

RESOLUTION NO. 2020 – 036

**A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN BUENAVENTURA  
PROVIDING FOR A SYSTEMATIC CLASSIFICATION OF POSITIONS AND A  
STANDARDIZATION OF SALARIES OF PROFESSIONAL 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 “Q” is hereby established for the Professional Unit for the purpose of salary and benefit administration. Each Professional Unit classification is assigned to a specific salary grade or pay rate, and effective date as specified within that schedule.

**Professional Unit - (Salary Schedule “Q”)** shall apply to all classifications designated as professional 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 “Q” of this Resolution shall be assigned a specific salary range. Salary ranges are stated in terms of hourly pay rate. The hourly pay rate for employees in classifications specified in Schedule “Q” shall be set anywhere within the minimum and maximum limits for the range applicable to their particular classification. Specific steps do not apply.

**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 Professional Unit, a recognized bargaining unit, shall be as described in the approved Memorandum of Understanding (MOU) between the City and the Professional 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.** Professional 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 - PROFESSIONAL - SALARY SCHEDULE "Q"**

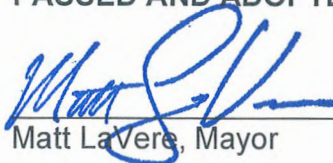
<b>Job Class Code</b>	<b>Effective Date</b>	<b>Classification Title</b>	<b>Pay Range</b>	<b>Hourly Low</b>	<b>Hourly High</b>
S65	7/13/2019	Accountant I	S627	30.7467	41.2007
S67	7/13/2019	Accountant II	S631	33.9385	45.4781
S13	3/21/2020	Active Transportation Specialist	S628	31.5153	42.2308
S18	7/13/2019	Assistant Planner	S625	29.2650	39.2155
S10	7/13/2019	Associate Planner	S629	32.3032	43.2866
S63	7/13/2019	Buyer	S617	24.0194	32.1861
S74	7/13/2019	Community Outreach Specialist	S630	33.1108	44.3687
S90	7/13/2019	Emergency Medical Svcs. Coordinator	S637	39.3582	52.7406
Q11	6/27/2020	Environmental Biologist	S628	31.5153	42.2308
S75	7/13/2019	Environmental Services Specialist	S626	29.9967	40.1958
S20	7/13/2019	Financial Analyst I	S631	33.9385	45.4781
S26	7/13/2019	Financial Analyst II	S635	37.4617	50.1991
S73	7/13/2019	Geographic Information Systems Coordinator	S639	41.3508	55.4107
S03	7/13/2019	Plans Examiner	S630	33.1108	44.3687
Q09	7/13/2019	Property Management Specialist	S630	33.1108	44.3687
Q05	7/13/2019	Senior Community Outreach Specialist	S634	36.5479	48.9747
S05	7/13/2019	Senior Financial Analyst	S639	41.3508	55.4107
S27	7/13/2019	Senior Plans Examiner	S634	36.5479	48.9747
S87	7/13/2019	Systems Analyst I	S631	33.9385	45.4781
S21	7/13/2019	Systems Analyst II	S635	37.4617	50.1991
Q07	7/13/2019	Systems Support Analyst I	S627	30.7467	41.2007
Q08	7/13/2019	Systems Support Analyst II	S631	33.9385	45.4781
S86	7/13/2019	Telecommunications Specialist	S631	33.9385	45.4781
Q31	7/13/2019	Utility Asset Management System Specialist	S634	36.5479	48.9747

**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 LaVerre, 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

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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. 2020-036 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  
Antoinette M. Mann, City Clerk  
City of San Buenaventura, California

July 2, 2020  
Date Attested

