

**ATTACHMENT "A"**  
**REPRESENTED NON-SUPERVISORY EMPLOYEES**  
**EFFECTIVE JULY 1, 2015 - JUNE 30, 2016**

<b>POSITION</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
Account Clerk I	3189	3348	3515	3691	3876		
Account Clerk II	3417	3588	3767	3956	4153		
Account Clerk III	3582	3761	3949	4146	4354		
Accountant I	4174	4382	4602	4832	5073		
Accountant II	4603	4833	5075	5329	5595		
Accountant III	5323	5589	5868	6162	6470		
Administrative Clerk	3161	3319	3485	3660	3843		
Admin. Secretary	3906	4101	4306	4521	4747		
Assistant Engineer	5546	5824	6115	6421	6742		
Assistant Planner	5009	5259	5522	5798	6088		
Associate Engineer	6449	6771	7110	7465	7838		
Building Inspector	4762	5000	5250	5513	5789		
Bldg. Permit Technician	3575	3754	3941	4138	4345		
Cashier	3350	3517	3693	3878	4072		
Counter Services Representative	4195	4405	4625	4857	5099		
Custodian	3101	3256	3419	3590	3769		
Customer Service Rep.	4009	4209	4420	4641	4873		
Data Entry Computer Oper.	2932	3078	3232	3394	3564		
Data Processing Assistant	4302	4517	4743	4980	5229		
Duplic. Equipment Oper.	3394	3564	3742	3929	4126		
Engrg. Drafting Tech.	4125	4331	4548	4775	5014		
Equip. Mechanic I	3453	3626	3807	3998	4198		
Equip. Mechanic II	3851	4044	4246	4458	4681		
Equip. Mechanic III	4236	4448	4670	4904	5149		
Fac. Maint. Worker I	3192	3352	3519	3695	3880		
Fac. Maint. Worker II	3544	3721	3907	4103	4308		
Fac. Maint. Worker III	4093	4298	4513	4738	4975		
Housing Prgms. Specialist	4211	4422	4643	4875	5119		
Maintenance Crew Leader	3879	4073	4277	4491	4715		
Maintenance Worker	3046	3199	3359	3527	3703	3888	4083
Neighborhood Imp. Officer	4319	4535	4762	5000	5250		
Parking Enfrmnt. Officer	3403	3573	3752	3940	4137		
Personnel Assistant	3687	3872	4065	4269	4482		
Plan Checker	5395	5665	5948	6246	6558		
Planning Technician	4195	4405	4625	4857	5099		
Public Works Inspector	4881	5125	5381	5650	5932		
Public Works Programs Insp.	4881	5125	5381	5650	5932		
Revenue Collections Asst.	3946	4144	4351	4569	4797		
Secretary	3749	3936	4133	4340	4557		
Water Systems Operator I	3501	3676	3860	4053	4256		
Water Systems Operator II	3810	4001	4201	4411	4631		
Water Systems Operator III	4199	4409	4629	4861	5104		

**ATTACHMENT "A"**  
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<b>POSITION</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
Account Clerk I	3252	3415	3586	3765	3953		
Account Clerk II	3485	3660	3843	4035	4236		
Account Clerk III	3653	3836	4028	4229	4441		
Accountant I	4257	4470	4694	4928	5175		
Accountant II	4695	4930	5177	5435	5707		
Accountant III	5429	5700	5985	6285	6599		
Administrative Clerk	3224	3386	3555	3733	3919		
Admin. Secretary	3984	4183	4392	4612	4842		
Assistant Engineer	5657	5940	6237	6549	6877		
Assistant Planner	5109	5365	5633	5914	6210		
Associate Engineer	6578	6907	7252	7614	7995		
Building Inspector	4858	5100	5356	5623	5904		
Bldg. Permit Technician	3646	3829	4020	4221	4432		
Cashier	3417	3588	3767	3955	4153		
Counter Services Representative	4279	4493	4718	4954	5201		
Custodian	3163	3321	3487	3662	3845		
Customer Service Rep.	4089	4294	4508	4734	4970		
Data Entry Computer Oper.	2990	3140	3297	3462	3635		
Data Processing Assistant	4388	4608	4838	5080	5334		
Duplic. Equipment Oper.	3462	3635	3817	4008	4208		
Engrg. Drafting Tech.	4207	4418	4639	4871	5114		
Equip. Mechanic I	3522	3698	3883	4078	4281		
Equip. Mechanic II	3928	4124	4331	4547	4775		
Equip. Mechanic III	4321	4537	4764	5002	5252		
Fac. Maint. Worker I	3256	3419	3590	3769	3957		
Fac. Maint. Worker II	3615	3796	3986	4185	4394		
Fac. Maint. Worker III	4175	4384	4603	4833	5075		
Housing Prgms. Specialist	4295	4510	4736	4973	5221		
Maintenance Crew Leader	3957	4155	4363	4581	4810		
Maintenance Worker	3107	3263	3426	3597	3777	3966	4164
Neighborhood Imp. Officer	4406	4626	4857	5100	5355		
Parking Enfrmnt. Officer	3471	3645	3827	4019	4219		
Personnel Assistant	3761	3949	4147	4354	4572		
Plan Checker	5503	5778	6067	6371	6689		
Planning Technician	4279	4493	4718	4954	5201		
Public Works Inspector	4978	5227	5488	5763	6051		
Public Works Programs Insp.	4978	5227	5488	5763	6051		
Revenue Collections Asst.	4025	4227	4438	4660	4893		
Secretary	3824	4015	4216	4426	4648		
Water Systems Operator I	3571	3750	3937	4134	4341		
Water Systems Operator II	3886	4081	4285	4499	4724		
Water Systems Operator III	4283	4497	4722	4958	5206		

**ATTACHMENT "B"**  
**PARKS AND RECREATION HOURLY REPRESENTED**  
**WAGE SCHEDULE**  
**EFFECTIVE July 1, 2015 - December 30, 2016**

Classification		Effective July 1, 2015	
		Min.	Max.
1	Lifeguard	\$11.14	\$13.60
2	Lifeguard/Instructor	\$12.57	\$15.14
3	Pool Attendant	\$9.50	\$9.67
4	Pool Cashier	\$9.50	\$11.29
5	Pool Manager	\$15.38	\$19.77
6	*Recreation Aide	\$9.50	\$9.89
7	*Recreation Leader I	\$9.50	\$10.52
8	Recreation Leader II	\$10.07	\$12.07
9	Recreation Leader III	\$11.47	\$15.00
10	Recreation Leader IV	\$15.38	\$19.77
11	Senior Lifeguard/Instructor	\$13.98	\$16.69
12	**Specialist	\$9.50	and up
13	Sports Official	\$9.50	\$18.98

\*Excluding Golf Course

\*\*General Recreation Dept. 8200 Only

Revised 09/24/2015

**EFFECTIVE January 1, 2016 - June 30, 2016**

Classification		Effective January 1, 2016	
		Min.	Max.
1	Lifeguard	\$11.14	\$13.60
2	Lifeguard/Instructor	\$12.57	\$15.14
3	Pool Attendant ♦	\$10.00	\$10.17
4	Pool Cashier ♦	\$10.00	\$11.79
5	Pool Manager	\$15.38	\$19.77
6	*Recreation Aide ♦	\$10.00	\$10.39
7	*Recreation Leader I ♦	\$10.00	\$11.02
8	Recreation Leader II	\$10.07	\$12.07
9	Recreation Leader III	\$11.47	\$15.00
10	Recreation Leader IV	\$15.38	\$19.77
11	Senior Lifeguard/Instructor	\$13.98	\$16.69
12	**Specialist ♦	\$10.00	and up
13	Sports Official ♦	\$10.00	\$19.48

♦ Minimum Wage Increase Effective Jan 2016, from \$9 to \$10

\*Excluding Golf Course

\*\*General Recreation Dept. 8200 Only

Revised 09/24/2015

**EFFECTIVE July 1, 2016 - June 30, 2017**

Classification		Effective July 1, 2016	
		Min.	Max.
1	Lifeguard	\$11.64	\$14.10
2	Lifeguard/Instructor	\$13.07	\$15.64
3	Pool Attendant	\$10.50	\$10.67
4	Pool Cashier	\$10.50	\$12.29
5	Pool Manager	\$15.88	\$20.27
6	*Recreation Aide	\$10.50	\$10.89
7	*Recreation Leader I	\$10.50	\$11.52
8	Recreation Leader II	\$10.57	\$12.57
9	Recreation Leader III	\$11.97	\$15.50
10	Recreation Leader IV	\$15.88	\$20.27
11	Senior Lifeguard/Instructor	\$14.48	\$17.19
12	**Specialist	\$10.50	and up
13	Sports Official	\$10.50	\$19.98

\*Excluding Golf Course

\*\*General Recreation Dept. 8200 Only

Revised 09/24/2015

**ATTACHMENT "A"**  
**HOURLY AT-WILL BARGAINING UNIT - WAGE SCHEDULE**  
**(Revised September 2015)**

**Effective February 1, 2015 through June 30, 2016**

Classification		Min.	Max.
1.	Crossing Guard	\$ 11.37	\$ 14.97
2.	Maintenance Aide	\$ 11.37	\$ 17.59
3.	Office Clerk	\$ 11.37	\$ 14.76
4.	* Recreation Aid	\$ 11.37	\$ 12.89
5.	* Recreation Leader I	\$ 11.37	\$ 13.32
6.	Senior Office Clerk	\$ 11.12	\$ 15.14
7.	** Specialist	\$ 11.37	\$ 26.07

**Effective July 1, 2016 through June 30, 2017**

Classification		Min.	Max.
1.	Crossing Guard	\$ 12.37	\$ 15.97
2.	Maintenance Aide	\$ 12.37	\$ 18.59
3.	Office Clerk	\$ 12.37	\$ 15.76
4.	* Recreation Aid	\$ 12.37	\$ 13.89
5.	* Recreation Leader I	\$ 12.37	\$ 14.32
6.	Senior Office Clerk	\$ 12.12	\$ 16.14
7.	** Specialist	\$ 12.37	\$ 27.07

\* Golf Course

\*\* Non-Recreation- any department excluding 8200 (General Recreation)

## MEMORANDUM OF UNDERSTANDING

2015 -2017

MID-MANAGERS, PROFESSIONALS, &amp; CONFIDENTIAL EMPLOYEES ASSOCIATION

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## Attachment C

**CITY OF PICO RIVERA**  
**Monthly Salary Ranges for Professional & Confidential At-Will Positions**  
**Effective July 1, 2015**

	Position	Group	Applicable Zones and Ranges			
			A	B	C	D
1	Analyst	V	5,045 - 5,802	5,803 - 6,964		
2	Assistant City Engineer	V				8,187 - 9,412
3	Assistant to the City Manager	VII	9,134 - 10,504			
4	Building Official	VI				8,960 - 10,214
5	City Clerk (rev. 12/10/13)	VI				6,652 - 7,753
6	City Engineer	VI				8,960 - 10,214
7	City Treasurer	VI				8,960 - 10,214
8	Executive Assistant	II		3,731 - 4,573	4,574 - 5,578	
9	Manager	VI	5,838 - 6,713	6,714- 7,721		
10	Planner	V	5,045 - 5,802	5,803 - 6,964		
11	Principal Accountant	V				8,187 - 9,412
12	Principal Analyst	V				8,187 - 9,412
13	Principal Planner	V				8,187 - 9,412
14	Public Information Officer	V	5,045 - 5,802	5,803 - 6,964		
15	Public Works Superintendent	VI		6,714 - 7,721	7,723 - 8,959	
16	Senior Accountant	V			6,966 - 8,186	
17	Senior Analyst	V			6,966 - 8,186	
18	Senior Engineer	V			6,966 - 8,186	
19	Senior Executive Assistant	II				5,748 - 6,494
20	Senior Manager	VI			7,723 - 8,959	
21	Senior Planner	V			6,966 - 8,186	
22	Senior Public Information Officer	V			6,966 - 8,186	

MEMORANDUM OF UNDERSTANDING

2015 -2017

MID-MANAGERS, PROFESSIONALS, & CONFIDENTIAL EMPLOYEES ASSOCIATION

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**CITY OF PICO RIVERA**

**Monthly Salary Ranges for Represented At-Will Middle Management Positions**

**EFFECTIVE JULY 1, 2015 - JUNE 30, 2016**

	Position	Group	Applicable Zones and Ranges			
			A	B	C	D
1	Coordinator	IV	4468 - 5138	5139 - 5908		
2	Deputy City Clerk	II			4596 - 5606	5607 - 6336
3	Senior Coordinator	IV			5909 - 7092	
4	Senior Inspector	III			5675 - 6952	6953 - 7997
5	Senior Supervisor	IV				7093 - 8157
6	Senior Technician	III			5675 - 6952	6953 - 7997
7	Supervisor	IV			5909 - 7092	
8	Technician	III	3975 - 4670	4671 - 5674		

## MEMORANDUM OF UNDERSTANDING

2015 -2017

MID-MANAGERS, PROFESSIONALS, &amp; CONFIDENTIAL EMPLOYEES ASSOCIATION

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**CITY OF PICO RIVERA**  
**Monthly Salary Ranges for Professional & Confidential At-Will Positions**  
**Effective July 1, 2016**

	Position	Group	Applicable Zones and Ranges			
			A	B	C	D
1	Analyst	V	5,146 - 5,918	5,919 - 7,103		
2	Assistant City Engineer	V				8,351 - 9,600
3	Assistant to the City Manager	VII	9,317 - 10,714			
4	Building Official	VI				9,139 - 10,418
5	City Clerk (rev. 12/10/13)	VI				6,785 - 7,908
6	City Engineer	VI				9,139 - 10,418
7	City Treasurer	VI				9,139 - 10,418
8	Executive Assistant	II		3,806 - 4,664	4,665 - 5,690	
9	Manager	VI	5,955 - 6,847	6,848- 7,875		
10	Planner	V	5,146 - 5,918	5,919 - 7,103		
11	Principal Accountant	V				8,351 - 9,600
12	Principal Analyst	V				8,351 - 9,600
13	Principal Planner	V				8,351 - 9,600
14	Public Information Officer	V	5,146 - 5,918	5,919 - 7,103		
15	Public Works Superintendent	VI		6,848- 7,875	7,877 - 9,138	
16	Senior Accountant	V			7,105 - 8,350	
17	Senior Analyst	V			7,105 - 8,350	
18	Senior Engineer	V			7,105 - 8,350	
19	Senior Executive Assistant	II				5,863 - 6,624
20	Senior Manager	VI			7,877 - 9,138	
21	Senior Planner	V			7,105 - 8,350	
22	Senior Public Information Officer	V			7,105 - 8,350	

MEMORANDUM OF UNDERSTANDING

2015 -2017

MID-MANAGERS, PROFESSIONALS, & CONFIDENTIAL EMPLOYEES ASSOCIATION

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**CITY OF PICO RIVERA**

**Monthly Salary Ranges for Represented At-Will Middle Management Positions**

**EFFECTIVE JULY 1, 2016 - JUNE 30, 2017**

	Position	Group	Applicable Zones and Ranges			
			A	B	C	D
1	Coordinator	IV	4557 - 5241	5242 - 6026		
2	Deputy City Clerk	II			4688 - 5718	5719 - 6463
3	Senior Coordinator	IV			6027 - 7234	
4	Senior Inspector	III			5789 - 7091	7092 - 8157
5	Senior Supervisor	IV				7235 - 8320
6	Senior Technician	III			5789 - 7091	7092 - 8157
7	Supervisor	IV			6027 - 7234	
8	Technician	III	4055 - 4763	4764 - 5787		

**CITY OF PICO RIVERA**  
**Monthly Salary Ranges for Executive Bargaining Unit**  
**Effective July 1, 2015 - June 30, 2016**

	Position	Group	Applicable Zones and Ranges			
			A	B	C	D
1	<i>Assistant City Manager</i>	VII				12,946 - 14,240
2	Deputy Director	VI				9,183 - 10,470
3	Directors	VII	9,363 - 10,767	10,769 - 12,063	12,064 - 13,268	

**CITY OF PICO RIVERA**  
**Monthly Salary Ranges for Executive Bargaining Unit**  
**Effective July 1, 2016 - June 30, 2017**

	Position	Group	Applicable Zones and Ranges			
			A	B	C	D
1	<i>Assistant City Manager</i>	VII				13,205 - 14,525
2	Deputy Director	VI				9,367 - 10,679
3	Directors	VII	9,550 - 10,982	10,984 - 12,304	12,305 - 13,533	

**CITY OF PICO RIVERA  
CITY MANAGER SALARY  
Effective July 1, 2015**

	Position	Salary
	City Manager	\$19,066.66 per month

INTRODUCED 9-3-2002  
ADOPTED 9-16-2002

6858

11.

**ORDINANCE NO. 987**

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PICO RIVERA AMENDING SECTION 2.08.030 OF CHAPTER 2.08 OF TITLE 2, OF THE PICO RIVERA MUNICIPAL CODE RELATING TO COMPENSATION FOR CITY COUNCILMEMBERS**

**WHEREAS**, Compensation for City Councilmembers was established in March, 1966, pursuant to Government Code; and

**WHEREAS**, Section 36516 of the Government Code provides for the adjustment of the amount of compensation for City Councilmembers by five (5%) for each year from the operative date of the last salary adjustment; and

**WHEREAS**, the operative date of the last salary adjustment was March 14, 2001.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF PICO RIVERA DOES ORDAIN AS FOLLOWS:**

**SECTION 1.** Section 2.08.030 of Chapter 2.08 of Title 2, of the Pico Rivera Municipal Code is hereby amended to read as follows:

**"2.08.030 Compensation.** City Councilmembers shall be compensated for their services in the sum of \$822.14 per month each, which salary shall be a charge against the City and payable each and every month during said term or terms of office."

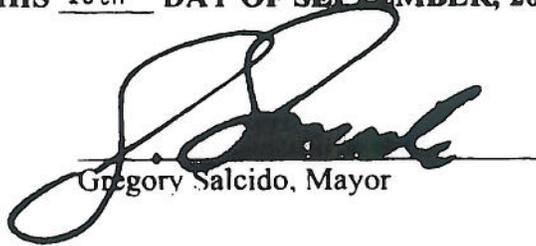
**SECTION 2.** Pursuant to the provisions of Section 36516.5 of the Government Code, this ordinance shall take effect as to all Councilmembers when one or more members of the City Council begins a new term of office following the 2001 general municipal election.

**SECTION 3.** The City Council hereby declares that it would have passed this Ordinance sentence by sentence, paragraph by paragraph, and section by section, and does hereby declare that the provisions of this Ordinance are severable, and if, for any reason, any sentence, paragraph or section of this ordinance shall be held invalid, such decision shall not affect the validity of the remaining parts of this Ordinance.

**ORDINANCE NO. 987**  
**Page 2**

**SECTION 4.** The City Clerk shall certify to the adoption of this Ordinance. The City Council hereby finds that there are no newspapers of general circulation published and circulated within the City. The City Clerk shall therefore cause this Ordinance to be posted in five public places within the City as specified in the Pico Rivera Municipal Code within fifteen days of its final passage and this Ordinance shall take effect March 19, 2003

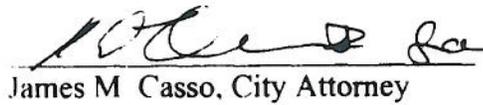
**APPROVED AND ADOPTED THIS 16th DAY OF SEPTEMBER, 2002.**

  
Gregory Salcido, Mayor

**ATTEST:**

**APPROVED AS TO FORM:**

  
Christine J. Schaefer, City Clerk

  
James M. Casso, City Attorney

**AYES:** Armenta, Proo, Ramirez  
**NOES:** Garcia, Salcido  
**ABSENT:** None  
**ABSTAIN:** None