



Placentia City Council

AGENDA REPORT

TO: CITY COUNCIL
VIA: CITY ADMINISTRATOR
FROM: INTERIM CHIEF FINANCIAL OFFICER
DATE: APRIL 4, 2017
SUBJECT: **FEBRUARY 2017 (PRELIMINARY) TREASURER'S REPORT**
FISCAL
IMPACT: NONE

SUMMARY:

The Finance Department has prepared a monthly Treasurer's Report for the month of February 2017. The Treasurer's Report includes all investments managed by the City and investments held by trustees.

RECOMMENDATION:

It is recommended that the City Council take the following action:

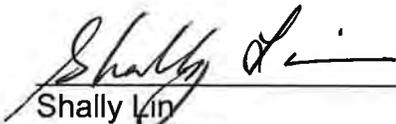
1. Receive and file the February 2017 (Preliminary) Treasurer's Report.

DISCUSSION:

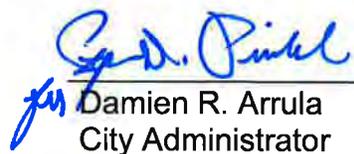
Government Code § 53646 states that the Treasurer or Finance Director of the City may render a report on investments at least quarterly to the legislative body. The attached Treasurer's Report reflects the City's investment portfolio for the month of February 2017 (Preliminary). The City Treasurer has reviewed and signed the attached report.

Prepared by:

Reviewed and approved:



Shally Lin
Interim Chief Financial Officer



for Damien R. Arrula
City Administrator

Attachment:

February 2017 (Preliminary) Treasurer's Report

3.a.
April 4, 2017

City of Placentia

CITY TREASURER'S REPORT

**FEBRUARY 2017
(Preliminary)**

Fiscal Year 2016-17



**CITY OF PLACENTIA TREASURER'S REPORT
SUMMARY OF CASH & INVESTMENTS
AS OF FEBRUARY 28, 2017 (Preliminary)**

CASH & INVESTMENTS HELD BY CITY				
	Percent of Portfolio	Current Yield	Cost	Market Value
<u>Invested</u>				
Local Agency Investment Fund	64.50%	0.75%	\$ 5,763,249.19	\$ 5,763,249.19
Certificates of Deposit	10.97%	Varies	\$ 980,000.00	\$ 983,542.70
<u>Non-Invested</u>				
Checking Accounts	24.54%		\$ 2,192,546.67	\$ 2,192,546.67
Total Cash & Investments Held by City	100.00%		\$ 8,935,795.86	\$ 8,939,338.56

CASH & INVESTMENTS HELD BY FISCAL AGENT				
	Percent of Portfolio	Current Yield	Cost	Market Value
Money Market Mutual Funds & Treasury Obligations	100.00%		\$ 1,945,899.52	\$ 1,945,899.52
	100.00%		\$ 1,945,899.52	\$ 1,945,899.52

TOTAL CASH AND INVESTMENTS	
Cash & Investments Held by City and Fiscal Agent - Market Value	\$ 10,885,238.08

CITY OF PLACENTIA TREASURER'S REPORT

**CASH AND INVESTMENT DETAIL - CITY
 AS OF FEBRUARY 28, 2017 (Preliminary)**

Agency	Investment Description	Current Yield	Purchase Date	Maturity Date	Purchase Price	Market Value
CASH:						
Bank of America - General Checking	Account No. 143128-0221	N/A	N/A	On Demand	\$ 2,095,751.45	\$ 2,095,751.45
Bank of America - Workers' Comp	Account No. 143188-0525	N/A	N/A	On Demand	\$ 83,249.29	\$ 83,249.29
Bank of America - Healthcare	Account No. 143138-0513	N/A	N/A	On Demand	\$ 13,545.93	\$ 13,545.93
Bank of America - Successor Agency	Checking Acct	N/A	N/A	On Demand	\$ -	\$ -
Multi-Bank Securities Cash Account	Cash / Bank Deposits	N/A	N/A	On Demand	\$ -	\$ -
Total Cash					\$ 2,192,546.67	\$ 2,192,546.67
INVESTMENTS:						
Local Agency Investment Fund	City Account No. 98-30-678	0.75%	N/A	On Demand	\$ 5,763,249.19	\$ 5,763,249.19
Multi-Bank Securities BMO Harris Bank	Certificate of Deposit	1.20%	2/4/2016	2/2/2018	\$ 245,000.00	\$ 245,754.60
Multi-Bank Securities Ally Bank	Certificate of Deposit	1.45%	2/4/2016	2/4/2019	\$ 245,000.00	\$ 246,239.70
Multi-Bank Securities American Federal Bk	Certificate of Deposit	1.50%	2/10/2016	2/10/2020	\$ 245,000.00	\$ 244,490.40
Multi-Bank Securities Goldman Sachs	Certificate of Deposit	2.00%	2/3/2016	2/3/2021	\$ 245,000.00	\$ 247,058.00
Total Investments					\$ 6,743,249.19	\$ 6,746,791.89
TOTAL CASH & INVESTMENTS HELD BY CITY					\$ 8,935,795.86	\$ 8,939,338.56

CITY OF PLACENTIA TREASURER'S REPORT
INVESTMENT DETAIL - HELD BY FISCAL AGENT
AS OF FEBRUARY 28, 2017 (Preliminary)

HELD BY FISCAL AGENT						
Agency	Investment Description	Current Yield	Purchase Date	Maturity Date	Purchase Price	Market Value
2011 Gas Tax Certificates of Participation						
Wells Fargo	Wells Fargo Money Market	0.03%	N/A	N/A	\$ 482,715.71	\$ 482,715.71
2003 Certificate of Participation						
US Bank	US Bank Money Market	0.03%	N/A	N/A	\$ 488,858.15	\$ 488,858.15
2013 Tax Allocation Refunding Bond						
US Bank	First American Treasury Fund	0.01%	N/A	N/A	\$ 535,009.05	\$ 535,009.05
2009 Lease Revenue Bond						
US Bank	US Bank Money Market	0.03%	N/A	N/A	\$ 439,316.61	\$ 439,316.61
TOTAL INVESTMENTS HELD BY FISCAL AGENT					\$ 1,945,899.52	\$ 1,945,899.52

CITY OF PLACENTIA TREASURER'S REPORT

CASH BALANCES

AS OF FEBRUARY 28, 2017 (Preliminary)



CITY		
101	General Fund	3,656,104.85
201	Utility User Tax	429,615.88
205	State Gas Tax	291,271.39
206	Gas Tax Bond Fund	-
207	Housing Authority	(326,563.38)
210	Measure M	1,405,724.26
211	PEG Fund	233,968.99
215	Air Quality Management	187,482.89
225	Asset Seizure	1,100,659.55
226	Traffic Offender Fund	47,621.53
230	Supplemental Law Enforcement	61,807.19
235	Park Development	192,228.52
240	Sewer Construction	19,649.07
241	Public Safety Mitigation Fee	286,518.17
245	Storm Drain Construction	90,856.90
250	Thoroughfare Construction	74,128.23
260	Street Lighting District	(123,223.00)
261	Public Safety CFD 2014-01	8,300.91
265	Landscape Maintenance	129,873.29
270	CDBG Fund	67,017.87
275	Sewer Maintenance	745,846.67
280	Miscellaneous Grants	470,043.50
401	City Capital Projects	(884,817.62)
405	In-Lieu Low/Mod Housing	525,000.00
501	Refuse Administration	(74,554.84)
505	CNG Fueling Station	-
601	Employee Health & Welfare	(1,440,031.00)
605	Risk Management	805,361.12
610	Equipment Replacement	53,722.10
615	Information Technology	-
701	Special Deposits	389,349.37
715	Community Facilities District	32,599.35
	Sub-Total	8,455,561.76
SUCCESSOR AGENCY TO THE RDA		
208	Successor Agency Retirement Fund	192,915.66
	TOTAL CASH	\$ 8,648,477.42

City of Placentia
Changes in Cash Balances
February 2017

RPT FUND	Data FUND	FUND	CASH BALANCE 1/31/2017	RECEIPTS	DISBURSEMENTS	TRANSFERS IN & OUT	CASH BALANCE 2/28/2017
101	10	GENERAL FUND	4,172,800.02	1,165,902.48	(1,682,597.65)	-	3,656,104.85
201	16	UTILITY TAX FUND	220,534.98	209,080.90	-	-	429,615.88
205	17	GAS TAX	291,271.39	-	-	-	291,271.39
206	52	GAS TAX BOND FUND	-	-	-	-	-
207	53	HOUSING AGENCY	(328,528.51)	1,965.13	-	-	(326,563.38)
208	54	SUCCESSOR AGENCY FUND	202,006.30	-	(9,090.64)	-	192,915.66
210	18	MEASURE "M"	1,409,668.42	-	(3,944.16)	-	1,405,724.26
211	58	PEG FUND	240,830.99	-	(6,862.00)	-	233,968.99
215	19	AIR QUALITY FUND	191,701.19	-	(4,218.30)	-	187,482.89
225	21	ASSET SEIZURE FUND	1,082,534.56	37,052.21	(18,927.22)	-	1,100,659.55
226	51	TRAFFIC OFFENDER FUND	47,049.53	572.00	-	-	47,621.53
230	22	COPS/SUPPL LAW ENFORCEMENT	44,278.87	17,528.32	-	-	61,807.19
235	23	PARK DEVELOPMENT FUND	192,228.52	-	-	-	192,228.52
240	24	SEWER CONSTRUCTION FUND	19,649.07	-	-	-	19,649.07
241	57	PUBLIC SAFETY MITIGATION FUND	286,518.17	-	-	-	286,518.17
245	25	STORM DRAIN CONSTRUCTION FUND	90,856.90	-	-	-	90,856.90
250	26	THOROUGHFARE CONSTRUCTION	74,128.23	-	-	-	74,128.23
260	28	PLACENTIA LIGHTING DISTRICT	(84,047.16)	0.29	(39,176.13)	-	(123,223.00)
261	55	PUBLIC SAFETY CFD 2014-01	8,300.91	-	-	-	8,300.91
265	29	LANDSCAPE MAINT. DISTRICT	179,847.12	-	(49,973.83)	-	129,873.29
270	30	HOUSING & COMMUNITY DEVELOP.	67,017.87	-	-	-	67,017.87
275	48	SEWER MAINTENANCE FUND	781,413.66	35,747.51	(71,314.50)	-	745,846.67
280	50	MISC GRANTS	470,043.50	-	-	-	470,043.50
401	33	CAPITAL PROJECTS FUND	(755,451.38)	-	(129,366.24)	-	(884,817.62)
405	34	IN-LIEU LOW/MOD HOUSING	525,000.00	-	-	-	525,000.00
501	37	REFUSE FUND	128,963.86	18,687.57	(222,206.27)	-	(74,554.84)
505	38	CNG FUELING STATION	-	-	-	-	-
601	39	HEALTH & WELFARE INS.	(1,108,795.89)	273,143.49	(604,378.60)	-	(1,440,031.00)
605	40	RISK MANAGEMENT	923,274.70	10,208.28	(128,121.86)	-	805,361.12
610	41	EQUIPMENT REPLACEMENT FUND	53,722.10	-	-	-	53,722.10
615	42	INFORMATION TECHNOLOGY FUND	-	-	-	-	-
701	44	TRUST & AGENCY FUND	392,467.99	18,469.66	(21,588.28)	-	389,349.37
715	47	COMMUNITY FAC. DISTRICT	32,599.35	-	-	-	32,599.35
		TOTAL PER GENERAL LEDGER	9,851,885.26	1,788,357.84	(2,991,765.68)	-	8,648,477.42



CITY OF PLACENTIA TREASURER'S REPORT
CERTIFICATION
AS OF FEBRUARY 28, 2017 (Preliminary)

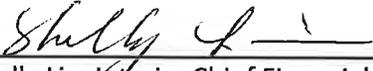
TREASURER'S REPORT

3 Month Projected Cash Requirements (March - May): \$9,510,000

3 Month Projected Cash Revenues (March - May): \$14,050,000

In compliance with the California Government Code Section 53646 et seq., I hereby certify that sufficient investment liquidity and anticipated revenues are available to meet the City's expenditure requirements for the next six months and that all investments are in compliance with the City's Investment Policy.

Submitted By:



Shally Lin, Interim Chief Financial Officer

Approved By:



Kevin A. Larson, City Treasurer

CITY OF PLACENTIA TREASURER'S REPORT

DEFICIT CASH TRANSFERS

AS OF FEBRUARY 28, 2017 (Preliminary)

DEFICIT CASH BALANCES

Fund	Deficit Amount	General Fund	Measure M	Gas Tax	Sewer Maintenance	Asset Seizure	Risk Management	Total Funding Source
Housing Authority	(326,563.38)	326,563.38						326,563.38
Street Lighting District	(123,223.00)	123,223.00						123,223.00
City Capital Projects	(884,817.62)		884,817.62					884,817.62
Refuse Fund	(74,554.84)	74,554.84						74,554.84
Employee Health & Welfare	(1,440,031.00)	1,440,031.00						1,440,031.00
Total Transfers	(2,849,189.84)	1,964,372.22	884,817.62	-	-	-	-	2,849,189.84
Cash Balance <i>Before</i> Transfer		3,656,104.85	1,405,724.26	291,271.39	745,846.67	1,100,659.55	805,361.12	8,004,967.84
Cash Available <i>After</i> Transfer		1,691,732.63	520,906.64	291,271.39	745,846.67	1,100,659.55	805,361.12	5,155,778.00



Placentia City Council

AGENDA REPORT

TO: CITY COUNCIL

VIA: CITY ADMINISTRATOR

FROM: DIRECTOR OF ADMINISTRATIVE SERVICES

DATE: APRIL 4, 2017

SUBJECT: **CALPERS REQUIRED CHANGES TO APPROVED UNREPRESENTED MID-MANAGEMENT AND MANAGEMENT SALARY SCHEDULES FOR FISCAL YEARS 2013-2014, 2014-2015, 2015-2016, AND 2016-17**

FISCAL
IMPACT: NONE

SUMMARY:

The California Public Employees Retirement System (CalPERS) has recently completed a routine audit of the City of Placentia. During the course of this audit some minor items have been discovered which require City Council action to "clean up" language or add additional information to Unrepresented Mid-Management and Management employee salary schedules from previous fiscal years. These changes are required by the California Public Employee Retirement Law (PERL).

RECOMMENDATION:

It is recommended that the City Council take the following action:

1. Approve the revised Unrepresented Mid-Management and Management Employee Salary Schedules for Fiscal Years 2013-2014, 2014-2015, 2015-2016, and 2016-17.

DISCUSSION:

The California Public Employees Retirement System, (CalPERS) routinely conducts audits of all member entities. The objective of the review is to determine whether the entity has complied with applicable sections of the California Government Code, California Public Employees' Pension Reform Act of 2013 (PEPRA), California Code of Regulations (CCR), and the City's contract with CalPERS. Recently the City of Placentia was audited by CalPERS. The scope of the audit was for the pay periods from July 1, 2013 through June 30, 2014. Through the course of the audit, items that need correction were noted as well as recommendations for corrections to bring the City into compliance with all applicable laws and policies. One finding requires City Council action to approve the requested changes. It should be noted that none of these corrections result in a change to the dollar amount of any salaries but rather how they are presented in the City's salary schedules, therefore there is no fiscal impact.

3.b.
April 4, 2017

To be in compliance with the Government Code and the CCR, the pay schedules for Unrepresented Mid-Management and Management employees need additional information added to their schedules. The current pay schedule shows a control point with verbiage that indicates that employees in these job classifications are eligible for a salary range of 20% below the control point to 10% above the control point, depending on job performance. The Government Code requires that a salary amount for the control point as well as 20% below and 10% above control point need to be listed on the schedule. The attached exhibit now reflects that information on the updated salary schedules. The previous unrepresented management salary schedule made reference to City Council Resolutions 83-R-125, 86-R-129 and 88-R-112. These are the City Council resolutions that set the policy for the base control point and the conditions for receiving above or below control point. The CCR requires that salary schedules cannot reference another document in lieu of disclosing the pay rate for the same group of employees. All information regarding the salary schedule needs to be contained on the document itself and not reference another document. Accordingly, the new schedules have these prior year resolutions removed.

The fiscal year (FY) that was chosen by CalPERS for audit was FY 2013-2014. To bring Unrepresented Mid-Management and Management Salary Schedules in all succeeding fiscal years into compliance, Staff has made revisions to the Unrepresented Mid-Management and Management Salary Schedules for FY 2013-2014, 2014-2015, 2015-2016, and 2016-17. City Council approval is necessary for the revisions to be considered in effect for the fiscal years they represent.

Submitted by:

Reviewed and approved:



Stephen D. Pischel
Administrative Services Director



Shally Lin
Interim Chief Financial Officer

Submitted by:



Damien R. Arrula
City Administrator

Attachment:

Exhibit A – Amended Salary Schedules for FY 2013-2014, 2014-2015, 2015-2016, and 2016-17

EXHIBIT "A"
AMENDED SALARY SCHEDULES

APPENDIX "B"
PLACENTIA CITY EMPLOYEES ASSOCIATION (PCEA)
JOB CLASS AND SALARY SCHEDULE
July 1, 2016
Updated 02/21/2017

<u>SAL SCH</u>	<u>STEP</u>	<u>HOURLY</u>	<u>BIWEEKLY</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	
18.52	A	15.00622	1,200.50	2,601.08	31,212.94	Office Assistant
	B	15.81656	1,265.32	2,741.54	32,898.44	
	C	16.67065	1,333.65	2,889.58	34,674.95	
	D	17.57087	1,405.67	3,045.62	36,547.41	
	E	18.51970	1,481.58	3,210.08	38,520.98	
19.01	A	15.40770	1,232.62	2,670.67	32,048.01	Planning Aide
	B	16.23966	1,299.17	2,814.87	33,778.49	
	C	17.11654	1,369.32	2,966.87	35,602.40	
	D	18.04080	1,443.26	3,127.07	37,524.86	
	E	19.01499	1,521.20	3,295.93	39,551.18	
19.83	A	16.07029	1,285.62	2,785.52	33,426.20	Custodian/ Parking Control Officer
	B	16.93809	1,355.05	2,935.94	35,231.23	
	C	17.85275	1,428.22	3,094.48	37,133.72	
	D	18.81680	1,505.34	3,261.58	39,138.94	
	E	19.83291	1,586.63	3,437.70	41,252.46	
20.53	A	16.63261	1,330.61	2,882.99	34,595.83	Account Clerk
	B	17.53077	1,402.46	3,038.67	36,464.00	
	C	18.47743	1,478.19	3,202.75	38,433.05	
	D	19.47521	1,558.02	3,375.70	40,508.44	
	E	20.52687	1,642.15	3,557.99	42,695.88	
21.87	A	17.71715	1,417.37	3,070.97	36,851.67	Office Specialist
	B	18.67388	1,493.91	3,236.81	38,841.67	
	C	19.68227	1,574.58	3,411.59	40,939.12	
	D	20.74511	1,659.61	3,595.82	43,149.83	
	E	21.86535	1,749.23	3,789.99	45,479.92	
22.91	A	18.56744	1,485.40	3,218.36	38,620.28	Community Svcs. Officer /Police Svcs. Officer
	B	19.57008	1,565.61	3,392.15	40,705.77	
	C	20.62686	1,650.15	3,575.32	42,903.87	
	D	21.74071	1,739.26	3,768.39	45,220.68	
	E	22.91471	1,833.18	3,971.88	47,662.59	
23.52	A	19.05452	1,524.36	3,302.78	39,633.40	Crime Prev. Officer/ Maint Wrkr
	B	20.08346	1,606.68	3,481.13	41,773.60	
	C	21.16795	1,693.44	3,669.11	44,029.33	
	D	22.31104	1,784.88	3,867.25	46,406.97	
	E	23.51589	1,881.27	4,076.09	48,913.05	
23.98	A	19.43391	1,554.71	3,368.54	40,422.53	GIS Specialist/ Admin Assistant
	B	20.48334	1,638.67	3,550.45	42,605.35	
	C	21.58944	1,727.16	3,742.17	44,906.04	
	D	22.75527	1,820.42	3,944.25	47,330.96	
	E	23.98405	1,918.72	4,157.24	49,886.82	
24.12	A	19.54028	1,563.22	3,386.98	40,643.78	Building Permit Tech/ Planning Tech/ Accounting Tech.
	B	20.59546	1,647.64	3,569.88	42,838.56	
	C	21.70761	1,736.61	3,762.65	45,151.83	
	D	22.87982	1,830.39	3,965.84	47,590.03	
	E	24.11533	1,929.23	4,179.99	50,159.88	

APPENDIX "B"
PLACENTIA CITY EMPLOYEES ASSOCIATION (PCEA)
JOB CLASS AND SALARY SCHEDULE
July 1, 2016
Updated 02/21/2017

<u>SAL SCH</u>	<u>STEP</u>	<u>HOURLY</u>	<u>BIWEEKLY</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	
25.67	A	20.79890	1,663.91	3,605.14	43,261.71	Community Services Coord./ City Clerk Specialist
	B	21.92204	1,753.76	3,799.82	45,597.84	
	C	23.10583	1,848.47	4,005.01	48,060.13	
	D	24.35355	1,948.28	4,221.28	50,655.38	
	E	25.66864	2,053.49	4,449.23	53,390.78	
25.78	A	20.88969	1,671.18	3,620.88	43,450.56	Facility Maint. Tech
	B	22.01769	1,761.42	3,816.40	45,796.80	
	C	23.20663	1,856.53	4,022.48	48,269.80	
	D	24.45979	1,956.78	4,239.70	50,876.37	
	E	25.78067	2,062.45	4,468.65	53,623.79	
25.93	A	21.01084	1,680.87	3,641.88	43,702.55	Equip Mech.
	B	22.14543	1,771.63	3,838.54	46,062.49	
	C	23.34128	1,867.30	4,045.82	48,549.86	
	D	24.60171	1,968.14	4,264.30	51,171.56	
	E	25.93020	2,074.42	4,494.57	53,934.81	
26.46	A	21.43932	1,715.15	3,716.15	44,593.79	Maint. Crew Leader
	B	22.59704	1,807.76	3,916.82	47,001.84	
	C	23.81728	1,905.38	4,128.33	49,539.94	
	D	25.10341	2,008.27	4,351.26	52,215.09	
	E	26.45899	2,116.72	4,586.22	55,034.70	
27.02	A	21.89395	1,751.52	3,794.95	45,539.41	HR Tech/IT Tech/ Management Assistant/ Senior Account Tech.
	B	23.07622	1,846.10	3,999.88	47,998.54	
	C	24.32236	1,945.79	4,215.88	50,590.51	
	D	25.63575	2,050.86	4,443.53	53,322.36	
	E	27.02014	2,161.61	4,683.49	56,201.89	
27.23	A	22.06671	1,765.34	3,824.90	45,898.75	Facilities Main. Tech. II/ Sr. Eng./Alde
	B	23.25834	1,860.67	4,031.45	48,377.34	
	C	24.51429	1,961.14	4,249.14	50,989.73	
	D	25.83810	2,067.05	4,478.60	53,743.25	
	E	27.23337	2,178.67	4,720.45	56,645.40	
27.79	A	22.52140	1,801.71	3,903.71	46,844.52	Police Dispatcher/ Records Clerk
	B	23.73755	1,899.00	4,114.51	49,374.11	
	C	25.01938	2,001.55	4,336.69	52,040.31	
	D	26.37043	2,109.63	4,570.87	54,850.50	
	E	27.79444	2,223.56	4,817.70	57,812.43	
28.06	A	22.73492	1,818.79	3,940.72	47,288.63	Code Enf. Officer/ Dev Svcs Coordinator/ Sr. Admin Asst
	B	23.96261	1,917.01	4,153.52	49,842.23	
	C	25.25659	2,020.53	4,377.81	52,533.71	
	D	26.62045	2,129.64	4,614.21	55,370.54	
	E	28.05795	2,244.64	4,863.38	58,360.53	
28.36	A	22.97657	1,838.13	3,982.61	47,791.27	Police Property Tech
	B	24.21730	1,937.38	4,197.67	50,371.98	
	C	25.52503	2,042.00	4,424.34	53,092.06	
	D	26.90338	2,152.27	4,663.25	55,959.03	
	E	28.35616	2,268.49	4,915.07	58,980.81	

APPENDIX "B"
PLACENTIA CITY EMPLOYEES ASSOCIATION (PCEA)
JOB CLASS AND SALARY SCHEDULE
July 1, 2016
Updated 02/21/2017

<u>SAL SCH</u>	<u>STEP</u>	<u>HOURLY</u>	<u>BIWEEKLY</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	
28.77	A	23.31380	1,865.10	4,041.06	48,492.70	Environ. Compliance Officer
	B	24.57274	1,965.82	4,259.27	51,111.30	
	C	25.89967	2,071.97	4,489.28	53,871.31	
	D	27.29825	2,183.86	4,731.70	56,780.36	
	E	28.77236	2,301.79	4,987.21	59,846.50	
29.15	A	23.61577	1,889.26	4,093.40	49,120.80	Planner I (Asst. Planner)
	B	24.89102	1,991.28	4,314.44	51,773.32	
	C	26.23514	2,098.81	4,547.42	54,569.09	
	D	27.65184	2,212.15	4,792.99	57,515.83	
	E	29.14504	2,331.60	5,051.81	60,621.69	
29.36	A	23.78731	1,902.98	4,123.13	49,477.60	Exec. Asst. to the City Admin.
	B	25.07182	2,005.75	4,345.78	52,149.39	
	C	26.42570	2,114.06	4,580.45	54,965.46	
	D	27.85269	2,228.22	4,827.80	57,933.60	
	E	29.35673	2,348.54	5,088.50	61,061.99	
30.62	A	24.80769	1,984.62	4,300.00	51,600.00	Building Inspector
	B	26.14730	2,091.78	4,532.20	54,386.38	
	C	27.55925	2,204.74	4,776.94	57,323.24	
	D	29.04745	2,323.80	5,034.89	60,418.70	
	E	30.61601	2,449.28	5,306.78	63,681.30	
30.97	A	25.09055	2,007.24	4,349.03	52,188.34	Sr. Building Inspector
	B	26.44544	2,115.64	4,583.88	55,006.52	
	C	27.87349	2,229.88	4,831.40	57,976.86	
	D	29.37866	2,350.29	5,092.30	61,107.61	
	E	30.96511	2,477.21	5,367.29	64,407.42	
31.76	A	25.73473	2,058.78	4,460.69	53,528.24	Police Civilian Invest.
	B	27.12441	2,169.95	4,701.56	56,418.77	
	C	28.58913	2,287.13	4,955.45	59,465.39	
	D	30.13294	2,410.64	5,223.04	62,676.52	
	E	31.76012	2,540.81	5,505.09	66,061.04	
33.35	A	27.02300	2,161.84	4,683.99	56,207.84	Police Services Supervisor
	B	28.48224	2,278.58	4,936.92	59,243.06	
	C	30.02028	2,401.62	5,203.52	62,442.18	
	D	31.64137	2,531.31	5,484.50	65,814.05	
	E	33.35000	2,668.00	5,780.67	69,368.00	

APPENDIX "B"
PLACENTIA CITY EMPLOYEES ASSOCIATION (PCEA)
JOB CLASS AND SALARY SCHEDULE
July 1, 2016

SAL SCH	STEP	HOURLY	BIWEEKLY	MONTHLY	ANNUALLY	
18.52	A	15.00622	1,200.50	2,601.08	31,212.94	Office Assistant
	B	15.81656	1,265.32	2,741.54	32,898.44	
	C	16.67065	1,333.65	2,889.58	34,674.95	
	D	17.57087	1,405.67	3,045.62	36,547.41	
	E	18.51970	1,481.58	3,210.08	38,520.98	
19.01	A	15.40770	1,232.62	2,670.67	32,048.01	Planning Aide/ Engineering Aide
	B	16.23966	1,299.17	2,814.87	33,778.49	
	C	17.11654	1,369.32	2,966.87	35,602.40	
	D	18.04080	1,443.26	3,127.07	37,524.86	
	E	19.01499	1,521.20	3,295.93	39,551.18	
19.83	A	16.07029	1,285.62	2,785.52	33,426.20	Custodian/ Parking Control Officer
	B	16.93809	1,355.05	2,935.94	35,231.23	
	C	17.85275	1,428.22	3,094.48	37,133.72	
	D	18.81680	1,505.34	3,261.58	39,138.94	
	E	19.83291	1,586.63	3,437.70	41,252.46	
20.53	A	16.63261	1,330.61	2,882.99	34,595.83	Account Clerk
	B	17.53077	1,402.46	3,038.67	36,464.00	
	C	18.47743	1,478.19	3,202.75	38,433.05	
	D	19.47521	1,558.02	3,375.70	40,508.44	
	E	20.52687	1,642.15	3,557.99	42,695.88	
21.87	A	17.71715	1,417.37	3,070.97	36,851.67	Office Specialist
	B	18.67388	1,493.91	3,236.81	38,841.67	
	C	19.68227	1,574.58	3,411.59	40,939.12	
	D	20.74511	1,659.61	3,595.82	43,149.83	
	E	21.86535	1,749.23	3,789.99	45,479.92	
22.91	A	18.56744	1,485.40	3,218.36	38,620.28	Community Svcs. Officer /Police Svcs. Officer
	B	19.57008	1,565.61	3,392.15	40,705.77	
	C	20.62686	1,650.15	3,575.32	42,903.87	
	D	21.74071	1,739.26	3,768.39	45,220.68	
	E	22.91471	1,833.18	3,971.88	47,662.59	
23.52	A	19.05452	1,524.36	3,302.78	39,633.40	Crime Prev. Officer/ Maint Wkr
	B	20.08346	1,606.68	3,481.13	41,773.60	
	C	21.16795	1,693.44	3,669.11	44,029.33	
	D	22.31104	1,784.88	3,867.25	46,406.97	
	E	23.51589	1,881.27	4,076.09	48,913.05	
23.98	A	19.43391	1,554.71	3,368.54	40,422.53	Admin Assistant
	B	20.48334	1,638.67	3,550.45	42,605.35	
	C	21.58944	1,727.16	3,742.17	44,906.04	
	D	22.75527	1,820.42	3,944.25	47,330.96	
	E	23.98405	1,918.72	4,157.24	49,886.82	
24.12	A	19.54028	1,563.22	3,386.98	40,643.78	Building Permit Tech/ Accounting Tech.
	B	20.59546	1,647.64	3,569.88	42,838.56	
	C	21.70761	1,736.61	3,762.65	45,151.83	
	D	22.87982	1,830.39	3,965.84	47,590.03	
	E	24.11533	1,929.23	4,179.99	50,159.88	

Revised Date 04-04-2017

APPENDIX "B"
PLACENTIA CITY EMPLOYEES ASSOCIATION (PCEA)
JOB CLASS AND SALARY SCHEDULE
July 1, 2016

<u>SAL</u> <u>SCH</u>	<u>STEP</u>	<u>HOURLY</u>	<u>BIWEEKLY</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	
25.67	A	20.79890	1,663.91	3,605.14	43,261.71	Community Services Coord./ City Clerk Specialist
	B	21.92204	1,753.76	3,799.82	45,597.84	
	C	23.10583	1,848.47	4,005.01	48,060.13	
	D	24.35355	1,948.28	4,221.28	50,655.38	
	E	25.66864	2,053.49	4,449.23	53,390.78	
25.78	A	20.88969	1,671.18	3,620.88	43,450.56	Facility Maint. Tech
	B	22.01769	1,761.42	3,816.40	45,796.80	
	C	23.20663	1,856.53	4,022.48	48,269.80	
	D	24.45979	1,956.78	4,239.70	50,876.37	
	E	25.78067	2,062.45	4,468.65	53,623.79	
25.93	A	21.01084	1,680.87	3,641.88	43,702.55	Equip Mech.
	B	22.14543	1,771.63	3,838.54	46,062.49	
	C	23.34128	1,867.30	4,045.82	48,549.86	
	D	24.60171	1,968.14	4,264.30	51,171.56	
	E	25.93020	2,074.42	4,494.57	53,934.81	
26.46	A	21.43932	1,715.15	3,716.15	44,593.79	Maint. Crew Leader
	B	22.59704	1,807.76	3,916.82	47,001.84	
	C	23.81728	1,905.38	4,128.33	49,539.94	
	D	25.10341	2,008.27	4,351.26	52,215.09	
	E	26.45899	2,116.72	4,586.22	55,034.70	
27.02	A	21.89395	1,751.52	3,794.95	45,539.41	HR Tech/ Management Assistant/ Senior Account Tech.
	B	23.07622	1,846.10	3,999.88	47,998.54	
	C	24.32236	1,945.79	4,215.88	50,590.51	
	D	25.63575	2,050.86	4,443.53	53,322.36	
	E	27.02014	2,161.61	4,683.49	56,201.89	
27.23	A	22.06671	1,765.34	3,824.90	45,898.75	Facilities Main. Tech. III/ Sr. Eng./Aide
	B	23.25834	1,860.67	4,031.45	48,377.34	
	C	24.51429	1,961.14	4,249.14	50,989.73	
	D	25.83810	2,067.05	4,478.60	53,743.25	
	E	27.23337	2,178.67	4,720.45	56,645.40	
27.79	A	22.52140	1,801.71	3,903.71	46,844.52	Police Dispatcher/ Records Clerk
	B	23.73755	1,899.00	4,114.51	49,374.11	
	C	25.01938	2,001.55	4,336.69	52,040.31	
	D	26.37043	2,109.63	4,570.87	54,850.50	
	E	27.79444	2,223.56	4,817.70	57,812.43	
28.06	A	22.73492	1,818.79	3,940.72	47,288.63	Code Enf. Officer/ Dev Svcs Coordinator/ Sr. Admin Asst
	B	23.96261	1,917.01	4,153.52	49,842.23	
	C	25.25659	2,020.53	4,377.81	52,533.71	
	D	26.62045	2,129.64	4,614.21	55,370.54	
	E	28.05795	2,244.64	4,863.38	58,360.53	
28.36	A	22.97657	1,838.13	3,982.61	47,791.27	Police Property Tech
	B	24.21730	1,937.38	4,197.67	50,371.98	
	C	25.52503	2,042.00	4,424.34	53,092.06	
	D	26.90338	2,152.27	4,663.25	55,959.03	
	E	28.35616	2,268.49	4,915.07	58,980.81	

APPENDIX "B"
PLACENTIA CITY EMPLOYEES ASSOCIATION (PCEA)
JOB CLASS AND SALARY SCHEDULE
July 1, 2016

<u>SAL</u> <u>SCH</u>	<u>STEP</u>	<u>HOURLY</u>	<u>BIWEEKLY</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	
28.77	A	23.31380	1,065.10	4,041.06	48,492.70	Environ. Compliance Officer
	B	24.57274	1,965.82	4,259.27	51,111.30	
	C	25.89967	2,071.97	4,489.28	53,871.31	
	D	27.29825	2,183.86	4,731.70	56,780.36	
	E	28.77236	2,301.79	4,987.21	59,846.50	
29.15	A	23.61577	1,889.26	4,093.40	49,120.80	Planner I (Asst. Planner)
	B	24.89102	1,991.28	4,314.44	51,773.32	
	C	26.23514	2,098.81	4,547.42	54,569.09	
	D	27.65184	2,212.15	4,792.99	57,515.83	
	E	29.14504	2,331.60	5,051.81	60,621.69	
29.36	A	23.78731	1,902.98	4,123.13	49,477.60	Exec. Asst. to the City Admin.
	B	25.07182	2,005.75	4,345.78	52,149.39	
	C	26.42570	2,114.06	4,580.45	54,965.46	
	D	27.85269	2,228.22	4,827.80	57,933.60	
	E	29.35673	2,348.54	5,088.50	61,061.99	
30.62	A	24.80769	1,984.62	4,300.00	51,600.00	Building Inspector
	B	26.14730	2,091.78	4,532.20	54,386.38	
	C	27.55925	2,204.74	4,776.94	57,323.24	
	D	29.04745	2,323.80	5,034.89	60,418.70	
	E	30.61601	2,449.28	5,306.78	63,681.30	
30.97	A	25.09055	2,007.24	4,349.03	52,188.34	Sr. Building Inspector
	B	26.44544	2,115.64	4,583.88	55,006.52	
	C	27.87349	2,229.88	4,831.40	57,976.86	
	D	29.37866	2,350.29	5,092.30	61,107.61	
	E	30.96511	2,477.21	5,367.29	64,407.42	
31.76	A	25.73473	2,058.78	4,460.69	53,528.24	Police Civilian Invest.
	B	27.12441	2,169.95	4,701.56	56,418.77	
	C	28.58913	2,287.13	4,955.45	59,465.39	
	D	30.13294	2,410.64	5,223.04	62,676.52	
	E	31.76012	2,540.81	5,505.09	66,061.04	
33.35	A	27.02300	2,161.84	4,683.99	56,207.84	Police Services Supervisor
	B	28.48224	2,278.58	4,936.92	59,243.06	
	C	30.02028	2,401.62	5,203.52	62,442.18	
	D	31.64137	2,531.31	5,484.50	65,814.05	
	E	33.35000	2,668.00	5,780.67	69,368.00	

Revised Date 04-04-2017

APPENDIX "B"
PLACENTIA POLICE OFFICERS ASSOCIATION (PPOA)
SALARY SCHEDULE
Effective July 1, 2016

<u>STEP</u>	<u>HOURLY</u>	<u>BIWEEKLY</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	
A	29.49169	2,359.34	5,111.89	61,342.72	
B	31.08427	2,488.74	5,387.84	64,655.28	
C1	32.76288	2,621.03	5,878.90	68,148.79	
C2	34.25359	2,740.29	5,820.87	71,247.47	
C3	35.08910	2,807.13	5,962.85	72,985.33	
D1	34.53207	2,762.57	5,985.56	71,826.71	
D2	36.10329	2,868.26	6,135.20	75,094.84	
D3	36.98391	2,958.71	6,294.85	76,926.53	
E1	36.39681	2,911.74	6,308.78	75,705.38	
E2	38.05286	3,044.23	6,486.50	79,149.95	
E3	38.98104	3,118.48	6,824.23	81,080.56	
	21.95672	1,756.54	3,805.83	45,669.98	Police Academy Trainee

APPENDIX "B"
PLACENTIA POLICE MANAGEMENT ASSOCIATION (PPMA)
SALARY SCHEDULE
Effective July 1, 2016

<u>STEP</u>	<u>HOURLY</u>	<u>BIWEEKLY</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	
A	37.23020	2,978.42	6,453.23	77,438.82	
B	39.24083	3,139.25	6,801.71	81,620.51	
C1	41.35963	3,308.77	7,169.00	86,028.03	
C2	43.24154	3,459.32	7,495.20	89,942.40	
C3	44.29818	3,543.69	7,878.00	92,136.01	
D1	43.59304	3,487.44	7,556.13	90,673.52	Sergeant
D2	45.57859	3,646.13	7,899.94	94,799.31	
D3	46.68815	3,735.05	8,092.61	97,111.35	
E1	45.94707	3,675.77	7,964.18	95,569.91	
E2	48.03772	3,843.02	8,328.54	99,918.48	
E3	49.20931	3,936.74	8,529.61	102,355.36	
A	47.47724	3,798.18	8,229.39	98,752.66	
B	50.04101	4,003.28	8,673.78	104,085.30	Lieutenant
C	52.74322	4,219.46	9,142.16	109,705.90	
D	55.59136	4,447.31	9,635.84	115,630.03	
E	58.59329	4,687.48	10,158.17	121,874.04	
A	55.10309	4,408.25	9,551.20	114,614.43	
B	58.07866	4,646.29	10,068.97	120,803.61	Captain
C	61.21490	4,897.19	10,610.58	127,326.99	
D	64.52051	5,161.84	11,183.56	134,202.66	
E	68.00461	5,440.37	11,787.47	141,449.58	

APPENDIX "B"
COMPENSATION PLAN/SALARY SCHEDULE
MANAGEMENT AND MID-MANAGEMENT EMPLOYEES
 Effective July 1, 2016
 Revised 02/21/2017

Executive Management Staff

City Administrator	16,204.03 Monthly Base Salary
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Job Class	Monthly Base Salary		
	-20%	Control Point	+10%
Police Chief	10,896.70	13,620.87	14,982.96
Assistant City Administrator	10,245.60	12,807.00	14,087.70
Director of Administrative Services	9,144.40	11,430.50	12,573.55
Director of Community Services	9,144.40	11,430.50	12,573.55
Director of Development Services	9,144.40	11,430.50	12,573.55
Chief Financial Officer	9,144.40	11,430.50	12,573.55
Director of Public Works	9,144.40	11,430.50	12,573.55

Mid-Management Staff

Job Class	Monthly Base Salary		
	-20%	Control Point	+10%
Accountant	4,294.63	5,368.29	5,905.12
Associate Civil Engineer	5,434.34	6,792.93	7,472.22
Associate Planner	4,713.21	5,891.51	6,480.66
Chief Building Official	6,528.88	8,181.10	8,977.21
City Engineer	7,838.59	9,798.24	10,778.06
Code Enforcement Manager	5,361.13	6,701.41	7,371.55
Community Services Supervisor	4,568.50	5,710.62	6,281.68
Chief Deputy City Clerk	4,796.92	6,657.56	7,323.32
Crime Analyst	4,568.50	5,710.62	6,281.68
Deputy Chief of Police	10,224.10	12,780.13	14,058.14
Deputy City Clerk	4,162.82	5,203.52	5,723.87
Economic Development Manager	5,361.13	6,701.41	7,371.55
Finance Services Manager	6,266.71	7,833.39	8,616.73
Human Resources Analyst	4,568.50	5,710.62	6,281.68
IT Project Manager (Spec. Prj/Soft Sys)	5,813.92	7,267.40	7,994.14
Management Analyst	4,568.50	5,710.62	6,281.68
Neighborhood Services Manager	5,361.13	6,701.41	7,371.55
Public Works Manager	7,125.99	8,907.49	9,798.24
Public Works Superintendent	5,361.13	6,701.41	7,371.55
Senior Accountant	5,280.67	6,600.84	7,260.92
Senior Management Analyst	5,326.05	6,657.56	7,323.32
Senior Planner	5,998.72	7,498.40	8,248.24

APPENDIX "B"
COMPENSATION PLAN/SALARY SCHEDULE
MANAGEMENT AND MID-MANAGEMENT EMPLOYEES
Effective July 1, 2016

Executive Management Staff

Job Class	Monthly Base Salary		
	-20%	Control Point	+10%
City Administrator**	N/A	16,204.03	N/A
Police Chief	10,896.70	13,620.87	14,982.96
Assistant City Administrator	10,245.60	12,807.00	14,087.70
Director of Administrative Services	9,144.40	11,430.50	12,573.55
Director of Community Services	9,144.40	11,430.50	12,573.55
Director of Development Services	9,144.40	11,430.50	12,573.55
Chief Financial Officer	9,144.40	11,430.50	12,573.55
Director of Public Works	9,144.40	11,430.50	12,573.55

Mid-Management Staff

Job Class	Monthly Base Salary		
	-20%	Control Point	+10%
Accountant	4,294.63	5,368.29	5,905.12
Associate Civil Engineer	5,434.34	6,792.93	7,472.22
Associate Planner	4,713.21	5,891.51	6,480.66
Chief Building Official	6,528.88	8,161.10	8,977.21
City Engineer	7,838.59	9,798.24	10,778.06
Code Enforcement Manager	5,361.13	6,701.41	7,371.55
Community Services Supervisor	4,568.50	5,710.62	6,281.68
Chief Deputy City Clerk	4,796.92	6,657.56	7,323.32
Crime Analyst	4,568.50	5,710.62	6,281.68
Deputy Chief of Police	10,224.10	12,780.13	14,058.14
Deputy City Clerk	4,162.82	5,203.52	5,723.87
Economic Development Manager	5,361.13	6,701.41	7,371.55
Finance Services Manager	6,266.71	7,833.39	8,616.73
Human Resources Analyst	4,568.50	5,710.62	6,281.68
IT Software Systems Manager	5,813.92	7,267.40	7,994.14
Management Analyst	4,568.50	5,710.62	6,281.68
Neighborhood Services Manager	5,361.13	6,701.41	7,371.55
Public Works Manager	7,125.99	8,907.49	9,798.24
Public Works Superintendent	5,361.13	6,701.41	7,371.55
Senior Accountant	5,280.67	6,600.84	7,260.92
Senior Management Analyst	5,326.05	6,657.56	7,323.32
Senior Planner	5,998.72	7,498.40	8,248.24

CITY OF PLACENTIA

CURRENT PAY RATES

January 1, 2017

Part-Time Positions

SECTION 1

The compensation of part-time employees of the City of Placentia shall be set forth in the table herein below:

Class Title	Rate Per Hour		
	A	B	C
Admin. Intern.	12.00	12.50	13.00
Clerical Aide	14.50	15.00	15.50
Production Coordinator	18.86	19.88	20.96
Production Assistant	11.50	12.75	14.00
Maintenance Aide	12.00	12.50	13.00
Police Cadet	12.00	12.50	13.00
Pol Reserve Off – Level 1	18.00	22.00	
Lifeguard	11.28	11.56	11.85
Instructor Guard	12.30	12.61	12.92
Sr. Instr. Guard - Pool Manager	15.05	15.63	16.22
Com. Serv. Leader	10.50	10.75	11.00
Sr. Com. Serv. Leader	11.28	11.56	11.85
Com. Serv. Specialist	12.10	12.40	12.71
Sr. Com. Serv. Specialist	12.95	13.53	14.12
Program Coordinator - Sr. Citizen Prog. Spectst. - Ed./Tutor Spectst.	15.05	15.63	16.22

SECTION 2

Part-time employees may progress to the next salary step after satisfactorily completing a minimum of four hundred (400) hours of work at the current salary step, *except* for Community Services Leader, the required hours shall be six hundred (600) hours from Step A to Step B, only.

SECTION 3

The following classes are elected or appointed by City Council:

Class Title	Salary
Mayor/Councilmembers	\$150.00 per month
City Clerk	\$150.00 per month
City Treasurer	\$ 50.00 per month

CITY OF PLACENTIA

CURRENT PAY RATES

July 1, 2016

Part-Time Positions

SECTION 1

The compensation of part-time employees of the City of Placentia shall be set forth in the table herein below:

Class Title	Rate Per Hour			
	A	B	C	D
Admin. Intern.	12.00	12.50	13.00	
Clerical Aide	14.50	15.00	15.50	
Production Coordinator	18.88	19.88	20.88	
Production Assistant	11.50	12.75	14.00	
Maintenance Aide	12.00	12.50	13.00	
Police Cadet	12.00	12.50	13.00	
Pol Reserve Off – Level 1	18.00	22.00		
Lifeguard	10.73	10.97	11.20	
Instructor Guard	11.67	11.90	12.13	
Sr. Instr. Guard - Pool Manager	14.47	15.05	15.63	
Com. Serv. Leader	10.00	10.17	10.33	
Sr. Com. Serv. Leader	10.73	10.97	11.20	11.43
Com. Serv. Specialist	11.90	12.13	12.37	
Sr. Com. Serv. Specialist	12.85	13.53	14.12	
Program Coordinator - Sr. Citizen Prog. Spectst. - Ed./Tutor Spectst.	14.47	15.05	15.63	16.22

SECTION 2

Part-time employees may progress to the next salary step after satisfactorily completing a minimum of four hundred (400) hours of work at the current salary step, *except* for Community Services Leader, the required hours shall be six hundred (600) hours from Step A to Step B, only.

SECTION 3

The following classes are elected or appointed by City Council:

Class Title	Salary
Mayor/Councilmembers	\$150.00 per month
City Clerk	\$150.00 per month
City Treasurer	\$ 50.00 per month

CITY OF PLACENTIA

Revised Date 04-04-2017

CURRENT PAY RATES

January 1, 2016

Part-Time Positions

SECTION 1

The compensation of part-time employees of the City of Placentia shall be set forth in the table herein below:

Class Code	Class Title	Statistical Code	Rate Per Hour					
			A	B	C	D	E	F
7100	Admin. Intern.	E	12.00	12.50	13.00			
A190	Code Enforcement Officer	B	18.00	18.90	19.85	20.84	21.88	
7200	Clerical Aide	F	14.50	15.00	15.50			
A196	Production Coordinator	E	18.86	19.88	20.96	22.09	23.34	
A195	Production Assistant	E	11.50	12.75	14.00	15.25	16.50	
7800	Maintenance Aide	H	12.00	12.50	13.00			
8000	Police Cadet	E	12.00	12.50	13.00			
7900	Pol Reserve Off – Level 1	D	18.00	22.00				
7600	Lifeguard	E	10.73	10.97	11.20	11.43		
7500	Instructor Guard	E	11.67	11.90	12.13	12.37		
8900	Sr. Instr. Guard - Pool Manager	E	12.60	12.83	13.07	13.30		
8100	Com. Serv. Leader	E	10.00	10.17	10.33	10.50		
9000	Sr. Com. Serv. Leader	E	10.73	10.97	11.20	11.43		
8200	Com. Serv. Specialist	E	11.90	12.13	12.37	12.60		
7700	Sr. Com. Serv. Specialist	E	12.95	13.53	14.12			
8700	Program Coordinator - Sr. Citizen Prog. Speclst. - Ed./Tutor Speclst.	B	14.47	15.05	15.63	16.22	16.80	

SECTION 2

Part-time employees may progress to the next salary step after satisfactorily completing a minimum of four hundred (400) hours of work at the current salary step, *except* for Community Services Leader, the required hours shall be six hundred (600) hours from Step A to Step B, only.

SECTION 3

The following classes are elected or appointed by City Council:

Class Code	Class Title	Salary
9100	Mayor/Councilmembers	\$150.00 per month
9300	City Attorney	BY CONTRACT
9400	City Clerk	\$150.00 per month
9500	City Treasurer	\$ 50.00 per month
9700	Commissioner	
9701	Cultural Arts	Suspended Stipends
9702	Planning	Suspended Stipends
9703	Recreation & Parks	Suspended Stipends
9704	Traffic Safety	Suspended Stipends
9800	Committee Member	None

Revised Date 04-04-2017

APPENDIX "B"
PLACENTIA CITY EMPLOYEES ASSOCIATION (PCEA)
JOB CLASS AND SALARY SCHEDULE
July 1, 2015

SAL SCH	STEP	HOURLY	BIWEEKLY	MONTHLY	ANNUALLY	
18.52	A	15.00622	1,200.50	2,601.08	31,212.94	Office Assistant
	B	15.81656	1,265.32	2,741.54	32,898.44	
	C	16.67065	1,333.65	2,889.58	34,674.95	
	D	17.57087	1,405.67	3,045.62	36,547.41	
	E	18.51970	1,481.58	3,210.08	38,520.98	
19.01	A	15.40770	1,232.62	2,670.67	32,048.01	Planning Aide
	B	16.23966	1,299.17	2,814.87	33,778.49	
	C	17.11654	1,369.32	2,966.87	35,602.40	
	D	18.04080	1,443.26	3,127.07	37,524.86	
	E	19.01499	1,521.20	3,295.93	39,551.18	
19.83	A	16.07029	1,285.62	2,785.52	33,426.20	Custodian
	B	16.93809	1,355.05	2,935.94	35,231.23	
	C	17.85275	1,428.22	3,094.48	37,133.72	
	D	18.81680	1,505.34	3,261.58	39,138.94	
	E	19.83291	1,586.63	3,437.70	41,252.46	
20.53	A	16.63261	1,330.61	2,882.99	34,595.83	Account Clerk
	B	17.53077	1,402.46	3,038.67	36,464.00	
	C	18.47743	1,478.19	3,202.75	38,433.05	
	D	19.47521	1,558.02	3,375.70	40,508.44	
	E	20.52687	1,642.15	3,557.99	42,695.88	
21.87	A	17.71715	1,417.37	3,070.97	36,851.67	Office Specialist
	B	18.67388	1,493.91	3,236.81	38,841.67	
	C	19.68227	1,574.58	3,411.59	40,939.12	
	D	20.74511	1,659.61	3,595.82	43,149.83	
	E	21.86535	1,749.23	3,789.99	45,479.92	
22.91	A	18.56744	1,485.40	3,218.36	38,620.28	Community Svc. Officer /Police Svcs. Officer
	B	19.57008	1,565.61	3,392.15	40,705.77	
	C	20.62686	1,650.15	3,575.32	42,903.87	
	D	21.74071	1,739.26	3,768.39	45,220.68	
	E	22.91471	1,833.18	3,971.88	47,662.59	
23.52	A	19.05452	1,524.36	3,302.78	39,633.40	Crime Prev. Officer/ Maint Wrkr
	B	20.08346	1,606.68	3,481.13	41,773.60	
	C	21.16795	1,693.44	3,669.11	44,029.33	
	D	22.31104	1,784.88	3,867.25	46,406.97	
	E	23.51589	1,881.27	4,076.09	48,913.05	
23.98	A	19.43391	1,554.71	3,368.54	40,422.53	Admin Assistant
	B	20.48334	1,638.67	3,550.45	42,605.35	
	C	21.58944	1,727.16	3,742.17	44,906.04	
	D	22.75527	1,820.42	3,944.25	47,330.96	
	E	23.98405	1,918.72	4,157.24	49,886.82	
24.12	A	19.54028	1,563.22	3,386.98	40,643.78	Building Permit Tech/ Accounting Tech.
	B	20.59546	1,647.64	3,569.88	42,838.56	
	C	21.70761	1,736.61	3,762.65	45,151.83	
	D	22.87982	1,830.39	3,965.84	47,590.03	
	E	24.11533	1,929.23	4,179.99	50,159.88	

Revised Date 04-04-2017

APPENDIX "B"
PLACENTIA CITY EMPLOYEES ASSOCIATION (PCEA)
JOB CLASS AND SALARY SCHEDULE
July 1, 2015

SAL SCH	STEP	HOURLY	BIWEEKLY	MONTHLY	ANNUALLY	
25.67	A	20.79890	1,663.91	3,605.14	43,261.71	Community Services Coord./ City Clerk Specialist
	B	21.92204	1,753.76	3,799.82	45,597.84	
	C	23.10583	1,848.47	4,005.01	48,060.13	
	D	24.35355	1,948.28	4,221.28	50,655.38	
	E	25.66864	2,053.49	4,449.23	53,390.78	
25.78	A	20.88969	1,671.18	3,620.88	43,450.56	Facility Maint. Tech
	B	22.01769	1,761.42	3,816.40	45,796.80	
	C	23.20663	1,856.53	4,022.48	48,269.80	
	D	24.45979	1,956.78	4,239.70	50,876.37	
	E	25.78067	2,062.45	4,468.65	53,623.79	
25.93	A	21.01084	1,680.87	3,641.88	43,702.55	Equip Mech.
	B	22.14543	1,771.63	3,838.54	46,062.49	
	C	23.34128	1,867.30	4,045.82	48,549.86	
	D	24.60171	1,968.14	4,264.30	51,171.56	
	E	25.93020	2,074.42	4,494.57	53,934.81	
26.46	A	21.43932	1,715.15	3,716.15	44,593.79	Maint. Crew Leader
	B	22.59704	1,807.76	3,916.82	47,001.84	
	C	23.81728	1,905.38	4,128.33	49,539.94	
	D	25.10341	2,008.27	4,351.26	52,215.09	
	E	26.45899	2,116.72	4,586.22	55,034.70	
27.02	A	21.89395	1,751.52	3,794.95	45,539.41	Human Resources Tech/ Management Assistant
	B	23.07622	1,846.10	3,999.88	47,998.54	
	C	24.32236	1,945.79	4,215.88	50,590.51	
	D	25.63575	2,050.86	4,443.53	53,322.36	
	E	27.02014	2,161.61	4,683.49	56,201.89	
27.23	A	22.06671	1,765.34	3,824.90	45,898.75	Facilities Maint. Tech. II/ Sr. Eng./Aide
	B	23.25834	1,860.67	4,031.45	48,377.34	
	C	24.51429	1,961.14	4,249.14	50,989.73	
	D	25.83810	2,067.05	4,478.60	53,743.25	
	E	27.23337	2,178.67	4,720.45	56,645.40	
27.79	A	22.52140	1,801.71	3,903.71	46,844.52	Police Dispatcher/ Records Clerk
	B	23.73755	1,899.00	4,114.51	49,374.11	
	C	25.01938	2,001.55	4,336.69	52,040.31	
	D	26.37043	2,109.63	4,570.87	54,850.50	
	E	27.79444	2,223.56	4,817.70	57,812.43	
28.06	A	22.73492	1,818.79	3,940.72	47,288.63	Code Enf. Officer/ Dev Svcs Coordinator/ Sr. Admin Asst
	B	23.96261	1,917.01	4,153.52	49,842.23	
	C	25.25659	2,020.53	4,377.81	52,533.71	
	D	26.62045	2,129.64	4,614.21	55,370.54	
	E	28.05795	2,244.64	4,863.38	58,360.53	
28.36	A	22.97657	1,838.13	3,982.61	47,791.27	Police Property Tech
	B	24.21730	1,937.38	4,197.67	50,371.98	
	C	25.52503	2,042.00	4,424.34	53,092.06	
	D	26.90338	2,152.27	4,663.25	55,959.03	
	E	28.35616	2,268.49	4,915.07	58,980.81	

APPENDIX "B"
PLACENTIA CITY EMPLOYEES ASSOCIATION (PCEA)
JOB CLASS AND SALARY SCHEDULE
July 1, 2015

Revised Date 04-04-2017

SAL SCH	STEP	HOURLY	BIWEEKLY	MONTHLY	ANNUALLY	
28.77	A	23.31380	1,865.10	4,041.06	48,492.70	Environ. Compliance Officer
	B	24.57274	1,965.82	4,259.27	51,111.30	
	C	25.89967	2,071.97	4,489.28	53,871.31	
	D	27.29825	2,183.86	4,731.70	56,780.36	
	E	28.77236	2,301.79	4,987.21	59,846.50	
29.15	A	23.61577	1,889.26	4,093.40	49,120.80	Planner I (Asst. Planner)
	B	24.89102	1,991.28	4,314.44	51,773.32	
	C	26.23514	2,098.81	4,547.42	54,569.09	
	D	27.65184	2,212.15	4,792.99	57,515.83	
	E	29.14504	2,331.60	5,051.81	60,621.69	
29.36	A	23.78731	1,902.98	4,123.13	49,477.60	Exec. Asst. to the City Admin.
	B	25.07182	2,005.75	4,345.78	52,149.39	
	C	26.42570	2,114.06	4,580.45	54,965.46	
	D	27.85269	2,228.22	4,827.80	57,933.60	
	E	29.35673	2,348.54	5,088.50	61,061.99	
30.62	A	24.80769	1,984.62	4,300.00	51,600.00	Building Inspector
	B	26.14730	2,091.78	4,532.20	54,386.38	
	C	27.55925	2,204.74	4,776.94	57,323.24	
	D	29.04745	2,323.80	5,034.89	60,418.70	
	E	30.61601	2,449.28	5,306.78	63,681.30	
30.97	A	25.09055	2,007.24	4,349.03	52,188.34	Sr. Building Inspector
	B	26.44544	2,115.64	4,583.88	55,006.52	
	C	27.87349	2,229.88	4,831.40	57,976.86	
	D	29.37866	2,350.29	5,092.30	61,107.61	
	E	30.96511	2,477.21	5,367.29	64,407.42	
31.76	A	25.73473	2,058.78	4,460.69	53,528.24	Police Civilian Invest.
	B	27.12441	2,169.95	4,701.56	56,418.77	
	C	28.58913	2,287.13	4,955.45	59,465.39	
	D	30.13294	2,410.64	5,223.04	62,676.52	
	E	31.76012	2,540.81	5,505.09	66,061.04	
33.35	A	27.02300	2,161.84	4,683.99	56,207.84	Police Supervisor/ Code Enforcement Supervisor
	B	28.48224	2,278.58	4,936.92	59,243.06	
	C	30.02028	2,401.62	5,203.52	62,442.18	
	D	31.64137	2,531.31	5,484.50	65,814.05	
	E	33.35000	2,668.00	5,780.67	69,368.00	

Revised Date 04-04-2017

PLACENTIA POLICE OFFICERS ASSOCIATION (PPOA)
SALARY SCHEDULE
Effective July 1, 2015 (Updated 03/01/16)

<u>STEP</u>	<u>HOURLY</u>	<u>BIWEEKLY</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	
A	29.49169	2,359.34	5,111.89	61,342.72	
B	31.08427	2,486.74	5,387.94	64,655.28	
C1	32.78288	2,621.03	5,678.90	68,146.79	
C2	34.25359	2,740.29	5,820.87	71,247.47	
C3	35.08910	2,807.13	5,982.85	72,985.33	
D1	34.53207	2,782.57	5,985.56	71,826.71	
D2	38.10329	2,888.26	6,135.20	75,094.84	
D3	38.98391	2,958.71	6,284.85	76,926.53	
E1	38.39681	2,911.74	6,308.78	75,706.38	
E2	38.05286	3,044.23	6,466.50	79,149.95	
E3	38.98104	3,118.48	6,624.23	81,080.58	
	21.95672	1,758.54	3,805.83	45,889.98	Police Officer
					Pol Acad Trainee

APPENDIX "B"
PLACENTIA POLICE OFFICERS ASSOCIATION (PPOA)
Effective July 1, 2015

Revised Date 04-04-2017

SAL SCH	STEP	HOURLY	BIWEEKLY	MONTHLY	ANNUALLY	PERS ANNUALLY		
36.40	A	29.49169	2,359.34	5,111.89	61,342.72	66,863.56		
	B	31.08427	2,486.74	5,387.94	64,655.28	70,474.26		
	C1	32.76288	2,621.03	5,678.90	68,146.79	74,280.00		
	C2	33.58195	2,686.56	5,820.87	69,850.46	76,137.00		
	C3	34.40108	2,752.09	5,962.85	71,554.25	77,994.13		
	D1	34.53207	2,762.57	5,985.56	71,826.71	78,291.11		
	D2	35.39538	2,831.63	6,135.20	73,622.38	80,248.39		
	D3	36.25874	2,900.70	6,284.85	75,418.17	82,205.81		
	E1	36.39681	2,911.74	6,308.78	75,705.36	82,518.84		
	E2	37.30673	2,984.54	6,466.50	77,597.99	84,581.81		
	E3	38.21671	3,057.34	6,624.23	79,490.75	86,644.92		
								Police Officer
	0000		21.95672	1,756.54	3,805.83	45,669.98	45,669.98	Pol Acad Trainee

Revised Date 04-04-2017

**PLACENTIA POLICE MANAGEMENT ASSOCIATION (PPMA)
SALARY SCHEDULE**

Effective July 1, 2016 (Updated 03/01/16)

<u>STEP</u>	<u>HOURLY</u>	<u>BIWEEKLY</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	
A	37.23020	2,978.42	8,453.23	77,438.82	
B	39.24083	3,139.25	8,801.71	81,620.51	
C1	41.35963	3,308.77	7,169.00	86,028.03	
C2	43.24154	3,459.32	7,495.20	89,942.40	
C3	44.29816	3,543.69	7,678.00	92,136.01	
D1	43.59304	3,487.44	7,556.13	90,673.52	Sergeant
D2	45.57659	3,646.13	7,899.94	94,799.31	
D3	46.68815	3,735.05	8,092.81	97,111.35	
E1	45.94707	3,675.77	7,984.16	95,569.91	
E2	48.03772	3,843.02	8,326.54	99,918.46	
E3	49.20931	3,936.74	8,529.81	102,355.36	
A	47.47724	3,798.18	8,229.39	98,752.66	
B	50.04101	4,003.28	8,673.78	104,085.30	Lieutenant
C	52.74322	4,219.46	9,142.16	109,705.90	
D	55.59136	4,447.31	9,635.84	115,630.03	
E	58.59329	4,667.46	10,156.17	121,874.04	
A	55.10309	4,408.25	9,551.20	114,614.43	
B	58.07866	4,646.29	10,066.97	120,803.61	Captain
C	61.21490	4,897.19	10,610.58	127,328.99	
D	64.52051	5,161.64	11,183.56	134,202.66	
E	68.00461	5,440.37	11,787.47	141,449.59	

APPENDIX "B"
PLACENTIA POLICE MANAGEMENT ASSOCIATION (PPMA)
JOB CLASS AND SALARY SCHEDULE
Effective July 1, 2015

Revised Date 04-04-2017

SAL SCH	STEP	HOURLY	BIWEEKLY	MONTHLY	ANNUALLY	PERS. ANNUALLY		
45.95	A	37.23020	2,978.42	6,453.23	77,438.82	84,408.31		
	B	39.24063	3,139.25	6,801.71	81,620.51	88,966.36		
	C1	41.35963	3,308.77	7,169.00	86,028.02	93,770.54		
	C2	42.39367	3,391.49	7,348.24	88,178.83	96,114.92		
	C3	43.42761	3,474.21	7,527.45	90,329.42	98,459.07		
	D1	43.59304	3,487.44	7,556.13	90,673.53	98,834.15	Sergeant	
	D2	44.68293	3,574.63	7,745.04	92,940.49	101,305.13		
	D3	45.77270	3,661.82	7,933.93	95,207.21	103,775.86		
	E1	45.94707	3,675.77	7,964.16	95,569.90	104,171.19		
	E2	47.09580	3,767.66	8,163.27	97,959.27	106,775.60		
	E3	48.24442	3,859.55	8,362.37	100,348.40	109,379.76		
	57.44	A	46.54631	3,723.70	8,068.03	96,816.33	105,529.80	
		B	49.05981	3,924.78	8,503.70	102,044.41	111,228.41	
C		51.70904	4,136.72	8,962.90	107,554.81	117,234.74	Lieutenant	
D		54.50133	4,360.11	9,446.90	113,362.77	123,565.42		
E		57.44440	4,595.55	9,957.03	119,484.36	130,237.95		
66.67	A	54.02264	4,321.81	9,363.92	112,367.09	122,480.13		
	B	56.93986	4,555.19	9,869.58	118,434.91	129,094.05		
	C	60.01461	4,801.17	10,402.53	124,830.39	136,065.13		
	D	63.25540	5,060.43	10,964.27	131,571.23	143,412.64		
	E	66.67119	5,333.70	11,556.34	138,676.08	151,156.93	Captain	

APPENDIX "B"
COMPENSATION PLAN/SALARY SCHEDULE
MANAGEMENT AND MID-MANAGEMENT EMPLOYEES
 Effective July 1, 2015

Executive Management Staff

City Administrator	16,204.03 Monthly Base Salary
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Job Class	Monthly Base Salary		
	-20%	Control Point	+10%
Police Chief	10,896.70	13,620.87	14,982.96
Assistant City Administrator	10,245.60	12,807.00	14,087.70
Director of Administrative Services	9,144.40	11,430.50	12,573.55
Director of Community Services	9,144.40	11,430.50	12,573.55
Chief Financial Officer	9,144.40	11,430.50	12,573.55
Director of Public Works	9,144.40	11,430.50	12,573.55

Mid-Management Staff

Job Class	Monthly Base Salary		
	-20%	Control Point	+10%
Accountant	4,294.63	5,368.29	5,905.12
Associate Civil Engineer	5,434.34	6,792.93	7,472.22
Associate Planner	4,713.21	5,891.51	6,480.66
Chief Building Official	6,528.88	8,161.10	8,977.21
Chief Deputy City Clerk	4,796.92	5,996.15	6,595.77
Community Services Supervisor	4,568.50	5,710.62	6,281.68
Deputy Chief of Police	10,224.10	12,780.13	14,058.14
Deputy City Clerk	4,162.82	5,203.52	5,723.87
Deputy Director of Community Svcs	6,486.82	8,108.53	8,919.38
Economic Development Manager	5,361.13	6,701.41	7,371.55
Finance Services Manager	6,266.71	7,833.39	8,616.73
Human Resources Analyst	4,568.50	5,710.62	6,281.68
Management Analyst	4,568.50	5,710.62	6,281.68
Neighborhood Services Manager	5,361.13	6,701.41	7,371.55
Public Works Manager	7,125.99	8,907.49	9,798.24
Public Works Superintendent	5,361.13	6,701.41	7,371.55
Senior Accountant	5,280.67	6,600.84	7,260.92
Senior Management Analyst	5,326.05	6,657.56	7,323.32

CITY OF PLACENTIA

Revised Date 04-04-2017

CURRENT PAY RATES

July 1, 2015

Part-Time Positions

SECTION 1

The compensation of part-time employees of the City of Placentia shall be set forth in the table herein below:

Class Code	Class Title	Statistical Code	Rate Per Hour					
			A	B	C	D	E	F
7100	Admin. Intern.	E	11.03	11.55	12.08			
A190	Code Enforcement Officer	B	18.00	18.90	19.85	20.84	21.88	
7200	Clerical Aide	F	13.75	14.03	14.30			
A196	Production Coordinator	E	18.86	19.88	20.96	22.09	23.34	
A195	Production Assistant	E	11.50	12.75	14.00	15.25	16.50	
7800	Maintenance Aide	H	11.03	11.55	12.08			
8000	Police Cadet	E	11.50	11.66	11.83			
7900	Pol Reserve Off – Level 1	D	18.00	22.00				
7600	Lifeguard	E	9.66	9.87	10.08	10.29		
7500	Instructor Guard	E	10.50	10.71	10.92	11.13		
8900	Sr. Instr. Guard - Pool Manager	E	11.34	11.55	11.76	11.97		
8100	Com. Serv. Leader	E	9.00	9.15	9.30	9.45		
9000	Sr. Com. Serv. Leader	E	9.66	9.87	10.08	10.29		
8200	Com. Serv. Specialist	E	10.71	10.92	11.13	11.34		
7700	Sr. Com. Serv. Specialist	E	11.66	12.18	12.71			
8700	Program Coordinator - Sr. Citizen Prog. Spectst. - Ed./Tutor Spectst.	B	13.02	13.55	14.07	14.60	15.12	

SECTION 2

Part-time employees may progress to the next salary step after satisfactorily completing a minimum of four hundred (400) hours of work at the current salary step, *except* for Community Services Leader, the required hours shall be six hundred (600) hours from Step A to Step B, only.

SECTION 3

The following classes are elected or appointed by City Council:

Class Title	Salary
Mayor/Councilmembers	\$150.00 per month
City Clerk	\$150.00 per month
City Treasurer	\$ 50.00 per month

APPENDIX "A"
PLACENTIA CITY EMPLOYEES ASSOCIATION (PCEA)
JOB CLASS AND SALARY SCHEDULE
July 1, 2014

<u>SAL</u> <u>SCH</u>	<u>STEP</u>	<u>HOURLY</u>	<u>BIWEEKLY</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	
18.52	A	15.00622	1,200.50	2,601.08	31,212.94	Office Assistant
	B	15.81656	1,265.32	2,741.54	32,898.44	
	C	16.67065	1,333.65	2,889.58	34,674.95	
	D	17.57087	1,405.67	3,045.62	36,547.41	
	E	18.51970	1,481.58	3,210.08	38,520.98	
19.01	A	15.40770	1,232.62	2,670.67	32,048.01	Planning Aide
	B	16.23966	1,299.17	2,814.87	33,778.49	
	C	17.11654	1,369.32	2,966.87	35,602.40	
	D	18.04080	1,443.26	3,127.07	37,524.86	
	E	19.01499	1,521.20	3,295.93	39,551.18	
19.83	A	16.07029	1,285.62	2,785.52	33,426.20	Custodian
	B	16.93809	1,355.05	2,935.94	35,231.23	
	C	17.85275	1,428.22	3,094.48	37,133.72	
	D	18.81680	1,505.34	3,261.58	39,138.94	
	E	19.83291	1,586.63	3,437.70	41,252.46	
20.53	A	16.63261	1,330.61	2,882.99	34,595.83	Account Clerk
	B	17.53077	1,402.46	3,038.67	36,464.00	
	C	18.47743	1,478.19	3,202.75	38,433.05	
	D	19.47521	1,558.02	3,375.70	40,508.44	
	E	20.52687	1,642.15	3,557.99	42,695.88	
21.87	A	17.71715	1,417.37	3,070.97	36,851.67	Office Specialist
	B	18.67388	1,493.91	3,236.81	38,841.67	
	C	19.68227	1,574.58	3,411.59	40,939.12	
	D	20.74511	1,659.61	3,595.82	43,149.83	
	E	21.86535	1,749.23	3,789.99	45,479.92	
22.91	A	18.56744	1,485.40	3,218.36	38,620.28	Community Svcs. Officer /Police Svcs. Officer
	B	19.57008	1,565.61	3,392.15	40,705.77	
	C	20.62686	1,650.15	3,575.32	42,903.87	
	D	21.74071	1,739.26	3,768.39	45,220.68	
	E	22.91471	1,833.18	3,971.88	47,662.59	
23.52	A	19.05452	1,524.36	3,302.78	39,633.40	Crime Prev. Officer/ Maint Wrkr
	B	20.08346	1,606.68	3,481.13	41,773.60	
	C	21.16795	1,693.44	3,669.11	44,029.33	
	D	22.31104	1,784.88	3,867.25	46,406.97	
	E	23.51589	1,881.27	4,076.09	48,913.05	
23.98	A	19.43391	1,554.71	3,368.54	40,422.53	Admin Assistant
	B	20.48334	1,638.67	3,550.45	42,605.35	
	C	21.58944	1,727.16	3,742.17	44,906.04	
	D	22.75527	1,820.42	3,944.25	47,330.96	
	E	23.98405	1,918.72	4,157.24	49,886.82	
24.12	A	19.54028	1,563.22	3,386.98	40,643.78	Building Permit Tech/ Accounting Tech.
	B	20.59546	1,647.64	3,569.88	42,838.56	
	C	21.70761	1,736.61	3,762.65	45,151.83	
	D	22.87982	1,830.39	3,965.84	47,590.03	
	E	24.11533	1,929.23	4,179.99	50,159.88	

APPENDIX "A"
PLACENTIA CITY EMPLOYEES ASSOCIATION (PCEA)
JOB CLASS AND SALARY SCHEDULE
July 1, 2014

<u>SAL SCH</u>	<u>STEP</u>	<u>HOURLY</u>	<u>BIWEEKLY</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	
25.67	A	20.79890	1,663.91	3,605.14	43,261.71	Community Services Coord./ City Clerk Specialist
	B	21.92204	1,753.76	3,799.82	45,597.84	
	C	23.10583	1,848.47	4,005.01	48,060.13	
	D	24.35355	1,948.28	4,221.28	50,655.38	
	E	25.66864	2,053.49	4,449.23	53,390.78	
25.78	A	20.88969	1,671.18	3,620.88	43,450.56	Facility Maint. Tech
	B	22.01769	1,761.42	3,816.40	45,796.80	
	C	23.20663	1,856.53	4,022.48	48,269.80	
	D	24.45979	1,956.78	4,239.70	50,876.37	
	E	25.78067	2,062.45	4,468.65	53,623.79	
25.93	A	21.01084	1,680.87	3,641.88	43,702.55	Equip Mech.
	B	22.14543	1,771.63	3,838.54	46,062.49	
	C	23.34128	1,867.30	4,045.82	48,549.86	
	D	24.60171	1,968.14	4,264.30	51,171.56	
	E	25.93020	2,074.42	4,494.57	53,934.81	
26.16	A	21.43932	1,715.15	3,716.15	44,593.79	Maint. Crew Leader
	B	22.59704	1,807.76	3,916.82	47,001.84	
	C	23.81728	1,905.38	4,128.33	49,539.94	
	D	25.10341	2,008.27	4,351.26	52,215.09	
	E	26.45899	2,116.72	4,586.22	55,034.70	
27.02	A	21.09395	1,751.52	3,794.95	45,539.41	Human Resources Tech
	B	23.07622	1,846.10	3,999.88	47,998.54	
	C	24.32236	1,945.79	4,215.88	50,590.51	
	D	25.63575	2,050.86	4,443.53	53,322.36	
	E	27.02014	2,161.61	4,683.49	56,201.89	
27.23	A	22.06671	1,765.34	3,824.90	45,898.75	Facilities Maint. Tech. IV Sr. Eng./Aide
	B	23.25834	1,860.67	4,031.45	48,377.34	
	C	24.51429	1,961.14	4,249.14	50,989.73	
	D	25.83810	2,067.05	4,478.60	53,743.25	
	E	27.23337	2,178.67	4,720.45	56,645.40	
27.79	A	22.52140	1,801.71	3,903.71	46,844.52	Police Dispatcher/ Records Clerk
	B	23.73755	1,899.00	4,114.51	49,374.11	
	C	25.01938	2,001.55	4,336.69	52,040.31	
	D	26.37043	2,109.63	4,570.87	54,850.50	
	E	27.79444	2,223.56	4,817.70	57,812.43	
28.06	A	22.73492	1,818.79	3,940.72	47,280.63	Code Enf. Officer/ Development Svcs. Coordinator
	B	23.96261	1,917.01	4,153.52	49,842.23	
	C	25.25659	2,020.53	4,377.91	52,533.71	
	D	26.62045	2,129.64	4,614.21	55,370.54	
	E	28.05795	2,244.64	4,863.38	58,360.53	
28.36	A	22.97657	1,838.13	3,982.61	47,791.27	Police Property Tech
	B	24.21730	1,937.38	4,197.67	50,371.98	
	C	25.52503	2,042.00	4,424.34	53,092.06	
	D	26.90338	2,152.27	4,663.25	55,959.03	
	E	28.35616	2,268.49	4,915.07	58,980.81	

Revised Date 04-04-2017

APPENDIX "A"
PLACENTIA CITY EMPLOYEES ASSOCIATION (PCEA)
JOB CLASS AND SALARY SCHEDULE
July 1, 2014

<u>SAL SCH</u>	<u>STEP</u>	<u>HOURLY</u>	<u>BIMSEKLY</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	
28.77	A	23.31380	1,865.10	4,041.06	48,492.70	Environ. Compliance Officer
	B	24.57274	1,965.82	4,259.27	51,111.30	
	C	25.99967	2,071.97	4,409.28	53,871.31	
	D	27.29825	2,183.86	4,731.70	56,780.36	
	E	28.77236	2,301.79	4,987.21	59,846.50	
29.15	A	23.61577	1,889.26	4,093.40	49,120.80	Planner I (Asst. Planner)
	B	24.89102	1,991.28	4,314.44	51,773.32	
	C	26.23514	2,098.81	4,547.42	54,569.09	
	D	27.65184	2,212.15	4,792.99	57,515.83	
	E	29.14504	2,331.60	5,051.81	60,621.69	
29.36	A	23.78731	1,902.98	4,123.13	49,477.60	Exec. Asst. to the City Admin.
	B	25.07182	2,005.75	4,345.78	52,149.39	
	C	26.42570	2,114.06	4,580.45	54,965.46	
	D	27.85269	2,228.22	4,827.80	57,933.60	
	E	29.35673	2,348.54	5,088.50	61,061.99	
30.62	A	24.80769	1,984.62	4,300.00	51,600.00	Building Inspector
	B	26.14730	2,091.78	4,532.20	54,386.38	
	C	27.55928	2,204.74	4,776.94	57,323.24	
	D	29.04745	2,323.80	5,034.89	60,419.70	
	E	30.61601	2,449.20	5,306.78	63,681.30	
30.97	A	25.09055	2,007.24	4,349.03	52,188.34	Sr. Building Inspector
	B	26.44544	2,115.64	4,583.88	55,006.52	
	C	27.87349	2,229.88	4,831.40	57,976.86	
	D	29.37866	2,350.29	5,092.30	61,107.61	
	E	30.96511	2,477.21	5,367.29	64,407.42	
31.76	A	25.73473	2,058.78	4,460.69	53,528.24	Police Civilian Invest.
	B	27.12441	2,169.95	4,701.56	56,418.77	
	C	28.58913	2,287.13	4,955.45	59,465.39	
	D	30.13294	2,410.64	5,223.04	62,676.52	
	E	31.76012	2,540.81	5,505.09	66,061.04	
33.35	A	27.02300	2,161.84	4,683.99	56,207.84	Police Services Supervisor Pol Dispatch & Records
	B	28.48224	2,278.58	4,936.92	59,243.06	
	C	30.02028	2,401.62	5,203.52	62,442.18	
	D	31.64137	2,531.31	5,494.50	65,814.05	
	E	33.35000	2,668.00	5,780.67	69,368.00	

Revised Date 04-04-2017

APPENDIX "B"
PLACENTIA POLICE OFFICERS ASSOCIATION (PPOA)
Effective July 1, 2014

<u>SAL</u> <u>SCH</u>	<u>STEP</u>	<u>HOURLY</u>	<u>BIWEEKLY</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	<u>PERS ANNUALLY</u>		
36.40	A	29.49169	2,359.34	5,111.89	61,342.72	66,863.56		
	B	31.08427	2,486.74	5,387.94	64,655.28	70,474.26		
	C1	32.76288	2,621.03	5,678.90	68,146.79	74,280.00		
	C2	33.58195	2,686.56	5,820.87	69,850.46	76,137.00		
	C3	34.40108	2,752.09	5,962.85	71,554.25	77,994.13		
	D1	34.53207	2,762.57	5,985.56	71,826.71	78,291.11		
	D2	35.39538	2,831.63	6,135.20	73,622.38	80,248.39	Police	
	D3	36.25874	2,900.70	6,284.85	75,418.17	82,205.81	Officer	
	E1	36.39681	2,911.74	6,308.78	75,705.36	82,518.84		
	E2	37.30673	2,984.54	6,466.50	77,597.99	84,581.81		
	E3	38.21671	3,057.34	6,624.23	79,490.75	86,644.92		
	C0000		21.95672	1,756.54	3,805.83	45,669.98	45,669.98	Pol Acad Trainee

Revised Date 04-04-2017

APPENDIX "B"
PLACENTIA POLICE MANAGEMENT ASSOCIATION (PPMA)
JOB CLASS AND SALARY SCHEDULE
Effective July 1, 2014

<u>SAL</u>	<u>STEP</u>	<u>HOURLY</u>	<u>BIWEEKLY</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	<u>PERC ANNUALLY</u>			
45.95	A	37.23020	2,978.42	6,453.23	77,438.82	84,408.31	Sergeant		
	B	39.24063	3,139.25	6,801.71	81,620.51	88,966.36			
	C1	41.35963	3,308.77	7,169.00	86,028.02	93,770.54			
	C2	42.39367	3,391.49	7,348.24	88,178.83	96,114.92			
	C3	43.42761	3,474.21	7,527.45	90,329.42	98,459.07			
	D1	43.59304	3,487.44	7,556.13	90,673.53	98,834.15			
	D2	44.68293	3,574.63	7,745.04	92,940.49	101,305.13			
	D3	45.77270	3,661.82	7,933.93	95,207.21	103,775.86			
	E1	45.94707	3,675.77	7,964.16	95,569.90	104,171.19			
	E2	47.09580	3,767.66	8,163.27	97,959.27	106,775.60			
	E3	48.24442	3,859.55	8,362.37	100,348.40	109,379.76			
	57.44	A	46.54631	3,723.70	8,068.03	96,816.33		105,529.80	Lieutenant
		B	49.05981	3,924.78	8,503.70	102,044.41		111,228.41	
C		51.70904	4,136.72	8,962.90	107,554.81	117,234.74			
D		54.50133	4,360.11	9,446.90	113,362.77	123,565.42			
E		57.44440	4,595.55	9,957.03	119,484.36	130,237.95			
66.67	A	54.02264	4,321.81	9,363.92	112,367.09	122,480.13	Captain		
	B	56.93986	4,555.19	9,869.58	118,434.91	129,094.05			
	C	60.01461	4,801.17	10,402.53	124,830.39	136,065.13			
	D	63.25540	5,060.43	10,964.27	131,571.23	143,412.64			
	E	66.67119	5,333.70	11,556.34	138,676.08	151,156.93			

APPENDIX "B"
COMPENSATION PLAN/SALARY SCHEDULE
MANAGEMENT AND MID-MANAGEMENT EMPLOYEES
Effective July 1, 2014

Executive Management Staff

City Administrator	16,204.03 Monthly Base Salary
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Job Class	Monthly Base Salary		
	-20%	Control Point	+10%
Police Chief	10,896.70	13,620.87	14,982.96
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Deputy Chief of Police	10,224.10	12,780.13	14,058.14
Deputy City Clerk	4,162.82	5,203.52	5,723.87
Deputy Director of Community Svcs	6,486.82	8,108.53	8,919.38
Environmental & Code Comp. Supv.	4,800.66	6,000.82	6,600.90
Finance Services Manager	6,266.71	7,833.39	8,616.73
Human Resources Analyst	4,568.50	5,710.62	6,281.68
Management Analyst	4,568.50	5,710.62	6,281.68
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Senior Accountant	5,280.67	6,600.84	7,260.92
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CITY OF PLACENTIA

CURRENT PAY RATES

July 1, 2014

Part-Time Positions

SECTION 1

The compensation of part-time employees of the City of Placentia shall be set forth in the table herein below:

Class Code	Class Title	Statistical Code	Rate Per Hour					
			A	B	C	D	E	F
7100	Admin. Intern.	E	11.03	11.55	12.08			
A190	Code Enforcement Officer	B	18.00	18.90	19.85	20.84	21.88	
7200	Clerical Aide	F	13.75	14.03	14.30			
A196	Production Coordinator	E	18.86	19.88	20.96	22.09	23.34	
A195	Production Assistant	E	11.50	12.75	14.00	15.25	16.50	
7800	Maintenance Aide	H	11.03	11.55	12.08			
8000	Police Cadet	E	11.50	11.66	11.83			
7900	Pol Reserve Off - Level 1	D	18.00	22.00				
7600	Lifeguard	E	9.66	9.87	10.08	10.29		
7500	Instructor Guard	E	10.50	10.71	10.92	11.13		
8900	Sr. Instr. Guard - Pool Manager	E	11.34	11.55	11.76	11.97		
8100	Com. Serv. Leader	E	9.00	9.15	9.30	9.45		
9000	Sr. Com. Serv. Leader	E	9.66	9.87	10.08	10.29		
8200	Com. Serv. Specialist	E	10.71	10.92	11.13	11.34		
7700	Sr. Com. Serv. Specialist	E	11.66	12.18	12.71			
8700	Program Coordinator - Sr. Citizen Prog. Speclst. - Ed./Tutor Speclst.	B	13.02	13.55	14.07	14.60	15.12	

SECTION 2

Part-time employees may progress to the next salary step after satisfactorily completing a minimum of four hundred (400) hours of work at the current salary step, *except* for Community Services Leader, the required hours shall be six hundred (600) hours from Step A to Step B, only.

SECTION 3

The following classes are elected or appointed by City Council:

Class Title	Salary
Mayor/Councilmembers	\$150.00 per month
City Clerk	\$150.00 per month
City Treasurer	\$ 50.00 per month

Revised Date 04-04-2017

APPENDIX "B"
PLACENTIA CITY EMPLOYEES ASSOCIATION (PCEA)
JOB CLASS AND SALARY SCHEDULE
July 1, 2013

SAL SCH	STEP	HOURLY	BIWEEKLY	MONTHLY	ANNUALLY	
18.52	A	15.00622	1,200.50	2,601.08	31,212.94	Office Assistant
	B	15.81656	1,265.32	2,741.54	32,898.44	
	C	16.67065	1,333.63	2,889.58	34,674.95	
	D	17.57097	1,405.67	3,045.62	36,547.41	
	E	18.51970	1,481.58	3,210.08	38,520.98	
19.01	A	15.40770	1,232.62	2,670.67	32,048.01	Planning Aide
	B	16.23966	1,299.17	2,814.87	33,778.49	
	C	17.11654	1,369.32	2,966.87	35,602.40	
	D	18.04080	1,443.26	3,127.07	37,524.86	
	E	19.01499	1,521.20	3,295.93	39,551.18	
19.83	A	16.07029	1,285.62	2,785.52	33,426.20	Custodian
	B	16.93809	1,355.05	2,935.94	35,231.23	
	C	17.85275	1,428.22	3,094.48	37,133.72	
	D	18.81680	1,505.34	3,261.58	39,138.94	
	E	19.83291	1,586.63	3,437.70	41,252.46	
20.53	A	16.63261	1,330.61	2,882.99	34,595.83	Account Clerk
	B	17.53077	1,402.46	3,038.67	36,464.00	
	C	18.47743	1,478.19	3,202.75	38,433.05	
	D	19.47521	1,558.02	3,375.70	40,508.44	
	E	20.52687	1,642.15	3,557.99	42,695.88	
21.87	A	17.71715	1,417.37	3,070.97	36,851.67	Office Specialist
	B	18.67388	1,493.91	3,236.81	38,841.67	
	C	19.68227	1,574.58	3,411.59	40,939.12	
	D	20.74511	1,659.61	3,595.82	43,149.83	
	E	21.86535	1,749.23	3,789.99	45,479.92	
22.91	A	18.56744	1,485.40	3,218.36	38,620.28	Community Svcs. Officer /Police Svcs. Officer
	B	19.57008	1,565.61	3,392.15	40,705.77	
	C	20.62686	1,650.15	3,575.32	42,903.87	
	D	21.74071	1,739.26	3,768.39	45,220.69	
	E	22.91471	1,833.18	3,971.88	47,662.59	
23.52	A	19.05452	1,524.36	3,302.78	39,633.40	Crime Prev. Officer/ Maint Wrkr
	B	20.08346	1,606.68	3,481.13	41,773.60	
	C	21.16795	1,693.44	3,669.11	44,029.33	
	D	22.31104	1,784.88	3,867.25	46,406.97	
	E	23.51589	1,881.27	4,076.09	48,913.05	
23.98	A	19.43391	1,554.71	3,360.54	40,422.53	Admin Assistant
	B	20.48334	1,638.67	3,550.45	42,605.35	
	C	21.58944	1,727.16	3,742.17	44,906.04	
	D	22.75527	1,820.42	3,944.25	47,330.96	
	E	23.98405	1,918.72	4,157.24	49,886.82	
24.12	A	19.54028	1,563.22	3,386.98	40,643.78	Building Permit Tech/ Accounting Tech.
	B	20.59546	1,647.64	3,569.88	42,838.56	
	C	21.70761	1,736.61	3,762.65	45,151.83	
	D	22.87982	1,830.39	3,965.84	47,590.03	
	E	24.11533	1,929.23	4,179.99	50,159.88	

APPENDIX "B"
PLACENTIA CITY EMPLOYEES ASSOCIATION (PCEA)
JOB CLASS AND SALARY SCHEDULE
July 1, 2013

SAL SCH	STEP	HOURLY	BIWEEKLY	MONTHLY	ANNUALLY	
25.67	A	20.79890	1,663.91	3,605.14	43,261.71	Community Services Coord./ City Clerk Specialist
	B	21.92204	1,753.76	3,799.82	45,597.84	
	C	23.10583	1,848.47	4,005.01	48,060.13	
	D	24.35355	1,948.28	4,221.28	50,655.38	
	E	25.66864	2,053.49	4,449.23	53,390.78	
25.78	A	20.88969	1,671.18	3,620.88	43,450.56	Facility Maint. Tech
	B	22.01769	1,781.42	3,816.40	45,796.80	
	C	23.20663	1,856.53	4,022.48	48,269.80	
	D	24.45979	1,956.78	4,239.70	50,876.37	
	E	25.79067	2,062.45	4,468.65	53,623.79	
25.93	A	21.01084	1,680.87	3,641.88	43,702.55	Equip Mech.
	B	22.14543	1,771.63	3,838.54	46,062.49	
	C	23.34128	1,867.30	4,045.82	48,549.86	
	D	24.60171	1,968.14	4,264.30	51,171.56	
	E	25.93020	2,074.42	4,494.57	53,934.81	
26.46	A	21.43932	1,715.15	3,716.15	44,593.79	Maint. Crew Leader
	B	22.59704	1,807.76	3,916.83	47,001.84	
	C	23.81728	1,905.38	4,128.33	49,539.94	
	D	25.10341	2,008.27	4,351.26	52,215.09	
	E	26.45899	2,116.72	4,586.22	55,034.70	
27.02	A	21.89395	1,751.52	3,794.95	45,539.41	Human Resources Tech
	B	23.07622	1,846.10	3,999.88	47,998.54	
	C	24.32236	1,945.79	4,215.88	50,590.51	
	D	25.63575	2,050.86	4,443.33	53,322.36	
	E	27.02014	2,161.61	4,683.49	56,201.89	
27.23	A	22.06671	1,765.34	3,924.90	46,898.75	Facilities Maint. Tech. II/ Sr. Eng./Aide
	B	23.25834	1,860.67	4,031.45	48,377.34	
	C	24.51429	1,961.14	4,249.14	50,909.73	
	D	25.83810	2,067.05	4,478.60	53,743.25	
	E	27.23337	2,178.67	4,720.45	56,645.40	
27.79	A	22.52140	1,801.71	3,903.71	46,844.52	Police Dispatcher/ Records Clerk
	B	23.73755	1,899.00	4,114.51	49,374.11	
	C	25.01938	2,001.55	4,336.69	52,040.31	
	D	26.37043	2,109.63	4,570.87	54,850.50	
	E	27.79444	2,233.56	4,817.70	57,812.43	
28.06	A	22.71492	1,818.79	3,940.72	47,288.63	Code Ent. Officer/ Development Sys. Coordinator
	B	23.96261	1,917.01	4,153.50	49,842.23	
	C	25.25659	2,020.53	4,377.81	52,533.71	
	D	26.62045	2,129.64	4,614.21	55,370.54	
	E	28.05795	2,244.64	4,863.38	58,360.53	
28.36	A	22.97657	1,838.13	3,982.61	47,791.27	Police Property Tech
	B	24.21730	1,937.38	4,197.67	50,371.98	
	C	25.52503	2,042.00	4,424.34	53,092.06	
	D	26.90338	2,152.27	4,663.25	55,959.03	
	E	28.35616	2,268.49	4,915.07	58,990.81	

Revised Date 04-04-2017

APPENDIX "B"
PLACENTIA CITY EMPLOYEES ASSOCIATION (PCEA)
JOB CLASS AND SALARY SCHEDULE
July 1, 2013

SAL SCH	STEP	HOURLY	BIBEEKLY	MONTHLY	ANNUALLY	
28.77	A	23.31380	1,865.10	4,041.06	48,492.70	Environ. Compliance Officer
	B	24.57274	1,965.82	4,259.27	51,111.30	
	C	25.89967	2,071.97	4,489.28	53,871.31	
	D	27.29825	2,193.86	4,731.70	56,730.36	
	E	28.77236	2,301.79	4,987.21	59,846.50	
29.15	A	23.61577	1,889.26	4,093.40	49,120.80	Planner I (Asst. Planner)
	B	24.89102	1,991.28	4,314.44	51,773.32	
	C	26.23514	2,098.81	4,547.42	54,569.09	
	D	27.65184	2,212.15	4,792.99	57,515.83	
	E	29.14504	2,331.60	5,051.81	60,621.69	
29.36	A	23.78731	1,902.98	4,123.13	49,477.60	Exec. Asst. to the City Admin.
	B	25.07182	2,005.75	4,345.78	52,149.39	
	C	26.42570	2,114.06	4,580.45	54,965.46	
	D	27.85269	2,228.22	4,827.80	57,933.60	
	E	29.35673	2,348.54	5,088.50	61,061.99	
30.62	A	24.80769	1,964.62	4,300.00	51,600.00	Building Inspector
	B	26.14730	2,091.78	4,532.20	54,385.38	
	C	27.55925	2,204.74	4,776.94	57,323.24	
	D	29.04745	2,323.80	5,034.89	60,418.70	
	E	30.61601	2,449.28	5,306.78	63,681.30	
30.97	A	25.09055	2,007.24	4,349.03	52,188.34	Sr. Building Inspector
	B	26.44544	2,115.64	4,583.88	55,006.52	
	C	27.87349	2,229.88	4,831.40	57,976.86	
	D	29.37866	2,350.29	5,092.30	61,107.61	
	E	30.96511	2,477.21	5,367.29	64,407.42	
31.76	A	25.73473	2,058.78	4,460.69	53,528.24	Police Civilian Invest.
	B	27.12441	2,169.95	4,701.56	56,418.77	
	C	28.58913	2,287.13	4,955.45	59,465.39	
	D	30.13294	2,410.64	5,223.04	62,676.52	
	E	31.76012	2,540.81	5,505.09	66,061.04	
33.35	A	27.02300	2,161.84	4,683.99	56,207.84	Police Service Supervisor Pol Dispatch & Records Server
	B	28.48224	2,278.58	4,936.92	59,243.06	
	C	30.02028	2,401.62	5,203.52	62,442.18	
	D	31.64137	2,531.31	5,484.50	65,814.05	
	E	33.35000	2,668.00	5,780.67	69,369.00	

Revised Date 04-04-2017

APPENDIX "B"
PLACENTIA POLICE OFFICERS ASSOCIATION (PPOA) AND
PLACENTIA POLICE MANAGEMENT ASSOCIATION (PPMA)
JOB CLASS AND SALARY SCHEDULE
Effective January 1, 2013

<u>SAL</u> <u>SCH</u>	<u>STEP</u>	<u>HOURLY</u>	<u>BIWEEKLY</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	<u>PERS. ANNUALLY</u>			
36.40	A	29.49169	2,359.34	5,111.89	61,342.72	66,863.56	Police Officer		
	B	31.08427	2,486.74	5,387.94	64,655.28	70,474.26			
	C1	32.76288	2,621.03	5,678.90	68,146.79	74,280.00			
	C2	33.56195	2,686.56	5,820.87	69,850.46	76,137.00			
	C3	34.40108	2,752.09	5,962.85	71,554.25	77,994.13			
	D1	34.53207	2,762.57	5,985.56	71,826.71	78,291.11			
	D2	35.39538	2,831.63	6,135.20	73,622.38	80,248.39			
	D3	36.25874	2,900.70	6,284.85	75,418.17	82,205.81			
	E1	36.39681	2,911.74	6,308.78	75,705.36	82,518.84			
	E2	37.30673	2,984.54	6,466.50	77,597.99	84,581.81			
	E3	38.21671	3,057.34	6,624.23	79,490.75	86,644.92			
	45.95	A	37.23020	2,978.42	6,453.23	77,438.82		84,408.31	Sergeant
		B	39.24063	3,139.25	6,801.71	81,620.51		88,966.36	
C1		41.35963	3,308.77	7,169.00	86,028.02	93,770.54			
C2		42.39367	3,391.49	7,348.24	88,178.83	96,114.92			
C3		43.42761	3,474.21	7,527.45	90,329.42	98,459.07			
D1		43.59304	3,487.44	7,556.13	90,673.53	98,834.15			
D2		44.68293	3,574.63	7,745.04	92,940.49	101,305.13			
D3		45.77270	3,661.82	7,933.93	95,207.21	103,775.86			
E1		45.94707	3,675.77	7,964.16	95,569.90	104,171.19			
E2		47.09580	3,767.66	8,163.27	97,959.27	106,775.60			
E3		48.24442	3,859.55	8,362.37	100,348.40	109,379.76			
57.44		A	46.54631	3,723.70	8,068.03	96,816.33	105,529.80	Lieutenant	
		B	49.05981	3,924.78	8,503.70	102,044.41	111,228.41		
	C	51.70904	4,136.72	8,962.90	107,554.81	117,234.74			
	D	54.50133	4,360.11	9,446.90	113,362.77	123,565.42			
	E	57.44440	4,595.55	9,957.03	119,484.36	130,237.95			
66.67	A	54.02264	4,321.81	9,363.92	112,367.09	122,480.13	Captain		
	B	56.93986	4,555.19	9,869.58	118,434.91	129,094.05			
	C	60.01461	4,801.17	10,402.53	124,830.39	136,065.13			
	D	63.25540	5,060.43	10,964.27	131,571.23	143,412.64			
	E	66.67119	5,333.70	11,556.34	138,676.08	151,156.93			
81.10	A	65.71785	5,257.43	11,391.09	136,693.12	148,995.50	Deputy Police Chief		
	B	69.26661	5,541.33	12,006.21	144,074.55	157,041.26			
	C	73.00701	5,840.56	12,654.55	151,854.58	165,521.49			
	D	76.94939	6,155.95	13,337.89	160,054.73	174,459.66			
	E	81.10466	6,488.37	14,058.14	168,697.69	183,880.48			
C0000		21.95672	1,756.54	3,805.83	45,669.98	45,669.98	Police Acad Trainee		

APPENDIX "B"
COMPENSATION PLAN/SALARY SCHEDULE
MANAGEMENT AND MID-MANAGEMENT EMPLOYEES
Effective January 1, 2013

Executive Management Staff

City Administrator	16,204.03 Monthly Base Salary
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Job Class	Monthly Base Salary		
	-20%	Control Point	+10%
Police Chief	10,896.70	13,620.87	14,982.96
Assistant City Administrator	10,245.60	12,807.00	14,087.70
Director of Administrative/Comm Services	9,144.40	11,430.50	12,573.55
Director of Finance	9,144.40	11,430.50	12,573.55
Director of Public Works	9,144.40	11,430.50	12,573.55

Mid-Management Staff

Job Class	Monthly Base Salary		
	-20%	Control Point	+10%
Accountant	4,294.63	5,368.29	5,905.12
Associate Civil Engineer	5,434.34	6,792.93	7,472.22
Associate Planner	4,713.21	5,891.51	6,480.66
Chief Building Official	6,528.88	8,161.10	8,977.21
Chief Deputy City Clerk	4,796.92	5,996.15	6,595.77
Deputy City Clerk	4,162.82	5,203.52	5,723.87
Deputy Director of Community Svcs	6,486.82	8,108.53	8,919.38
Environmental & Code Comp. Supv.	4,800.66	6,000.82	6,600.90
Finance Services Manager	6,266.71	7,833.39	8,616.73
Human Resources Analyst	4,588.50	5,710.62	6,281.68
Management Analyst	4,568.50	5,710.62	6,281.68
Neighborhood Services Coordinator	4,569.50	5,710.62	6,281.68
Public Works Superintendent	5,361.13	6,701.41	7,371.55
Senior Management Analyst	5,326.05	6,657.56	7,323.32

CITY OF PLACENTIA

CURRENT PAY RATES

July 1, 2013

Part-Time Positions

SECTION 1

The compensation of part-time employees of the City of Placentia shall be set forth in the table herein below:

Class Code	Class Title	Statistical Code	Rate Per Hour					
			A	B	C	D	E	F
7100	Admin. Intern.	E	11.03	11.55	12.08			
A190	Code Enforcement Officer	B	18.00	18.90	19.85	20.84	21.88	
7200	Clerical Aide	F	13.75	14.03	14.30			
A196	Production Coordinator	E	18.86	19.88	20.96	22.09	23.34	
A195	Production Assistant	E	11.50	12.75	14.00	15.25	16.50	
7800	Maintenance Aide	H	11.03	11.55	12.08			
8000	Police Cadet	E	11.50	11.66	11.83			
7900	Pol Reserve Off - Level 1	D	18.00	22.00				
7600	Lifeguard	E	9.66	9.87	10.08	10.29		
7500	Instructor Guard	E	10.50	10.71	10.92	11.13		
8900	Sr. Instr. Guard - Pool Manager	E	11.34	11.55	11.76	11.97		
8100	Com. Serv. Leader	E	8.40	8.61	8.82	9.03	9.24	
9000	Sr. Com. Serv. Leader	E	9.66	9.87	10.08	10.29		
8200	Com. Serv. Specialist	E	10.71	10.92	11.13	11.34		
7700	Sr. Com. Serv. Specialist	E	11.66	12.18	12.71			
8700	Program Coordinator - Sr. Citizen Prog. Speclst - Ed./Tutor Speclst.	B	13.02	13.55	14.07	14.60	15.12	

SECTION 2

Part-time employees may progress to the next salary step after satisfactorily completing a minimum of four hundred (400) hours of work at the current salary step, *except* for Community Services Leader, the required hours shall be six hundred (600) hours from Step A to Step B, only.

SECTION 3

The following classes are elected or appointed by City Council:

Class Title	Salary
Mayor/Councilmembers	\$150.00 per month
City Clerk	\$150.00 per month
City Treasurer	\$ 50.00 per month



Placentia City Council

AGENDA REPORT

TO: CITY COUNCIL

VIA: CITY ADMINISTRATOR

FROM: DIRECTOR OF PUBLIC WORKS

DATE: APRIL 4, 2017

SUBJECT: **RESIDENTIAL PARKWAY TREE AND SIDEWALK MAINTENANCE POLICIES**

FISCAL
IMPACT: NONE

SUMMARY:

The City Council requested a review of the City's existing residential parkway tree and sidewalk maintenance policies and procedures. A power point presentation summarizing the City's policies and procedures will be provided to the City Council at this meeting.

RECOMMENDATION:

It is recommended that the City Council take the following actions:

1. Receive and file the background information provided on the City's policies concerning residential parkway trees and sidewalk maintenance; and
2. Direct Staff on whether to change any said policies or ordinances accordingly.

DISCUSSION:

At its meeting of October 18, 2016, City Council requested an update on the City's existing residential parkway tree and sidewalk repair policies. Attached is a memorandum from the City Attorney's Office which discusses the legal parameters associated with managing residential parkway trees and sidewalks. In addition, attached is the City's Sidewalk Repair Policy No. 618 which was adopted in 1975 and amended in 1977, 1983, and 2010. The policy outlines specific situations, policies and procedures for which residential sidewalks are repaired and maintained. Upon review of the attached background memorandum, Policy No. 618, and power point presentation, Staff is seeking further City Council policy direction on this matter.

Prepared by:

Luis Estevez
Director of Public Works

Reviewed and approved:

Damien R. Arrula
City Administrator

Attachments:

1. City Attorney Memorandum
2. Policy No. 618
3. Policy Review Power Point Presentation

3.c.
April 4, 2017

MEMORANDUM

To: Honorable Mayor & Members of the City Council
From: Christian L. Bettenhausen, City Attorney
By: Harold W. Potter, Deputy City Attorney
Date: October 26, 2016
Subject: Review of Residential Parkway Tree and Sidewalk Maintenance Policies

Our office was asked to review the City's existing parkway tree and sidewalk maintenance policies and procedures in relationship to existing California law.

CURRENT STATE LAW

California's longstanding sidewalk repairs provisions are set forth in Streets and Highways Code sections 5600 et seq. In 1935, Assembly Bill 1194 amended section 31 of the Improvement Act of 1911 to provide for the repair and maintenance of sidewalks, curbing, parking strips and retaining walls by adjacent property owners.

The primary provision requiring a property owner to repair a defective sidewalk is Streets and Highways Code §5610:

Maintenance by lot owners:

The owners of lots or portions of lots fronting on any portion of a public street or place when that street or place is improved or if and when the area between the property line of the adjacent property and the street line is maintained as a park or parking strip, shall maintain any sidewalk in such condition that the sidewalk will not endanger persons or property and maintain it in a condition which will not interfere with the public convenience in the use of those works or areas save and except as to those conditions created or maintained in, upon, along, or in connection with such sidewalk by any person other than the owner, under and by virtue of any permit or right granted to him by law or by the city authorities in charge thereof, and such persons shall be under alike duty in relation thereto.

Pursuant to the authority of §5610, many cities in California have passed ordinances imposing the obligation for sidewalk repair on adjacent property owners. However, as discussed below, Placentia does not currently have an ordinance in place to charge an adjacent property owner with the responsibility of sidewalk maintenance pursuant to §5610.

One issue that adjacent property owners charged for sidewalk repairs often raise is whether the sidewalk repair obligation of §5610 applies where the sidewalk is displaced or

damaged due to trees located in the public right of way. Though no statistics exist, tree roots are undoubtedly the predominate cause of damage to sidewalks.

Though there is a great deal of visceral appeal to the argument that an adjacent property owner should not bear responsibility to repair a sidewalk caused by a tree in the right of way when the property owner has no control over the tree's roots, the statutory language and the reported cases do not support this position. It should be noted that § 5610 makes no distinction as to the cause of a damaged sidewalk in imposing a mandatory repair obligation on the adjacent property owner.

Generally, the City is liable for City trees. City trees are defined as those trees located within raised landscaped street medians, landscaped parkways the City maintains as part of the road right-of-way or via landscape easement, or if the trees are located within the City's landscape maintenance district. In addition, trees located within City parks are also considered City trees. In Placentia, City trees have been inventoried and maintained under an arborist's supervision and are generally part of a program intended to beautify the city and enhance the quality of life. Residential parkway trees have also been inventoried and the City had previously in years past been maintaining residential parkway trees on behalf of property owners.

CURRENT PLACENTIA POLICY

The City has adopted ordinances and policies which regulate the installation, maintenance, and removal of street trees throughout the City. Ordinance No. 132, adopted in 1954, specifies a process for requiring permits for tree maintenance, planting, and removal. That Ordinance has been carried over into Chapter 14.12 of the Placentia Municipal Code and clearly requires the abutting property owner to obtain a permit to plant, maintain, or remove a tree in the street (defined as the area between the curb and sidewalk). Moreover, since its adoption in 1954, the Ordinance has stated that a tree may be removed after issuance of a permit by City forces but only after the cost thereof has been paid to the City. In other words, tree maintenance is the responsibility of the adjacent property owner. While the City has, in past years, provided tree trimming at no direct cost to the property owner, the City did so without a continual obligation. Moreover, in 2012, the City Council allocated \$265,000 to perform a one-time Citywide trimming of 4,225 residential street trees, 1,465 palm trees and trimming of vines along arterial roadways.

City Policy 618 regarding sidewalk maintenance, dates back to 1975, and was amended in 1977, 1983, and 2010, states that sidewalks will be repaired by the City when:

- Sidewalks are damaged by an "Act of God" (i.e., earthquake, flood, etc.)
- When a City tree damages the sidewalk
- Where tree roots have damaged the sidewalk panel and an adjacent City street improvement project can repair the sidewalk as part of the larger capital project
- Where the sidewalk is over 40 years old and a sand/slurry type of construction

Otherwise, sidewalk repairs are the obligation of the adjacent property owner, especially if the owner either intentionally or negligently damaged the public sidewalk.

If the City has not formally accepted ownership of residential parkway trees either by resolution or ordinance, then the trees are owned by the adjacent property owner and

not considered "City trees." This is because the City does not own in fee the parkways in which residential trees are planted. The City maintains easements for street and public utility purposes across those parkways however those easements do not extend to trees and/or landscape. That would require a separate landscape maintenance easement for the City to then assume ownership and maintenance of residential parkway trees.

FUTURE POLICY CONSIDERATIONS

The city has several options with regard to sidewalk and tree maintenance in the future. First, the city may enact an ordinance with sidewalk repair obligations placed upon property owners pursuant to §5610. However, there is some diversity as to the extent of the obligation and how it is imposed. Some cities, like Sacramento, impose the entire repair cost on the property owner regardless of the cause of any damage or displacement. Many cities exempt damage caused by city trees from the repair obligation. Another option followed by many cities is a 50/50 sharing of repair costs. Some cities, in addition to a general sidewalk repair program, have instituted a program which requires a defective sidewalk to be repaired upon the sale of the property. This has the benefit of allowing the cost of repair to be recovered or paid as part of the price of the property. One means of imposing such a requirement is to require that the escrow documents include a certificate of compliance with the sidewalk ordinance. In addition, some cities require the sidewalk to be repaired as a condition of the issuance of a building permit above a set value. Regardless of the methodology, political pushback from concerned citizens is a real possibility.

Second, the City may maintain enforcement of Policy 618 in an "as is" state, charging or seeking reimbursement from homeowners only when they damage public sidewalks during the course of removing a parkway tree or other construction activities on their property. The City could also continue referring property owners to repair or replace sidewalk panels damaged by tree roots adjacent to their properties at their expense.

In either case, it should be noted that if the City were to assume ownership of residential parkway trees they would then become "City trees" and the City would be responsible for repairing sidewalks damaged by the roots of said City trees. Thus, the maintenance of residential parkway trees and sidewalks are intertwined and a change in one policy will have an effect on the other policy.

Staff has devised a potential 6 year plan to repair or replace damaged sidewalk panels using annual budgeted funds. Staff will share the details of that potential plan and funding sources with the City Council as part of this presentation. The plan would thus forestall the need to implement a sidewalk repair obligation ordinance.

In reviewing the pricing structure of the City's existing tree trimming contract, staff determined that in order to obtain the lowest per tree trim price from the contractor, a grid pruning system that includes residential parkway trees along with existing City trees would need to be implemented. Utilizing this grid pruning system the City will pay \$45 per tree within each grid regardless of the trees' size. City is currently paying \$90 per tree for

each City-owned tree it currently maintains. Staff will present this information and a potential 5-year grid pruning schedule to the City Council as part of this presentation.

Should the City Council elect to resume trimming residential parkway trees, it is recommended that Ordinance No. 132 be rescinded or amended in order for the City to formally accept ownership and maintenance of residential parkway trees.

If you have any questions concerning this matter, please contact the City Attorney or the Director of Public Works.

SIDEWALK REPAIR POLICY

It is the policy of the City Council that the following situations, with suggested policies and procedures, are to expedite the maintenance of sidewalks within the City of Placentia.

1. Situation: Sidewalk repair required due to a tree that has been damaged to the extent of 50% or more by an act of God.

Policy: The tree shall be removed and minimum sidewalk repairs made as required, at no expense to adjacent property owners.

Procedure: Public Works Superintendent shall determine the extent of damage to the tree. Public Works Superintendent shall determine the extent of any sidewalk removal and repair, as required, prior to removal or re-planting of tree by Public Works Department.

2. Situation: If a sidewalk is hazardous due to:
 - a. Tree or root growth from City-owned and controlled trees.
 - b. Where such repair is immediately adjacent to such tree or root damaged sidewalk and its incorporation into a fully City funded repair project would produce a safe contiguous section of sidewalk.
 - c. Where such repair is to a sidewalk which is over 40 years old and/or of the "sand/slurry" type construction.
 - d. Sidewalk damage resulting from heaving of the soil caused by an act of God, such as an earthquake or flood.

Policy: The adjacent property owner is NOT obligated to share in the cost of repair.

Procedure: Public Works Department determines whether or not the tree is to be removed or roots of trees can be cut. Public Works Superintendent determines extent of sidewalk repair and removes the necessary sidewalk prior to removal of tree and/or roots.

3. Situation: If a property owner has been given written permission to remove a parkway tree that has not erupted the sidewalk or caused damage to the sidewalk in any manner.

Policy: Property owner shall remove same and repair any damage to sidewalk, curb, or street made during said removal and replant designated variety of tree at their own expense.

Procedure: Request is to be made on approved form and submitted to the Public Works Department for inspection. The request, having been duly processed, shall be signed by the Director of Public Works after which a copy shall be forwarded to the applicant authorizing to proceed with the work as required.

4. Situation: If a sidewalk is in a hazardous condition from any cause other than as defined in Item 2 above.

Policy: It shall be the responsibility of the adjacent property owner to replace the sidewalk according to City standards at his own expense.

Procedure: Contact will be made by Public Works Department personnel with the property owner, informing him of his responsibility to replace that portion of hazardous sidewalk along the frontage of his property. This will be accomplished by personal contact as well as in writing on the approved form letter from the department. Property owner will be instructed to complete and return a sidewalk repair agreement or seek a licensed contractor to complete the necessary work as required within the time span allowed.



Residential Parkway Tree and Sidewalk Maintenance Policy Review

April 4, 2017



Background

Residential Parkway Tree Maintenance	Sidewalk Maintenance
Ordinance No. 132 – adopted in 1954	Policy No. 618 – Adopted in 1975 Amended 1977, 1983, 2010
<p>Placed responsibility for maintenance, planting and removal of parkway trees on the adjacent property owner</p> <p>Property owner holds the fee interest in the parkway</p> <p>City only has an easement for street and public utility purposes – does not extend to trees or landscaping purposes</p>	<p>City repairs sidewalks:</p> <ul style="list-style-type: none">Acts of God,Damage from City-owned treesIncorporate into larger City projectSand/slurry sidewalk <p>Property owner repairs:</p> <p>In all other situations other than those listed above</p>



Past Practices

Residential Tree Maintenance	Sidewalk Maintenance
<ul style="list-style-type: none">• City historically maintained residential parkway trees• In 2010 maintenance was shifted to adjacent property owners	<ul style="list-style-type: none">• 2010 - S&HC §5610 shifts sidewalk repairs, costs and potential liability to adjacent property owners

2011: City Council considered two draft ordinances:

1. Sought to codify Policy 618; (adjacent property owner responsible/liable)
2. Sought to streamline and clarify tree maintenance rules and procedures

- Neither ordinance was adopted
- Policy No. 618 and Ordinance 132 remain in effect today



Recent Practices

- 2012: City Council approved a one-time budget appropriation of \$265,000 to perform a Citywide trimming of residential parkway trees, palm trees and block wall vines along arterial roadways.
- 2014: City Council approved a new tree trimming contract with West Coast Arborists – based on a Citywide grid pruning system at a blended rate of \$45 per tree regardless of size.
 - \$45/tree pricing is contingent upon inclusion of residential parkway trees
 - Otherwise City pays \$90 per tree – special request pruning rate



Maintenance/Repair Costs and Funding Sources

Sidewalk Maintenance

- 2016 Citywide survey completed
 - 40,279 SF of sidewalk panels may need replacement (does not include park sidewalks)
 - Estimated Cost to replace: \$402,790
- Existing/Future funding sources:
 - \$55,000 annual CDBG allocation
 - \$35,000 annual General Fund Maintenance Budget
 - 6-year plan to eliminate backlog

Residential Parkway Tree Maintenance

- Current annual tree maintenance budget \$115,000 (includes trimming, vines, removals, special request pruning)
- If Council approves residential parkway tree trimming:
 - Annual cost for 4-year trim cycle is \$79,920
 - Plus cost per year for:
 - Ficus Vine Trimming: \$15,000
 - Tree Removals: \$15,000
 - Special Request/Emergency Response: \$37,000
 - Civic Center: \$8,100
 - Budget Delta: (-\$40,020)



Consideration of Operations Plan Moving Forward

- Trees
 - Reduce additional costs related to, Tree Removals, Special Request/Emergency Response to absorb majority of Delta
 - Appropriate an additional \$20k in FY 2017-18 Budget for Citywide tree maintenance
 - Starting July 1, 2017 implement new Citywide grid pruning system, including residential parkway trees
- Sidewalks
 - Continue existing funding sources - \$90k (CDBG/GF)
 - Eliminate sidewalk backlog in 6 years



Consideration of Policy Options

- Assume maintenance & replacement of all residential parkway trees and sidewalks
 - Amend Ordinance 132 to reflect new policy
 - Direct staff to implement Citywide 4-year grid pruning schedule
 - Fund 6-year sidewalk repair program utilizing existing CDBG and General Fund Operating Budget funds
- Maintain status quo – enforce current provisions of Policy No. 618 and Ordinance 132
 - Continue existing practice of residents maintaining sidewalks and residential parkway trees



Staff Recommendation

1. Consider Operations Plan and provide direction to City Staff
2. Consider Policy Options and provide direction to City Staff

