

CITY OF PICO RIVERA
Monthly Salary Ranges for Directors Unit Positions
Effective Fiscal Years 2018-19 and 2019-20*
Updated September 25, 2018

**Salary ranges below reflect 4.0% cost of living adjustment for FY 2018-19 effective the first full pay period in July, 2018; and 3.0% cost of living adjustment for FY 2019-20 effective the first full pay period in July, 2019.*

Fiscal Year 2018-19*

Position	Group	Applicable Zones and Ranges			
		Zone A 2018-2019 4%	Zone B 2018-2019 4%	Zone C 2018-2019 4%	Zone D 2018-2019 4%
Assistant City Manager	VII				\$14,149 - \$15,564
Director	VII	\$9,835 - \$11,311	\$11,313 - \$12,671	\$12,672 - \$14,499	
Deputy Director	VII				\$10,036 - \$11,442
City Clerk	VII				\$7,864 - \$10,403

Fiscal Year 2019-20*

Position	Group	Applicable Zones and Ranges			
		Zone A 2019-2020 3%	Zone B 2019-2020 3%	Zone C 2019-2020 3%	Zone D 2019-2020 3%
Assistant City Manager	VII				\$14,573 - \$16,031
Director	VII	\$10,130 - \$11,650	\$11,652 - \$13,051	\$13,052 - \$14,934	
Deputy Director	VII				\$10,337 - \$11,785
City Clerk	VII				\$8,100 - \$10,715

CITY OF PICO RIVERA
Monthly Salary Ranges for SEIU Local 721 Full-Time Employees
Effective Fiscal Years 2018-19 and 2019-20*
Updated September 25, 2018

**Salary ranges below reflect 4.0% cost of living adjustment for FY 2018-19 effective the first full pay period in July, 2018; and 3.0% cost of living adjustment for FY 2019-20 effective the first full pay period in July, 2019.*

Fiscal Year 2018-19*

CLASSIFICATION	STEP A	STEP B	STEP C	STEP D	STEP E
Account Clerk I	3,768	3,957	4,154	4,362	4,580
Account Clerk II	4,038	4,240	4,452	4,675	4,908
Account Clerk III	4,233	4,444	4,667	4,900	5,145
Accountant I	4,932	5,179	5,438	5,710	5,995
Accountant II	5,440	5,712	5,998	6,298	6,612
Accountant III	6,290	6,605	6,935	7,282	7,646
Administrative Clerk	3,736	3,923	4,119	4,325	4,541
Administrative Secretary	4,616	4,846	5,089	5,343	5,610
Assistant Engineer	6,555	6,882	7,227	7,588	7,967
Assistant Planner	5,919	6,215	6,526	6,853	7,195
Associate Engineer	7,621	8,002	8,402	8,822	9,263
Building Inspector	5,628	5,909	6,205	6,515	6,841
Building Permit Technician	4,225	4,436	4,658	4,891	5,135
Cashier	3,959	4,157	4,365	4,583	4,812
Counter Services Representative	4,958	5,206	5,466	5,739	6,026
Custodian	3,665	3,848	4,040	4,242	4,455
Customer Service Rep.	4,738	4,975	5,223	5,485	5,759
Data Entry Computer Operator	3,465	3,638	3,820	4,011	4,211
Data Processing Assistant	5,084	5,338	5,605	5,886	6,180
Digital and Media Assistant	4,182	4,391	4,611	4,796	5,036
Duplicating Equipment Operator	4,011	4,212	4,422	4,643	4,876
Engineering Drafting Technician	4,875	5,118	5,374	5,643	5,925
Equipment Mechanic I	4,081	4,285	4,499	4,724	4,961
Equipment Mechanic II	4,551	4,779	5,018	5,268	5,532
Equipment Mechanic III	5,006	5,257	5,519	5,795	6,085
Facilities Maintenance Worker I	3,772	3,961	4,159	4,367	4,585
Facilities Maintenance Worker II	4,188	4,398	4,618	4,849	5,091
Facilities Maintenance Worker III	4,837	5,079	5,333	5,600	5,880
Housing Programs Specialist	4,977	5,226	5,487	5,761	6,049
Maintenance Worker I	3,600	3,780	3,969	4,168	4,376
Maintenance Worker II	4,167	4,376	4,595	4,825	5,055
Maintenance III/Crew Leader	4,585	4,814	5,055	5,307	5,573
Neighborhood Improvement Officer	5,104	5,360	5,628	5,909	6,204
Parking Enforcement Officer	4,022	4,223	4,434	4,656	4,889
Personnel Assistant	4,358	4,576	4,804	5,045	5,297
Plan Checker	6,376	6,695	7,030	7,381	7,750
Planning Technician	4,958	5,206	5,466	5,739	6,026
Public Works Inspector	5,768	6,056	6,359	6,677	7,011
Public Works Programs Insp.	5,768	6,056	6,359	6,677	7,011
Revenue Collections Assistant	4,664	4,897	5,142	5,399	5,669
Secretary	4,430	4,652	4,884	5,129	5,385
Water Systems Operator I	4,137	4,344	4,562	4,790	5,029
Water Systems Operator II	4,503	4,728	4,964	5,212	5,473
Water Systems Operator III	4,962	5,210	5,471	5,744	6,031

CITY OF PICO RIVERA
Monthly Salary Ranges for SEIU Local 721 Full-Time Employees
Effective Fiscal Years 2018-19 and 2019-20*
Updated September 25, 2018

**Salary ranges below reflect 4.0% cost of living adjustment for FY 2018-19 effective the first full pay period in July, 2018; and 3.0% cost of living adjustment for FY 2019-20 effective the first full pay period in July, 2019.*

Fiscal Year 2019-20*

CLASSIFICATION	STEP	STEP	STEP	STEP	STEP
	A	B	C	D	E
Account Clerk I	3,881	4,075	4,279	4,493	4,718
Account Clerk II	4,159	4,367	4,586	4,815	5,056
Account Clerk III	4,360	4,578	4,807	5,047	5,299
Accountant I	5,080	5,334	5,601	5,881	6,175
Accountant II	5,603	5,883	6,178	6,486	6,811
Accountant III	6,479	6,803	7,143	7,500	7,875
Administrative Clerk	3,848	4,040	4,242	4,455	4,677
Administrative Secretary	4,754	4,992	5,241	5,503	5,779
Assistant Engineer	6,751	7,089	7,443	7,815	8,206
Assistant Planner	6,097	6,402	6,722	7,058	7,411
Associate Engineer	7,850	8,242	8,654	9,087	9,541
Building Inspector	5,797	6,087	6,391	6,711	7,046
Building Permit Technician	4,351	4,569	4,798	5,037	5,289
Cashier	4,078	4,281	4,496	4,720	4,956
Counter Services Representative	5,107	5,362	5,630	5,912	6,207
Custodian	3,775	3,963	4,162	4,370	4,588
Customer Service Rep.	4,880	5,124	5,380	5,649	5,931
Data Entry Computer Operator	3,569	3,747	3,934	4,131	4,338
Data Processing Assistant	5,237	5,499	5,773	6,062	6,365
Digital and Media Assistant	4,307	4,523	4,750	4,940	5,187
Duplicating Equipment Operator	4,132	4,338	4,555	4,783	5,022
Engineering Drafting Technician	5,021	5,272	5,536	5,812	6,103
Equipment Mechanic I	4,203	4,414	4,634	4,866	5,109
Equipment Mechanic II	4,688	4,922	5,168	5,426	5,698
Equipment Mechanic III	5,156	5,414	5,685	5,969	6,268
Facilities Maintenance Worker I	3,885	4,080	4,284	4,498	4,723
Facilities Maintenance Worker II	4,314	4,530	4,756	4,994	5,244
Facilities Maintenance Worker III	4,982	5,231	5,493	5,768	6,056
Housing Programs Specialist	5,126	5,382	5,651	5,934	6,231
Maintenance Worker I	3,708	3,894	4,088	4,293	4,507
Maintenance Worker II	4,292	4,508	4,733	4,969	5,207
Maintenance III/Crew Leader	4,722	4,958	5,206	5,467	5,740
Neighborhood Improvement Officer	5,257	5,520	5,796	6,086	6,390
Parking Enforcement Officer	4,143	4,350	4,567	4,796	5,035
Personnel Assistant	4,488	4,713	4,948	5,196	5,456
Plan Checker	6,567	6,896	7,240	7,603	7,983
Planning Technician	5,107	5,362	5,630	5,912	6,207
Public Works Inspector	5,941	6,238	6,550	6,877	7,221
Public Works Programs Insp.	5,941	6,238	6,550	6,877	7,221
Revenue Collections Assistant	4,804	5,044	5,296	5,561	5,839
Secretary	4,563	4,791	5,031	5,282	5,546
Water Systems Operator I	4,262	4,475	4,698	4,933	5,180
Water Systems Operator II	4,638	4,870	5,113	5,369	5,637
Water Systems Operator III	5,111	5,366	5,635	5,916	6,212

CITY OF PICO RIVERA
Monthly Salary Ranges for Professional and Confidential Positions
Effective Fiscal Years 2018-19 and 2019-20*
Updated September 25, 2018

**Salary ranges below reflect 4.0% cost of living adjustment for FY 2018-19 effective the first full pay period in July, 2018; and 3.0% cost of living adjustment for FY 2019-20 effective the first full pay period in July, 2019.*

Fiscal Year 2018-19*

Position	Group	Applicable Zones and Ranges			
		Zone A 2018-2019 4%	Zone B 2018-2019 4%	Zone C 2018-2019 4%	Zone D 2018-2019 4%
Analyst	V	\$5,962 - \$6,857	\$6,858 - \$8,228		
Assistant City Engineer	V				\$9,675 - \$11,122
Assistant to the City Manager	VII	\$10,794 - \$12,413			
Building Official	VI				\$10,589 - \$12,071
Executive Assistant	II		\$4,409 - \$5,404	\$5,405 - \$6,593	
Junior Deputy City Clerk			\$4,428 - \$6,321		
Manager	VI	\$6,899 - \$7,933	\$7,934 - \$9,125		
Planner	V	\$5,962 - \$6,857	\$6,858 - \$8,228		
Principal Accountant	V				\$9,675 - \$11,122
Principal Analyst	V				\$9,675 - \$11,122
Principal Planner	V				\$9,675 - \$11,122
Public Information Officer	V	\$5,962 - \$6,857	\$6,858 - \$8,228		
Public Works Superintendent	VI		\$7,934 - \$9,125	\$9,128 - \$10,586	
Senior Accountant	V			\$8,233 - \$9,673	
Senior Analyst	V			\$8,233 - \$9,673	
Senior Engineer	V			\$8,233 - \$9,673	
Senior Executive Assistant	II				\$6,792 - \$7,675
Senior Manager	VI			\$9,128 - \$10,586	
Senior Planner	V			\$8,233 - \$9,673	
Senior Public Information Officer	V			\$8,233 - \$9,673	

Fiscal Year 2019-20*

Position	Group	Applicable Zones and Ranges			
		Zone A 2018-2019 3%	Zone B 2018-2019 3%	Zone C 2018-2019 3%	Zone D 2018-2019 3%
Analyst	V	\$6,141 - \$7,062	\$7,063 - \$8,475		
Assistant City Engineer	V				\$9,965 - \$11,455
Assistant to the City Manager	VII	\$11,118 - \$12,786			
Building Official	VI				\$10,907 - \$12,433
Executive Assistant	II		\$4,541 - \$5,566	\$5,567 - \$6,790	
Junior Deputy City Clerk			\$4,561 - \$6,511		
Manager	VI	\$7,106 - \$8,171	\$8,172 - \$9,399		
Planner	V	\$6,141 - \$7,062	\$7,063 - \$8,475		
Principal Accountant	V				\$9,965 - \$11,455
Principal Analyst	V				\$9,965 - \$11,455
Principal Planner	V				\$9,965 - \$11,455
Public Information Officer	V	\$6,141 - \$7,062	\$7,063 - \$8,475		
Public Works Superintendent	VI		\$8,172 - \$9,399	\$9,402 - \$10,904	
Senior Accountant	V			\$8,480 - \$9,963	
Senior Analyst	V			\$8,480 - \$9,963	
Senior Engineer	V			\$8,480 - \$9,963	
Senior Executive Assistant	II				\$6,996 - \$7,905
Senior Manager	VI			\$9,402 - \$10,904	
Senior Planner	V			\$8,480 - \$9,963	
Senior Public Information Officer	V			\$8,480 - \$9,963	

CITY OF PICO RIVERA
Monthly Salary Ranges for Mid-Manager Positions
Effective Fiscal Years 2018-19 and 2019-20*
Updated September 25, 2018

**Salary ranges below reflect 4.0% cost of living adjustment for FY 2018-19 effective the first full pay period in July, 2018; and 3.0% cost of living adjustment for FY 2019-20 effective the first full pay period in July, 2019.*

Fiscal Year 2018-19*

Position	Group	Applicable Zones and Ranges			
		Zone A 2018-2019 4%	Zone B 2018-2019 4%	Zone C 2018-2019 4%	Zone D 2018-2019 4%
Coordinator	IV	\$5,281 - \$6,073	\$6,074 - \$6,983		
Deputy City Clerk	II			\$5,434 - \$6,628	\$6,629 - \$7,490
Senior Coordinator	IV			\$6,985 - \$8,384	
Senior Inspector	III			\$6,708 - \$8,218	\$8,219 - \$9,454
Senior Supervisor	IV				\$8,385 - \$9,642
Senior Technician	III			\$6,708 - \$8,218	\$8,219 - \$9,454
Supervisor	IV			\$6,985 - \$8,384	
Technician	IIII	\$4,700 - \$5,521	\$5,522 - \$6708		

Fiscal Year 2019-20*

Position	Group	Applicable Zones and Ranges			
		Zone A 2019-2020 3%	Zone B 2019-2020 3%	Zone C 2019-2020 3%	Zone D 2019-2020 3%
Coordinator	IV	\$5,440 - \$6,255	\$6,256 - \$7,193		
Deputy City Clerk	II			\$5,597 - \$6,826	\$6,828 - \$7,715
Senior Coordinator	IV			\$7,195 - \$8,636	
Senior Inspector	III			\$6,910 - \$8,465	\$8,466 - \$9,737
Senior Supervisor	IV				\$8,637 - \$9,932
Senior Technician	III			\$6,910 - \$8,465	\$8,466 - \$9,737
Supervisor	IV			\$7,195 - \$8,636	
Technician	IIII	\$4,841 - \$5,686	\$5,688 - \$6,909		

APPENDIX B
Salary Schedules Effective July 1, 2017 – June 30, 2020
Classifications Listed in Appendix A

<i>Effective FY 2018-19</i>						
Hourly Positions	FY 2017-2018		JULY 1, 2018		JANUARY 1, 2019	
Classification	Min.	Max.	Min.	Max.	Min.	Max.
	<i>*See Note Below</i>		w/ 7% Cost of Living Adjustment		Adjusted for \$12/hr Minimum Wage	
Lifeguard	\$ 11.64	\$ 14.10	\$ 12.45	\$ 15.09	\$ 12.45	\$ 15.09
Lifeguard/Instructor	\$ 13.07	\$ 15.64	\$ 13.98	\$ 16.73	\$ 13.98	\$ 16.73
Pool Attendant	\$ 11.00	\$ 11.00	\$ 11.77	\$ 11.77	\$ 12.00	\$ 12.00
Pool Cashier	\$ 11.00	\$ 12.29	\$ 11.77	\$ 13.15	\$ 12.00	\$ 13.15
Pool Manager	\$ 15.88	\$ 20.27	\$ 16.99	\$ 21.69	\$ 16.99	\$ 21.69
Recreation Aide	\$ 11.00	\$ 10.89	\$ 11.77	\$ 11.65	\$ 12.00	\$ 11.65
Recreation Leader I	\$ 11.00	\$ 11.52	\$ 11.77	\$ 12.33	\$ 12.00	\$ 12.33
Recreation Leader II	\$ 11.00	\$ 12.57	\$ 11.77	\$ 13.45	\$ 12.00	\$ 13.45
Recreation Leader III	\$ 11.97	\$ 15.50	\$ 12.81	\$ 16.59	\$ 12.81	\$ 16.59
Recreation Leader IV	\$ 15.88	\$ 20.27	\$ 16.99	\$ 21.69	\$ 16.99	\$ 21.69
Senior Lifeguard/Instructor	\$ 14.48	\$ 17.19	\$ 15.49	\$ 18.39	\$ 15.49	\$ 18.39
Specialist	\$ 11.00	No Max	\$ 11.77	No Max	\$ 12.00	No Max
Sports Official	\$ 11.00	\$ 19.98	\$ 11.77	\$ 21.38	\$ 12.00	\$ 21.38
Crossing Guard	\$ 12.37	\$ 15.97	\$ 13.24	\$ 17.09	\$ 13.24	\$ 17.09
Maintenance Aide	\$ 12.37	\$ 18.59	\$ 13.24	\$ 19.89	\$ 13.24	\$ 19.89
Office Clerk	\$ 12.37	\$ 15.76	\$ 13.24	\$ 16.86	\$ 13.24	\$ 16.86
Recreation Aide	\$ 12.37	\$ 13.89	\$ 13.24	\$ 14.86	\$ 13.24	\$ 14.86
Recreation Leader I	\$ 12.37	\$ 14.32	\$ 13.24	\$ 15.32	\$ 13.24	\$ 15.32
Senior Office Clerk	\$ 12.12	\$ 16.14	\$ 12.97	\$ 17.27	\$ 12.97	\$ 17.27
Specialist	\$ 12.37	\$ 27.07	\$ 13.24	\$ 28.96	\$ 13.24	\$ 28.96
<i>*MOU provides a one-time \$500/off salary schedule stipend upon approval by the City Council and mer</i>						

**MOU provides a one-time \$500/off salary schedule stipend upon approval by the City Council and member ratification.*

APPENDIX B
Salary Schedules Effective July 1, 2017 – June 30, 2020
Classifications Listed in Appendix A

Hourly Positions Classification	JULY 1, 2019		JANUARY 1, 2020	
	Min.	Max.	Min.	Max.
	w/ 7% Cost of Living Adjustment		Adjusted for \$13/hr Minimum Wage	
Lifeguard	\$ 13.33	\$ 16.14	\$ 13.33	\$ 16.14
Lifeguard/Instructor	\$ 14.96	\$ 17.91	\$ 14.96	\$ 17.91
Pool Attendant	\$ 12.84	\$ 12.84	\$ 13.00	\$ 13.00
Pool Cashier	\$ 12.84	\$ 14.07	\$ 13.00	\$ 14.07
Pool Manager	\$ 18.18	\$ 23.21	\$ 18.18	\$ 23.21
Recreation Aide	\$ 12.84	\$ 12.47	\$ 13.00	\$ 12.47
Recreation Leader I	\$ 12.84	\$ 13.19	\$ 13.00	\$ 13.19
Recreation Leader II	\$ 12.84	\$ 14.39	\$ 13.00	\$ 14.39
Recreation Leader III	\$ 13.70	\$ 17.75	\$ 13.70	\$ 17.75
Recreation Leader IV	\$ 18.18	\$ 23.21	\$ 18.18	\$ 23.21
Senior Lifeguard/Instructor	\$ 16.58	\$ 19.68	\$ 16.58	\$ 19.68
Specialist	\$ 12.84	No Max	\$ 13.00	No Max
Sports Official	\$ 12.84	\$ 22.88	\$ 13.00	\$ 22.88
Crossing Guard	\$ 14.16	\$ 18.28	\$ 14.16	\$ 18.28
Maintenance Aide	\$ 14.16	\$ 21.28	\$ 14.16	\$ 21.28
Office Clerk	\$ 14.16	\$ 18.04	\$ 14.16	\$ 18.04
Recreation Aide	\$ 14.16	\$ 15.90	\$ 14.16	\$ 15.90
Recreation Leader I	\$ 14.16	\$ 16.39	\$ 14.16	\$ 16.39
Senior Office Clerk	\$ 13.88	\$ 18.48	\$ 13.88	\$ 18.48
Specialist	\$ 14.16	\$ 30.99	\$ 14.16	\$ 30.99

*MOU provides a one-time \$500/off salary schedule stipend upon approval by the City Council and member ratification.

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."

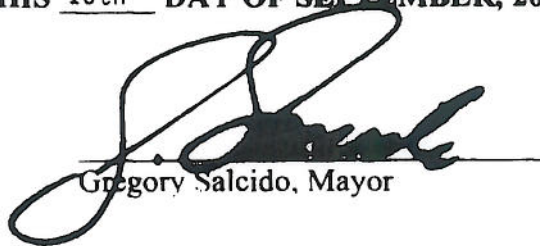
SECTION 2. Pursuant to the provisions of Section 36516.5 of the Government Code, this ordinance shall take effect as to all Councilmembers when one or more members of the City Council begins a new term of office following the 2001 general municipal election.

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

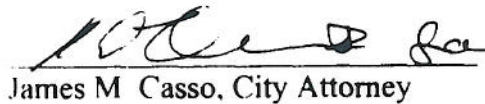
APPROVED AND ADOPTED THIS 16th DAY OF SEPTEMBER, 2002.


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