

RESOLUTION NO. 8227

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN FERNANDO, CALIFORNIA, AMENDING PORTIONS OF SECTIONS 1, 2 AND 3 OF RESOLUTION NO. 8162 (THE FISCAL YEAR 2022 – 2023 SALARY PLAN), ADOPTED JUNE 21, 2022

THE CITY COUNCIL OF THE CITY OF SAN FERNANDO DOES HEREBY RESOLVE, FIND, DETERMINE, AND ORDER AS FOLLOWS:

SECTION 1: That that portion of Section 1 of Resolution 8162, adopted June 21, 2022, as amended, be further amended by **deleting** the following, "Schedule C" on page 2, effective the first day of the first full pay period after January 1, 2023:

SCHEDULE C FOR CONFIDENTIAL EMPLOYEES (UNREPRESENTED)					
SALARY RANGE NUMBER	STEP A	STEP B	STEP C	STEP D	STEP E
68	4254	4468	4688	4923	5168
69	4359	4574	4805	5045	5297
70	4468	4692	4927	5171	5430
71	4579	4808	5047	5300	5565
72	4699	4936	5182	5443	5716
73	4818	5060	5313	5578	5856
74	4939	5186	5445	5718	6003
75	5063	5316	5580	5859	6154
76	5188	5448	5721	6006	6306
77	5311	5576	5857	6149	6456
78	5446	5719	6006	6307	6621
79	5585	5864	6159	6467	6789

SECTION 2: That that portion of Section 1 of Resolution 8162, adopted June 21, 2022, as amended, be further amended by **deleting** the following, "Schedule G" on pages 3 thru 4, effective the first day of the first full pay period after January 1, 2023:

**SCHEDULE G
FOR
GENERAL EMPLOYEES (SFPEA)**

SALARY RANGE NUMBER	STEP A	STEP B	STEP C	STEP D	STEP E
64	3592	3790	3999	4219	4451
65	3612	3811	4021	4242	4475
66	3684	3868	4062	4265	4499
67	3762	3972	4189	4420	4663
68	3820	4030	4257	4486	4733
69	3870	4085	4307	4544	4793
70	3953	4172	4400	4641	4896
71	3975	4192	4423	4665	4923
72	4089	4314	4549	4800	5063
73	4176	4401	4644	4898	5168
74	4217	4446	4691	4949	5221
75	4256	4494	4738	4999	5273
76	4342	4576	4829	5096	5374
77	4428	4674	4929	5201	5486
78	4452	4695	4953	5225	5513
79	4545	4795	5058	5338	5632
80	4613	4866	5134	5418	5716
81	4682	4940	5212	5498	5801
82	4752	5014	5291	5580	5886
83	4823	5088	5368	5663	5975
84	4874	5142	5424	5723	6037
85	4964	5237	5525	5829	6149
86	5039	5317	5609	5918	6243
87	5122	5404	5701	6015	6346
88	5198	5484	5786	6102	6437
89	5277	5565	5872	6197	6536
90	5355	5649	5960	6288	6634
91	5435	5734	6050	6383	6732
92	5518	5821	6141	6478	6835
93	5600	5908	6233	6576	6936
94	5686	5999	6328	6676	7046
95	5769	6086	6419	6774	7144
96	5856	6175	6515	6876	7253
97	5946	6271	6616	6982	7365
98	6035	6368	6716	7084	7475
99	6124	6461	6815	7193	7588
100	6216	6560	6919	7298	7700

**SCHEDULE G
FOR
GENERAL EMPLOYEES (SFPEA)**

SALARY RANGE NUMBER	STEP A	STEP B	STEP C	STEP D	STEP E
101	6309	6656	7022	7408	7814
102	6401	6754	7126	7518	7932
103	6498	6854	7235	7631	8051
104	6597	6957	7343	7745	8171
105	6696	7063	7453	7861	8294
106	6797	7171	7565	7981	8420
107	6899	7278	7678	8101	8546
108	7002	7387	7794	8222	8676
109	7107	7498	7910	8346	8805
110	7214	7611	8029	8471	8937
111	7322	7725	8150	8598	9071
112	7432	7841	8272	8727	9207
113	7543	7958	8396	8858	9345
114	7656	8075	8520	8987	9483
115	7771	8196	8649	9122	9626
116	7888	8319	8778	9258	9769
117	8006	8443	8910	9399	9917
118	8126	8570	9044	9540	10066
119	8248	8699	9180	9682	10216

SECTION 3: That that portion of Sub-section A of Section 2 of Resolution 8162, adopted June 21, 2022, as amended, be further amended by **deleting** the following on pages 7 thru 11, effective the first day of the first full pay period after January 1, 2023:

CLASSIFICATION	SALARY RANGE NUMBER/ SCHEDULE	STEP A	STEP B	STEP C	STEP D	STEP E
Accounting Assistant	68G	3820	4030	4257	4486	4733
Accounting Technician	73G	4176	4401	4644	4898	5168
Administrative Assistant	74G	4217	4446	4691	4949	5221
Assistant Planner	88G	5199	5485	5787	6104	6438

CLASSIFICATION	SALARY RANGE NUMBER/SCHEDULE	STEP A	STEP B	STEP C	STEP D	STEP E
Associate Planner	96G	5837	6176	6516	6877	7254
City Electrician	79G	4545	4794	5058	5338	5631
City Mechanic	79G	4545	4794	5058	5338	5631
Civil Engineering Assistant II	104G	6597	6957	7343	7745	8171
Community Development Technician	80G	4613	4866	5134	5418	5716
Cross Connection Specialist	83G	4823	5088	5368	5663	5975
Executive Assistant	78G	4452	4695	4953	5225	5513
Executive Assistant to the City Manager	79C	5585	5864	6159	6467	6789
Housing Coordinator	103G	6498	6854	7235	7631	8051
Payroll Technician	73C	4818	5060	5313	5578	5856
Personnel Assistant	68C	4254	4468	4688	4923	5168
Personnel Technician	73C	4818	5060	5313	5578	5856
Program Specialist	69G	3870	4085	4307	4544	4793
Public Works Field Supervisor I	82G	4752	5014	5291	5580	5886
Public Works Field Supervisor II	89G	5277	5566	5873	6198	6537
Public Works Maintenance Worker	67G	3762	3972	4189	4420	4663
Public Works Superintendent	109G	7107	7498	7910	8345	8804
Public Works Supervisor	91G	5435	5734	6050	6383	6732

CLASSIFICATION	SALARY RANGE NUMBER/SCHEDULE	STEP A	STEP B	STEP C	STEP D	STEP E
Public Works Technician	80G	4613	4866	5134	5418	5716
Recreation & Community Services Coordinator	75G	4256	4494	4738	4999	5272
Recreation & Community Services Supervisor	88G	5199	5485	5787	6104	6438
Senior Maintenance Worker	77G	4428	4674	4929	5201	5485
Senior Park Maintenance Specialist	77G	4428	4674	4929	5201	5485
Senior Tree Care Specialist	77G	4428	4674	4929	5201	5485
Senior Sewer Worker	77G	4428	4674	4929	5201	5485
Senior Water System Operator	84G	4873	5142	5424	5723	6037
Senior Water Worker	81G	4682	4940	5211	5498	5801
Sewer Worker	67G	3762	3972	4189	4420	4663
Treasurer Assistant	70G	3953	4172	4400	4641	4896
Water Superintendent	113G	7543	7958	8396	8858	9345
Water System Supervisor	95G	5769	6086	6419	6774	7143
Water Worker I	72G	4089	4314	4549	4800	5062
Water Worker II	76G	4342	4576	4829	5096	5374

SECTION 4: That that portion of Section 1 of Resolution 8162, adopted June 21, 2022, as amended, be further amended by **adding** the following, "Schedule C" on page 2, effective the first day of the first full pay period after January 1, 2023:

**SCHEDULE C
FOR
CONFIDENTIAL EMPLOYEES (UNREPRESENTED)**

SALARY RANGE NUMBER	STEP A	STEP B	STEP C	STEP D	STEP E
68	4424	4647	4876	5120	5375
69	4533	4757	4997	5247	5509
70	4647	4879	5124	5377	5647
71	4762	5000	5249	5512	5788
72	4887	5133	5389	5661	5944
73	5011	5262	5526	5802	6090
74	5137	5394	5663	5947	6243
75	5265	5529	5804	6093	6400
76	5395	5666	5950	6246	6558
77	5523	5799	6091	6395	6714
78	5664	5947	6246	6559	6885
79	5809	6099	6406	6726	7061

SECTION 5: That that portion of Section 1 of Resolution 8162, adopted June 21, 2022, as amended, be further amended by **adding** the following, “Schedule G” on pages 3 thru 4, effective the first day of the first full pay period after January 1, 2023:

**SCHEDULE G
FOR
GENERAL EMPLOYEES (SFPEA)**

SALARY RANGE NUMBER	STEP A	STEP B	STEP C	STEP D	STEP E
64	3736	3942	4159	4388	4629
65	3757	3964	4182	4412	4655
66	3832	4023	4224	4436	4680
67	3913	4131	4356	4597	4850
68	3973	4192	4427	4666	4923
69	4025	4248	4479	4726	4985
70	4111	4340	4576	4827	5092
71	4134	4360	4601	4852	5120
72	4253	4487	4731	4992	5265
73	4344	4578	4830	5094	5375
74	4386	4624	4879	5148	5430
75	4427	4674	4928	5199	5484
76	4516	4759	5022	5300	5590
77	4606	4861	5127	5409	5705

**SCHEDULE G
FOR
GENERAL EMPLOYEES (SFPEA)**

SALARY RANGE NUMBER	STEP A	STEP B	STEP C	STEP D	STEP E
78	4631	4883	5152	5434	5734
79	4727	4987	5261	5552	5857
80	4798	5061	5340	5635	5945
81	4870	5138	5420	5718	6033
82	4942	5215	5503	5804	6122
83	5016	5292	5583	5890	6214
84	5069	5348	5642	5952	6279
85	5163	5446	5746	6062	6395
86	5241	5530	5834	6155	6493
87	5327	5620	5930	6256	6600
88	5406	5703	6018	6347	6695
89	5488	5788	6107	6445	6797
90	5569	5875	6199	6540	6899
91	5653	5964	6292	6638	7002
92	5739	6054	6387	6737	7109
93	5825	6144	6483	6840	7214
94	5914	6239	6582	6943	7328
95	6000	6330	6676	7045	7430
96	6090	6423	6776	7151	7544
97	6184	6522	6881	7261	7660
98	6277	6623	6985	7368	7774
99	6370	6719	7088	7481	7892
100	6465	6823	7196	7590	8008
101	6562	6922	7303	7705	8127
102	6657	7025	7412	7820	8250
103	6758	7129	7525	7937	8373
104	6862	7236	7637	8055	8499
105	6964	7345	7752	8176	8626
106	7069	7458	7868	8301	8757
107	7175	7570	7986	8425	8889
108	7283	7683	8106	8552	9024
109	7392	7798	8227	8680	9157
110	7503	7915	8351	8810	9295
111	7615	8034	8476	8942	9434
112	7729	8155	8603	9076	9575
113	7845	8277	8732	9212	9719
114	7963	8398	8861	9347	9863

**SCHEDULE G
FOR
GENERAL EMPLOYEES (SFPEA)**

SALARY RANGE NUMBER	STEP A	STEP B	STEP C	STEP D	STEP E
115	8083	8524	8995	9487	10012
116	8204	8652	9129	9629	10160
117	8327	8782	9267	9775	10315
118	8452	8913	9406	9922	10469
119	8579	9047	9547	10069	10625

SECTION 6: That that portion of Sub-section A of Section 2 of Resolution 8162, adopted June 21, 2022, as amended, be further amended by **adding** the following “Salary Range Numbers/Schedules” for the respective job classifications specified on pages 7 thru 11, effective the first day of the first full pay period after January 1, 2023:

CLASSIFICATION	SALARY RANGE NUMBER/SCHEDULE	STEP A	STEP B	STEP C	STEP D	STEP E
Accounting Assistant	68G	3973	4192	4427	4666	4923
Accounting Technician	73G	4344	4578	4830	5094	5375
Administrative Assistant	74G	4386	4624	4879	5147	5430
Assistant Planner	88G	5406	5703	6018	6347	6695
Associate Planner	96G	6090	6423	6776	7151	7544
City Electrician	79G	4727	4987	5261	5552	5857
City Mechanic	79G	4727	4987	5261	5552	5857
Civil Engineering Assistant II	104G	6862	7236	7637	8055	8499
Community Development Technician	80G	4798	5061	5340	5635	5945
Cross Connection Specialist	83G	5016	5292	5583	5890	6214

CLASSIFICATION	SALARY RANGE NUMBER/SCHEDULE	STEP A	STEP B	STEP C	STEP D	STEP E
Executive Assistant	78G	4631	4883	5152	5434	5734
Executive Assistant to the City Manager	79C	5809	6099	6406	6726	7061
Housing Coordinator	103G	6758	7129	7525	7937	8373
Payroll Technician	73C	5011	5262	5526	5802	6090
Personnel Assistant	68C	4424	4647	4876	5120	5375
Personnel Technician	73C	5011	5262	5526	5802	6090
Program Specialist	69G	4025	4248	4479	4726	4985
Public Works Maintenance Worker	67G	3913	4131	4356	4597	4850
Public Works Superintendent	109G	7392	7798	8227	8680	9157
Public Works Supervisor	91G	5653	5964	6292	6638	7002
Public Works Technician	80G	4798	5061	5340	5635	5945
Recreation & Community Services Coordinator	75G	4427	4674	4928	5199	5484
Recreation & Community Services Supervisor	88G	5406	5703	6018	6347	6695
Senior Maintenance Worker	77G	4606	4861	5127	5409	5705
Senior Park Maintenance Specialist	77G	4606	4861	5127	5409	5705
Senior Tree Care Specialist	77G	4606	4861	5127	5409	5705
Senior Sewer Worker	77G	4606	4861	5127	5409	5705
Senior Water System Operator	84G	5069	5348	5642	5952	6279

CLASSIFICATION	SALARY RANGE NUMBER/SCHEDULE	STEP A	STEP B	STEP C	STEP D	STEP E
Senior Water Worker	81G	4870	5138	5420	5718	6033
Sewer Worker	67G	3913	4131	4356	4597	4850
Social Services Coordinator	75G	4427	4674	4928	5199	5484
Treasurer Assistant	70G	4111	4340	4576	4827	5092
Water Superintendent	113G	7845	8277	8732	9212	9719
Water System Supervisor	95G	6000	6330	6676	7045	7430
Water Worker I	72G	4253	4487	4731	4992	5265
Water Worker II	76G	4516	4759	5022	5300	5590

SECTION 7: That that portion of Sub-section A of Section 3 of Resolution 8162, adopted June 21, 2022, as amended, be further amended by deleting Item Nos. 1 (Salary), 14 (Acting Out of Class Pay), and 16 (Other Benefits) on pages 13,18, and 19, under “General and Confidential Employees” and replacing them with the following, effective the first day of the first full pay period after January 1, 2023:

(1) SALARY

The salaries shown for General and Confidential employees reflect a four percent (4%) base salary increase for Fiscal Year 2022-2023, which shall be effective the first day of the first full pay period after January 1, 2023.

“Base salary” means “the salary classification, range, and step to which an employee is assigned.” It excludes any additional allowances, special pay, and noncash benefits.

In computing benefits that are a percentage of base salary (e.g., Longevity, Special Assignment Pay, etc.), each benefit is calculated independently over base salary of each respective employee.

(14) ACTING OUT OF CLASS

An employee assigned by his or her Department Head, with City Manager approval to perform duties of a higher level position or to act in a higher capacity outside of their own classification shall be paid at the rate of five percent (5%) higher than their current BASE salary, retroactive to the first day of the assignment, effective the fifth consecutive

business day of working in that higher level assignment. If that assignment lasts longer than ten (10) consecutive work days, then the employee shall be paid at Step A of the higher classification or five percent (5%), whichever is higher, effective after the tenth consecutive business day of working in that higher level assignment.

In the event the employee is promoted to the higher level position, and has completed at least six (6) consecutive months in the higher level position to which they were promoted, and has received a satisfactory evaluation within 30 days prior to their promotion, the probation period shall be waived. All consecutive time worked of more than six consecutive months in that higher level position shall be considered time served in the position for seniority as it relates to bumping rights.

No employee shall be assigned to an acting out of class assignment for more than 960 hours per fiscal year during an active recruitment for the vacant position. An employee that exceeds 960 hours when there is no active recruitment, shall be moved to the next salary step after six (6) consecutive months in the acting position, provided they received a satisfactory evaluation.

The City shall ensure that anyone assigned to act in a higher capacity is adequately trained to fulfill the requirements of that higher class. Assignments to perform higher-level duties must be formal and in writing, and approved by the Department Head.

(16) EDUCATION INCENTIVE PAY

Employees who possess a Bachelor degree in a related field to their current classification from an accredited educational institution shall receive two-percent (2%) above their base salary step effective the first day of the full pay period following the date they submit proof of their degree to the Personnel Division.

Employees who possess a Master degree in a related field to their current classification from an accredited educational institution shall receive an additional two-percent (2%) above their base salary step effective the first day of the full pay period following the date they submit proof of their degree to the Personnel Division.

(17) OTHER COMPENSATION

The City will provide Certification/License Pay as specified below. Employees shall receive additional pay as specified, effective the first day of the full pay period following the date they submit proof of their original Certificate/License to the Personnel Division.

- A. Commercial Driver's License (CDL): Five percent (5%) of base rate of pay for a Class B. Two percent (2%) of base rate of pay for a Class A. Maximum of seven percent (7%) for CDL Certification pay.

- B. International Municipal Signal Association (IMSA) 1, 2, & 3: Two and one-half percent (2.5%) of base rate of pay for Grade 1, with an additional one percent (1%) of base rate of pay for each additional grade. The Public Works Superintendent classification is required to hold a Grade 1 Certification, therefore, is only eligible for Grades 2 and 3 Certification pay.
- C. California Water Environment Association (CWEA) Grades 1-4 for sewer collection systems: Two and one-half percent (2.5%) of base rate of pay for Grade 1, with an additional one percent (1%) of base rate of pay for each additional grade. The Public Works Superintendent and Public Works Supervisor classifications are required to hold a Grade 1 certification, therefore, are only eligible for Grades 2, 3, and 4 Certification pay.
- D. Engineer in Training (EIT): Five percent (5%) of base rate of pay.
- E. Qualified Applicator Certification (QAC license) to inspect/monitor contractor compliance: Two and one-half percent (2.5%) of base rate of pay. This pay shall be in-lieu of "Inspector Pay."
- F. ISA Aerial Lift/OSHA Aerial & Scissor Lift Certification and Training: Two and one-half percent (2.5%) of base rate of pay.
- G. International Society of Arboriculture (ISA) Certified Arborist: Five percent (5%) of base rate of pay.
- H. To qualify for any of the Certification/License Pays identified in subsections (A)-(G), the employee must hold the position of Public Works Superintendent, Public Works Supervisor, Public Works Senior Maintenance Worker, Public Works Maintenance Worker, Civil Engineering Assistant II, Water Superintendent, Water System Supervisor, Senior Water Worker, Water Worker I/II, Senior Water System Operator or Cross Connection Specialist, or equivalent, if reclassified at a future date).
- I. American Water Works Association (AWWA) Backflow Prevention Tester and Cross-Connection Control Program Specialist: Two and one-half percent (2.5%) for each certification. This Certification/License Pay is only applicable to unit members assigned to the Water Worker I/II and Senior Water Worker classifications.
- J. California State Water Resources Control Board, Water Distribution System Operator Grade D-III: Two and one-half percent (2.5%) of base rate of pay. This Certification/License Pay is only applicable to unit members assigned to the Water Worker I/II and Senior Water Worker classifications.

- K. California State Water Resources Control Board, Water Treatment Operator Grade T-II and T-III: Two and one-half percent (2.5%) per certification. This Certification/License Pay is only applicable to unit members assigned to the Water Worker I/II and Senior Water Worker classifications.
- L. CPR/First Aid Trainer: Five percent (5%) of base rate of pay. This Certification/License Pay is only applicable to unit members in classifications assigned to Recreation & Community Services.
- M. Global Identification System (GIS) Certification: Five percent (5%) of base rate of pay. This Certification pay is available to all unit members.
- N. Employees will be ineligible for any of the Certification/License Pays listed in subsections (A)-(G) and (I) to (M) upon expiration/termination of the license or certificate.
- O. Employees receiving any Certification/License Pay set forth in Section 11.12 of this MOU shall not be entitled to Out-of-Class Pay when performing duties authorized by their Certification/License.

(18) OTHER BENEFITS

For other benefits, such as bereavement, catastrophic leave, medical, dental, and vision insurance, retirement, tuition and mileage reimbursements, sick and vacation leave, and workers' compensation, and so on, applicable to SFPEA/SEIU Local 721 unit members, please refer to their current MOU (Contract No. 2145), which was adopted by the City Council on April 17, 2023.

SECTION 8: Except as amended herein, all other provisions of Resolution No. 8162, adopted June 21, 2022, remains unchanged and in full force and effect.

SECTION 9: The City Clerk shall certify to the adoption of this Resolution and shall cause this Resolution and her certification to be filed in the office of the City Clerk.

PASSED, APPROVED, AND ADOPTED THIS 17th day of April, 2023.

DocuSigned by:
Celeste Rodriguez
 1802A32830E7406
 Celeste T. Rodriguez, Mayor of the City of San Fernando, California

ATTEST:

DocuSigned by:
Julia Fritz
 F41625636593483...
 Julia Fritz, City Clerk

CERTIFICATION

I, City Clerk of the City of San Fernando, California, do hereby certify that the foregoing is a full, true, and correct copy of Resolution No. 8227 which was regularly introduced and adopted by the City Council of the City of San Fernando, California, at a regular meeting thereof held on the 17th day of April, 2023, by the following vote of the City Council:

AYES: Solorio, Fajardo, Montañez, Mendoza, Rodriguez - 5

NAYS: None

ABSENT: None

ABSTAINED: None

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City of San Fernando, California, this 19th day of April, 2023.

DocuSigned by:

Julia Fritz

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Julia Fritz, City Clerk