

RESOLUTION NO. 2020 – 037

**A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN BUENAVENTURA PROVIDING FOR A SYSTEMATIC CLASSIFICATION OF POSITIONS AND A STANDARDIZATION OF SALARIES OF GENERAL UNIT EMPLOYEES OF THE CITY OF SAN BUENAVENTURA AS OF JUNE 29, 2020**

BE IT RESOLVED by the City Council of the City of San Buenaventura as follows:

**SECTION 1.0 - AUTHORITY.** In accordance with the Charter of the City of San Buenaventura, Section 1002, the Council hereby provides for a systematic classification of positions and a standardization of salaries of officers and employees of the City of San Buenaventura as of June 29, 2020.

**SECTION 2.0 - DESIGNATION AND EXPLANATION OF SALARY SCHEDULES.** Salary schedule "G" is hereby established for the General Unit for the purpose of salary and benefit administration. Each General Unit classification is assigned to a specific salary grade or pay rate, and effective date as specified within that schedule.

**General Unit - (Salary Schedule "G")** shall apply to classifications of non-supervisory, clerical, technical, para-professional, inspector, and civilian public safety classifications and as specified in Section 5.0 of this Resolution. This salary schedule is subject to change depending on continuing negotiations between the City and this Unit.

**SECTION 2.1 - EXPLANATION OF SALARY GRADES, RANGES AND PAY RATES.** Each classification listed in Salary Schedule "G" of this Resolution shall be assigned a specific salary grade or pay rate. In the salary tables, the columns labeled "Steps" contain hourly rates, which reflect 5% increments beginning with the "A" Step. The hourly rates for classifications in Salary Schedule "G" shall be set at a specified step within the applicable salary grade.

**SECTION 2.2 - SALARY PERIOD, DATE AND METHOD OF SALARY PAYMENT.** All employees shall be compensated on a bi-weekly basis using a fixed hourly rate to calculate the pay period salary. The Bi-weekly Pay Schedule shall be published each fiscal year by the Finance and Technology Department, Payroll Division. All City employees should provide and maintain an account for direct deposit of all payroll checks issued by the City.

**SECTION 2.3 - FRINGE BENEFITS AND ADDITIONAL COMPENSATION.** The specific type and amount of fringe benefits or additional compensation provided to employees in the General Unit, a recognized bargaining unit, shall be as described in the approved Memorandum of Understanding (MOU) between the City and the General Unit of Service Employees International Union (SEIU) Local 721, CTW, CLC.

Grant Funded Positions: Only employees (except employees in temporary appointments as listed in the Personnel Rules and Regulations, Rule VI(c)) are entitled to fringe benefits and additional compensation. Employees in Temporary Limited Term or Temporary-Extended Term appointments funded by grants may be eligible for vacation leave, sick leave, holiday leave, City contribution towards medical, dental, life and vision insurance premiums, and optional benefit accruals if the terms of the grant allow for provision of such benefits and to the extent that funds are available in the grant to cover the full City cost of providing such benefits. The amount of such contribution and accruals shall be determined by the Salary Schedule to which the temporary grant-funded position is assigned. No other terms, conditions or benefits shall accrue to such grant-funded employees and the provision of any benefits shall not change their employment appointment from a temporary status.

**SECTION 2.4 - EFFECT OF REGULAR PART-TIME APPOINTMENTS ON WAGES, BENEFITS OR ADDITIONAL COMPENSATION.** Regular part-time employees are defined as those with a regular work schedule less than 72 hours per bi-weekly pay period and shall be compensated on an hourly basis at the salary grade or range of regular full-time employees in the same classification based on hours worked or at the rate recommended by the Human Resources Director if no such classification exists.

Regular part-time employees who are eligible for vacation, sick leave, personal leave, and holiday benefits shall earn at a rate proportionate to their regular work hours and based upon the salary schedule in which they are covered. All regular part-time employees hired, or who transitioned to a regular part-time appointment after December 1, 1993, shall receive prorated City contribution towards optional benefit and insurance amounts. If an employee's regular work hours are between 40 and 59 hours per bi-weekly pay period, the City's contribution will be one-half of the full-time contribution. If an employee's regular work hours are between 60 and 71 hours per bi-weekly pay period, the City's contribution will be three-quarters of the full-time contribution.

**SECTION 2.5 – AT-WILL APPOINTMENTS.** General Unit classifications are within the Personnel Merit System and are not designated as at-will, unless exempted by ordinance, MOU provision, or resolution creating the classification.

**SECTION 2.6 - DELEGATION OF AUTHORITY.** When the term City Manager is used in the Salary Resolution or the Personnel Rules and Regulations, it includes a delegate thereof, if the delegation is in writing and on file with the Human Resources Department.

**SECTION 3.0 - TEMPORARY SUPPORT STAFF APPOINTMENTS AND PAY RATE ADJUSTMENTS.** Employees whose appointment is temporary shall be compensated on an hourly basis at the salary grade or range assigned to their specific classification or at a rate recommended by the Human Resources Director if no such classification exists. Temporary employees shall be paid at any rate within the salary grade or range. Eligibility for pay rate increases for all temporary support staff employees may be considered after completing each full year of employment. Each increase shall not exceed five (5) percent without written authorization from the Human Resources Director.

Employees whose appointment is temporary-limited term or temporary-extended term shall be enrolled in the California Public Employees' Retirement System (CalPERS) in accordance with the contract provisions between the City and CalPERS. Employees whose appointment is temporary-extra help (support staff) shall be enrolled in a deferred compensation plan established for temporary support staff, in lieu of Social Security, at a rate of 7.5% paid by the employee.

The City will comply with the requirements of the Paid Sick Leave Law in accordance with California Labor Code Sections 245 through 249, enacting the Healthy Workplaces, Healthy Families Act of 2014. Additionally, the City will comply with the requirements of the Affordable Care Act and will offer group health coverage to those who qualify.

**SECTION 4.0 - INCENTIVE AWARDS.** City employees may be eligible for cash awards and/or plaques or other items of recognition as established by the City Manager and set forth in the Administrative Policy and Procedure on file in City Clerk's Office and available from the Human Resources Department, in amounts as may be budgeted by the City Council as part of the annual budget adoption. Examples of such awards include retirement and years of service recognition, employee suggestions, and superior performance.

**SECTION 4.1 - RECRUITMENT INCENTIVES.** City employees may be eligible for a bonus as described in the City's Recruitment Incentive Program as established by the City Manager and set forth in the Administrative Policy and Procedure on file in the City Clerk's Office or available from the Human Resources Department.

**SECTION 4.2 - PAID ADMINISTRATIVE LEAVE.** In an instance where disciplinary action is being investigated or considered, and if it is determined that paid administrative leave is appropriate and in the best interest of the City, the appointing authority may place an employee on paid administrative leave

**SECTION 5.0 - GENERAL UNIT - SALARY SCHEDULE "G"**

Job Class Code	Effective Date	Classification Title	Pay Range	Hourly Low	Hourly High
B10	7/13/2019	Accounting Assistant	255	21.5245	26.1632
G36	7/13/2019	Accounting Technician	301	27.0749	32.9100
K35	7/13/2019	Aquatics Coordinator	300	26.9404	32.7461
J05	7/13/2019	Building Inspector	309	28.1770	34.2495
B32	7/13/2019	Business Tax Assistant	274	23.6638	28.7636
J25	7/13/2019	Code/Fire Inspector	309	28.1770	34.2495
J11	7/13/2019	Construction Inspector	309	28.1770	34.2495
G33	7/13/2019	Construction Services Technician I	300	26.9404	32.7461
G34	7/13/2019	Construction Services Technician II	315	29.0335	35.2903
G39	7/13/2019	Criminal Investigative Technician I	277	24.0205	29.1975
G38	7/13/2019	Criminal Investigative Technician II	305	27.6207	33.5730
K11	7/13/2019	Digital Publishing Specialist I	235	19.4813	23.6797

<b>Job Class Code</b>	<b>Effective Date</b>	<b>Classification Title</b>	<b>Pay Range</b>	<b>Hourly Low</b>	<b>Hourly High</b>
K12	7/13/2019	Digital Publishing Specialist II	255	21.5245	26.1632
K21	7/13/2019	Dispatcher Training Coordinator	324	30.3668	36.9106
J16	7/13/2019	Electrical Inspector	338	32.5629	39.5805
G09	7/13/2019	Engineering Technician	290	25.6297	31.1530
J12	7/13/2019	Environmental Compliance Inspector	309	28.1770	34.2495
K64	7/13/2019	Environmental Services Coordinator	300	26.9404	32.7461
K09	7/13/2019	Evidence Technician	303	27.3463	33.2398
J04	7/13/2019	Fire Prevention Specialist	338	32.5629	39.5805
G41	7/13/2019	Graphics Specialist I	270	23.1963	28.1953
G42	7/13/2019	Graphics Specialist II	289	25.5020	30.9976
J29	7/13/2019	Hazardous Materials Specialist	338	32.5629	39.5805
J02	7/13/2019	Landscape Inspector	309	28.1770	34.2495
G44	7/13/2019	Management Technician I	281	24.5045	29.7854
G45	7/13/2019	Management Technician II	301	27.0749	32.9100
B02	7/13/2019	Office Assistant I	205	16.7732	20.3880
B03	7/13/2019	Office Assistant II	224	18.4412	22.4154
G21	7/13/2019	Planning Assistant	281	24.5045	29.7854
G13	7/13/2019	Planning Technician	300	26.9404	32.7461
J17	7/13/2019	Plumbing/Mechanical Inspector	338	32.5629	39.5805
B09	7/13/2019	Police Records Specialist I	207	16.9418	20.5927
B12	7/13/2019	Police Records Specialist II	226	18.6260	22.6400
K10	7/13/2019	Police Services Officer	264	22.5126	27.3647
G31	7/13/2019	Preservation Services Assistant	281	24.5045	29.7854
G32	7/13/2019	Preservation Services Technician	300	26.9404	32.7461
K22	7/13/2019	Public Safety Call Taker	266	22.7387	27.6387
K23	7/13/2019	Public Safety Dispatcher	305	27.6207	33.5730
K24	7/13/2019	Public Safety Dispatcher Trainee	286	25.1231	30.5376
K32	6/27/2020	Recreation Coordinator	300	26.9404	32.7461
B05	7/13/2019	Secretary	262	22.2891	27.0927
B11	7/13/2019	Senior Accounting Assistant	274	23.6638	28.7636
J06	7/13/2019	Senior Building Inspector	328	30.9786	37.6548
J26	7/13/2019	Senior Code/Fire Inspector	328	30.9786	37.6548
J20	7/13/2019	Senior Construction Inspector	328	30.9786	37.6548
G37	7/13/2019	Senior Construction Services Technician	334	31.9196	38.7987
G11	7/13/2019	Senior Engineering Technician	309	28.1770	34.2495
J13	7/13/2019	Senior Environ Compliance Inspector	328	30.9786	37.6548
J28	7/13/2019	Senior Landscape Inspector	328	30.9786	37.6548
B04	7/13/2019	Senior Office Assistant	243	20.2741	24.6436
B13	7/13/2019	Senior Police Records Specialist	245	20.4774	24.8903
K14	7/13/2019	Senior Police Services Officer	284	24.8737	30.2343
K20	7/13/2019	Senior Public Safety Dispatcher	334	31.9196	38.7987
G35	7/13/2019	Survey Specialist	328	30.9786	37.6548

Job Class Code	Effective Date	Classification Title	Pay Range	Hourly Low	Hourly High
G02	7/13/2019	Systems Support Technician I	270	23.1963	28.1953
G03	7/13/2019	Systems Support Technician II	289	25.5020	30.9976
J01	7/13/2019	Tree Coordinator	309	28.1770	34.2495

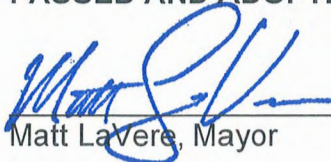
See "Salary Table for General Employees" for salaries for the above "G" Unit classifications (Exhibit A)

**SECTION 6.0 - APPROVAL.** By adoption of this Salary Resolution, the Council approves the classifications, titles and compensation schedules set forth in this Resolution and further approves the qualifications, powers and duties for the classifications approved by this Resolution, as set forth in updated classification descriptions on file in the Human Resources Department. Interim changes in positions, classifications, titles, compensation and benefits made by the City Manager, if they are or were within budgeted funds, and if deemed necessary by the City Manager, shall have interim approval until such time as a new Salary Resolution is approved by the City Council.

The City Manager is authorized to make minor adjustments to an employee's benefit accruals to correct an administrative error caused through no fault of the employee when deemed necessary and reasonable by the City Manager. Approval of renewals and amendments to existing benefit contracts shall be delegated to the City Manager if they are within budgeted funds.

**SECTION 7.0 - SEVERABILITY.** If any portion of this Resolution is declared invalid, the remaining sections or portions are to be considered valid and unaffected by the determination of invalidity.

PASSED AND ADOPTED this 29<sup>th</sup> day of June 2020.

  
 Matt LaVere, Mayor

ATTEST:

  
 Antoinette M. Mann, MMC, CRM  
 City Clerk

APPROVED AS TO FORM:  
 Gregory G. Diaz, City Attorney

By:  6/15/20  
 Andy H. Viets, Senior Assistant City Attorney

**EXHIBIT A**

**SALARY TABLE FOR GENERAL UNIT**

**EFFECTIVE JULY 13, 2019**

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
202	16.5240	17.3502	18.2179	19.1289	20.0853
203	16.6067	17.4371	18.3088	19.2244	20.1857
204	16.6900	17.5242	18.4005	19.3206	20.2869
205	16.7732	17.6119	18.4925	19.4173	20.3880
206	16.8570	17.7001	18.5853	19.5143	20.4900
207	16.9418	17.7886	18.6780	19.6121	20.5927
208	17.0266	17.8775	18.7713	19.7101	20.6957
209	17.1113	17.9670	18.8655	19.8085	20.7991
210	17.1971	18.0570	18.9600	19.9079	20.9032
211	17.2829	18.1473	19.0548	20.0074	21.0078
212	17.3694	18.2382	19.1502	20.1073	21.1128
213	17.4564	18.3292	19.2459	20.2079	21.2187
214	17.5439	18.4208	19.3421	20.3092	21.3246
215	17.6317	18.5132	19.4390	20.4109	21.4315
216	17.7200	18.6058	19.5362	20.5130	21.5386
217	17.8085	18.6988	19.6336	20.6154	21.6462
218	17.8976	18.7923	19.7319	20.7186	21.7545
219	17.9870	18.8862	19.8308	20.8223	21.8635
220	18.0771	18.9808	19.9298	20.9265	21.9729
221	18.1673	19.0757	20.0294	21.0312	22.0823
222	18.2581	19.1710	20.1295	21.1359	22.1929
223	18.3493	19.2668	20.2301	21.2416	22.3037
224	18.4412	19.3633	20.3315	21.3480	22.4154
225	18.5333	19.4599	20.4331	21.4547	22.5276
226	18.6260	19.5573	20.5353	21.5619	22.6400
227	18.7191	19.6551	20.6378	21.6696	22.7532
228	18.8127	19.7534	20.7410	21.7778	22.8669
229	18.9069	19.8521	20.8448	21.8869	22.9813
230	19.0013	19.9515	20.9489	21.9966	23.0962
231	19.0965	20.0511	21.0536	22.1063	23.2118
232	19.1917	20.1515	21.1590	22.2171	23.3280
233	19.2880	20.2522	21.2647	22.3277	23.4444
234	19.3844	20.3533	21.3710	22.4396	23.5614
235	19.4813	20.4554	21.4780	22.5520	23.6797
236	19.5786	20.5576	21.5854	22.6648	23.7980
237	19.6764	20.6602	21.6933	22.7777	23.9170
238	19.7748	20.7634	21.8018	22.8915	24.0366
239	19.8737	20.8673	21.9106	23.0061	24.1565
240	19.9730	20.9717	22.0204	23.1211	24.2771
241	20.0728	21.0765	22.1302	23.2368	24.3987

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
242	20.1732	21.1818	22.2412	23.3532	24.5207
243	20.2741	21.2879	22.3524	23.4701	24.6436
244	20.3755	21.3943	22.4640	23.5873	24.7665
245	20.4774	21.5012	22.5762	23.7053	24.8903
246	20.5801	21.6088	22.6892	23.8236	25.0148
247	20.6827	21.7169	22.8026	23.9430	25.1399
248	20.7862	21.8256	22.9168	24.0626	25.2656
249	20.8901	21.9344	23.0313	24.1827	25.3919
250	20.9944	22.0442	23.1463	24.3034	25.5187
251	21.0995	22.1544	23.2621	24.4253	25.6465
252	21.2048	22.2653	23.3782	24.5476	25.7745
253	21.3107	22.3765	23.4952	24.6699	25.9035
254	21.4174	22.4885	23.6128	24.7935	26.0331
255	21.5245	22.6008	23.7307	24.9174	26.1632
256	21.6319	22.7135	23.8493	25.0417	26.2939
257	21.7400	22.8273	23.9682	25.1672	26.4256
258	21.8489	22.9416	24.0884	25.2929	26.5574
259	21.9584	23.0559	24.2090	25.4195	26.6901
260	22.0680	23.1713	24.3298	25.5465	26.8239
261	22.1782	23.2870	24.4513	25.6740	26.9578
262	22.2891	23.4036	24.5737	25.8025	27.0927
263	22.4003	23.5207	24.6966	25.9315	27.2282
264	22.5126	23.6384	24.8203	26.0614	27.3647
265	22.6255	23.7565	24.9444	26.1917	27.5013
266	22.7387	23.8753	25.0689	26.3225	27.6387
267	22.8522	23.9945	25.1944	26.4542	27.7768
268	22.9663	24.1145	25.3206	26.5864	27.9157
269	23.0809	24.2352	25.4469	26.7195	28.0550
270	23.1963	24.3564	25.5742	26.8529	28.1953
271	23.3125	24.4781	25.7019	26.9869	28.3364
272	23.4286	24.6002	25.8303	27.1220	28.4779
273	23.5458	24.7231	25.9594	27.2570	28.6198
274	23.6638	24.8468	26.0893	27.3934	28.7636
275	23.7821	24.9712	26.2199	27.5307	28.9074
276	23.9011	25.0962	26.3508	27.6682	29.0519
277	24.0205	25.2217	26.4830	27.8071	29.1975
278	24.1406	25.3476	26.6150	27.9457	29.3434
279	24.2614	25.4744	26.7481	28.0855	29.4900
280	24.3826	25.6020	26.8819	28.2261	29.6374
281	24.5045	25.7298	27.0163	28.3670	29.7854
282	24.6272	25.8584	27.1515	28.5088	29.9341
283	24.7501	25.9879	27.2873	28.6515	30.0843
284	24.8737	26.1175	27.4235	28.7948	30.2343
285	24.9983	26.2480	27.5606	28.9385	30.3854
286	25.1231	26.3791	27.6982	29.0834	30.5376
287	25.2488	26.5114	27.8367	29.2286	30.6899
288	25.3752	26.6437	27.9761	29.3747	30.8436

<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
289	25.5020	26.7770	28.1158	29.5217	30.9976
290	25.6297	26.9109	28.2567	29.6693	31.1530
291	25.7578	27.0455	28.3979	29.8177	31.3083
292	25.8865	27.1808	28.5398	29.9669	31.4653
293	26.0160	27.3168	28.6829	30.1166	31.6226
294	26.1461	27.4533	28.8258	30.2671	31.7804
295	26.2767	27.5907	28.9699	30.4187	31.9396
296	26.4084	27.7286	29.1150	30.5707	32.0995
297	26.5402	27.8673	29.2606	30.7239	32.2601
298	26.6728	28.0068	29.4071	30.8770	32.4210
299	26.8064	28.1464	29.5538	31.0318	32.5834
300	26.9404	28.2873	29.7018	31.1867	32.7461
301	27.0749	28.4288	29.8501	31.3429	32.9100
302	27.2105	28.5710	29.9991	31.4995	33.0744
303	27.3463	28.7137	30.1494	31.6570	33.2398
304	27.4832	28.8573	30.3003	31.8152	33.4060
305	27.6207	29.0018	30.4518	31.9742	33.5730
306	27.7588	29.1464	30.6039	32.1339	33.7412
307	27.8973	29.2923	30.7569	32.2949	33.9097
308	28.0371	29.4387	30.9109	32.4564	34.0795
309	28.1770	29.5858	31.0652	32.6186	34.2495
310	28.3180	29.7340	31.2204	32.7817	34.4207
311	28.4597	29.8830	31.3769	32.9457	34.5928
312	28.6022	30.0322	31.5339	33.1106	34.7660
313	28.7452	30.1824	31.6914	33.2760	34.9398
314	28.8889	30.3333	31.8500	33.4427	35.1147
315	29.0335	30.4852	32.0094	33.6096	35.2903
316	29.1789	30.6374	32.1694	33.7781	35.4668
317	29.3247	30.7910	32.3305	33.9471	35.6442
318	29.4715	30.9451	32.4920	34.1166	35.8226
319	29.6188	31.0997	32.6546	34.2875	36.0017
320	29.7668	31.2553	32.8181	34.4591	36.1819
321	29.9156	31.4116	32.9821	34.6313	36.3629
322	30.0654	31.5688	33.1468	34.8045	36.5448
323	30.2157	31.7261	33.3125	34.9783	36.7273
324	30.3668	31.8847	33.4792	35.1531	36.9106
325	30.5185	32.0442	33.6464	35.3287	37.0952
326	30.6709	32.2047	33.8149	35.5054	37.2806
327	30.8242	32.3659	33.9837	35.6832	37.4673
328	30.9786	32.5273	34.1539	35.8617	37.6548
329	31.1335	32.6898	34.3242	36.0407	37.8424
330	31.2890	32.8536	34.4962	36.2210	38.0321
331	31.4457	33.0176	34.6686	36.4021	38.2220
332	31.6027	33.1829	34.8422	36.5842	38.4136
333	31.7607	33.3489	35.0164	36.7675	38.6057
334	31.9196	33.5157	35.1915	36.9509	38.7987
335	32.0791	33.6831	35.3675	37.1357	38.9926



<b>GRADE</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
336	32.2395	33.8516	35.5439	37.3213	39.1875
337	32.4010	34.0208	35.7219	37.5082	39.3834
338	32.5629	34.1909	35.9004	37.6957	39.5805
339	32.7255	34.3618	36.0799	37.8840	39.7783
340	32.8893	34.5338	36.2607	38.0734	39.9772
341	33.0536	34.7064	36.4418	38.2639	40.1770
342	33.2189	34.8797	36.6236	38.4548	40.3777
343	33.3849	35.0542	36.8067	38.6472	40.5799
344	33.5518	35.2295	36.9911	38.8405	40.7825
345	33.7195	35.4056	37.1761	39.0347	40.9864
346	33.8882	35.5831	37.3618	39.2298	41.1914
347	34.0578	35.7607	37.5487	39.4262	41.3973
348	34.2281	35.9394	37.7367	39.6234	41.6047
349	34.3993	36.1192	37.9251	39.8213	41.8123
350	34.5711	36.2995	38.1149	40.0204	42.0213
351	34.7440	36.4813	38.3053	40.2204	42.2315
352	34.9175	36.6637	38.4969	40.4215	42.4423
353	35.0922	36.8467	38.6890	40.6235	42.6547
354	35.2675	37.0310	38.8826	40.8267	42.8681
355	35.4439	37.2161	39.0772	41.0307	43.0824
356	35.6210	37.4022	39.2722	41.2359	43.2979
357	35.7992	37.5893	39.4688	41.4422	43.5142
358	35.9783	37.7773	39.6663	41.6495	43.7318
359	36.1580	37.9662	39.8646	41.8573	43.9505
360	36.3388	38.1559	40.0638	42.0670	44.1705
361	36.5203	38.3466	40.2642	42.2773	44.3911
362	36.7035	38.5382	40.4656	42.4889	44.6134
363	36.8870	38.7316	40.6678	42.7013	44.8362
364	37.0712	38.9248	40.8712	42.9148	45.0605
365	37.2567	39.1195	41.0757	43.1295	45.2858
366	37.4429	39.3154	41.2810	43.3451	45.5122
367	37.6302	39.5118	41.4874	43.5616	45.7397
368	37.8185	39.7092	41.6947	43.7792	45.9684
369	38.0073	39.9078	41.9032	43.9984	46.1982
370	38.1974	40.1074	42.1128	44.2184	46.4294
371	38.3884	40.3082	42.3234	44.4398	46.6618
372	38.5808	40.5094	42.5346	44.6616	46.8947
373	38.7732	40.7119	42.7477	44.8849	47.1294
374	38.9674	40.9158	42.9615	45.1092	47.3649
375	39.1623	41.1201	43.1759	45.3350	47.6017

EXHIBIT B  
SALARY RESOLUTION  
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CERTIFICATION

STATE OF CALIFORNIA            )  
COUNTY OF VENTURA         )    SS.  
CITY OF SAN BUENAVENTURA    )


I, ANTOINETTE M. MANN, City Clerk of the City of San Buenaventura, DO HEREBY CERTIFY that the foregoing is a full, true, and correct copy of Resolution No. 2020-037 which was duly and regularly passed and adopted by said City Council at a regular meeting held June 29, 2020, by the following vote:

AYES:           Councilmembers Nasarenko, Brown, Friedman, Weir, Heitmann, Deputy Mayor Rubalcava and Mayor LaVere

NOES:           None

ABSENT:        None

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City of San Buenaventura, California.

  
\_\_\_\_\_  
Antoinette M. Mann, City Clerk  
City of San Buenaventura, California

  
\_\_\_\_\_  
Date Attested

