	589.13	618.60	649.50

115 Deputy City Clerk/Records Management Officer**115 Deputy City Treasurer****115 Human Resources Analyst****115 Risk Management Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,472.00	87,648.00	92,028.00	96,624.00	101,460.00	106,536.00
MONTHLY	6,956.00	7,304.00	7,669.00	8,052.00	8,455.00	8,878.00
BI-WEEKLY	3,210.46	3,371.08	3,539.54	3,716.31	3,902.31	4,097.54
HOURLY	40.1308	42.1385	44.2442	46.4538	48.7788	51.2192
Lgy Bonus 20	173.90	182.60	191.73	201.30	211.38	221.95
Lgy Bonus 25	347.80	365.20	383.45	402.60	422.75	443.90
Lgy Bonus 30	521.70	547.80	575.18	603.90	634.13	665.85

116

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	85,548.00	89,820.00	94,308.00	99,024.00	103,980.00	109,176.00
MONTHLY	7,129.00	7,485.00	7,859.00	8,252.00	8,665.00	9,098.00
BI-WEEKLY	3,290.31	3,454.62	3,627.23	3,808.62	3,999.23	4,199.08
HOURLY	41.1288	43.1827	45.3404	47.6077	49.9904	52.4885
Lgy Bonus 20	178.23	187.13	196.48	206.30	216.63	227.45
Lgy Bonus 25	356.45	374.25	392.95	412.60	433.25	454.90
Lgy Bonus 30	534.68	561.38	589.43	618.90	649.88	682.35

117 Transportation Operations Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,684.00	92,064.00	96,672.00	101,508.00	106,584.00	111,912.00
MONTHLY	7,307.00	7,672.00	8,056.00	8,459.00	8,882.00	9,326.00
BI-WEEKLY	3,372.46	3,540.92	3,718.15	3,904.15	4,099.38	4,304.31
HOURLY	42.1558	44.2615	46.4769	48.8019	51.2423	53.8038
Lgy Bonus 20	182.68	191.80	201.40	211.48	222.05	233.15
Lgy Bonus 25	365.35	383.60	402.80	422.95	444.10	466.30
Lgy Bonus 30	548.03	575.40	604.20	634.43	666.15	699.45

118 Administrative Management Analyst I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,880.00	94,380.00	99,096.00	104,052.00	109,260.00	114,720.00
MONTHLY	7,490.00	7,865.00	8,258.00	8,671.00	9,105.00	9,560.00
BI-WEEKLY	3,456.92	3,630.00	3,811.38	4,002.00	4,202.31	4,412.31
HOURLY	43.2115	45.3750	47.6423	50.0250	52.5288	55.1538
Lgy Bonus 20	187.25	196.63	206.45	216.78	227.63	239.00
Lgy Bonus 25	374.50	393.25	412.90	433.55	455.25	478.00
Lgy Bonus 30	561.75	589.88	619.35	650.33	682.88	717.00

119 Accountant/Cost Accountant**119 Fleet Maintenance Supervisor****119 Transit Administrative Supervisor****119 Transit Training and Safety Supervisor**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	92,124.00	96,732.00	101,568.00	106,644.00	111,972.00	117,576.00
MONTHLY	7,677.00	8,061.00	8,464.00	8,887.00	9,331.00	9,798.00
BI-WEEKLY	3,543.23	3,720.46	3,906.46	4,101.69	4,306.62	4,522.15
HOURLY	44.2904	46.5058	48.8308	51.2712	53.8327	56.5269
Lgy Bonus 20	191.93	201.53	211.60	222.18	233.28	244.95
Lgy Bonus 25	383.85	403.05	423.20	444.35	466.55	489.90
Lgy Bonus 30	575.78	604.58	634.80	666.53	699.83	734.85

120 Administrative Management Analyst II**120 Executive Office Assistant**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	94,440.00	99,168.00	104,124.00	109,332.00	114,804.00	120,540.00
MONTHLY	7,870.00	8,264.00	8,677.00	9,111.00	9,567.00	10,045.00
BI-WEEKLY	3,632.31	3,814.15	4,004.77	4,205.08	4,415.54	4,636.15
HOURLY	45.4038	47.6769	50.0596	52.5635	55.1942	57.9519
Lgy Bonus 20	196.75	206.60	216.93	227.78	239.18	251.13
Lgy Bonus 25	393.50	413.20	433.85	455.55	478.35	502.25
Lgy Bonus 30	590.25	619.80	650.78	683.33	717.53	753.38

121

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	96,792.00	101,628.00	106,704.00	112,044.00	117,648.00	123,528.00
MONTHLY	8,066.00	8,469.00	8,892.00	9,337.00	9,804.00	10,294.00
BI-WEEKLY	3,722.77	3,908.77	4,104.00	4,309.38	4,524.92	4,751.08
HOURLY	46.5346	48.8596	51.3000	53.8673	56.5615	59.3885
Lgy Bonus 20	201.65	211.73	222.30	233.43	245.10	257.35
Lgy Bonus 25	403.30	423.45	444.60	466.85	490.20	514.70
Lgy Bonus 30	604.95	635.18	666.90	700.28	735.30	772.05

122 Facilities Maintenance Supervisor**122 Senior Human Resources Analyst****122 Senior Planner**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	99,216.00	104,172.00	109,380.00	114,852.00	120,600.00	126,636.00
MONTHLY	8,268.00	8,681.00	9,115.00	9,571.00	10,050.00	10,553.00
BI-WEEKLY	3,816.00	4,006.62	4,206.92	4,417.38	4,638.46	4,870.62
HOURLY	47.7000	50.0827	52.5865	55.2173	57.9808	60.8827
Lgy Bonus 20	206.70	217.03	227.88	239.28	251.25	263.83
Lgy Bonus 25	413.40	434.05	455.75	478.55	502.50	527.65
Lgy Bonus 30	620.10	651.08	683.63	717.83	753.75	791.48

123

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,700.00	106,788.00	112,128.00	117,732.00	123,624.00	129,804.00
MONTHLY	8,475.00	8,899.00	9,344.00	9,811.00	10,302.00	10,817.00
BI-WEEKLY	3,911.54	4,107.23	4,312.62	4,528.15	4,754.77	4,992.46
HOURLY	48.8942	51.3404	53.9077	56.6019	59.4346	62.4058
Lgy Bonus 20	211.88	222.48	233.60	245.28	257.55	270.43
Lgy Bonus 25	423.75	444.95	467.20	490.55	515.10	540.85
Lgy Bonus 30	635.63	667.43	700.80	735.83	772.65	811.28

124 Assistant Transit Operations Manager**124 Senior Administrative Analyst****124 Transit Training and Safety Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	104,244.00	109,452.00	114,924.00	120,672.00	126,708.00	133,044.00
MONTHLY	8,687.00	9,121.00	9,577.00	10,056.00	10,559.00	11,087.00
BI-WEEKLY	4,009.38	4,209.69	4,420.15	4,641.23	4,873.38	5,117.08
HOURLY	50.1173	52.6212	55.2519	58.0154	60.9173	63.9635
Lgy Bonus 20	217.18	228.03	239.43	251.40	263.98	277.18
Lgy Bonus 25	434.35	456.05	478.85	502.80	527.95	554.35
Lgy Bonus 30	651.53	684.08	718.28	754.20	791.93	831.53

125 Public Information Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,848.00	112,188.00	117,792.00	123,684.00	129,864.00	136,356.00
MONTHLY	8,904.00	9,349.00	9,816.00	10,307.00	10,822.00	11,363.00
BI-WEEKLY	4,109.54	4,314.92	4,530.46	4,757.08	4,994.77	5,244.46
HOURLY	51.3692	53.9365	56.6308	59.4635	62.4346	65.5558
Lgy Bonus 20	222.60	233.73	245.40	257.68	270.55	284.08
Lgy Bonus 25	445.20	467.45	490.80	515.35	541.10	568.15
Lgy Bonus 30	667.80	701.18	736.20	773.03	811.65	852.23

126 Administrative Services Manager**126 Community Development Manager****126 Economic Development Manager****126 Family Child Care Manager****126 Recreation & Human Services Manager****126 Transportation Administrative Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	109,524.00	114,996.00	120,744.00	126,780.00	133,116.00	139,776.00
MONTHLY	9,127.00	9,583.00	10,062.00	10,565.00	11,093.00	11,648.00
BI-WEEKLY	4,212.46	4,422.92	4,644.00	4,876.15	5,119.85	5,376.00
HOURLY	52.6558	55.2865	58.0500	60.9519	63.9981	67.2000
Lgy Bonus 20	228.18	239.58	251.55	264.13	277.33	291.20
Lgy Bonus 25	456.35	479.15	503.10	528.25	554.65	582.40
Lgy Bonus 30	684.53	718.73	754.65	792.38	831.98	873.60

127

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	112,260.00	117,876.00	123,768.00	129,960.00	136,464.00	143,292.00
MONTHLY	9,355.00	9,823.00	10,314.00	10,830.00	11,372.00	11,941.00
BI-WEEKLY	4,317.69	4,533.69	4,760.31	4,998.46	5,248.62	5,511.23
HOURLY	53.9712	56.6712	59.5038	62.4808	65.6077	68.8904
Lgy Bonus 20	233.88	245.58	257.85	270.75	284.30	298.53
Lgy Bonus 25	467.75	491.15	515.70	541.50	568.60	597.05
Lgy Bonus 30	701.63	736.73	773.55	812.25	852.90	895.58

128 Equipment Maintenance Superintendent**128 Finance and Administrative Services Manager****128 Financial Services Manager****128 Transit Maintenance Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	115,068.00	120,816.00	126,852.00	133,200.00	139,860.00	146,856.00
MONTHLY	9,589.00	10,068.00	10,571.00	11,100.00	11,655.00	12,238.00
BI-WEEKLY	4,425.69	4,646.77	4,878.92	5,123.08	5,379.23	5,648.31
HOURLY	55.3212	58.0846	60.9865	64.0385	67.2404	70.6038
Lgy Bonus 20	239.73	251.70	264.28	277.50	291.38	305.95
Lgy Bonus 25	479.45	503.40	528.55	555.00	582.75	611.90
Lgy Bonus 30	719.18	755.10	792.83	832.50	874.13	917.85

129

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	117,948.00	123,840.00	130,032.00	136,536.00	143,364.00	150,528.00
MONTHLY	9,829.00	10,320.00	10,836.00	11,378.00	11,947.00	12,544.00
BI-WEEKLY	4,536.46	4,763.08	5,001.23	5,251.38	5,514.00	5,789.54
HOURLY	56.7058	59.5385	62.5154	65.6423	68.9250	72.3692
Lgy Bonus 20	245.73	258.00	270.90	284.45	298.68	313.60
Lgy Bonus 25	491.45	516.00	541.80	568.90	597.35	627.20
Lgy Bonus 30	737.18	774.00	812.70	853.35	896.03	940.80

130 Accounting/Finance Manager
130 Information Technology Manager
130 Park Maintenance Superintendent
130 Recreation Program Administrator
130 Revenue and Purchasing Manager
130 Street Maintenance Superintendent

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	120,888.00	126,936.00	133,284.00	139,944.00	146,940.00	154,284.00
MONTHLY	10,074.00	10,578.00	11,107.00	11,662.00	12,245.00	12,857.00
BI-WEEKLY	4,649.54	4,882.15	5,126.31	5,382.46	5,651.54	5,934.00
HOURLY	58.1192	61.0269	64.0788	67.2808	70.6442	74.1750
Lgy Bonus 20	251.85	264.45	277.68	291.55	306.13	321.43
Lgy Bonus 25	503.70	528.90	555.35	583.10	612.25	642.85
Lgy Bonus 30	755.55	793.35	833.03	874.65	918.38	964.28

131 Plan Check Engineer
131 Transit Operations Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	123,912.00	130,104.00	136,608.00	143,436.00	150,612.00	158,148.00
MONTHLY	10,326.00	10,842.00	11,384.00	11,953.00	12,551.00	13,179.00
BI-WEEKLY	4,765.85	5,004.00	5,254.15	5,516.77	5,792.77	6,082.62
HOURLY	59.5731	62.5500	65.6769	68.9596	72.4096	76.0327
Lgy Bonus 20	258.15	271.05	284.60	298.83	313.78	329.48
Lgy Bonus 25	516.30	542.10	569.20	597.65	627.55	658.95
Lgy Bonus 30	774.45	813.15	853.80	896.48	941.33	988.43

132 FCC Therapist/Trainer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	127,008.00	133,356.00	140,028.00	147,024.00	154,380.00	162,096.00
MONTHLY	10,584.00	11,113.00	11,669.00	12,252.00	12,865.00	13,508.00
BI-WEEKLY	4,884.92	5,129.08	5,385.69	5,654.77	5,937.69	6,234.46
HOURLY	61.0615	64.1135	67.3212	70.6846	74.2212	77.9308
Lgy Bonus 20	264.60	277.83	291.73	306.30	321.63	337.70
Lgy Bonus 25	529.20	555.65	583.45	612.60	643.25	675.40
Lgy Bonus 30	793.80	833.48	875.18	918.90	964.88	1013.10

**133 Human Resources Manager
133 Public Works Superintendent**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	130,176.00	136,680.00	143,520.00	150,696.00	158,232.00	166,140.00
MONTHLY	10,848.00	11,390.00	11,960.00	12,558.00	13,186.00	13,845.00
BI-WEEKLY	5,006.77	5,256.92	5,520.00	5,796.00	6,085.85	6,390.00
HOURLY	62.5846	65.7115	69.0000	72.4500	76.0731	79.8750
Lgy Bonus 20	271.20	284.75	299.00	313.95	329.65	346.13
Lgy Bonus 25	542.40	569.50	598.00	627.90	659.30	692.25
Lgy Bonus 30	813.60	854.25	897.00	941.85	988.95	1038.38

134 Assistant to the City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	133,440.00	140,112.00	147,120.00	154,476.00	162,204.00	170,316.00
MONTHLY	11,120.00	11,676.00	12,260.00	12,873.00	13,517.00	14,193.00
BI-WEEKLY	5,132.31	5,388.92	5,658.46	5,941.38	6,238.62	6,550.62
HOURLY	64.1538	67.3615	70.7308	74.2673	77.9827	81.8827
Lgy Bonus 20	278.00	291.90	306.50	321.83	337.93	354.83
Lgy Bonus 25	556.00	583.80	613.00	643.65	675.85	709.65
Lgy Bonus 30	834.00	875.70	919.50	965.48	1013.78	1064.48

135

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	136,764.00	143,604.00	150,780.00	158,316.00	166,236.00	174,552.00
MONTHLY	11,397.00	11,967.00	12,565.00	13,193.00	13,853.00	14,546.00
BI-WEEKLY	5,260.15	5,523.23	5,799.23	6,089.08	6,393.69	6,713.54
HOURLY	65.7519	69.0404	72.4904	76.1135	79.9212	83.9192
Lgy Bonus 20	284.93	299.18	314.13	329.83	346.33	363.65
Lgy Bonus 25	569.85	598.35	628.25	659.65	692.65	727.30
Lgy Bonus 30	854.78	897.53	942.38	989.48	1038.98	1090.95

136

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	140,184.00	147,192.00	154,548.00	162,276.00	170,388.00	178,908.00
MONTHLY	11,682.00	12,266.00	12,879.00	13,523.00	14,199.00	14,909.00
BI-WEEKLY	5,391.69	5,661.23	5,944.15	6,241.38	6,553.38	6,881.08
HOURLY	67.3962	70.7654	74.3019	78.0173	81.9173	86.0135
Lgy Bonus 20	292.05	306.65	321.98	338.08	354.98	372.73
Lgy Bonus 25	584.10	613.30	643.95	676.15	709.95	745.45
Lgy Bonus 30	876.15	919.95	965.93	1014.23	1064.93	1118.18

137

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	143,700.00	150,888.00	158,436.00	166,356.00	174,672.00	183,408.00
MONTHLY	11,975.00	12,574.00	13,203.00	13,863.00	14,556.00	15,284.00
BI-WEEKLY	5,526.92	5,803.38	6,093.69	6,398.31	6,718.15	7,054.15
HOURLY	69.0865	72.5423	76.1712	79.9788	83.9769	88.1769
Lgy Bonus 20	299.38	314.35	330.08	346.58	363.90	382.10
Lgy Bonus 25	598.75	628.70	660.15	693.15	727.80	764.20
Lgy Bonus 30	898.13	943.05	990.23	1039.73	1091.70	1146.30

138 Chief Fiscal Officer
138 Principal Civil Engineer
138 Transit Administrative Officer
138 Transit Operations Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	147,288.00	154,656.00	162,384.00	170,508.00	179,028.00	187,980.00
MONTHLY	12,274.00	12,888.00	13,532.00	14,209.00	14,919.00	15,665.00
BI-WEEKLY	5,664.92	5,948.31	6,245.54	6,558.00	6,885.69	7,230.00
HOURLY	70.8115	74.3538	78.0692	81.9750	86.0712	90.3750
Lgy Bonus 20	306.85	322.20	338.30	355.23	372.98	391.63
Lgy Bonus 25	613.70	644.40	676.60	710.45	745.95	783.25
Lgy Bonus 30	920.55	966.60	1014.90	1065.68	1118.93	1174.88

139

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	150,972.00	158,520.00	166,452.00	174,780.00	183,516.00	192,696.00
MONTHLY	12,581.00	13,210.00	13,871.00	14,565.00	15,293.00	16,058.00
BI-WEEKLY	5,806.62	6,096.92	6,402.00	6,722.31	7,058.31	7,411.38
HOURLY	72.5827	76.2115	80.0250	84.0288	88.2288	92.6423
Lgy Bonus 20	314.53	330.25	346.78	364.13	382.33	401.45
Lgy Bonus 25	629.05	660.50	693.55	728.25	764.65	802.90
Lgy Bonus 30	943.58	990.75	1040.33	1092.38	1146.98	1204.35

140

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	154,740.00	162,480.00	170,604.00	179,136.00	188,088.00	197,496.00
MONTHLY	12,895.00	13,540.00	14,217.00	14,928.00	15,674.00	16,458.00
BI-WEEKLY	5,951.54	6,249.23	6,561.69	6,889.85	7,234.15	7,596.00
HOURLY	74.3942	78.1154	82.0212	86.1231	90.4269	94.9500
Lgy Bonus 20	322.38	338.50	355.43	373.20	391.85	411.45
Lgy Bonus 25	644.75	677.00	710.85	746.40	783.70	822.90
Lgy Bonus 30	967.13	1015.50	1066.28	1119.60	1175.55	1234.35

141 Assistant Director of Transportation
141 Assistant Public Works Director/City Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	158,604.00	166,536.00	174,864.00	183,612.00	192,792.00	202,428.00
MONTHLY	13,217.00	13,878.00	14,572.00	15,301.00	16,066.00	16,869.00
BI-WEEKLY	6,100.15	6,405.23	6,725.54	7,062.00	7,415.08	7,785.69
HOURLY	76.2519	80.0654	84.0692	88.2750	92.6885	97.3212
Lgy Bonus 20	330.43	346.95	364.30	382.53	401.65	421.73
Lgy Bonus 25	660.85	693.90	728.60	765.05	803.30	843.45
Lgy Bonus 30	991.28	1040.85	1092.90	1147.58	1204.95	1265.18

142

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	162,576.00	170,700.00	179,232.00	188,196.00	197,604.00	207,480.00
MONTHLY	13,548.00	14,225.00	14,936.00	15,683.00	16,467.00	17,290.00
BI-WEEKLY	6,252.92	6,565.38	6,893.54	7,238.31	7,600.15	7,980.00
HOURLY	78.1615	82.0673	86.1692	90.4788	95.0019	99.7500
Lgy Bonus 20	338.70	355.63	373.40	392.08	411.68	432.25
Lgy Bonus 25	677.40	711.25	746.80	784.15	823.35	864.50
Lgy Bonus 30	1016.10	1066.88	1120.20	1176.23	1235.03	1296.75

143

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	166,644.00	174,972.00	183,720.00	192,912.00	202,560.00	212,688.00
MONTHLY	13,887.00	14,581.00	15,310.00	16,076.00	16,880.00	17,724.00
BI-WEEKLY	6,409.38	6,729.69	7,066.15	7,419.69	7,790.77	8,180.31
HOURLY	80.1173	84.1212	88.3269	92.7462	97.3846	102.2538
Lgy Bonus 20	347.18	364.53	382.75	401.90	422.00	443.10
Lgy Bonus 25	694.35	729.05	765.50	803.80	844.00	886.20
Lgy Bonus 30	1041.53	1093.58	1148.25	1205.70	1266.00	1329.30

144

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	170,808.00	179,352.00	188,316.00	197,736.00	207,624.00	218,004.00
MONTHLY	14,234.00	14,946.00	15,693.00	16,478.00	17,302.00	18,167.00
BI-WEEKLY	6,569.54	6,898.15	7,242.92	7,605.23	7,985.54	8,384.77
HOURLY	82.1192	86.2269	90.5365	95.0654	99.8192	104.8096
Lgy Bonus 20	355.85	373.65	392.33	411.95	432.55	454.18
Lgy Bonus 25	711.70	747.30	784.65	823.90	865.10	908.35
Lgy Bonus 30	1067.55	1120.95	1176.98	1235.85	1297.65	1362.53

145

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	175,080.00	183,840.00	193,032.00	202,680.00	212,820.00	223,464.00
MONTHLY	14,590.00	15,320.00	16,086.00	16,890.00	17,735.00	18,622.00
BI-WEEKLY	6,733.85	7,070.77	7,424.31	7,795.38	8,185.38	8,594.77
HOURLY	84.1731	88.3846	92.8038	97.4423	102.3173	107.4346
Lgy Bonus 20	364.75	383.00	402.15	422.25	443.38	465.55
Lgy Bonus 25	729.50	766.00	804.30	844.50	886.75	931.10
Lgy Bonus 30	1094.25	1149.00	1206.45	1266.75	1330.13	1396.65

146

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	179,460.00	188,436.00	197,856.00	207,744.00	218,136.00	229,044.00
MONTHLY	14,955.00	15,703.00	16,488.00	17,312.00	18,178.00	19,087.00
BI-WEEKLY	6,902.31	7,247.54	7,609.85	7,990.15	8,389.85	8,809.38
HOURLY	86.2788	90.5942	95.1231	99.8769	104.8731	110.1173
Lgy Bonus 20	373.88	392.58	412.20	432.80	454.45	477.18
Lgy Bonus 25	747.75	785.15	824.40	865.60	908.90	954.35
Lgy Bonus 30	1121.63	1177.73	1236.60	1298.40	1363.35	1431.53

147

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	183,960.00	193,164.00	202,824.00	212,964.00	223,608.00	234,792.00
MONTHLY	15,330.00	16,097.00	16,902.00	17,747.00	18,634.00	19,566.00
BI-WEEKLY	7,075.38	7,429.38	7,800.92	8,190.92	8,600.31	9,030.46
HOURLY	88.4423	92.8673	97.5115	102.3865	107.5038	112.8808
Lgy Bonus 20	383.25	402.43	422.55	443.68	465.85	489.15
Lgy Bonus 25	766.50	804.85	845.10	887.35	931.70	978.30
Lgy Bonus 30	1149.75	1207.28	1267.65	1331.03	1397.55	1467.45

148

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	188,556.00	197,988.00	207,888.00	218,280.00	229,200.00	240,660.00
MONTHLY	15,713.00	16,499.00	17,324.00	18,190.00	19,100.00	20,055.00
BI-WEEKLY	7,252.15	7,614.92	7,995.69	8,395.38	8,815.38	9,256.15
HOURLY	90.6519	95.1865	99.9462	104.9423	110.1923	115.7019
Lgy Bonus 20	392.83	412.48	433.10	454.75	477.50	501.38
Lgy Bonus 25	785.65	824.95	866.20	909.50	955.00	1002.75
Lgy Bonus 30	1178.48	1237.43	1299.30	1364.25	1432.50	1504.13

149

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,272.00	202,932.00	213,084.00	223,740.00	234,924.00	246,672.00
MONTHLY	16,106.00	16,911.00	17,757.00	18,645.00	19,577.00	20,556.00
BI-WEEKLY	7,433.54	7,805.08	8,195.54	8,605.38	9,035.54	9,487.38
HOURLY	92.9192	97.5635	102.4442	107.5673	112.9442	118.5923
Lgy Bonus 20	402.65	422.78	443.93	466.13	489.43	513.90
Lgy Bonus 25	805.30	845.55	887.85	932.25	978.85	1027.80
Lgy Bonus 30	1207.95	1268.33	1331.78	1398.38	1468.28	1541.70

150 Joint Powers Authority Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,000.00					
MONTHLY	13,000.00					
BI-WEEKLY	6,000.00					
HOURLY	75.0000					

200 Police Trainee

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,124.00	-	-	-	-	-
MONTHLY	6,927.00	-	-	-	-	-
BI-WEEKLY	3,197.08	-	-	-	-	-
HOURLY	39.9635	-	-	-	-	-

201 Police Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	97,788.00	102,660.00	107,808.00	113,184.00	118,860.00	124,800.00
MONTHLY	8,149.00	8,555.00	8,984.00	9,432.00	9,905.00	10,400.00
BI-WEEKLY	3,761.08	3,948.46	4,146.46	4,353.23	4,571.54	4,800.00
HOURLY	47.0135	49.3558	51.8308	54.4154	57.1442	60.0000

EDUCATIONAL INCENTIVE BONUS

AA	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96
BA	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96

SPECIALIST	664.75	664.75	664.75	664.75	664.75	664.75

Lgy Bonus 7	365.00	365.00	365.00	365.00	365.00	365.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	927.45	947.75	969.20	991.60	1,015.25	1,040.00
Lgy Bonus 26	1,334.90	1,375.50	1,418.40	1,463.20	1,510.50	1,560.00

203 Police Sergeant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	126,528.00	132,864.00	139,488.00	146,472.00	153,804.00	161,496.00
MONTHLY	10,544.00	11,072.00	11,624.00	12,206.00	12,817.00	13,458.00
BI-WEEKLY	4,866.46	5,110.15	5,364.92	5,633.54	5,915.54	6,211.38
HOURLY	60.8308	63.8769	67.0615	70.4192	73.9442	77.6423

EDUCATIONAL INCENTIVE BONUS

AA	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53
BA	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53

SPECIAL DUTY PAY	420.00	420.00	420.00	420.00	420.00	420.00

Lgy Bonus 7	326.00	326.00	326.00	326.00	326.00	326.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	1,047.20	1,073.60	1,101.20	1,130.30	1,160.85	1,192.90
Lgy Bonus 26	\$ 1,574.40	1,627.20	1,682.40	1,740.60	1,801.70	1,865.80

227 Police Lieutenant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	162,720.00	170,856.00	179,400.00	188,376.00	197,796.00	207,684.00
MONTHLY	13,560.00	14,238.00	14,950.00	15,698.00	16,483.00	17,307.00
BI-WEEKLY	6,258.46	6,571.38	6,900.00	7,245.23	7,607.54	7,987.85
HOURLY	78.2308	82.1423	86.2500	90.5654	95.0942	99.8481
CA POST Supervisory/Adv.	1,766.44	1,837.84	1,912.84	1,991.56	2,074.24	2,161.00
CA POST Mgmt. Cert.	678.00	711.90	747.50	784.90	824.15	865.35
Lgy Bonus 20	678.00	711.90	747.50	784.90	824.15	865.35
Lgy Bonus 26	1,356.00	1,423.80	1,495.00	1,569.80	1,648.30	1,730.70
Management Incentive Pay	1,288.20	1,352.61	1,420.25	1,491.31	1,565.89	1,644.17

231 Police Captain

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,476.00	203,148.00	213,300.00	223,968.00	235,164.00	246,924.00
MONTHLY	16,123.00	16,929.00	17,775.00	18,664.00	19,597.00	20,577.00
BI-WEEKLY	7,441.38	7,813.38	8,203.85	8,614.15	9,044.77	9,497.08
HOURLY	93.0173	97.6673	102.5481	107.6769	113.0596	118.7135
CA POST Supervisory/Adv.	2,036.08	2,120.92	2,209.96	2,303.56	2,401.84	2,505.04
CA POST Mgmt. Cert.	806.15	846.45	888.75	933.20	979.85	1,028.85
Lgy Bonus 20	806.15	846.45	888.75	933.20	979.85	1,028.85
Lgy Bonus 26	1,612.30	1,692.90	1,777.50	1,866.40	1,959.70	2,057.70
Management Incentive Pay	1,531.69	1,608.26	1,688.63	1,773.08	1,861.72	1,954.82

232 Deputy Police Chief

STEP	*1*
ANNUAL	238,812.00
MONTHLY	19,901.00
BI-WEEKLY	9,185.08
HOURLY	114.8135
CA POST Supervisory/Adv.	2,613.40
CA POST Mgmt. Cert.	995.05
Lgy Bonus 20	995.05
Lgy Bonus 26	1,990.10
Management Incentive Pay	1,890.60

301 Mayor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	31,200.00					
MONTHLY	2,600.00					
BI-WEEKLY	1,200.00					
HOURLY	15.0000					

302 Councilmember

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	19,200.00					
MONTHLY	1,600.00					
BI-WEEKLY	738.46					
HOURLY	9.2308					

303 City Clerk

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	12,000.00					
MONTHLY	1,000.00					
BI-WEEKLY	461.54					
HOURLY	5.7692					

304 City Treasurer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	6,000.00					
MONTHLY	500.00					
BI-WEEKLY	230.77					
HOURLY	2.8846					

305 Youth Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	300.00	-	-	-	-	-
MONTHLY	25.00	-	-	-	-	-
BI-WEEKLY	11.54	-	-	-	-	-
HOURLY	0.1442	-	-	-	-	-

306 Gardena Beautification Commissioner
306 Gardena Economic Business Advisory Commissioner
306 Human Services Commissioner
306 Recreation Commissioner
306 Rent Mediation Board Member
306 Senior Citizens Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	600.00	-	-	-	-	-
MONTHLY	50.00	-	-	-	-	-
BI-WEEKLY	23.08	-	-	-	-	-
HOURLY	0.2885	-	-	-	-	-

308 Planning Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	1,200.00	-	-	-	-	-
MONTHLY	100.00	-	-	-	-	-
BI-WEEKLY	46.15	-	-	-	-	-
HOURLY	0.5769	-	-	-	-	-

330 Department Heads

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	183,084.00	192,240.00	201,852.00	211,944.00	222,540.00	233,664.00
MONTHLY	15,257.00	16,020.00	16,821.00	17,662.00	18,545.00	19,472.00
BI-WEEKLY	7,041.69	7,393.85	7,763.54	8,151.69	8,559.23	8,987.08
HOURLY	88.0212	92.4231	97.0442	101.8962	106.9904	112.3385
Lgy Bonus 20	381.43	400.50	420.53	441.55	463.63	486.80
Lgy Bonus 25	762.85	801.00	841.05	883.10	927.25	973.60
Lgy Bonus 30	1144.28	1201.50	1261.58	1324.65	1390.88	1460.40

335 Deputy City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	192,240.00	201,852.00	211,944.00	222,540.00	233,664.00	245,352.00
MONTHLY	16,020.00	16,821.00	17,662.00	18,545.00	19,472.00	20,446.00
BI-WEEKLY	7,393.85	7,763.54	8,151.69	8,559.23	8,987.08	9,436.62
HOURLY	92.4231	97.0442	101.8962	106.9904	112.3385	117.9577
Lgy Bonus 20	400.50	420.53	441.55	463.63	486.80	511.15
Lgy Bonus 25	801.00	841.05	883.10	927.25	973.60	1022.30
Lgy Bonus 30	1201.50	1261.58	1324.65	1390.88	1460.40	1533.45

339 Assistant City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	200,964.00	211,008.00	221,556.00	232,632.00	244,260.00	256,476.00
MONTHLY	16,747.00	17,584.00	18,463.00	19,386.00	20,355.00	21,373.00
BI-WEEKLY	7,729.38	8,115.69	8,521.38	8,947.38	9,394.62	9,864.46
HOURLY	96.6173	101.4462	106.5173	111.8423	117.4327	123.3058
Lgy Bonus 20	418.68	439.60	461.58	484.65	508.88	534.33
Lgy Bonus 25	837.35	879.20	923.15	969.30	1017.75	1068.65
Lgy Bonus 30	1256.03	1318.80	1384.73	1453.95	1526.63	1602.98

340 Police Chief

STEP	*1*
ANNUAL	282,016.32
MONTHLY	23,501.36
BI-WEEKLY	10,846.78
HOURLY	135.5848
CA POST Supervisory/Adv.	2,727.12
CA POST Mgmt. Cert	1,175.07
CA POST Executive Cert	1,175.07
Lgy Bonus 26	2,350.14
Mgmt Incentive Pay	2,232.63

350 City Manager

STEP	*1*
ANNUAL	324,010.00
MONTHLY	27,000.83
BI-WEEKLY	12,461.92
HOURLY	155.7740

CITY OF GARDENA
CLASSIFICATION AND COMPENSATION PLAN
Effective June 23, 2024. Adopted June 25, 2024. Amended April 8, 2025

GMEA, GMEO - Increase per Employment Contract; effective June 23, 2024

HOURLY RANGE		20.00 - 35.00		
5 Recreation Instructor				
6 Clerical Aide I				
6 Police Aide				
STEP		*4*		*6*
ANNUAL		32,400.00		35,724.00
MONTHLY		2,700.00		2,977.00
BI-WEEKLY		1,246.15		1,374.00
HOURLY		15.5769		17.1750
7 Peer Advocate Counselor II				
7 Storeroom Aide				
STEP				*6*
ANNUAL				34,908.00
MONTHLY				2,909.00
BI-WEEKLY				1,342.62
HOURLY				16.7827
8 Community Aide I				
STEP			*5*	*6*
ANNUAL			34,068.00	35,772.00
MONTHLY			2,839.00	2,981.00
BI-WEEKLY			1,310.31	1,375.85
HOURLY			16.3788	17.1981
13				
STEP			*5*	*6*
ANNUAL			34,956.00	36,708.00
MONTHLY			2,913.00	3,059.00
BI-WEEKLY			1,344.46	1,411.85
HOURLY			16.8058	17.6481
14 Pool Cashier				
STEP		*4*	*5*	*6*
ANNUAL		34,116.00	35,820.00	37,608.00
MONTHLY		2,843.00	2,985.00	3,134.00
BI-WEEKLY		1,312.15	1,377.69	1,446.46
HOURLY		16.4019	17.2212	18.0808
15				
STEP		*4*	*5*	*6*
ANNUAL		34,980.00	36,732.00	38,568.00
MONTHLY		2,915.00	3,061.00	3,214.00
BI-WEEKLY		1,345.38	1,412.77	1,483.38
HOURLY		16.8173	17.6596	18.5423

16

STEP		*3*	*4*	*5*	*6*
ANNUAL		34,152.00	35,856.00	37,644.00	39,528.00
MONTHLY		2,846.00	2,988.00	3,137.00	3,294.00
BI-WEEKLY		1,313.54	1,379.08	1,447.85	1,520.31
HOURLY		16.4192	17.2385	18.0981	19.0038

17 Clerk Typist

STEP		*3*	*4*	*5*	*6*
ANNUAL		35,004.00	36,756.00	38,592.00	40,524.00
MONTHLY		2,917.00	3,063.00	3,216.00	3,377.00
BI-WEEKLY		1,346.31	1,413.69	1,484.31	1,558.62
HOURLY		16.8288	17.6712	18.5538	19.4827

18

STEP		*2*	*3*	*4*	*5*	*6*
ANNUAL		34,176.00	35,880.00	37,680.00	39,564.00	41,544.00
MONTHLY		2,848.00	2,990.00	3,140.00	3,297.00	3,462.00
BI-WEEKLY		1,314.46	1,380.00	1,449.23	1,521.69	1,597.85
HOURLY		16.4308	17.2500	18.1154	19.0212	19.9731

19

STEP		*2*	*3*	*4*	*5*	*6*
ANNUAL		35,016.00	36,768.00	38,604.00	40,536.00	42,564.00
MONTHLY		2,918.00	3,064.00	3,217.00	3,378.00	3,547.00
BI-WEEKLY		1,346.77	1,414.15	1,484.77	1,559.08	1,637.08
HOURLY		16.8346	17.6769	18.5596	19.4885	20.4635

20

STEP		*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL		34,188.00	35,892.00	37,692.00	39,576.00	41,556.00	43,632.00
MONTHLY		2,849.00	2,991.00	3,141.00	3,298.00	3,463.00	3,636.00
BI-WEEKLY		1,314.92	1,380.46	1,449.69	1,522.15	1,598.31	1,678.15
HOURLY		16.4366	17.2558	18.1212	19.0269	19.9788	20.9769

21 Police Cadet

STEP		*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL		35,028.00	36,780.00	38,616.00	40,548.00	42,576.00	44,700.00
MONTHLY		2,919.00	3,065.00	3,218.00	3,379.00	3,548.00	3,725.00
BI-WEEKLY		1,347.23	1,414.62	1,485.23	1,559.54	1,637.54	1,719.23
HOURLY		16.8404	17.6827	18.5654	19.4942	20.4692	21.4904

22 FCC Program Assistant I**22 Geriatric Aide****22 Human Services Aide****22 Lifeguard/Instructor****22 Recreation Leader I**

STEP		*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL		35,904.00	37,704.00	39,588.00	41,568.00	43,644.00	45,828.00
MONTHLY		2,992.00	3,142.00	3,299.00	3,464.00	3,637.00	3,819.00
BI-WEEKLY		1,380.92	1,450.15	1,522.62	1,598.77	1,678.62	1,762.62
HOURLY		17.2615	18.1269	19.0327	19.9846	20.9827	22.0327

23 Community Aide II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	36,804.00	38,640.00	40,572.00	42,600.00	44,736.00	46,968.00
MONTHLY	3,067.00	3,220.00	3,381.00	3,550.00	3,728.00	3,914.00
BI-WEEKLY	1,415.54	1,486.15	1,560.46	1,638.46	1,720.62	1,806.46
HOURLY	17.6942	18.5769	19.5058	20.4808	21.5077	22.5808

24

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	37,728.00	39,612.00	41,592.00	43,668.00	45,852.00	48,144.00
MONTHLY	3,144.00	3,301.00	3,466.00	3,639.00	3,821.00	4,012.00
BI-WEEKLY	1,451.08	1,523.54	1,599.69	1,679.54	1,763.54	1,851.69
HOURLY	18.1385	19.0442	19.9962	20.9942	22.0442	23.1462

25

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	38,676.00	40,608.00	42,636.00	44,772.00	47,016.00	49,368.00
MONTHLY	3,223.00	3,384.00	3,553.00	3,731.00	3,918.00	4,114.00
BI-WEEKLY	1,487.54	1,561.85	1,639.85	1,722.00	1,808.31	1,898.77
HOURLY	18.5942	19.5231	20.4981	21.5250	22.6038	23.7346

26 Pool Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	39,636.00	41,616.00	43,692.00	45,876.00	48,168.00	50,580.00
MONTHLY	3,303.00	3,468.00	3,641.00	3,823.00	4,014.00	4,215.00
BI-WEEKLY	1,524.46	1,600.62	1,680.46	1,764.46	1,852.62	1,945.38
HOURLY	19.0558	20.0077	21.0058	22.0558	23.1577	24.3173

27

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	40,620.00	42,648.00	44,784.00	47,028.00	49,380.00	51,852.00
MONTHLY	3,385.00	3,554.00	3,732.00	3,919.00	4,115.00	4,321.00
BI-WEEKLY	1,562.31	1,640.31	1,722.46	1,808.77	1,899.23	1,994.31
HOURLY	19.5288	20.5038	21.5308	22.6096	23.7404	24.9288

28 Meal Services Coordinator**28 Police Assistant****28 Recreation Leader II**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	41,628.00	43,704.00	45,888.00	48,180.00	50,592.00	53,124.00
MONTHLY	3,469.00	3,642.00	3,824.00	4,015.00	4,216.00	4,427.00
BI-WEEKLY	1,601.08	1,680.92	1,764.92	1,853.08	1,945.85	2,043.23
HOURLY	20.0135	21.0115	22.0615	23.1635	24.3231	25.5404

29 Account Clerk**29 Customer Service Clerk I****29 Printing & Technology Intern****29 Recreation Therapist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	42,672.00	44,808.00	47,052.00	49,404.00	51,876.00	54,468.00
MONTHLY	3,556.00	3,734.00	3,921.00	4,117.00	4,323.00	4,539.00
BI-WEEKLY	1,641.23	1,723.38	1,809.69	1,900.15	1,995.23	2,094.92
HOURLY	20.5154	21.5423	22.6212	23.7519	24.9404	26.1865

30 Certified Nursing Assistant
30 Custodian I
30 FCC Education Assistant II
30 FCC Program Assistant II
30 Office Specialist

	1	*2*	*3*	*4*	*5*	*6*
ANNUAL	43,728.00	45,912.00	48,204.00	50,616.00	53,148.00	55,800.00
MONTHLY	3,644.00	3,826.00	4,017.00	4,218.00	4,429.00	4,650.00
BI-WEEKLY	1,681.85	1,765.85	1,854.00	1,946.77	2,044.15	2,146.15
HOURLY	21.0231	22.0731	23.1750	24.3346	25.5519	26.8269

31 On-Demand (Micro/Paratransit) Operator
31 Paratransit Driver

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	44,832.00	47,076.00	49,428.00	51,900.00	54,492.00	57,216.00
MONTHLY	3,736.00	3,923.00	4,119.00	4,325.00	4,541.00	4,768.00
BI-WEEKLY	1,724.31	1,810.62	1,901.08	1,996.15	2,095.85	2,200.62
HOURLY	21.5538	22.6327	23.7635	24.9519	26.1981	27.5077

32 Home Improvement Maintenance Helper
32 Right-of-Way Maintenance Worker

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	45,948.00	48,240.00	50,652.00	53,184.00	55,848.00	58,644.00
MONTHLY	3,829.00	4,020.00	4,221.00	4,432.00	4,654.00	4,887.00
BI-WEEKLY	1,767.23	1,855.38	1,948.15	2,045.54	2,148.00	2,255.54
HOURLY	22.0904	23.1923	24.3519	25.5692	26.8500	28.1942

33 Customer Service Clerk II
33 Equipment Utility Worker I
33 Public Safety Officer
33 Relief Bus Operator Trainee

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	47,100.00	49,452.00	51,924.00	54,516.00	57,240.00	60,108.00
MONTHLY	3,925.00	4,121.00	4,327.00	4,543.00	4,770.00	5,009.00
BI-WEEKLY	1,811.54	1,902.00	1,997.08	2,096.77	2,201.54	2,311.85
HOURLY	22.6442	23.7750	24.9635	26.2096	27.5192	28.8981

34 Custodian II
34 Graffiti Technician
34 On-Demand Transit Dispatcher
34 Paratransit Dispatcher
34 Park Maintenance Worker I

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	48,276.00	50,688.00	53,220.00	55,884.00	58,680.00	61,620.00
MONTHLY	4,023.00	4,224.00	4,435.00	4,657.00	4,890.00	5,135.00
BI-WEEKLY	1,856.77	1,949.54	2,046.92	2,149.38	2,256.92	2,370.00
HOURLY	23.2096	24.3692	25.5865	26.8673	28.2115	29.6250

**35 Community Aide III
35 Help Desk Technician
35 Street Maintenance Worker**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	49,488.00	51,960.00	54,564.00	57,288.00	60,156.00	63,168.00
MONTHLY	4,124.00	4,330.00	4,547.00	4,774.00	5,013.00	5,264.00
BI-WEEKLY	1,903.38	1,998.46	2,098.62	2,203.38	2,313.69	2,429.54
HOURLY	23.7923	24.9808	26.2327	27.5423	28.9212	30.3692

**36 Court Liaison
36 Intermediate Clerk Typist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	50,724.00	53,256.00	55,920.00	58,716.00	61,656.00	64,740.00
MONTHLY	4,227.00	4,438.00	4,660.00	4,893.00	5,138.00	5,395.00
BI-WEEKLY	1,950.92	2,048.31	2,150.77	2,258.31	2,371.38	2,490.00
HOURLY	24.3865	25.6038	26.8846	28.2288	29.6423	31.1250

**37 Nutrition Services Coordinator
37 Relief Bus Operator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	51,996.00	54,600.00	57,336.00	60,204.00	63,216.00	66,372.00
MONTHLY	4,333.00	4,550.00	4,778.00	5,017.00	5,268.00	5,531.00
BI-WEEKLY	1,999.85	2,100.00	2,205.23	2,315.54	2,431.38	2,552.77
HOURLY	24.9981	26.2500	27.5654	28.9442	30.3923	31.9096

**38 Activity Coordinator
38 Equipment Utility Worker II
38 Homeless Coordinator
38 Police Records Technician I
38 Police Service Technician
38 Purchasing Clerk
38 Senior Account Clerk
38 Senior Clerk Typist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	53,292.00	55,956.00	58,752.00	61,692.00	64,776.00	68,016.00
MONTHLY	4,441.00	4,663.00	4,896.00	5,141.00	5,398.00	5,668.00
BI-WEEKLY	2,049.69	2,152.15	2,259.69	2,372.77	2,491.38	2,616.00
HOURLY	25.6212	26.9019	28.2462	29.6596	31.1423	32.7000

**39 Apprentice Mechanic
39 Home Improvement Lead Person
39 Park Maintenance Worker II
39 Records Management Coordinator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	54,624.00	57,360.00	60,228.00	63,240.00	66,408.00	69,732.00
MONTHLY	4,552.00	4,780.00	5,019.00	5,270.00	5,534.00	5,811.00
BI-WEEKLY	2,100.92	2,206.15	2,316.46	2,432.31	2,554.15	2,682.00
HOURLY	26.2615	27.5769	28.9558	30.4038	31.9269	33.5250

40 Engineering Aide
40 FCC Education Assistant III
40 FCC Program Assistant III
40 Public Works Coordinator
40 Sr. Transit Utility Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	55,980.00	58,776.00	61,716.00	64,800.00	68,040.00	71,448.00
MONTHLY	4,665.00	4,898.00	5,143.00	5,400.00	5,670.00	5,954.00
BI-WEEKLY	2,153.08	2,260.62	2,373.69	2,492.31	2,616.92	2,748.00
HOURLY	26.9135	28.2577	29.6712	31.1538	32.7115	34.3500

41 Deputy City Clerk I
41 Permit/Licensing Technician I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	57,384.00	60,252.00	63,264.00	66,432.00	69,756.00	73,248.00
MONTHLY	4,782.00	5,021.00	5,272.00	5,536.00	5,813.00	6,104.00
BI-WEEKLY	2,207.08	2,317.38	2,433.23	2,555.08	2,682.92	2,817.23
HOURLY	27.5885	28.9673	30.4154	31.9385	33.5365	35.2154

42 Community Center Coordinator
42 Community Services Officer
42 Human Services Coordinator
42 Police Records Technician II
42 Police Service Officer
42 Recreation Coordinator
42 Secretary

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	58,824.00	61,764.00	64,848.00	68,088.00	71,496.00	75,072.00
MONTHLY	4,902.00	5,147.00	5,404.00	5,674.00	5,958.00	6,256.00
BI-WEEKLY	2,262.46	2,375.54	2,494.15	2,618.77	2,749.85	2,887.38
HOURLY	28.2808	29.6942	31.1769	32.7346	34.3731	36.0923

43 Administrative Aide
43 Building Maintenance Worker
43 Cement Finisher
43 Human Resources / Department Coordinator
43 Payroll / Personnel Technician
43 Senior Citizens Social Services Coordinator
43 Transit Maintenance Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	60,288.00	63,300.00	66,468.00	69,792.00	73,284.00	76,944.00
MONTHLY	5,024.00	5,275.00	5,539.00	5,816.00	6,107.00	6,412.00
BI-WEEKLY	2,318.77	2,434.62	2,556.46	2,684.31	2,818.62	2,959.38
HOURLY	28.9846	30.4327	31.9558	33.5538	35.2327	36.9923

44 Administrative Secretary
44 Building Aide
44 Building/Planning Technician
44 Permit/Licensing Technician II
44 Sewer Maintenance Worker
44 Tree Trimmer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	61,800.00	64,896.00	68,136.00	71,544.00	75,120.00	78,876.00
MONTHLY	5,150.00	5,408.00	5,678.00	5,962.00	6,260.00	6,573.00
BI-WEEKLY	2,376.92	2,496.00	2,620.62	2,751.69	2,889.23	3,033.69
HOURLY	29.7115	31.2000	32.7577	34.3962	36.1154	37.9212

45 Street Sweeper Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,348.00	66,516.00	69,840.00	73,332.00	77,004.00	80,856.00
MONTHLY	5,279.00	5,543.00	5,820.00	6,111.00	6,417.00	6,738.00
BI-WEEKLY	2,436.46	2,558.31	2,686.15	2,820.46	2,961.69	3,109.85
HOURLY	30.4558	31.9788	33.5769	35.2558	37.0212	38.8731

46 Heavy Equipment Operator

46 Street Traffic Painter

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	64,932.00	68,184.00	71,592.00	75,168.00	78,924.00	82,872.00
MONTHLY	5,411.00	5,682.00	5,966.00	6,264.00	6,577.00	6,906.00
BI-WEEKLY	2,497.38	2,622.46	2,753.54	2,891.08	3,035.54	3,187.38
HOURLY	31.2173	32.7808	34.4192	36.1385	37.9442	39.8423

47 Equipment Mechanic

47 Graphics Technician

47 Maintenance Painter

47 Senior Building Maintenance Worker

47 Transit Mechanic

47 Transit Parts/Storeroom Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	66,552.00	69,876.00	73,368.00	77,040.00	80,892.00	84,936.00
MONTHLY	5,546.00	5,823.00	6,114.00	6,420.00	6,741.00	7,078.00
BI-WEEKLY	2,559.69	2,687.54	2,821.85	2,963.08	3,111.23	3,266.77
HOURLY	31.9962	33.5942	35.2731	37.0385	38.8904	40.8346

48 Custodian-Lead

48 Financial Services Technician

48 Human Resources Technician

48 Junior Accountant

48 Property and Evidence Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,220.00	71,628.00	75,204.00	78,960.00	82,908.00	87,048.00
MONTHLY	5,685.00	5,969.00	6,267.00	6,580.00	6,909.00	7,254.00
BI-WEEKLY	2,623.85	2,754.92	2,892.46	3,036.92	3,188.77	3,348.00
HOURLY	32.7981	34.4365	36.1558	37.9615	39.8596	41.8500

49 Administrative Analyst I
49 Community Services Counselor
49 Program Coordinator
49 Recreation Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	69,924.00	73,416.00	77,088.00	80,940.00	84,984.00	89,232.00
MONTHLY	5,827.00	6,118.00	6,424.00	6,745.00	7,082.00	7,436.00
BI-WEEKLY	2,689.38	2,823.69	2,964.92	3,113.08	3,268.62	3,432.00
HOURLY	33.6173	35.2962	37.0615	38.9135	40.8577	42.9000

50 Case Management Supervisor/Instructor
50 Transit Dispatcher/Operations Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,676.00	75,264.00	79,032.00	82,980.00	87,132.00	91,488.00
MONTHLY	5,973.00	6,272.00	6,586.00	6,915.00	7,261.00	7,624.00
BI-WEEKLY	2,756.77	2,894.77	3,039.69	3,191.54	3,351.23	3,518.77
HOURLY	34.4596	36.1846	37.9962	39.8942	41.8904	43.9846

51 Electrical/Signal Technician I
51 Emergency Preparedness Coordinator
51 Engineering Technician
51 Executive Assistant to Chief of Police
51 General Building Inspector
51 Information Technology Coordinator
51 Lead Equipment Mechanic
51 Lead Mechanic
51 Planning Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,464.00	77,136.00	80,988.00	85,032.00	89,280.00	93,744.00
MONTHLY	6,122.00	6,428.00	6,749.00	7,086.00	7,440.00	7,812.00
BI-WEEKLY	2,825.54	2,966.77	3,114.92	3,270.46	3,433.85	3,605.54
HOURLY	35.3192	37.0846	38.9365	40.8808	42.9231	45.0692

52 Payroll Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	75,300.00	79,068.00	83,016.00	87,168.00	91,524.00	96,096.00
MONTHLY	6,275.00	6,589.00	6,918.00	7,264.00	7,627.00	8,008.00
BI-WEEKLY	2,896.15	3,041.08	3,192.92	3,352.62	3,520.15	3,696.00
HOURLY	36.2019	38.0135	39.9115	41.9077	44.0019	46.2000

53 Code Enforcement Officer
53 FCC Education Coordinator
53 Park Maintenance Lead
53 Public Works Inspector
53 Public Works Lead

53 Transit Operations Training Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,184.00	81,048.00	85,104.00	89,364.00	93,828.00	98,520.00
MONTHLY	6,432.00	6,754.00	7,092.00	7,447.00	7,819.00	8,210.00
BI-WEEKLY	2,968.62	3,117.23	3,273.23	3,437.08	3,608.77	3,789.23
HOURLY	37.1077	38.9654	40.9154	42.9635	45.1096	47.3654

54 Administrative Analyst II
54 Building Maintenance Lead
54 Forensic Technician
54 Transit Marketing Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	79,128.00	83,088.00	87,240.00	91,608.00	96,192.00	101,004.00
MONTHLY	6,594.00	6,924.00	7,270.00	7,634.00	8,016.00	8,417.00
BI-WEEKLY	3,043.38	3,195.69	3,355.38	3,523.38	3,699.69	3,884.77
HOURLY	38.0423	39.9462	41.9423	44.0423	46.2462	48.5596

55 Electrical/Signal Technician II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	81,108.00	85,164.00	89,424.00	93,900.00	98,592.00	103,524.00
MONTHLY	6,759.00	7,097.00	7,452.00	7,825.00	8,216.00	8,627.00
BI-WEEKLY	3,119.54	3,275.54	3,439.38	3,611.54	3,792.00	3,981.69
HOURLY	38.9942	40.9442	42.9923	45.1442	47.4000	49.7712

56 Administrative Coordinator

56 Assistant Engineer

56 FCC Program Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,124.00	87,276.00	91,644.00	96,228.00	101,040.00	106,092.00
MONTHLY	6,927.00	7,273.00	7,637.00	8,019.00	8,420.00	8,841.00
BI-WEEKLY	3,197.08	3,356.77	3,524.77	3,701.08	3,886.15	4,080.46
HOURLY	39.9635	41.9596	44.0596	46.2635	48.5769	51.0058

57 Communications Liaison Officer

57 Senior Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	85,212.00	89,472.00	93,948.00	98,640.00	103,572.00	108,756.00
MONTHLY	7,101.00	7,456.00	7,829.00	8,220.00	8,631.00	9,063.00
BI-WEEKLY	3,277.38	3,441.23	3,613.38	3,793.85	3,983.54	4,182.92
HOURLY	40.9673	43.0154	45.1673	47.4231	49.7942	52.2865

58 Associate Planner

58 Code Enforcement Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,348.00	91,716.00	96,300.00	101,112.00	106,164.00	111,468.00
MONTHLY	7,279.00	7,643.00	8,025.00	8,426.00	8,847.00	9,289.00
BI-WEEKLY	3,359.54	3,527.54	3,703.85	3,888.92	4,083.23	4,287.23
HOURLY	41.9942	44.0942	46.2981	48.6115	51.0404	53.5904

59 Administrative Support Services Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,532.00	94,008.00	98,712.00	103,644.00	108,828.00	114,264.00
MONTHLY	7,461.00	7,834.00	8,226.00	8,637.00	9,069.00	9,522.00
BI-WEEKLY	3,443.54	3,615.69	3,796.62	3,986.31	4,185.69	4,394.77
HOURLY	43.0442	45.1962	47.4577	49.8288	52.3212	54.9346

60

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	91,764.00	96,348.00	101,160.00	106,224.00	111,540.00	117,120.00
MONTHLY	7,647.00	8,029.00	8,430.00	8,852.00	9,295.00	9,760.00
BI-WEEKLY	3,529.38	3,705.69	3,890.77	4,085.54	4,290.00	4,504.62
HOURLY	44.1173	46.3212	48.6346	51.0692	53.6250	56.3077

61 Administrative Analyst III**61 Associate Engineer****61 Information Technology Systems Analyst - Transit****61 Transit Planning and Scheduling Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	94,056.00	98,760.00	103,704.00	108,888.00	114,336.00	120,048.00
MONTHLY	7,838.00	8,230.00	8,642.00	9,074.00	9,528.00	10,004.00
BI-WEEKLY	3,617.54	3,798.46	3,988.62	4,188.00	4,397.54	4,617.23
HOURLY	45.2192	47.4808	49.8577	52.3500	54.9692	57.7154

62 Information Technology Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	96,408.00	101,232.00	106,296.00	111,612.00	117,192.00	123,048.00
MONTHLY	8,034.00	8,436.00	8,858.00	9,301.00	9,766.00	10,254.00
BI-WEEKLY	3,708.00	3,893.54	4,088.31	4,292.77	4,507.38	4,732.62
HOURLY	46.3500	48.6692	51.1038	53.6596	56.3423	59.1577

63

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	98,820.00	103,764.00	108,948.00	114,396.00	120,120.00	126,132.00
MONTHLY	8,235.00	8,647.00	9,079.00	9,533.00	10,010.00	10,511.00
BI-WEEKLY	3,800.77	3,990.92	4,190.31	4,399.85	4,620.00	4,851.23
HOURLY	47.5096	49.8865	52.3788	54.9981	57.7500	60.6404

64

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,292.00	106,356.00	111,672.00	117,252.00	123,120.00	129,276.00
MONTHLY	8,441.00	8,863.00	9,306.00	9,771.00	10,260.00	10,773.00
BI-WEEKLY	3,895.85	4,090.62	4,295.08	4,509.69	4,735.38	4,972.15
HOURLY	48.6981	51.1327	53.6885	56.3712	59.1923	62.1519

65

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	103,824.00	109,020.00	114,468.00	120,192.00	126,204.00	132,516.00
MONTHLY	8,652.00	9,085.00	9,539.00	10,016.00	10,517.00	11,043.00
BI-WEEKLY	3,993.23	4,193.08	4,402.62	4,622.77	4,854.00	5,096.77
HOURLY	49.9154	52.4135	55.0327	57.7846	60.6750	63.7096

66 Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,416.00	111,732.00	117,324.00	123,192.00	129,348.00	135,816.00
MONTHLY	8,868.00	9,311.00	9,777.00	10,266.00	10,779.00	11,318.00
BI-WEEKLY	4,092.92	4,297.38	4,512.46	4,738.15	4,974.92	5,223.69
HOURLY	51.1615	53.7173	56.4058	59.2269	62.1865	65.2962

67

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	109,080.00	114,540.00	120,264.00	126,276.00	132,588.00	139,212.00
MONTHLY	9,090.00	9,545.00	10,022.00	10,523.00	11,049.00	11,601.00
BI-WEEKLY	4,195.38	4,405.38	4,625.54	4,856.77	5,099.54	5,354.31
HOURLY	52.4423	55.0673	57.8192	60.7096	63.7442	66.9288

90 Bus Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	59,424.00	62,400.00	65,520.00	68,796.00	72,240.00	75,852.00
MONTHLY	4,952.00	5,200.00	5,460.00	5,733.00	6,020.00	6,321.00
BI-WEEKLY	2,285.54	2400.00	2520.00	2,646.00	2,778.46	2,917.38
HOURLY	28.5692	30.0000	31.5000	33.0750	34.7308	36.4673

Specialty - 5%	247.60	260.00	273.00	286.65	301.00	316.05

104

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,600.00	66,780.00	70,116.00	73,620.00	77,304.00	81,168.00
MONTHLY	5,300.00	5,565.00	5,843.00	6,135.00	6,442.00	6,764.00
BI-WEEKLY	2,446.15	2,568.46	2,696.77	2,831.54	2,973.23	3,121.85
HOURLY	30.5769	32.1058	33.7096	35.3942	37.1654	39.0231

Lgy Bonus 20	132.50	139.13	146.08	153.38	161.05	169.10
Lgy Bonus 25	265.00	278.25	292.15	306.75	322.10	338.20
Lgy Bonus 30	397.50	417.38	438.23	460.13	483.15	507.30

105

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	65,184.00	68,448.00	71,868.00	75,456.00	79,224.00	83,184.00
MONTHLY	5,432.00	5,704.00	5,989.00	6,288.00	6,602.00	6,932.00
BI-WEEKLY	2,507.08	2632.62	2764.15	2902.15	3047.08	3199.38
HOURLY	31.3385	32.9077	34.5519	36.2769	38.0885	39.9923

Lgy Bonus 20	135.80	142.60	149.73	157.20	165.05	173.30
Lgy Bonus 25	271.60	285.20	299.45	314.40	330.10	346.60
Lgy Bonus 30	407.40	427.80	449.18	471.60	495.15	519.90

106

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	66,816.00	70,152.00	73,656.00	77,340.00	81,204.00	85,260.00
MONTHLY	5,568.00	5,846.00	6,138.00	6,445.00	6,767.00	7,105.00
BI-WEEKLY	2,569.85	2,698.15	2,832.92	2,974.62	3,123.23	3,279.23
HOURLY	32.1231	33.7269	35.4115	37.1827	39.0404	40.9904

Lgy Bonus 20	139.20	146.15	153.45	161.13	169.18	177.63
Lgy Bonus 25	278.40	292.30	306.90	322.25	338.35	355.25
Lgy Bonus 30	417.60	438.45	460.35	483.38	507.53	532.88

107

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,496.00	71,916.00	75,516.00	79,296.00	83,256.00	87,420.00
MONTHLY	5,708.00	5,993.00	6,293.00	6,608.00	6,938.00	7,285.00
BI-WEEKLY	2,634.46	2,766.00	2,904.46	3,049.85	3,202.15	3,362.31
HOURLY	32.9308	34.5750	36.3058	38.1231	40.0269	42.0288

Lgy Bonus 20	142.70	149.83	157.33	165.20	173.45	182.13
Lgy Bonus 25	285.40	299.65	314.65	330.40	346.90	364.25
Lgy Bonus 30	428.10	449.48	471.98	495.60	520.35	546.38

108 Economic Development Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	70,200.00	73,716.00	77,400.00	81,276.00	85,344.00	89,616.00
MONTHLY	5,850.00	6,143.00	6,450.00	6,773.00	7,112.00	7,468.00
BI-WEEKLY	2,700.00	2,835.23	2,976.92	3,126.00	3,282.46	3,446.77
HOURLY	33.7500	35.4404	37.2115	39.0750	41.0308	43.0846
Lgy Bonus 20	146.25	153.58	161.25	169.33	177.80	186.70
Lgy Bonus 25	292.50	307.15	322.50	338.65	355.60	373.40
Lgy Bonus 30	438.75	460.73	483.75	507.98	533.40	560.10

109

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,964.00	75,564.00	79,344.00	83,316.00	87,480.00	91,860.00
MONTHLY	5,997.00	6,297.00	6,612.00	6,943.00	7,290.00	7,655.00
BI-WEEKLY	2,767.85	2,906.31	3,051.69	3,204.46	3,364.62	3,533.08
HOURLY	34.5981	36.3288	38.1462	40.0558	42.0577	44.1635
Lgy Bonus 20	149.93	157.43	165.30	173.58	182.25	191.38
Lgy Bonus 25	299.85	314.85	330.60	347.15	364.50	382.75
Lgy Bonus 30	449.78	472.28	495.90	520.73	546.75	574.13

110

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,752.00	77,436.00	81,312.00	85,380.00	89,652.00	94,140.00
MONTHLY	6,146.00	6,453.00	6,776.00	7,115.00	7,471.00	7,845.00
BI-WEEKLY	2,836.62	2,978.31	3,127.38	3,283.85	3,448.15	3,620.77
HOURLY	35.4577	37.2288	39.0923	41.0481	43.1019	45.2596
Lgy Bonus 20	153.65	161.33	169.40	177.88	186.78	196.13
Lgy Bonus 25	307.30	322.65	338.80	355.75	373.55	392.25
Lgy Bonus 30	460.95	483.98	508.20	533.63	560.33	588.38

111

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	75,600.00	79,380.00	83,352.00	87,516.00	91,896.00	96,492.00
MONTHLY	6,300.00	6,615.00	6,946.00	7,293.00	7,658.00	8,041.00
BI-WEEKLY	2,907.69	3,053.08	3,205.85	3,366.00	3,534.46	3,711.23
HOURLY	36.3462	38.1635	40.0731	42.0750	44.1808	46.3904
Lgy Bonus 20	157.50	165.38	173.65	182.33	191.45	201.03
Lgy Bonus 25	315.00	330.75	347.30	364.65	382.90	402.05
Lgy Bonus 30	472.50	496.13	520.95	546.98	574.35	603.08

112

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,508.00	81,384.00	85,452.00	89,724.00	94,212.00	98,928.00
MONTHLY	6,459.00	6,782.00	7,121.00	7,477.00	7,851.00	8,244.00
BI-WEEKLY	2,981.08	3,130.15	3,286.62	3,450.92	3,623.54	3,804.92
HOURLY	37.2635	39.1269	41.0827	43.1365	45.2942	47.5615
Lgy Bonus 20	161.48	169.55	178.03	186.93	196.28	206.10
Lgy Bonus 25	322.95	339.10	356.05	373.85	392.55	412.20
Lgy Bonus 30	484.43	508.65	534.08	560.78	588.83	618.30

113

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	79,452.00	83,424.00	87,600.00	91,980.00	96,576.00	101,400.00
MONTHLY	6,621.00	6,952.00	7,300.00	7,665.00	8,048.00	8,450.00
BI-WEEKLY	3,055.85	3,208.62	3,369.23	3,537.69	3,714.46	3,900.00
HOURLY	38.1981	40.1077	42.1154	44.2212	46.4308	48.7500
Lgy Bonus 20	165.53	173.80	182.50	191.63	201.20	211.25
Lgy Bonus 25	331.05	347.60	365.00	383.25	402.40	422.50
Lgy Bonus 30	496.58	521.40	547.50	574.88	603.60	633.75

114

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	81,432.00	85,500.00	89,772.00	94,260.00	98,976.00	103,920.00
MONTHLY	6,786.00	7,125.00	7,481.00	7,855.00	8,248.00	8,660.00
BI-WEEKLY	3,132.00	3,288.46	3,452.77	3,625.38	3,806.77	3,996.92
HOURLY	39.1500	41.1058	43.1596	45.3173	47.5846	49.9615
Lgy Bonus 20	169.65	178.13	187.03	196.38	206.20	216.50
Lgy Bonus 25	339.30	356.25	374.05	392.75	412.40	433.00
Lgy Bonus 30	508.95	534.38	561.08	589.13	618.60	649.50

115 Deputy City Clerk/Records Management Officer**115 Deputy City Treasurer****115 Human Resources Analyst****115 Risk Management Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,472.00	87,648.00	92,028.00	96,624.00	101,460.00	106,536.00
MONTHLY	6,956.00	7,304.00	7,669.00	8,052.00	8,455.00	8,878.00
BI-WEEKLY	3,210.46	3,371.08	3,539.54	3,716.31	3,902.31	4,097.54
HOURLY	40.1308	42.1385	44.2442	46.4538	48.7788	51.2192
Lgy Bonus 20	173.90	182.60	191.73	201.30	211.38	221.95
Lgy Bonus 25	347.80	365.20	383.45	402.60	422.75	443.90
Lgy Bonus 30	521.70	547.80	575.18	603.90	634.13	665.85

116

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	85,548.00	89,820.00	94,308.00	99,024.00	103,980.00	109,176.00
MONTHLY	7,129.00	7,485.00	7,859.00	8,252.00	8,665.00	9,098.00
BI-WEEKLY	3,290.31	3,454.62	3,627.23	3,808.62	3,999.23	4,199.08
HOURLY	41.1288	43.1827	45.3404	47.6077	49.9904	52.4885
Lgy Bonus 20	178.23	187.13	196.48	206.30	216.63	227.45
Lgy Bonus 25	356.45	374.25	392.95	412.60	433.25	454.90
Lgy Bonus 30	534.68	561.38	589.43	618.90	649.88	682.35

117 Transportation Operations Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,684.00	92,064.00	96,672.00	101,508.00	106,584.00	111,912.00
MONTHLY	7,307.00	7,672.00	8,056.00	8,459.00	8,882.00	9,326.00
BI-WEEKLY	3,372.46	3,540.92	3,718.15	3,904.15	4,099.38	4,304.31
HOURLY	42.1558	44.2615	46.4769	48.8019	51.2423	53.8038
Lgy Bonus 20	182.68	191.80	201.40	211.48	222.05	233.15
Lgy Bonus 25	365.35	383.60	402.80	422.95	444.10	466.30
Lgy Bonus 30	548.03	575.40	604.20	634.43	666.15	699.45

118 Administrative Management Analyst I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,880.00	94,380.00	99,096.00	104,052.00	109,260.00	114,720.00
MONTHLY	7,490.00	7,865.00	8,258.00	8,671.00	9,105.00	9,560.00
BI-WEEKLY	3,456.92	3,630.00	3,811.38	4,002.00	4,202.31	4,412.31
HOURLY	43.2115	45.3750	47.6423	50.0250	52.5288	55.1538
Lgy Bonus 20	187.25	196.63	206.45	216.78	227.63	239.00
Lgy Bonus 25	374.50	393.25	412.90	433.55	455.25	478.00
Lgy Bonus 30	561.75	589.88	619.35	650.33	682.88	717.00

119 Accountant/Cost Accountant**119 Fleet Maintenance Supervisor****119 Transit Administrative Supervisor****119 Transit Training and Safety Supervisor**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	92,124.00	96,732.00	101,568.00	106,644.00	111,972.00	117,576.00
MONTHLY	7,677.00	8,061.00	8,464.00	8,887.00	9,331.00	9,798.00
BI-WEEKLY	3,543.23	3,720.46	3,906.46	4,101.69	4,306.62	4,522.15
HOURLY	44.2904	46.5058	48.8308	51.2712	53.8327	56.5269
Lgy Bonus 20	191.93	201.53	211.60	222.18	233.28	244.95
Lgy Bonus 25	383.85	403.05	423.20	444.35	466.55	489.90
Lgy Bonus 30	575.78	604.58	634.80	666.53	699.83	734.85

120 Administrative Management Analyst II**120 Executive Office Assistant**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	94,440.00	99,168.00	104,124.00	109,332.00	114,804.00	120,540.00
MONTHLY	7,870.00	8,264.00	8,677.00	9,111.00	9,567.00	10,045.00
BI-WEEKLY	3,632.31	3,814.15	4,004.77	4,205.08	4,415.54	4,636.15
HOURLY	45.4038	47.6769	50.0596	52.5635	55.1942	57.9519
Lgy Bonus 20	196.75	206.60	216.93	227.78	239.18	251.13
Lgy Bonus 25	393.50	413.20	433.85	455.55	478.35	502.25
Lgy Bonus 30	590.25	619.80	650.78	683.33	717.53	753.38

121

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	96,792.00	101,628.00	106,704.00	112,044.00	117,648.00	123,528.00
MONTHLY	8,066.00	8,469.00	8,892.00	9,337.00	9,804.00	10,294.00
BI-WEEKLY	3,722.77	3,908.77	4,104.00	4,309.38	4,524.92	4,751.08
HOURLY	46.5346	48.8596	51.3000	53.8673	56.5615	59.3885
Lgy Bonus 20	201.65	211.73	222.30	233.43	245.10	257.35
Lgy Bonus 25	403.30	423.45	444.60	466.85	490.20	514.70
Lgy Bonus 30	604.95	635.18	666.90	700.28	735.30	772.05

122 Facilities Maintenance Supervisor**122 Senior Human Resources Analyst****122 Senior Planner**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	99,216.00	104,172.00	109,380.00	114,852.00	120,600.00	126,636.00
MONTHLY	8,268.00	8,681.00	9,115.00	9,571.00	10,050.00	10,553.00
BI-WEEKLY	3,816.00	4,006.62	4,206.92	4,417.38	4,638.46	4,870.62
HOURLY	47.7000	50.0827	52.5865	55.2173	57.9808	60.8827
Lgy Bonus 20	206.70	217.03	227.88	239.28	251.25	263.83
Lgy Bonus 25	413.40	434.05	455.75	478.55	502.50	527.65
Lgy Bonus 30	620.10	651.08	683.63	717.83	753.75	791.48

123

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,700.00	106,788.00	112,128.00	117,732.00	123,624.00	129,804.00
MONTHLY	8,475.00	8,899.00	9,344.00	9,811.00	10,302.00	10,817.00
BI-WEEKLY	3,911.54	4,107.23	4,312.62	4,528.15	4,754.77	4,992.46
HOURLY	48.8942	51.3404	53.9077	56.6019	59.4346	62.4058
Lgy Bonus 20	211.88	222.48	233.60	245.28	257.55	270.43
Lgy Bonus 25	423.75	444.95	467.20	490.55	515.10	540.85
Lgy Bonus 30	635.63	667.43	700.80	735.83	772.65	811.28

124 Assistant Transit Operations Manager**124 Senior Administrative Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	104,244.00	109,452.00	114,924.00	120,672.00	126,708.00	133,044.00
MONTHLY	8,687.00	9,121.00	9,577.00	10,056.00	10,559.00	11,087.00
BI-WEEKLY	4,009.38	4,209.69	4,420.15	4,641.23	4,873.38	5,117.08
HOURLY	50.1173	52.6212	55.2519	58.0154	60.9173	63.9635
Lgy Bonus 20	217.18	228.03	239.43	251.40	263.98	277.18
Lgy Bonus 25	434.35	456.05	478.85	502.80	527.95	554.35
Lgy Bonus 30	651.53	684.08	718.28	754.20	791.93	831.53

125 Public Information Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,848.00	112,188.00	117,792.00	123,684.00	129,864.00	136,356.00
MONTHLY	8,904.00	9,349.00	9,816.00	10,307.00	10,822.00	11,363.00
BI-WEEKLY	4,109.54	4,314.92	4,530.46	4,757.08	4,994.77	5,244.46
HOURLY	51.3692	53.9365	56.6308	59.4635	62.4346	65.5558
Lgy Bonus 20	222.60	233.73	245.40	257.68	270.55	284.08
Lgy Bonus 25	445.20	467.45	490.80	515.35	541.10	568.15
Lgy Bonus 30	667.80	701.18	736.20	773.03	811.65	852.23

126 Administrative Services Manager**126 Community Development Manager****126 Economic Development Manager****126 Family Child Care Manager****126 Recreation & Human Services Manager****126 Transportation Administrative Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	109,524.00	114,996.00	120,744.00	126,780.00	133,116.00	139,776.00
MONTHLY	9,127.00	9,583.00	10,062.00	10,565.00	11,093.00	11,648.00
BI-WEEKLY	4,212.46	4,422.92	4,644.00	4,876.15	5,119.85	5,376.00
HOURLY	52.6558	55.2865	58.0500	60.9519	63.9981	67.2000
Lgy Bonus 20	228.18	239.58	251.55	264.13	277.33	291.20
Lgy Bonus 25	456.35	479.15	503.10	528.25	554.65	582.40
Lgy Bonus 30	684.53	718.73	754.65	792.38	831.98	873.60

127

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	112,260.00	117,876.00	123,768.00	129,960.00	136,464.00	143,292.00
MONTHLY	9,355.00	9,823.00	10,314.00	10,830.00	11,372.00	11,941.00
BI-WEEKLY	4,317.69	4,533.69	4,760.31	4,998.46	5,248.62	5,511.23
HOURLY	53.9712	56.6712	59.5038	62.4808	65.6077	68.8904
Lgy Bonus 20	233.88	245.58	257.85	270.75	284.30	298.53
Lgy Bonus 25	467.75	491.15	515.70	541.50	568.60	597.05
Lgy Bonus 30	701.63	736.73	773.55	812.25	852.90	895.58

128 Equipment Maintenance Superintendent**128 Finance and Administrative Services Manager****128 Financial Services Manager****128 Transit Maintenance Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	115,068.00	120,816.00	126,852.00	133,200.00	139,860.00	146,856.00
MONTHLY	9,589.00	10,068.00	10,571.00	11,100.00	11,655.00	12,238.00
BI-WEEKLY	4,425.69	4,646.77	4,878.92	5,123.08	5,379.23	5,648.31
HOURLY	55.3212	58.0846	60.9865	64.0385	67.2404	70.6038
Lgy Bonus 20	239.73	251.70	264.28	277.50	291.38	305.95
Lgy Bonus 25	479.45	503.40	528.55	555.00	582.75	611.90
Lgy Bonus 30	719.18	755.10	792.83	832.50	874.13	917.85

129

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	117,948.00	123,840.00	130,032.00	136,536.00	143,364.00	150,528.00
MONTHLY	9,829.00	10,320.00	10,836.00	11,378.00	11,947.00	12,544.00
BI-WEEKLY	4,536.46	4,763.08	5,001.23	5,251.38	5,514.00	5,789.54
HOURLY	56.7058	59.5385	62.5154	65.6423	68.9250	72.3692
Lgy Bonus 20	245.73	258.00	270.90	284.45	298.68	313.60
Lgy Bonus 25	491.45	516.00	541.80	568.90	597.35	627.20
Lgy Bonus 30	737.18	774.00	812.70	853.35	896.03	940.80

130 Accounting/Finance Manager
130 Information Technology Manager
130 Park Maintenance Superintendent
130 Recreation Program Administrator
130 Revenue and Purchasing Manager
130 Street Maintenance Superintendent

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	120,888.00	126,936.00	133,284.00	139,944.00	146,940.00	154,284.00
MONTHLY	10,074.00	10,578.00	11,107.00	11,662.00	12,245.00	12,857.00
BI-WEEKLY	4,649.54	4,882.15	5,126.31	5,382.46	5,651.54	5,934.00
HOURLY	58.1192	61.0269	64.0788	67.2808	70.6442	74.1750
Lgy Bonus 20	251.85	264.45	277.68	291.55	306.13	321.43
Lgy Bonus 25	503.70	528.90	555.35	583.10	612.25	642.85
Lgy Bonus 30	755.55	793.35	833.03	874.65	918.38	964.28

131 Plan Check Engineer
131 Transit Operations Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	123,912.00	130,104.00	136,608.00	143,436.00	150,612.00	158,148.00
MONTHLY	10,326.00	10,842.00	11,384.00	11,953.00	12,551.00	13,179.00
BI-WEEKLY	4,765.85	5,004.00	5,254.15	5,516.77	5,792.77	6,082.62
HOURLY	59.5731	62.5500	65.6769	68.9596	72.4096	76.0327
Lgy Bonus 20	258.15	271.05	284.60	298.83	313.78	329.48
Lgy Bonus 25	516.30	542.10	569.20	597.65	627.55	658.95
Lgy Bonus 30	774.45	813.15	853.80	896.48	941.33	988.43

132 FCC Therapist/Trainer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	127,008.00	133,356.00	140,028.00	147,024.00	154,380.00	162,096.00
MONTHLY	10,584.00	11,113.00	11,669.00	12,252.00	12,865.00	13,508.00
BI-WEEKLY	4,884.92	5,129.08	5,385.69	5,654.77	5,937.69	6,234.46
HOURLY	61.0615	64.1135	67.3212	70.6846	74.2212	77.9308
Lgy Bonus 20	264.60	277.83	291.73	306.30	321.63	337.70
Lgy Bonus 25	529.20	555.65	583.45	612.60	643.25	675.40
Lgy Bonus 30	793.80	833.48	875.18	918.90	964.88	1013.10

**133 Human Resources Manager
133 Public Works Superintendent**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	130,176.00	136,680.00	143,520.00	150,696.00	158,232.00	166,140.00
MONTHLY	10,848.00	11,390.00	11,960.00	12,558.00	13,186.00	13,845.00
BI-WEEKLY	5,006.77	5,256.92	5,520.00	5,796.00	6,085.85	6,390.00
HOURLY	62.5846	65.7115	69.0000	72.4500	76.0731	79.8750
Lgy Bonus 20	271.20	284.75	299.00	313.95	329.65	346.13
Lgy Bonus 25	542.40	569.50	598.00	627.90	659.30	692.25
Lgy Bonus 30	813.60	854.25	897.00	941.85	988.95	1038.38

134 Assistant to the City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	133,440.00	140,112.00	147,120.00	154,476.00	162,204.00	170,316.00
MONTHLY	11,120.00	11,676.00	12,260.00	12,873.00	13,517.00	14,193.00
BI-WEEKLY	5,132.31	5,388.92	5,658.46	5,941.38	6,238.62	6,550.62
HOURLY	64.1538	67.3615	70.7308	74.2673	77.9827	81.8827
Lgy Bonus 20	278.00	291.90	306.50	321.83	337.93	354.83
Lgy Bonus 25	556.00	583.80	613.00	643.65	675.85	709.65
Lgy Bonus 30	834.00	875.70	919.50	965.48	1013.78	1064.48

135

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	136,764.00	143,604.00	150,780.00	158,316.00	166,236.00	174,552.00
MONTHLY	11,397.00	11,967.00	12,565.00	13,193.00	13,853.00	14,546.00
BI-WEEKLY	5,260.15	5,523.23	5,799.23	6,089.08	6,393.69	6,713.54
HOURLY	65.7519	69.0404	72.4904	76.1135	79.9212	83.9192
Lgy Bonus 20	284.93	299.18	314.13	329.83	346.33	363.65
Lgy Bonus 25	569.85	598.35	628.25	659.65	692.65	727.30
Lgy Bonus 30	854.78	897.53	942.38	989.48	1038.98	1090.95

136

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	140,184.00	147,192.00	154,548.00	162,276.00	170,388.00	178,908.00
MONTHLY	11,682.00	12,266.00	12,879.00	13,523.00	14,199.00	14,909.00
BI-WEEKLY	5,391.69	5,661.23	5,944.15	6,241.38	6,553.38	6,881.08
HOURLY	67.3962	70.7654	74.3019	78.0173	81.9173	86.0135
Lgy Bonus 20	292.05	306.65	321.98	338.08	354.98	372.73
Lgy Bonus 25	584.10	613.30	643.95	676.15	709.95	745.45
Lgy Bonus 30	876.15	919.95	965.93	1014.23	1064.93	1118.18

137

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	143,700.00	150,888.00	158,436.00	166,356.00	174,672.00	183,408.00
MONTHLY	11,975.00	12,574.00	13,203.00	13,863.00	14,556.00	15,284.00
BI-WEEKLY	5,526.92	5,803.38	6,093.69	6,398.31	6,718.15	7,054.15
HOURLY	69.0865	72.5423	76.1712	79.9788	83.9769	88.1769
Lgy Bonus 20	299.38	314.35	330.08	346.58	363.90	382.10
Lgy Bonus 25	598.75	628.70	660.15	693.15	727.80	764.20
Lgy Bonus 30	898.13	943.05	990.23	1039.73	1091.70	1146.30

138 Chief Fiscal Officer
138 Principal Civil Engineer
138 Transit Administrative Officer
138 Transit Operations Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	147,288.00	154,656.00	162,384.00	170,508.00	179,028.00	187,980.00
MONTHLY	12,274.00	12,888.00	13,532.00	14,209.00	14,919.00	15,665.00
BI-WEEKLY	5,664.92	5,948.31	6,245.54	6,558.00	6,885.69	7,230.00
HOURLY	70.8115	74.3538	78.0692	81.9750	86.0712	90.3750
Lgy Bonus 20	306.85	322.20	338.30	355.23	372.98	391.63
Lgy Bonus 25	613.70	644.40	676.60	710.45	745.95	783.25
Lgy Bonus 30	920.55	966.60	1014.90	1065.68	1118.93	1174.88

139

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	150,972.00	158,520.00	166,452.00	174,780.00	183,516.00	192,696.00
MONTHLY	12,581.00	13,210.00	13,871.00	14,565.00	15,293.00	16,058.00
BI-WEEKLY	5,806.62	6,096.92	6,402.00	6,722.31	7,058.31	7,411.38
HOURLY	72.5827	76.2115	80.0250	84.0288	88.2288	92.6423
Lgy Bonus 20	314.53	330.25	346.78	364.13	382.33	401.45
Lgy Bonus 25	629.05	660.50	693.55	728.25	764.65	802.90
Lgy Bonus 30	943.58	990.75	1040.33	1092.38	1146.98	1204.35

140

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	154,740.00	162,480.00	170,604.00	179,136.00	188,088.00	197,496.00
MONTHLY	12,895.00	13,540.00	14,217.00	14,928.00	15,674.00	16,458.00
BI-WEEKLY	5,951.54	6,249.23	6,561.69	6,889.85	7,234.15	7,596.00
HOURLY	74.3942	78.1154	82.0212	86.1231	90.4269	94.9500
Lgy Bonus 20	322.38	338.50	355.43	373.20	391.85	411.45
Lgy Bonus 25	644.75	677.00	710.85	746.40	783.70	822.90
Lgy Bonus 30	967.13	1015.50	1066.28	1119.60	1175.55	1234.35

141 Assistant Director of Transportation
141 Assistant Public Works Director/City Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	158,604.00	166,536.00	174,864.00	183,612.00	192,792.00	202,428.00
MONTHLY	13,217.00	13,878.00	14,572.00	15,301.00	16,066.00	16,869.00
BI-WEEKLY	6,100.15	6,405.23	6,725.54	7,062.00	7,415.08	7,785.69
HOURLY	76.2519	80.0654	84.0692	88.2750	92.6885	97.3212
Lgy Bonus 20	330.43	346.95	364.30	382.53	401.65	421.73
Lgy Bonus 25	660.85	693.90	728.60	765.05	803.30	843.45
Lgy Bonus 30	991.28	1040.85	1092.90	1147.58	1204.95	1265.18

142

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	162,576.00	170,700.00	179,232.00	188,196.00	197,604.00	207,480.00
MONTHLY	13,548.00	14,225.00	14,936.00	15,683.00	16,467.00	17,290.00
BI-WEEKLY	6,252.92	6,565.38	6,893.54	7,238.31	7,600.15	7,980.00
HOURLY	78.1615	82.0673	86.1692	90.4788	95.0019	99.7500
Lgy Bonus 20	338.70	355.63	373.40	392.08	411.68	432.25
Lgy Bonus 25	677.40	711.25	746.80	784.15	823.35	864.50
Lgy Bonus 30	1016.10	1066.88	1120.20	1176.23	1235.03	1296.75

143

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	166,644.00	174,972.00	183,720.00	192,912.00	202,560.00	212,688.00
MONTHLY	13,887.00	14,581.00	15,310.00	16,076.00	16,880.00	17,724.00
BI-WEEKLY	6,409.38	6,729.69	7,066.15	7,419.69	7,790.77	8,180.31
HOURLY	80.1173	84.1212	88.3269	92.7462	97.3846	102.2538
Lgy Bonus 20	347.18	364.53	382.75	401.90	422.00	443.10
Lgy Bonus 25	694.35	729.05	765.50	803.80	844.00	886.20
Lgy Bonus 30	1041.53	1093.58	1148.25	1205.70	1266.00	1329.30

144

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	170,808.00	179,352.00	188,316.00	197,736.00	207,624.00	218,004.00
MONTHLY	14,234.00	14,946.00	15,693.00	16,478.00	17,302.00	18,167.00
BI-WEEKLY	6,569.54	6,898.15	7,242.92	7,605.23	7,985.54	8,384.77
HOURLY	82.1192	86.2269	90.5365	95.0654	99.8192	104.8096
Lgy Bonus 20	355.85	373.65	392.33	411.95	432.55	454.18
Lgy Bonus 25	711.70	747.30	784.65	823.90	865.10	908.35
Lgy Bonus 30	1067.55	1120.95	1176.98	1235.85	1297.65	1362.53

145

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	175,080.00	183,840.00	193,032.00	202,680.00	212,820.00	223,464.00
MONTHLY	14,590.00	15,320.00	16,086.00	16,890.00	17,735.00	18,622.00
BI-WEEKLY	6,733.85	7,070.77	7,424.31	7,795.38	8,185.38	8,594.77
HOURLY	84.1731	88.3846	92.8038	97.4423	102.3173	107.4346
Lgy Bonus 20	364.75	383.00	402.15	422.25	443.38	465.55
Lgy Bonus 25	729.50	766.00	804.30	844.50	886.75	931.10
Lgy Bonus 30	1094.25	1149.00	1206.45	1266.75	1330.13	1396.65

146

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	179,460.00	188,436.00	197,856.00	207,744.00	218,136.00	229,044.00
MONTHLY	14,955.00	15,703.00	16,488.00	17,312.00	18,178.00	19,087.00
BI-WEEKLY	6,902.31	7,247.54	7,609.85	7,990.15	8,389.85	8,809.38
HOURLY	86.2788	90.5942	95.1231	99.8769	104.8731	110.1173
Lgy Bonus 20	373.88	392.58	412.20	432.80	454.45	477.18
Lgy Bonus 25	747.75	785.15	824.40	865.60	908.90	954.35
Lgy Bonus 30	1121.63	1177.73	1236.60	1298.40	1363.35	1431.53

147

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	183,960.00	193,164.00	202,824.00	212,964.00	223,608.00	234,792.00
MONTHLY	15,330.00	16,097.00	16,902.00	17,747.00	18,634.00	19,566.00
BI-WEEKLY	7,075.38	7,429.38	7,800.92	8,190.92	8,600.31	9,030.46
HOURLY	88.4423	92.8673	97.5115	102.3865	107.5038	112.8808

Lgy Bonus 20	383.25	402.43	422.55	443.68	465.85	489.15
Lgy Bonus 25	766.50	804.85	845.10	887.35	931.70	978.30
Lgy Bonus 30	1149.75	1207.28	1267.65	1331.03	1397.55	1467.45

148

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	188,556.00	197,988.00	207,888.00	218,280.00	229,200.00	240,660.00
MONTHLY	15,713.00	16,499.00	17,324.00	18,190.00	19,100.00	20,055.00
BI-WEEKLY	7,252.15	7,614.92	7,995.69	8,395.38	8,815.38	9,256.15
HOURLY	90.6519	95.1865	99.9462	104.9423	110.1923	115.7019

Lgy Bonus 20	392.83	412.48	433.10	454.75	477.50	501.38
Lgy Bonus 25	785.65	824.95	866.20	909.50	955.00	1002.75
Lgy Bonus 30	1178.48	1237.43	1299.30	1364.25	1432.50	1504.13

149

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,272.00	202,932.00	213,084.00	223,740.00	234,924.00	246,672.00
MONTHLY	16,106.00	16,911.00	17,757.00	18,645.00	19,577.00	20,556.00
BI-WEEKLY	7,433.54	7,805.08	8,195.54	8,605.38	9,035.54	9,487.38
HOURLY	92.9192	97.5635	102.4442	107.5673	112.9442	118.5923

Lgy Bonus 20	402.65	422.78	443.93	466.13	489.43	513.90
Lgy Bonus 25	805.30	845.55	887.85	932.25	978.85	1027.80
Lgy Bonus 30	1207.95	1268.33	1331.78	1398.38	1468.28	1541.70

150 Joint Powers Authority Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,000.00					
MONTHLY	13,000.00					
BI-WEEKLY	6,000.00					
HOURLY	75.0000					

200 Police Trainee						
STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	80,640.00	-	-	-	-	-
MONTHLY	6,720.00	-	-	-	-	-
BI-WEEKLY	3,101.54	-	-	-	-	-
HOURLY	38.7692	-	-	-	-	-
201 Police Officer						
STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	94,872.00	99,600.00	104,592.00	109,812.00	115,320.00	121,080.00
MONTHLY	7,906.00	8,300.00	8,716.00	9,151.00	9,610.00	10,090.00
BI-WEEKLY	3,648.92	3,830.77	4,022.77	4,223.54	4,435.38	4,656.92
HOURLY	45.6115	47.8846	50.2846	52.7942	55.4423	58.2115
EDUCATIONAL INCENTIVE BONUS						
AA	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96
BA	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96
SPECIALIST	649.52	649.52	649.52	649.52	649.52	649.52
Lgy Bonus 7	365.00	365.00	365.00	365.00	365.00	365.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	915.30	935.00	955.80	977.55	1,000.50	1,024.50
Lgy Bonus 26	1,310.60	1,350.00	1,391.60	1,435.10	1,481.00	1,529.00
203 Police Sergeant						
STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	121,128.00	127,188.00	133,536.00	140,220.00	147,240.00	154,596.00
MONTHLY	10,094.00	10,599.00	11,128.00	11,685.00	12,270.00	12,883.00
BI-WEEKLY	4,658.77	4,891.85	5,136.00	5,393.08	5,663.08	5,946.00
HOURLY	58.2346	61.1481	64.2000	67.4135	70.7885	74.3250
EDUCATIONAL INCENTIVE BONUS						
AA	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53
BA	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53
SPECIAL DUTY PAY	420.00	420.00	420.00	420.00	420.00	420.00
Lgy Bonus 7	326.00	326.00	326.00	326.00	326.00	326.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	1,024.70	1,049.95	1,076.40	1,104.25	1,133.50	1,164.15
Lgy Bonus 26	1,529.40	1,579.90	1,632.80	1,688.50	1,747.00	1,808.30

227 Police Lieutenant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	162,720.00	170,856.00	179,400.00	188,376.00	197,796.00	207,684.00
MONTHLY	13,560.00	14,238.00	14,950.00	15,698.00	16,483.00	17,307.00
BI-WEEKLY	6,258.46	6,571.38	6,900.00	7,245.23	7,607.54	7,987.85
HOURLY	78.2308	82.1423	86.2500	90.5654	95.0942	99.8481
CA POST Supervisory/Adv.	1,766.44	1,837.84	1,912.84	1,991.56	2,074.24	2,161.00
CA POST Mgmt. Cert.	678.00	711.90	747.50	784.90	824.15	865.35
Lgy Bonus 20	678.00	711.90	747.50	784.90	824.15	865.35
Lgy Bonus 26	1,356.00	1,423.80	1,495.00	1,569.80	1,648.30	1,730.70
Management Incentive Pay	1,288.20	1,352.61	1,420.25	1,491.31	1,565.89	1,644.17

231 Police Captain

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,476.00	203,148.00	213,300.00	223,968.00	235,164.00	246,924.00
MONTHLY	16,123.00	16,929.00	17,775.00	18,664.00	19,597.00	20,577.00
BI-WEEKLY	7,441.38	7,813.38	8,203.85	8,614.15	9,044.77	9,497.08
HOURLY	93.0173	97.6673	102.5481	107.6769	113.0596	118.7135
CA POST Supervisory/Adv.	2,036.08	2,120.92	2,209.96	2,303.56	2,401.84	2,505.04
CA POST Mgmt. Cert.	806.15	846.45	888.75	933.20	979.85	1,028.85
Lgy Bonus 20	806.15	846.45	888.75	933.20	979.85	1,028.85
Lgy Bonus 26	1,612.30	1,692.90	1,777.50	1,866.40	1,959.70	2,057.70
Management Incentive Pay	1,531.69	1,608.26	1,688.63	1,773.08	1,861.72	1,954.82

232 Deputy Police Chief

STEP	*1*
ANNUAL	238,812.00
MONTHLY	19,901.00
BI-WEEKLY	9,185.08
HOURLY	114.8135
CA POST Supervisory/Adv.	2,613.40
CA POST Mgmt. Cert.	995.05
Lgy Bonus 20	995.05
Lgy Bonus 26	1,990.10
Management Incentive Pay	1,890.60

301 Mayor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	31,200.00					
MONTHLY	2,600.00					
BI-WEEKLY	1,200.00					
HOURLY	15.0000					

302 Councilmember

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	19,200.00					
MONTHLY	1,600.00					
BI-WEEKLY	738.46					
HOURLY	9.2308					

303 City Clerk

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	12,000.00					
MONTHLY	1,000.00					
BI-WEEKLY	461.54					
HOURLY	5.7692					

304 City Treasurer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	6,000.00					
MONTHLY	500.00					
BI-WEEKLY	230.77					
HOURLY	2.8846					

305 Youth Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	300.00	-	-	-	-	-
MONTHLY	25.00	-	-	-	-	-
BI-WEEKLY	11.54	-	-	-	-	-
HOURLY	0.1442	-	-	-	-	-

306 Gardena Beautification Commissioner
306 Gardena Economic Business Advisory Commissioner
306 Human Services Commissioner
306 Recreation Commissioner
306 Rent Mediation Board Member
306 Senior Citizens Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	600.00	-	-	-	-	-
MONTHLY	50.00	-	-	-	-	-
BI-WEEKLY	23.08	-	-	-	-	-
HOURLY	0.2885	-	-	-	-	-

308 Planning Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	1,200.00	-	-	-	-	-
MONTHLY	100.00	-	-	-	-	-
BI-WEEKLY	46.15	-	-	-	-	-
HOURLY	0.5769	-	-	-	-	-

330 Department Heads

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	183,084.00	192,240.00	201,852.00	211,944.00	222,540.00	233,664.00
MONTHLY	15,257.00	16,020.00	16,821.00	17,662.00	18,545.00	19,472.00
BI-WEEKLY	7,041.69	7,393.85	7,763.54	8,151.69	8,559.23	8,987.08
HOURLY	88.0212	92.4231	97.0442	101.8962	106.9904	112.3385
Lgy Bonus 20	381.43	400.50	420.53	441.55	463.63	486.80
Lgy Bonus 25	762.85	801.00	841.05	883.10	927.25	973.60
Lgy Bonus 30	1144.28	1201.50	1261.58	1324.65	1390.88	1460.40

335 Deputy City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	192,240.00	201,852.00	211,944.00	222,540.00	233,664.00	245,352.00
MONTHLY	16,020.00	16,821.00	17,662.00	18,545.00	19,472.00	20,446.00
BI-WEEKLY	7,393.85	7,763.54	8,151.69	8,559.23	8,987.08	9,436.62
HOURLY	92.4231	97.0442	101.8962	106.9904	112.3385	117.9577
Lgy Bonus 20	400.50	420.53	441.55	463.63	486.80	511.15
Lgy Bonus 25	801.00	841.05	883.10	927.25	973.60	1022.30
Lgy Bonus 30	1201.50	1261.58	1324.65	1390.88	1460.40	1533.45

339 Assistant City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	200,964.00	211,008.00	221,556.00	232,632.00	244,260.00	256,476.00
MONTHLY	16,747.00	17,584.00	18,463.00	19,386.00	20,355.00	21,373.00
BI-WEEKLY	7,729.38	8,115.69	8,521.38	8,947.38	9,394.62	9,864.46
HOURLY	96.6173	101.4462	106.5173	111.8423	117.4327	123.3058
Lgy Bonus 20	418.68	439.60	461.58	484.65	508.88	534.33
Lgy Bonus 25	837.35	879.20	923.15	969.30	1017.75	1068.65
Lgy Bonus 30	1256.03	1318.80	1384.73	1453.95	1526.63	1602.98

340 Police Chief

STEP	*1*
ANNUAL	282,016.32
MONTHLY	23,501.36
BI-WEEKLY	10,846.78
HOURLY	135.5848
CA POST Supervisory/Adv.	2,727.12
CA POST Mgmt. Cert	1,175.07
CA POST Exe Cert	1,175.07
Lgy Bonus 26	2,350.14
Management Incentive Pay	2,232.63

350 City Manager

STEP	*1*
ANNUAL	324,010.00
MONTHLY	27,000.83
BI-WEEKLY	12,461.92
HOURLY	155.7740

CITY OF GARDENA
CLASSIFICATION AND COMPENSATION PLAN
Effective July 1, 2023. Adopted May 28, 2024. Amended April 8, 2025

Effective July 1, 2023 - Add Management Incentive Pay to Schedules 227, 231 and 340

5 Recreation Instructor				
HOURLY RANGE	20.00 - 35.00			
6 Clerical Aide I				
6 Police Aide				
STEP		*4*		*6*
ANNUAL		31,152.00		34,344.00
MONTHLY		2,596.00		2,862.00
BI-WEEKLY		1,198.15		1,320.92
HOURLY		14.9769		16.5115
7 Peer Advocate Counselor II				
7 Storeroom Aide				
STEP				*6*
ANNUAL				33,552.00
MONTHLY				2,796.00
BI-WEEKLY				1,290.46
HOURLY				16.1308
8 Community Aide I				
STEP			*5*	*6*
ANNUAL			32,748.00	34,380.00
MONTHLY			2,729.00	2,865.00
BI-WEEKLY			1,259.54	1,322.31
HOURLY			15.7442	16.5288
13				
STEP			*5*	*6*
ANNUAL			33,600.00	35,280.00
MONTHLY			2,800.00	2,940.00
BI-WEEKLY			1,292.31	1,356.92
HOURLY			16.1538	16.9615
14 Pool Cashier				
STEP		*4*	*5*	*6*
ANNUAL		32,808.00	34,452.00	36,180.00
MONTHLY		2,734.00	2,871.00	3,015.00
BI-WEEKLY		1,261.85	1,325.08	1,391.54
HOURLY		15.7731	16.5635	17.3942
15				
STEP		*4*	*5*	*6*
ANNUAL		33,624.00	35,304.00	37,068.00
MONTHLY		2,802.00	2,942.00	3,089.00
BI-WEEKLY		1,293.23	1,357.85	1,425.69
HOURLY		16.1654	16.9731	17.8212

16

STEP		*3*	*4*	*5*	*6*
ANNUAL		32,832.00	34,476.00	36,204.00	38,016.00
MONTHLY		2,736.00	2,873.00	3,017.00	3,168.00
BI-WEEKLY		1,262.77	1,326.00	1,392.46	1,462.15
HOURLY		15.7846	16.5750	17.4058	18.2769

17 Clerk Typist

STEP		*3*	*4*	*5*	*6*
ANNUAL		33,660.00	35,340.00	37,104.00	38,964.00
MONTHLY		2,805.00	2,945.00	3,092.00	3,247.00
BI-WEEKLY		1,294.62	1,359.23	1,427.08	1,498.62
HOURLY		16.1827	16.9904	17.8385	18.7327

18

STEP		*2*	*3*	*4*	*5*	*6*
ANNUAL		32,856.00	34,500.00	36,228.00	38,040.00	39,948.00
MONTHLY		2,738.00	2,875.00	3,019.00	3,170.00	3,329.00
BI-WEEKLY		1,263.69	1,326.92	1,393.38	1,463.08	1,536.46
HOURLY		15.7962	16.5865	17.4173	18.2885	19.2058

19

STEP		*2*	*3*	*4*	*5*	*6*
ANNUAL		33,672.00	35,352.00	37,116.00	38,976.00	40,920.00
MONTHLY		2,806.00	2,946.00	3,093.00	3,248.00	3,410.00
BI-WEEKLY		1,295.08	1,359.69	1,427.54	1,499.08	1,573.85
HOURLY		16.1885	16.9962	17.8442	18.7385	19.6731

20

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	32,868.00	34,512.00	36,240.00	38,052.00	39,960.00	41,964.00
MONTHLY	2,739.00	2,876.00	3,020.00	3,171.00	3,330.00	3,497.00
BI-WEEKLY	1,264.15	1,327.38	1,393.85	1,463.54	1,536.92	1,614.00
HOURLY	15.8019	16.5923	17.4231	18.2942	19.2115	20.1750

21 Police Cadet

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	33,684.00	35,364.00	37,128.00	38,988.00	40,932.00	42,984.00
MONTHLY	2,807.00	2,947.00	3,094.00	3,249.00	3,411.00	3,582.00
BI-WEEKLY	1,295.54	1,360.15	1,428.00	1,499.54	1,574.31	1,653.23
HOURLY	16.1942	17.0019	17.8500	18.7442	19.6788	20.6654

22 FCC Program Assistant I**22 Geriatric Aide****22 Human Services Aide****22 Lifeguard/Instructor****22 Recreation Leader I**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	34,524.00	36,252.00	38,064.00	39,972.00	41,976.00	44,076.00
MONTHLY	2,877.00	3,021.00	3,172.00	3,331.00	3,498.00	3,673.00
BI-WEEKLY	1,327.85	1,394.31	1,464.00	1,537.38	1,614.46	1,695.23
HOURLY	16.5981	17.4288	18.3000	19.2173	20.1808	21.1904

23 Community Aide II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	35,388.00	37,152.00	39,012.00	40,968.00	43,020.00	45,168.00
MONTHLY	2,949.00	3,096.00	3,251.00	3,414.00	3,585.00	3,764.00
BI-WEEKLY	1,361.08	1,428.92	1,500.46	1,575.69	1,654.62	1,737.23
HOURLY	17.0135	17.8615	18.7558	19.6962	20.6827	21.7154

24

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	36,276.00	38,088.00	39,996.00	42,000.00	44,100.00	46,308.00
MONTHLY	3,023.00	3,174.00	3,333.00	3,500.00	3,675.00	3,859.00
BI-WEEKLY	1,395.23	1,464.92	1,538.31	1,615.38	1,696.15	1,781.08
HOURLY	17.4404	18.3115	19.2288	20.1923	21.2019	22.2635

25

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	37,188.00	39,048.00	41,004.00	43,056.00	45,204.00	47,460.00
MONTHLY	3,099.00	3,254.00	3,417.00	3,588.00	3,767.00	3,955.00
BI-WEEKLY	1,430.31	1,501.85	1,577.08	1,656.00	1,738.62	1,825.38
HOURLY	17.8788	18.7731	19.7135	20.7000	21.7327	22.8173

26 Pool Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	38,112.00	40,020.00	42,024.00	44,124.00	46,332.00	48,648.00
MONTHLY	3,176.00	3,335.00	3,502.00	3,677.00	3,861.00	4,054.00
BI-WEEKLY	1,465.85	1,539.23	1,616.31	1,697.08	1,782.00	1,871.08
HOURLY	18.3231	19.2404	20.2038	21.2135	22.2750	23.3885

27

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	39,060.00	41,016.00	43,068.00	45,216.00	47,472.00	49,848.00
MONTHLY	3,255.00	3,418.00	3,589.00	3,768.00	3,956.00	4,154.00
BI-WEEKLY	1,502.31	1,577.54	1,656.46	1,739.08	1,825.85	1,917.23
HOURLY	18.7788	19.7192	20.7058	21.7385	22.8231	23.9654

28 Meal Services Coordinator**28 Police Assistant****28 Recreation Leader II**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	40,032.00	42,036.00	44,136.00	46,344.00	48,660.00	51,096.00
MONTHLY	3,336.00	3,503.00	3,678.00	3,862.00	4,055.00	4,258.00
BI-WEEKLY	1,539.69	1,616.77	1,697.54	1,782.46	1,871.54	1,965.23
HOURLY	19.2462	20.2096	21.2192	22.2808	23.3942	24.5654

29 Account Clerk**29 Customer Service Clerk I****29 Printing & Technology Intern****29 Recreation Therapist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	41,028.00	43,080.00	45,240.00	47,508.00	49,884.00	52,380.00
MONTHLY	3,419.00	3,590.00	3,770.00	3,959.00	4,157.00	4,365.00
BI-WEEKLY	1,578.00	1,656.92	1,740.00	1,827.23	1,918.62	2,014.62
HOURLY	19.7250	20.7115	21.7500	22.8404	23.9827	25.1827

30 Certified Nursing Assistant
30 Custodian I
30 FCC Education Assistant II
30 FCC Program Assistant II
30 Office Specialist

	1	*2*	*3*	*4*	*5*	*6*
ANNUAL	42,048.00	44,148.00	46,356.00	48,672.00	51,108.00	53,664.00
MONTHLY	3,504.00	3,679.00	3,863.00	4,056.00	4,259.00	4,472.00
BI-WEEKLY	1,617.23	1,698.00	1,782.92	1,872.00	1,965.69	2,064.00
HOURLY	20.2154	21.2250	22.2865	23.4000	24.5712	25.8000

31 On-Demand (Micro/Paratransit) Operator
31 Paratransit Driver

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	43,104.00	45,264.00	47,532.00	49,908.00	52,404.00	55,020.00
MONTHLY	3,592.00	3,772.00	3,961.00	4,159.00	4,367.00	4,585.00
BI-WEEKLY	1,657.85	1,740.92	1,828.15	1,919.54	2,015.54	2,116.15
HOURLY	20.7231	21.7615	22.8519	23.9942	25.1942	26.4519

32 Home Improvement Maintenance Helper
32 Right-of-Way Maintenance Worker

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	44,184.00	46,392.00	48,708.00	51,144.00	53,700.00	56,388.00
MONTHLY	3,682.00	3,866.00	4,059.00	4,262.00	4,475.00	4,699.00
BI-WEEKLY	1,699.38	1,784.31	1,873.38	1,967.08	2,065.38	2,168.77
HOURLY	21.2423	22.3038	23.4173	24.5885	25.8173	27.1096

33 Customer Service Clerk II
33 Equipment Utility Worker I
33 Public Safety Officer
33 Relief Bus Operator Trainee

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	45,288.00	47,556.00	49,932.00	52,428.00	55,044.00	57,792.00
MONTHLY	3,774.00	3,963.00	4,161.00	4,369.00	4,587.00	4,816.00
BI-WEEKLY	1,741.85	1,829.08	1,920.46	2,016.46	2,117.08	2,222.77
HOURLY	21.7731	22.8635	24.0058	25.2058	26.4635	27.7846

34 Custodian II
34 Graffiti Technician
34 On-Demand Transit Dispatcher
34 Paratransit Dispatcher
34 Park Maintenance Worker I

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	46,416.00	48,732.00	51,168.00	53,724.00	56,412.00	59,232.00
MONTHLY	3,868.00	4,061.00	4,264.00	4,477.00	4,701.00	4,936.00
BI-WEEKLY	1,785.23	1,874.31	1,968.00	2,066.31	2,169.69	2,278.15
HOURLY	22.3154	23.4288	24.6000	25.8288	27.1212	28.4769

**35 Community Aide III
35 Help Desk Technician
35 Street Maintenance Worker**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	47,580.00	49,956.00	52,452.00	55,080.00	57,840.00	60,732.00
MONTHLY	3,965.00	4,163.00	4,371.00	4,590.00	4,820.00	5,061.00
BI-WEEKLY	1,830.00	1,921.38	2,017.38	2,118.46	2,224.62	2,335.85
HOURLY	22.8750	24.0173	25.2173	26.4808	27.8077	29.1981

**36 Court Liaison
36 Intermediate Clerk Typist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	48,768.00	51,204.00	53,760.00	56,448.00	59,268.00	62,232.00
MONTHLY	4,064.00	4,267.00	4,480.00	4,704.00	4,939.00	5,186.00
BI-WEEKLY	1,875.69	1,969.38	2,067.69	2,171.08	2,279.54	2,393.54
HOURLY	23.4462	24.6173	25.8462	27.1385	28.4942	29.9192

**37 Nutrition Services Coordinator
37 Relief Bus Operator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	49,992.00	52,488.00	55,116.00	57,876.00	60,768.00	63,804.00
MONTHLY	4,166.00	4,374.00	4,593.00	4,823.00	5,064.00	5,317.00
BI-WEEKLY	1,922.77	2,018.77	2,119.85	2,226.00	2,337.23	2,454.00
HOURLY	24.0346	25.2346	26.4981	27.8250	29.2154	30.6750

**38 Activity Coordinator
38 Equipment Utility Worker II
38 Homeless Coordinator
38 Police Records Technician I
38 Police Service Technician
38 Purchasing Clerk
38 Senior Account Clerk
38 Senior Clerk Typist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	51,240.00	53,808.00	56,496.00	59,316.00	62,280.00	65,400.00
MONTHLY	4,270.00	4,484.00	4,708.00	4,943.00	5,190.00	5,450.00
BI-WEEKLY	1,970.77	2,069.54	2,172.92	2,281.38	2,395.38	2,515.38
HOURLY	24.6346	25.8692	27.1615	28.5173	29.9423	31.4423

**39 Apprentice Mechanic
39 Home Improvement Lead Person
39 Park Maintenance Worker II
39 Records Management Coordinator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	52,524.00	55,152.00	57,912.00	60,804.00	63,840.00	67,032.00
MONTHLY	4,377.00	4,596.00	4,826.00	5,067.00	5,320.00	5,586.00
BI-WEEKLY	2,020.15	2,121.23	2,227.38	2,338.62	2,455.38	2,578.15
HOURLY	25.2519	26.5154	27.8423	29.2327	30.6923	32.2269

40 Engineering Aide
40 FCC Education Assistant III
40 FCC Program Assistant III
40 Public Works Coordinator
40 Sr. Transit Utility Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	53,832.00	56,520.00	59,352.00	62,316.00	65,436.00	68,712.00
MONTHLY	4,486.00	4,710.00	4,946.00	5,193.00	5,453.00	5,726.00
BI-WEEKLY	2,070.46	2,173.85	2,282.77	2,396.77	2,516.77	2,642.77
HOURLY	25.8808	27.1731	28.5346	29.9596	31.4596	33.0346

41 Deputy City Clerk I
41 Permit/Licensing Technician I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	55,176.00	57,936.00	60,828.00	63,864.00	67,056.00	70,404.00
MONTHLY	4,598.00	4,828.00	5,069.00	5,322.00	5,588.00	5,867.00
BI-WEEKLY	2,122.15	2,228.31	2,339.54	2,456.31	2,579.08	2,707.85
HOURLY	26.5269	27.8538	29.2442	30.7038	32.2385	33.8481

42 Community Center Coordinator
42 Community Services Officer
42 Human Services Coordinator
42 Police Records Technician II
42 Police Service Officer
42 Recreation Coordinator
42 Secretary

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	56,556.00	59,388.00	62,352.00	65,472.00	68,748.00	72,180.00
MONTHLY	4,713.00	4,949.00	5,196.00	5,456.00	5,729.00	6,015.00
BI-WEEKLY	2,175.23	2,284.15	2,398.15	2,518.15	2,644.15	2,776.15
HOURLY	27.1904	28.5519	29.9769	31.4769	33.0519	34.7019

43 Administrative Aide
43 Building Maintenance Worker
43 Cement Finisher
43 Human Resources / Department Coordinator
43 Payroll / Personnel Technician
43 Senior Citizens Social Services Coordinator
43 Transit Maintenance Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	57,972.00	60,876.00	63,924.00	67,116.00	70,476.00	74,004.00
MONTHLY	4,831.00	5,073.00	5,327.00	5,593.00	5,873.00	6,167.00
BI-WEEKLY	2,229.69	2,341.38	2,458.62	2,581.38	2,710.62	2,846.31
HOURLY	27.8712	29.2673	30.7327	32.2673	33.8827	35.5788

44 Administrative Secretary
44 Building Aide
44 Building/Planning Technician
44 Permit/Licensing Technician II
44 Sewer Maintenance Worker
44 Tree Trimmer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	59,424.00	62,400.00	65,520.00	68,796.00	72,240.00	75,852.00
MONTHLY	4,952.00	5,200.00	5,460.00	5,733.00	6,020.00	6,321.00
BI-WEEKLY	2,285.54	2,400.00	2,520.00	2,646.00	2,778.46	2,917.38
HOURLY	28.5692	30.0000	31.5000	33.0750	34.7308	36.4673

45 Street Sweeper Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	60,912.00	63,960.00	67,164.00	70,524.00	74,052.00	77,760.00
MONTHLY	5,076.00	5,330.00	5,597.00	5,877.00	6,171.00	6,480.00
BI-WEEKLY	2,342.77	2,460.00	2,583.23	2,712.46	2,848.15	2,990.77
HOURLY	29.2846	30.7500	32.2904	33.9058	35.6019	37.3846

46 Heavy Equipment Operator

46 Street Traffic Painter

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	62,436.00	65,556.00	68,832.00	72,276.00	75,888.00	79,680.00
MONTHLY	5,203.00	5,463.00	5,736.00	6,023.00	6,324.00	6,640.00
BI-WEEKLY	2,401.38	2,521.38	2,647.38	2,779.85	2,918.77	3,064.62
HOURLY	30.0173	31.5173	33.0923	34.7481	36.4846	38.3077

47 Equipment Mechanic

47 Graphics Technician

47 Maintenance Painter

47 Senior Building Maintenance Worker

47 Transit Mechanic

47 Transit Parts/Storeroom Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,996.00	67,200.00	70,560.00	74,088.00	77,796.00	81,684.00
MONTHLY	5,333.00	5,600.00	5,880.00	6,174.00	6,483.00	6,807.00
BI-WEEKLY	2,461.38	2,584.62	2,713.85	2,849.54	2,992.15	3,141.69
HOURLY	30.7673	32.3077	33.9231	35.6192	37.4019	39.2712

48 Custodian-Lead

48 Financial Services Technician

48 Human Resources Technician

48 Junior Accountant

48 Property and Evidence Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	65,592.00	68,868.00	72,312.00	75,924.00	79,716.00	83,700.00
MONTHLY	5,466.00	5,739.00	6,026.00	6,327.00	6,643.00	6,975.00
BI-WEEKLY	2,522.77	2,648.77	2,781.23	2,920.15	3,066.00	3,219.23
HOURLY	31.5346	33.1096	34.7654	36.5019	38.3250	40.2404

49 Administrative Analyst I
49 Community Services Counselor
49 Program Coordinator
49 Recreation Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	67,236.00	70,596.00	74,124.00	77,832.00	81,720.00	85,812.00
MONTHLY	5,603.00	5,883.00	6,177.00	6,486.00	6,810.00	7,151.00
BI-WEEKLY	2,586.00	2,715.23	2,850.92	2,993.54	3,143.08	3,300.46
HOURLY	32.3250	33.9404	35.6365	37.4192	39.2885	41.2558

50 Case Management Supervisor/Instructor
50 Transit Dispatcher/Operations Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,916.00	72,360.00	75,984.00	79,788.00	83,772.00	87,960.00
MONTHLY	5,743.00	6,030.00	6,332.00	6,649.00	6,981.00	7,330.00
BI-WEEKLY	2,650.62	2,783.08	2,922.46	3,068.77	3,222.00	3,383.08
HOURLY	33.1327	34.7885	36.5308	38.3596	40.2750	42.2885

51 Electrical/Signal Technician I
51 Emergency Preparedness Coordinator
51 Engineering Technician
51 Executive Assistant to Chief of Police
51 General Building Inspector
51 Information Technology Coordinator
51 Lead Equipment Mechanic

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	70,644.00	74,172.00	77,880.00	81,780.00	85,872.00	90,168.00
MONTHLY	5,887.00	6,181.00	6,490.00	6,815.00	7,156.00	7,514.00
BI-WEEKLY	2,717.08	2,852.77	2,995.38	3,145.38	3,302.77	3,468.00
HOURLY	33.9635	35.6596	37.4423	39.3173	41.2846	43.3500

52 Payroll Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	72,408.00	76,032.00	79,836.00	83,832.00	88,020.00	92,424.00
MONTHLY	6,034.00	6,336.00	6,653.00	6,986.00	7,335.00	7,702.00
BI-WEEKLY	2,784.92	2,924.31	3,070.62	3,224.31	3,385.38	3,554.77
HOURLY	34.8115	36.5538	38.3827	40.3038	42.3173	44.4346

53 Code Enforcement Officer
53 FCC Education Coordinator
53 Park Maintenance Lead
53 Public Works Inspector
53 Public Works Lead

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	74,220.00	77,928.00	81,828.00	85,920.00	90,216.00	94,728.00
MONTHLY	6,185.00	6,494.00	6,819.00	7,160.00	7,518.00	7,894.00
BI-WEEKLY	2,854.62	2,997.23	3,147.23	3,304.62	3,469.85	3,643.38
HOURLY	35.6827	37.4654	39.3404	41.3077	43.3731	45.5423

54 Administrative Analyst II
54 Building Maintenance Lead
54 Forensic Technician
54 Transit Marketing Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	76,080.00	79,884.00	83,880.00	88,080.00	92,484.00	97,104.00
MONTHLY	6,340.00	6,657.00	6,990.00	7,340.00	7,707.00	8,092.00
BI-WEEKLY	2,926.15	3,072.46	3,226.15	3,387.69	3,557.08	3,734.77
HOURLY	36.5769	38.4058	40.3269	42.3462	44.4635	46.6846

55 Electrical/Signal Technician II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,988.00	81,888.00	85,980.00	90,276.00	94,788.00	99,528.00
MONTHLY	6,499.00	6,824.00	7,165.00	7,523.00	7,899.00	8,294.00
BI-WEEKLY	2,999.54	3,149.54	3,306.92	3,472.15	3,645.69	3,828.00
HOURLY	37.4942	39.3692	41.3365	43.4019	45.5712	47.8500

56 Administrative Coordinator

56 Assistant Engineer

56 FCC Program Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	79,932.00	83,928.00	88,128.00	92,532.00	97,164.00	102,024.00
MONTHLY	6,661.00	6,994.00	7,344.00	7,711.00	8,097.00	8,502.00
BI-WEEKLY	3,074.31	3,228.00	3,389.54	3,558.92	3,737.08	3,924.00
HOURLY	38.4288	40.3500	42.3692	44.4865	46.7135	49.0500

57 Communications Liaison Officer

57 Senior Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	81,936.00	86,028.00	90,324.00	94,836.00	99,576.00	104,556.00
MONTHLY	6,828.00	7,169.00	7,527.00	7,903.00	8,298.00	8,713.00
BI-WEEKLY	3,151.38	3,308.77	3,474.00	3,647.54	3,829.85	4,021.38
HOURLY	39.3923	41.3596	43.4250	45.5942	47.8731	50.2673

58 Associate Planner

58 Code Enforcement Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,988.00	88,188.00	92,592.00	97,224.00	102,084.00	107,184.00
MONTHLY	6,999.00	7,349.00	7,716.00	8,102.00	8,507.00	8,932.00
BI-WEEKLY	3,230.31	3,391.85	3,561.23	3,739.38	3,926.31	4,122.46
HOURLY	40.3788	42.3981	44.5154	46.7423	49.0788	51.5308

59 Administrative Support Services Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	86,088.00	90,396.00	94,920.00	99,672.00	104,652.00	109,884.00
MONTHLY	7,174.00	7,533.00	7,910.00	8,306.00	8,721.00	9,157.00
BI-WEEKLY	3,311.08	3,476.77	3,650.77	3,833.54	4,025.08	4,226.31
HOURLY	41.3885	43.4596	45.6346	47.9192	50.3135	52.8288

60

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	88,236.00	92,652.00	97,284.00	102,144.00	107,256.00	112,620.00
MONTHLY	7,353.00	7,721.00	8,107.00	8,512.00	8,938.00	9,385.00
BI-WEEKLY	3,393.69	3,563.54	3,741.69	3,928.62	4,125.23	4,331.54
HOURLY	42.4212	44.5442	46.7712	49.1077	51.5654	54.1442

61 Administrative Analyst III**61 Associate Engineer****61 Information Technology Systems Analyst - Transit****61 Transit Planning and Scheduling Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	90,444.00	94,968.00	99,720.00	104,712.00	109,944.00	115,440.00
MONTHLY	7,537.00	7,914.00	8,310.00	8,726.00	9,162.00	9,620.00
BI-WEEKLY	3,478.62	3,652.62	3,835.38	4,027.38	4,228.62	4,440.00
HOURLY	43.4827	45.6577	47.9423	50.3423	52.8577	55.5000

62 Information Technology Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	92,700.00	97,332.00	102,204.00	107,316.00	112,680.00	118,320.00
MONTHLY	7,725.00	8,111.00	8,517.00	8,943.00	9,390.00	9,860.00
BI-WEEKLY	3,565.38	3,743.54	3,930.92	4,127.54	4,333.85	4,550.77
HOURLY	44.5673	46.7942	49.1365	51.5942	54.1731	56.8846

63

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	95,016.00	99,768.00	104,760.00	110,004.00	115,500.00	121,272.00
MONTHLY	7,918.00	8,314.00	8,730.00	9,167.00	9,625.00	10,106.00
BI-WEEKLY	3,654.46	3,837.23	4,029.23	4,230.92	4,442.31	4,664.31
HOURLY	45.6808	47.9654	50.3654	52.8865	55.5288	58.3038

64

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	97,392.00	102,264.00	107,376.00	112,740.00	118,380.00	124,296.00
MONTHLY	8,116.00	8,522.00	8,948.00	9,395.00	9,865.00	10,358.00
BI-WEEKLY	3,745.85	3,933.23	4,129.85	4,336.15	4,553.08	4,780.62
HOURLY	46.8231	49.1654	51.6231	54.2019	56.9135	59.7577

65

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	99,828.00	104,820.00	110,064.00	115,572.00	121,356.00	127,428.00
MONTHLY	8,319.00	8,735.00	9,172.00	9,631.00	10,113.00	10,619.00
BI-WEEKLY	3,839.54	4,031.54	4,233.23	4,445.08	4,667.54	4,901.08
HOURLY	47.9942	50.3942	52.9154	55.5635	58.3442	61.2635

66 Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	102,324.00	107,436.00	112,812.00	118,452.00	124,380.00	130,596.00
MONTHLY	8,527.00	8,953.00	9,401.00	9,871.00	10,365.00	10,883.00
BI-WEEKLY	3,935.54	4,132.15	4,338.92	4,555.85	4,783.85	5,022.92
HOURLY	49.1942	51.6519	54.2365	56.9481	59.7981	62.7865

67

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	104,880.00	110,124.00	115,632.00	121,416.00	127,488.00	133,860.00
MONTHLY	8,740.00	9,177.00	9,636.00	10,118.00	10,624.00	11,155.00
BI-WEEKLY	4,033.85	4,235.54	4,447.38	4,669.85	4,903.38	5,148.46
HOURLY	50.4231	52.9442	55.5923	58.3731	61.2923	64.3558

90 Bus Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	57,144.00	60,000.00	63,000.00	66,156.00	69,468.00	72,936.00
MONTHLY	4,762.00	5,000.00	5,250.00	5,513.00	5,789.00	6,078.00
BI-WEEKLY	2,197.85	2307.69	2423.08	2,544.46	2,671.85	2,805.23
HOURLY	27.4731	28.8462	30.2885	31.8058	33.3981	35.0654

Specialty - 5%	238.10	250.00	262.50	275.65	289.45	303.90

104

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	61,152.00	64,212.00	67,428.00	70,800.00	74,340.00	78,060.00
MONTHLY	5,096.00	5,351.00	5,619.00	5,900.00	6,195.00	6,505.00
BI-WEEKLY	2,352.00	2,469.69	2,593.38	2,723.08	2,859.23	3,002.31
HOURLY	29.4000	30.8712	32.4173	34.0385	35.7404	37.5288

Lgy Bonus 20	127.40	133.78	140.48	147.50	154.88	162.63
Lgy Bonus 25	254.80	267.55	280.95	295.00	309.75	325.25
Lgy Bonus 30	382.20	401.33	421.43	442.50	464.63	487.88

105

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	62,676.00	65,808.00	69,096.00	72,552.00	76,176.00	79,980.00
MONTHLY	5,223.00	5,484.00	5,758.00	6,046.00	6,348.00	6,665.00
BI-WEEKLY	2,410.62	2531.08	2657.54	2790.46	2929.85	3076.15
HOURLY	30.1327	31.6385	33.2192	34.8808	36.6231	38.4519

Lgy Bonus 20	130.58	137.10	143.95	151.15	158.70	166.63
Lgy Bonus 25	261.15	274.20	287.90	302.30	317.40	333.25
Lgy Bonus 30	391.73	411.30	431.85	453.45	476.10	499.88

106

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	64,248.00	67,464.00	70,836.00	74,376.00	78,096.00	81,996.00
MONTHLY	5,354.00	5,622.00	5,903.00	6,198.00	6,508.00	6,833.00
BI-WEEKLY	2,471.08	2,594.77	2,724.46	2,860.62	3,003.69	3,153.69
HOURLY	30.8885	32.4346	34.0558	35.7577	37.5462	39.4212

Lgy Bonus 20	133.85	140.55	147.58	154.95	162.70	170.83
Lgy Bonus 25	267.70	281.10	295.15	309.90	325.40	341.65
Lgy Bonus 30	401.55	421.65	442.73	464.85	488.10	512.48

107

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	65,856.00	69,144.00	72,600.00	76,236.00	80,052.00	84,060.00
MONTHLY	5,488.00	5,762.00	6,050.00	6,353.00	6,671.00	7,005.00
BI-WEEKLY	2,532.92	2,659.38	2,792.31	2,932.15	3,078.92	3,233.08
HOURLY	31.6615	33.2423	34.9038	36.6519	38.4865	40.4135

Lgy Bonus 20	137.20	144.05	151.25	158.83	166.78	175.13
Lgy Bonus 25	274.40	288.10	302.50	317.65	333.55	350.25
Lgy Bonus 30	411.60	432.15	453.75	476.48	500.33	525.38

108 Economic Development Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	67,500.00	70,872.00	74,412.00	78,132.00	82,044.00	86,148.00
MONTHLY	5,625.00	5,906.00	6,201.00	6,511.00	6,837.00	7,179.00
BI-WEEKLY	2,596.15	2,725.85	2,862.00	3,005.08	3,155.54	3,313.38
HOURLY	32.4519	34.0731	35.7750	37.5635	39.4442	41.4173
Lgy Bonus 20	140.63	147.65	155.03	162.78	170.93	179.48
Lgy Bonus 25	281.25	295.30	310.05	325.55	341.85	358.95
Lgy Bonus 30	421.88	442.95	465.08	488.33	512.78	538.43

109

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	69,192.00	72,648.00	76,284.00	80,100.00	84,108.00	88,308.00
MONTHLY	5,766.00	6,054.00	6,357.00	6,675.00	7,009.00	7,359.00
BI-WEEKLY	2,661.23	2,794.15	2,934.00	3,080.77	3,234.92	3,396.46
HOURLY	33.2654	34.9269	36.6750	38.5096	40.4365	42.4558
Lgy Bonus 20	144.15	151.35	158.93	166.88	175.23	183.98
Lgy Bonus 25	288.30	302.70	317.85	333.75	350.45	367.95
Lgy Bonus 30	432.45	454.05	476.78	500.63	525.68	551.93

110

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	70,920.00	74,472.00	78,192.00	82,104.00	86,208.00	90,516.00
MONTHLY	5,910.00	6,206.00	6,516.00	6,842.00	7,184.00	7,543.00
BI-WEEKLY	2,727.69	2,864.31	3,007.38	3,157.85	3,315.69	3,481.38
HOURLY	34.0962	35.8038	37.5923	39.4731	41.4462	43.5173
Lgy Bonus 20	147.75	155.15	162.90	171.05	179.60	188.58
Lgy Bonus 25	295.50	310.30	325.80	342.10	359.20	377.15
Lgy Bonus 30	443.25	465.45	488.70	513.15	538.80	565.73

111

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	72,696.00	76,332.00	80,148.00	84,156.00	88,368.00	92,784.00
MONTHLY	6,058.00	6,361.00	6,679.00	7,013.00	7,364.00	7,732.00
BI-WEEKLY	2,796.00	2,935.85	3,082.62	3,236.77	3,398.77	3,568.62
HOURLY	34.9500	36.6981	38.5327	40.4596	42.4846	44.6077
Lgy Bonus 20	151.45	159.03	166.98	175.33	184.10	193.30
Lgy Bonus 25	302.90	318.05	333.95	350.65	368.20	386.60
Lgy Bonus 30	454.35	477.08	500.93	525.98	552.30	579.90

112

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	74,532.00	78,264.00	82,176.00	86,280.00	90,600.00	95,136.00
MONTHLY	6,211.00	6,522.00	6,848.00	7,190.00	7,550.00	7,928.00
BI-WEEKLY	2,866.62	3,010.15	3,160.62	3,318.46	3,484.62	3,659.08
HOURLY	35.8327	37.6269	39.5077	41.4808	43.5577	45.7385
Lgy Bonus 20	155.28	163.05	171.20	179.75	188.75	198.20
Lgy Bonus 25	310.55	326.10	342.40	359.50	377.50	396.40
Lgy Bonus 30	465.83	489.15	513.60	539.25	566.25	594.60

113

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	76,392.00	80,208.00	84,216.00	88,428.00	92,844.00	97,488.00
MONTHLY	6,366.00	6,684.00	7,018.00	7,369.00	7,737.00	8,124.00
BI-WEEKLY	2,938.15	3,084.92	3,239.08	3,401.08	3,570.92	3,749.54
HOURLY	36.7269	38.5615	40.4885	42.5135	44.6365	46.8692
Lgy Bonus 20	159.15	167.10	175.45	184.23	193.43	203.10
Lgy Bonus 25	318.30	334.20	350.90	368.45	386.85	406.20
Lgy Bonus 30	477.45	501.30	526.35	552.68	580.28	609.30

114

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	78,300.00	82,212.00	86,328.00	90,648.00	95,184.00	99,948.00
MONTHLY	6,525.00	6,851.00	7,194.00	7,554.00	7,932.00	8,329.00
BI-WEEKLY	3,011.54	3,162.00	3,320.31	3,486.46	3,660.92	3,844.15
HOURLY	37.6442	39.5250	41.5038	43.5808	45.7615	48.0519
Lgy Bonus 20	163.13	171.28	179.85	188.85	198.30	208.23
Lgy Bonus 25	326.25	342.55	359.70	377.70	396.60	416.45
Lgy Bonus 30	489.38	513.83	539.55	566.55	594.90	624.68

115 Deputy City Clerk/Records Management Officer**115 Deputy City Treasurer****115 Human Resources Analyst****115 Risk Management Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	80,256.00	84,264.00	88,476.00	92,904.00	97,548.00	102,420.00
MONTHLY	6,688.00	7,022.00	7,373.00	7,742.00	8,129.00	8,535.00
BI-WEEKLY	3,086.77	3,240.92	3,402.92	3,573.23	3,751.85	3,939.23
HOURLY	38.5846	40.5115	42.5365	44.6654	46.8981	49.2404
Lgy Bonus 20	167.20	175.55	184.33	193.55	203.23	213.38
Lgy Bonus 25	334.40	351.10	368.65	387.10	406.45	426.75
Lgy Bonus 30	501.60	526.65	552.98	580.65	609.68	640.13

116

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	82,260.00	86,376.00	90,696.00	95,232.00	99,996.00	105,000.00
MONTHLY	6,855.00	7,198.00	7,558.00	7,936.00	8,333.00	8,750.00
BI-WEEKLY	3,163.85	3,322.15	3,488.31	3,662.77	3,846.00	4,038.46
HOURLY	39.5481	41.5269	43.6038	45.7846	48.0750	50.4808
Lgy Bonus 20	171.38	179.95	188.95	198.40	208.33	218.75
Lgy Bonus 25	342.75	359.90	377.90	396.80	416.65	437.50
Lgy Bonus 30	514.13	539.85	566.85	595.20	624.98	656.25

117 Transportation Operations Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	84,312.00	88,524.00	92,952.00	97,596.00	102,480.00	107,604.00
MONTHLY	7,026.00	7,377.00	7,746.00	8,133.00	8,540.00	8,967.00
BI-WEEKLY	3,242.77	3,404.77	3,575.08	3,753.69	3,941.54	4,138.62
HOURLY	40.5346	42.5596	44.6885	46.9212	49.2692	51.7327
Lgy Bonus 20	175.65	184.43	193.65	203.33	213.50	224.18
Lgy Bonus 25	351.30	368.85	387.30	406.65	427.00	448.35
Lgy Bonus 30	526.95	553.28	580.95	609.98	640.50	672.53

118 Administrative Management Analyst I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	86,424.00	90,744.00	95,280.00	100,044.00	105,048.00	110,304.00
MONTHLY	7,202.00	7,562.00	7,940.00	8,337.00	8,754.00	9,192.00
BI-WEEKLY	3,324.00	3,490.15	3,664.62	3,847.85	4,040.31	4,242.46
HOURLY	41.5500	43.6269	45.8077	48.0981	50.5038	53.0308
Lgy Bonus 20	180.05	189.05	198.50	208.43	218.85	229.80
Lgy Bonus 25	360.10	378.10	397.00	416.85	437.70	459.60
Lgy Bonus 30	540.15	567.15	595.50	625.28	656.55	689.40

119 Accountant/Cost Accountant**119 Fleet Maintenance Supervisor****119 Transit Administrative Supervisor****119 Transit Training and Safety Supervisor**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	88,584.00	93,012.00	97,668.00	102,552.00	107,676.00	113,064.00
MONTHLY	7,382.00	7,751.00	8,139.00	8,546.00	8,973.00	9,422.00
BI-WEEKLY	3,407.08	3,577.38	3,756.46	3,944.31	4,141.38	4,348.62
HOURLY	42.5885	44.7173	46.9558	49.3038	51.7673	54.3577
Lgy Bonus 20	184.55	193.78	203.48	213.65	224.33	235.55
Lgy Bonus 25	369.10	387.55	406.95	427.30	448.65	471.10
Lgy Bonus 30	553.65	581.33	610.43	640.95	672.98	706.65

120 Administrative Management Analyst II**120 Executive Office Assistant**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	90,804.00	95,340.00	100,104.00	105,108.00	110,364.00	115,884.00
MONTHLY	7,567.00	7,945.00	8,342.00	8,759.00	9,197.00	9,657.00
BI-WEEKLY	3,492.46	3,666.92	3,850.15	4,042.62	4,244.77	4,457.08
HOURLY	43.6558	45.8365	48.1269	50.5327	53.0596	55.7135
Lgy Bonus 20	189.18	198.63	208.55	218.98	229.93	241.43
Lgy Bonus 25	378.35	397.25	417.10	437.95	459.85	482.85
Lgy Bonus 30	567.53	595.88	625.65	656.93	689.78	724.28

121

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	93,072.00	97,728.00	102,612.00	107,748.00	113,136.00	118,788.00
MONTHLY	7,756.00	8,144.00	8,551.00	8,979.00	9,428.00	9,899.00
BI-WEEKLY	3,579.69	3,758.77	3,946.62	4,144.15	4,351.38	4,568.77
HOURLY	44.7462	46.9846	49.3327	51.8019	54.3923	57.1096
Lgy Bonus 20	193.90	203.60	213.78	224.48	235.70	247.48
Lgy Bonus 25	387.80	407.20	427.55	448.95	471.40	494.95
Lgy Bonus 30	581.70	610.80	641.33	673.43	707.10	742.43

122 Facilities Maintenance Supervisor**122 Senior Human Resources Analyst****122 Senior Planner**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	95,400.00	100,176.00	105,180.00	110,436.00	115,956.00	121,752.00
MONTHLY	7,950.00	8,348.00	8,765.00	9,203.00	9,663.00	10,146.00
BI-WEEKLY	3,669.23	3,852.92	4,045.38	4,247.54	4,459.85	4,682.77
HOURLY	45.8654	48.1615	50.5673	53.0942	55.7481	58.5346
Lgy Bonus 20	198.75	208.70	219.13	230.08	241.58	253.65
Lgy Bonus 25	397.50	417.40	438.25	460.15	483.15	507.30
Lgy Bonus 30	596.25	626.10	657.38	690.23	724.73	760.95

123

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	97,788.00	102,672.00	107,808.00	113,196.00	118,860.00	124,800.00
MONTHLY	8,149.00	8,556.00	8,984.00	9,433.00	9,905.00	10,400.00
BI-WEEKLY	3,761.08	3,948.92	4,146.46	4,353.69	4,571.54	4,800.00
HOURLY	47.0135	49.3615	51.8308	54.4212	57.1442	60.0000
Lgy Bonus 20	203.73	213.90	224.60	235.83	247.63	260.00
Lgy Bonus 25	407.45	427.80	449.20	471.65	495.25	520.00
Lgy Bonus 30	611.18	641.70	673.80	707.48	742.88	780.00

124 Assistant Transit Operations Manager**124 Senior Administrative Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	100,236.00	105,252.00	110,520.00	116,052.00	121,860.00	127,956.00
MONTHLY	8,353.00	8,771.00	9,210.00	9,671.00	10,155.00	10,663.00
BI-WEEKLY	3,855.23	4,048.15	4,250.77	4,463.54	4,686.92	4,921.38
HOURLY	48.1904	50.6019	53.1346	55.7942	58.5865	61.5173
Lgy Bonus 20	208.83	219.28	230.25	241.78	253.88	266.58
Lgy Bonus 25	417.65	438.55	460.50	483.55	507.75	533.15
Lgy Bonus 30	626.48	657.83	690.75	725.33	761.63	799.73

125 Public Information Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	102,744.00	107,880.00	113,280.00	118,944.00	124,896.00	131,136.00
MONTHLY	8,562.00	8,990.00	9,440.00	9,912.00	10,408.00	10,928.00
BI-WEEKLY	3,951.69	4,149.23	4,356.92	4,574.77	4,803.69	5,043.69
HOURLY	49.3962	51.8654	54.4615	57.1846	60.0462	63.0462
Lgy Bonus 20	214.05	224.75	236.00	247.80	260.20	273.20
Lgy Bonus 25	428.10	449.50	472.00	495.60	520.40	546.40
Lgy Bonus 30	642.15	674.25	708.00	743.40	780.60	819.60

126 Administrative Services Manager**126 Community Development Manager****126 Economic Development Manager****126 Family Child Care Manager****126 Recreation & Human Services Manager****126 Transportation Administrative Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	105,312.00	110,580.00	116,112.00	121,920.00	128,016.00	134,412.00
MONTHLY	8,776.00	9,215.00	9,676.00	10,160.00	10,668.00	11,201.00
BI-WEEKLY	4,050.46	4,253.08	4,465.85	4,689.23	4,923.69	5,169.69
HOURLY	50.6308	53.1635	55.8231	58.6154	61.5462	64.6212
Lgy Bonus 20	219.40	230.38	241.90	254.00	266.70	280.03
Lgy Bonus 25	438.80	460.75	483.80	508.00	533.40	560.05
Lgy Bonus 30	658.20	691.13	725.70	762.00	800.10	840.08

127

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	107,940.00	113,340.00	119,004.00	124,956.00	131,208.00	137,772.00
MONTHLY	8,995.00	9,445.00	9,917.00	10,413.00	10,934.00	11,481.00
BI-WEEKLY	4,151.54	4,359.23	4,577.08	4,806.00	5,046.46	5,298.92
HOURLY	51.8942	54.4904	57.2135	60.0750	63.0808	66.2365
Lgy Bonus 20	224.88	236.13	247.93	260.33	273.35	287.03
Lgy Bonus 25	449.75	472.25	495.85	520.65	546.70	574.05
Lgy Bonus 30	674.63	708.38	743.78	780.98	820.05	861.08

128 Equipment Maintenance Superintendent**128 Finance and Administrative Services Manager****128 Financial Services Manager****128 Transit Maintenance Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	110,640.00	116,172.00	121,980.00	128,076.00	134,484.00	141,204.00
MONTHLY	9,220.00	9,681.00	10,165.00	10,673.00	11,207.00	11,767.00
BI-WEEKLY	4,255.38	4,468.15	4,691.54	4,926.00	5,172.46	5,430.92
HOURLY	53.1923	55.8519	58.6442	61.5750	64.6558	67.8865
Lgy Bonus 20	230.50	242.03	254.13	266.83	280.18	294.18
Lgy Bonus 25	461.00	484.05	508.25	533.65	560.35	588.35
Lgy Bonus 30	691.50	726.08	762.38	800.48	840.53	882.53

129

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	113,412.00	119,088.00	125,040.00	131,292.00	137,856.00	144,744.00
MONTHLY	9,451.00	9,924.00	10,420.00	10,941.00	11,488.00	12,062.00
BI-WEEKLY	4,362.00	4,580.31	4,809.23	5,049.69	5,302.15	5,567.08
HOURLY	54.5250	57.2538	60.1154	63.1212	66.2769	69.5885
Lgy Bonus 20	236.28	248.10	260.50	273.53	287.20	301.55
Lgy Bonus 25	472.55	496.20	521.00	547.05	574.40	603.10
Lgy Bonus 30	708.83	744.30	781.50	820.58	861.60	904.65

130 Accounting/Finance Manager
130 Information Technology Manager
130 Park Maintenance Superintendent
130 Recreation Program Administrator
130 Revenue and Purchasing Manager
130 Street Maintenance Superintendent

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	116,244.00	122,052.00	128,160.00	134,568.00	141,300.00	148,368.00
MONTHLY	9,687.00	10,171.00	10,680.00	11,214.00	11,775.00	12,364.00
BI-WEEKLY	4,470.92	4,694.31	4,929.23	5,175.69	5,434.62	5,706.46
HOURLY	55.8865	58.6788	61.6154	64.6962	67.9327	71.3308
Lgy Bonus 20	242.18	254.28	267.00	280.35	294.38	309.10
Lgy Bonus 25	484.35	508.55	534.00	560.70	588.75	618.20
Lgy Bonus 30	726.53	762.83	801.00	841.05	883.13	927.30

131 Plan Check Engineer
131 Transit Operations Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	119,148.00	125,100.00	131,352.00	137,916.00	144,816.00	152,052.00
MONTHLY	9,929.00	10,425.00	10,946.00	11,493.00	12,068.00	12,671.00
BI-WEEKLY	4,582.62	4,811.54	5,052.00	5,304.46	5,569.85	5,848.15
HOURLY	57.2827	60.1442	63.1500	66.3058	69.6231	73.1019
Lgy Bonus 20	248.23	260.63	273.65	287.33	301.70	316.78
Lgy Bonus 25	496.45	521.25	547.30	574.65	603.40	633.55
Lgy Bonus 30	744.68	781.88	820.95	861.98	905.10	950.33

132 FCC Therapist/Trainer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	122,124.00	128,232.00	134,640.00	141,372.00	148,440.00	155,868.00
MONTHLY	10,177.00	10,686.00	11,220.00	11,781.00	12,370.00	12,989.00
BI-WEEKLY	4,697.08	4,932.00	5,178.46	5,437.38	5,709.23	5,994.92
HOURLY	58.7135	61.6500	64.7308	67.9673	71.3654	74.9365
Lgy Bonus 20	254.43	267.15	280.50	294.53	309.25	324.73
Lgy Bonus 25	508.85	534.30	561.00	589.05	618.50	649.45
Lgy Bonus 30	763.28	801.45	841.50	883.58	927.75	974.18

**133 Human Resources Manager
133 Public Works Superintendent**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	125,172.00	131,436.00	138,012.00	144,912.00	152,160.00	159,768.00
MONTHLY	10,431.00	10,953.00	11,501.00	12,076.00	12,680.00	13,314.00
BI-WEEKLY	4,814.31	5,055.23	5,308.15	5,573.54	5,852.31	6,144.92
HOURLY	60.1788	63.1904	66.3519	69.6692	73.1538	76.8115
Lgy Bonus 20	260.78	273.83	287.53	301.90	317.00	332.85
Lgy Bonus 25	521.55	547.65	575.05	603.80	634.00	665.70
Lgy Bonus 30	782.33	821.48	862.58	905.70	951.00	998.55

134 Assistant to the City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	128,304.00	134,724.00	141,456.00	148,524.00	155,952.00	163,752.00
MONTHLY	10,692.00	11,227.00	11,788.00	12,377.00	12,996.00	13,646.00
BI-WEEKLY	4,934.77	5,181.69	5,440.62	5,712.46	5,998.15	6,298.15
HOURLY	61.6846	64.7712	68.0077	71.4058	74.9769	78.7269
Lgy Bonus 20	267.30	280.68	294.70	309.43	324.90	341.15
Lgy Bonus 25	534.60	561.35	589.40	618.85	649.80	682.30
Lgy Bonus 30	801.90	842.03	884.10	928.28	974.70	1023.45

135

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	131,508.00	138,084.00	144,984.00	152,232.00	159,840.00	167,832.00
MONTHLY	10,959.00	11,507.00	12,082.00	12,686.00	13,320.00	13,986.00
BI-WEEKLY	5,058.00	5,310.92	5,576.31	5,855.08	6,147.69	6,455.08
HOURLY	63.2250	66.3865	69.7038	73.1885	76.8462	80.6885
Lgy Bonus 20	273.98	287.68	302.05	317.15	333.00	349.65
Lgy Bonus 25	547.95	575.35	604.10	634.30	666.00	699.30
Lgy Bonus 30	821.93	863.03	906.15	951.45	999.00	1048.95

136

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	134,796.00	141,540.00	148,620.00	156,048.00	163,848.00	172,044.00
MONTHLY	11,233.00	11,795.00	12,385.00	13,004.00	13,654.00	14,337.00
BI-WEEKLY	5,184.46	5,443.85	5,716.15	6,001.85	6,301.85	6,617.08
HOURLY	64.8058	68.0481	71.4519	75.0231	78.7731	82.7135
Lgy Bonus 20	280.83	294.88	309.63	325.10	341.35	358.43
Lgy Bonus 25	561.65	589.75	619.25	650.20	682.70	716.85
Lgy Bonus 30	842.48	884.63	928.88	975.30	1024.05	1075.28

137

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	138,168.00	145,080.00	152,340.00	159,960.00	167,964.00	176,364.00
MONTHLY	11,514.00	12,090.00	12,695.00	13,330.00	13,997.00	14,697.00
BI-WEEKLY	5,314.15	5,580.00	5,859.23	6,152.31	6,460.15	6,783.23
HOURLY	66.4269	69.7500	73.2404	76.9038	80.7519	84.7904
Lgy Bonus 20	287.85	302.25	317.38	333.25	349.93	367.43
Lgy Bonus 25	575.70	604.50	634.75	666.50	699.85	734.85
Lgy Bonus 30	863.55	906.75	952.13	999.75	1049.78	1102.28

138 Chief Fiscal Officer
138 Principal Civil Engineer
138 Transit Administrative Officer
138 Transit Operations Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	141,624.00	148,704.00	156,144.00	163,956.00	172,152.00	180,756.00
MONTHLY	11,802.00	12,392.00	13,012.00	13,663.00	14,346.00	15,063.00
BI-WEEKLY	5,447.08	5,719.38	6,005.54	6,306.00	6,621.23	6,952.15
HOURLY	68.0885	71.4923	75.0692	78.8250	82.7654	86.9019
Lgy Bonus 20	295.05	309.80	325.30	341.58	358.65	376.58
Lgy Bonus 25	590.10	619.60	650.60	683.15	717.30	753.15
Lgy Bonus 30	885.15	929.40	975.90	1024.73	1075.95	1129.73

139

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	145,164.00	152,424.00	160,044.00	168,048.00	176,448.00	185,268.00
MONTHLY	12,097.00	12,702.00	13,337.00	14,004.00	14,704.00	15,439.00
BI-WEEKLY	5,583.23	5,862.46	6,155.54	6,463.38	6,786.46	7,125.69
HOURLY	69.7904	73.2808	76.9442	80.7923	84.8308	89.0712
Lgy Bonus 20	302.43	317.55	333.43	350.10	367.60	385.98
Lgy Bonus 25	604.85	635.10	666.85	700.20	735.20	771.95
Lgy Bonus 30	907.28	952.65	1000.28	1050.30	1102.80	1157.93

140

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	148,788.00	156,228.00	164,040.00	172,248.00	180,864.00	189,912.00
MONTHLY	12,399.00	13,019.00	13,670.00	14,354.00	15,072.00	15,826.00
BI-WEEKLY	5,722.62	6,008.77	6,309.23	6,624.92	6,956.31	7,304.31
HOURLY	71.5327	75.1096	78.8654	82.8115	86.9538	91.3038
Lgy Bonus 20	309.98	325.48	341.75	358.85	376.80	395.65
Lgy Bonus 25	619.95	650.95	683.50	717.70	753.60	791.30
Lgy Bonus 30	929.93	976.43	1025.25	1076.55	1130.40	1186.95

141 Assistant Director of Transportation
141 Assistant Public Works Director/City Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	152,508.00	160,128.00	168,132.00	176,544.00	185,376.00	194,640.00
MONTHLY	12,709.00	13,344.00	14,011.00	14,712.00	15,448.00	16,220.00
BI-WEEKLY	5,865.69	6,158.77	6,466.62	6,790.15	7,129.85	7,486.15
HOURLY	73.3212	76.9846	80.8327	84.8769	89.1231	93.5769
Lgy Bonus 20	317.73	333.60	350.28	367.80	386.20	405.50
Lgy Bonus 25	635.45	667.20	700.55	735.60	772.40	811.00
Lgy Bonus 30	953.18	1000.80	1050.83	1103.40	1158.60	1216.50

142

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,324.00	164,136.00	172,344.00	180,960.00	190,008.00	199,512.00
MONTHLY	13,027.00	13,678.00	14,362.00	15,080.00	15,834.00	16,626.00
BI-WEEKLY	6,012.46	6,312.92	6,628.62	6,960.00	7,308.00	7,673.54
HOURLY	75.1558	78.9115	82.8577	87.0000	91.3500	95.9192
Lgy Bonus 20	325.68	341.95	359.05	377.00	395.85	415.65
Lgy Bonus 25	651.35	683.90	718.10	754.00	791.70	831.30
Lgy Bonus 30	977.03	1025.85	1077.15	1131.00	1187.55	1246.95

143

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	160,236.00	168,252.00	176,664.00	185,496.00	194,772.00	204,516.00
MONTHLY	13,353.00	14,021.00	14,722.00	15,458.00	16,231.00	17,043.00
BI-WEEKLY	6,162.92	6,471.23	6,794.77	7,134.46	7,491.23	7,866.00
HOURLY	77.0365	80.8904	84.9346	89.1808	93.6404	98.3250
Lgy Bonus 20	333.83	350.53	368.05	386.45	405.78	426.08
Lgy Bonus 25	667.65	701.05	736.10	772.90	811.55	852.15
Lgy Bonus 30	1001.48	1051.58	1104.15	1159.35	1217.33	1278.23

144

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	164,244.00	172,452.00	181,080.00	190,140.00	199,644.00	209,628.00
MONTHLY	13,687.00	14,371.00	15,090.00	15,845.00	16,637.00	17,469.00
BI-WEEKLY	6,317.08	6,632.77	6,964.62	7,313.08	7,678.62	8,062.62
HOURLY	78.9635	82.9096	87.0577	91.4135	95.9827	100.7827
Lgy Bonus 20	342.18	359.28	377.25	396.13	415.93	436.73
Lgy Bonus 25	684.35	718.55	754.50	792.25	831.85	873.45
Lgy Bonus 30	1026.53	1077.83	1131.75	1188.38	1247.78	1310.18

145

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	168,348.00	176,760.00	185,604.00	194,880.00	204,624.00	214,860.00
MONTHLY	14,029.00	14,730.00	15,467.00	16,240.00	17,052.00	17,905.00
BI-WEEKLY	6,474.92	6,798.46	7,138.62	7,495.38	7,870.15	8,263.85
HOURLY	80.9365	84.9808	89.2327	93.6923	98.3769	103.2981
Lgy Bonus 20	350.73	368.25	386.68	406.00	426.30	447.63
Lgy Bonus 25	701.45	736.50	773.35	812.00	852.60	895.25
Lgy Bonus 30	1052.18	1104.75	1160.03	1218.00	1278.90	1342.88

146

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	172,560.00	181,188.00	190,248.00	199,764.00	209,748.00	220,236.00
MONTHLY	14,380.00	15,099.00	15,854.00	16,647.00	17,479.00	18,353.00
BI-WEEKLY	6,636.92	6,968.77	7,317.23	7,683.23	8,067.23	8,470.62
HOURLY	82.9615	87.1096	91.4654	96.0404	100.8404	105.8827
Lgy Bonus 20	359.50	377.48	396.35	416.18	436.98	458.83
Lgy Bonus 25	719.00	754.95	792.70	832.35	873.95	917.65
Lgy Bonus 30	1078.50	1132.43	1189.05	1248.53	1310.93	1376.48

147

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	176,880.00	185,724.00	195,012.00	204,768.00	215,004.00	225,756.00
MONTHLY	14,740.00	15,477.00	16,251.00	17,064.00	17,917.00	18,813.00
BI-WEEKLY	6,803.08	7,143.23	7,500.46	7,875.69	8,269.38	8,682.92
HOURLY	85.0385	89.2904	93.7558	98.4462	103.3673	108.5365

Lgy Bonus 20	368.50	386.93	406.28	426.60	447.93	470.33
Lgy Bonus 25	737.00	773.85	812.55	853.20	895.85	940.65
Lgy Bonus 30	1105.50	1160.78	1218.83	1279.80	1343.78	1410.98

148

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	181,308.00	190,368.00	199,884.00	209,880.00	220,380.00	231,396.00
MONTHLY	15,109.00	15,864.00	16,657.00	17,490.00	18,365.00	19,283.00
BI-WEEKLY	6,973.38	7,321.85	7,687.85	8,072.31	8,476.15	8,899.85
HOURLY	87.1673	91.5231	96.0981	100.9038	105.9519	111.2481

Lgy Bonus 20	377.73	396.60	416.43	437.25	459.13	482.08
Lgy Bonus 25	755.45	793.20	832.85	874.50	918.25	964.15
Lgy Bonus 30	1133.18	1189.80	1249.28	1311.75	1377.38	1446.23

149

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	185,844.00	195,132.00	204,888.00	215,136.00	225,888.00	237,180.00
MONTHLY	15,487.00	16,261.00	17,074.00	17,928.00	18,824.00	19,765.00
BI-WEEKLY	7,147.85	7,505.08	7,880.31	8,274.46	8,688.00	9,122.31
HOURLY	89.3481	93.8135	98.5038	103.4308	108.6000	114.0288

Lgy Bonus 20	387.18	406.53	426.85	448.20	470.60	494.13
Lgy Bonus 25	774.35	813.05	853.70	896.40	941.20	988.25
Lgy Bonus 30	1161.53	1219.58	1280.55	1344.60	1411.80	1482.38

150 Joint Powers Authority Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,000.00					
MONTHLY	13,000.00					
BI-WEEKLY	6,000.00					
HOURLY	75.0000					

200 Police Trainee

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	80,640.00	-	-	-	-	-
MONTHLY	6,720.00	-	-	-	-	-
BI-WEEKLY	3,101.54	-	-	-	-	-
HOURLY	38.7692	-	-	-	-	-

201 Police Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	94,872.00	99,600.00	104,592.00	109,812.00	115,320.00	121,080.00
MONTHLY	7,906.00	8,300.00	8,716.00	9,151.00	9,610.00	10,090.00
BI-WEEKLY	3,648.92	3,830.77	4,022.77	4,223.54	4,435.38	4,656.92
HOURLY	45.6115	47.8846	50.2846	52.7942	55.4423	58.2115

EDUCATIONAL INCENTIVE BONUS

AA	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96
BA	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96

SPECIALIST	649.52	649.52	649.52	649.52	649.52	649.52

Lgy Bonus 7	365.00	365.00	365.00	365.00	365.00	365.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	915.30	935.00	955.80	977.55	1,000.50	1,024.50
Lgy Bonus 26	1,310.60	1,350.00	1,391.60	1,435.10	1,481.00	1,529.00

203 Police Sergeant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	121,128.00	127,188.00	133,536.00	140,220.00	147,240.00	154,596.00
MONTHLY	10,094.00	10,599.00	11,128.00	11,685.00	12,270.00	12,883.00
BI-WEEKLY	4,658.77	4,891.85	5,136.00	5,393.08	5,663.08	5,946.00
HOURLY	58.2346	61.1481	64.2000	67.4135	70.7885	74.3250

EDUCATIONAL INCENTIVE BONUS

AA	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53
BA	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53

SPECIAL DUTY PAY	420.00	420.00	420.00	420.00	420.00	420.00

Lgy Bonus 7	326.00	326.00	326.00	326.00	326.00	326.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	1,024.70	1,049.95	1,076.40	1,104.25	1,133.50	1,164.15
Lgy Bonus 26	1,529.40	1,579.90	1,632.80	1,688.50	1,747.00	1,808.30

227 Police Lieutenant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	162,720.00	170,856.00	179,400.00	188,376.00	197,796.00	207,684.00
MONTHLY	13,560.00	14,238.00	14,950.00	15,698.00	16,483.00	17,307.00
BI-WEEKLY	6,258.46	6,571.38	6,900.00	7,245.23	7,607.54	7,987.85
HOURLY	78.2308	82.1423	86.2500	90.5654	95.0942	99.8481

CA POST Supervisory/Adv.	1,766.44	1,837.84	1,912.84	1,991.56	2,074.24	2,161.00
CA POST Mgmt. Cert.	678.00	711.90	747.50	784.90	824.15	865.35

Lgy Bonus 20	678.00	711.90	747.50	784.90	824.15	865.35
Lgy Bonus 26	1,356.00	1,423.80	1,495.00	1,569.80	1,648.30	1,730.70

Management Incentive Pay	1,288.20	1,352.61	1,420.25	1,491.31	1,565.89	1,644.17

231 Police Captain

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,476.00	203,148.00	213,300.00	223,968.00	235,164.00	246,924.00
MONTHLY	16,123.00	16,929.00	17,775.00	18,664.00	19,597.00	20,577.00
BI-WEEKLY	7,441.38	7,813.38	8,203.85	8,614.15	9,044.77	9,497.08
HOURLY	93.0173	97.6673	102.5481	107.6769	113.0596	118.7135

CA POST Supervisory/Adv.	2,036.08	2,120.92	2,209.96	2,303.56	2,401.84	2,505.04
CA POST Mgmt. Cert.	806.15	846.45	888.75	933.20	979.85	1,028.85

Lgy Bonus 20	806.15	846.45	888.75	933.20	979.85	1,028.85
Lgy Bonus 26	1,612.30	1,692.90	1,777.50	1,866.40	1,959.70	2,057.70

Management Incentive Pay	1,531.69	1,608.26	1,688.63	1,773.08	1,861.72	1,954.82

232 Deputy Police Chief

STEP	*1*
ANNUAL	238,812.00
MONTHLY	19,901.00
BI-WEEKLY	9,185.08
HOURLY	114.8135

CA POST Supervisory/Adv.	2,613.40
CA POST Mgmt. Cert.	995.05

Lgy Bonus 20	995.05
Lgy Bonus 26	1,990.10

Management Incentive Pay	1,890.60

301 Mayor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	31,200.00					
MONTHLY	2,600.00					
BI-WEEKLY	1,200.00					
HOURLY	15.0000					

302 Councilmember

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	19,200.00					
MONTHLY	1,600.00					
BI-WEEKLY	738.46					
HOURLY	9.2308					

303 City Clerk

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	12,000.00					
MONTHLY	1,000.00					
BI-WEEKLY	461.54					
HOURLY	5.7692					

304 City Treasurer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	6,000.00					
MONTHLY	500.00					
BI-WEEKLY	230.77					
HOURLY	2.8846					

305 Youth Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	300.00	-	-	-	-	-
MONTHLY	25.00	-	-	-	-	-
BI-WEEKLY	11.54	-	-	-	-	-
HOURLY	0.1442	-	-	-	-	-

306 Gardena Beautification Commissioner
306 Gardena Economic Business Advisory Commissioner
306 Human Services Commissioner
306 Recreation Commissioner
306 Rent Mediation Board Member
306 Senior Citizens Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	600.00	-	-	-	-	-
MONTHLY	50.00	-	-	-	-	-
BI-WEEKLY	23.08	-	-	-	-	-
HOURLY	0.2885	-	-	-	-	-

308 Planning Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	1,200.00	-	-	-	-	-
MONTHLY	100.00	-	-	-	-	-
BI-WEEKLY	46.15	-	-	-	-	-
HOURLY	0.5769	-	-	-	-	-

330 Department Heads

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	176,040.00	184,848.00	194,088.00	203,796.00	213,984.00	224,688.00
MONTHLY	14,670.00	15,404.00	16,174.00	16,983.00	17,832.00	18,724.00
BI-WEEKLY	6,770.77	7,109.54	7,464.92	7,838.31	8,230.15	8,641.85
HOURLY	84.6346	88.8692	93.3115	97.9788	102.8769	108.0231
Lgy Bonus 20	366.75	385.10	404.35	424.58	445.80	468.10
Lgy Bonus 25	733.50	770.20	808.70	849.15	891.60	936.20
Lgy Bonus 30	1100.25	1155.30	1213.05	1273.73	1337.40	1404.30

335 Deputy City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	184,848.00	194,088.00	203,796.00	213,984.00	224,688.00	235,920.00
MONTHLY	15,404.00	16,174.00	16,983.00	17,832.00	18,724.00	19,660.00
BI-WEEKLY	7,109.54	7,464.92	7,838.31	8,230.15	8,641.85	9,073.85
HOURLY	88.8692	93.3115	97.9788	102.8769	108.0231	113.4231
Lgy Bonus 20	385.10	404.35	424.58	445.80	468.10	491.50
Lgy Bonus 25	770.20	808.70	849.15	891.60	936.20	983.00
Lgy Bonus 30	1155.30	1213.05	1273.73	1337.40	1404.30	1474.50

339 Assistant City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,236.00	202,896.00	213,036.00	223,692.00	234,876.00	246,624.00
MONTHLY	16,103.00	16,908.00	17,753.00	18,641.00	19,573.00	20,552.00
BI-WEEKLY	7,432.15	7,803.69	8,193.69	8,603.54	9,033.69	9,485.54
HOURLY	92.9019	97.5462	102.4212	107.5442	112.9212	118.5692
Lgy Bonus 20	402.58	422.70	443.83	466.03	489.33	513.80
Lgy Bonus 25	805.15	845.40	887.65	932.05	978.65	1027.60
Lgy Bonus 30	1207.73	1268.10	1331.48	1398.08	1467.98	1541.40

340 Police Chief

STEP	*1*
ANNUAL	282,016.32
MONTHLY	23,501.36
BI-WEEKLY	10,846.78
HOURLY	135.5848
CA POST Supervisory/Adv.	2,727.12
CA POST Mgmt. Cert	1,175.07
CA POST Executive Cert	1,175.07
Lgy Bonus 26	2,350.14
Mgmt Incentive Pay	2,232.63

350 City Manager

STEP	*1*
ANNUAL	311,548.00
MONTHLY	25,962.33
BI-WEEKLY	11,982.62
HOURLY	149.7827

CITY OF GARDENA
CLASSIFICATION AND COMPENSATION PLAN
Effective May 14, 2024. Adopted May 14, 2024. Amended April 8, 2025

Effective May 14, 2024: Add Classification Court Liaison (Schedule 36)

5 Recreation Instructor

HOURLY RANGE 20.00 - 35.00

6 Clerical Aide I

6 Police Aide

STEP		*4*		*6*
ANNUAL		31,152.00		34,344.00
MONTHLY		2,596.00		2,862.00
BI-WEEKLY		1,198.15		1,320.92
HOURLY		14.9769		16.5115

7 Peer Advocate Counselor II

7 Storeroom Aide

STEP				*6*
ANNUAL				33,552.00
MONTHLY				2,796.00
BI-WEEKLY				1,290.46
HOURLY				16.1308

8 Community Aide I

STEP			*5*	*6*
ANNUAL			32,748.00	34,380.00
MONTHLY			2,729.00	2,865.00
BI-WEEKLY			1,259.54	1,322.31
HOURLY			15.7442	16.5288

13

STEP			*5*	*6*
ANNUAL			33,600.00	35,280.00
MONTHLY			2,800.00	2,940.00
BI-WEEKLY			1,292.31	1,356.92
HOURLY			16.1538	16.9615

14 Pool Cashier

STEP			*4*	*5*	*6*
ANNUAL			32,808.00	34,452.00	36,180.00
MONTHLY			2,734.00	2,871.00	3,015.00
BI-WEEKLY			1,261.85	1,325.08	1,391.54
HOURLY			15.7731	16.5635	17.3942

15

STEP			*4*	*5*	*6*
ANNUAL			33,624.00	35,304.00	37,068.00
MONTHLY			2,802.00	2,942.00	3,089.00
BI-WEEKLY			1,293.23	1,357.85	1,425.69
HOURLY			16.1654	16.9731	17.8212

16

STEP		*3*	*4*	*5*	*6*
ANNUAL		32,832.00	34,476.00	36,204.00	38,016.00
MONTHLY		2,736.00	2,873.00	3,017.00	3,168.00
BI-WEEKLY		1,262.77	1,326.00	1,392.46	1,462.15
HOURLY		15.7846	16.5750	17.4058	18.2769

17 Clerk Typist

STEP		*3*	*4*	*5*	*6*
ANNUAL		33,660.00	35,340.00	37,104.00	38,964.00
MONTHLY		2,805.00	2,945.00	3,092.00	3,247.00
BI-WEEKLY		1,294.62	1,359.23	1,427.08	1,498.62
HOURLY		16.1827	16.9904	17.8385	18.7327

18

STEP		*2*	*3*	*4*	*5*	*6*
ANNUAL		32,856.00	34,500.00	36,228.00	38,040.00	39,948.00
MONTHLY		2,738.00	2,875.00	3,019.00	3,170.00	3,329.00
BI-WEEKLY		1,263.69	1,326.92	1,393.38	1,463.08	1,536.46
HOURLY		15.7962	16.5865	17.4173	18.2885	19.2058

19

STEP		*2*	*3*	*4*	*5*	*6*
ANNUAL		33,672.00	35,352.00	37,116.00	38,976.00	40,920.00
MONTHLY		2,806.00	2,946.00	3,093.00	3,248.00	3,410.00
BI-WEEKLY		1,295.08	1,359.69	1,427.54	1,499.08	1,573.85
HOURLY		16.1885	16.9962	17.8442	18.7385	19.6731

20

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	32,868.00	34,512.00	36,240.00	38,052.00	39,960.00	41,964.00
MONTHLY	2,739.00	2,876.00	3,020.00	3,171.00	3,330.00	3,497.00
BI-WEEKLY	1,264.15	1,327.38	1,393.85	1,463.54	1,536.92	1,614.00
HOURLY	15.8019	16.5923	17.4231	18.2942	19.2115	20.1750

21 Police Cadet

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	33,684.00	35,364.00	37,128.00	38,988.00	40,932.00	42,984.00
MONTHLY	2,807.00	2,947.00	3,094.00	3,249.00	3,411.00	3,582.00
BI-WEEKLY	1,295.54	1,360.15	1,428.00	1,499.54	1,574.31	1,653.23
HOURLY	16.1942	17.0019	17.8500	18.7442	19.6788	20.6654

22 FCC Program Assistant I**22 Geriatric Aide****22 Human Services Aide****22 Lifeguard/Instructor****22 Recreation Leader I**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	34,524.00	36,252.00	38,064.00	39,972.00	41,976.00	44,076.00
MONTHLY	2,877.00	3,021.00	3,172.00	3,331.00	3,498.00	3,673.00
BI-WEEKLY	1,327.85	1,394.31	1,464.00	1,537.38	1,614.46	1,695.23
HOURLY	16.5981	17.4288	18.3000	19.2173	20.1808	21.1904

23 Community Aide II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	35,388.00	37,152.00	39,012.00	40,968.00	43,020.00	45,168.00
MONTHLY	2,949.00	3,096.00	3,251.00	3,414.00	3,585.00	3,764.00
BI-WEEKLY	1,361.08	1,428.92	1,500.46	1,575.69	1,654.62	1,737.23
HOURLY	17.0135	17.8615	18.7558	19.6962	20.6827	21.7154

24

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	36,276.00	38,088.00	39,996.00	42,000.00	44,100.00	46,308.00
MONTHLY	3,023.00	3,174.00	3,333.00	3,500.00	3,675.00	3,859.00
BI-WEEKLY	1,395.23	1,464.92	1,538.31	1,615.38	1,696.15	1,781.08
HOURLY	17.4404	18.3115	19.2288	20.1923	21.2019	22.2635

25

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	37,188.00	39,048.00	41,004.00	43,056.00	45,204.00	47,460.00
MONTHLY	3,099.00	3,254.00	3,417.00	3,588.00	3,767.00	3,955.00
BI-WEEKLY	1,430.31	1,501.85	1,577.08	1,656.00	1,738.62	1,825.38
HOURLY	17.8788	18.7731	19.7135	20.7000	21.7327	22.8173

26 Pool Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	38,112.00	40,020.00	42,024.00	44,124.00	46,332.00	48,648.00
MONTHLY	3,176.00	3,335.00	3,502.00	3,677.00	3,861.00	4,054.00
BI-WEEKLY	1,465.85	1,539.23	1,616.31	1,697.08	1,782.00	1,871.08
HOURLY	18.3231	19.2404	20.2038	21.2135	22.2750	23.3885

27

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	39,060.00	41,016.00	43,068.00	45,216.00	47,472.00	49,848.00
MONTHLY	3,255.00	3,418.00	3,589.00	3,768.00	3,956.00	4,154.00
BI-WEEKLY	1,502.31	1,577.54	1,656.46	1,739.08	1,825.85	1,917.23
HOURLY	18.7788	19.7192	20.7058	21.7385	22.8231	23.9654

28 Meal Services Coordinator**28 Police Assistant****28 Recreation Leader II**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	40,032.00	42,036.00	44,136.00	46,344.00	48,660.00	51,096.00
MONTHLY	3,336.00	3,503.00	3,678.00	3,862.00	4,055.00	4,258.00
BI-WEEKLY	1,539.69	1,616.77	1,697.54	1,782.46	1,871.54	1,965.23
HOURLY	19.2462	20.2096	21.2192	22.2808	23.3942	24.5654

29 Account Clerk**29 Customer Service Clerk I****29 Printing & Technology Intern****29 Recreation Therapist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	41,028.00	43,080.00	45,240.00	47,508.00	49,884.00	52,380.00
MONTHLY	3,419.00	3,590.00	3,770.00	3,959.00	4,157.00	4,365.00
BI-WEEKLY	1,578.00	1,656.92	1,740.00	1,827.23	1,918.62	2,014.62
HOURLY	19.7250	20.7115	21.7500	22.8404	23.9827	25.1827

30 Certified Nursing Assistant
30 Custodian I
30 FCC Education Assistant II
30 FCC Program Assistant II
30 Office Specialist

	1	*2*	*3*	*4*	*5*	*6*
ANNUAL	42,048.00	44,148.00	46,356.00	48,672.00	51,108.00	53,664.00
MONTHLY	3,504.00	3,679.00	3,863.00	4,056.00	4,259.00	4,472.00
BI-WEEKLY	1,617.23	1,698.00	1,782.92	1,872.00	1,965.69	2,064.00
HOURLY	20.2154	21.2250	22.2865	23.4000	24.5712	25.8000

31 On-Demand (Micro/Paratransit) Operator
31 Paratransit Driver

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	43,104.00	45,264.00	47,532.00	49,908.00	52,404.00	55,020.00
MONTHLY	3,592.00	3,772.00	3,961.00	4,159.00	4,367.00	4,585.00
BI-WEEKLY	1,657.85	1,740.92	1,828.15	1,919.54	2,015.54	2,116.15
HOURLY	20.7231	21.7615	22.8519	23.9942	25.1942	26.4519

32 Home Improvement Maintenance Helper
32 Right-of-Way Maintenance Worker

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	44,184.00	46,392.00	48,708.00	51,144.00	53,700.00	56,388.00
MONTHLY	3,682.00	3,866.00	4,059.00	4,262.00	4,475.00	4,699.00
BI-WEEKLY	1,699.38	1,784.31	1,873.38	1,967.08	2,065.38	2,168.77
HOURLY	21.2423	22.3038	23.4173	24.5885	25.8173	27.1096

33 Customer Service Clerk II
33 Equipment Utility Worker I
33 Public Safety Officer
33 Relief Bus Operator Trainee

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	45,288.00	47,556.00	49,932.00	52,428.00	55,044.00	57,792.00
MONTHLY	3,774.00	3,963.00	4,161.00	4,369.00	4,587.00	4,816.00
BI-WEEKLY	1,741.85	1,829.08	1,920.46	2,016.46	2,117.08	2,222.77
HOURLY	21.7731	22.8635	24.0058	25.2058	26.4635	27.7846

34 Custodian II
34 Graffiti Technician
34 On-Demand Transit Dispatcher
34 Paratransit Dispatcher
34 Park Maintenance Worker I

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	46,416.00	48,732.00	51,168.00	53,724.00	56,412.00	59,232.00
MONTHLY	3,868.00	4,061.00	4,264.00	4,477.00	4,701.00	4,936.00
BI-WEEKLY	1,785.23	1,874.31	1,968.00	2,066.31	2,169.69	2,278.15
HOURLY	22.3154	23.4288	24.6000	25.8288	27.1212	28.4769

**35 Community Aide III
35 Help Desk Technician
35 Street Maintenance Worker**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	47,580.00	49,956.00	52,452.00	55,080.00	57,840.00	60,732.00
MONTHLY	3,965.00	4,163.00	4,371.00	4,590.00	4,820.00	5,061.00
BI-WEEKLY	1,830.00	1,921.38	2,017.38	2,118.46	2,224.62	2,335.85
HOURLY	22.8750	24.0173	25.2173	26.4808	27.8077	29.1981

**36 Court Liaison
36 Intermediate Clerk Typist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	48,768.00	51,204.00	53,760.00	56,448.00	59,268.00	62,232.00
MONTHLY	4,064.00	4,267.00	4,480.00	4,704.00	4,939.00	5,186.00
BI-WEEKLY	1,875.69	1,969.38	2,067.69	2,171.08	2,279.54	2,393.54
HOURLY	23.4462	24.6173	25.8462	27.1385	28.4942	29.9192

**37 Nutrition Services Coordinator
37 Relief Bus Operator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	49,992.00	52,488.00	55,116.00	57,876.00	60,768.00	63,804.00
MONTHLY	4,166.00	4,374.00	4,593.00	4,823.00	5,064.00	5,317.00
BI-WEEKLY	1,922.77	2,018.77	2,119.85	2,226.00	2,337.23	2,454.00
HOURLY	24.0346	25.2346	26.4981	27.8250	29.2154	30.6750

**38 Activity Coordinator
38 Equipment Utility Worker II
38 Homeless Coordinator
38 Police Records Technician I
38 Police Service Technician
38 Purchasing Clerk
38 Senior Account Clerk
38 Senior Clerk Typist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	51,240.00	53,808.00	56,496.00	59,316.00	62,280.00	65,400.00
MONTHLY	4,270.00	4,484.00	4,708.00	4,943.00	5,190.00	5,450.00
BI-WEEKLY	1,970.77	2,069.54	2,172.92	2,281.38	2,395.38	2,515.38
HOURLY	24.6346	25.8692	27.1615	28.5173	29.9423	31.4423

**39 Apprentice Mechanic
39 Home Improvement Lead Person
39 Park Maintenance Worker II
39 Records Management Coordinator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	52,524.00	55,152.00	57,912.00	60,804.00	63,840.00	67,032.00
MONTHLY	4,377.00	4,596.00	4,826.00	5,067.00	5,320.00	5,586.00
BI-WEEKLY	2,020.15	2,121.23	2,227.38	2,338.62	2,455.38	2,578.15
HOURLY	25.2519	26.5154	27.8423	29.2327	30.6923	32.2269

40 Engineering Aide
40 FCC Education Assistant III
40 FCC Program Assistant III
40 Public Works Coordinator
40 Sr. Transit Utility Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	53,832.00	56,520.00	59,352.00	62,316.00	65,436.00	68,712.00
MONTHLY	4,486.00	4,710.00	4,946.00	5,193.00	5,453.00	5,726.00
BI-WEEKLY	2,070.46	2,173.85	2,282.77	2,396.77	2,516.77	2,642.77
HOURLY	25.8808	27.1731	28.5346	29.9596	31.4596	33.0346

41 Deputy City Clerk I
41 Permit/Licensing Technician I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	55,176.00	57,936.00	60,828.00	63,864.00	67,056.00	70,404.00
MONTHLY	4,598.00	4,828.00	5,069.00	5,322.00	5,588.00	5,867.00
BI-WEEKLY	2,122.15	2,228.31	2,339.54	2,456.31	2,579.08	2,707.85
HOURLY	26.5269	27.8538	29.2442	30.7038	32.2385	33.8481

42 Community Center Coordinator
42 Community Services Officer
42 Human Services Coordinator
42 Police Records Technician II
42 Police Service Officer
42 Recreation Coordinator
42 Secretary

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	56,556.00	59,388.00	62,352.00	65,472.00	68,748.00	72,180.00
MONTHLY	4,713.00	4,949.00	5,196.00	5,456.00	5,729.00	6,015.00
BI-WEEKLY	2,175.23	2,284.15	2,398.15	2,518.15	2,644.15	2,776.15
HOURLY	27.1904	28.5519	29.9769	31.4769	33.0519	34.7019

43 Administrative Aide
43 Building Maintenance Worker
43 Cement Finisher
43 Human Resources / Department Coordinator
43 Payroll / Personnel Technician
43 Senior Citizens Social Services Coordinator
43 Transit Maintenance Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	57,972.00	60,876.00	63,924.00	67,116.00	70,476.00	74,004.00
MONTHLY	4,831.00	5,073.00	5,327.00	5,593.00	5,873.00	6,167.00
BI-WEEKLY	2,229.69	2,341.38	2,458.62	2,581.38	2,710.62	2,846.31
HOURLY	27.8712	29.2673	30.7327	32.2673	33.8827	35.5788

44 Administrative Secretary
44 Building Aide
44 Building/Planning Technician
44 Permit/Licensing Technician II
44 Sewer Maintenance Worker
44 Tree Trimmer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	59,424.00	62,400.00	65,520.00	68,796.00	72,240.00	75,852.00
MONTHLY	4,952.00	5,200.00	5,460.00	5,733.00	6,020.00	6,321.00
BI-WEEKLY	2,285.54	2,400.00	2,520.00	2,646.00	2,778.46	2,917.38
HOURLY	28.5692	30.0000	31.5000	33.0750	34.7308	36.4673

45 Street Sweeper Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	60,912.00	63,960.00	67,164.00	70,524.00	74,052.00	77,760.00
MONTHLY	5,076.00	5,330.00	5,597.00	5,877.00	6,171.00	6,480.00
BI-WEEKLY	2,342.77	2,460.00	2,583.23	2,712.46	2,848.15	2,990.77
HOURLY	29.2846	30.7500	32.2904	33.9058	35.6019	37.3846

46 Heavy Equipment Operator

46 Street Traffic Painter

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	62,436.00	65,556.00	68,832.00	72,276.00	75,888.00	79,680.00
MONTHLY	5,203.00	5,463.00	5,736.00	6,023.00	6,324.00	6,640.00
BI-WEEKLY	2,401.38	2,521.38	2,647.38	2,779.85	2,918.77	3,064.62
HOURLY	30.0173	31.5173	33.0923	34.7481	36.4846	38.3077

47 Equipment Mechanic

47 Graphics Technician

47 Maintenance Painter

47 Senior Building Maintenance Worker

47 Transit Mechanic

47 Transit Parts/Storeroom Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,996.00	67,200.00	70,560.00	74,088.00	77,796.00	81,684.00
MONTHLY	5,333.00	5,600.00	5,880.00	6,174.00	6,483.00	6,807.00
BI-WEEKLY	2,461.38	2,584.62	2,713.85	2,849.54	2,992.15	3,141.69
HOURLY	30.7673	32.3077	33.9231	35.6192	37.4019	39.2712

48 Custodian-Lead

48 Financial Services Technician

48 Human Resources Technician

48 Junior Accountant

48 Property and Evidence Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	65,592.00	68,868.00	72,312.00	75,924.00	79,716.00	83,700.00
MONTHLY	5,466.00	5,739.00	6,026.00	6,327.00	6,643.00	6,975.00
BI-WEEKLY	2,522.77	2,648.77	2,781.23	2,920.15	3,066.00	3,219.23
HOURLY	31.5346	33.1096	34.7654	36.5019	38.3250	40.2404

49 Administrative Analyst I
49 Community Services Counselor
49 Program Coordinator
49 Recreation Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	67,236.00	70,596.00	74,124.00	77,832.00	81,720.00	85,812.00
MONTHLY	5,603.00	5,883.00	6,177.00	6,486.00	6,810.00	7,151.00
BI-WEEKLY	2,586.00	2,715.23	2,850.92	2,993.54	3,143.08	3,300.46
HOURLY	32.3250	33.9404	35.6365	37.4192	39.2885	41.2558

50 Case Management Supervisor/Instructor
50 Transit Dispatcher/Operations Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,916.00	72,360.00	75,984.00	79,788.00	83,772.00	87,960.00
MONTHLY	5,743.00	6,030.00	6,332.00	6,649.00	6,981.00	7,330.00
BI-WEEKLY	2,650.62	2,783.08	2,922.46	3,068.77	3,222.00	3,383.08
HOURLY	33.1327	34.7885	36.5308	38.3596	40.2750	42.2885

51 Electrical/Signal Technician I
51 Emergency Preparedness Coordinator
51 Engineering Technician
51 Executive Assistant to Chief of Police
51 General Building Inspector
51 Information Technology Coordinator
51 Lead Equipment Mechanic

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	70,644.00	74,172.00	77,880.00	81,780.00	85,872.00	90,168.00
MONTHLY	5,887.00	6,181.00	6,490.00	6,815.00	7,156.00	7,514.00
BI-WEEKLY	2,717.08	2,852.77	2,995.38	3,145.38	3,302.77	3,468.00
HOURLY	33.9635	35.6596	37.4423	39.3173	41.2846	43.3500

52 Payroll Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	72,408.00	76,032.00	79,836.00	83,832.00	88,020.00	92,424.00
MONTHLY	6,034.00	6,336.00	6,653.00	6,986.00	7,335.00	7,702.00
BI-WEEKLY	2,784.92	2,924.31	3,070.62	3,224.31	3,385.38	3,554.77
HOURLY	34.8115	36.5538	38.3827	40.3038	42.3173	44.4346

53 Code Enforcement Officer
53 FCC Education Coordinator
53 Park Maintenance Lead
53 Public Works Inspector
53 Public Works Lead

53 Transit Operations Training Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	74,220.00	77,928.00	81,828.00	85,920.00	90,216.00	94,728.00
MONTHLY	6,185.00	6,494.00	6,819.00	7,160.00	7,518.00	7,894.00
BI-WEEKLY	2,854.62	2,997.23	3,147.23	3,304.62	3,469.85	3,643.38
HOURLY	35.6827	37.4654	39.3404	41.3077	43.3731	45.5423

54 Administrative Analyst II
54 Building Maintenance Lead
54 Forensic Technician
54 Transit Marketing Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	76,080.00	79,884.00	83,880.00	88,080.00	92,484.00	97,104.00
MONTHLY	6,340.00	6,657.00	6,990.00	7,340.00	7,707.00	8,092.00
BI-WEEKLY	2,926.15	3,072.46	3,226.15	3,387.69	3,557.08	3,734.77
HOURLY	36.5769	38.4058	40.3269	42.3462	44.4635	46.6846

55 Electrical/Signal Technician II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,988.00	81,888.00	85,980.00	90,276.00	94,788.00	99,528.00
MONTHLY	6,499.00	6,824.00	7,165.00	7,523.00	7,899.00	8,294.00
BI-WEEKLY	2,999.54	3,149.54	3,306.92	3,472.15	3,645.69	3,828.00
HOURLY	37.4942	39.3692	41.3365	43.4019	45.5712	47.8500

56 Administrative Coordinator
56 Assistant Engineer
56 FCC Program Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	79,932.00	83,928.00	88,128.00	92,532.00	97,164.00	102,024.00
MONTHLY	6,661.00	6,994.00	7,344.00	7,711.00	8,097.00	8,502.00
BI-WEEKLY	3,074.31	3,228.00	3,389.54	3,558.92	3,737.08	3,924.00
HOURLY	38.4288	40.3500	42.3692	44.4865	46.7135	49.0500

57 Communications Liaison Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	81,936.00	86,028.00	90,324.00	94,836.00	99,576.00	104,556.00
MONTHLY	6,828.00	7,169.00	7,527.00	7,903.00	8,298.00	8,713.00
BI-WEEKLY	3,151.38	3,308.77	3,474.00	3,647.54	3,829.85	4,021.38
HOURLY	39.3923	41.3596	43.4250	45.5942	47.8731	50.2673

58 Associate Planner
58 Code Enforcement Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,988.00	88,188.00	92,592.00	97,224.00	102,084.00	107,184.00
MONTHLY	6,999.00	7,349.00	7,716.00	8,102.00	8,507.00	8,932.00
BI-WEEKLY	3,230.31	3,391.85	3,561.23	3,739.38	3,926.31	4,122.46
HOURLY	40.3788	42.3981	44.5154	46.7423	49.0788	51.5308

59 Administrative Support Services Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	86,088.00	90,396.00	94,920.00	99,672.00	104,652.00	109,884.00
MONTHLY	7,174.00	7,533.00	7,910.00	8,306.00	8,721.00	9,157.00
BI-WEEKLY	3,311.08	3,476.77	3,650.77	3,833.54	4,025.08	4,226.31
HOURLY	41.3885	43.4596	45.6346	47.9192	50.3135	52.8288

60

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	88,236.00	92,652.00	97,284.00	102,144.00	107,256.00	112,620.00
MONTHLY	7,353.00	7,721.00	8,107.00	8,512.00	8,938.00	9,385.00
BI-WEEKLY	3,393.69	3,563.54	3,741.69	3,928.62	4,125.23	4,331.54
HOURLY	42.4212	44.5442	46.7712	49.1077	51.5654	54.1442

61 Administrative Analyst III**61 Associate Engineer****61 Information Technology Systems Analyst - Transit****61 Transit Planning and Scheduling Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	90,444.00	94,968.00	99,720.00	104,712.00	109,944.00	115,440.00
MONTHLY	7,537.00	7,914.00	8,310.00	8,726.00	9,162.00	9,620.00
BI-WEEKLY	3,478.62	3,652.62	3,835.38	4,027.38	4,228.62	4,440.00
HOURLY	43.4827	45.6577	47.9423	50.3423	52.8577	55.5000

62 Information Technology Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	92,700.00	97,332.00	102,204.00	107,316.00	112,680.00	118,320.00
MONTHLY	7,725.00	8,111.00	8,517.00	8,943.00	9,390.00	9,860.00
BI-WEEKLY	3,565.38	3,743.54	3,930.92	4,127.54	4,333.85	4,550.77
HOURLY	44.5673	46.7942	49.1365	51.5942	54.1731	56.8846

63

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	95,016.00	99,768.00	104,760.00	110,004.00	115,500.00	121,272.00
MONTHLY	7,918.00	8,314.00	8,730.00	9,167.00	9,625.00	10,106.00
BI-WEEKLY	3,654.46	3,837.23	4,029.23	4,230.92	4,442.31	4,664.31
HOURLY	45.6808	47.9654	50.3654	52.8865	55.5288	58.3038

64

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	97,392.00	102,264.00	107,376.00	112,740.00	118,380.00	124,296.00
MONTHLY	8,116.00	8,522.00	8,948.00	9,395.00	9,865.00	10,358.00
BI-WEEKLY	3,745.85	3,933.23	4,129.85	4,336.15	4,553.08	4,780.62
HOURLY	46.8231	49.1654	51.6231	54.2019	56.9135	59.7577

65

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	99,828.00	104,820.00	110,064.00	115,572.00	121,356.00	127,428.00
MONTHLY	8,319.00	8,735.00	9,172.00	9,631.00	10,113.00	10,619.00
BI-WEEKLY	3,839.54	4,031.54	4,233.23	4,445.08	4,667.54	4,901.08
HOURLY	47.9942	50.3942	52.9154	55.5635	58.3442	61.2635

66 Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	102,324.00	107,436.00	112,812.00	118,452.00	124,380.00	130,596.00
MONTHLY	8,527.00	8,953.00	9,401.00	9,871.00	10,365.00	10,883.00
BI-WEEKLY	3,935.54	4,132.15	4,338.92	4,555.85	4,783.85	5,022.92
HOURLY	49.1942	51.6519	54.2365	56.9481	59.7981	62.7865

67

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	104,880.00	110,124.00	115,632.00	121,416.00	127,488.00	133,860.00
MONTHLY	8,740.00	9,177.00	9,636.00	10,118.00	10,624.00	11,155.00
BI-WEEKLY	4,033.85	4,235.54	4,447.38	4,669.85	4,903.38	5,148.46
HOURLY	50.4231	52.9442	55.5923	58.3731	61.2923	64.3558

90 Bus Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	57,144.00	60,000.00	63,000.00	66,156.00	69,468.00	72,936.00
MONTHLY	4,762.00	5,000.00	5,250.00	5,513.00	5,789.00	6,078.00
BI-WEEKLY	2,197.85	2307.69	2423.08	2,544.46	2,671.85	2,805.23
HOURLY	27.4731	28.8462	30.2885	31.8058	33.3981	35.0654
Specialty - 5%	238.10	250.00	262.50	275.65	289.45	303.90

104

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	61,152.00	64,212.00	67,428.00	70,800.00	74,340.00	78,060.00
MONTHLY	5,096.00	5,351.00	5,619.00	5,900.00	6,195.00	6,505.00
BI-WEEKLY	2,352.00	2,469.69	2,593.38	2,723.08	2,859.23	3,002.31
HOURLY	29.4000	30.8712	32.4173	34.0385	35.7404	37.5288
Lgy Bonus 20	127.40	133.78	140.48	147.50	154.88	162.63
Lgy Bonus 25	254.80	267.55	280.95	295.00	309.75	325.25
Lgy Bonus 30	382.20	401.33	421.43	442.50	464.63	487.88

105

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	62,676.00	65,808.00	69,096.00	72,552.00	76,176.00	79,980.00
MONTHLY	5,223.00	5,484.00	5,758.00	6,046.00	6,348.00	6,665.00
BI-WEEKLY	2,410.62	2531.08	2657.54	2790.46	2929.85	3076.15
HOURLY	30.1327	31.6385	33.2192	34.8808	36.6231	38.4519
Lgy Bonus 20	130.58	137.10	143.95	151.15	158.70	166.63
Lgy Bonus 25	261.15	274.20	287.90	302.30	317.40	333.25
Lgy Bonus 30	391.73	411.30	431.85	453.45	476.10	499.88

106

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	64,248.00	67,464.00	70,836.00	74,376.00	78,096.00	81,996.00
MONTHLY	5,354.00	5,622.00	5,903.00	6,198.00	6,508.00	6,833.00
BI-WEEKLY	2,471.08	2,594.77	2,724.46	2,860.62	3,003.69	3,153.69
HOURLY	30.8885	32.4346	34.0558	35.7577	37.5462	39.4212
Lgy Bonus 20	133.85	140.55	147.58	154.95	162.70	170.83
Lgy Bonus 25	267.70	281.10	295.15	309.90	325.40	341.65
Lgy Bonus 30	401.55	421.65	442.73	464.85	488.10	512.48

107

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	65,856.00	69,144.00	72,600.00	76,236.00	80,052.00	84,060.00
MONTHLY	5,488.00	5,762.00	6,050.00	6,353.00	6,671.00	7,005.00
BI-WEEKLY	2,532.92	2,659.38	2,792.31	2,932.15	3,078.92	3,233.08
HOURLY	31.6615	33.2423	34.9038	36.6519	38.4865	40.4135
Lgy Bonus 20	137.20	144.05	151.25	158.83	166.78	175.13
Lgy Bonus 25	274.40	288.10	302.50	317.65	333.55	350.25
Lgy Bonus 30	411.60	432.15	453.75	476.48	500.33	525.38

108 Economic Development Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	67,500.00	70,872.00	74,412.00	78,132.00	82,044.00	86,148.00
MONTHLY	5,625.00	5,906.00	6,201.00	6,511.00	6,837.00	7,179.00
BI-WEEKLY	2,596.15	2,725.85	2,862.00	3,005.08	3,155.54	3,313.38
HOURLY	32.4519	34.0731	35.7750	37.5635	39.4442	41.4173
Lgy Bonus 20	140.63	147.65	155.03	162.78	170.93	179.48
Lgy Bonus 25	281.25	295.30	310.05	325.55	341.85	358.95
Lgy Bonus 30	421.88	442.95	465.08	488.33	512.78	538.43

109

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	69,192.00	72,648.00	76,284.00	80,100.00	84,108.00	88,308.00
MONTHLY	5,766.00	6,054.00	6,357.00	6,675.00	7,009.00	7,359.00
BI-WEEKLY	2,661.23	2,794.15	2,934.00	3,080.77	3,234.92	3,396.46
HOURLY	33.2654	34.9269	36.6750	38.5096	40.4365	42.4558
Lgy Bonus 20	144.15	151.35	158.93	166.88	175.23	183.98
Lgy Bonus 25	288.30	302.70	317.85	333.75	350.45	367.95
Lgy Bonus 30	432.45	454.05	476.78	500.63	525.68	551.93

110

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	70,920.00	74,472.00	78,192.00	82,104.00	86,208.00	90,516.00
MONTHLY	5,910.00	6,206.00	6,516.00	6,842.00	7,184.00	7,543.00
BI-WEEKLY	2,727.69	2,864.31	3,007.38	3,157.85	3,315.69	3,481.38
HOURLY	34.0962	35.8038	37.5923	39.4731	41.4462	43.5173
Lgy Bonus 20	147.75	155.15	162.90	171.05	179.60	188.58
Lgy Bonus 25	295.50	310.30	325.80	342.10	359.20	377.15
Lgy Bonus 30	443.25	465.45	488.70	513.15	538.80	565.73

111

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	72,696.00	76,332.00	80,148.00	84,156.00	88,368.00	92,784.00
MONTHLY	6,058.00	6,361.00	6,679.00	7,013.00	7,364.00	7,732.00
BI-WEEKLY	2,796.00	2,935.85	3,082.62	3,236.77	3,398.77	3,568.62
HOURLY	34.9500	36.6981	38.5327	40.4596	42.4846	44.6077
Lgy Bonus 20	151.45	159.03	166.98	175.33	184.10	193.30
Lgy Bonus 25	302.90	318.05	333.95	350.65	368.20	386.60
Lgy Bonus 30	454.35	477.08	500.93	525.98	552.30	579.90

112

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	74,532.00	78,264.00	82,176.00	86,280.00	90,600.00	95,136.00
MONTHLY	6,211.00	6,522.00	6,848.00	7,190.00	7,550.00	7,928.00
BI-WEEKLY	2,866.62	3,010.15	3,160.62	3,318.46	3,484.62	3,659.08
HOURLY	35.8327	37.6269	39.5077	41.4808	43.5577	45.7385
Lgy Bonus 20	155.28	163.05	171.20	179.75	188.75	198.20
Lgy Bonus 25	310.55	326.10	342.40	359.50	377.50	396.40
Lgy Bonus 30	465.83	489.15	513.60	539.25	566.25	594.60

113

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	76,392.00	80,208.00	84,216.00	88,428.00	92,844.00	97,488.00
MONTHLY	6,366.00	6,684.00	7,018.00	7,369.00	7,737.00	8,124.00
BI-WEEKLY	2,938.15	3,084.92	3,239.08	3,401.08	3,570.92	3,749.54
HOURLY	36.7269	38.5615	40.4885	42.5135	44.6365	46.8692
Lgy Bonus 20	159.15	167.10	175.45	184.23	193.43	203.10
Lgy Bonus 25	318.30	334.20	350.90	368.45	386.85	406.20
Lgy Bonus 30	477.45	501.30	526.35	552.68	580.28	609.30

114

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	78,300.00	82,212.00	86,328.00	90,648.00	95,184.00	99,948.00
MONTHLY	6,525.00	6,851.00	7,194.00	7,554.00	7,932.00	8,329.00
BI-WEEKLY	3,011.54	3,162.00	3,320.31	3,486.46	3,660.92	3,844.15
HOURLY	37.6442	39.5250	41.5038	43.5808	45.7615	48.0519
Lgy Bonus 20	163.13	171.28	179.85	188.85	198.30	208.23
Lgy Bonus 25	326.25	342.55	359.70	377.70	396.60	416.45
Lgy Bonus 30	489.38	513.83	539.55	566.55	594.90	624.68

115 Deputy City Clerk/Records Management Officer**115 Deputy City Treasurer****115 Human Resources Analyst****115 Risk Management Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	80,256.00	84,264.00	88,476.00	92,904.00	97,548.00	102,420.00
MONTHLY	6,688.00	7,022.00	7,373.00	7,742.00	8,129.00	8,535.00
BI-WEEKLY	3,086.77	3,240.92	3,402.92	3,573.23	3,751.85	3,939.23
HOURLY	38.5846	40.5115	42.5365	44.6654	46.8981	49.2404
Lgy Bonus 20	167.20	175.55	184.33	193.55	203.23	213.38
Lgy Bonus 25	334.40	351.10	368.65	387.10	406.45	426.75
Lgy Bonus 30	501.60	526.65	552.98	580.65	609.68	640.13

116

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	82,260.00	86,376.00	90,696.00	95,232.00	99,996.00	105,000.00
MONTHLY	6,855.00	7,198.00	7,558.00	7,936.00	8,333.00	8,750.00
BI-WEEKLY	3,163.85	3,322.15	3,488.31	3,662.77	3,846.00	4,038.46
HOURLY	39.5481	41.5269	43.6038	45.7846	48.0750	50.4808
Lgy Bonus 20	171.38	179.95	188.95	198.40	208.33	218.75
Lgy Bonus 25	342.75	359.90	377.90	396.80	416.65	437.50
Lgy Bonus 30	514.13	539.85	566.85	595.20	624.98	656.25

117 Transportation Operations Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	84,312.00	88,524.00	92,952.00	97,596.00	102,480.00	107,604.00
MONTHLY	7,026.00	7,377.00	7,746.00	8,133.00	8,540.00	8,967.00
BI-WEEKLY	3,242.77	3,404.77	3,575.08	3,753.69	3,941.54	4,138.62
HOURLY	40.5346	42.5596	44.6885	46.9212	49.2692	51.7327
Lgy Bonus 20	175.65	184.43	193.65	203.33	213.50	224.18
Lgy Bonus 25	351.30	368.85	387.30	406.65	427.00	448.35
Lgy Bonus 30	526.95	553.28	580.95	609.98	640.50	672.53

118 Administrative Management Analyst I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	86,424.00	90,744.00	95,280.00	100,044.00	105,048.00	110,304.00
MONTHLY	7,202.00	7,562.00	7,940.00	8,337.00	8,754.00	9,192.00
BI-WEEKLY	3,324.00	3,490.15	3,664.62	3,847.85	4,040.31	4,242.46
HOURLY	41.5500	43.6269	45.8077	48.0981	50.5038	53.0308
Lgy Bonus 20	180.05	189.05	198.50	208.43	218.85	229.80
Lgy Bonus 25	360.10	378.10	397.00	416.85	437.70	459.60
Lgy Bonus 30	540.15	567.15	595.50	625.28	656.55	689.40

119 Accountant/Cost Accountant**119 Fleet Maintenance Supervisor****119 Transit Administrative Supervisor****119 Transit Training and Safety Supervisor**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	88,584.00	93,012.00	97,668.00	102,552.00	107,676.00	113,064.00
MONTHLY	7,382.00	7,751.00	8,139.00	8,546.00	8,973.00	9,422.00
BI-WEEKLY	3,407.08	3,577.38	3,756.46	3,944.31	4,141.38	4,348.62
HOURLY	42.5885	44.7173	46.9558	49.3038	51.7673	54.3577
Lgy Bonus 20	184.55	193.78	203.48	213.65	224.33	235.55
Lgy Bonus 25	369.10	387.55	406.95	427.30	448.65	471.10
Lgy Bonus 30	553.65	581.33	610.43	640.95	672.98	706.65

120 Administrative Management Analyst II**120 Executive Office Assistant**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	90,804.00	95,340.00	100,104.00	105,108.00	110,364.00	115,884.00
MONTHLY	7,567.00	7,945.00	8,342.00	8,759.00	9,197.00	9,657.00
BI-WEEKLY	3,492.46	3,666.92	3,850.15	4,042.62	4,244.77	4,457.08
HOURLY	43.6558	45.8365	48.1269	50.5327	53.0596	55.7135
Lgy Bonus 20	189.18	198.63	208.55	218.98	229.93	241.43
Lgy Bonus 25	378.35	397.25	417.10	437.95	459.85	482.85
Lgy Bonus 30	567.53	595.88	625.65	656.93	689.78	724.28

121

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	93,072.00	97,728.00	102,612.00	107,748.00	113,136.00	118,788.00
MONTHLY	7,756.00	8,144.00	8,551.00	8,979.00	9,428.00	9,899.00
BI-WEEKLY	3,579.69	3,758.77	3,946.62	4,144.15	4,351.38	4,568.77
HOURLY	44.7462	46.9846	49.3327	51.8019	54.3923	57.1096
Lgy Bonus 20	193.90	203.60	213.78	224.48	235.70	247.48
Lgy Bonus 25	387.80	407.20	427.55	448.95	471.40	494.95
Lgy Bonus 30	581.70	610.80	641.33	673.43	707.10	742.43

122 Facilities Maintenance Supervisor**122 Senior Human Resources Analyst****122 Senior Planner**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	95,400.00	100,176.00	105,180.00	110,436.00	115,956.00	121,752.00
MONTHLY	7,950.00	8,348.00	8,765.00	9,203.00	9,663.00	10,146.00
BI-WEEKLY	3,669.23	3,852.92	4,045.38	4,247.54	4,459.85	4,682.77
HOURLY	45.8654	48.1615	50.5673	53.0942	55.7481	58.5346
Lgy Bonus 20	198.75	208.70	219.13	230.08	241.58	253.65
Lgy Bonus 25	397.50	417.40	438.25	460.15	483.15	507.30
Lgy Bonus 30	596.25	626.10	657.38	690.23	724.73	760.95

123

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	97,788.00	102,672.00	107,808.00	113,196.00	118,860.00	124,800.00
MONTHLY	8,149.00	8,556.00	8,984.00	9,433.00	9,905.00	10,400.00
BI-WEEKLY	3,761.08	3,948.92	4,146.46	4,353.69	4,571.54	4,800.00
HOURLY	47.0135	49.3615	51.8308	54.4212	57.1442	60.0000
Lgy Bonus 20	203.73	213.90	224.60	235.83	247.63	260.00
Lgy Bonus 25	407.45	427.80	449.20	471.65	495.25	520.00
Lgy Bonus 30	611.18	641.70	673.80	707.48	742.88	780.00

124 Assistant Transit Operations Manager**124 Senior Administrative Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	100,236.00	105,252.00	110,520.00	116,052.00	121,860.00	127,956.00
MONTHLY	8,353.00	8,771.00	9,210.00	9,671.00	10,155.00	10,663.00
BI-WEEKLY	3,855.23	4,048.15	4,250.77	4,463.54	4,686.92	4,921.38
HOURLY	48.1904	50.6019	53.1346	55.7942	58.5865	61.5173
Lgy Bonus 20	208.83	219.28	230.25	241.78	253.88	266.58
Lgy Bonus 25	417.65	438.55	460.50	483.55	507.75	533.15
Lgy Bonus 30	626.48	657.83	690.75	725.33	761.63	799.73

125 Public Information Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	102,744.00	107,880.00	113,280.00	118,944.00	124,896.00	131,136.00
MONTHLY	8,562.00	8,990.00	9,440.00	9,912.00	10,408.00	10,928.00
BI-WEEKLY	3,951.69	4,149.23	4,356.92	4,574.77	4,803.69	5,043.69
HOURLY	49.3962	51.8654	54.4615	57.1846	60.0462	63.0462
Lgy Bonus 20	214.05	224.75	236.00	247.80	260.20	273.20
Lgy Bonus 25	428.10	449.50	472.00	495.60	520.40	546.40
Lgy Bonus 30	642.15	674.25	708.00	743.40	780.60	819.60

126 Administrative Services Manager**126 Community Development Manager****126 Economic Development Manager****126 Family Child Care Manager****126 Recreation & Human Services Manager****126 Transportation Administrative Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	105,312.00	110,580.00	116,112.00	121,920.00	128,016.00	134,412.00
MONTHLY	8,776.00	9,215.00	9,676.00	10,160.00	10,668.00	11,201.00
BI-WEEKLY	4,050.46	4,253.08	4,465.85	4,689.23	4,923.69	5,169.69
HOURLY	50.6308	53.1635	55.8231	58.6154	61.5462	64.6212
Lgy Bonus 20	219.40	230.38	241.90	254.00	266.70	280.03
Lgy Bonus 25	438.80	460.75	483.80	508.00	533.40	560.05
Lgy Bonus 30	658.20	691.13	725.70	762.00	800.10	840.08

127

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	107,940.00	113,340.00	119,004.00	124,956.00	131,208.00	137,772.00
MONTHLY	8,995.00	9,445.00	9,917.00	10,413.00	10,934.00	11,481.00
BI-WEEKLY	4,151.54	4,359.23	4,577.08	4,806.00	5,046.46	5,298.92
HOURLY	51.8942	54.4904	57.2135	60.0750	63.0808	66.2365
Lgy Bonus 20	224.88	236.13	247.93	260.33	273.35	287.03
Lgy Bonus 25	449.75	472.25	495.85	520.65	546.70	574.05
Lgy Bonus 30	674.63	708.38	743.78	780.98	820.05	861.08

128 Equipment Maintenance Superintendent**128 Finance and Administrative Services Manager****128 Financial Services Manager****128 Transit Maintenance Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	110,640.00	116,172.00	121,980.00	128,076.00	134,484.00	141,204.00
MONTHLY	9,220.00	9,681.00	10,165.00	10,673.00	11,207.00	11,767.00
BI-WEEKLY	4,255.38	4,468.15	4,691.54	4,926.00	5,172.46	5,430.92
HOURLY	53.1923	55.8519	58.6442	61.5750	64.6558	67.8865
Lgy Bonus 20	230.50	242.03	254.13	266.83	280.18	294.18
Lgy Bonus 25	461.00	484.05	508.25	533.65	560.35	588.35
Lgy Bonus 30	691.50	726.08	762.38	800.48	840.53	882.53

129

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	113,412.00	119,088.00	125,040.00	131,292.00	137,856.00	144,744.00
MONTHLY	9,451.00	9,924.00	10,420.00	10,941.00	11,488.00	12,062.00
BI-WEEKLY	4,362.00	4,580.31	4,809.23	5,049.69	5,302.15	5,567.08
HOURLY	54.5250	57.2538	60.1154	63.1212	66.2769	69.5885
Lgy Bonus 20	236.28	248.10	260.50	273.53	287.20	301.55
Lgy Bonus 25	472.55	496.20	521.00	547.05	574.40	603.10
Lgy Bonus 30	708.83	744.30	781.50	820.58	861.60	904.65

130 Accounting/Finance Manager
130 Information Technology Manager
130 Park Maintenance Superintendent
130 Recreation Program Administrator
130 Revenue and Purchasing Manager
130 Street Maintenance Superintendent

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	116,244.00	122,052.00	128,160.00	134,568.00	141,300.00	148,368.00
MONTHLY	9,687.00	10,171.00	10,680.00	11,214.00	11,775.00	12,364.00
BI-WEEKLY	4,470.92	4,694.31	4,929.23	5,175.69	5,434.62	5,706.46
HOURLY	55.8865	58.6788	61.6154	64.6962	67.9327	71.3308
Lgy Bonus 20	242.18	254.28	267.00	280.35	294.38	309.10
Lgy Bonus 25	484.35	508.55	534.00	560.70	588.75	618.20
Lgy Bonus 30	726.53	762.83	801.00	841.05	883.13	927.30

131 Plan Check Engineer
131 Transit Operations Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	119,148.00	125,100.00	131,352.00	137,916.00	144,816.00	152,052.00
MONTHLY	9,929.00	10,425.00	10,946.00	11,493.00	12,068.00	12,671.00
BI-WEEKLY	4,582.62	4,811.54	5,052.00	5,304.46	5,569.85	5,848.15
HOURLY	57.2827	60.1442	63.1500	66.3058	69.6231	73.1019
Lgy Bonus 20	248.23	260.63	273.65	287.33	301.70	316.78
Lgy Bonus 25	496.45	521.25	547.30	574.65	603.40	633.55
Lgy Bonus 30	744.68	781.88	820.95	861.98	905.10	950.33

132 FCC Therapist/Trainer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	122,124.00	128,232.00	134,640.00	141,372.00	148,440.00	155,868.00
MONTHLY	10,177.00	10,686.00	11,220.00	11,781.00	12,370.00	12,989.00
BI-WEEKLY	4,697.08	4,932.00	5,178.46	5,437.38	5,709.23	5,994.92
HOURLY	58.7135	61.6500	64.7308	67.9673	71.3654	74.9365
Lgy Bonus 20	254.43	267.15	280.50	294.53	309.25	324.73
Lgy Bonus 25	508.85	534.30	561.00	589.05	618.50	649.45
Lgy Bonus 30	763.28	801.45	841.50	883.58	927.75	974.18

**133 Human Resources Manager
133 Public Works Superintendent**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	125,172.00	131,436.00	138,012.00	144,912.00	152,160.00	159,768.00
MONTHLY	10,431.00	10,953.00	11,501.00	12,076.00	12,680.00	13,314.00
BI-WEEKLY	4,814.31	5,055.23	5,308.15	5,573.54	5,852.31	6,144.92
HOURLY	60.1788	63.1904	66.3519	69.6692	73.1538	76.8115
Lgy Bonus 20	260.78	273.83	287.53	301.90	317.00	332.85
Lgy Bonus 25	521.55	547.65	575.05	603.80	634.00	665.70
Lgy Bonus 30	782.33	821.48	862.58	905.70	951.00	998.55

134 Assistant to the City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	128,304.00	134,724.00	141,456.00	148,524.00	155,952.00	163,752.00
MONTHLY	10,692.00	11,227.00	11,788.00	12,377.00	12,996.00	13,646.00
BI-WEEKLY	4,934.77	5,181.69	5,440.62	5,712.46	5,998.15	6,298.15
HOURLY	61.6846	64.7712	68.0077	71.4058	74.9769	78.7269
Lgy Bonus 20	267.30	280.68	294.70	309.43	324.90	341.15
Lgy Bonus 25	534.60	561.35	589.40	618.85	649.80	682.30
Lgy Bonus 30	801.90	842.03	884.10	928.28	974.70	1023.45

135

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	131,508.00	138,084.00	144,984.00	152,232.00	159,840.00	167,832.00
MONTHLY	10,959.00	11,507.00	12,082.00	12,686.00	13,320.00	13,986.00
BI-WEEKLY	5,058.00	5,310.92	5,576.31	5,855.08	6,147.69	6,455.08
HOURLY	63.2250	66.3865	69.7038	73.1885	76.8462	80.6885
Lgy Bonus 20	273.98	287.68	302.05	317.15	333.00	349.65
Lgy Bonus 25	547.95	575.35	604.10	634.30	666.00	699.30
Lgy Bonus 30	821.93	863.03	906.15	951.45	999.00	1048.95

136

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	134,796.00	141,540.00	148,620.00	156,048.00	163,848.00	172,044.00
MONTHLY	11,233.00	11,795.00	12,385.00	13,004.00	13,654.00	14,337.00
BI-WEEKLY	5,184.46	5,443.85	5,716.15	6,001.85	6,301.85	6,617.08
HOURLY	64.8058	68.0481	71.4519	75.0231	78.7731	82.7135
Lgy Bonus 20	280.83	294.88	309.63	325.10	341.35	358.43
Lgy Bonus 25	561.65	589.75	619.25	650.20	682.70	716.85
Lgy Bonus 30	842.48	884.63	928.88	975.30	1024.05	1075.28

137

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	138,168.00	145,080.00	152,340.00	159,960.00	167,964.00	176,364.00
MONTHLY	11,514.00	12,090.00	12,695.00	13,330.00	13,997.00	14,697.00
BI-WEEKLY	5,314.15	5,580.00	5,859.23	6,152.31	6,460.15	6,783.23
HOURLY	66.4269	69.7500	73.2404	76.9038	80.7519	84.7904
Lgy Bonus 20	287.85	302.25	317.38	333.25	349.93	367.43
Lgy Bonus 25	575.70	604.50	634.75	666.50	699.85	734.85
Lgy Bonus 30	863.55	906.75	952.13	999.75	1049.78	1102.28

138 Chief Fiscal Officer
138 Principal Civil Engineer
138 Transit Administrative Officer
138 Transit Operations Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	141,624.00	148,704.00	156,144.00	163,956.00	172,152.00	180,756.00
MONTHLY	11,802.00	12,392.00	13,012.00	13,663.00	14,346.00	15,063.00
BI-WEEKLY	5,447.08	5,719.38	6,005.54	6,306.00	6,621.23	6,952.15
HOURLY	68.0885	71.4923	75.0692	78.8250	82.7654	86.9019
Lgy Bonus 20	295.05	309.80	325.30	341.58	358.65	376.58
Lgy Bonus 25	590.10	619.60	650.60	683.15	717.30	753.15
Lgy Bonus 30	885.15	929.40	975.90	1024.73	1075.95	1129.73

139

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	145,164.00	152,424.00	160,044.00	168,048.00	176,448.00	185,268.00
MONTHLY	12,097.00	12,702.00	13,337.00	14,004.00	14,704.00	15,439.00
BI-WEEKLY	5,583.23	5,862.46	6,155.54	6,463.38	6,786.46	7,125.69
HOURLY	69.7904	73.2808	76.9442	80.7923	84.8308	89.0712
Lgy Bonus 20	302.43	317.55	333.43	350.10	367.60	385.98
Lgy Bonus 25	604.85	635.10	666.85	700.20	735.20	771.95
Lgy Bonus 30	907.28	952.65	1000.28	1050.30	1102.80	1157.93

140

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	148,788.00	156,228.00	164,040.00	172,248.00	180,864.00	189,912.00
MONTHLY	12,399.00	13,019.00	13,670.00	14,354.00	15,072.00	15,826.00
BI-WEEKLY	5,722.62	6,008.77	6,309.23	6,624.92	6,956.31	7,304.31
HOURLY	71.5327	75.1096	78.8654	82.8115	86.9538	91.3038
Lgy Bonus 20	309.98	325.48	341.75	358.85	376.80	395.65
Lgy Bonus 25	619.95	650.95	683.50	717.70	753.60	791.30
Lgy Bonus 30	929.93	976.43	1025.25	1076.55	1130.40	1186.95

141 Assistant Director of Transportation
141 Assistant Public Works Director/City Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	152,508.00	160,128.00	168,132.00	176,544.00	185,376.00	194,640.00
MONTHLY	12,709.00	13,344.00	14,011.00	14,712.00	15,448.00	16,220.00
BI-WEEKLY	5,865.69	6,158.77	6,466.62	6,790.15	7,129.85	7,486.15
HOURLY	73.3212	76.9846	80.8327	84.8769	89.1231	93.5769
Lgy Bonus 20	317.73	333.60	350.28	367.80	386.20	405.50
Lgy Bonus 25	635.45	667.20	700.55	735.60	772.40	811.00
Lgy Bonus 30	953.18	1000.80	1050.83	1103.40	1158.60	1216.50

142

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,324.00	164,136.00	172,344.00	180,960.00	190,008.00	199,512.00
MONTHLY	13,027.00	13,678.00	14,362.00	15,080.00	15,834.00	16,626.00
BI-WEEKLY	6,012.46	6,312.92	6,628.62	6,960.00	7,308.00	7,673.54
HOURLY	75.1558	78.9115	82.8577	87.0000	91.3500	95.9192
Lgy Bonus 20	325.68	341.95	359.05	377.00	395.85	415.65
Lgy Bonus 25	651.35	683.90	718.10	754.00	791.70	831.30
Lgy Bonus 30	977.03	1025.85	1077.15	1131.00	1187.55	1246.95

143

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	160,236.00	168,252.00	176,664.00	185,496.00	194,772.00	204,516.00
MONTHLY	13,353.00	14,021.00	14,722.00	15,458.00	16,231.00	17,043.00
BI-WEEKLY	6,162.92	6,471.23	6,794.77	7,134.46	7,491.23	7,866.00
HOURLY	77.0365	80.8904	84.9346	89.1808	93.6404	98.3250
Lgy Bonus 20	333.83	350.53	368.05	386.45	405.78	426.08
Lgy Bonus 25	667.65	701.05	736.10	772.90	811.55	852.15
Lgy Bonus 30	1001.48	1051.58	1104.15	1159.35	1217.33	1278.23

144

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	164,244.00	172,452.00	181,080.00	190,140.00	199,644.00	209,628.00
MONTHLY	13,687.00	14,371.00	15,090.00	15,845.00	16,637.00	17,469.00
BI-WEEKLY	6,317.08	6,632.77	6,964.62	7,313.08	7,678.62	8,062.62
HOURLY	78.9635	82.9096	87.0577	91.4135	95.9827	100.7827
Lgy Bonus 20	342.18	359.28	377.25	396.13	415.93	436.73
Lgy Bonus 25	684.35	718.55	754.50	792.25	831.85	873.45
Lgy Bonus 30	1026.53	1077.83	1131.75	1188.38	1247.78	1310.18

145

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	168,348.00	176,760.00	185,604.00	194,880.00	204,624.00	214,860.00
MONTHLY	14,029.00	14,730.00	15,467.00	16,240.00	17,052.00	17,905.00
BI-WEEKLY	6,474.92	6,798.46	7,138.62	7,495.38	7,870.15	8,263.85
HOURLY	80.9365	84.9808	89.2327	93.6923	98.3769	103.2981
Lgy Bonus 20	350.73	368.25	386.68	406.00	426.30	447.63
Lgy Bonus 25	701.45	736.50	773.35	812.00	852.60	895.25
Lgy Bonus 30	1052.18	1104.75	1160.03	1218.00	1278.90	1342.88

146

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	172,560.00	181,188.00	190,248.00	199,764.00	209,748.00	220,236.00
MONTHLY	14,380.00	15,099.00	15,854.00	16,647.00	17,479.00	18,353.00
BI-WEEKLY	6,636.92	6,968.77	7,317.23	7,683.23	8,067.23	8,470.62
HOURLY	82.9615	87.1096	91.4654	96.0404	100.8404	105.8827
Lgy Bonus 20	359.50	377.48	396.35	416.18	436.98	458.83
Lgy Bonus 25	719.00	754.95	792.70	832.35	873.95	917.65
Lgy Bonus 30	1078.50	1132.43	1189.05	1248.53	1310.93	1376.48

147

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	176,880.00	185,724.00	195,012.00	204,768.00	215,004.00	225,756.00
MONTHLY	14,740.00	15,477.00	16,251.00	17,064.00	17,917.00	18,813.00
BI-WEEKLY	6,803.08	7,143.23	7,500.46	7,875.69	8,269.38	8,682.92
HOURLY	85.0385	89.2904	93.7558	98.4462	103.3673	108.5365

Lgy Bonus 20	368.50	386.93	406.28	426.60	447.93	470.33
Lgy Bonus 25	737.00	773.85	812.55	853.20	895.85	940.65
Lgy Bonus 30	1105.50	1160.78	1218.83	1279.80	1343.78	1410.98

148

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	181,308.00	190,368.00	199,884.00	209,880.00	220,380.00	231,396.00
MONTHLY	15,109.00	15,864.00	16,657.00	17,490.00	18,365.00	19,283.00
BI-WEEKLY	6,973.38	7,321.85	7,687.85	8,072.31	8,476.15	8,899.85
HOURLY	87.1673	91.5231	96.0981	100.9038	105.9519	111.2481

Lgy Bonus 20	377.73	396.60	416.43	437.25	459.13	482.08
Lgy Bonus 25	755.45	793.20	832.85	874.50	918.25	964.15
Lgy Bonus 30	1133.18	1189.80	1249.28	1311.75	1377.38	1446.23

149

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	185,844.00	195,132.00	204,888.00	215,136.00	225,888.00	237,180.00
MONTHLY	15,487.00	16,261.00	17,074.00	17,928.00	18,824.00	19,765.00
BI-WEEKLY	7,147.85	7,505.08	7,880.31	8,274.46	8,688.00	9,122.31
HOURLY	89.3481	93.8135	98.5038	103.4308	108.6000	114.0288

Lgy Bonus 20	387.18	406.53	426.85	448.20	470.60	494.13
Lgy Bonus 25	774.35	813.05	853.70	896.40	941.20	988.25
Lgy Bonus 30	1161.53	1219.58	1280.55	1344.60	1411.80	1482.38

150 Joint Powers Authority Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,000.00					
MONTHLY	13,000.00					
BI-WEEKLY	6,000.00					
HOURLY	75.0000					

200 Police Trainee

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	80,640.00	-	-	-	-	-
MONTHLY	6,720.00	-	-	-	-	-
BI-WEEKLY	3,101.54	-	-	-	-	-
HOURLY	38.7692	-	-	-	-	-

201 Police Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	94,872.00	99,600.00	104,592.00	109,812.00	115,320.00	121,080.00
MONTHLY	7,906.00	8,300.00	8,716.00	9,151.00	9,610.00	10,090.00
BI-WEEKLY	3,648.92	3,830.77	4,022.77	4,223.54	4,435.38	4,656.92
HOURLY	45.6115	47.8846	50.2846	52.7942	55.4423	58.2115

EDUCATIONAL INCENTIVE BONUS

AA	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96
BA	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96

SPECIALIST	649.52	649.52	649.52	649.52	649.52	649.52

Lgy Bonus 7	365.00	365.00	365.00	365.00	365.00	365.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	915.30	935.00	955.80	977.55	1,000.50	1,024.50
Lgy Bonus 26	1,310.60	1,350.00	1,391.60	1,435.10	1,481.00	1,529.00

203 Police Sergeant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	121,128.00	127,188.00	133,536.00	140,220.00	147,240.00	154,596.00
MONTHLY	10,094.00	10,599.00	11,128.00	11,685.00	12,270.00	12,883.00
BI-WEEKLY	4,658.77	4,891.85	5,136.00	5,393.08	5,663.08	5,946.00
HOURLY	58.2346	61.1481	64.2000	67.4135	70.7885	74.3250

EDUCATIONAL INCENTIVE BONUS

AA	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53
BA	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53

SPECIAL DUTY PAY	420.00	420.00	420.00	420.00	420.00	420.00

Lgy Bonus 7	326.00	326.00	326.00	326.00	326.00	326.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	1,024.70	1,049.95	1,076.40	1,104.25	1,133.50	1,164.15
Lgy Bonus 26	1,529.40	1,579.90	1,632.80	1,688.50	1,747.00	1,808.30

227 Police Lieutenant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	162,720.00	170,856.00	179,400.00	188,376.00	197,796.00	207,684.00
MONTHLY	13,560.00	14,238.00	14,950.00	15,698.00	16,483.00	17,307.00
BI-WEEKLY	6,258.46	6,571.38	6,900.00	7,245.23	7,607.54	7,987.85
HOURLY	78.2308	82.1423	86.2500	90.5654	95.0942	99.8481
CA POST Supervisory/Adv.	1,766.44	1,837.84	1,912.84	1,991.56	2,074.24	2,161.00
CA POST Mgmt. Cert.	678.00	711.90	747.50	784.90	824.15	865.35
Lgy Bonus 20	678.00	711.90	747.50	784.90	824.15	865.35
Lgy Bonus 26	1,356.00	1,423.80	1,495.00	1,569.80	1,648.30	1,730.70
Management Incentive Pay	1,288.20	1,352.61	1,420.25	1,491.31	1,565.89	1,644.17

231 Police Captain

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,476.00	203,148.00	213,300.00	223,968.00	235,164.00	246,924.00
MONTHLY	16,123.00	16,929.00	17,775.00	18,664.00	19,597.00	20,577.00
BI-WEEKLY	7,441.38	7,813.38	8,203.85	8,614.15	9,044.77	9,497.08
HOURLY	93.0173	97.6673	102.5481	107.6769	113.0596	118.7135
CA POST Supervisory/Adv.	2,036.08	2,120.92	2,209.96	2,303.56	2,401.84	2,505.04
CA POST Mgmt. Cert.	806.15	846.45	888.75	933.20	979.85	1,028.85
Lgy Bonus 20	806.15	846.45	888.75	933.20	979.85	1,028.85
Lgy Bonus 26	1,612.30	1,692.90	1,777.50	1,866.40	1,959.70	2,057.70
Management Incentive Pay	1,531.69	1,608.26	1,688.63	1,773.08	1,861.72	1,954.82

232 Deputy Police Chief

STEP	*1*
ANNUAL	238,812.00
MONTHLY	19,901.00
BI-WEEKLY	9,185.08
HOURLY	114.8135
CA POST Supervisory/Adv.	2,613.40
CA POST Mgmt. Cert.	995.05
Lgy Bonus 20	995.05
Lgy Bonus 26	1,990.10
Management Incentive Pay	1,890.60

301 Mayor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	31,200.00					
MONTHLY	2,600.00					
BI-WEEKLY	1,200.00					
HOURLY	15.0000					

302 Councilmember

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	19,200.00					
MONTHLY	1,600.00					
BI-WEEKLY	738.46					
HOURLY	9.2308					

303 City Clerk

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	12,000.00					
MONTHLY	1,000.00					
BI-WEEKLY	461.54					
HOURLY	5.7692					

304 City Treasurer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	6,000.00					
MONTHLY	500.00					
BI-WEEKLY	230.77					
HOURLY	2.8846					

305 Youth Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	300.00	-	-	-	-	-
MONTHLY	25.00	-	-	-	-	-
BI-WEEKLY	11.54	-	-	-	-	-
HOURLY	0.1442	-	-	-	-	-

306 Gardena Beautification Commissioner
306 Gardena Economic Business Advisory Commissioner
306 Human Services Commissioner
306 Recreation Commissioner
306 Rent Mediation Board Member
306 Senior Citizens Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	600.00	-	-	-	-	-
MONTHLY	50.00	-	-	-	-	-
BI-WEEKLY	23.08	-	-	-	-	-
HOURLY	0.2885	-	-	-	-	-

308 Planning Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	1,200.00	-	-	-	-	-
MONTHLY	100.00	-	-	-	-	-
BI-WEEKLY	46.15	-	-	-	-	-
HOURLY	0.5769	-	-	-	-	-

330 Department Heads

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	176,040.00	184,848.00	194,088.00	203,796.00	213,984.00	224,688.00
MONTHLY	14,670.00	15,404.00	16,174.00	16,983.00	17,832.00	18,724.00
BI-WEEKLY	6,770.77	7,109.54	7,464.92	7,838.31	8,230.15	8,641.85
HOURLY	84.6346	88.8692	93.3115	97.9788	102.8769	108.0231
Lgy Bonus 20	366.75	385.10	404.35	424.58	445.80	468.10
Lgy Bonus 25	733.50	770.20	808.70	849.15	891.60	936.20
Lgy Bonus 30	1100.25	1155.30	1213.05	1273.73	1337.40	1404.30

335 Deputy City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	184,848.00	194,088.00	203,796.00	213,984.00	224,688.00	235,920.00
MONTHLY	15,404.00	16,174.00	16,983.00	17,832.00	18,724.00	19,660.00
BI-WEEKLY	7,109.54	7,464.92	7,838.31	8,230.15	8,641.85	9,073.85
HOURLY	88.8692	93.3115	97.9788	102.8769	108.0231	113.4231
Lgy Bonus 20	385.10	404.35	424.58	445.80	468.10	491.50
Lgy Bonus 25	770.20	808.70	849.15	891.60	936.20	983.00
Lgy Bonus 30	1155.30	1213.05	1273.73	1337.40	1404.30	1474.50

339 Assistant City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,236.00	202,896.00	213,036.00	223,692.00	234,876.00	246,624.00
MONTHLY	16,103.00	16,908.00	17,753.00	18,641.00	19,573.00	20,552.00
BI-WEEKLY	7,432.15	7,803.69	8,193.69	8,603.54	9,033.69	9,485.54
HOURLY	92.9019	97.5462	102.4212	107.5442	112.9212	118.5692
Lgy Bonus 20	402.58	422.70	443.83	466.03	489.33	513.80
Lgy Bonus 25	805.15	845.40	887.65	932.05	978.65	1027.60
Lgy Bonus 30	1207.73	1268.10	1331.48	1398.08	1467.98	1541.40

340 Police Chief

STEP	*1*
ANNUAL	282,016.32
MONTHLY	23,501.36
BI-WEEKLY	10,846.78
HOURLY	135.5848
CA POST Supervisory/Adv.	2,727.12
CA POST Mgmt. Cert.	1,175.07
CA POST Executive Cert	1,175.07
Lgy Bonus 26	2,350.14
Management Incentive Pay	2,232.63

350 City Manager

STEP	*1*
ANNUAL	311,548.00
MONTHLY	25,962.33
BI-WEEKLY	11,982.62
HOURLY	149.7827

CITY OF GARDENA
CLASSIFICATION AND COMPENSATION PLAN
Effective April 14, 2024. Adpoted April 8, 2025

Update Compensation: Police Chief, Schedule 340. Deputy Police Chief, Schedule 232

5 Recreation Instructor			
HOURLY RANGE	20.00 - 35.00		
6 Clerical Aide I			
6 Police Aide			
STEP		*4*	*6*
ANNUAL		31,152.00	34,344.00
MONTHLY		2,596.00	2,862.00
BI-WEEKLY		1,198.15	1,320.92
HOURLY		14.9769	16.5115
7 Peer Advocate Counselor II			
7 Storeroom Aide			
STEP			*6*
ANNUAL			33,552.00
MONTHLY			2,796.00
BI-WEEKLY			1,290.46
HOURLY			16.1308
8 Community Aide I			
STEP			*5*
ANNUAL		32,748.00	34,380.00
MONTHLY		2,729.00	2,865.00
BI-WEEKLY		1,259.54	1,322.31
HOURLY		15.7442	16.5288
13			
STEP		*5*	*6*
ANNUAL		33,600.00	35,280.00
MONTHLY		2,800.00	2,940.00
BI-WEEKLY		1,292.31	1,356.92
HOURLY		16.1538	16.9615
14 Pool Cashier			
STEP		*4*	*5*
ANNUAL		32,808.00	34,452.00
MONTHLY		2,734.00	2,871.00
BI-WEEKLY		1,261.85	1,325.08
HOURLY		15.7731	16.5635
15			
STEP		*4*	*5*
ANNUAL		33,624.00	35,304.00
MONTHLY		2,802.00	2,942.00
BI-WEEKLY		1,293.23	1,357.85
HOURLY		16.1654	16.9731
			6
			37,068.00
			3,089.00
			1,425.69
			17.8212

16

STEP		*3*	*4*	*5*	*6*
ANNUAL		32,832.00	34,476.00	36,204.00	38,016.00
MONTHLY		2,736.00	2,873.00	3,017.00	3,168.00
BI-WEEKLY		1,262.77	1,326.00	1,392.46	1,462.15
HOURLY		15.7846	16.5750	17.4058	18.2769

17 Clerk Typist

STEP		*3*	*4*	*5*	*6*
ANNUAL		33,660.00	35,340.00	37,104.00	38,964.00
MONTHLY		2,805.00	2,945.00	3,092.00	3,247.00
BI-WEEKLY		1,294.62	1,359.23	1,427.08	1,498.62
HOURLY		16.1827	16.9904	17.8385	18.7327

18

STEP		*2*	*3*	*4*	*5*	*6*
ANNUAL		32,856.00	34,500.00	36,228.00	38,040.00	39,948.00
MONTHLY		2,738.00	2,875.00	3,019.00	3,170.00	3,329.00
BI-WEEKLY		1,263.69	1,326.92	1,393.38	1,463.08	1,536.46
HOURLY		15.7962	16.5865	17.4173	18.2885	19.2058

19

STEP		*2*	*3*	*4*	*5*	*6*
ANNUAL		33,672.00	35,352.00	37,116.00	38,976.00	40,920.00
MONTHLY		2,806.00	2,946.00	3,093.00	3,248.00	3,410.00
BI-WEEKLY		1,295.08	1,359.69	1,427.54	1,499.08	1,573.85
HOURLY		16.1885	16.9962	17.8442	18.7385	19.6731

20

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	32,868.00	34,512.00	36,240.00	38,052.00	39,960.00	41,964.00
MONTHLY	2,739.00	2,876.00	3,020.00	3,171.00	3,330.00	3,497.00
BI-WEEKLY	1,264.15	1,327.38	1,393.85	1,463.54	1,536.92	1,614.00
HOURLY	15.8019	16.5923	17.4231	18.2942	19.2115	20.1750

21 Police Cadet

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	33,684.00	35,364.00	37,128.00	38,988.00	40,932.00	42,984.00
MONTHLY	2,807.00	2,947.00	3,094.00	3,249.00	3,411.00	3,582.00
BI-WEEKLY	1,295.54	1,360.15	1,428.00	1,499.54	1,574.31	1,653.23
HOURLY	16.1942	17.0019	17.8500	18.7442	19.6788	20.6654

22 FCC Program Assistant I**22 Geriatric Aide****22 Human Services Aide****22 Lifeguard/Instructor****22 Recreation Leader I**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	34,524.00	36,252.00	38,064.00	39,972.00	41,976.00	44,076.00
MONTHLY	2,877.00	3,021.00	3,172.00	3,331.00	3,498.00	3,673.00
BI-WEEKLY	1,327.85	1,394.31	1,464.00	1,537.38	1,614.46	1,695.23
HOURLY	16.5981	17.4288	18.3000	19.2173	20.1808	21.1904

23 Community Aide II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	35,388.00	37,152.00	39,012.00	40,968.00	43,020.00	45,168.00
MONTHLY	2,949.00	3,096.00	3,251.00	3,414.00	3,585.00	3,764.00
BI-WEEKLY	1,361.08	1,428.92	1,500.46	1,575.69	1,654.62	1,737.23
HOURLY	17.0135	17.8615	18.7558	19.6962	20.6827	21.7154

24

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	36,276.00	38,088.00	39,996.00	42,000.00	44,100.00	46,308.00
MONTHLY	3,023.00	3,174.00	3,333.00	3,500.00	3,675.00	3,859.00
BI-WEEKLY	1,395.23	1,464.92	1,538.31	1,615.38	1,696.15	1,781.08
HOURLY	17.4404	18.3115	19.2288	20.1923	21.2019	22.2635

25

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	37,188.00	39,048.00	41,004.00	43,056.00	45,204.00	47,460.00
MONTHLY	3,099.00	3,254.00	3,417.00	3,588.00	3,767.00	3,955.00
BI-WEEKLY	1,430.31	1,501.85	1,577.08	1,656.00	1,738.62	1,825.38
HOURLY	17.8788	18.7731	19.7135	20.7000	21.7327	22.8173

26 Pool Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	38,112.00	40,020.00	42,024.00	44,124.00	46,332.00	48,648.00
MONTHLY	3,176.00	3,335.00	3,502.00	3,677.00	3,861.00	4,054.00
BI-WEEKLY	1,465.85	1,539.23	1,616.31	1,697.08	1,782.00	1,871.08
HOURLY	18.3231	19.2404	20.2038	21.2135	22.2750	23.3885

27

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	39,060.00	41,016.00	43,068.00	45,216.00	47,472.00	49,848.00
MONTHLY	3,255.00	3,418.00	3,589.00	3,768.00	3,956.00	4,154.00
BI-WEEKLY	1,502.31	1,577.54	1,656.46	1,739.08	1,825.85	1,917.23
HOURLY	18.7788	19.7192	20.7058	21.7385	22.8231	23.9654

28 Meal Services Coordinator**28 Police Assistant****28 Recreation Leader II**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	40,032.00	42,036.00	44,136.00	46,344.00	48,660.00	51,096.00
MONTHLY	3,336.00	3,503.00	3,678.00	3,862.00	4,055.00	4,258.00
BI-WEEKLY	1,539.69	1,616.77	1,697.54	1,782.46	1,871.54	1,965.23
HOURLY	19.2462	20.2096	21.2192	22.2808	23.3942	24.5654

29 Account Clerk**29 Customer Service Clerk I****29 Printing & Technology Intern****29 Recreation Therapist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	41,028.00	43,080.00	45,240.00	47,508.00	49,884.00	52,380.00
MONTHLY	3,419.00	3,590.00	3,770.00	3,959.00	4,157.00	4,365.00
BI-WEEKLY	1,578.00	1,656.92	1,740.00	1,827.23	1,918.62	2,014.62
HOURLY	19.7250	20.7115	21.7500	22.8404	23.9827	25.1827

30 Certified Nursing Assistant
30 Custodian I
30 FCC Education Assistant II
30 FCC Program Assistant II
30 Office Specialist

	1	*2*	*3*	*4*	*5*	*6*
ANNUAL	42,048.00	44,148.00	46,356.00	48,672.00	51,108.00	53,664.00
MONTHLY	3,504.00	3,679.00	3,863.00	4,056.00	4,259.00	4,472.00
BI-WEEKLY	1,617.23	1,698.00	1,782.92	1,872.00	1,965.69	2,064.00
HOURLY	20.2154	21.2250	22.2865	23.4000	24.5712	25.8000

31 On-Demand (Micro/Paratransit) Operator
31 Paratransit Driver

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	43,104.00	45,264.00	47,532.00	49,908.00	52,404.00	55,020.00
MONTHLY	3,592.00	3,772.00	3,961.00	4,159.00	4,367.00	4,585.00
BI-WEEKLY	1,657.85	1,740.92	1,828.15	1,919.54	2,015.54	2,116.15
HOURLY	20.7231	21.7615	22.8519	23.9942	25.1942	26.4519

32 Home Improvement Maintenance Helper
32 Right-of-Way Maintenance Worker

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	44,184.00	46,392.00	48,708.00	51,144.00	53,700.00	56,388.00
MONTHLY	3,682.00	3,866.00	4,059.00	4,262.00	4,475.00	4,699.00
BI-WEEKLY	1,699.38	1,784.31	1,873.38	1,967.08	2,065.38	2,168.77
HOURLY	21.2423	22.3038	23.4173	24.5885	25.8173	27.1096

33 Customer Service Clerk II
33 Equipment Utility Worker I
33 Public Safety Officer
33 Relief Bus Operator Trainee

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	45,288.00	47,556.00	49,932.00	52,428.00	55,044.00	57,792.00
MONTHLY	3,774.00	3,963.00	4,161.00	4,369.00	4,587.00	4,816.00
BI-WEEKLY	1,741.85	1,829.08	1,920.46	2,016.46	2,117.08	2,222.77
HOURLY	21.7731	22.8635	24.0058	25.2058	26.4635	27.7846

34 Custodian II
34 Graffiti Technician
34 On-Demand Transit Dispatcher
34 Paratransit Dispatcher
34 Park Maintenance Worker I

	1	*2*	*3*	*4*	*5*	*6*
STEP						
ANNUAL	46,416.00	48,732.00	51,168.00	53,724.00	56,412.00	59,232.00
MONTHLY	3,868.00	4,061.00	4,264.00	4,477.00	4,701.00	4,936.00
BI-WEEKLY	1,785.23	1,874.31	1,968.00	2,066.31	2,169.69	2,278.15
HOURLY	22.3154	23.4288	24.6000	25.8288	27.1212	28.4769

**35 Community Aide III
35 Help Desk Technician
35 Street Maintenance Worker**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	47,580.00	49,956.00	52,452.00	55,080.00	57,840.00	60,732.00
MONTHLY	3,965.00	4,163.00	4,371.00	4,590.00	4,820.00	5,061.00
BI-WEEKLY	1,830.00	1,921.38	2,017.38	2,118.46	2,224.62	2,335.85
HOURLY	22.8750	24.0173	25.2173	26.4808	27.8077	29.1981

36 Intermediate Clerk Typist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	48,768.00	51,204.00	53,760.00	56,448.00	59,268.00	62,232.00
MONTHLY	4,064.00	4,267.00	4,480.00	4,704.00	4,939.00	5,186.00
BI-WEEKLY	1,875.69	1,969.38	2,067.69	2,171.08	2,279.54	2,393.54
HOURLY	23.4462	24.6173	25.8462	27.1385	28.4942	29.9192

37 Nutrition Services Coordinator

37 Relief Bus Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	49,992.00	52,488.00	55,116.00	57,876.00	60,768.00	63,804.00
MONTHLY	4,166.00	4,374.00	4,593.00	4,823.00	5,064.00	5,317.00
BI-WEEKLY	1,922.77	2,018.77	2,119.85	2,226.00	2,337.23	2,454.00
HOURLY	24.0346	25.2346	26.4981	27.8250	29.2154	30.6750

**38 Activity Coordinator
38 Equipment Utility Worker II
38 Homeless Coordinator
38 Police Records Technician I
38 Police Service Technician
38 Purchasing Clerk
38 Senior Account Clerk
38 Senior Clerk Typist**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	51,240.00	53,808.00	56,496.00	59,316.00	62,280.00	65,400.00
MONTHLY	4,270.00	4,484.00	4,708.00	4,943.00	5,190.00	5,450.00
BI-WEEKLY	1,970.77	2,069.54	2,172.92	2,281.38	2,395.38	2,515.38
HOURLY	24.6346	25.8692	27.1615	28.5173	29.9423	31.4423

**39 Apprentice Mechanic
39 Home Improvement Lead Person
39 Park Maintenance Worker II
39 Records Management Coordinator**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	52,524.00	55,152.00	57,912.00	60,804.00	63,840.00	67,032.00
MONTHLY	4,377.00	4,596.00	4,826.00	5,067.00	5,320.00	5,586.00
BI-WEEKLY	2,020.15	2,121.23	2,227.38	2,338.62	2,455.38	2,578.15
HOURLY	25.2519	26.5154	27.8423	29.2327	30.6923	32.2269

40 Engineering Aide
40 FCC Education Assistant III
40 FCC Program Assistant III
40 Public Works Coordinator
40 Sr. Transit Utility Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	53,832.00	56,520.00	59,352.00	62,316.00	65,436.00	68,712.00
MONTHLY	4,486.00	4,710.00	4,946.00	5,193.00	5,453.00	5,726.00
BI-WEEKLY	2,070.46	2,173.85	2,282.77	2,396.77	2,516.77	2,642.77
HOURLY	25.8808	27.1731	28.5346	29.9596	31.4596	33.0346

41 Deputy City Clerk I
41 Permit/Licensing Technician I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	55,176.00	57,936.00	60,828.00	63,864.00	67,056.00	70,404.00
MONTHLY	4,598.00	4,828.00	5,069.00	5,322.00	5,588.00	5,867.00
BI-WEEKLY	2,122.15	2,228.31	2,339.54	2,456.31	2,579.08	2,707.85
HOURLY	26.5269	27.8538	29.2442	30.7038	32.2385	33.8481

42 Community Center Coordinator
42 Community Services Officer
42 Human Services Coordinator
42 Police Records Technician II
42 Police Service Officer
42 Recreation Coordinator
42 Secretary

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	56,556.00	59,388.00	62,352.00	65,472.00	68,748.00	72,180.00
MONTHLY	4,713.00	4,949.00	5,196.00	5,456.00	5,729.00	6,015.00
BI-WEEKLY	2,175.23	2,284.15	2,398.15	2,518.15	2,644.15	2,776.15
HOURLY	27.1904	28.5519	29.9769	31.4769	33.0519	34.7019

43 Administrative Aide
43 Building Maintenance Worker
43 Cement Finisher
43 Human Resources / Department Coordinator
43 Payroll / Personnel Technician
43 Senior Citizens Social Services Coordinator
43 Transit Maintenance Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	57,972.00	60,876.00	63,924.00	67,116.00	70,476.00	74,004.00
MONTHLY	4,831.00	5,073.00	5,327.00	5,593.00	5,873.00	6,167.00
BI-WEEKLY	2,229.69	2,341.38	2,458.62	2,581.38	2,710.62	2,846.31
HOURLY	27.8712	29.2673	30.7327	32.2673	33.8827	35.5788

44 Administrative Secretary
44 Building Aide
44 Building/Planning Technician
44 Permit/Licensing Technician II
44 Sewer Maintenance Worker
44 Tree Trimmer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	59,424.00	62,400.00	65,520.00	68,796.00	72,240.00	75,852.00
MONTHLY	4,952.00	5,200.00	5,460.00	5,733.00	6,020.00	6,321.00
BI-WEEKLY	2,285.54	2,400.00	2,520.00	2,646.00	2,778.46	2,917.38
HOURLY	28.5692	30.0000	31.5000	33.0750	34.7308	36.4673

45 Street Sweeper Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	60,912.00	63,960.00	67,164.00	70,524.00	74,052.00	77,760.00
MONTHLY	5,076.00	5,330.00	5,597.00	5,877.00	6,171.00	6,480.00
BI-WEEKLY	2,342.77	2,460.00	2,583.23	2,712.46	2,848.15	2,990.77
HOURLY	29.2846	30.7500	32.2904	33.9058	35.6019	37.3846

46 Heavy Equipment Operator

46 Street Traffic Painter

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	62,436.00	65,556.00	68,832.00	72,276.00	75,888.00	79,680.00
MONTHLY	5,203.00	5,463.00	5,736.00	6,023.00	6,324.00	6,640.00
BI-WEEKLY	2,401.38	2,521.38	2,647.38	2,779.85	2,918.77	3,064.62
HOURLY	30.0173	31.5173	33.0923	34.7481	36.4846	38.3077

47 Equipment Mechanic

47 Graphics Technician

47 Maintenance Painter

47 Senior Building Maintenance Worker

47 Transit Mechanic

47 Transit Parts/Storeroom Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,996.00	67,200.00	70,560.00	74,088.00	77,796.00	81,684.00
MONTHLY	5,333.00	5,600.00	5,880.00	6,174.00	6,483.00	6,807.00
BI-WEEKLY	2,461.38	2,584.62	2,713.85	2,849.54	2,992.15	3,141.69
HOURLY	30.7673	32.3077	33.9231	35.6192	37.4019	39.2712

48 Custodian-Lead

48 Financial Services Technician

48 Human Resources Technician

48 Junior Accountant

48 Property and Evidence Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	65,592.00	68,868.00	72,312.00	75,924.00	79,716.00	83,700.00
MONTHLY	5,466.00	5,739.00	6,026.00	6,327.00	6,643.00	6,975.00
BI-WEEKLY	2,522.77	2,648.77	2,781.23	2,920.15	3,066.00	3,219.23
HOURLY	31.5346	33.1096	34.7654	36.5019	38.3250	40.2404

49 Administrative Analyst I
49 Community Services Counselor
49 Program Coordinator
49 Recreation Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	67,236.00	70,596.00	74,124.00	77,832.00	81,720.00	85,812.00
MONTHLY	5,603.00	5,883.00	6,177.00	6,486.00	6,810.00	7,151.00
BI-WEEKLY	2,586.00	2,715.23	2,850.92	2,993.54	3,143.08	3,300.46
HOURLY	32.3250	33.9404	35.6365	37.4192	39.2885	41.2558

50 Case Management Supervisor/Instructor
50 Transit Dispatcher/Operations Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,916.00	72,360.00	75,984.00	79,788.00	83,772.00	87,960.00
MONTHLY	5,743.00	6,030.00	6,332.00	6,649.00	6,981.00	7,330.00
BI-WEEKLY	2,650.62	2,783.08	2,922.46	3,068.77	3,222.00	3,383.08
HOURLY	33.1327	34.7885	36.5308	38.3596	40.2750	42.2885

51 Electrical/Signal Technician I
51 Emergency Preparedness Coordinator
51 Engineering Technician
51 Executive Assistant to Chief of Police
51 General Building Inspector
51 Information Technology Coordinator
51 Lead Equipment Mechanic
51 Lead Mechanic

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	70,644.00	74,172.00	77,880.00	81,780.00	85,872.00	90,168.00
MONTHLY	5,887.00	6,181.00	6,490.00	6,815.00	7,156.00	7,514.00
BI-WEEKLY	2,717.08	2,852.77	2,995.38	3,145.38	3,302.77	3,468.00
HOURLY	33.9635	35.6596	37.4423	39.3173	41.2846	43.3500

52 Payroll Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	72,408.00	76,032.00	79,836.00	83,832.00	88,020.00	92,424.00
MONTHLY	6,034.00	6,336.00	6,653.00	6,986.00	7,335.00	7,702.00
BI-WEEKLY	2,784.92	2,924.31	3,070.62	3,224.31	3,385.38	3,554.77
HOURLY	34.8115	36.5538	38.3827	40.3038	42.3173	44.4346

53 Code Enforcement Officer
53 FCC Education Coordinator
53 Park Maintenance Lead
53 Public Works Inspector
53 Public Works Lead

53 Transit Operations Training Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	74,220.00	77,928.00	81,828.00	85,920.00	90,216.00	94,728.00
MONTHLY	6,185.00	6,494.00	6,819.00	7,160.00	7,518.00	7,894.00
BI-WEEKLY	2,854.62	2,997.23	3,147.23	3,304.62	3,469.85	3,643.38
HOURLY	35.6827	37.4654	39.3404	41.3077	43.3731	45.5423

54 Administrative Analyst II
54 Building Maintenance Lead
54 Forensic Technician
54 Transit Marketing Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	76,080.00	79,884.00	83,880.00	88,080.00	92,484.00	97,104.00
MONTHLY	6,340.00	6,657.00	6,990.00	7,340.00	7,707.00	8,092.00
BI-WEEKLY	2,926.15	3,072.46	3,226.15	3,387.69	3,557.08	3,734.77
HOURLY	36.5769	38.4058	40.3269	42.3462	44.4635	46.6846

55 Electrical/Signal Technician II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,988.00	81,888.00	85,980.00	90,276.00	94,788.00	99,528.00
MONTHLY	6,499.00	6,824.00	7,165.00	7,523.00	7,899.00	8,294.00
BI-WEEKLY	2,999.54	3,149.54	3,306.92	3,472.15	3,645.69	3,828.00
HOURLY	37.4942	39.3692	41.3365	43.4019	45.5712	47.8500

56 Administrative Coordinator

56 Assistant Engineer

56 FCC Program Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	79,932.00	83,928.00	88,128.00	92,532.00	97,164.00	102,024.00
MONTHLY	6,661.00	6,994.00	7,344.00	7,711.00	8,097.00	8,502.00
BI-WEEKLY	3,074.31	3,228.00	3,389.54	3,558.92	3,737.08	3,924.00
HOURLY	38.4288	40.3500	42.3692	44.4865	46.7135	49.0500

57 Communications Liaison Officer

57 Senior Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	81,936.00	86,028.00	90,324.00	94,836.00	99,576.00	104,556.00
MONTHLY	6,828.00	7,169.00	7,527.00	7,903.00	8,298.00	8,713.00
BI-WEEKLY	3,151.38	3,308.77	3,474.00	3,647.54	3,829.85	4,021.38
HOURLY	39.3923	41.3596	43.4250	45.5942	47.8731	50.2673

58 Associate Planner

58 Code Enforcement Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,988.00	88,188.00	92,592.00	97,224.00	102,084.00	107,184.00
MONTHLY	6,999.00	7,349.00	7,716.00	8,102.00	8,507.00	8,932.00
BI-WEEKLY	3,230.31	3,391.85	3,561.23	3,739.38	3,926.31	4,122.46
HOURLY	40.3788	42.3981	44.5154	46.7423	49.0788	51.5308

59 Administrative Support Services Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	86,088.00	90,396.00	94,920.00	99,672.00	104,652.00	109,884.00
MONTHLY	7,174.00	7,533.00	7,910.00	8,306.00	8,721.00	9,157.00
BI-WEEKLY	3,311.08	3,476.77	3,650.77	3,833.54	4,025.08	4,226.31
HOURLY	41.3885	43.4596	45.6346	47.9192	50.3135	52.8288

60

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	88,236.00	92,652.00	97,284.00	102,144.00	107,256.00	112,620.00
MONTHLY	7,353.00	7,721.00	8,107.00	8,512.00	8,938.00	9,385.00
BI-WEEKLY	3,393.69	3,563.54	3,741.69	3,928.62	4,125.23	4,331.54
HOURLY	42.4212	44.5442	46.7712	49.1077	51.5654	54.1442

61 Administrative Analyst III**61 Associate Engineer****61 Information Technology Systems Analyst - Transit****61 Transit Planning and Scheduling Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	90,444.00	94,968.00	99,720.00	104,712.00	109,944.00	115,440.00
MONTHLY	7,537.00	7,914.00	8,310.00	8,726.00	9,162.00	9,620.00
BI-WEEKLY	3,478.62	3,652.62	3,835.38	4,027.38	4,228.62	4,440.00
HOURLY	43.4827	45.6577	47.9423	50.3423	52.8577	55.5000

62 Information Technology Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	92,700.00	97,332.00	102,204.00	107,316.00	112,680.00	118,320.00
MONTHLY	7,725.00	8,111.00	8,517.00	8,943.00	9,390.00	9,860.00
BI-WEEKLY	3,565.38	3,743.54	3,930.92	4,127.54	4,333.85	4,550.77
HOURLY	44.5673	46.7942	49.1365	51.5942	54.1731	56.8846

63

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	95,016.00	99,768.00	104,760.00	110,004.00	115,500.00	121,272.00
MONTHLY	7,918.00	8,314.00	8,730.00	9,167.00	9,625.00	10,106.00
BI-WEEKLY	3,654.46	3,837.23	4,029.23	4,230.92	4,442.31	4,664.31
HOURLY	45.6808	47.9654	50.3654	52.8865	55.5288	58.3038

64

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	97,392.00	102,264.00	107,376.00	112,740.00	118,380.00	124,296.00
MONTHLY	8,116.00	8,522.00	8,948.00	9,395.00	9,865.00	10,358.00
BI-WEEKLY	3,745.85	3,933.23	4,129.85	4,336.15	4,553.08	4,780.62
HOURLY	46.8231	49.1654	51.6231	54.2019	56.9135	59.7577

65

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	99,828.00	104,820.00	110,064.00	115,572.00	121,356.00	127,428.00
MONTHLY	8,319.00	8,735.00	9,172.00	9,631.00	10,113.00	10,619.00
BI-WEEKLY	3,839.54	4,031.54	4,233.23	4,445.08	4,667.54	4,901.08
HOURLY	47.9942	50.3942	52.9154	55.5635	58.3442	61.2635

66 Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	102,324.00	107,436.00	112,812.00	118,452.00	124,380.00	130,596.00
MONTHLY	8,527.00	8,953.00	9,401.00	9,871.00	10,365.00	10,883.00
BI-WEEKLY	3,935.54	4,132.15	4,338.92	4,555.85	4,783.85	5,022.92
HOURLY	49.1942	51.6519	54.2365	56.9481	59.7981	62.7865

67

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	104,880.00	110,124.00	115,632.00	121,416.00	127,488.00	133,860.00
MONTHLY	8,740.00	9,177.00	9,636.00	10,118.00	10,624.00	11,155.00
BI-WEEKLY	4,033.85	4,235.54	4,447.38	4,669.85	4,903.38	5,148.46
HOURLY	50.4231	52.9442	55.5923	58.3731	61.2923	64.3558

90 Bus Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	57,144.00	60,000.00	63,000.00	66,156.00	69,468.00	72,936.00
MONTHLY	4,762.00	5,000.00	5,250.00	5,513.00	5,789.00	6,078.00
BI-WEEKLY	2,197.85	2307.69	2423.08	2,544.46	2,671.85	2,805.23
HOURLY	27.4731	28.8462	30.2885	31.8058	33.3981	35.0654

Specialty - 5%	238.10	250.00	262.50	275.65	289.45	303.90

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STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	61,152.00	64,212.00	67,428.00	70,800.00	74,340.00	78,060.00
MONTHLY	5,096.00	5,351.00	5,619.00	5,900.00	6,195.00	6,505.00
BI-WEEKLY	2,352.00	2,469.69	2,593.38	2,723.08	2,859.23	3,002.31
HOURLY	29.4000	30.8712	32.4173	34.0385	35.7404	37.5288

Lgy Bonus 20	127.40	133.78	140.48	147.50	154.88	162.63
Lgy Bonus 25	254.80	267.55	280.95	295.00	309.75	325.25
Lgy Bonus 30	382.20	401.33	421.43	442.50	464.63	487.88

105

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	62,676.00	65,808.00	69,096.00	72,552.00	76,176.00	79,980.00
MONTHLY	5,223.00	5,484.00	5,758.00	6,046.00	6,348.00	6,665.00
BI-WEEKLY	2,410.62	2531.08	2657.54	2790.46	2929.85	3076.15
HOURLY	30.1327	31.6385	33.2192	34.8808	36.6231	38.4519

Lgy Bonus 20	130.58	137.10	143.95	151.15	158.70	166.63
Lgy Bonus 25	261.15	274.20	287.90	302.30	317.40	333.25
Lgy Bonus 30	391.73	411.30	431.85	453.45	476.10	499.88

106

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	64,248.00	67,464.00	70,836.00	74,376.00	78,096.00	81,996.00
MONTHLY	5,354.00	5,622.00	5,903.00	6,198.00	6,508.00	6,833.00
BI-WEEKLY	2,471.08	2,594.77	2,724.46	2,860.62	3,003.69	3,153.69
HOURLY	30.8885	32.4346	34.0558	35.7577	37.5462	39.4212

Lgy Bonus 20	133.85	140.55	147.58	154.95	162.70	170.83
Lgy Bonus 25	267.70	281.10	295.15	309.90	325.40	341.65
Lgy Bonus 30	401.55	421.65	442.73	464.85	488.10	512.48

107

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	65,856.00	69,144.00	72,600.00	76,236.00	80,052.00	84,060.00
MONTHLY	5,488.00	5,762.00	6,050.00	6,353.00	6,671.00	7,005.00
BI-WEEKLY	2,532.92	2,659.38	2,792.31	2,932.15	3,078.92	3,233.08
HOURLY	31.6615	33.2423	34.9038	36.6519	38.4865	40.4135

Lgy Bonus 20	137.20	144.05	151.25	158.83	166.78	175.13
Lgy Bonus 25	274.40	288.10	302.50	317.65	333.55	350.25
Lgy Bonus 30	411.60	432.15	453.75	476.48	500.33	525.38

108 Economic Development Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	67,500.00	70,872.00	74,412.00	78,132.00	82,044.00	86,148.00
MONTHLY	5,625.00	5,906.00	6,201.00	6,511.00	6,837.00	7,179.00
BI-WEEKLY	2,596.15	2,725.85	2,862.00	3,005.08	3,155.54	3,313.38
HOURLY	32.4519	34.0731	35.7750	37.5635	39.4442	41.4173
Lgy Bonus 20	140.63	147.65	155.03	162.78	170.93	179.48
Lgy Bonus 25	281.25	295.30	310.05	325.55	341.85	358.95
Lgy Bonus 30	421.88	442.95	465.08	488.33	512.78	538.43

109

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	69,192.00	72,648.00	76,284.00	80,100.00	84,108.00	88,308.00
MONTHLY	5,766.00	6,054.00	6,357.00	6,675.00	7,009.00	7,359.00
BI-WEEKLY	2,661.23	2,794.15	2,934.00	3,080.77	3,234.92	3,396.46
HOURLY	33.2654	34.9269	36.6750	38.5096	40.4365	42.4558
Lgy Bonus 20	144.15	151.35	158.93	166.88	175.23	183.98
Lgy Bonus 25	288.30	302.70	317.85	333.75	350.45	367.95
Lgy Bonus 30	432.45	454.05	476.78	500.63	525.68	551.93

110

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	70,920.00	74,472.00	78,192.00	82,104.00	86,208.00	90,516.00
MONTHLY	5,910.00	6,206.00	6,516.00	6,842.00	7,184.00	7,543.00
BI-WEEKLY	2,727.69	2,864.31	3,007.38	3,157.85	3,315.69	3,481.38
HOURLY	34.0962	35.8038	37.5923	39.4731	41.4462	43.5173
Lgy Bonus 20	147.75	155.15	162.90	171.05	179.60	188.58
Lgy Bonus 25	295.50	310.30	325.80	342.10	359.20	377.15
Lgy Bonus 30	443.25	465.45	488.70	513.15	538.80	565.73

111

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	72,696.00	76,332.00	80,148.00	84,156.00	88,368.00	92,784.00
MONTHLY	6,058.00	6,361.00	6,679.00	7,013.00	7,364.00	7,732.00
BI-WEEKLY	2,796.00	2,935.85	3,082.62	3,236.77	3,398.77	3,568.62
HOURLY	34.9500	36.6981	38.5327	40.4596	42.4846	44.6077
Lgy Bonus 20	151.45	159.03	166.98	175.33	184.10	193.30
Lgy Bonus 25	302.90	318.05	333.95	350.65	368.20	386.60
Lgy Bonus 30	454.35	477.08	500.93	525.98	552.30	579.90

112

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	74,532.00	78,264.00	82,176.00	86,280.00	90,600.00	95,136.00
MONTHLY	6,211.00	6,522.00	6,848.00	7,190.00	7,550.00	7,928.00
BI-WEEKLY	2,866.62	3,010.15	3,160.62	3,318.46	3,484.62	3,659.08
HOURLY	35.8327	37.6269	39.5077	41.4808	43.5577	45.7385
Lgy Bonus 20	155.28	163.05	171.20	179.75	188.75	198.20
Lgy Bonus 25	310.55	326.10	342.40	359.50	377.50	396.40
Lgy Bonus 30	465.83	489.15	513.60	539.25	566.25	594.60

113

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	76,392.00	80,208.00	84,216.00	88,428.00	92,844.00	97,488.00
MONTHLY	6,366.00	6,684.00	7,018.00	7,369.00	7,737.00	8,124.00
BI-WEEKLY	2,938.15	3,084.92	3,239.08	3,401.08	3,570.92	3,749.54
HOURLY	36.7269	38.5615	40.4885	42.5135	44.6365	46.8692
Lgy Bonus 20	159.15	167.10	175.45	184.23	193.43	203.10
Lgy Bonus 25	318.30	334.20	350.90	368.45	386.85	406.20
Lgy Bonus 30	477.45	501.30	526.35	552.68	580.28	609.30

114

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	78,300.00	82,212.00	86,328.00	90,648.00	95,184.00	99,948.00
MONTHLY	6,525.00	6,851.00	7,194.00	7,554.00	7,932.00	8,329.00
BI-WEEKLY	3,011.54	3,162.00	3,320.31	3,486.46	3,660.92	3,844.15
HOURLY	37.6442	39.5250	41.5038	43.5808	45.7615	48.0519
Lgy Bonus 20	163.13	171.28	179.85	188.85	198.30	208.23
Lgy Bonus 25	326.25	342.55	359.70	377.70	396.60	416.45
Lgy Bonus 30	489.38	513.83	539.55	566.55	594.90	624.68

115 Deputy City Clerk/Records Management Officer**115 Deputy City Treasurer****115 Human Resources Analyst****115 Risk Management Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	80,256.00	84,264.00	88,476.00	92,904.00	97,548.00	102,420.00
MONTHLY	6,688.00	7,022.00	7,373.00	7,742.00	8,129.00	8,535.00
BI-WEEKLY	3,086.77	3,240.92	3,402.92	3,573.23	3,751.85	3,939.23
HOURLY	38.5846	40.5115	42.5365	44.6654	46.8981	49.2404
Lgy Bonus 20	167.20	175.55	184.33	193.55	203.23	213.38
Lgy Bonus 25	334.40	351.10	368.65	387.10	406.45	426.75
Lgy Bonus 30	501.60	526.65	552.98	580.65	609.68	640.13

116

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	82,260.00	86,376.00	90,696.00	95,232.00	99,996.00	105,000.00
MONTHLY	6,855.00	7,198.00	7,558.00	7,936.00	8,333.00	8,750.00
BI-WEEKLY	3,163.85	3,322.15	3,488.31	3,662.77	3,846.00	4,038.46
HOURLY	39.5481	41.5269	43.6038	45.7846	48.0750	50.4808
Lgy Bonus 20	171.38	179.95	188.95	198.40	208.33	218.75
Lgy Bonus 25	342.75	359.90	377.90	396.80	416.65	437.50
Lgy Bonus 30	514.13	539.85	566.85	595.20	624.98	656.25

117 Transportation Operations Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	84,312.00	88,524.00	92,952.00	97,596.00	102,480.00	107,604.00
MONTHLY	7,026.00	7,377.00	7,746.00	8,133.00	8,540.00	8,967.00
BI-WEEKLY	3,242.77	3,404.77	3,575.08	3,753.69	3,941.54	4,138.62
HOURLY	40.5346	42.5596	44.6885	46.9212	49.2692	51.7327
Lgy Bonus 20	175.65	184.43	193.65	203.33	213.50	224.18
Lgy Bonus 25	351.30	368.85	387.30	406.65	427.00	448.35
Lgy Bonus 30	526.95	553.28	580.95	609.98	640.50	672.53

118 Administrative Management Analyst I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	86,424.00	90,744.00	95,280.00	100,044.00	105,048.00	110,304.00
MONTHLY	7,202.00	7,562.00	7,940.00	8,337.00	8,754.00	9,192.00
BI-WEEKLY	3,324.00	3,490.15	3,664.62	3,847.85	4,040.31	4,242.46
HOURLY	41.5500	43.6269	45.8077	48.0981	50.5038	53.0308
Lgy Bonus 20	180.05	189.05	198.50	208.43	218.85	229.80
Lgy Bonus 25	360.10	378.10	397.00	416.85	437.70	459.60
Lgy Bonus 30	540.15	567.15	595.50	625.28	656.55	689.40

119 Accountant/Cost Accountant**119 Fleet Maintenance Supervisor****119 Transit Administrative Supervisor****119 Transit Training and Safety Supervisor**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	88,584.00	93,012.00	97,668.00	102,552.00	107,676.00	113,064.00
MONTHLY	7,382.00	7,751.00	8,139.00	8,546.00	8,973.00	9,422.00
BI-WEEKLY	3,407.08	3,577.38	3,756.46	3,944.31	4,141.38	4,348.62
HOURLY	42.5885	44.7173	46.9558	49.3038	51.7673	54.3577
Lgy Bonus 20	184.55	193.78	203.48	213.65	224.33	235.55
Lgy Bonus 25	369.10	387.55	406.95	427.30	448.65	471.10
Lgy Bonus 30	553.65	581.33	610.43	640.95	672.98	706.65

120 Administrative Management Analyst II**120 Executive Office Assistant**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	90,804.00	95,340.00	100,104.00	105,108.00	110,364.00	115,884.00
MONTHLY	7,567.00	7,945.00	8,342.00	8,759.00	9,197.00	9,657.00
BI-WEEKLY	3,492.46	3,666.92	3,850.15	4,042.62	4,244.77	4,457.08
HOURLY	43.6558	45.8365	48.1269	50.5327	53.0596	55.7135
Lgy Bonus 20	189.18	198.63	208.55	218.98	229.93	241.43
Lgy Bonus 25	378.35	397.25	417.10	437.95	459.85	482.85
Lgy Bonus 30	567.53	595.88	625.65	656.93	689.78	724.28

121

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	93,072.00	97,728.00	102,612.00	107,748.00	113,136.00	118,788.00
MONTHLY	7,756.00	8,144.00	8,551.00	8,979.00	9,428.00	9,899.00
BI-WEEKLY	3,579.69	3,758.77	3,946.62	4,144.15	4,351.38	4,568.77
HOURLY	44.7462	46.9846	49.3327	51.8019	54.3923	57.1096
Lgy Bonus 20	193.90	203.60	213.78	224.48	235.70	247.48
Lgy Bonus 25	387.80	407.20	427.55	448.95	471.40	494.95
Lgy Bonus 30	581.70	610.80	641.33	673.43	707.10	742.43

122 Facilities Maintenance Supervisor**122 Senior Human Resources Analyst****122 Senior Planner**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	95,400.00	100,176.00	105,180.00	110,436.00	115,956.00	121,752.00
MONTHLY	7,950.00	8,348.00	8,765.00	9,203.00	9,663.00	10,146.00
BI-WEEKLY	3,669.23	3,852.92	4,045.38	4,247.54	4,459.85	4,682.77
HOURLY	45.8654	48.1615	50.5673	53.0942	55.7481	58.5346
Lgy Bonus 20	198.75	208.70	219.13	230.08	241.58	253.65
Lgy Bonus 25	397.50	417.40	438.25	460.15	483.15	507.30
Lgy Bonus 30	596.25	626.10	657.38	690.23	724.73	760.95

123

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	97,788.00	102,672.00	107,808.00	113,196.00	118,860.00	124,800.00
MONTHLY	8,149.00	8,556.00	8,984.00	9,433.00	9,905.00	10,400.00
BI-WEEKLY	3,761.08	3,948.92	4,146.46	4,353.69	4,571.54	4,800.00
HOURLY	47.0135	49.3615	51.8308	54.4212	57.1442	60.0000
Lgy Bonus 20	203.73	213.90	224.60	235.83	247.63	260.00
Lgy Bonus 25	407.45	427.80	449.20	471.65	495.25	520.00
Lgy Bonus 30	611.18	641.70	673.80	707.48	742.88	780.00

124 Assistant Transit Operations Manager**124 Senior Administrative Analyst**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	100,236.00	105,252.00	110,520.00	116,052.00	121,860.00	127,956.00
MONTHLY	8,353.00	8,771.00	9,210.00	9,671.00	10,155.00	10,663.00
BI-WEEKLY	3,855.23	4,048.15	4,250.77	4,463.54	4,686.92	4,921.38
HOURLY	48.1904	50.6019	53.1346	55.7942	58.5865	61.5173
Lgy Bonus 20	208.83	219.28	230.25	241.78	253.88	266.58
Lgy Bonus 25	417.65	438.55	460.50	483.55	507.75	533.15
Lgy Bonus 30	626.48	657.83	690.75	725.33	761.63	799.73

125 Public Information Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	102,744.00	107,880.00	113,280.00	118,944.00	124,896.00	131,136.00
MONTHLY	8,562.00	8,990.00	9,440.00	9,912.00	10,408.00	10,928.00
BI-WEEKLY	3,951.69	4,149.23	4,356.92	4,574.77	4,803.69	5,043.69
HOURLY	49.3962	51.8654	54.4615	57.1846	60.0462	63.0462
Lgy Bonus 20	214.05	224.75	236.00	247.80	260.20	273.20
Lgy Bonus 25	428.10	449.50	472.00	495.60	520.40	546.40
Lgy Bonus 30	642.15	674.25	708.00	743.40	780.60	819.60

126 Administrative Services Manager**126 Community Development Manager****126 Economic Development Manager****126 Family Child Care Manager****126 Recreation & Human Services Manager****126 Transportation Administrative Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	105,312.00	110,580.00	116,112.00	121,920.00	128,016.00	134,412.00
MONTHLY	8,776.00	9,215.00	9,676.00	10,160.00	10,668.00	11,201.00
BI-WEEKLY	4,050.46	4,253.08	4,465.85	4,689.23	4,923.69	5,169.69
HOURLY	50.6308	53.1635	55.8231	58.6154	61.5462	64.6212
Lgy Bonus 20	219.40	230.38	241.90	254.00	266.70	280.03
Lgy Bonus 25	438.80	460.75	483.80	508.00	533.40	560.05
Lgy Bonus 30	658.20	691.13	725.70	762.00	800.10	840.08

127

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	107,940.00	113,340.00	119,004.00	124,956.00	131,208.00	137,772.00
MONTHLY	8,995.00	9,445.00	9,917.00	10,413.00	10,934.00	11,481.00
BI-WEEKLY	4,151.54	4,359.23	4,577.08	4,806.00	5,046.46	5,298.92
HOURLY	51.8942	54.4904	57.2135	60.0750	63.0808	66.2365
Lgy Bonus 20	224.88	236.13	247.93	260.33	273.35	287.03
Lgy Bonus 25	449.75	472.25	495.85	520.65	546.70	574.05
Lgy Bonus 30	674.63	708.38	743.78	780.98	820.05	861.08

128 Equipment Maintenance Superintendent**128 Finance and Administrative Services Manager****128 Financial Services Manager****128 Transit Maintenance Manager**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	110,640.00	116,172.00	121,980.00	128,076.00	134,484.00	141,204.00
MONTHLY	9,220.00	9,681.00	10,165.00	10,673.00	11,207.00	11,767.00
BI-WEEKLY	4,255.38	4,468.15	4,691.54	4,926.00	5,172.46	5,430.92
HOURLY	53.1923	55.8519	58.6442	61.5750	64.6558	67.8865
Lgy Bonus 20	230.50	242.03	254.13	266.83	280.18	294.18
Lgy Bonus 25	461.00	484.05	508.25	533.65	560.35	588.35
Lgy Bonus 30	691.50	726.08	762.38	800.48	840.53	882.53

129

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	113,412.00	119,088.00	125,040.00	131,292.00	137,856.00	144,744.00
MONTHLY	9,451.00	9,924.00	10,420.00	10,941.00	11,488.00	12,062.00
BI-WEEKLY	4,362.00	4,580.31	4,809.23	5,049.69	5,302.15	5,567.08
HOURLY	54.5250	57.2538	60.1154	63.1212	66.2769	69.5885
Lgy Bonus 20	236.28	248.10	260.50	273.53	287.20	301.55
Lgy Bonus 25	472.55	496.20	521.00	547.05	574.40	603.10
Lgy Bonus 30	708.83	744.30	781.50	820.58	861.60	904.65

130 Accounting/Finance Manager
130 Information Technology Manager
130 Park Maintenance Superintendent
130 Recreation Program Administrator
130 Revenue and Purchasing Manager
130 Street Maintenance Superintendent

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	116,244.00	122,052.00	128,160.00	134,568.00	141,300.00	148,368.00
MONTHLY	9,687.00	10,171.00	10,680.00	11,214.00	11,775.00	12,364.00
BI-WEEKLY	4,470.92	4,694.31	4,929.23	5,175.69	5,434.62	5,706.46
HOURLY	55.8865	58.6788	61.6154	64.6962	67.9327	71.3308
Lgy Bonus 20	242.18	254.28	267.00	280.35	294.38	309.10
Lgy Bonus 25	484.35	508.55	534.00	560.70	588.75	618.20
Lgy Bonus 30	726.53	762.83	801.00	841.05	883.13	927.30

131 Plan Check Engineer
131 Transit Operations Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	119,148.00	125,100.00	131,352.00	137,916.00	144,816.00	152,052.00
MONTHLY	9,929.00	10,425.00	10,946.00	11,493.00	12,068.00	12,671.00
BI-WEEKLY	4,582.62	4,811.54	5,052.00	5,304.46	5,569.85	5,848.15
HOURLY	57.2827	60.1442	63.1500	66.3058	69.6231	73.1019
Lgy Bonus 20	248.23	260.63	273.65	287.33	301.70	316.78
Lgy Bonus 25	496.45	521.25	547.30	574.65	603.40	633.55
Lgy Bonus 30	744.68	781.88	820.95	861.98	905.10	950.33

132 FCC Therapist/Trainer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	122,124.00	128,232.00	134,640.00	141,372.00	148,440.00	155,868.00
MONTHLY	10,177.00	10,686.00	11,220.00	11,781.00	12,370.00	12,989.00
BI-WEEKLY	4,697.08	4,932.00	5,178.46	5,437.38	5,709.23	5,994.92
HOURLY	58.7135	61.6500	64.7308	67.9673	71.3654	74.9365
Lgy Bonus 20	254.43	267.15	280.50	294.53	309.25	324.73
Lgy Bonus 25	508.85	534.30	561.00	589.05	618.50	649.45
Lgy Bonus 30	763.28	801.45	841.50	883.58	927.75	974.18

**133 Human Resources Manager
133 Public Works Superintendent**

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	125,172.00	131,436.00	138,012.00	144,912.00	152,160.00	159,768.00
MONTHLY	10,431.00	10,953.00	11,501.00	12,076.00	12,680.00	13,314.00
BI-WEEKLY	4,814.31	5,055.23	5,308.15	5,573.54	5,852.31	6,144.92
HOURLY	60.1788	63.1904	66.3519	69.6692	73.1538	76.8115
Lgy Bonus 20	260.78	273.83	287.53	301.90	317.00	332.85
Lgy Bonus 25	521.55	547.65	575.05	603.80	634.00	665.70
Lgy Bonus 30	782.33	821.48	862.58	905.70	951.00	998.55

134 Assistant to the City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	128,304.00	134,724.00	141,456.00	148,524.00	155,952.00	163,752.00
MONTHLY	10,692.00	11,227.00	11,788.00	12,377.00	12,996.00	13,646.00
BI-WEEKLY	4,934.77	5,181.69	5,440.62	5,712.46	5,998.15	6,298.15
HOURLY	61.6846	64.7712	68.0077	71.4058	74.9769	78.7269
Lgy Bonus 20	267.30	280.68	294.70	309.43	324.90	341.15
Lgy Bonus 25	534.60	561.35	589.40	618.85	649.80	682.30
Lgy Bonus 30	801.90	842.03	884.10	928.28	974.70	1023.45

135

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	131,508.00	138,084.00	144,984.00	152,232.00	159,840.00	167,832.00
MONTHLY	10,959.00	11,507.00	12,082.00	12,686.00	13,320.00	13,986.00
BI-WEEKLY	5,058.00	5,310.92	5,576.31	5,855.08	6,147.69	6,455.08
HOURLY	63.2250	66.3865	69.7038	73.1885	76.8462	80.6885
Lgy Bonus 20	273.98	287.68	302.05	317.15	333.00	349.65
Lgy Bonus 25	547.95	575.35	604.10	634.30	666.00	699.30
Lgy Bonus 30	821.93	863.03	906.15	951.45	999.00	1048.95

136

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	134,796.00	141,540.00	148,620.00	156,048.00	163,848.00	172,044.00
MONTHLY	11,233.00	11,795.00	12,385.00	13,004.00	13,654.00	14,337.00
BI-WEEKLY	5,184.46	5,443.85	5,716.15	6,001.85	6,301.85	6,617.08
HOURLY	64.8058	68.0481	71.4519	75.0231	78.7731	82.7135
Lgy Bonus 20	280.83	294.88	309.63	325.10	341.35	358.43
Lgy Bonus 25	561.65	589.75	619.25	650.20	682.70	716.85
Lgy Bonus 30	842.48	884.63	928.88	975.30	1024.05	1075.28

137

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	138,168.00	145,080.00	152,340.00	159,960.00	167,964.00	176,364.00
MONTHLY	11,514.00	12,090.00	12,695.00	13,330.00	13,997.00	14,697.00
BI-WEEKLY	5,314.15	5,580.00	5,859.23	6,152.31	6,460.15	6,783.23
HOURLY	66.4269	69.7500	73.2404	76.9038	80.7519	84.7904
Lgy Bonus 20	287.85	302.25	317.38	333.25	349.93	367.43
Lgy Bonus 25	575.70	604.50	634.75	666.50	699.85	734.85
Lgy Bonus 30	863.55	906.75	952.13	999.75	1049.78	1102.28

138 Chief Fiscal Officer
138 Principal Civil Engineer
138 Transit Administrative Officer
138 Transit Operations Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	141,624.00	148,704.00	156,144.00	163,956.00	172,152.00	180,756.00
MONTHLY	11,802.00	12,392.00	13,012.00	13,663.00	14,346.00	15,063.00
BI-WEEKLY	5,447.08	5,719.38	6,005.54	6,306.00	6,621.23	6,952.15
HOURLY	68.0885	71.4923	75.0692	78.8250	82.7654	86.9019
Lgy Bonus 20	295.05	309.80	325.30	341.58	358.65	376.58
Lgy Bonus 25	590.10	619.60	650.60	683.15	717.30	753.15
Lgy Bonus 30	885.15	929.40	975.90	1024.73	1075.95	1129.73

139

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	145,164.00	152,424.00	160,044.00	168,048.00	176,448.00	185,268.00
MONTHLY	12,097.00	12,702.00	13,337.00	14,004.00	14,704.00	15,439.00
BI-WEEKLY	5,583.23	5,862.46	6,155.54	6,463.38	6,786.46	7,125.69
HOURLY	69.7904	73.2808	76.9442	80.7923	84.8308	89.0712
Lgy Bonus 20	302.43	317.55	333.43	350.10	367.60	385.98
Lgy Bonus 25	604.85	635.10	666.85	700.20	735.20	771.95
Lgy Bonus 30	907.28	952.65	1000.28	1050.30	1102.80	1157.93

140

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	148,788.00	156,228.00	164,040.00	172,248.00	180,864.00	189,912.00
MONTHLY	12,399.00	13,019.00	13,670.00	14,354.00	15,072.00	15,826.00
BI-WEEKLY	5,722.62	6,008.77	6,309.23	6,624.92	6,956.31	7,304.31
HOURLY	71.5327	75.1096	78.8654	82.8115	86.9538	91.3038
Lgy Bonus 20	309.98	325.48	341.75	358.85	376.80	395.65
Lgy Bonus 25	619.95	650.95	683.50	717.70	753.60	791.30
Lgy Bonus 30	929.93	976.43	1025.25	1076.55	1130.40	1186.95

141 Assistant Director of Transportation
141 Assistant Public Works Director/City Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	152,508.00	160,128.00	168,132.00	176,544.00	185,376.00	194,640.00
MONTHLY	12,709.00	13,344.00	14,011.00	14,712.00	15,448.00	16,220.00
BI-WEEKLY	5,865.69	6,158.77	6,466.62	6,790.15	7,129.85	7,486.15
HOURLY	73.3212	76.9846	80.8327	84.8769	89.1231	93.5769
Lgy Bonus 20	317.73	333.60	350.28	367.80	386.20	405.50
Lgy Bonus 25	635.45	667.20	700.55	735.60	772.40	811.00
Lgy Bonus 30	953.18	1000.80	1050.83	1103.40	1158.60	1216.50

142

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,324.00	164,136.00	172,344.00	180,960.00	190,008.00	199,512.00
MONTHLY	13,027.00	13,678.00	14,362.00	15,080.00	15,834.00	16,626.00
BI-WEEKLY	6,012.46	6,312.92	6,628.62	6,960.00	7,308.00	7,673.54
HOURLY	75.1558	78.9115	82.8577	87.0000	91.3500	95.9192
Lgy Bonus 20	325.68	341.95	359.05	377.00	395.85	415.65
Lgy Bonus 25	651.35	683.90	718.10	754.00	791.70	831.30
Lgy Bonus 30	977.03	1025.85	1077.15	1131.00	1187.55	1246.95

143

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	160,236.00	168,252.00	176,664.00	185,496.00	194,772.00	204,516.00
MONTHLY	13,353.00	14,021.00	14,722.00	15,458.00	16,231.00	17,043.00
BI-WEEKLY	6,162.92	6,471.23	6,794.77	7,134.46	7,491.23	7,866.00
HOURLY	77.0365	80.8904	84.9346	89.1808	93.6404	98.3250
Lgy Bonus 20	333.83	350.53	368.05	386.45	405.78	426.08
Lgy Bonus 25	667.65	701.05	736.10	772.90	811.55	852.15
Lgy Bonus 30	1001.48	1051.58	1104.15	1159.35	1217.33	1278.23

144

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	164,244.00	172,452.00	181,080.00	190,140.00	199,644.00	209,628.00
MONTHLY	13,687.00	14,371.00	15,090.00	15,845.00	16,637.00	17,469.00
BI-WEEKLY	6,317.08	6,632.77	6,964.62	7,313.08	7,678.62	8,062.62
HOURLY	78.9635	82.9096	87.0577	91.4135	95.9827	100.7827
Lgy Bonus 20	342.18	359.28	377.25	396.13	415.93	436.73
Lgy Bonus 25	684.35	718.55	754.50	792.25	831.85	873.45
Lgy Bonus 30	1026.53	1077.83	1131.75	1188.38	1247.78	1310.18

145

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	168,348.00	176,760.00	185,604.00	194,880.00	204,624.00	214,860.00
MONTHLY	14,029.00	14,730.00	15,467.00	16,240.00	17,052.00	17,905.00
BI-WEEKLY	6,474.92	6,798.46	7,138.62	7,495.38	7,870.15	8,263.85
HOURLY	80.9365	84.9808	89.2327	93.6923	98.3769	103.2981
Lgy Bonus 20	350.73	368.25	386.68	406.00	426.30	447.63
Lgy Bonus 25	701.45	736.50	773.35	812.00	852.60	895.25
Lgy Bonus 30	1052.18	1104.75	1160.03	1218.00	1278.90	1342.88

146

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	172,560.00	181,188.00	190,248.00	199,764.00	209,748.00	220,236.00
MONTHLY	14,380.00	15,099.00	15,854.00	16,647.00	17,479.00	18,353.00
BI-WEEKLY	6,636.92	6,968.77	7,317.23	7,683.23	8,067.23	8,470.62
HOURLY	82.9615	87.1096	91.4654	96.0404	100.8404	105.8827
Lgy Bonus 20	359.50	377.48	396.35	416.18	436.98	458.83
Lgy Bonus 25	719.00	754.95	792.70	832.35	873.95	917.65
Lgy Bonus 30	1078.50	1132.43	1189.05	1248.53	1310.93	1376.48

147

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	176,880.00	185,724.00	195,012.00	204,768.00	215,004.00	225,756.00
MONTHLY	14,740.00	15,477.00	16,251.00	17,064.00	17,917.00	18,813.00
BI-WEEKLY	6,803.08	7,143.23	7,500.46	7,875.69	8,269.38	8,682.92
HOURLY	85.0385	89.2904	93.7558	98.4462	103.3673	108.5365

Lgy Bonus 20	368.50	386.93	406.28	426.60	447.93	470.33
Lgy Bonus 25	737.00	773.85	812.55	853.20	895.85	940.65
Lgy Bonus 30	1105.50	1160.78	1218.83	1279.80	1343.78	1410.98

148

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	181,308.00	190,368.00	199,884.00	209,880.00	220,380.00	231,396.00
MONTHLY	15,109.00	15,864.00	16,657.00	17,490.00	18,365.00	19,283.00
BI-WEEKLY	6,973.38	7,321.85	7,687.85	8,072.31	8,476.15	8,899.85
HOURLY	87.1673	91.5231	96.0981	100.9038	105.9519	111.2481

Lgy Bonus 20	377.73	396.60	416.43	437.25	459.13	482.08
Lgy Bonus 25	755.45	793.20	832.85	874.50	918.25	964.15
Lgy Bonus 30	1133.18	1189.80	1249.28	1311.75	1377.38	1446.23

149

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	185,844.00	195,132.00	204,888.00	215,136.00	225,888.00	237,180.00
MONTHLY	15,487.00	16,261.00	17,074.00	17,928.00	18,824.00	19,765.00
BI-WEEKLY	7,147.85	7,505.08	7,880.31	8,274.46	8,688.00	9,122.31
HOURLY	89.3481	93.8135	98.5038	103.4308	108.6000	114.0288

Lgy Bonus 20	387.18	406.53	426.85	448.20	470.60	494.13
Lgy Bonus 25	774.35	813.05	853.70	896.40	941.20	988.25
Lgy Bonus 30	1161.53	1219.58	1280.55	1344.60	1411.80	1482.38

150 Joint Powers Authority Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,000.00					
MONTHLY	13,000.00					
BI-WEEKLY	6,000.00					
HOURLY	75.0000					

200 Police Trainee

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	80,640.00	-	-	-	-	-
MONTHLY	6,720.00	-	-	-	-	-
BI-WEEKLY	3,101.54	-	-	-	-	-
HOURLY	38.7692	-	-	-	-	-

201 Police Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	94,872.00	99,600.00	104,592.00	109,812.00	115,320.00	121,080.00
MONTHLY	7,906.00	8,300.00	8,716.00	9,151.00	9,610.00	10,090.00
BI-WEEKLY	3,648.92	3,830.77	4,022.77	4,223.54	4,435.38	4,656.92
HOURLY	45.6115	47.8846	50.2846	52.7942	55.4423	58.2115

EDUCATIONAL INCENTIVE BONUS

AA	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96	1,303.96
BA	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96	1,819.96

SPECIALIST	649.52	649.52	649.52	649.52	649.52	649.52

Lgy Bonus 7	365.00	365.00	365.00	365.00	365.00	365.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	915.30	935.00	955.80	977.55	1,000.50	1,024.50
Lgy Bonus 26	1,310.60	1,350.00	1,391.60	1,435.10	1,481.00	1,529.00

203 Police Sergeant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	121,128.00	127,188.00	133,536.00	140,220.00	147,240.00	154,596.00
MONTHLY	10,094.00	10,599.00	11,128.00	11,685.00	12,270.00	12,883.00
BI-WEEKLY	4,658.77	4,891.85	5,136.00	5,393.08	5,663.08	5,946.00
HOURLY	58.2346	61.1481	64.2000	67.4135	70.7885	74.3250

EDUCATIONAL INCENTIVE BONUS

AA	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53	1,612.53
BA	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53	2,230.53

SPECIAL DUTY PAY	420.00	420.00	420.00	420.00	420.00	420.00

Lgy Bonus 7	326.00	326.00	326.00	326.00	326.00	326.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	1,024.70	1,049.95	1,076.40	1,104.25	1,133.50	1,164.15
Lgy Bonus 26	1,529.40	1,579.90	1,632.80	1,688.50	1,747.00	1,808.30

227 Police Lieutenant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	162,720.00	170,856.00	179,400.00	188,376.00	197,796.00	207,684.00
MONTHLY	13,560.00	14,238.00	14,950.00	15,698.00	16,483.00	17,307.00
BI-WEEKLY	6,258.46	6,571.38	6,900.00	7,245.23	7,607.54	7,987.85
HOURLY	78.2308	82.1423	86.2500	90.5654	95.0942	99.8481
CA POST Supervisory/Adv.	1,766.44	1,837.84	1,912.84	1,991.56	2,074.24	2,161.00
CA POST Mgmt. Cert.	678.00	711.90	747.50	784.90	824.15	865.35
Lgy Bonus 20	678.00	711.90	747.50	784.90	824.15	865.35
Lgy Bonus 26	1,356.00	1,423.80	1,495.00	1,569.80	1,648.30	1,730.70
Management Incentive Pay	1,288.20	1,352.61	1,420.25	1,491.31	1,565.89	1,644.17

231 Police Captain

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,476.00	203,148.00	213,300.00	223,968.00	235,164.00	246,924.00
MONTHLY	16,123.00	16,929.00	17,775.00	18,664.00	19,597.00	20,577.00
BI-WEEKLY	7,441.38	7,813.38	8,203.85	8,614.15	9,044.77	9,497.08
HOURLY	93.0173	97.6673	102.5481	107.6769	113.0596	118.7135
CA POST Supervisory/Adv.	2,036.08	2,120.92	2,209.96	2,303.56	2,401.84	2,505.04
CA POST Mgmt. Cert.	806.15	846.45	888.75	933.20	979.85	1,028.85
Lgy Bonus 20	806.15	846.45	888.75	933.20	979.85	1,028.85
Lgy Bonus 26	1,612.30	1,692.90	1,777.50	1,866.40	1,959.70	2,057.70
Management Incentive Pay	1,531.69	1,608.26	1,688.63	1,773.08	1,861.72	1,954.82

232 Deputy Police Chief

STEP	*1*
ANNUAL	238,812.00
MONTHLY	19,901.00
BI-WEEKLY	9,185.08
HOURLY	114.8135
CA POST Supervisory/Adv.	2,613.40
CA POST Mgmt. Cert.	995.05
Lgy Bonus 20	995.05
Lgy Bonus 26	1,990.10
Management Incentive Pay	1,890.60

301 Mayor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	31,200.00					
MONTHLY	2,600.00					
BI-WEEKLY	1,200.00					
HOURLY	15.0000					

302 Councilmember

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	19,200.00					
MONTHLY	1,600.00					
BI-WEEKLY	738.46					
HOURLY	9.2308					

303 City Clerk

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	12,000.00					
MONTHLY	1,000.00					
BI-WEEKLY	461.54					
HOURLY	5.7692					

304 City Treasurer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	6,000.00					
MONTHLY	500.00					
BI-WEEKLY	230.77					
HOURLY	2.8846					

305 Youth Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	300.00	-	-	-	-	-
MONTHLY	25.00	-	-	-	-	-
BI-WEEKLY	11.54	-	-	-	-	-
HOURLY	0.1442	-	-	-	-	-

306 Gardena Beautification Commissioner
306 Gardena Economic Business Advisory Commissioner
306 Human Services Commissioner
306 Recreation Commissioner
306 Rent Mediation Board Member
306 Senior Citizens Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	600.00	-	-	-	-	-
MONTHLY	50.00	-	-	-	-	-
BI-WEEKLY	23.08	-	-	-	-	-
HOURLY	0.2885	-	-	-	-	-

308 Planning Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	1,200.00	-	-	-	-	-
MONTHLY	100.00	-	-	-	-	-
BI-WEEKLY	46.15	-	-	-	-	-
HOURLY	0.5769	-	-	-	-	-

330 Department Heads

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	176,040.00	184,848.00	194,088.00	203,796.00	213,984.00	224,688.00
MONTHLY	14,670.00	15,404.00	16,174.00	16,983.00	17,832.00	18,724.00
BI-WEEKLY	6,770.77	7,109.54	7,464.92	7,838.31	8,230.15	8,641.85
HOURLY	84.6346	88.8692	93.3115	97.9788	102.8769	108.0231
Lgy Bonus 20	366.75	385.10	404.35	424.58	445.80	468.10
Lgy Bonus 25	733.50	770.20	808.70	849.15	891.60	936.20
Lgy Bonus 30	1100.25	1155.30	1213.05	1273.73	1337.40	1404.30

335 Deputy City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	184,848.00	194,088.00	203,796.00	213,984.00	224,688.00	235,920.00
MONTHLY	15,404.00	16,174.00	16,983.00	17,832.00	18,724.00	19,660.00
BI-WEEKLY	7,109.54	7,464.92	7,838.31	8,230.15	8,641.85	9,073.85
HOURLY	88.8692	93.3115	97.9788	102.8769	108.0231	113.4231
Lgy Bonus 20	385.10	404.35	424.58	445.80	468.10	491.50
Lgy Bonus 25	770.20	808.70	849.15	891.60	936.20	983.00
Lgy Bonus 30	1155.30	1213.05	1273.73	1337.40	1404.30	1474.50

339 Assistant City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	193,236.00	202,896.00	213,036.00	223,692.00	234,876.00	246,624.00
MONTHLY	16,103.00	16,908.00	17,753.00	18,641.00	19,573.00	20,552.00
BI-WEEKLY	7,432.15	7,803.69	8,193.69	8,603.54	9,033.69	9,485.54
HOURLY	92.9019	97.5462	102.4212	107.5442	112.9212	118.5692
Lgy Bonus 20	402.58	422.70	443.83	466.03	489.33	513.80
Lgy Bonus 25	805.15	845.40	887.65	932.05	978.65	1027.60
Lgy Bonus 30	1207.73	1268.10	1331.48	1398.08	1467.98	1541.40

340 Police Chief

STEP	*1*
ANNUAL	282,016.32
MONTHLY	23,501.36
BI-WEEKLY	10,846.78
HOURLY	135.5848
CA POST Supervisory/Adv.	2,727.12
CA POST Mgmt. Cert	1,175.07
CA POST Executive Cert	1,175.07
Lgy Bonus 26	2,350.14
Management Incentive Pay	2,232.63

350 City Manager

STEP	*1*
ANNUAL	311,548.00
MONTHLY	25,962.33
BI-WEEKLY	11,982.62
HOURLY	149.7827



City of Gardena

Gardena City Council Meeting

AGENDA REPORT SUMMARY

Agenda Item No. 16.A
Section: DEPARTMENTAL
ITEMS - PUBLIC WORKS
Meeting Date: April 8, 2025

TO: THE HONORABLE MAYOR AND MEMBERS OF THE GARDENA CITY COUNCIL

AGENDA TITLE: RESOLUTION NO. 6688, Approving the Engineer's Report for the Gardena Artesia Boulevard Landscaping Assessment District for Fiscal Year 2025-2026, Declaring its Intention to Levy and Collect Assessments under the Gardena Artesia Boulevard Landscaping Assessment District for Fiscal Year 2025-2026, and Appointing a time and place for a Public Hearing thereon (Public Hearing: May 13, 2025).

COUNCIL ACTION REQUIRED:

Staff Recommendation: Adopt Resolution No. 6688

RECOMMENDATION AND STAFF SUMMARY:

Staff respectfully recommends that Council adopt Resolution No. 6688 approving the Engineer's Report pursuant to the requirements of Resolution 6686, regarding the Gardena Artesia Boulevard Landscaping Assessment District for fiscal year 2025-2026, declaring its intention to levy and collect assessments under the Gardena Artesia Boulevard Landscaping Assessment District for the fiscal year 2025-2026, and appointing a time and place for a Public Hearing thereon (Public Hearing: May 13, 2025).

Artesia Boulevard Landscaping Assessment District between Normandie Avenue and Dalton Avenue was established and commenced in fiscal year 1994-1995 and Artesia Boulevard Landscaping Assessment District between Denker Avenue and Western Avenue was established and commenced in fiscal year 2001-2002.

The assessment will pay for the servicing and maintenance costs of landscaping and appurtenant improvements within the median island on Artesia Boulevard between Western Avenue and Normandie Avenue.

FINANCIAL IMPACT/COST:

Budget Amount: \$21,662 for Fiscal Year 2025-2026

Funding Source: Landscaping Assessment District

ATTACHMENTS:

[Artesia Landscaping District Resolution No 6688.pdf](#)
[Gardena Landscape Engineer's Report 2025-26.pdf](#)

APPROVED:

A handwritten signature in blue ink, appearing to read "Clint Osorio", is centered within a light gray rectangular box.

Clint Osorio, City Manager

RESOLUTION NO. 6688

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GARDENA, CALIFORNIA, APPROVING THE ENGINEER'S REPORT FOR THE GARDENA ARTESIA BOULEVARD LANDSCAPING ASSESSMENT DISTRICT FOR FISCAL YEAR 2025-2026, DECLARING ITS INTENTION TO LEVY AND COLLECT ASSESSMENTS UNDER THE GARDENA ARTESIA BOULEVARD LANDSCAPING ASSESSMENT DISTRICT FOR THE FISCAL YEAR 2025-2026, AND SETTING A TIME AND PLACE FOR HEARING PROTESTS IN RELATION THERETO (PUBLIC HEARING: May 13, 2025)

WHEREAS, the City of Gardena, California, previously established the Gardena Artesia Boulevard Landscaping Assessment District and;

WHEREAS, on Feb. 11, 2025, the City Council of the City of Gardena, California, adopted Resolution No. 6686 that requires City Council to direct the City Engineer to prepare and file a report according to the provisions of the "Landscaping and Lighting Act of 1972" of the State of California Streets and Highways Code, Division 15, Part 2, for assessments to be levied upon and collected through the Gardena Artesia Boulevard Landscaping Assessment District for fiscal year 2025-2026, and;

WHEREAS, the Engineer's Report bearing the date of March 24, 2025, was prepared and was filed in the office of the City Clerk, and;

WHEREAS, the City Clerk has presented the Engineer's Report to the City Council, and said Council has examined and considered the Engineer's Report and is satisfied with all the items contained in Engineer's Report, and;

WHEREAS, the City Council of the City of Gardena, California, proposes to levy and collect annual assessments according to the "Landscaping and Lighting Act of 1972" of the State of California Streets and Highways Code, Division 15, Part 2, for Fiscal Year 2025-2026

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF GARDENA, CALIFORNIA, DOES HEREBY FIND, DETERMINE, AND RESOLVE, AS FOLLOWS:

SECTION 1. That the Engineer's Report bearing the date of March 24, 2025, was prepared and filed with the City Clerk in conformity with the provisions of the State of California Streets and Highways Code, Division 15, Part 2, Landscaping and Lighting Act of 1972. The Engineer's Report contains the plans and specifications for the maintenance of the improvements, an estimate of the costs of the maintenance and servicing, a diagram for the assessment district and an assessment of the estimated costs of the maintenance and servicing of the improvements.

RESOLUTION NO. 6688

SECTION 2. The City Council approves the Engineer's Report as filed and sets a public hearing for Tuesday, May 13, 2025, at 7:30 p.m., in the Gardena City Council Chambers, 1700 West 162nd Street, in the City of Gardena, California, to consider the levy and collection of the assessment for the Gardena Artesia Boulevard Landscaping Assessment District for Fiscal Year 2025-2026.

SECTION 3. The City Clerk or designee is authorized and directed to give notice of the hearing in time, form, and manner as required by the California Streets and Highways Code, Division 15, Part 2, Landscaping and Lighting Act of 1972.

SECTION 4. That the City Council declares its intention to levy upon and collect assessments at the same rate as previously established through the Gardena Artesia Boulevard Landscaping Assessment District for Fiscal Year 2025-2026, except that no assessments shall be imposed upon property owned by the state or federal government or any local agency.

SECTION 5. That the boundaries of the Gardena Artesia Boulevard Landscaping Assessment District are as shown and described in the attached map and incorporated by reference.

SECTION 6. That the purposes of the District are those provided for in the Engineer's Report on file with the City Clerk.

SECTION 7. That this resolution shall be effective immediately.

BE IT FURTHER RESOLVED that the City Clerk shall certify to the passage and adoption of this Resolution; shall cause the same to be entered among the original Resolutions of said City; and shall make a minute of the passage and adoption thereof in the records of the proceedings of the City Council of said City in the minutes of the meeting at which the same is passed and adopted.

Passed, approved, and adopted this 8th day of April, 2025.

TASHA CERDA, Mayor

ATTEST:

MINA SEMENZA, City Clerk
APPROVED AS TO FORM:



CARMEN VASQUEZ, City Attorney

CITY OF GARDENA

GARDENA ARTESIA BOULEVARD LANDSCAPING ASSESSMENT DISTRICT

ENGINEER'S REPORT

2025-2026

March 24, 2025

CITY OF GARDENA

GARDENA ARTESIA BOULEVARD LANDSCAPING ASSESSMENT DISTRICT

ENGINEER'S REPORT

2025-2026

Prepared according to the provisions of the Landscaping and Lighting Act of 1972, Sections 22500 through 22679 of the California Streets and Highways Code.

According to Part 2 of Division 15 of the Streets and Highways Code of the State of California, and as directed by resolution of the City Council of the City of Gardena, the City Engineer of the City of Gardena has prepared and submits the Engineer's Report consisting of the following:

1. Vicinity Map
2. Diagram of District
3. Plans and Specifications
4. Estimate of Costs of Maintenance
5. Assessment of Estimated Cost

This report is prepared by:



NV5, INC.

A handwritten signature in blue ink, appearing to read "Jeffrey M. Cooper".

JEFFREY M. COOPER, P.E.
R.C.E. No. 31572
ENGINEER OF WORK
CITY OF GARDENA
STATE OF CALIFORNIA

Dated: March 24, 2025

HAWTHORNE

EL
BLVD

SEGUNDO
AVE.

AVE.

AVE.

BLVD

AVE.

135 th

ST.

ROSECRANS

AVE.

CRENSHAW

MARINE

VAN NESS

AVE.

BERENDO
AVE.

VERMONT

CITY OF LOS ANGELES

MANHATTAN
BEACH BLVD.

BEACH

BLVD.

BLVD

REDONDO
AVE.

162 nd
ST.

P.W.

F.D.

M.C.

C.H.

161st ST.

MAGNOLIA
AVE.

164th

ST.

GARDENA

AVE.

166 th

ST.

168th ST.

170 th ST.

TORRANCE

**DISTRICT
LOCATION**

ARTESIA

GRAMERCY

BLVD.

CRENSHAW

VAN NESS

WESTERN

DENKER AVE.

DALTON AVE.

NORMANDIE

ST.

ELECTRIC ST.

182 nd

TORRANCE

VERMONT

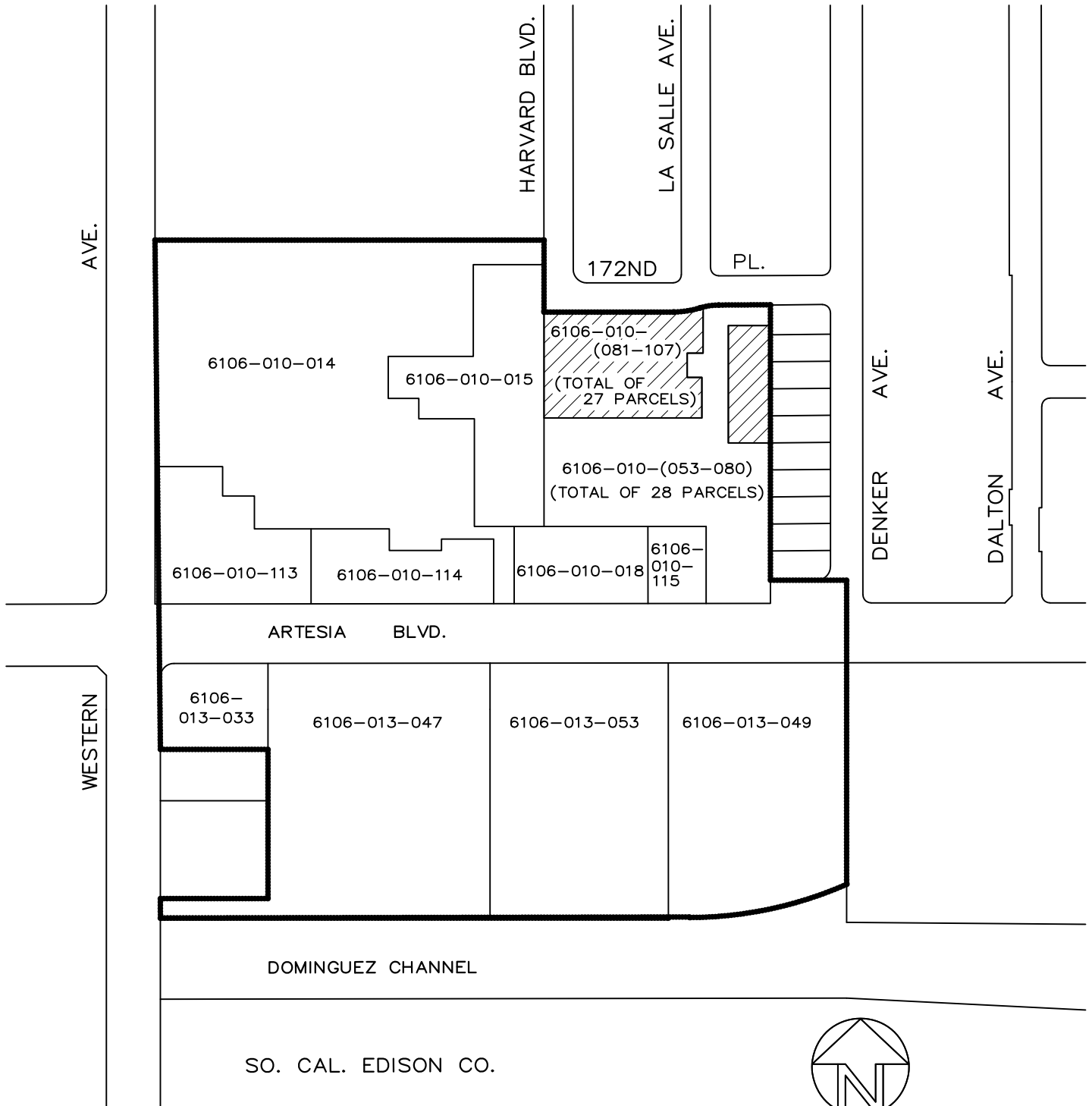
CITY OF LOS ANGELES

NTS

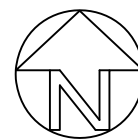
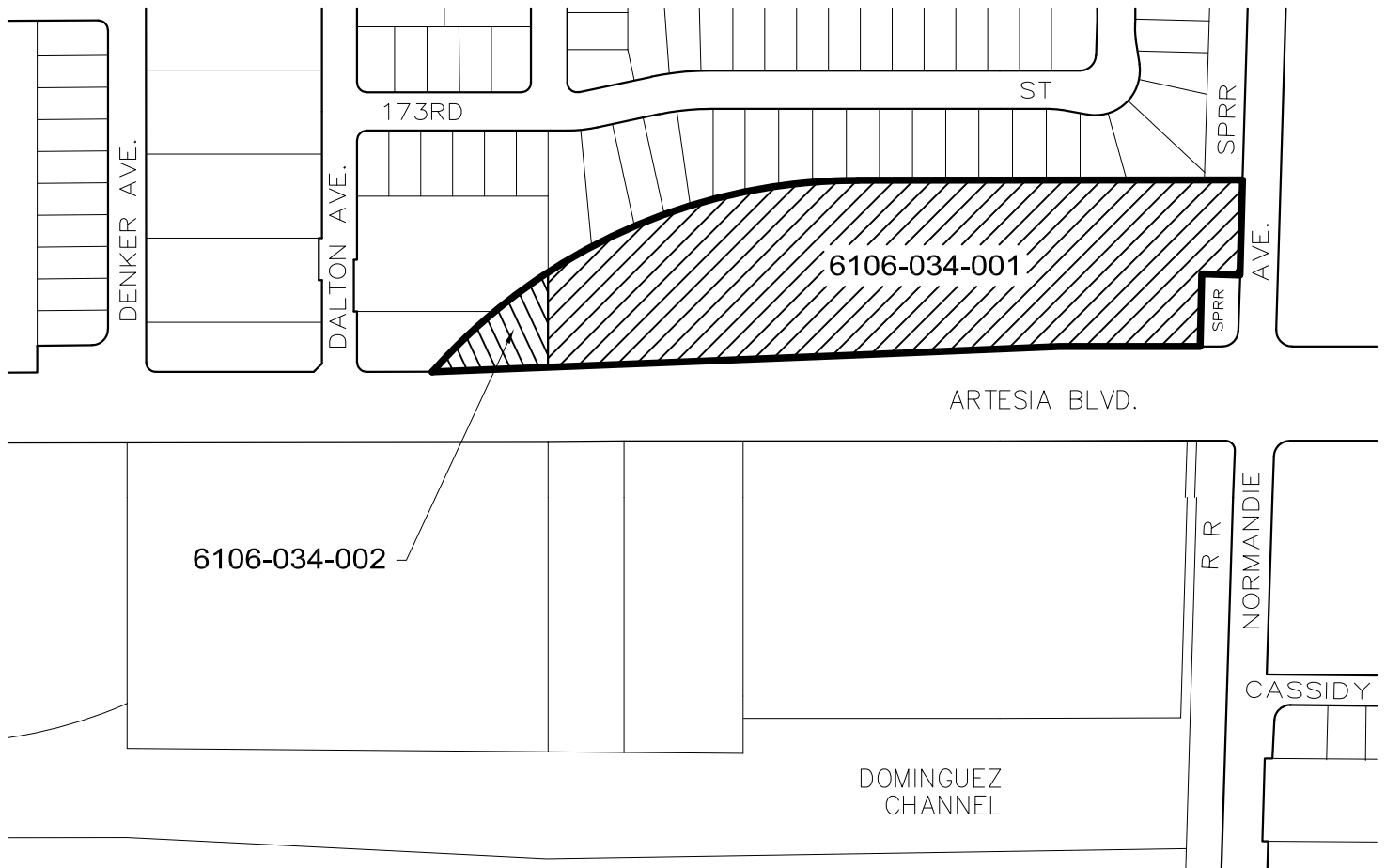
VICINITY MAP

ARTESIA BLVD LANDSCAPING DISTRICT
YEAR 2025 - 2026

ASSESSMENT DIAGRAM & BOUNDARY MAP
ARTESIA BOULEVARD LANDSCAPING ASSESSMENT DISTRICT
WESTERN AVE. - DENKER AVE.
FISCAL YEAR 2025 - 2026



ASSESSMENT DIAGRAM & BOUNDARY MAP
ARTESIA BOULEVARD LANDSCAPING ASSESSMENT DISTRICT
DALTON AVE. - NORMANDIE AVE.
FISCAL YEAR 2025 - 2026



PLANS AND SPECIFICATIONS 2025-2026

Plans and specifications for the improvements provided by the Gardena Artesia Boulevard Landscaping Assessment District are on file in the office of the Public Works Director/City Engineer and incorporated into this report by reference. The plans detail the improvement on Artesia Boulevard between Western Avenue and Denker Avenue, and between Dalton Avenue and Normandie Avenue. The improvements are the construction, servicing and maintenance of landscaping and appurtenant improvements within the median islands on Artesia Boulevard between Western Avenue and Denker Avenue, and between Dalton Avenue and Normandie Avenue. The maintenance and servicing for the improvements include, but are not limited to, personnel, electrical energy, and utilities such as water, materials, contracting services, and other items necessary for the satisfactory servicing and maintenance of these services.

ESTIMATE OF COSTS OF MAINTENANCE AND SERVICING

The cost of the maintenance and servicing of the improvement was determined by the costs of the annual contractual services for the landscaped median, including personnel, electrical energy, and utilities such as water, materials, and other items necessary for the satisfactory servicing and maintenance of the landscaped median.

**ESTIMATE OF COST
WESTERN AVENUE - DENKER AVENUE
FY 2025-2026**

The 1972 Act provides that the total cost of the maintenance and services, together with incidental expenses, may be financed from the assessments proceeds. The incidental expenses may include engineering fees, legal fees, printing, mailing, postage, publishing, and all other related costs identified with the district proceedings.

Item	Description	Estimated Costs	Prorated Incidental Costs	Estimated Total Costs
A.	Landscaping Construction, Western to Denker	\$63,643		
	Additional Median Design	\$ 3,600		\$76,791
	Construction Mgmt Costs @ 15%	\$ 9,548		
B.	1st Annual Payment @ 7% Interest over 5 years	\$18,728	\$26,138	\$44,866
C.	Annual Landscape Maintenance, Western to Denker	\$ 4,200	\$ 5,862	\$10,062
		\$99,719	\$32,000	\$131,719

Items A and B are shown for reference only. Item C is the annual landscape maintenance on Artesia Blvd. between Western Ave. and Denker Ave. in the amount of \$10,062.

The 1972 Act requires that a special fund be set-up for the revenues and expenditures of the District. Funds raised by assessment shall be used only for the purpose as stated herein. The City may advance funds to the District, if needed, to ensure adequate cash flow, and will be reimbursed for any such advances upon receipt of assessments. Any surplus or deficit remaining on July 1 must be carried over to the next fiscal year.

CITY OF GARDENA
ARTESIA BLVD. LANDSCAPING
ASSESSMENT DISTRICT
FISCAL YEAR 2025-2026

CALCULATION OF ASSESSMENT
Western Ave. - Denker Ave.

ASSESSOR'S PARCEL NUMBER	ACREAGE	ASSESSMENT
6106010014	6.430	\$1,909.00
6106010015	1.300	\$386.00
6106010018	0.875	\$260.00
6106010053	0.096	\$28.42
6106010054	0.096	\$28.42
6106010055	0.096	\$28.42
6106010056	0.096	\$28.42
6106010057	0.096	\$28.42
6106010058	0.096	\$28.42
6106010059	0.096	\$28.42
6106010060	0.096	\$28.42
6106010061	0.096	\$28.42
6106010062	0.096	\$28.42
6106010063	0.096	\$28.42
6106010064	0.096	\$28.42
6106010065	0.096	\$28.42
6106010066	0.096	\$28.42
6106010067	0.096	\$28.42
6106010068	0.096	\$28.42
6106010069	0.096	\$28.42
6106010070	0.096	\$28.42
6106010071	0.096	\$28.42
6106010072	0.096	\$28.42
6106010073	0.096	\$28.42
6106010074	0.096	\$28.42
6106010075	0.096	\$28.42
6106010076	0.096	\$28.42
6106010077	0.096	\$28.42
6106010078	0.096	\$28.42
6106010079	0.096	\$28.42
6106010080	0.096	\$28.42
6106010081	0.096	\$28.42
SUB-TOTAL		\$3,379.18

CITY OF GARDENA
ARTESIA BLVD. LANDSCAPING
ASSESSMENT DISTRICT
FISCAL YEAR 2025-2026

CALCULATION OF ASSESSMENT
Western Ave. - Denker Ave.

ASSESSOR'S PARCEL NUMBER	ACREAGE	ASSESSMENT
6106010082	0.096	\$28.42
6106010083	0.096	\$28.42
6106010084	0.096	\$28.42
6106010085	0.096	\$28.42
6106010086	0.096	\$28.42
6106010087	0.096	\$28.42
6106010088	0.096	\$28.42
6106010089	0.096	\$28.42
6106010090	0.096	\$28.42
6106010091	0.096	\$28.42
6106010092	0.096	\$28.42
6106010093	0.096	\$28.42
6106010094	0.096	\$28.42
6106010095	0.096	\$28.42
6106010096	0.096	\$28.42
6106010097	0.096	\$28.42
6106010098	0.096	\$28.42
6106010099	0.096	\$28.42
6106010100	0.096	\$28.42
6106010101	0.096	\$28.42
6106010102	0.096	\$28.42
6106010103	0.096	\$28.42
6106010104	0.096	\$28.42
6106010105	0.096	\$28.42
6106010106	0.096	\$28.42
6106010107	0.096	\$28.42
6106010113	0.854	\$253.45
6106010114	0.917	\$272.55
6106010115	0.384	\$113.68
SUB-TOTAL		\$1,378.60

CITY OF GARDENA

ARTESIA BLVD.

LANDSCAPING ASSESSMENT

DISTRICT

FISCAL YEAR 2025-2026

CALCULATION OF ASSESSMENT

Western Ave. - Denker Ave.

ASSESSOR'S PARCEL NUMBER	FRONTAGE	ASSESSMENT
6106013033	199.000	\$831.00
6106013047	411.000	\$1,717.00
6106013049	330.000	\$1,378.00
6106013053	330.000	\$1,378.00
SUB-TOTAL		\$5,304.00
GRAND TOTAL		\$10,061.78

ESTIMATE OF COST
DALTON AVENUE - NORMANDIE AVENUE
FY 2025-2026

The estimated cost of the construction, operation, servicing and maintenance of the improvements are summarized below. Only construction costs for median landscaping between Normandie Avenue and Dalton Avenue have been included. All costs include administration and utilities where applicable.

A.	Median Landscaping Construction (see details next page)	\$ 127,400
	+ Contingencies ($\pm 10\%$)	12,700
	City Administration	<u>10,000</u>
		\$ 150,100
 B.	 Median Landscaping Maintenance	 \$ 11,600

Item A is shown for reference only. Item B is the annual landscape maintenance on Artesia Blvd. between Dalton Ave and Normandie Ave in the amount of \$11,600.

The 1972 Act requires that a special fund be set-up for the revenues and expenditures of the District. Funds raised by assessment shall be used only for the purpose as stated herein. A contribution to the District by the City may be made to reduce assessments, as the City Council deems appropriate. Any balance or deficit remaining on July 1 must be carried over to the next fiscal year.

CITY OF GARDENA
ARTESIA BLVD. LANDSCAPING
ASSESSMENT DISTRICT
FISCAL YEAR 2025-2026
ACCT. # 152.53

CALCULATION OF ASSESSMENT

Dalton Avenue - Normandie Avenue

ASSESSOR'S PARCEL NUMBER	FRONTAGE (FT)	ASSESSMENT
6106-034-001	1028.46	\$9,897.00
6106-034-002	176.94	\$1,703.00
TOTAL	1205.40	<u>\$11,600.00</u>



City of Gardena

Gardena City Council Meeting

AGENDA REPORT SUMMARY

Agenda Item No. 16.B
Section: DEPARTMENTAL
ITEMS - PUBLIC WORKS
Meeting Date: April 8, 2025

TO: THE HONORABLE MAYOR AND MEMBERS OF THE GARDENA CITY COUNCIL

AGENDA TITLE: RESOLUTION NO. 6689, Approving the Engineer's Report for the Gardena Consolidated Street Lighting Assessment District for Fiscal Year 2025-2026, Declaring its Intention to Levy and Collect Assessments under the Gardena Consolidated Street Lighting District for Fiscal Year 2025-2026, and Appointing a time and place for a Public Hearing thereon (Public Hearing: May 13, 2025)

COUNCIL ACTION REQUIRED:

Staff Recommendation: Adopt Resolution No. 6689

RECOMMENDATION AND STAFF SUMMARY:

Staff respectfully recommends that Council adopt Resolution No. 6689 approving the Engineer's Report pursuant to the requirements of Resolution 6687, regarding the Gardena Consolidated Street Lighting Assessment District for fiscal year 2025-2026, declaring its intention to levy and collect assessments for fiscal year 2025-2026 and appointing a time and place for a Public Hearing thereon (Public Hearing: May 13, 2025).

On July 28, 2009, the City Council approved and confirmed an increase in the assessment of the City of Gardena's Consolidated Street Lighting District through Proposition 218 proceedings, and as described in the attached Engineer's Report.

The Consolidated Street Lighting District pays for all energy costs, construction and maintenance costs of the street lighting.

FINANCIAL IMPACT/COST:

Budget Amount: \$936,834 for Fiscal Year 2025-2026

Funding Source: Lighting Assessment District

ATTACHMENTS:

[Consolidated Street Lighting District Resolution No 6689.pdf](#)
[Gardena SLD Engineer's Report 2025-26.pdf](#)

APPROVED:

A handwritten signature in blue ink, appearing to read "Clint Osorio", is centered within a light gray rectangular box.

Clint Osorio, City Manager

RESOLUTION NO. 6689

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GARDENA, CALIFORNIA, APPROVING THE ENGINEER'S REPORT FOR THE GARDENA CONSOLIDATED STREET LIGHTING ASSESSMENT DISTRICT FOR FISCAL YEAR 2025-2026, DECLARING ITS INTENTION TO LEVY AND COLLECT ASSESSMENTS UNDER THE GARDENA CONSOLIDATED STREET LIGHTING ASSESSMENT DISTRICT FOR FISCAL YEAR 2025-2026 AND SETTING A TIME AND PLACE FOR HEARING PROTESTS IN RELATION THERETO (PUBLIC HEARING: May 13, 2025)

WHEREAS, the City of Gardena, California previously established the Gardena Consolidated Street Lighting Assessment District, and;

WHEREAS, on Feb. 11, 2025, the City Council of the City of Gardena, California, adopted Resolution No. 6687 that requires City Council to direct the City Engineer to prepare and file a report according to the provisions of the "Landscaping and Lighting Act of 1972" of the California Streets and Highways Code, Division 15, Part 2, for assessments to be levied upon and collected through the Gardena Consolidated Street Lighting Assessment District for fiscal year 2025-2026, and;

WHEREAS, the Engineer's Report bearing the date of March 24, 2025, was prepared and filed with the City Clerk in conformity with the provisions of the California Streets and Highways Code, and contains an estimate of the revenues and costs of the improvements, a diagram for the assessment district, and an assessment of the estimated revenues and costs of the improvements, and;

WHEREAS, the City Clerk has presented the Engineer's Report to the City Council, and said Council has examined and considered the Engineer's Report and is satisfied with all the items contained in Engineer's Report, and;

WHEREAS, the Engineer's report further identifies the need for an annual cost of living adjustment for Fiscal Year 2025-2026 in order to meet that year's costs of operations and maintenance, said adjustment to be made in an amount not to exceed the annual increase over the previous year in the All Items Consumer Price Index (CPI) in the Los Angeles-Long Beach-Anaheim, CA area, and;

WHEREAS, the proposed assessment and the cost of living increase was authorized in fiscal year 2009-2010 through an assessment ballot (Prop. 218) proceeding by mailed ballots in accordance with Section 53753 of the Government Code and Section 4000 of the Elections Code

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF GARDENA, CALIFORNIA, DOES HEREBY FIND, DETERMINE, AND RESOLVE, AS FOLLOWS:

RESOLUTION NO. 6689

SECTION 1. The Engineer's Report bearing the date of March 24, 2025, was prepared and filed with the City Clerk in conformity with the provisions of the California Streets and Highways Code, Division 15, Part 2, Landscaping and Lighting Act of 1972.

SECTION 2. The City Council approves the Engineer's Report as filed and sets a public hearing for Tuesday, May 13, 2025, at 7:30 p.m. in the Gardena Council Chambers, 1700 West 162nd Street, in the City of Gardena, California to consider the levy and collection of the assessment for the Gardena Consolidated Street Lighting Assessment District for Fiscal Year 2025-2026 inclusive of an annual cost of living adjustment of 3.3%.

SECTION 3. The City Clerk or designee is authorized and directed to give notice of the hearing in time, form and manner as required by the California Streets and Highways Code, Division 15, Part 2, Landscaping and Lighting Act of 1972.

SECTION 4. That this Resolution shall be effective immediately.

BE IT FURTHER RESOLVED that the City Clerk shall certify to the passage and adoption of this Resolution; shall cause the same to be entered among the original Resolutions of said City; and shall make a minute of the passage and adoption thereof in the records of the proceedings of the City Council of said City in the minutes of the meeting at which the same is passed and adopted.

Passed, approved, and adopted this 8 day of April, 2025.

TASHA CERDA, Mayor

ATTEST:

MINA SEMENZA, City Clerk

APPROVED AS TO FORM:



CARMEN VASQUEZ, City Attorney

CITY OF GARDENA

CONSOLIDATED STREET LIGHTING ASSESSMENT DISTRICT

ENGINEER'S REPORT

2025-2026

March 24, 2025

ENGINEER'S REPORT

CITY OF GARDENA
CONSOLIDATED STREET LIGHTING DISTRICT

FISCAL YEAR 2025-2026

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Part B: Estimate of Cost	8
Part C: Assessment District Diagram	10
Part D: Method of Apportionment of Assessment	11
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Part F: Financial Study	13
Appendix A: Financial Study Detail	15

ENGINEER'S REPORT

CITY OF GARDENA
CONSOLIDATED STREET LIGHTING ASSESSMENT DISTRICT

FISCAL YEAR 2025-2026

The undersigned acting on behalf of the City of Gardena, respectfully submits the enclosed Engineer's Report as directed by the Gardena City Council pursuant to the provisions of Article XIID, Section 4 of the California Constitution, provisions of the Landscaping and Lighting Act of 1972, and Section 22500 et al of the California Streets and Highways Code. The undersigned certifies that he is a Professional Engineer, registered in the State of California.

DATED:

March 24, 2025




BY: Jeffrey M. Cooper, P.E.

P.E. No. 31572

I HEREBY CERTIFY that the enclosed Engineer's Report, together with Assessment Roll and Assessment Diagram was filed with me on the _____ day of _____, 2025.

Mina Semenza, City Clerk
City of Gardena, Los Angeles
County, California

By:

I HEREBY CERTIFY that the enclosed Engineer's Report, together with Assessment Roll and Assessment Diagram was approved and confirmed by the City Council of the City of Gardena, Los Angeles, California, on the _____ day of _____, 2025.

Mina Semenza, City Clerk, City of
Gardena, Los Angeles County,
California

By:

DEFINITION & GENERAL INFORMATION

Assessment District

An Assessment District is a financing mechanism under The California Streets and Highways Code, Division 10 and 12, which enables cities, counties, and special districts organized for the purpose of aiding in the development or improvement to, or within the district, to designate specific areas as Assessment Districts, with the approval of a majority of the landowners based on financial obligations, and allows these Districts to collect funds to finance maintenance efforts or construct improvements. Assessment Districts help each property owner pay a fair share of the costs of such improvements or maintenance obligations over a period of years at reasonable rates and insures that the cost will be spread to all properties that receive direct and special benefit by the improvements constructed or maintained. "Assessment" means any levy or charge by an agency upon real property that is based upon the special benefit conferred upon the real property by a public improvement or service that is imposed to pay the capital cost of the public improvement, the maintenance and operation expenses of the public improvement, or the cost of the service being provided. "Assessment" includes, but is not limited to, "Special Assessment," "Benefit Assessment," and "Maintenance Assessment."

Current Annual Administration

As required by the Landscaping and Lighting Act of 1972, this Engineer's Report describes the improvements to be operated, maintained, and serviced by the District, provides an estimated budget for the District, describes the properties and zones of benefit within the District, describes the method used to allocate the costs to the benefiting properties within the District, and lists the proposed assessments to be levied upon each assessable lot or parcel within the District.

Plans and specifications for the improvements provided by the District are on file in the office of the Public Works Engineering Division and are incorporated into this report by reference. The plans and specifications detail the location, class and type of each existing street lighting fixture. The fixtures are delineated on a plan of the City and the site of each fixture is detailed indicating attributes of the fixture. The attributes include the intensity of the lamp and type of light. A summary is also incorporated listing the number and totals for each type of luminaries.

Payment of the assessment is placed on each property owner's secured property tax roll bill. All funds collected through the assessment must be placed in a special fund and can only be used for the purposes stated in this report.

ENGINEER'S REPORT PREPARED PURSUANT TO THE PROVISIONS OF THE
LANDSCAPING AND LIGHTING ACT OF 1972
SECTION 22500 THROUGH 22679
OF THE CALIFORNIA STREETS AND HIGHWAYS CODE

Pursuant to Part 2 of Division 15 of the Streets and Highways Code of the State of California, and in accordance with the Resolution of Initiation adopted by the Council of the City of Gardena, County of Los Angeles, State of California, in connection with the proceedings for:

CITY OF GARDENA
CONSOLIDATED STREET LIGHTING ASSESSMENT DISTRICT

Herein after referred to as the "Assessment District" or "District", I, Jeffrey M. Cooper, P.E., the duly appointed ENGINEER OF WORK, submit herewith the "Report" consisting of six (6) parts as follows:

PART A: DESCRIPTION OF IMPROVEMENTS

Part A describes the improvements in the District. Plans and specifications for the improvements showing and describing the general nature, location, and extent of the improvements are on file in the Office of the City Clerk of the City of Gardena; and are incorporated herein by reference.

PART B: ESTIMATE OF COST

Part B contains an estimate of the cost of the proposed improvements for FY 2025-2026, including incidental costs and expenses in connection therewith.

PART C: ASSESSMENT DISTRICT DIAGRAM

The Diagram of the Assessment District Boundaries showing the exterior boundaries of the Assessment District, the boundaries of any zones within the Assessment District, and the lines and dimensions of each lot or parcel of land within the Assessment District.

The lines and dimensions of each lot or parcel within the Assessment District are those lines and dimensions shown on the maps of the Assessor of the County of Los Angeles for the year when this Report was prepared. The Assessor's maps and records are incorporated by reference herein and made part of this Report.

PART D: METHOD OF APPORTIONMENT OF ASSESSMENTS

The method of apportionment of assessments, indicating the proposed assessment of the total amount of the costs and expenses of the improvements upon the several lots and parcels of land within the Assessment District, in proportion to the estimated benefits to be received by such lots and parcels.

PART E: PROPERTY OWNER LIST & ASSESSMENT ROLL

Part E includes a list of the names and addresses of the owners of real property within the Assessment District, as shown on the last equalized roll of the Assessor of the County of Los Angeles are included in Part E. The list is keyed to the records of the County Assessor of the County of Los Angeles, which are incorporated herein by reference.

PART F: FINANCIAL STUDY AND PROPOSED RATE INCREASE

Part F includes the Financial Study performed for fiscal year 2025-2026 of the base year. This section includes detailed information regarding the proposed rate increase for the District for the fiscal year and provides estimates for future years.

PART A

DESCRIPTION OF IMPROVEMENTS

The facilities, which have been constructed within the boundaries of the City of Gardena District, and those which may be subsequently constructed, will be operated, maintained and serviced as generally described as follows:

**DESCRIPTION OF IMPROVEMENTS
FISCAL YEAR 2025-2026**

**CITY OF GARDENA
CONSOLIDATED STREET LIGHTING ASSESSMENT DISTRICT**

The facilities to be maintained and serviced include an annexed area called the West Gardena area in 1995. The costs for the street lighting were paid through the County of Los Angeles by an ad valorem tax and assessment. The lighting costs were transferred to the City of Gardena in 1997 after the removal of the County Lighting District and Assessment District. The ad valorem tax charge of the County for lighting was also transferred to the City of Gardena to fund the lighting costs in this area in 1997. The plans for lighting reflect the addition of the new lighting.

The plans and specifications for the improvements, showing and describing the general nature, location and the extent of the improvements, are on file in the office of Public Works, and are incorporated herein by reference.

PART B

ESTIMATE OF COST

The 1972 Act provides that the total cost of installation, construction, operation, maintenance and servicing of the improvements described in Part A can be recovered by the District. Maintenance can include the repair and replacement of existing facilities. Servicing can include electrical and associated costs from a public utility. Incidental expenses, including administration of the District, engineering fees, legal fees, printing, posting and mailing of notices, and all other costs associated with the annual assessment process can also be included.

The estimated costs of the operation, servicing and maintenance of the improvements for Fiscal Year 2025-2026, as described in Part A, are summarized herein, and described in the Proposed Budgets on the subsequent pages.

The significant increases in energy costs experienced in early 2001 are expected to continue through 2025-2026. The City had anticipated increases in energy costs for several years and had set aside reserves to pay for the increases. However, the depletion of this reserve has warranted an increase in assessments.

The City of Gardena, in 2009-2010 fiscal year increased the assessment by conducting an assessment ballot (Proposition 218) proceeding by mailed ballots for approval of the increase, in accordance with Section 53753 of the Government Code and Section 4000 of the Election's Code.

The increase in assessments in the FY2009-2010 did not allow the District to wipe out its negative reserve in the 2010-2011 and 2011-2012 fiscal years; however, for 2012-2013 fiscal year, with 2.09% increase, the reserve started a modest gain; and for 2021-2022 fiscal year, with projected 0.9% increase the District is also projected to build up reserves in the positive. The fiscal year 2022-2023 7.5% increase for the District helped further build up resources. The increase for fiscal year 2023-2024 was 5.8%. The increase for fiscal year 2024-2025 was 2.5%. For fiscal year 2025-2026, the increase is projected to be 3.3%.

The 1972 Act requires that a special fund be set up for the revenues and expenditures of the District. Funds raised by assessment shall be used only for the purpose as stated herein. Any balance or deficit remaining on July 1 must be carried over to the next fiscal year.

The LED Street Light Conversion was completed in year 2019. However, savings will be minimal, if any, until the recouping cost period of 20 years is completed.

City of Gardena
Consolidated Street Lighting Districts FY 2025-2026

CITY OF GARDENA
CONSOLIDATED STREET LIGHTING DISTRICT
ACCT# 152.51

CALCULATION OF ASSESSMENT

2025-2026

TOTAL ESTIMATED COSTS OF THE GARDENA CONSOLIDATED STREET LIGHTING DISTRICT **\$995,402**

REVENUE (3.3% Increase); per Consumer Price Index (CPI) on page 13

<u>ZONE</u>	<u>DESCRIPTION</u>	<u>\$/FRONT FOOT</u>	<u>TOTAL FRONTAGE</u>	<u>ASSESSMENT</u>
1	RESIDENTIAL	1.069	521,506	\$557,489.91
2	COMMERCIAL	2.372	79,716	\$189,086.35
3	MANUFACTURING	1.577	101,482	\$160,037.11
4	GARDENA BOULEVARD	2.372	5,022	\$11,912.18
2	UTILITIES	2.372	6,633	\$15,733.48
	PUBLIC AGENCY	0.233	11,050	\$2,574.65
			TOTAL	<u>\$936,833.69</u>

PART C

ASSESSMENT DISTRICT DIAGRAM

Diagrams showing the exterior boundaries of the City of Gardena Consolidated Street Lighting Assessment District and the lines and dimensions of each lot or parcel of land within the District are in the Public Works Director's Office and referenced herein.

The lines and dimensions of each lot or parcel within the District are those lines and dimensions shown on the maps of the Assessor of the County of Los Angeles, for the year in which this report was prepared. The Assessor's maps and records are incorporated by reference herein and made part of this report.

PART D

METHOD OF APPORTIONMENT OF ASSESSMENT

GENERAL

Part 2 of Division 15 of the Streets and Highways Code, the Landscaping and Lighting Act of 1972, permits the establishment of assessment districts by public agencies for the purpose of providing certain public improvements, which include operation, maintenance and servicing of street lights, traffic signals, and landscaping.

Section 22573 of the Landscape and Lighting Act of 1972 requires that maintenance assessments be levied according to benefit rather than according to assessed value. This Section States:

"The net amount to be assessed upon lands within an assessment district may be apportioned by any formula or method which fairly distributes the net amount among all assessable lots or parcels in proportion to the estimated benefit to be received by each such lot or parcel from the improvements."

In addition, Article XIID, Section 4(a) of the California Constitution limits the amount of any assessment to the proportional special benefit conferred on the property.

The Act permits the designation of benefit zones within any individual assessment district if "by reasons or variations in the nature, location, and extent of the improvements, the various areas will receive different degrees of benefit from the improvement" (Sec. 22574). Thus, the 1972 Act requires the levy of a true "benefit assessment" rather than a "special tax."

ASSESSMENT METHODOLOGY

The total operation, maintenance, and servicing costs for the assessment district improvements are apportioned in accordance with the benefit spread described below.

General versus Special Benefit

The assessment cost for each parcel is determined by the front linear footage of the property, multiplied by the applicable rate for that parcel. If the property faces more than one street or alley, the cost is determined by the linear footage of the longest side facing a street/alley plus 10 percent of the rest of the sides facing a street/alley, multiplied by the rate. Rate of assessment is determined by zone. The rates are determined by the quantity of street lighting in each zone, spacing frequency being most intense in commercial zone and least intense in residential zones and near public properties. This method of apportionment ensures that properties are not assessed in excess of the proportional special benefit conferred.

PART E

PROPERTY OWNER LIST & ASSESSMENT ROLL

The total proposed assessment for Fiscal Year 2025-2026 and the amount of proposed assessment apportioned to each lot or parcel within the District, as shown on the latest roll at the County of Los Angeles Assessor's Office, are contained in the Assessment Rolls and the description of each lot or parcel is part of the records of the Assessor of the County of Los Angeles and these records are, by reference, made part of this Report.

The included tracts of land have been subdivided into four zones, with each of subject lots benefiting from the improvements being maintained. Therefore, the costs associated with the street lighting within and directly adjacent to each tract, as shown in Part B of this report will be apportioned to pay in accordance with the property frontage within each zone.

PART F
FINANCIAL STUDY

Staff has performed a financial study of the District for the 2025-2026 FY to ensure that the maintenance and improvement costs for the district were funded appropriately.

In FY 2009-2010, through Prop. 218, the City of Gardena approved increased assessments for the District as indicated in the summary below. Additionally, the study recommended adjustment of future annual assessments as needed, per the Consumer Price Index (CPI), All Urban Consumers, for the Los Angeles, Long Beach, and Anaheim Areas, not to exceed 50% of operating reserves. The actual assessments levied in any fiscal year will be approved by the City Council. Please see "Appendix A" for a copy of the detailed Financial Study for the District.

Since the increase in the assessments was approved, benefit areas within the District will continue to be maintained at the highest service levels. The proposed increase includes language to adjust assessments per the CPI, future votes regarding this annual increase will not be needed; however, each year staff will present the annual Engineer's Reports with the recommended assessment amount. For FY 2025-2026, an increase of 3.3% is recommended.

LIGHTING ASSESSMENT DISTRICT

	FY 08/09	FY 09/10	FY 10/11	FY 11/12	FY 12/13	FY 13/14	FY 14/15	FY 15/16
CPI Rate Increase		N/A	Actual	Actual	Actual	Actual	Actual	Actual
Percentage Assessment Rate Increase		28.00%	1.8554%	1.4056%	2.09%	1.96%	0.7737%	0.726%
Approximate Assessment (Annual) X 1,000	\$485	\$620	\$627	\$636	\$649	\$658	\$661	\$665

	FY 16/17	FY 17/18	FY 18/19	FY 19/20	FY 20/21	FY 21/22	FY 22/23	FY 23/24
CPI Rate Increase	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual
Percentage Assessment Rate Increase	3.1%	2.1%	3.5%	3.2%	3.4%	0.9%	7.5%	5.8%
Approximate Assessment (Annual) X 1,000	\$682	\$696	\$720	\$746	\$771	\$778	\$837	\$886

	FY 24/25	FY 25/26
CPI Rate Increase	Actual	Actual
Percentage Assessment Rate Increase	2.5%	3.3%
Approximate Assessment (Annual) X 1,000	\$908	\$937

OPERATING EXPENDITURES

The following information describes the types of costs associated with maintaining the District, as well as information regarding the proposed rate increase. The financial study projects the expenditures and revenues through Fiscal Year 2025-2026.

CPI – Annual Increase According to Need

In FY 2009-2010, the City approved a recommended scaled increase in assessments to occur over a two year period for the District. After the initial scaled increase, the assessments are increased annually per the CPI on an as needed basis (0.9% per year for the study). Should the district reach a reserve level not-to-exceed 50% of operating revenues, the assessment will not be increased per the CPI for the year. Each year, the City will evaluate the reserves and the expenditures, and inform the residents whether or not an increase per the CPI will be necessary for the upcoming year.

Maintenance Upgrades/Projects

The line item in the proposed budget and financial study for "Maintenance Upgrades/Projects" includes any new projects such as new conduits, wiring, lights, or poles, etc. that can be scheduled for the upcoming year. Often, City staff receives input from residents on any projects that a district may like to see completed. The proposed budget includes an estimate for these projects, and if the amount actually spent each year is less than the estimate, the remaining balance returns to the District's reserve fund. Should the amount exceed the estimate, then the funds needed would be taken from the reserve fund.

Reserve Fund

Any remaining funds not used from the previous year are added to the District's reserve fund. The reserve fund should have sufficient funds available to lessen the fiscal impact of any unforeseen expenditures. Staff is recommending that the district maintain a healthy reserve balance of an amount not-to-exceed 50% of the total annual assessments.

APPENDIX A

FINANCIAL STUDY DETAIL

ESTIMATE OF COSTS*
2025-2026

UTILITY-OWNED SYSTEMS	
(LS-1) Energy Cost	\$707,610
CITY-OWNED SYSTEM	
(LS-2) Energy Cost	<u>\$31,639</u>
SUBTOTAL	\$739,249
FUEL CONTINGENCY (5%)	<u>\$36,962</u>
SUBTOTAL	\$776,212
OVERHEAD	\$42,040
OTHER PROGRAM EXPENSES	\$49,150
CAPITAL OUTLAY	\$128,000
CONTINGENCY	
TOTAL ESTIMATED COST OF STREET LIGHTING DISTRICT	<u>\$995,402</u>

* Expenses are provided by the City of Gardena Finance Department

CITY OF GARDENA

