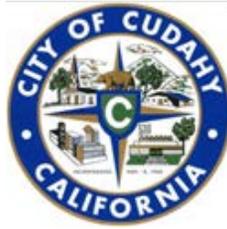


Cristian Markovich, Mayor
Christian Hernandez, Vice Mayor
Baru Sanchez, Council Member
Jack Guerrero, Council Member
Chris Garcia, Council Member



CUDAHY CITY
COUNCIL CHAMBERS
5240 Santa Ana Street
Cudahy, CA 90201
Phone: (323) 773-5143
Fax: (323) 771-2072

Revised Agenda
Added Closed Session Item (E)

AGENDA

A REGULAR MEETING
OF THE CUDAHY CITY COUNCIL
And JOINT MEETING Of The
CITY OF CUDAHY AS SUCCESSOR AGENCY
TO THE CUDAHY DEVELOPMENT COMMISSION
Monday, September 14, 2015 – 6:30 P.M.

*"Members of the Public are Advised that all PAGERS, CELLULAR TELEPHONES and any OTHER COMMUNICATION DEVICES are to be **turned off** upon entering the City Council Chambers." If you need to have a discussion with someone in the audience, kindly step out into the lobby.*

Written materials distributed to the City Council within 72 hours of the City Council meeting are available for public inspection immediately upon distribution in the City Clerk's Office at City Hall located at 5220 Santa Ana Street, Cudahy, CA 90201.

In compliance with the Americans with Disabilities Act (ADA) if you need special assistance to participate in this meeting, you should contact the City Clerk's Office at (323) 773-5143 at least 72 hours in advance of the meeting.

1. CALL TO ORDER

2. ROLL CALL

Council / Agency Member Garcia
Council / Agency Member Guerrero
Council / Agency Member Sanchez
Vice Mayor / Vice Chair Hernandez
Mayor / Chair Markovich

3. PLEDGE OF ALLEGIANCE

4. PRESENTATIONS

- A. Introduction of Deputy Sheriff Marino Gonzalez
- B. Presentation by and Introduction of the Cudahy Branch Los Angeles County Librarian
- C. Proclamation Recognizing September as Childhood Cancer Awareness Month
- D. Introduction of the Southeast Young Marines
- E. Presentation by Aztlan Athletics – Julian Jarquin
- F. Presentation of Potential Co-sponsorship of a Music Festival (Fiesta de Octubre by Bandachannel.com)

5. PUBLIC COMMENTS

(Mayor: This is the time set aside for citizens to address the City Council / Agency on matters relating **only to items on the agenda**. Anyone wishing to speak, please fill out the form located at the Council Chambers entrance and submit it to the City Clerk. Speakers that submitted comment cards within the first 20 minutes of the meeting will be permitted to speak. **Pursuant to Government Code section 54954.3(b), time limits are placed on the public comment period. The Mayor will announce when public comment cards may no longer be submitted to the City Clerk and no public comment cards will be accepted after the Mayor's announcement.** Each person who submits a public comment card will be allowed to speak only once and will be limited to three (3) minutes. When addressing the Council / Agency please speak into the microphone and voluntarily state your name and address.)

6. CITY COUNCIL COMMENTS / REQUESTS FOR AGENDA ITEMS

(This is the time for the City Council / Agency to comment on any topics related to "City Business," including announcements, reflections on city / regional events, response to public comments, suggested discussion topics for future council meetings, general concerns about particular city matters, questions to the staff, and directives to the staff (subject to approval / consent of the City Council majority members present, regarding staff directives). Each Council / Agency Member will be allowed to speak for a period not to exceed three (3) minutes. Notwithstanding the foregoing, the City Council Members shall not use this comment period for serial discussions or debate between members on City business matters not properly agendized. The City Attorney shall be responsible for regulating this aspect of the proceeding.)

7. CITY MANAGER REPORT (information only)

8. WAIVER OF FULL READING OF RESOLUTIONS AND ORDINANCES

(Consideration to waive full text reading of all Resolutions and Ordinances by single motion made at the start of each meeting, subject to the ability of the City Council / Agency to read the full text of selected resolutions and ordinances when the item is addressed by subsequent motion.) (COUNCIL / AGENCY)

Recommendation: Approve the Waiver of Full Reading of Resolutions and Ordinances.

9. CONSENT CALENDAR

(Items under the Consent Calendar are considered routine and will be enacted by one motion. There will be no separate discussion of these items unless a Council / Agency Member so requests, in which event the item will be removed from the Consent Calendar and considered separately.) (COUNCIL / AGENCY)

- A. Consideration to Approve the City Demands and Payroll including the Cash and Investment Report for the month of July 2015

Presented by Finance Director

Recommendation: Approve the Demands and Payroll in the Amount of \$1,996,824.31 including the Cash and Investment Report by Fund for the month of July 2015.

- B. Consideration to Approve the Local Agency Investment Fund (LAIF) Report for the month of July 2015

Presented by Finance Director

Recommendation: Approve the Local Agency Investment Fund (LAIF) Report for the month of July 2015 in the amount of \$5,875,618.75.

- C. Consideration to Review and Approve the Minutes of August 24, 2015 for the Regular Meeting of the City Council and the Joint Meeting of the City of Cudahy as Successor Agency to the Cudahy Development Commission (Agency)

Presented by Interim City Clerk

Recommendation: Approval of City Council / Agency Minutes for August 24, 2015.

- D. Consideration to Receive and File Senior and Aging Citizen Commission Notice of Cancellation – Meeting of July 13, 2015; Public Safety Commission Minutes – Meeting of July 14, 2015; Planning Commission Minutes – Meeting of July 20, 2015; and Parks and Recreation Commission Minutes – Meeting of July 24, 2015

Presented by Acting Community Development Director

Recommendation: The City Council is requested to receive and file the:

- (1) Senior and Aging Citizen Commission Notice of Cancellation – Meeting of July 13, 2015;
- (2) Public Safety Commission Minutes – Meeting of July 14, 2015;
- (3) Planning Commission Minutes – Meeting of July 20, 2015; and
- (4) Parks and Recreation Commission Minutes – Meeting of July 24, 2015.

- E. Consideration to Approve Resolution No. 15-XX, A Resolution of the Cudahy City Council Amending the Adopted Fringe Benefits and Salary Plan Establishing Provisions for All Full-time Employees, Hourly Employees, and Appointed Officials and Repealing Resolution No. 15-20B

Presented by Acting Human Resources Specialist

Recommendation: Approve Resolution No. 15-XX, A Resolution Amending the Fringe Benefits and Salary Plan Establishing Provisions for All Full-time Employees, Hourly Employees, and Appointed Officials and Repealing Resolution 15-20B.

- F. Consideration to Co-Sponsorship a Health Fair with Assembly Member Anthony Rendon's Office

Presented by Acting Director of Community Services

Recommendation: Approve co-sponsorship of a health fair in partnership with Assembly Member Anthony Rendon's Office to take place on Saturday, October 17, 2015, from 10:00 a.m. to 2:00 p.m. to be held at Clara Street Park.

10. PUBLIC HEARING

- A. Consideration to Approve Resolution No. 15-41, Establishing the Master Fee and Fine Schedule for Fiscal Year (FY) 2015-16, Introduce Ordinance No. 650, by First Reading Amending Cudahy Municipal Code (CMC) 3.40.040 through 3.40.060, and Introduce an Ordinance by First Reading, Amending CMC Chapter 5.08.360

Presented by Finance Director

- Recommendation:**
- (1) Approve Resolution No. 15-41, establishing Master Fee and Fine Schedule for FY 2015-16;
 - (2) Introduce Ordinance No. 650 by first reading, amending CMC Chapter 3.40.040 to 3.40.060 relating to the City's cost recovery for services provided for Leisure and Cultural (recreational) Activities; and
 - (3) Introduce an Ordinance by first reading, amending CMC Chapter 5.08.360 to temporarily suspend (through June 30, 2019) the business license tax requirements applicable to Rental Property Managers of rental properties with four or fewer units.

- B. Consideration to Approve Resolution No. 15-39, Adopting the 2015 Local Development Report (LDR) certifying that the City of Cudahy meets the Conformity Criteria of the 2010 Congestion Management Program (CMP)

Presented by Acting Community Development Director

Recommendation: Approve Resolution No. 15-39 Adopting the 2015 Local Development Report certifying that the City of Cudahy meets the conformance criteria of the 2010 Congestion Management Program (CMP).

- C. Consideration to Adopt an Urgency Ordinance of the City Council of the City of Cudahy Adding Chapter 15.36 to Title 15 (Buildings and Construction) of the Cudahy Municipal Code Regarding Expedited Permitting Procedures for Small Residential Rooftop Solar Systems and Declaring the Urgency thereof in Accordance with Government Code Sections 36934 and 36937

Presented by Acting Community Development Director

Recommendation: Consider and Adopt the Proposed Urgency Ordinance adding Chapter 15.36 to Title 15 (Buildings and Construction) to the Cudahy Municipal Code (CMC) regarding expedited permitting procedures for small residential rooftop solar systems.

11. CITY COUNCIL BUSINESS SESSION - None

12. COUNCIL DISCUSSION

- A. Discussion of City contracts for Urban Futures and HR Dynamics (Garcia)

Discussion regarding City procurement process and City contract oversight: tools for transparency and accountability (Garcia)

- B. Discussion regarding Public Comment Protocol (Guerrero)

Discussion regarding Closed Session Protocol (Guerrero)

- C. Discussion of Cudahy en Marcha funds raised appropriations (Sanchez)

Discussion of Ad-Hoc Committee Recommendation for City Commission Appointments (Sanchez)

- D. Discussion of Young Mayor Program (Hernandez)

Discussion to bring a Resolution regarding Equal Wages for Gender Equality (Hernandez)

13. PUBLIC COMMENT (Closed Session)

(Each person will be allowed to speak only once on closed session items and will be limited to three (3) minutes. When addressing the Council please speak into the microphone and voluntarily state your name and address.)

RECESS TO CLOSED SESSION

14. CLOSED SESSION

- A. Closed Session pursuant to Government Code Section 54956.9(d) (2) and 54956.9(e) (1) – Conference with Legal Counsel to Discuss a Matter Involving Potential Litigation and/or Significant Exposure to Litigation – [Two (2) Matters] - This Matter will be heard jointly by the Cudahy City Council and the Cudahy City Council in its capacity as Successor Agency to the Cudahy Redevelopment Agency.
- B. Closed Session pursuant to Government Code Section 54956.9(d) (4) – Conference with Legal Counsel to Discuss a Matter Involving Possible Initiation of Litigation – [One (1) Matter]
- C. Closed Session pursuant to Government Code Section 54956.8 – Conference with Real Property Negotiator Location of Property: 4819 Patata, 8420 S. Atlantic Ave. (APN 622-034-014, 032, 040-41), Cudahy, CA 90201 City's Negotiator(s): City Manager Jose E. Pulido Party Negotiating With: Cudahy LF, LLC Under Discussion: Discussion of both price and terms of payment as related to purchase of subject property
- D. Closed session pursuant to Government Code section 54957(b)(1) – Public Employee Performance Evaluation

Employee Title: City Manager
- E. Closed Session Pursuant to Government Code Section 54957.6(a) – Conference with Labor Negotiator Regarding Represented Employees City's Designated Representative(s) for Negotiations: Jose Pulido, City Manager, Rhonda Strout-Garcia, Human Resources Consultant, Oliver Yee, Special Counsel Employee Organization: Cudahy Miscellaneous Employees Association (CMEA)

RECONVENE TO OPEN SESSION

15. CLOSED SESSION ANNOUNCEMENT

16. PUBLIC COMMENT

(Mayor: This is the time set aside for citizens to address the City Council / Agency **on matters under the City Council's jurisdiction**. Anyone wishing to speak, please fill out the form located at the Council Chambers entrance and submit it to the City Clerk. Speakers that submitted comment cards within the first 20 minutes of the meeting will be permitted to speak. **Pursuant to Government Code section 54954.3(b), time limits are placed on the public comment period. The Mayor will announce when public comment cards may no longer be submitted to the City Clerk and no public comment cards will be accepted after the Mayor's announcement.** Each person who submits a public comment card will be allowed to speak only once and will be limited to three (3) minutes. When addressing the Council / Agency please speak into the microphone and voluntarily state your name and address.)

17. ADJOURNMENT

Cudahy City Council / Agency will adjourn to a Regular and Joint Meeting as Successor Agency to the Cudahy Development Commission on Monday, September 28, 2015 at 6:30 p.m.

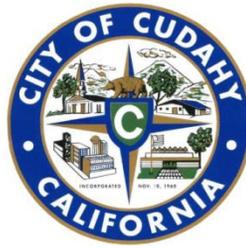
I Laura Valdivia, hereby certify under penalty of perjury under the laws of the State of California that the foregoing agenda was posted at Cudahy City Hall, Bedwell Hall, Clara Park, Lugo Park, and the City's Website not less than 72 hours prior to the meeting. A copy of said Agenda is on file in the City Clerk's Office.

Dated this 11th Day of September 2015



Jessica Balandran
Senior Administrative Analyst

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Item Number 9A

STAFF REPORT

Date: September 14, 2015

To: Honorable Mayor/Chair and City Council/Agency Members

From: Jose E. Pulido, City Manager/Executive Director
By: Steven Dobrenen, Finance Director

Subject: **Consideration to Approve the City Demands and Payroll Including Cash and Investment Report for the Month of July 2015**

RECOMMENDATION

The City Council is requested to approve the Demands and Payroll in the amount of \$1,996,824.31 including Cash and Investment Report by Fund for the month of July 2015.

BACKGROUND

1. On July 13, 1993, Ordinance 476 was adopted and codified as Cudahy Municipal Code Section 3.04.080 indicating, "Except as otherwise provided, no warrant shall be drawn or evidence of indebtedness issued unless there shall be at the time sufficient money in the treasury legally applicable to the payment of the same."
2. On July 2015, the following demands and payroll have been audited by the Finance Department:

Demands	\$ 461,017.21 (Attachment A)
	\$ 1,147,132.17 (Attachment A)
Payroll Warrants	\$ 128,901.90 (Attachment B)
	\$ 75,580.45 (Attachment B)
	\$ 182,870.00 (Attachment B)

ANALYSIS

The Check Register Report (Attachment A), Payroll Warrants including payroll taxes and insurance premiums (Attachment B), and Cash and Investment Report by Fund July 2015 (Attachment C) indicate that the cash and investment balance was sufficient for disbursements for the month of July 2015.

The disbursements released during July totaled \$1,996,824.31 includes the amount of \$461,017.21 for checks issued but not mailed by June 30, 2015. Cash was restored in June for the checks not mailed to comply with accounting standards. Included in the \$1,996,824.31 is \$182,870 that was a required annual payment towards an unfunded pension liability for classic members calculated by the California Public Employees Retirement System. The City saved \$6,730.00 in interest by making a lump sum payment and not making installment payments at an interest rate of 3.68% while only receiving 0.35% in interest earnings from LAIF.

Cudahy Municipal Code Section 3.04.070 indicates, "...Budgeted demands paid by warrant prior to audit by the council shall be presented to the council for ratification and approval..."

CONCLUSION

The Finance Director certifies to the accuracy and availability of funds for payment. A Demand/Warrant Register has been submitted to the City Council for approval in accordance with Cudahy Municipal Code Section 3.04.070.

FINANCIAL IMPACT

The Cash and Investment Report by Fund (Attachment C) indicates how the total disbursements of \$1,996,824.31 were distributed between the funds of the City.

ATTACHMENTS

- A. Check Register Report
- B. Payroll Warrants including payroll taxes and insurance premiums
- C. Cash and Investment Report by Fund July 2015

Check Register Report

Attachment A

Date: 08/12/2015

Time: 11:57 am

Page: 1

City of Cudahy

BANK: WELLS FARGO BANK

Check Number	Check Date Void/Stop Date	Vendor# Status	Vendor Name Check Description	Gross Discount	Amount
38764	07/07/2015	10205 Printed	APPLE ONE EMPLOYMENT SERVICES EMPLOYMENT SERVICE MAY	2,984.03 0.00	2,984.03

Ref#	GL Number	Gross	Discount	Amount
27167	001-4020-6720.000	789.60	0.00	789.60
27168	001-4020-6720.000	562.59	0.00	562.59
27179	001-4020-6720.000	750.12	0.00	750.12
27180	001-4020-6720.000	92.12	0.00	92.12
27181	001-4020-6720.000	789.60	0.00	789.60

Check Amount 2,984.03

38765	07/07/2015	8021 Printed	AT & T MOBILITY CELLULAR SERVICE MAY 7 - JUN 6	571.97 0.00	571.97
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Ref#	GL Number	Gross	Discount	Amount
27169	201-4425-6390.000	72.12	0.00	72.12
27169	001-4020-6390.000	499.85	0.00	499.85

Check Amount 571.97

38766	07/07/2015	10195 Printed	COMMERCIAL ROOFING SYSTEMS,INC BEDWELL HALL RE-ROOFING PROJ	4,122.47 0.00	4,122.47
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Ref#	GL Number	Gross	Discount	Amount
27163	510-7053-6725.000	377.30	0.00	377.30
27163	001-4020-6725.000	132.57	0.00	132.57
27164	001-4020-6725.000	939.28	0.00	939.28
27164	510-7053-6725.000	2,673.32	0.00	2,673.32

Check Amount 4,122.47

38767	07/07/2015	2167 Printed	DAILY BREEZE PRESS TELEGRAM ADVERTISING	1,872.77 0.00	1,872.77
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Ref#	GL Number	Gross	Discount	Amount
27173	001-4008-6310.000	369.63	0.00	369.63
27174	001-4008-6310.000	369.63	0.00	369.63
27175	001-4008-6310.000	394.25	0.00	394.25
27176	001-4008-6310.000	369.63	0.00	369.63
27177	001-4008-6310.000	369.63	0.00	369.63

Check Amount 1,872.77

38768	07/07/2015	10106 Printed	HR DYNAMICS & PERFORMANCE MGNT CONSULTING SERV JUN 21 - JUL 4	11,384.90 0.00	11,384.90
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Ref#	GL Number	Gross	Discount	Amount
27161	001-4015-6720.000	5,179.90	0.00	5,179.90
27162	001-4011-6720.000	3,145.00	0.00	3,145.00
27162	001-4930-6391.000	1,275.00	0.00	1,275.00
27162	610-4930-6720.000	1,785.00	0.00	1,785.00

Check Amount 11,384.90

38769	07/07/2015	2378 Printed	ITL, INC. FUEL	648.82 0.00	648.82
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Ref#	GL Number	Gross	Discount	Amount
27170	001-4530-6040.000	231.40	0.00	231.40
27170	201-4425-6040.000	206.65	0.00	206.65
27170	001-4410-6040.000	210.77	0.00	210.77

Check Amount 648.82

Check Register Report

Date: 08/12/2015

Time: 11:57 am

Page: 2

City of Cudahy

BANK: WELLS FARGO BANK

Check Number	Check Date Void/Stop Date	Vendor# Status	Vendor Name Check Description	Gross Discount	Amount																									
38770	07/07/2015	0197 Printed	LA COUNTY SHERIFF'S DEPARTMENT LAW ENFORCEMENT 4/03 - 4/29	4,651.25 0.00	4,651.25																									
				Check Amount	4,651.25																									
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27165</td> <td>270-4501-6763.000</td> <td>3,414.60</td> <td>0.00</td> <td>3,414.60</td> </tr> <tr> <td>27166</td> <td>040-4501-6763.000</td> <td>1,236.65</td> <td>0.00</td> <td>1,236.65</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27165	270-4501-6763.000	3,414.60	0.00	3,414.60	27166	040-4501-6763.000	1,236.65	0.00	1,236.65										
Ref#	GL Number	Gross	Discount	Amount																										
27165	270-4501-6763.000	3,414.60	0.00	3,414.60																										
27166	040-4501-6763.000	1,236.65	0.00	1,236.65																										
38771	07/07/2015	9607 Printed	LEWIS BRISBOIS BISGAAD & SMIIT LEGAL SERVICES	220.95 0.00	220.95																									
				Check Amount	220.95																									
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27171</td> <td>610-4930-6720.000</td> <td>14.45</td> <td>0.00</td> <td>14.45</td> </tr> <tr> <td>27172</td> <td>610-4930-6720.000</td> <td>206.50</td> <td>0.00</td> <td>206.50</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27171	610-4930-6720.000	14.45	0.00	14.45	27172	610-4930-6720.000	206.50	0.00	206.50										
Ref#	GL Number	Gross	Discount	Amount																										
27171	610-4930-6720.000	14.45	0.00	14.45																										
27172	610-4930-6720.000	206.50	0.00	206.50																										
38772	07/07/2015	10228 Printed	METRO RESTAURANT SUPPLIES BLUE AIR 3 DOOR REFRIGERATOR	4,251.00 0.00	4,251.00																									
				Check Amount	4,251.00																									
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27178</td> <td>001-4020-6060.000</td> <td>4,251.00</td> <td>0.00</td> <td>4,251.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27178	001-4020-6060.000	4,251.00	0.00	4,251.00															
Ref#	GL Number	Gross	Discount	Amount																										
27178	001-4020-6060.000	4,251.00	0.00	4,251.00																										
38773	07/14/2015	4550 Printed	235- PRAXAIR DISTRIBUTION INC. CYLINDER RENTAL	42.43 0.00	42.43																									
				Check Amount	42.43																									
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27199</td> <td>201-4425-6150.000</td> <td>42.43</td> <td>0.00</td> <td>42.43</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27199	201-4425-6150.000	42.43	0.00	42.43															
Ref#	GL Number	Gross	Discount	Amount																										
27199	201-4425-6150.000	42.43	0.00	42.43																										
38774	07/14/2015	10128 Printed	ALCALA MIKE ALONSO SENIOR'S FATHER'S DAY EVENT	150.00 0.00	150.00																									
				Check Amount	150.00																									
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27193</td> <td>001-4350-6210.000</td> <td>150.00</td> <td>0.00</td> <td>150.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27193	001-4350-6210.000	150.00	0.00	150.00															
Ref#	GL Number	Gross	Discount	Amount																										
27193	001-4350-6210.000	150.00	0.00	150.00																										
38775	07/14/2015	10226 Printed	ALEX #1 AUTO REPAIR SERVICED MAINT VEH #12	450.43 0.00	450.43																									
				Check Amount	450.43																									
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27226</td> <td>001-4530-6394.000</td> <td>450.43</td> <td>0.00</td> <td>450.43</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27226	001-4530-6394.000	450.43	0.00	450.43															
Ref#	GL Number	Gross	Discount	Amount																										
27226	001-4530-6394.000	450.43	0.00	450.43																										
38776	07/14/2015	8022 Printed	AMERICAN TRANSPORTATION COM EXCURSION KNOTT'S BERRY	994.96 0.00	994.96																									
				Check Amount	994.96																									
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27231</td> <td>252-4770-6780.000</td> <td>994.96</td> <td>0.00</td> <td>994.96</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27231	252-4770-6780.000	994.96	0.00	994.96															
Ref#	GL Number	Gross	Discount	Amount																										
27231	252-4770-6780.000	994.96	0.00	994.96																										
38777	07/14/2015	10182 Printed	APA ENGINEERING, INC. VARIOUS CITYWIDE STR IMPROV	12,670.00 0.00	12,670.00																									
				Check Amount	994.96																									
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27188</td> <td>240-7082-6745.000</td> <td>1,587.66</td> <td>0.00</td> <td>1,587.66</td> </tr> <tr> <td>27188</td> <td>240-7081-6745.000</td> <td>1,538.21</td> <td>0.00</td> <td>1,538.21</td> </tr> <tr> <td>27188</td> <td>240-7080-6745.000</td> <td>4,366.63</td> <td>0.00</td> <td>4,366.63</td> </tr> <tr> <td>27189</td> <td>240-7082-6745.000</td> <td>529.75</td> <td>0.00</td> <td>529.75</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27188	240-7082-6745.000	1,587.66	0.00	1,587.66	27188	240-7081-6745.000	1,538.21	0.00	1,538.21	27188	240-7080-6745.000	4,366.63	0.00	4,366.63	27189	240-7082-6745.000	529.75	0.00	529.75
Ref#	GL Number	Gross	Discount	Amount																										
27188	240-7082-6745.000	1,587.66	0.00	1,587.66																										
27188	240-7081-6745.000	1,538.21	0.00	1,538.21																										
27188	240-7080-6745.000	4,366.63	0.00	4,366.63																										
27189	240-7082-6745.000	529.75	0.00	529.75																										

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Check Number	Check Date Void/Stop Date	Vendor# Status	Vendor Name Check Description	Gross Discount	Amount
	27189	240-7081-6745.000	513.25	0.00	513.25
	27189	240-7080-6745.000	1,457.00	0.00	1,457.00
	27190	240-7082-6745.000	567.36	0.00	567.36
	27190	240-7081-6745.000	549.69	0.00	549.69
	27190	240-7080-6745.000	1,560.45	0.00	1,560.45
			Check Amount		12,670.00
38778	07/14/2015	9966 Printed	AT & T LONG DISTANCE SERVICE LONG DISTANCE PHONE SERVICE	127.85 0.00	127.85
	Ref#	GL Number	Gross	Discount	Amount
	27216	001-4020-6390.000	47.31	0.00	47.31
	27217	001-4020-6390.000	80.54	0.00	80.54
			Check Amount		127.85
38779	07/14/2015	0057-2 Printed	AT & T PHONE SERVICE PHONE LANDLINE SERV MAY-JUNE	2,042.91 0.00	2,042.91
	Ref#	GL Number	Gross	Discount	Amount
	27220	001-4020-6390.000	2,042.91	0.00	2,042.91
			Check Amount		2,042.91
38780	07/14/2015	10133 Printed	AVANT-GARDE, INC. HIGHWAY SAFETY IMPROV APPL	3,337.50 0.00	3,337.50
	Ref#	GL Number	Gross	Discount	Amount
	27194	001-4020-6725.000	87.75	0.00	87.75
	27194	510-7053-6725.000	249.75	0.00	249.75
	27225	001-4020-6720.000	3,000.00	0.00	3,000.00
			Check Amount		3,337.50
38781	07/14/2015	5729 Printed	BELL AUTO DETAIL WASHED CITY VEHICLES	190.00 0.00	190.00
	Ref#	GL Number	Gross	Discount	Amount
	27250	001-4230-6394.000	40.00	0.00	40.00
	27250	001-4530-6394.000	150.00	0.00	150.00
			Check Amount		190.00
38782	07/14/2015	10229 Printed	BROOKS SOPHIA CUSTOMER SERVICE TRAINING	3,960.00 0.00	3,960.00
	Ref#	GL Number	Gross	Discount	Amount
	27251	001-4015-6392.000	3,960.00	0.00	3,960.00
			Check Amount		3,960.00
38783	07/14/2015	7019 Printed	BUSINESS CARD CREDIT CARD JUNE 2015 GC	357.98 0.00	357.98
	Ref#	GL Number	Gross	Discount	Amount
	27232	001-4410-6394.000	-19.61	0.00	-19.61
	27232	001-4020-6010.000	30.03	0.00	30.03
	27232	001-4410-6389.000	244.08	0.00	244.08
	27232	001-4410-6394.000	51.74	0.00	51.74
	27232	201-4425-6394.000	51.74	0.00	51.74
			Check Amount		357.98
38784	07/14/2015	10303 Printed	CHUNG WENDY CUDAHY QUARTERLY MAGAZINE	750.00 0.00	750.00

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Check Number	Check Date Void/Stop Date	Vendor# Status	Vendor Name Check Description	Gross Discount	Amount
38785	07/14/2015	6045 Printed	CONTRERAS GARDEN SUPPLY SERVICED MAINT EQUIPMENT	750.00	311.00
				0.00	0.00
				Check Amount 750.00	
				311.00	311.00
38786	07/14/2015	1206 Printed	COUNTY OF LOS ANGELES IND WAST INSPECTION - IND WASTE/SEWER	311.00	4,250.70
				0.00	0.00
				Check Amount 311.00	
				4,250.70	4,250.70
38787	07/14/2015	5552 Printed	CUDAHY AUTO CENTER FOUR NEW TIRES VEH #16	3,527.28	725.24
				723.42	0.00
				Check Amount 4,250.70	
				725.24	725.24
38788	07/14/2015	8017 Printed	DEPARTMENT OF CONSERVATION QUARTERLY STRONG MOTION	725.24	183.16
				0.00	0.00
				Check Amount 725.24	
				183.16	183.16
38789	07/14/2015	10302 Printed	DISABILITY ACCESS PROFESSIONAL SERVICES	183.16	16,520.00
				0.00	0.00
				Check Amount 183.16	
				16,520.00	16,520.00
38790	07/14/2015	9998 Printed	DOWNEY SIGN & LIGHTING 4TH JULY BANNER ON ATLANTIC	16,520.00	1,570.35
				0.00	0.00
				Check Amount 16,520.00	
				1,570.35	1,570.35
38791	07/14/2015	10179 Printed	EMPIRE CLEANING SUPPLY POWER NOZZLE - VACUUM CLEANER	1,285.35	6.95
				285.00	0.00
				Check Amount 1,570.35	
				6.95	6.95
38792	07/14/2015	10018 Printed	ESTRADA HILDA INTERPRETER JUN 29 2015	6.95	400.00
				0.00	0.00
				Check Amount 6.95	
				400.00	400.00

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Check Number	Check Date Void/Stop Date	Vendor# Status	Vendor Name Check Description	Gross Discount	Amount																																																							
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27198</td> <td>001-4020-6014.000</td> <td>236.38</td> <td>0.00</td> <td>236.38</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27198	001-4020-6014.000	236.38	0.00	236.38																																													
Ref#	GL Number	Gross	Discount	Amount																																																								
27198	001-4020-6014.000	236.38	0.00	236.38																																																								
			Check Amount	236.38																																																								
38800	07/14/2015	10080 Printed	MAIL FINANCE POSTAGE MACHINE LEASE APR-JUL	285.61 0.00	285.61																																																							
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27201</td> <td>001-4020-6385.000</td> <td>285.61</td> <td>0.00</td> <td>285.61</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27201	001-4020-6385.000	285.61	0.00	285.61																																													
Ref#	GL Number	Gross	Discount	Amount																																																								
27201	001-4020-6385.000	285.61	0.00	285.61																																																								
			Check Amount	285.61																																																								
38801	07/14/2015	10121 Printed	NATIONWIDE GATE SERVICES SERVICED GATE @ LUGO PARK YARD	125.00 0.00	125.00																																																							
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27230</td> <td>001-4410-6770.000</td> <td>125.00</td> <td>0.00</td> <td>125.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27230	001-4410-6770.000	125.00	0.00	125.00																																													
Ref#	GL Number	Gross	Discount	Amount																																																								
27230	001-4410-6770.000	125.00	0.00	125.00																																																								
			Check Amount	125.00																																																								
38802	07/14/2015	1978 Printed	OFFICE DEPOT BUSINESS COPIER PAPER	105.93 0.00	105.93																																																							
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27195</td> <td>001-4020-6014.000</td> <td>105.93</td> <td>0.00</td> <td>105.93</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27195	001-4020-6014.000	105.93	0.00	105.93																																													
Ref#	GL Number	Gross	Discount	Amount																																																								
27195	001-4020-6014.000	105.93	0.00	105.93																																																								
			Check Amount	105.93																																																								
38803	07/14/2015	10304 Printed	ROGER J. GRODY, LLC CITY QUARTERLY MAGAZINE	390.00 0.00	390.00																																																							
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27254</td> <td>001-4011-6720.000</td> <td>390.00</td> <td>0.00</td> <td>390.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27254	001-4011-6720.000	390.00	0.00	390.00																																													
Ref#	GL Number	Gross	Discount	Amount																																																								
27254	001-4011-6720.000	390.00	0.00	390.00																																																								
			Check Amount	390.00																																																								
38804	07/14/2015	9451 Printed	ROLF POPROWSKI, EA PROFESSIONAL SERVICES APR-JUN	1,890.00 0.00	1,890.00																																																							
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27236</td> <td>001-4151-6710.000</td> <td>1,890.00</td> <td>0.00</td> <td>1,890.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27236	001-4151-6710.000	1,890.00	0.00	1,890.00																																													
Ref#	GL Number	Gross	Discount	Amount																																																								
27236	001-4151-6710.000	1,890.00	0.00	1,890.00																																																								
			Check Amount	1,890.00																																																								
38805	07/14/2015			0.00	0.00																																																							
	07/14/2015	Void	Void Check	0.00																																																								
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td>0.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount					0.00																																													
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				0.00																																																								
			Check Amount	0.00																																																								
38806	07/14/2015	0069-2 Printed	SIEMENS INDUSTRY, INC. TRAFFIC SIGNAL RESPONSES	28,304.01 0.00	28,304.01																																																							
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27239</td> <td>350-4430-6775.000</td> <td>6,347.00</td> <td>0.00</td> <td>6,347.00</td> </tr> <tr> <td>27240</td> <td>201-4420-6771.000</td> <td>15,323.58</td> <td>0.00</td> <td>15,323.58</td> </tr> <tr> <td>27241</td> <td>350-4430-6775.000</td> <td>1,413.37</td> <td>0.00</td> <td>1,413.37</td> </tr> <tr> <td>27242</td> <td>201-4420-6771.000</td> <td>674.61</td> <td>0.00</td> <td>674.61</td> </tr> <tr> <td>27243</td> <td>201-4420-6771.000</td> <td>281.22</td> <td>0.00</td> <td>281.22</td> </tr> <tr> <td>27244</td> <td>350-4430-6775.000</td> <td>783.25</td> <td>0.00</td> <td>783.25</td> </tr> <tr> <td>27245</td> <td>350-4430-6775.000</td> <td>1,110.95</td> <td>0.00</td> <td>1,110.95</td> </tr> <tr> <td>27246</td> <td>350-4430-6775.000</td> <td>783.25</td> <td>0.00</td> <td>783.25</td> </tr> <tr> <td>27247</td> <td>201-4420-6771.000</td> <td>203.96</td> <td>0.00</td> <td>203.96</td> </tr> <tr> <td>27248</td> <td>201-4420-6771.000</td> <td>674.61</td> <td>0.00</td> <td>674.61</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27239	350-4430-6775.000	6,347.00	0.00	6,347.00	27240	201-4420-6771.000	15,323.58	0.00	15,323.58	27241	350-4430-6775.000	1,413.37	0.00	1,413.37	27242	201-4420-6771.000	674.61	0.00	674.61	27243	201-4420-6771.000	281.22	0.00	281.22	27244	350-4430-6775.000	783.25	0.00	783.25	27245	350-4430-6775.000	1,110.95	0.00	1,110.95	27246	350-4430-6775.000	783.25	0.00	783.25	27247	201-4420-6771.000	203.96	0.00	203.96	27248	201-4420-6771.000	674.61	0.00	674.61
Ref#	GL Number	Gross	Discount	Amount																																																								
27239	350-4430-6775.000	6,347.00	0.00	6,347.00																																																								
27240	201-4420-6771.000	15,323.58	0.00	15,323.58																																																								
27241	350-4430-6775.000	1,413.37	0.00	1,413.37																																																								
27242	201-4420-6771.000	674.61	0.00	674.61																																																								
27243	201-4420-6771.000	281.22	0.00	281.22																																																								
27244	350-4430-6775.000	783.25	0.00	783.25																																																								
27245	350-4430-6775.000	1,110.95	0.00	1,110.95																																																								
27246	350-4430-6775.000	783.25	0.00	783.25																																																								
27247	201-4420-6771.000	203.96	0.00	203.96																																																								
27248	201-4420-6771.000	674.61	0.00	674.61																																																								

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Check Number	Check Date Void/Stop Date	Vendor# Status	Vendor Name Check Description	Gross Discount	Amount			
	27249	201-4420-6771.000		708.21 0.00	708.21			
				Check Amount	28,304.01			
38807	07/14/2015	10049 Printed	SIGNAL HILL INITIAL PAY -HARBOR TOXIC TMDL	2,051.84 0.00	2,051.84			
				Check Amount	2,051.84			
	27224	001-4020-6389.000		2,051.84 0.00	2,051.84			
				Check Amount	2,051.84			
38808	07/14/2015	0172 Printed	SMART & FINAL FOOD SERVICE FOOD DISTRIBUTION JUNE 2015	2,194.18 0.00	2,194.18			
				Check Amount	2,194.18			
				27233	001-4020-6080.000	15.57	0.00	15.57
				27233	001-4020-6080.000	18.87	0.00	18.87
				27233	001-4015-6392.000	12.69	0.00	12.69
				27233	001-4020-6080.000	15.57	0.00	15.57
				27234	001-4642-6515.000	2,131.48	0.00	2,131.48
				Check Amount	2,194.18			
38809	07/14/2015	0070 Printed	SOUTHERN CALIFORNIA EDISON ELECTRICITY BILLS JUNE	9,626.51 0.00	9,626.51			
				Check Amount	9,626.51			
				27214	201-4420-6318.000	1,075.68	0.00	1,075.68
				27214	350-4430-6318.000	64.00	0.00	64.00
				27214	001-4020-6318.000	8,184.31	0.00	8,184.31
				27215	001-4020-6318.000	213.69	0.00	213.69
				27215	201-4420-6318.000	88.83	0.00	88.83
				Check Amount	9,626.51			
38810	07/14/2015	0079 Printed	TRACT 180 WATER COMPANY WATER SERVICE MAY - JUNE	6,383.57 0.00	6,383.57			
				Check Amount	6,383.57			
				27221	201-4425-6395.000	251.97	0.00	251.97
				27221	001-4020-6395.000	57.52	0.00	57.52
				27221	001-4410-6395.000	6,074.08	0.00	6,074.08
				Check Amount	6,383.57			
38811	07/14/2015	0078 Printed	TRACT 349 MUTUAL WATER CO WATER SERVICE APRIL - JUNE	347.95 0.00	347.95			
				Check Amount	347.95			
				27222	001-4020-6395.000	107.38	0.00	107.38
				27222	201-4425-6395.000	240.57	0.00	240.57
				Check Amount	347.95			
38812	07/14/2015	9991 Printed	TRANSTECH ATP SRTS PROJECT 0384 MAY	24,106.88 0.00	24,106.88			
				Check Amount	24,106.88			
				27182	201-4425-6745.000	4,034.38	0.00	4,034.38
				27183	201-4425-6745.000	240.00	0.00	240.00
				27184	251-7001-6745.000	77.50	0.00	77.50
				27185	240-7080-6745.000	77.50	0.00	77.50
				27186	001-4216-6745.000	19,445.00	0.00	19,445.00
				27187	001-4216-6745.000	232.50	0.00	232.50

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Check Number	Check Date Void/Stop Date	Vendor# Status	Vendor Name Check Description	Gross Discount	Amount																																			
				Check Amount	24,106.88																																			
38813	07/14/2015	2270 Printed	TRUJILLO AURELIO MILEAGE REIMBURSEMENT	251.94 0.00	251.94																																			
				Check Amount	251.94																																			
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27196</td> <td>001-4410-6392.000</td> <td>251.94</td> <td>0.00</td> <td>251.94</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27196	001-4410-6392.000	251.94	0.00	251.94																									
Ref#	GL Number	Gross	Discount	Amount																																				
27196	001-4410-6392.000	251.94	0.00	251.94																																				
38814	07/14/2015	5631 Printed	WELLS LOCK & KEY KEY DUPLICATES	541.00 0.00	541.00																																			
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27204</td> <td>001-4020-6370.000</td> <td>117.00</td> <td>0.00</td> <td>117.00</td> </tr> <tr> <td>27205</td> <td>001-4020-6370.000</td> <td>45.00</td> <td>0.00</td> <td>45.00</td> </tr> <tr> <td>27206</td> <td>001-4020-6370.000</td> <td>70.00</td> <td>0.00</td> <td>70.00</td> </tr> <tr> <td>27207</td> <td>001-4020-6370.000</td> <td>122.00</td> <td>0.00</td> <td>122.00</td> </tr> <tr> <td>27208</td> <td>001-4020-6370.000</td> <td>117.00</td> <td>0.00</td> <td>117.00</td> </tr> <tr> <td>27209</td> <td>001-4020-6370.000</td> <td>70.00</td> <td>0.00</td> <td>70.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27204	001-4020-6370.000	117.00	0.00	117.00	27205	001-4020-6370.000	45.00	0.00	45.00	27206	001-4020-6370.000	70.00	0.00	70.00	27207	001-4020-6370.000	122.00	0.00	122.00	27208	001-4020-6370.000	117.00	0.00	117.00	27209	001-4020-6370.000	70.00	0.00	70.00
Ref#	GL Number	Gross	Discount	Amount																																				
27204	001-4020-6370.000	117.00	0.00	117.00																																				
27205	001-4020-6370.000	45.00	0.00	45.00																																				
27206	001-4020-6370.000	70.00	0.00	70.00																																				
27207	001-4020-6370.000	122.00	0.00	122.00																																				
27208	001-4020-6370.000	117.00	0.00	117.00																																				
27209	001-4020-6370.000	70.00	0.00	70.00																																				
				Check Amount	541.00																																			
38815	07/14/2015	10192 Printed	FS CONSTRUCTION CITYWIDE STREET REPAIR PROJECT	75,665.22 0.00	75,665.22																																			
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27255</td> <td>253-4425-6725.000</td> <td>75,665.22</td> <td>0.00</td> <td>75,665.22</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27255	253-4425-6725.000	75,665.22	0.00	75,665.22																									
Ref#	GL Number	Gross	Discount	Amount																																				
27255	253-4425-6725.000	75,665.22	0.00	75,665.22																																				
				Check Amount	75,665.22																																			
38816	07/14/2015	10192 Printed	FS CONSTRUCTION CITYWIDESTREET REPAIR PROJECT	3,982.38 0.00	3,982.38																																			
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27256</td> <td>253-4425-6725.000</td> <td>864.78</td> <td>0.00</td> <td>864.78</td> </tr> <tr> <td>27256</td> <td>201-4425-6720.000</td> <td>3,117.60</td> <td>0.00</td> <td>3,117.60</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27256	253-4425-6725.000	864.78	0.00	864.78	27256	201-4425-6720.000	3,117.60	0.00	3,117.60																				
Ref#	GL Number	Gross	Discount	Amount																																				
27256	253-4425-6725.000	864.78	0.00	864.78																																				
27256	201-4425-6720.000	3,117.60	0.00	3,117.60																																				
				Check Amount	3,982.38																																			
38817	07/14/2015	10192 Printed	FS CONSTRUCTION CUDAHY RIVER PARK SIDEWALK	1,064.85 0.00	1,064.85																																			
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27257</td> <td>280-7008-6725.000</td> <td>1,064.85</td> <td>0.00</td> <td>1,064.85</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27257	280-7008-6725.000	1,064.85	0.00	1,064.85																									
Ref#	GL Number	Gross	Discount	Amount																																				
27257	280-7008-6725.000	1,064.85	0.00	1,064.85																																				
				Check Amount	1,064.85																																			
38818	07/21/2015	8289 Printed	CITY OF CUDAHY TRUST DEPOSIT PROP & LIABILITY	40,000.00 0.00	40,000.00																																			
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27260</td> <td>001-0000-1301.000</td> <td>40,000.00</td> <td>0.00</td> <td>40,000.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27260	001-0000-1301.000	40,000.00	0.00	40,000.00																									
Ref#	GL Number	Gross	Discount	Amount																																				
27260	001-0000-1301.000	40,000.00	0.00	40,000.00																																				
				Check Amount	40,000.00																																			
38819	07/21/2015	4402 Printed	GATEWAY CITIES ANNUAL MEMBERSHIP 2015-2016	14,000.00 0.00	14,000.00																																			
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27262</td> <td>251-7039-6721.000</td> <td>14,000.00</td> <td>0.00</td> <td>14,000.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27262	251-7039-6721.000	14,000.00	0.00	14,000.00																									
Ref#	GL Number	Gross	Discount	Amount																																				
27262	251-7039-6721.000	14,000.00	0.00	14,000.00																																				
				Check Amount	14,000.00																																			
38820	07/21/2015	10106 Printed	HR DYNAMICS & PERFORMANCE MGNT CONSULTING SERV JUL 5 - JUL 18	11,928.60 0.00	11,928.60																																			

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BANK: WELLS FARGO BANK

Check Number	Check Date	Vendor#	Vendor Name	Gross	Discount	Amount
	Void/Stop Date	Status	Check Description			

Ref#	GL Number	Gross	Discount	Amount
27258	001-4015-6720.000	5,893.60	0.00	5,893.60
27259	001-4011-6720.000	5,525.00	0.00	5,525.00
27259	001-4930-6391.000	510.00	0.00	510.00

Check Amount 11,928.60

38821	07/21/2015	10049	SIGNAL HILL	5,000.00		5,000.00
		Printed	ANNUAL MEMBERSHIP 2015-2016		0.00	

Ref#	GL Number	Gross	Discount	Amount
27261	001-4216-6745.000	5,000.00	0.00	5,000.00

Check Amount 5,000.00

38822	07/21/2015	9626	THE BANCORP BANK	1,154.24		1,154.24
		Printed	FORD FUSION HYBRID 2 VEH		0.00	

Ref#	GL Number	Gross	Discount	Amount
27263	257-4780-6393.000	1,154.24	0.00	1,154.24

Check Amount 1,154.24

38823	07/21/2015	8289	CITY OF CUDAHY	75,000.00		75,000.00
		Printed	TRUST DEPOSIT - WORKER COMP		0.00	

Ref#	GL Number	Gross	Discount	Amount
27264	001-0000-1302.000	75,000.00	0.00	75,000.00

Check Amount 75,000.00

38824	07/21/2015	10305	MINICIPAL INSURANCE COOPERATIV	294,576.00		294,576.00
		Printed	INSURANCE PROGRAM & CLAIMS		0.00	

Ref#	GL Number	Gross	Discount	Amount
27265	001-4020-6420.000	41,042.00	0.00	41,042.00
27265	001-4020-6420.000	5,667.00	0.00	5,667.00
27265	001-4020-6420.000	5,000.00	0.00	5,000.00
27265	001-4020-6490.000	5,000.00	0.00	5,000.00
27265	001-4020-6490.000	85,605.00	0.00	85,605.00
27265	001-4020-6420.000	2,500.00	0.00	2,500.00
27265	001-4020-6420.000	149,762.00	0.00	149,762.00

Check Amount 294,576.00

38825	07/21/2015	7019	BUSINESS CARD	13,794.62		13,794.62
		Printed	CREDIT CARD PAYMENT JUNE 2015		0.00	

Ref#	GL Number	Gross	Discount	Amount
27270	001-4020-6375.000	122.50	0.00	122.50
27270	001-4642-6515.000	93.66	0.00	93.66
27270	280-7008-6720.000	1,110.01	0.00	1,110.01
27270	001-4020-6396.000	674.00	0.00	674.00
27270	001-4015-6392.000	32.97	0.00	32.97
27270	001-4020-6080.000	487.32	0.00	487.32
27270	001-4151-6391.000	55.00	0.00	55.00
27270	001-4020-6420.000	3,132.00	0.00	3,132.00
27270	001-0000-1045.000	2,767.94	0.00	2,767.94
27270	001-4001-6391.000	5,319.22	0.00	5,319.22

Check Amount 13,794.62

38826	07/21/2015	10195	COMMERCIAL ROOFING SYSTEMS,INC	56.65		56.65
		Printed	BEDWELL HALL RE-ROOFING		0.00	

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Check Number	Check Date Void/Stop Date	Vendor# Status	Vendor Name Check Description	Gross Discount	Amount															
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27268</td> <td>001-4020-6725.000</td> <td>14.73</td> <td>0.00</td> <td>14.73</td> </tr> <tr> <td>27268</td> <td>510-7053-6725.000</td> <td>41.92</td> <td>0.00</td> <td>41.92</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27268	001-4020-6725.000	14.73	0.00	14.73	27268	510-7053-6725.000	41.92	0.00	41.92
Ref#	GL Number	Gross	Discount	Amount																
27268	001-4020-6725.000	14.73	0.00	14.73																
27268	510-7053-6725.000	41.92	0.00	41.92																
			Check Amount	56.65																
38827	07/21/2015	5710 Printed	JADE FAMILY SERVICES PARENTING CLASSES JUNE 2015	1,882.35 0.00	1,882.35															
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27269</td> <td>510-4643-6720.000</td> <td>1,882.35</td> <td>0.00</td> <td>1,882.35</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27269	510-4643-6720.000	1,882.35	0.00	1,882.35					
Ref#	GL Number	Gross	Discount	Amount																
27269	510-4643-6720.000	1,882.35	0.00	1,882.35																
			Check Amount	1,882.35																
38828	07/21/2015	9425 Printed	JK CONSTRUCTION 4631 ELIZABETH #12 - SANCHEZ	735.00 0.00	735.00															
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27266</td> <td>510-4620-6767.000</td> <td>735.00</td> <td>0.00</td> <td>735.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27266	510-4620-6767.000	735.00	0.00	735.00					
Ref#	GL Number	Gross	Discount	Amount																
27266	510-4620-6767.000	735.00	0.00	735.00																
			Check Amount	735.00																
38829	07/21/2015	10217 Printed	LARES CONSTRUCTION & 8305 ATLANTIC AVE, #27 GARCIA	830.00 0.00	830.00															
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27267</td> <td>510-4620-6767.000</td> <td>830.00</td> <td>0.00</td> <td>830.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27267	510-4620-6767.000	830.00	0.00	830.00					
Ref#	GL Number	Gross	Discount	Amount																
27267	510-4620-6767.000	830.00	0.00	830.00																
			Check Amount	830.00																
38830	07/29/2015	9738 Printed	ARENT FOX LLP LEGAL SERVICES APRIL 2015	5,000.00 0.00	5,000.00															
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27286</td> <td>001-4005-6755.000</td> <td>5,000.00</td> <td>0.00</td> <td>5,000.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27286	001-4005-6755.000	5,000.00	0.00	5,000.00					
Ref#	GL Number	Gross	Discount	Amount																
27286	001-4005-6755.000	5,000.00	0.00	5,000.00																
			Check Amount	5,000.00																
38831	07/29/2015	10310 Printed	ARREOLA BLANCA REFUND - YOUTH SOCCER	55.00 0.00	55.00															
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27296</td> <td>001-0000-4990.000</td> <td>55.00</td> <td>0.00</td> <td>55.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27296	001-0000-4990.000	55.00	0.00	55.00					
Ref#	GL Number	Gross	Discount	Amount																
27296	001-0000-4990.000	55.00	0.00	55.00																
			Check Amount	55.00																
38832	07/29/2015	9966 Printed	AT & T LONG DISTANCE SERVICE LONG DISTANCE PHONE SERVICE	51.03 0.00	51.03															
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27276</td> <td>001-4020-6390.000</td> <td>51.03</td> <td>0.00</td> <td>51.03</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27276	001-4020-6390.000	51.03	0.00	51.03					
Ref#	GL Number	Gross	Discount	Amount																
27276	001-4020-6390.000	51.03	0.00	51.03																
			Check Amount	51.03																
38833	07/29/2015	7055 Printed	ATTORNEY GENERAL ANNUAL REGISTRATION FY 2009	25.00 0.00	25.00															
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27275</td> <td>710-6010-6376.000</td> <td>25.00</td> <td>0.00</td> <td>25.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27275	710-6010-6376.000	25.00	0.00	25.00					
Ref#	GL Number	Gross	Discount	Amount																
27275	710-6010-6376.000	25.00	0.00	25.00																
			Check Amount	25.00																
38834	07/29/2015	9952 Printed	BALANDRAN JESSICA AFLAC PREMIUM REIMBURSEMENT	88.68 0.00	88.68															
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27289</td> <td>960-0000-2115.000</td> <td>88.68</td> <td>0.00</td> <td>88.68</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27289	960-0000-2115.000	88.68	0.00	88.68					
Ref#	GL Number	Gross	Discount	Amount																
27289	960-0000-2115.000	88.68	0.00	88.68																

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Check Number	Check Date Void/Stop Date	Vendor# Status	Vendor Name Check Description	Gross Discount	Amount		
			Check Amount	88.68			
38835	07/29/2015	10313 Printed	CAMARENA MARIO REFUND - YOUTH SOCCER	45.00 0.00	45.00		
			Check Amount	45.00			
			Ref#	GL Number	Gross	Discount	Amount
			27299	001-0000-4990.000	45.00	0.00	45.00
38836	07/29/2015 06/30/2015	10307 Void	CHAIDEZ MARISSA REFUND - YOUTH SOCCER	0.00 0.00	55.00		
			Check Amount	55.00			
			Ref#	GL Number	Gross	Discount	Amount
			27272	001-4008-6720.000	6,462.00	0.00	6,462.00
38837	07/29/2015	8179 Printed	CODE PUBLISHING INC. HALSEY MUNICIPAL CODE	6,462.00 0.00	6,462.00		
			Check Amount	6,462.00			
38838	07/29/2015	10005 Printed	DAPEER, ROSENBLIT & LITVAK PROFESSIONAL SERVICES JUN 2015	8,660.77 0.00	8,660.77		
			Check Amount	8,660.77			
			Ref#	GL Number	Gross	Discount	Amount
			27282	001-4230-6755.000	7,474.09	0.00	7,474.09
			27283	001-4230-6755.000	1,186.68	0.00	1,186.68
38839	07/29/2015	10314 Printed	DE LA ROSA DANIEL REFUND - YOUTH SOCCER	55.00 0.00	55.00		
			Check Amount	55.00			
			Ref#	GL Number	Gross	Discount	Amount
			27300	001-0000-4990.000	55.00	0.00	55.00
38840	07/29/2015	2139-2 Printed	HDL COREN & CONE AUDIT SERVICES - PROPERTY TAX	765.29 0.00	765.29		
			Check Amount	765.29			
			Ref#	GL Number	Gross	Discount	Amount
			27284	001-4151-6720.000	765.29	0.00	765.29
38841	07/29/2015	10311 Printed	HERNANDEZ VERONICA REFUND - YOUTH SOCCER	45.00 0.00	45.00		
			Check Amount	45.00			
			Ref#	GL Number	Gross	Discount	Amount
			27297	001-0000-4990.000	45.00	0.00	45.00
38842	07/29/2015	2724 Printed	HOME DEPOT CREDIT SERVICES HARDWARE AND SUPPLIES	1,682.82 0.00	1,682.82		
			Check Amount	1,682.82			
			Ref#	GL Number	Gross	Discount	Amount
			27291	001-4410-6770.000	3.80	0.00	3.80
			27291	001-4020-6010.000	348.75	0.00	348.75
			27291	001-4410-6389.000	972.87	0.00	972.87
			27291	201-4425-6150.000	112.87	0.00	112.87
			27291	001-4410-6140.000	244.53	0.00	244.53

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Check Number	Check Date Void/Stop Date	Vendor# Status	Vendor Name Check Description	Gross Discount	Amount
				Check Amount	1,682.82
38843	07/29/2015	0197 Printed	LA COUNTY SHERIFF'S DEPARTMENT LAW ENFORCEMENT 5/01 - 5/31	283,421.28 0.00	283,421.28
				Check Amount	283,421.28
				Ref#	GL Number
				27287	001-4501-6763.000
				Gross	Discount
				283,421.28	0.00
				Amount	283,421.28
				Check Amount	283,421.28
38844	07/29/2015	10196 Printed	LAW ENFORCEMENT CRISIS EMPLOYEE TRAINING	10,000.00 0.00	10,000.00
				Check Amount	10,000.00
				Ref#	GL Number
				27288	001-4011-6720.000
				Gross	Discount
				10,000.00	0.00
				Amount	10,000.00
				Check Amount	10,000.00
38845	07/29/2015	0092-7 Printed	LEAGUE OF CALIFORNIA CITIES DIV GEN MEETING C HERNANDEZ	35.00 0.00	35.00
				Check Amount	35.00
				Ref#	GL Number
				27274	001-4001-6391.000
				Gross	Discount
				35.00	0.00
				Amount	35.00
				Check Amount	35.00
38846	07/29/2015	5702 Printed	LOS ANGELES COUNTY REGISTRAR SPECIAL ELECTIONS MARCH 2015	64,499.27 0.00	64,499.27
				Check Amount	64,499.27
				Ref#	GL Number
				27273	001-4008-6740.000
				Gross	Discount
				64,499.27	0.00
				Amount	64,499.27
				Check Amount	64,499.27
38847	07/29/2015	10315 Printed	MARTIN RICARDO REFUND - YOUTH SOCCER	55.00 0.00	55.00
				Check Amount	55.00
				Ref#	GL Number
				27301	001-0000-4990.000
				Gross	Discount
				55.00	0.00
				Amount	55.00
				Check Amount	55.00
38848	07/29/2015	10309 Printed	MONTAYA DUNIE REFUND - YOUTH SOCCER	55.00 0.00	55.00
				Check Amount	55.00
				Ref#	GL Number
				27295	001-0000-4990.000
				Gross	Discount
				55.00	0.00
				Amount	55.00
				Check Amount	55.00
38849	07/29/2015	10081 Printed	NEOFUNDS BY NEOPOST POSTAGE	400.00 0.00	400.00
				Check Amount	400.00
				Ref#	GL Number
				27304	001-4020-6385.000
				Gross	Discount
				400.00	0.00
				Amount	400.00
				Check Amount	400.00
38850	07/29/2015	1978 Printed	OFFICE DEPOT BUSINESS OFFICE SUPPLIES	111.37 0.00	111.37
				Check Amount	111.37
				Ref#	GL Number
				27271	001-4020-6080.000
				Gross	Discount
				111.37	0.00
				Amount	111.37
				Check Amount	111.37
38851	07/29/2015	10308 Printed	PADILLA MARTHA REFUND - YOUTH SOCCER	45.00 0.00	45.00
				Check Amount	45.00

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Check Number	Check Date Void/Stop Date	Vendor# Status	Vendor Name Check Description	Gross Discount	Amount
38852	07/29/2015	10317 Printed	REYNAGA BERTHA	173.25	173.25
			REFUND - BUS LICENSE PENALTY	0.00	0.00
				Check Amount	45.00
					173.25
					173.25
				Check Amount	173.25
38853	07/29/2015	10316 Printed	RODRIGUEZ MARIA	55.00	55.00
			REFUND - YOUTH SOCCER	0.00	0.00
				Check Amount	55.00
					55.00
				Check Amount	55.00
38854	07/29/2015	10306 Printed	ROMERO JOANNA	45.00	45.00
			REFUND - YOUTH SOCCER	0.00	0.00
				Check Amount	45.00
					45.00
				Check Amount	45.00
38855	07/29/2015	2802 Printed	SAM'S CLUB	806.74	806.74
			SNACK FOR CYF & CITY EVENTS	0.00	0.00
				Check Amount	806.74
					806.74
				Check Amount	806.74
38856	07/29/2015	5251 Printed	SHEPPARD, MULLIN, RICHTER &	4,240.00	4,240.00
			PROFESSIONAL SERVICES JUNE	0.00	0.00
				Check Amount	4,240.00
					4,240.00
				Check Amount	4,240.00
38857	07/29/2015	0070 Printed	SOUTHERN CALIFORNIA EDISON	11,696.07	11,696.07
			ELECTRICITY BILLS	0.00	0.00
				Check Amount	11,696.07
					11,696.07
				Check Amount	11,696.07
38858	07/29/2015	0071 Printed	THE GAS COMPANY	153.64	153.64
			NATURAL GAS - 7810 OTIS AVE	0.00	0.00
				Check Amount	153.64
					153.64
				Check Amount	153.64

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City of Cudahy

BANK: WELLS FARGO BANK

Check Number	Check Date Void/Stop Date	Vendor# Status	Vendor Name Check Description	Gross Discount	Amount																				
38859	07/29/2015	10312 Printed	TORRES MARGARITA REFUND - YOUTH SOCCER	45.00 0.00	45.00																				
				Check Amount	45.00																				
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27298</td> <td>001-0000-4990.000</td> <td>45.00</td> <td>0.00</td> <td>45.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27298	001-0000-4990.000	45.00	0.00	45.00										
Ref#	GL Number	Gross	Discount	Amount																					
27298	001-0000-4990.000	45.00	0.00	45.00																					
38860	07/29/2015	9951 Printed	WILLDAN ENGINEERING & TRAFFIC SURVEY	10,000.00 0.00	10,000.00																				
				Check Amount	10,000.00																				
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27290</td> <td>251-7043-6745.000</td> <td>10,000.00</td> <td>0.00</td> <td>10,000.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27290	251-7043-6745.000	10,000.00	0.00	10,000.00										
Ref#	GL Number	Gross	Discount	Amount																					
27290	251-7043-6745.000	10,000.00	0.00	10,000.00																					
38861	07/29/2015	2932 Printed	AMERICAN PROMOTIONAL EVENTS FINAL FIREWORKS SALES	167.25 0.00	167.25																				
				Check Amount	167.25																				
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27309</td> <td>710-6010-6030.000</td> <td>167.25</td> <td>0.00</td> <td>167.25</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27309	710-6010-6030.000	167.25	0.00	167.25										
Ref#	GL Number	Gross	Discount	Amount																					
27309	710-6010-6030.000	167.25	0.00	167.25																					
38862	07/29/2015	10205 Printed	APPLE ONE EMPLOYMENT SERVICES EMPLOYMENT SERVICE JULU 11TH	2,017.88 0.00	2,017.88																				
				Check Amount	2,017.88																				
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27314</td> <td>001-4020-6720.000</td> <td>769.86</td> <td>0.00</td> <td>769.86</td> </tr> <tr> <td>27315</td> <td>001-4020-6720.000</td> <td>668.36</td> <td>0.00</td> <td>668.36</td> </tr> <tr> <td>27316</td> <td>001-4020-6720.000</td> <td>579.66</td> <td>0.00</td> <td>579.66</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27314	001-4020-6720.000	769.86	0.00	769.86	27315	001-4020-6720.000	668.36	0.00	668.36	27316	001-4020-6720.000	579.66	0.00	579.66
Ref#	GL Number	Gross	Discount	Amount																					
27314	001-4020-6720.000	769.86	0.00	769.86																					
27315	001-4020-6720.000	668.36	0.00	668.36																					
27316	001-4020-6720.000	579.66	0.00	579.66																					
38863	07/29/2015	10319 Printed	CAL PERS GASB 68 REPORTING SERV FY15/16	2,550.00 0.00	2,550.00																				
				Check Amount	2,550.00																				
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27323</td> <td>001-4151-6720.000</td> <td>2,550.00</td> <td>0.00</td> <td>2,550.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27323	001-4151-6720.000	2,550.00	0.00	2,550.00										
Ref#	GL Number	Gross	Discount	Amount																					
27323	001-4151-6720.000	2,550.00	0.00	2,550.00																					
38864	07/29/2015	9428 Printed	CALIFORNIA CONTRACT CITIES ANNUAL MEMBERSHIP FY15/16	3,151.00 0.00	3,151.00																				
				Check Amount	3,151.00																				
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27319</td> <td>001-4001-6312.000</td> <td>3,151.00</td> <td>0.00</td> <td>3,151.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27319	001-4001-6312.000	3,151.00	0.00	3,151.00										
Ref#	GL Number	Gross	Discount	Amount																					
27319	001-4001-6312.000	3,151.00	0.00	3,151.00																					
38865	07/29/2015	5189 Printed	COMMUNITY DEVELOPMENT COMM CDBG ANNIVERSARY LUNCHEON	50.00 0.00	50.00																				
				Check Amount	50.00																				
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27308</td> <td>001-4011-6391.000</td> <td>50.00</td> <td>0.00</td> <td>50.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27308	001-4011-6391.000	50.00	0.00	50.00										
Ref#	GL Number	Gross	Discount	Amount																					
27308	001-4011-6391.000	50.00	0.00	50.00																					
38866	07/29/2015	10318 Printed	CORONA RAYMUNDO P90X FITNESS INSTRUCTOR	231.00 0.00	231.00																				
				Check Amount	231.00																				
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27322</td> <td>001-4350-6210.000</td> <td>231.00</td> <td>0.00</td> <td>231.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27322	001-4350-6210.000	231.00	0.00	231.00										
Ref#	GL Number	Gross	Discount	Amount																					
27322	001-4350-6210.000	231.00	0.00	231.00																					

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BANK: WELLS FARGO BANK

Check Number	Check Date Void/Stop Date	Vendor# Status	Vendor Name Check Description	Gross Discount	Amount																				
38867	07/29/2015	10179 Printed	EMPIRE CLEANING SUPPLY JANITORIAL SUPPLY	398.22 0.00	398.22																				
				Check Amount	398.22																				
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27306</td> <td>001-4020-6080.000</td> <td>398.22</td> <td>0.00</td> <td>398.22</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27306	001-4020-6080.000	398.22	0.00	398.22										
Ref#	GL Number	Gross	Discount	Amount																					
27306	001-4020-6080.000	398.22	0.00	398.22																					
38868	07/29/2015	10018 Printed	ESTRADA HILDA INTERPRETER JULY 13, 2015	800.00 0.00	800.00																				
				Check Amount	800.00																				
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27317</td> <td>001-4020-6720.000</td> <td>800.00</td> <td>0.00</td> <td>800.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27317	001-4020-6720.000	800.00	0.00	800.00										
Ref#	GL Number	Gross	Discount	Amount																					
27317	001-4020-6720.000	800.00	0.00	800.00																					
38869	07/29/2015	5411 Printed	LIEBERT CASSIDY WHITMORE PROFESSIONAL SERVICES JUNE	49.00 0.00	49.00																				
				Check Amount	49.00																				
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27318</td> <td>001-4015-6720.000</td> <td>49.00</td> <td>0.00</td> <td>49.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27318	001-4015-6720.000	49.00	0.00	49.00										
Ref#	GL Number	Gross	Discount	Amount																					
27318	001-4015-6720.000	49.00	0.00	49.00																					
38870	07/29/2015	10194 Printed	MAGANA GARCIA CECILIA ZUMBA INSTRUCTOR	386.25 0.00	386.25																				
				Check Amount	386.25																				
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27305</td> <td>001-4350-6210.000</td> <td>386.25</td> <td>0.00</td> <td>386.25</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27305	001-4350-6210.000	386.25	0.00	386.25										
Ref#	GL Number	Gross	Discount	Amount																					
27305	001-4350-6210.000	386.25	0.00	386.25																					
38871	07/29/2015	10300 Printed	MARIA IBARRA REIMBURSEMENT COMPUTER LOAN	41.20 0.00	41.20																				
				Check Amount	41.20																				
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27313</td> <td>001-0000-1045.000</td> <td>41.20</td> <td>0.00</td> <td>41.20</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27313	001-0000-1045.000	41.20	0.00	41.20										
Ref#	GL Number	Gross	Discount	Amount																					
27313	001-0000-1045.000	41.20	0.00	41.20																					
38872	07/29/2015	5715 Printed	MAZARIEGOS RAUL REIMBURSEMENT COMPUTER LOAN	12.42 0.00	12.42																				
				Check Amount	12.42																				
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27312</td> <td>001-0000-1045.000</td> <td>12.42</td> <td>0.00</td> <td>12.42</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27312	001-0000-1045.000	12.42	0.00	12.42										
Ref#	GL Number	Gross	Discount	Amount																					
27312	001-0000-1045.000	12.42	0.00	12.42																					
38873	07/29/2015	10191 Printed	MORENO DANNY BALLON ARTIST NAT'L NIGHT OUT	325.00 0.00	325.00																				
				Check Amount	325.00																				
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27310</td> <td>001-4350-6585.000</td> <td>325.00</td> <td>0.00</td> <td>325.00</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27310	001-4350-6585.000	325.00	0.00	325.00										
Ref#	GL Number	Gross	Discount	Amount																					
27310	001-4350-6585.000	325.00	0.00	325.00																					
38874	07/29/2015	1978-1 Printed	OFFICE DEPOT CREDIT PLAN OFFICE SUPPLIES JUNE 2015	262.34 0.00	262.34																				
				Check Amount	262.34																				
<table border="1"> <thead> <tr> <th>Ref#</th> <th>GL Number</th> <th>Gross</th> <th>Discount</th> <th>Amount</th> </tr> </thead> <tbody> <tr> <td>27321</td> <td>001-4018-6080.000</td> <td>19.09</td> <td>0.00</td> <td>19.09</td> </tr> <tr> <td>27321</td> <td>001-4020-6014.000</td> <td>137.22</td> <td>0.00</td> <td>137.22</td> </tr> <tr> <td>27321</td> <td>001-4020-6080.000</td> <td>106.03</td> <td>0.00</td> <td>106.03</td> </tr> </tbody> </table>						Ref#	GL Number	Gross	Discount	Amount	27321	001-4018-6080.000	19.09	0.00	19.09	27321	001-4020-6014.000	137.22	0.00	137.22	27321	001-4020-6080.000	106.03	0.00	106.03
Ref#	GL Number	Gross	Discount	Amount																					
27321	001-4018-6080.000	19.09	0.00	19.09																					
27321	001-4020-6014.000	137.22	0.00	137.22																					
27321	001-4020-6080.000	106.03	0.00	106.03																					
				Check Amount	262.34																				

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BANK: WELLS FARGO BANK

Check Number	Check Date Void/Stop Date	Vendor# Status	Vendor Name Check Description	Gross Discount	Amount
38875	07/29/2015	10003 Printed	RODRIGUEZ BRENDA FACE PAINTING NAT'L NIGHT OUT	150.00 0.00	150.00

Ref#	GL Number	Gross	Discount	Amount
27311	001-4350-6585.000	150.00	0.00	150.00

Check Amount 150.00

38876	07/29/2015	10004 Printed	TALAMANTES ROBERT DJ - NATIONAL NIGHT OUT	350.00 0.00	350.00
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Ref#	GL Number	Gross	Discount	Amount
27320	001-4350-6585.000	350.00	0.00	350.00

Check Amount 350.00

38877	07/29/2015	9626 Printed	THE BANCORP BANK FORD FUSION HYBRID 2 VEH	1,154.24 0.00	1,154.24
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Ref#	GL Number	Gross	Discount	Amount
27307	257-4780-6393.000	1,154.24	0.00	1,154.24

Check Amount 1,154.24

Total Checks:	114	Bank Total(excluding void checks):	1,147,132.17
Total Checks:	114	Grand Total(excluding void checks):	1,147,132.17

CITY OF CUDAHY
Payroll Warrants including payroll taxes and insurance premiums:

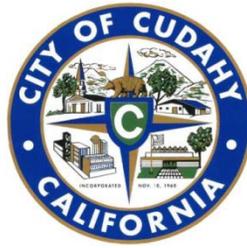
	July 9, 2015	July 23, 2015	July 24, 2015
Issued Warrants Number	19874 - 19938	19939 - 19991	
Voided Warrants			
Issued Warrants Amounts	\$ 5,917.32	\$ 9,810.70	
Direct Deposits (a)	69,109.11	53,576.68	
CalPERS Direct Deposit (b)	28,828.01		
CalPERS Direct Deposit (c)	12,804.95		
Payroll taxes (d)	12,242.51	12,193.07	
CalPERS (e)			182,870.00
Total Amount	\$ 128,901.90	\$ 75,580.45	\$ 182,870.00
Note (a) - Employees / Council Members / Commissioners			
Note (b) - Payments for CalPERS medical insurance			
Note (c) - Payments for CalPERS retirement contributions			
Note (d) - Federal and State payroll taxes			
Note (e) - Annual payment for PERS unfunded pension liability			

CITY OF CUDAHY
Cash and Investment Report by Fund July 2015

	July 1, 2015	Receipts YTD	Disbursements YTD	July 31, 2015	Receipts July 2015	Disbursements July 2015
001 General Fund	4,202,673.02	455,232.07	1,686,307.48	2,971,597.61	455,232.07	1,686,307.48
040 Drug Assets Seizure Fund	33,463.81	20.24	1,236.65	32,247.40	20.24	1,236.65
201 State Gas Tax	1,155,209.38	66,401.80	57,797.62	1,163,813.56	66,401.80	57,797.62
240 Prop 1 B - Local Street Improv.	426,851.03	254.23	12,747.50	414,357.76	254.23	12,747.50
251 Prop C	303,022.72	26,871.12	89,069.62	240,824.22	26,871.12	89,069.62
252 Prop A	528,808.59	29,844.97	4,997.97	553,655.59	29,844.97	4,997.97
253 Measure R	674,025.63	18,668.85	82,595.93	610,098.55	18,668.85	82,595.93
255 TDA	21,297.00	0.00	20,232.15	1,064.85		20,232.15
257 AQMD	39,132.03	22.00	2,309.48	36,844.55	22.00	2,309.48
260 Used Oil	13,582.26	8.09	-	13,590.35	8.09	
261 California Beverage Container	6,723.30	4.00	-	6,727.30	4.00	
265 Recycling Grant	14,223.41	8.47	-	14,231.88	8.47	
270 C.O.P.S	183,838.19	112.88	3,414.60	180,536.47	112.88	3,414.60
280 County Park Bond	(149,084.19)	0.00	2,213.92	(151,298.11)		2,213.92
300 CAL Home	73,368.33	5,044.01	400.00	78,012.34	5,044.01	400.00
350 Street Lighting Fund	54,101.62	746.47	17,117.83	37,730.26	746.47	17,117.83
510 CDBG	(106,618.99)	32,124.00	14,185.36	(88,680.35)	32,124.00	14,185.36
515 Federal STPL	357,690.30	213.02	-	357,903.32	213.02	
610 Successor Agency	2,376,586.79	0.00	2,005.95	2,374,580.84		2,005.95
710 Youth Foundation	29,230.04	11,279.67	192.25	40,317.46	11,279.67	192.25
720 Senior's Account	132.80	0.00	-	132.80		
730 Refuse Assessment	-	4,555.94	-	4,555.94	4,555.94	
	<u>10,238,257.07</u>	<u>651,411.83</u>	<u>1,996,824.31</u>	<u>8,892,844.59</u>	<u>651,411.83</u>	<u>1,996,824.31</u>
LAIF- CITY	7,170,945.82	4,672.93	1,300,000.00	5,875,618.75	4,672.93	1,300,000.00
Wells Fargo	3,067,311.31	646,738.90	696,824.31	3,017,225.90	646,738.90	696,824.31
TOTAL	<u>10,238,257.13</u>	<u>651,411.83</u>	<u>1,996,824.31</u>	<u>8,892,844.65</u>	<u>651,411.83</u>	<u>1,996,824.31</u>

Total cash disbursements per July Demand and Payroll Reports

AP disbursements	1,147,132.17
AP disbursements - check issued but not mailed on June 30, 2015	461,017.21
Payroll - July 9, 2015	128,901.90
Payroll - July 23, 2015	75,580.45
CalPERS Unfunded Pension Liability for FY2015-2016	182,870.00
Add: Total Bank charges in July 2015	1,322.58
Total Cash Disbursements per July Cash & Investment Report	<u>1,996,824.31</u>



Item Number 9B

STAFF REPORT

Date: September 14, 2015
To: Honorable Mayor/Chair and City Council/Agency Members
From: Jose E. Pulido, City Manager/Executive Director
By: Steven Dobrenen, Finance Director
Subject: **Consideration to Approve the Local Agency Investment Fund (LAIF) for the Month of July 2015**

RECOMMENDATION

The City Council is requested to approve the Local Agency Investment Fund (LAIF) Report for the month of July 2015 in the amount of \$5,875,618.75.

BACKGROUND

1. In 1955, the Pooled Money Investment Account (PMIA) started. LAIF became part of the PMIA. The oversight is provided by the Pooled Money Investment Board (PMIB) and an in-house Investment Committee. The PMIB members consist of the State Treasurer, Director of Finance, and State Controller.
2. In 1977, LAIF was created as a voluntary program by Section 16429.1 et seq. of the California Government Code. The program was intended to be used as an investment alternative for California's local governments and special districts. The LAIF continues today under State Treasurer John Chiang's administration.
3. On July 1, 2015, the balance in LAIF was \$7,170,945.82 (Attachment A).
4. On July 31, 2015, the balance in LAIF was \$5,875,618.75 (Attachment A).

ANALYSIS

The voluntary program offers local agencies the opportunity to participate in a major portfolio, which invests hundreds of millions of dollars, using the investment expertise of the State Treasurer's Office investment staff at no additional cost to the taxpayer.

All securities are purchased under the authority of Government Code Section 16430 and 16480.4. The State Treasurer's Office takes delivery of all securities purchased on a delivery versus payment basis using a third party custodian.

Cudahy Municipal Code Section 3.04.080 indicates, "Except as otherwise provided, no warrant shall be drawn or evidence of indebtedness issued unless there shall be at the time sufficient money in the treasury legally applicable to the payment of the same."

The report in Attachment A, in conjunction with the Demands and Payroll including the Investment Report by Fund for the month of July 2015, demonstrates the sufficiency of funds available to pay demands and payroll as required by Cudahy Municipal Code Section 3.04.080.

CONCLUSION

Once the City Council approves the July 2015 LAIF, the LAIF ending balance may be relied upon when determining whether or not there are sufficient funds available to pay demands and payroll as required by Cudahy Municipal Code Section 3.04.080.

FINANCIAL IMPACT

None.

ATTACHMENT

A. Local Agency Investment Fund Balance

LOCAL AGENCY INVESTMENT FUND

General Account - City #98-19-225

Beginning Balance as of:	July 01, 2015	\$7,170,945.82
Ending Balance as of	July 31, 2015	\$5,875,618.75 =====

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MINUTES

CUDAHY CITY COUNCIL and
CITY OF CUDAHY AS SUCCESSOR AGENCY
TO THE CUDAHY DEVELOPMENT COMMISSION
A Joint Meeting held in the City Council Chambers
5240 Santa Ana Street, Cudahy, California
Monday, August 24, 2014 – 6:30 P.M.

1. CALL TO ORDER

Vice Mayor/Vice Chair Hernandez called the meeting to order at 6:37 p.m.

2. ROLL CALL

PRESENT: Council/Agency Member Guerrero
Council/Agency Member Sanchez
Vice Mayor/Vice Chair Hernandez

ABSENT: Council/Agency Member Garcia
Mayor/Chair Markovich

ALSO PRESENT: City Manager Pulido, City Attorney Olivarez and Interim City Clerk
Valdivia

3. PLEDGE OF ALLEGIANCE

Council/Agency Member Sanchez led the Pledge of Allegiance.

4. PRESENTATIONS

A. Recognition of Volunteer Coordinators for Cudahy en Marcha

Vice Mayor/Vice Chair Hernandez and Council/Agency Members Sanchez and Guerrero presented certificates of appreciation to the Cudahy en Marcha Volunteer Coordinators.

B. Presentation by AYSO

Mike Hoyer, AYSO Deputy Executive Director, provided a presentation on their soccer programs and proposal to partner with the City.

C. Presentation by Kids in Sports

Monique Brandon, Executive Director Kids in Sports, provided a PowerPoint presentation on her organization's youth sports programs and proposal to the City.

D. Presentation by Dr. Raul Hinojosa

Dr. Hinojosa provided a PowerPoint presentation on his proposal for City issued identification credit cards.

Vice Mayor/Vice Chair Hernandez asked staff to include this as a Discussion Item on the next City Council meeting agenda.

Item 10A was moved up to this portion of the agenda by Vice Mayor/Vice Chair Hernandez.

10. PUBLIC HEARING

- A.** Consideration to Approve Resolution No. 15-41, Establishing the Master Fee and Fine Schedule for Fiscal Year (FY) 2015-16 and Introduce Ordinance No. 650, by First Reading Amending Cudahy Municipal Code (CMC) 3.40.040 through 3.40.060

Recommendation: (1) Approve Resolution No. 15-41, establishing Master Fee and Fine Schedule for FY 2015-16; and (2) Introduce Ordinance No. 650 by first reading, amending CMC Chapter 3.40.040 pertaining to schedule of fees and service charges relating to Leisure and Cultural Services (recreation services and programs), and 3.40.050 & 3.40.060 updating references to sections of the California Government Code.

Vice Mayor/Vice Chair Hernandez stated that after discussions with the City Manager and Finance Director regarding additional clarification needed for this item, he is requesting that Agenda Item 10A be pushed to the next City Council meeting.

Council/Agency Member Guerrero asked City Attorney Olivarez if the item is pushed to the next City Council meeting can the public still speak tonight. City Attorney Olivarez responded that the only way to hear public comment is to open the public hearing, open and close public testimony, then continue the public hearing to the next meeting.

Motion: It was moved by Council/Agency Member Guerrero to retain the public hearing on increasing fees and rates and hear public comment, then subsequent to the public hearing, table staff and City Council discussion to the next City Council meeting. The motion failed due to lack of a second.

Prior to voting, each Council/Agency Member was given one minute each to comment on the motion.

Motion: It was moved by Council/Agency Member Sanchez, and seconded by Vice Mayor/Vice Chair Hernandez to push Agenda Item 10A to the next City Council meeting. The motion carried (2-1-0-2) by the following roll call vote:

AYES: Sanchez, Hernandez
NOES: Guerrero
ABSTAIN: None
ABSENT: Garcia, Markovich

City Attorney Olivarez announced that when this public hearing comes back at a subsequent meeting, the City is required by law to give adequate notice to members of the community.

5. PUBLIC COMMENTS

Vice Mayor/Vice Chair Hernandez opened the public comment period and announced this is the time set aside for citizens to address the City Council / Agency on matters relating only to items on the agenda.

Sandra Orozco spoke regarding the City's reputation, City Manager salary and the fee increase.

Vice Mayor/Vice Chair Hernandez closed the public comment period.

6. CITY COUNCIL COMMENTS

Vice Mayor/Vice Chair Hernandez announced this is the time for the City Council / Agency to comment on any topics related to City Business.

Council/Agency Member Guerrero:

1. Announced that he attended the Spanish Scholarship Fund award ceremony and encouraged parents to take advantage of these types of opportunities for their children.
2. Stated he continues to be concerned about the unrealistic achievable budget estimates and will address it further at the public hearing on fees.

Council/Agency Member Sanchez:

1. Thanked the Cudahy en Marcha group and announced that the Council of Governments is promoting transportation and bicycle lanes in Cudahy and surrounding communities.
2. Invited the public to participate in the annual LA Works Day of Service on September 12, 2015 at 9:00 a.m. at Cudahy Park.
3. Requested that staff pull Council member attendance for budget workshops and strategic planning meetings for last year and this year and provide the information at the next Council meeting.
4. Stated he supports the emergency preparedness plan contract on the agenda so the City can be prepared.
5. Stated he approves the resolution for grant writing for the City's roads and encouraged the public to reach out to Council anytime with questions they may have.

Vice Mayor/Vice Chair Hernandez:

1. Stated that he is looking forward to making National Night Out a lot bigger next year to create greater community awareness.

2. Explained that the City Council is looking to non-profit organizations for more participation to help provide free services and that these are some of the ways to balance the budget without increasing fees.
3. Stated that grant funds were not factored into the budget and that will be several million dollars also coming in that aren't in the budget.
4. Noted that the City is looking into a grant proposal to revitalize street improvements to create safer communities.

Vice Mayor/Vice Chair Hernandez closed the City Council comment period.

7. CITY MANAGER REPORT (information only)

City Manager Pulido stated he continues to be committed to the City of Cudahy and with his experience he is bringing resources together to move the City forward. He said the recently approved General Plan update will define the City for the next 25 years with the community's input. He also announced that the new Interim City Clerk will make available to the public the Council Meeting Highlights, via the City website and at City Hall, the day after each Council meeting.

8. WAIVER OF FULL READING OF RESOLUTIONS AND ORDINANCES

Recommendation: Approve the Waiver of Full Reading of Resolutions and Ordinances.

Motion: It was moved by Council Member Sanchez, and seconded by Vice Mayor Hernandez to waive full text reading of all Resolutions and Ordinances by single motion. The motion carried (2-0-1-2) by the following roll call vote.

AYES: Sanchez, Hernandez
 NOES: None
 ABSTAIN: Guerrero
 ABSENT: Garcia, Markovich

9. CONSENT CALENDAR (Items 9A through 9E)

Council/Agency Member Guerrero pulled Consent Calendar Items 9C and 9D for separate consideration.

- A.** Approved a Co-Sponsorship with L.A. Works to host the 24th Annual Day of Community Services
- B.** Approved Resolution No. 15-43, Accepting Notice of Completion of the Cudahy Citywide Street Repair and Maintenance Project (PROJECT No. 253-4425-6725)

E. Approved Resolution No. 15-42,Urging the State to Provide New Sustainable Funding for Transportation Infrastructure and Consideration of Joining the “Fix Our Roads” Coalition

Motion: It was moved by Council Member Sanchez, and seconded by Vice Mayor Hernandez to approve Consent Calendar Items 9A, 9B and 9E. The motion carried (3-0-2) by the following roll call vote:

- AYES: Guerrero, Sanchez, Hernandez
- NOES: None
- ABSENT: Garcia, Markovich

Item 9C was pulled from the Consent Calendar by Council/Agency Member Guerrero for separate consideration.

C. Approved a Professional Services Agreement (PSA) with Law Enforcement Crisis Management LLC

In response to Council/Agency Member Guerrero’s request for additional information, City Manager Pulido provided details on the selection process and stated funds for this item are included in the current budget.

Motion: It was moved by Vice Mayor Hernandez, and seconded by Council Member Sanchez to approve Consent Calendar Item 9C. The motion carried (3-0-2) by the following roll call vote:

- AYES: Guerrero, Sanchez, Hernandez
- NOES: None
- ABSENT: Garcia, Markovich

Item 9D was pulled from the Consent Calendar by Council/Agency Member Guerrero for separate discussion.

D. Approved Letter in Support of Senate Bill 32 (Pavely): Climate Pollution Reduction Beyond 2020 For Healthier Communities and a Stronger Economy

Council/Agency Member Guerrero stated that although he does support reducing greenhouse gases he has concerns with this legislation as it is currently written and therefore opposes it.

Vice Mayor/Vice Chair stated he supports reducing greenhouse gases and supports this legislation for a healthier quality of life and clean air.

Motion: It was moved by Council Member Sanchez, and seconded by Vice Mayor Hernandez to approve Consent Calendar Item 9D. The motion carried (2-1-2) by the following roll call vote:

- AYES: Sanchez, Hernandez
- NOES: Guerrero
- ABSENT: Garcia, Markovich

11. BUSINESS SESSION

A. Consideration of Appointment of Representation to City Commissions

The presentation was made by City Manager Pulido.

The City Council received and filed the City Commission applications for appointments to the Planning Commission, Aging and Senior Citizens Commission, Parks and Recreation Commission, and Public Safety Commission;

Council/Agency Member Guerrero suggested that each Council Member be given the opportunity to make a single appointment and then have the entire Board confirm.

Motion: It was moved by Vice Mayor/Vice Chair Hernandez, and seconded by Council/Agency Member Sanchez to appoint a City Council Ad-Hoc committee in order to interview and recommend candidates for appointments to the various City Commissions and that Vice Mayor Hernandez and Council/Agency Member Sanchez be appointed to said Ad-Hoc committee. The motion carried (2-1-2) by the following roll call vote:

AYES: Sanchez, Hernandez
NOES: Guerrero
ABSENT: Garcia, Markovich

Motion: It was moved by Council/Agency Member Sanchez, and seconded by Vice Mayor Hernandez, to provide direction to the City Clerk to publish a notice and accept applications for the Economic Development Commission. The motion carried (3-0-2) by the following roll call vote:

AYES: Guerrero, Sanchez, Hernandez
NOES: None
ABSENT: Garcia, Markovich

12. COUNCIL DISCUSSION

Council Member Sanchez requested that Discussion on Rental Property License Permit and Outstanding Fees be included on the next City Council meeting agenda.

Vice Mayor Hernandez requested that Discussion on the Young Mayor Program be included on the next City Council meeting agenda.

Council Member Sanchez requested that Discussion on Graffiti be removed from the agenda.

13. ORAL COMMUNICATIONS (Closed Session)

Vice Mayor Hernandez opened oral communications and announced that each person will be allowed to speak only once on closed session items and will be limited to three minutes.

With no members of the public wishing to speak, Vice Mayor Hernandez closed oral communications.

14. CLOSED SESSION

City Attorney Olivarez read into the record the titles of the Closed Session Agenda Items as follows:

- A.** Pursuant to Government Code Section 54956.9(d) (2) and 54956.9(e) (1) – Conference with Legal Counsel to Discuss Matter Involving Potential Litigation and/or Significant Exposure to Litigation – [Two (2) Matters] - This Matter will be heard jointly by the Cudahy City Council and the Cudahy City Council in its capacity as Successor Agency to the Cudahy Redevelopment Agency.
- B.** Closed Session Pursuant to Government Code Section 54956.8 – Conference with Real Property Negotiator Location of Property: 4819 Patata, 8420 S. Atlantic Ave. (APN 622-034-014, 032, 040-41), Cudahy, CA 90201 City's Negotiator(s): City Manager Jose E. Pulido Party Negotiating With: Cudahy LF, LLC Under Discussion: Discussion of both price and terms of payment as related to purchase of subject property
- C.** Closed session pursuant to Government Code section 54957(b)(1) – Public Employee Performance Evaluation

Employee Title: City Manager

RECESS TO CLOSED SESSION

City Attorney Olivarez recessed the City Council /Agency meeting to Closed Session at 8:13 p.m.

Council/Agency Member Guerrero departed the meeting at 8:13 p.m.

RECONVENE

City Attorney Olivarez reconvened the City Council /Agency meeting in Open Session at 8:25 p.m. with Vice Mayor/Vice Chair Hernandez and Council/Agency Member Sanchez present.

15. CLOSED SESSION ANNOUNCEMENT

City Attorney Olivarez reported that items on the Closed Session agenda were not discussed due to a lack of quorum.

16. PUBLIC COMMENT

Public comments were not heard due to a lack of quorum.

17. ADJOURNMENT

The City Council/Successor Agency meeting was adjourned at 8:25 p.m. due to a lack of quorum.

Cristian Markovich
Mayor

ATTEST:

Laura Valdivia
Interim City Clerk

APPROVED:



Item Number 9D

STAFF REPORT

Date: September 14, 2015

To: Honorable Mayor/Chair and City Council/Agency Members

From: Jose E. Pulido, City Manager/Executive Director
By: Michael Allen, Acting Community Development Director

Subject: **Consideration to Receive and File Senior and Aging Citizen Commission Notice of Cancellation– Meeting of July 13, 2015; Public Safety Commission Minutes – Meeting of July 14, 2015; Planning Commission Minutes – Meeting of July 20, 2015; Parks and Recreation Commission Minutes – Meeting of July 24, 2015**

RECOMMENDATION

The City Council is requested to receive and file:

1. The Senior and Aging Citizen Commission Cancellation Notice from their meeting of July 13, 2015;
2. The Public Safety Commission actions from their meeting of July 14, 2015;
3. The Planning Commission actions from their meeting of July 20, 2015; and
4. The Parks and Recreation Commission actions from their meeting of July 24, 2015.

BACKGROUND

1. On July 13, 2015, the Senior and Aging Citizen Commission cancelled their regularly scheduled meeting.
2. On July 14, 2015, the Public Safety Commission held their regularly scheduled meeting.

3. On July 20, 2015, the Planning Commission held their regularly scheduled meeting.
4. On July 24, 2015, the Parks and Recreation Commission held their regularly scheduled meeting.

ANALYSIS

Below are the summaries for various City Commission meetings held in July, 2015.

Senior and Aging Citizen Commission:

The regularly scheduled Senior and Aging Citizen Commission meeting was cancelled. Notice was posted 24 hours in advanced at the following City facilities located at 5220 Santa Ana Street, 4835 Clara Street, and 7810 Otis Avenue. Additionally, notice was posted on the City's website.

Public Safety Commission: Following is a summary of actions taken at the July 14, 2015 meeting:

Members Present:

Commissioner Cardonne
Commissioner Cruz
Commissioner Gelder
Chairperson Pro-Tem Carrera

Members Absent:

Chairperson Parrish

Business Session:

4A. June monthly report from the Volunteers on Patrol.

Motion to receive and file by Chairperson Pro Tem Carrera, seconded by Commissioner Cruz. Approved by unanimous vote.

- 4B. June monthly report from the L.A. County Sheriff's Department.

Motion to receive and file by Commissioner Cardonne, seconded by Commissioner Cruz. Approved by unanimous vote.

- 4C. June monthly report from Code Enforcement Department.

Motion to receive and file by Commissioner Cruz, seconded by Commissioner Gelder. Approved by unanimous vote.

- 4D. A request to approve the minutes of the regular Public Safety Commission Meeting held on June 9, 2015.

Motion to receive and file by Commissioner Cruz, seconded by Commissioner Gelder. Approved by unanimous vote.

Planning Commission: Following is a summary of actions taken at the July 20, 2015 meeting:

Members Present:

Commissioner Alcantar
Commissioner de Santiago
Chairman Cuevas

Absent:

Vice Chairman Fuentes – Excused absence

Public Hearing:

There were no Public Hearing items.

Business Session:

- 7A. A request to approve the minutes of the Regular Planning Commission meeting held on January 12, 2015.

Commissioner de Santiago moved to approve, motion seconded by Commissioner Alcantar. Approved by unanimous vote.

- 7B. A request to approve the minutes of the Adjourned Planning Commission meeting held on January 15, 2015.

Commissioner de Santiago moved to approve, motion seconded by Chairman Cuevas. Approved by unanimous vote.

- 7C. A request to approve the minutes of the Regular Planning Commission meeting held on March 16, 2015.

Commissioner Alcantar moved to approve, motion seconded by Chairman Cuevas. Approved by unanimous vote.

- 7D. A request to approve the minutes of the Regular Planning Commission meeting held on April 20, 2015.

Commissioner Alcantar moved to approve, motion seconded by Chairman Cuevas. Approved by unanimous vote.

- 7E. A request to approve the minutes of the Regular Planning Commission meeting held on June 15, 2015.

Commissioner de Santiago moved to approve, motion seconded by Commissioner Alcantar. Approved by unanimous vote.

Parks and Recreation Commission: Following is a summary of actions taken at the July 24, 2015 meeting:

Members Present:

Commissioner Rodriguez
Commissioner Reyes
Commissioner Covarrubias
Chairperson Ortega

Chairperson Pro-Tem Venegas (arrived at 6:05pm)

Business Session:

- 4A. A request to approve the minutes of the Regular Parks and Recreation Commission meeting held on June 26, 2015.

Motion to approve item 4A made by Chairperson Covarrubias, seconded by Commissioner Ortega, approved by unanimous voice vote.

- 4B. 2015 Cudahy Youth Foundation fireworks stand revenue and expenditure report.

Motion to file and receive made by Commissioner Ortega, seconded by Commissioner Rodriguez, approved by unanimous voice vote.

CONCLUSION

The City Council is requested to receive and file this report.

FINANCIAL IMPACT

None.

ATTACHMENTS

- A. Notice of Cancellation of the Senior and Aging Citizen Commission, July 13, 2015
- B. Minutes of the Public Safety Commission, July 14, 2015
- C. Minutes of the Planning Commission, July 20, 2015
- D. Minutes of the Parks and Recreation Commission, July 24, 2015



AGENDA

SENIOR AND AGING COMMISSION

A Regular Meeting to be held in Leo P. Turner Center
4835 Clara Street, Cudahy, California,
Monday July 13, 2015 – 2:00 P.M.

MEETING CANCELLED

Next regular meeting to be held in Leo P. Turner Center
4835 Clara Street, Cudahy, California,
Monday August 10, 2015– 2:00 P.M.

MINUTES
CUDAHY PUBLIC SAFETY COMMISSION
A Regular Meeting to be held in the City Council Chambers
5240 Santa Ana Street, Cudahy, California
Tuesday- July 14, 2015 – 5:00 P.M.

1. CALL TO ORDER

Chairperson Pro Tem Carrera called the meeting to order at 5:00 p.m.

2. ROLL CALL

MEMBERS PRESENT: Commissioner Cardonne
Commissioner Cruz
Commissioner Gelder
Chairperson Pro Tem Carrera

MEMBERS ABSENT: Chairperson Parrish

Pledge of Allegiance was led by Chairperson Pro Tem Carrera.

STAFF PRESENT: Commission Liaison Raul Mazariegos and Acting Community Development Director Michael Allen.

Chairperson Pro Tem Carrera led the Pledge of Allegiance.

3. PUBLIC COMMENT

Chairperson Pro Tem Carrera announced that this was the time set aside for citizens to address the Public Safety Commission on matters relating to Commission business. Anyone wishing to speak, please fill out the form located at the Council Chambers entrance and submit it to the Commission Recorder when approaching the podium. **Each person will be allowed to speak only once and will be limited to five (5) minutes.** When addressing the Commission, please speak into the microphone and voluntarily state your name and address. The proceedings for this meeting are recorded on audio CD.

Hearing no speakers, Chairman Pro Tem Carrera closed public comment.

4. BUSINESS SESSION

4A. June monthly report from The Volunteers on Patrol.
(Verbal Report)

Recommendation: Motion to receive and file the June report.

Acting Community Development Director Michael Allen commented on the 4th of July event.

Chairperson Pro Tem Carrera also spoke of the event.

MOTION: Chairperson Pro Tem Carrera moved the motion to approve item 4A. Motion was

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PUBLIC SAFETY COMMISSION
Tuesday, July 14, 2015
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seconded by Commissioner Cruz which carried with the following voice vote:

Ayes: Commissioners Gelder, Cardonne, Cruz, and Chairperson Pro Tem Carrera
Noes: None
Abstention: None
Absent: Chairperson Parrish

4B. June monthly report from L.A County Sheriff's Department.
(Report attached)

Recommendation: Motion to receive and file the June report.

Sgt. Bearse provided a report on the item. She also announced that the National Night Event will be held August 4th. She provided further details and invited the commissioners to participate.

A brief discussion ensued amongst the Commissioners and Staff.

MOTION: Commissioner Cardonne moved the motion to receive and file the report for the month of June. Motion was seconded by Commissioner Cruz which carried with the following voice vote:

Ayes: Commissioners Gelder, Cardonne, Cruz, and Chairperson Pro Tem Carrera
Noes: None
Abstention: None
Absent: Chairperson Parrish

4C. June monthly report from Code Enforcement Department.
(Report attached)

Recommendation: Motion to receive and file June report.

Code Enforcement Officer Raul Mazariegos provided a brief report.

A brief discussion ensued amongst the Commissioners and Staff.

MOTION: Commissioner Cruz moved the motion to receive and file the report for the month of May. Motion was seconded by Commissioner Gelder which carried with the following voice vote:

Ayes: Commissioners Gelder, Cardonne, Cruz, and Chairperson Pro Tem Carrera
Noes: None
Abstention: None
Absent: Chairperson Parrish

4D. A request to approve the minutes of the regular Public Safety Commission Meeting held on June 9, 2015
(Minutes attached)

Recommendation: Motion to approve the minutes for the June 9, 2015 meeting.

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PUBLIC SAFETY COMMISSION
Tuesday, July 14, 2015
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MOTION: Commissioner Cruz moved the motion to approve item 4D. Motion was seconded by Commissioner Gelder which carried with the following voice vote:

Ayes: Commissioners Gelder, Cardonne, Cruz, and Chairperson Pro Tem Carrera
Noes: None
Abstention: None
Absent: Chairperson Parrish

5. COMMISSION BUSINESS

Commissioner Cardonne spoke of an incident regarding people selling illegal fireworks.

Chairperson Pro Tem Carrera commented on the fireworks issue and stated that this year he noticed that there was a lot less fireworks on 4th of July. He also spoke of submitting his application for reappointment to the Public Safety Commission. Last he asked if there were any trainings or workshops that they can attend to let them know.

Acting Community Development Director Michael Allen invited the commissioners to participate in the National Night Event and also the Cudahy on the Go event.

Chairperson Pro Tem Carrera adjourned the meeting at 5:25 p.m.

6. ADJOURNMENT

I, Raul Mazariegos, Commission Liaison, certify that the foregoing minutes were approved by the Public Safety Commission at a regular meeting held on August 11, 2015.


Chairperson


Liaison

**MINUTES
CUDAHY PLANNING COMMISSION
A regular Meeting to be held in the City Council Chambers,
5240 Santa Ana Street, Cudahy, California,
Monday, July 20, 2015 – 6:00 P.M.**

1. CALL TO ORDER

Chairman Cuevas called the meeting to order at 6:03 p.m.

2. ROLL CALL

Present: Commissioner Alcantar
Commissioner de Santiago
Chairman Cuevas

Absent: Vice Chairman Fuentes – Excused absence

Staff Present: Acting Community Development Director, Michael Allen
Planning Technician, Didier Murillo

3. PLEDGE OF ALLEGIANCE

Pledge of Allegiance was led by Chairman Cuevas.

4. PUBLIC COMMENT

Chairman Cuevas announced that this was the time set aside for citizens to address the Planning Commission on matters relating to Commission business. When addressing the Commission please speak into the microphone and voluntarily state your name and address. **Each person will be allowed to speak only once and will be limited to five (5) minutes.** The proceedings of this meeting are recorded on audio CD.

Chairman Cuevas opened the public comment.

Having no speakers, Chairman Cuevas closed the public comment.

5. WAIVE FULL READING

5A. Approval to waive the full text reading of all resolutions on the agenda and declare that said titles which appear on the public agenda shall be determined to have been read by title only.

Recommendation: Motion to waive the full text reading of all resolutions on the agenda.

MOTION: Commissioner Alcantar moved the motion to approve item 5A, motion seconded by Commissioner de Santiago which carried with the following roll call:

Ayes: Commissioner Alcantar, Commissioner de Santiago, Chairman Cuevas

Noes: None
Abstention: None
Absent: Vice Chairman Fuentes
Motion Approved

6. PUBLIC HEARING

No Public Hearing

7. BUSINESS SESSION

A. A request to approve the minutes of the Regular Planning Commission meeting held on January 12, 2015.
(Minutes attached)

Recommendation: Staff recommends Planning Commission to approve the minutes of the regular Planning Commission meeting held on January 12, 2015.

MOTION: Commissioner de Santiago moved the motion to approve item 7A, motion seconded by Commissioner Alcantar which carried with the following roll call:

Ayes: Commissioner Alcantar, Commissioner de Santiago, Chairman Cuevas
Noes: None
Abstention: None
Absent: Vice Chairman Fuentes
Motion Approved

B. A request to approve the minutes of an Adjourned Planning Commission meeting held on January 15, 2015.
(Minutes attached)

Recommendation: Staff recommends Planning Commission to approve the minutes of an Adjourned Planning Commission meeting held on January 15, 2015.

MOTION: Commissioner de Santiago moved the motion to approve item 7B, motion seconded by Chairman Cuevas which carried with the following roll call:

Ayes: Commissioner Alcantar, Commissioner de Santiago, Chairman Cuevas
Noes: None
Abstention: None
Absent: Vice Chairman Fuentes
Motion Approved

C. A request to approve the minutes of the Regular Planning Commission meeting held on March 16, 2015.
(Minutes attached)

Recommendation: Staff recommends Planning Commission to approve the minutes of the regular Planning Commission meeting held on March 16, 2015.

MOTION: Commissioner Alcantar moved the motion to approve item 7C, motion seconded by Chairman Cuevas which carried with the following roll call:

Ayes: Commissioner Alcantar, Commissioner de Santiago, Chairman Cuevas
Noes: None
Abstention: None
Absent: Vice Chairman Fuentes

Motion Approved

D. A request to approve the minutes of the Regular Planning Commission meeting held on April 20, 2015.

(Minutes attached)

Recommendation: Staff recommends Planning Commission to approve the minutes of the regular Planning Commission meeting held on April 20, 2015.

MOTION: Commissioner Alcantar moved the motion to approve item 7D, motion seconded by Chairman Cuevas which carried with the following roll call:

Ayes: Commissioner Alcantar, Commissioner de Santiago, Chairman Cuevas
Noes: None
Abstention: None
Absent: Vice Chairman Fuentes

Motion Approved

E. A request to approve the minutes of the Regular Planning Commission meeting held on June 15, 2015.

(Minutes attached)

Recommendation: Staff recommends Planning Commission to approve the minutes of the regular Planning Commission meeting held on June 15, 2015.

MOTION: Commissioner de Santiago moved the motion to approve item 7E, motion seconded by Commissioner Alcantar which carried with the following roll call:

Ayes: Commissioner Alcantar, Commissioner de Santiago, Chairman Cuevas
Noes: None
Abstention: None
Absent: Vice Chairman Fuentes

Motion Approved

8. COMMISSION BUSINESS

A. A request to receive and file the Informational Report on Conditional Use Permit(s) Follow-up

Procedure.

Recommendation: *Staff recommends Planning Commission to receive and file report.*

A summary of the report was provided by Acting Community Development Director, Michael Allen. After the summary, the Planning Commissioners had a few clarifying questions which included the following:

Commissioner de Santiago – Asked for some clarification regarding when the Commission could bring up an issue concerning a CUP, to enable staff to conduct their own investigation. Acting Community Development Director, Michael Allen stated that the Commission can bring up an issue to staff and then staff will follow up and take the necessary steps in conducting their investigation.

Commissioner Alcantar – Inquired if time-stamped photos and videos provided by the constituents could help the investigation. Acting Community Development Director, Michael Allen stated that per the City Attorney's office it was advised that staff should be in charge of doing the investigations; the Planning Commission should remain neutral. Yes, the Commission can give direction to staff and constituents can provide proof; but ultimately staff will be following up on complaints and conducting the investigation.

MOTION: Commissioner Alcantar moved the motion to approve item 8A, motion seconded by Chairman Cuevas which carried with the following roll call:

Ayes: Commissioner Alcantar, Commissioner de Santiago, Chairman Cuevas

Noes: None

Abstention: None

Absent: Vice Chairman Fuentes

Motion Approved

9. ADJOURNMENT

The regular meeting of the Cudahy Planning Commission was adjourned at 6:19 p.m. July 20, 2015 in the City Council Chambers, 5240 Santa Ana St., Cudahy, California.

PASSED AND APPROVED, this 17th Day of August 2015



Gilbert Cuevas,
Chairman

ATTEST:



Didier Murillo,
Planning Technician

MINUTES

Cudahy Parks and Recreation Commission,
Cudahy Youth Foundation (CYF)
A Regular meeting held in the Council Chambers,
5220 Santa Ana St, Cudahy, CA 90201
Friday, July 24, 2015 - 6:00pm

1. Chairperson Covarrubias called the meeting to order at 6:00 p.m.

2. ROLL CALL

Present: Chairperson Covarrubias
 Chairperson Pro-Tem Venegas Arrived at 6:05
 Commissioner Ortega
 Commissioner Reyes
 Commissioner Rodriguez

Pledge of Allegiance was led by Commissioner Rodriguez

Presentation by Aksel Palacios - Mr. Palacios presented a proposal to the Cudahy Youth Foundation to write and look for grants that would benefit the foundation at no cost to the foundation.

3. PUBLIC COMMENT

Chairperson Covarrubias announced that this was the time set aside for citizens to address the Parks and Recreation Commission/Foundation on matters relating to Commission/Foundation business.

Hearing no speakers Chairperon Covarrubias ordered the session closed.

4. BUSINESS SESSION

4A. A request to approve the minutes of the Regular Parks and Recreation meeting held on June 26, 2015

Motion to approve item 4A made by Chairperson Covarrubias, seconded by Commissioner Ortega, approved by unanimous voice vote.

4B. 2015 Cudahy Youth foundation firework stand revenue and expenditure report.

Motion to file and receive made by Commissioner Ortega, seconded by Commissioner Rodriguez, approved by unanimous voice vote.

5. COMMISSION/CYF BUSINESS

The Commission directed the Commission secretary to include Aksel's proposal to the next regular schedule meeting.

Commissioner Ortega, would like the give certificates from the Foundation to the volunteers who helped out at the firework stand.

Commissioner Rodriguez, would like to know what happen to the hockey table that was approved almost two months ago.

Commissioner Secretary did notify the commission of the hockey table arriving last week, and was schedule to be install at the teen center by Tuesday July 28th.

Commissioner Reyes asked why the firework stand only open for two days.

Commission secretary did tell all the commissioner on the dais that it was their responsibility to open up the firework stand. The stand would off been closed if not for the help of Commissioner Ortega who took it upon herself to open the stand the last two days.

Commissioner Reyes, and Chairman Pro-tem Venegas will open up the snack bar during the National Night Out event.

6. ADJOURNMENT

Hearing no objections Commissioner ordered the meeting to be adjourned.

The Regular meeting of the Cudahy Parks & Recreation Commission was adjourned at 6:43p.m. on Friday, July 24, 2015 in the Council Chambers, 5220 Santa Ana St, Cudahy, California 90201

PASSED, APPROVED AND ADOPTED this 28 day of August 2015

Chairperson Covarrubias

ATTEST:



Commission Recorder
Victor Santiago

5. COMMISSION/CYF BUSINESS

The Commission directed the Commission secretary to include Aksel's proposal to the next regular schedule meeting.

Commissioner Ortega, would like the give certificates from the Foundation to the volunteers who helped out at the firework stand.

Commissioner Rodriguez, would like to know what happen to the hockey table that was approved almost two months ago.

Commissioner Secretary did notify the commission of the hockey table arriving last week, and was schedule to be install at the teen center by Tuesday July 28th.

Commissioner Reyes asked why the firework stand only open for two days.

Commission secretary did tell all the commissioner on the dais that it was their responsibility to open up the firework stand. The stand would off been closed if not for the help of Commissioner Ortega who took it upon herself to open the stand the last two days.

Commissioner Reyes, and Chairman Pro-tem Venegas will open up the snack bar during the National Night Out event.

6. ADJOURNMENT

Hearing no objections Commissioner ordered the meeting to be adjourned.

The Regular meeting of the Cudahy Parks & Recreation Commission was adjourned at 6:43p.m. on Friday, July 24, 2015 in the Council Chambers, 5220 Santa Ana St, Cudahy, California 90201

PASSED, APPROVED AND ADOPTED this 28 day of August 2015

Chairperson Covarrubias

ATTEST:



Commission Recorder
Victor Santiago

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Item Number 9E

STAFF REPORT

Date: September 14, 2015

To: Honorable Mayor/Chair and City Council/Agency Members

From: Jose E. Pulido, City Manager/Executive Director
By: Jennifer Hernandez, Acting Human Resources Specialist

Subject: **Consideration to Approve Resolution No. 15-XX, A Resolution of the Cudahy City Council Amending the Adopted Fringe Benefits and Salary Plan Establishing Provisions for All Full-time Employees, Hourly Employees, and Appointed Officials and Repealing Resolution No. 15-20B**

RECOMMENDATION

The City Council is requested to approve Resolution No. 15-XX, A Resolution Amending the Fringe Benefits and Salary Plan Establishing Provisions for All Full-time Employees, Hourly Employees, and Appointed Officials and Repealing Resolution 15-20B.

BACKGROUND

1. On July 1, 2012, the Director of Community Services position was vacated and was not back filled. The Community Services Director was tasked with oversight of the following departments: Parks and Recreation, Municipal Enforcement, and Code Enforcement. Upon the departure of the Director of Community Services, oversight of the aforementioned departments was absorbed by the Director of Community Development.
2. On April 30, 2014, the Director of Community Development position was vacated and backfilled by existing personnel in an acting capacity. The Community Development Director was tasked with oversight of the following departments: Planning, Building and Safety, Engineering, Housing, CDBG Administration, and Maintenance.
3. On May 5, 2015, the City's Associate Planner stepped in to fill the role of Acting Director of Community Development and as a result assumed the responsibility for 65% of the City's operating departments.

4. On June 8, 2015, City Council approved Resolution 15-20B, A Resolution Approving the Fringe Benefits and Salary Plan Establishing Provisions for All Full-time Employees, Hourly Employees, and Appointed Officials.
5. On June 29, 2015, City Council approved the Fiscal Year 2015-16 City Budget, which included funding for two new positions through reallocations of the existing resources (i.e., Community Development Manager and Public Safety and Service Manager).

ANALYSIS

In an effort to augment deficiencies in the City's organizational structure, the City Manager is proposing the deletion of the Community Development Director classification and the addition of two new positions, which will serve as key staff members in furthering the City's goals as defined in the strategic plan.

Following careful assessment of workload needs, the job classifications are being proposed to rebuild and strengthen the City's depleted organizational structure.

As proposed, the Community Development Manager will oversee and manage departments in the areas of: Planning, Building & Safety, CDBG Administration, and Parks & Recreation.

The Public Safety and Services Manager will oversee and manage departments in the areas of: Code Enforcement, Municipal Enforcement, and Maintenance. This position will also entail oversight of emergency operations and other related public safety services.

The Engineering Department and oversight of the long range capital improvement plan, currently under the purview of the Community Development Director, will be absorbed by the City Manager's Department.

CONCLUSION

The City Council is requested to approve Resolution 15-XX, deleting the classification of Community Development Director, which is currently not permanently filled, and ratifying two new management positions that will provide an opportunity for even distribution of departmental oversight. Additionally, this action will afford the City Manager much needed administrative support at the management level.

Even distribution of departmental oversight will enable the City to ensure efficient use of management staff time, and improve the current level of service to the members of the community.

FINANCIAL IMPACT

Funding appropriations for both positions were approved through the Fiscal Years 2015-16 City Budget. The appropriation approved for the Community Development Manager is \$103,517. The appropriation for Public Safety and Services Manager is \$77,637 for a nine-month period.

No additional fiscal impacts are anticipated.

ATTACHMENTS

- A. Resolution 15-20B, A Resolution of the Cudahy City Council Adopting the Fringe Benefits and Salary Plan Establishing Provisions for All Full-time Employees, Hourly Employees, and Appointed Officials
- B. Resolution No. 15-XX, A Resolution of the Cudahy City Council Amending the Adopted Fringe Benefits and Salary Plan Establishing Provisions for All Full-time Employees, Hourly Employees, and Appointed Officials and Repealing Resolution No. 15-20B
- C. Fringe Benefit Salary Plan (Redlined)
- D. Fringe Benefit Salary Plan (Clean)
- E. Community Development Manager Classification Specification
- F. Public Safety and Services Manager Classification Specification

RESOLUTION NO. 15-20B

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CUDAHY ADOPTING A FRINGE BENEFITS AND SALARY PLAN ESTABLISHING PROVISIONS FOR ALL FULL-TIME AND HOURLY EMPLOYEES, AND APPOINTED OFFICIALS.

WHEREAS, the salaries and compensation of officers and employees of the City of Cudahy ("City") shall be fixed and determined by resolution of the City Council in accordance with Municipal Code Section 2.04.070; and

WHEREAS, the City Council of the City of Cudahy has previously authorized salaries and benefits for Management employees of the City via Resolution No. 08-35; Hourly employees via Resolution No. 14-51; Elected and Appointed Officials via Resolution No. 09-02; and Cudahy Miscellaneous Employees' Association (CMEA) via approval of the CMEA Memorandum of Understanding on February 5, 2013 via Resolution No. 15-20; and

WHEREAS, the City proposes to consolidate compensation and benefit provisions for all Management, Miscellaneous, and Hourly employees as well as Appointed Officials under one comprehensive Fringe Benefits and Salary Plan document; and

WHEREAS, the proposed consolidated salary schedules include all previously approved provisions, and those new classifications and salary ranges implemented between July 1, 2008 and August 6, 2014 which were not previously approved by the City Council; and

WHEREAS, the proposed consolidated salary schedules include a full and complete audit of all employee compensation for proper alignment of wages consistent with the range and steps associated with the job classifications;

WHEREAS, the proposed consolidated salary schedules satisfy the requirements of the CalPERS Audit (Finding #1) dated September, 2014 and have been preliminarily approved by CalPERS.

BASED UPON THE ABOVE RECITALS, THE CITY COUNCIL OF THE CITY OF CUDAHY, CALIFORNIA, DOES HEREBY FIND, DETERMINE AND RESOLVE AS FOLLOWS:

SECTION 1. The City Council hereby approves the Fringe Benefits and Salary Plan, attached hereto as Exhibit A and incorporated herein by reference.

SECTION 2. This Resolution and Exhibit A shall supersede Resolutions No. 08-35 and 14-51, Resolution No. 09-02 to the extent that 09-02 prescribes benefits and compensation to Appointed Officials, and any other Resolution which is in conflict or inconsistent with the provisions of this Resolution and the Fringe Benefits and Salary Plan.

SECTION 3. Notwithstanding the benefits and salary described in the Fringe Benefits and Salary Plan for individuals under employment agreements with the City, City employees with employment agreements shall only be entitled to those benefits and salary amounts identified in their individual employment agreements. The Fringe Benefits and Salary Plan identifies benefits and salaries of employees under employment agreements with the City for administrative convenience purposes only, and the Plan shall not supersede any employment agreement provisions or control the benefits and salary provided to employees with employment agreements with the City.

SECTION 4. If any part of this Resolution, or the application thereof, is held to be invalid, the remainder of this Resolution shall not be affected thereby, and this Resolution shall otherwise continue in full force and effect. To this end, the provisions of this Resolution, and each of them, are severable.

SECTION 5. This Resolution shall take effect immediately upon its adoption by the City Council and the City Clerk shall certify to the passage and adoption of this Resolution and enter it into the book of original Resolutions.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Cudahy at its regular meeting on this 8th day of June, 2015.



Cristian Markovich
Mayor

ATTEST:



Jessica Balandran
Interim Deputy City Clerk

CERTIFICATION

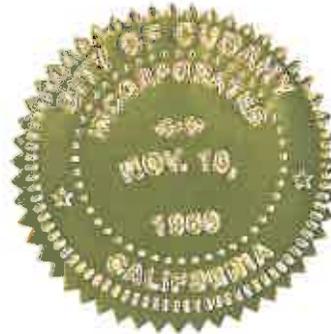
STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES)
CITY OF CUDAHY) SS:

I, Jessica Balandran, Interim Deputy City Clerk of the City of Cudahy, hereby certify that the foregoing Resolution No. 15-20B was passed and adopted by the City Council of the City of Cudahy, signed by the Mayor and attested by the City Clerk at a regular meeting of said Council held on the 8th day of June, 2015, and that said Resolution was adopted by the following vote, to-wit:

AYES:	Councilmember (s):	Garcia, Sanchez, Vice Mayor Hernandez, and Mayor Markovich
NOES:	Councilmember (s):	Guerrero
ABSTAIN:	Councilmember (s):	None
ABSENT:	Councilmember (s):	None



Jessica Balandran
Interim Deputy City Clerk



RESOLUTION NO. 15-XX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CUDAHY AMENDING THE FRINGE BENEFITS AND SALARY PLAN ESTABLISHING PROVISIONS FOR ALL FULL-TIME AND HOURLY EMPLOYEES, AND APPOINTED OFFICIALS AND REPEALING RESOLUTION NO 15-20B.

WHEREAS, the salaries and compensation of officers and employees of the City of Cudahy ("City") shall be fixed and determined by resolution of the City Council in accordance with Cudahy Municipal Code Section 2.04.070; and

WHEREAS, the City Council of the City of Cudahy previously authorized salaries and benefits for all Full-Time and Hourly employees, and appointed officials under a consolidated Fringe Benefit and Salary Plan initially adopted via Resolutions 15-20B on June 8, 2015; and

WHEREAS, the City Council proposes amend the Fringe Benefit and Salary plan by adding two new classifications, including Community Development Manager (Range M3) and Public Safety and Services Manager (Range 3), and deleting classification Community Development Director from the consolidated Fringe Benefits and Salary Plan initially adopted under Resolution No. 15-20B.

BASED UPON THE ABOVE RECITALS, THE CITY COUNCIL OF THE CITY OF CUDAHY, CALIFORNIA, DOES HEREBY FIND, DETERMINE AND RESOLVE AS FOLLOWS:

SECTION 1. The recitals above are true and correct and incorporated herein by reference.

SECTION 2. The City Council hereby approves the Fringe Benefits and Salary Plan, attached hereto as "**Exhibit A**" and incorporated herein by reference.

SECTION 3. This Resolution and "**Exhibit A**" shall replace and supersede Resolution No. 15-20 and any other Resolution which is in conflict or inconsistent with the provisions of this Resolution and the attached Fringe Benefits and Salary Plan.

SECTION 4. Notwithstanding the benefits and salary described in the Fringe Benefits and Salary Plan for individuals under employment agreements with the City, City employees with employment agreements shall only be entitled to those benefits and salary amounts identified in their individual employment agreements. The Fringe Benefits and Salary Plan identifies benefits and salaries of employees under

employment agreements with the City for administrative convenience purposes only, and the Plan shall not supersede any employment agreement provisions or control the benefits and salary provided to employees with employment agreements with the City.

SECTION 5. The City Council hereby approves deletion of the Director of Community Development Classification, ratifies the new classifications and salaries of Community Development Manager and Public Safety and Services Manager, and repeals Resolution No. 15-20B.

SECTION 6. If any part of this Resolution, or the application thereof, is held to be invalid, the remainder of this Resolution shall not be affected thereby, and this Resolution shall otherwise continue in full force and effect. To this end, the provisions of this Resolution, and each of them, are severable.

SECTION 7. This Resolution shall take effect immediately upon its adoption by the City Council and the City Clerk shall certify to the passage and adoption of this Resolution and enter it into the book of original Resolutions.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Cudahy at its regular meeting on this 14th day of September, 2015.

Cristian Markovich
Mayor

ATTEST:

APPROVED AS TO FORM:

Laura Valdivia
Interim City Clerk

Isabel Birrueta
Assistant City Attorney

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES)
CITY OF CUDAHY) SS:

I, Laura Valdivia, Interim City Clerk of the City of Cudahy, hereby certify that the foregoing Resolution No. 15-XX was passed and adopted by the City Council of the City of Cudahy, signed by the Mayor and attested by the City Clerk at a regular meeting of said Council held on the 14th day of September, 2015, and that said Resolution was adopted by the following vote, to-wit:

AYES:

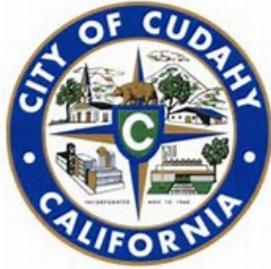
NOES:

ABSTAIN:

ABSENT:

Laura Valdivia
Interim City Clerk

EXHIBIT “A”
Fringe Benefits and Salary Plan



FRINGE BENEFITS AND SALARY PLAN

(Exhibit A to Resolution No. 15-)

Effective September 14, 2015

Jennifer Hernandez 8/18/15 4:47 PM

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Jennifer Hernandez 8/18/15 4:47 PM

Deleted: June 8

CITY OF CUDAHY CALIFORNIA

Incorporated November 10, 1960

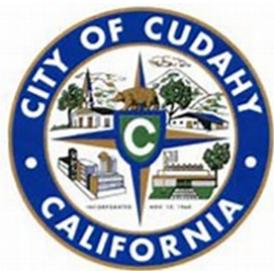


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**PART I
THE FRINGE BENEFITS
PLAN**

PART I – THE FRINGE BENEFIT PLAN

Section 1. Purpose

This Exhibit to Resolution No. 15-20 is enacted pursuant to Section 2.04.070 of the Cudahy Municipal Code to provide for the fringe benefits of City officers and employees.

The City of Cudahy has established a number of benefit programs for its eligible employees. This Plan does not restate all of the features of these benefit programs. The purpose of this Plan is to identify the coverage amounts, costs and limitations of specific benefits as applied and approved by the City Council for specific employee groups. Additional terms, conditions, and limitations regarding program eligibility and benefit entitlement are included in official plan documents, which, notwithstanding the foregoing, shall control in determining coverage amounts, costs and limitations of specific benefits. Additional administrative guidelines may also be found in the City's Personnel Rules, and other terms and conditions of employment within the Cudahy Miscellaneous Employees' Memoranda of Understanding. The Fringe Benefit and Salary Plan shall not change the nature of any employee's status as an at-will employee.

Section 2. Applicability

This exhibit defines the various benefits provided to City officers and employees. Each category covered herein indicates the specific group and/or classification of employee for which the benefit applies (e.g. Appointed Officials, Management/Confidential Employees, and Miscellaneous Employees).

Hourly employees shall not be entitled to any City benefits except as otherwise provided herein, and defined specifically under Section 23 below.

City employees with employment agreements shall only be entitled to those benefits and salary amounts identified in their individual employment agreements. The Fringe Benefits and Salary Plan identifies benefits and salaries of employees under employment agreements with the City for administrative convenience purposes only, and the Plan shall not supersede any employment agreement provisions or control the benefits and salary provided to employees with employment agreements with the City.

Section 3. Holidays

a) Appointed Officials (Non-represented)

The City Clerk, City Treasurer and City Manager shall be entitled to the same holidays that Management/Confidential employees receive, unless changed by an amendment to this Resolution by the City Council.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same holidays that Miscellaneous employees are entitled to, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

Every employee shall be entitled to the following paid holidays each year and such other as may be designated by action of the City Council:

1. New Year's Day – January 1st
2. Martin Luther King Jr. Day - The third Monday in January
3. President's Day - The third Monday in February
4. Good Friday
5. Memorial Day - The last Monday in May
6. Independence Day - July 4th
7. Labor Day - The first Monday in September
8. Veteran's Day – November 11th
9. Thanksgiving Day
10. The Friday Following Thanksgiving
11. Christmas Eve – December 24th
12. Christmas Day – December 25th
13. Two Floating Holidays (Pro-rated for New Employees based on hire date)

The observance of holidays, work on a holiday, and other related rules as applied to holiday compensation shall be administered consistent with the City's Personnel Rules and as defined in the Cudahy Miscellaneous Employees' Association MOU.

Section 4. Vacation

a) Appointed Officials (Non-represented)

The City Clerk and City Treasurer shall be entitled to the same Vacation benefits that Miscellaneous Employees are entitled to, including buy-back provisions unless changed by an amendment to this Resolution by the City Council.

The City Manager shall receive a maximum of eighty (80) hours of vacation leave per year, and may carry over unused leave from year to year, not to exceed a total of 320 hours, at which time accruals shall cease. On December 31st of each year, accumulated and unused vacation leave may be sold back to the City at the regular hourly rate, provided that fifty (50) hours of accrued vacation time remains on the books.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same Vacation benefits that Miscellaneous employees are entitled to including buy-back provisions, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

1) Accrual of Vacation Leave

Full-time employees shall accrue paid vacation leave on the following scheduled basis.

<u>Years of Service</u>	<u>Hours Per Year</u>	<u>Bi-Weekly Accrual</u>	<u>Maximum Accrual</u>
0-5	80	3.077 hours	160 hours
6-10	120	4.616 hours	240 hours
11+	160	6.154 hours	320 hours

2) Vacation Buy Back

At the end of each calendar year, provided that fifty (50) hours of accrued vacation time remains on the books, employees may request pay in lieu of time off for accrued and unused vacation time. Upon separation from City employment, all accrued but unused vacation time is eligible to be sold back at full value based on the employee's rate of pay at the time of separation.

3) Vacation Policy

Vacation Leave shall be administered consistent with the City's Personnel Rules and as defined in the Cudahy Miscellaneous Employees' Association MOU.

Section 5. Sick Leave

a) Appointed Officials (Non-represented)

The City Clerk, City Treasurer and City Manager shall be entitled to twelve (12) days of sick leave per year (96) hours, and may sell back at full rate of pay accrued but unused sick leave on the same terms and conditions as established for other employees, unless changed by an amendment to this Resolution by the City Council.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same Sick Leave benefits that Miscellaneous employees are entitled to, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

1) Accrual of Sick Leave

Employees shall be granted sick leave with pay at the rate of eight (8) hours for each full month of service for a total of ninety-six (96) hours per year, which shall accrue at 3.70 hours per pay period that the employee remains active on the payroll. Any sick leave accrued but unused in any year shall be accumulated to a maximum accumulation of 480 hours. Once this maximum accrual is reached, all additional accrual will stop until usage brings it below the 480.0 hour maximum.

The granting of any leave of absence without pay exceeding fifteen (15) consecutive calendar days shall cause the employees' normal rate of sick leave accumulation to be extended by the number of calendar days for which such leave of absence has been granted less the first fifteen (15) calendar days of such leave. Observed holidays occurring during sick leave shall not be counted as a day of sick leave.

2) Sick Leave Buy-Back

As of July 1st of each year, employees may request to sell back at full rate of pay a maximum of 96 hours of sick leave that they have accrued but did not utilize during the previous fiscal year. This is subject to the condition that an employee must leave at least 58 hours of sick leave on the books prior to being eligible for any sick leave buy-back. Sick leave buy-back shall be based on the employee's actual rate of pay on June 30 of the fiscal year in which it was accumulated. Employees who are eligible to sell back unused sick leave retain the option of maintaining all or a portion of their accumulated sick leave on the books. Upon separation of employment with the City, all accumulated sick leave is eligible to be sold back at full value based on the employee's rate of pay at the time of separation up to a maximum of 92 hours. Employees terminated from employment shall not be paid for unused sick leave.

3) Sick Leave Policy

The use of Sick Leave shall be administered consistent with the City's Personnel Rules and as defined in the Cudahy Miscellaneous Employees' Association MOU.

Section 6. Car Allowance

The City recognizes that various Appointed Officials and Department Heads may require extensive use of an automobile in the ordinary course of performing duties for the City. Accordingly, the City, as added compensation, shall provide an automobile allowance to the following classifications, in the amounts defined below, unless changed by an amendment to this Resolution by the City Council.

<u>POSITION</u>	<u>MONTHLY AMOUNT</u>
City Clerk	\$350.00
City Manager	\$400.00
City Treasurer	\$350.00
Finance Manager	\$350.00
Director of Community Development	\$350.00
<u>Community Development Manager</u>	<u>\$350.00</u>
<u>Public Safety and Services Manager</u>	<u>\$350.00</u>

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

Section 7. Reimbursement for Expenses

The City will reimburse employees for reasonable and authorized expenses incurred on behalf of the City of Cudahy. All travel and other business expenses must be pre-approved by the department head and the City Manager, and must follow the Travel/Training Expense Policy and be reported within one (1) month from the time they are incurred. Every attempt will be made to issue reimbursement for approved expenses within two (2) weeks from the time the expense report forms received by Finance. Failure

to report expenses in a timely manner may jeopardize timely reimbursement for expenses or lead to disciplinary action.

Employees shall be reimbursed for the use of their vehicle for City Business at the allowable IRS Standard Mileage Rate for each year. Employees shall be reimbursed upon submittal of a monthly reimbursement form with Department Head approval.

Section 8. Health Insurance

a) Appointed Officials (Non-represented)

For the City Treasurer and City Clerk, the City shall contribute towards the coverage in a health insurance program available through the Public Employees' Retirement System as provided under the Public Employees' Medical and Hospital Care Act. The City's maximum contribution shall be consistent with the contribution paid by the City for Management/Confidential employees, unless changed by an amendment to this Resolution by the City Council.

For the City Manager, the City shall contribute towards the coverage in a health insurance program available through the Public Employees' Retirement System as provided under the Public Employees' Medical and Hospital Care Act. The City's maximum contribution shall be 100% of plan cost for City Manager and Dependent's Coverage.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

For Management/Confidential Employees, the City shall contribute towards the coverage in a health insurance program as provided by the City. The City's maximum contribution shall be consistent with the contribution paid by the City for Miscellaneous employees, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

For Miscellaneous Employees, the City shall contribute towards the coverage in a dental insurance program as provided by the City. The City's maximum contribution is currently 100% of the plan cost for employee and eligible dependents.

Section 9. Health Insurance for Retirees

a) Vesting of Medical Benefits for Appointed Officials (Non-represented)

Appointed officials including the City Clerk, City Treasurer and City Manager may be eligible for vesting of medical benefits under the CalPERS Plan for life-time coverage, including spouse and eligible dependents consistent with CalPERS rules. The City's maximum contribution shall be that amount that is offered to top management employees, unless changed by an amendment to this Resolution by the City Council.

Appointed officials shall vest with life-time benefits for Dental Insurance and Vision Insurance upon the fifth anniversary of continuous service with the City. The City's maximum contribution shall be that amount that is offered to top management employees, unless changed by an amendment to this Resolution by the City Council.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Vesting of Medical Benefits for Management/Confidential Employees (Non-represented)

Management/Confidential Employees may be eligible for vesting of medical benefits under the CalPERS Plan for life-time coverage, including spouse and eligible dependents consistent with CalPERS rules and upon retirement from the City of Cudahy. The City's maximum contribution shall be that amount that is offered to Miscellaneous employees, unless changed by an amendment to this Resolution by the City Council.

Management/Confidential Employees shall vest with life-time benefits for Dental Insurance and Vision Insurance upon the fifth anniversary of continuous service with the City. The City's maximum contribution shall be that amount that is offered to Miscellaneous employees, unless changed by an amendment to this Resolution by the City Council.

c) Vesting of Medical Benefits for Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

Miscellaneous Employees may be eligible for vesting of medical benefits under the CalPERS Plan for life-time coverage, including spouse and eligible dependents consistent with CalPERS rules. The City's maximum contribution is 100% of the plan cost.

Section 10. Life Insurance

a) Appointed Officials (Non-represented)

The City Clerk and City Treasurer shall receive City paid term life insurance benefits that Miscellaneous employees are entitled to, unless changed by an amendment to this Resolution by the City Council.

The City Manager shall receive City paid term life insurance policy in the amount of \$1,000,000.00.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same life Insurance benefits that Miscellaneous employees are entitled to, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

The City will provide a term life insurance policy in the amount of \$75,000 per employee. The premium for such insurance shall be paid by the City.

Section 11. Disability Insurance

a) Appointed Officials (Non-represented)

The City Manager, City Clerk, and City Treasurer shall receive a City paid Long Term Disability policy, unless changed by an amendment to this Resolution by the City Council.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same Disability Insurance benefits that miscellaneous employees are entitled to, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

The City will provide a sixty (60) day Long Term Disability policy. 100% of the premium coverage for such insurance shall be paid by the City.

Section 12. Dental Insurance

a) Appointed Officials (Non-represented)

For the City Clerk and City Treasurer, the City shall contribute towards the coverage in a dental insurance program as provided by the City. The City's maximum contribution shall be consistent with the contribution paid by the City for Management/Confidential employees, unless changed by an amendment to this Resolution by the City Council.

For the City Manager, the City shall contribute 100% towards the cost of the dental insurance plan as provided by the City for employee and eligible dependents.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

For Management/Confidential Employees, the City shall contribute towards the coverage in a dental insurance program as provided by the City. The City's maximum contribution shall be consistent with the contribution paid by the City for Miscellaneous employees, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

For Miscellaneous Employees, the City shall contribute towards the coverage in a dental insurance program as provided by the City. The City's maximum contribution is currently 100% of the plan cost for employee and eligible dependents.

Section 13. Vision Insurance

a) Appointed Officials (Non-represented)

For the City Treasurer and City Clerk, the City shall contribute towards the coverage in a vision insurance program as provided by the City. The City's maximum contribution shall be consistent with the contribution paid by the City for Management/Confidential employees, unless changed by an amendment to this Resolution by the City Council.

For the City Manager, the City shall contribute 100% towards the cost of the vision insurance plan as provided by the City for employee and eligible dependents.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

For Management/Confidential Employees, the City shall contribute towards the coverage in a vision insurance program as provided by the City. The City's maximum contribution shall be consistent with the contribution paid by the City for Miscellaneous employees, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

For Miscellaneous Employees, the City shall contribute towards the coverage in a vision insurance program as provided by the City. The City's maximum contribution is currently 100% of the plan cost for employee and eligible dependents.

Section 14. Deferred Compensation (457 or 401a) Plan

a) Appointed Officials (Non-represented)

The City does not make a contribution to said Plan on behalf of employees.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

The City does not make a contribution to said Plan on behalf of employees.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

The City does not make a contribution to said Plan on behalf of employees.

Section 15. Retirement Contribution

Every full-time employee shall participate in the California Public Employees Retirement System (CalPERS) plan as adopted by the City Council, as well as part-time classes that are not formally excluded via the City's CalPERS contract. Hourly classes that are excluded via the City's CalPERS contract shall not be enrolled in the plan. Participation in the retirement plan continues until the employee terminates employment with the City for any reason, and shall then cease under the terms of said plan. An employee is vested after five (5) years and may be eligible for benefits from the CalPERS system.

a) First Tier Retirement Formula:

Effective July 1, 2008, the City amended the CalPERS contract to provide the benefit known as 2.7% at 55 retirement formula. The City shall pay the seven percent (7%) employees' personal retirement contribution in addition to the normal employer contribution.

b) Second Tier Retirement Formula:

Effective October 16, 2011, the benefit known as 2% @ 60 retirement formula shall apply to employees hired or who become eligible for enrollment in the CalPERS Retirement Plan on or after the effective date of the City's contract amendment with CalPERS to implement this benefit. The City will only contribute the normal employer contribution, and the employee is responsible for their share (50% of the normal cost).

c) Third Tier Retirement Formula:

Effective January 1, 2013, in accordance with the Public Employees' Pension Reform Act (PEPRA), new employees hired on or after January 1, 2013 shall be enrolled in the benefit known as 2% @ 62 retirement formula. The City will only contribute the normal employer contribution, and the employee is responsible for their share (50% of the normal cost).

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

Section 16. Severance Allowance

a) Appointed Officials (Non-represented)

For Appointed Officials, the City shall provide any specified severance allowance in accordance with the agreed upon terms of employment addressed in individual employment contracts.

b) Management/Confidential Employees (Non-represented)

For Management/Confidential employees, the City shall provide any specified severance allowance in accordance with the agreed upon terms of employment addressed in individual employment contracts.

Section 17. Relocation Allowance

a) Appointed Officials (Non-represented)

Relocation allowance may be provided within individual employment contracts, subject to approval by the City Council.

b) Management/Confidential Employees (Non-represented)

Relocation allowance may be provided within individual employment contracts, subject to approval by the City Council.

Section 18. Uniform Allowance

The City shall purchase uniforms for designated employees as budgeted, but not to exceed \$275.00 per year for maintenance personnel, and \$200.00 per year for municipal enforcement personnel.

The following classifications receive uniform allowance, which is reported to CalPERS:

Maintenance Superintendent	\$275.00
Maintenance Foreman	\$275.00
Maintenance Leader	\$275.00
Maintenance Worker	\$275.00
Senior Code Enforcement Officer	\$200.00
Code Enforcement Officer	\$200.00
Municipal Officer	\$200.00

Section 19. Bereavement Leave

The City shall provide bereavement leave to all full-time Appointed Officials, Management/Confidential Employees, and Miscellaneous employees.

Regular full-time employees are entitled to up to three (3) days of leave, with pay, upon the death of an immediate family member, calculated at regular base rate, to arrange and attend the funeral.

The City shall administer the provisions of this benefit as defined in the Personnel Rules and the City of Cudahy Miscellaneous Employees' Association MOU. Management/Confidential Employees and Appointed Officials shall follow the same provisions and rules as provided to Miscellaneous employees for Bereavement Leave.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

Section 20. Miscellaneous Leaves of Absence

The City shall provide leaves of absence policies for the following categories:

- a) Paid Bone Marrow or Organ Donor Leave
- b) Paid Time Off for Jury Duty/Witness Duty
- c) Time Off to Vote
- d) Family and Medical Leave (FMLA)/California Family Rights Leave (CFRA)
- e) Pregnancy Disability Leave (PDL)
- f) Work Related Disability Leave
- g) Medical Disability Leave
- h) Industrial Leave
- i) Military Duty Leave
- j) Military Family Leave
- k) Spousal/Registered Domestic Partner Military Leave
- l) School Activities and School Visits Leave
- m) Victims of Domestic Violence, Sexual Assault and Other Crimes Leave
- n) Volunteer Civil Service Leave
- o) Literacy Assistance Leave
- p) Personal Leave/Leave of Absence without Pay

The City's personnel rules shall serve as the official policy related to eligibility and benefits for the above stated leaves. It is the intent of the City to comply with all state and federal laws related to leaves, and to the extent that state and federal laws provide a greater benefit, the City shall comply and provide such benefits to eligible employees.

Management/Confidential Employees and Appointed Officials shall follow the same provisions and rules as provided to Miscellaneous employees for Miscellaneous Leaves of Absence.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

Section 21. Education Reimbursement

a) Appointed Officials (Non-represented)

The City Clerk, City Treasurer and City Manager shall be entitled to education reimbursement on the same terms and conditions as established for Management/Confidential employees.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

The City shall reimburse Management/Confidential Employees for the cost of books and tuition for courses taken at any State College, State University, Community College or an approved accredited private college or university as approved by the City Manager.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

The City shall reimburse employees for 100% of the cost of books, parking and tuition up to a maximum reimbursement equivalent to a full-time Cal State tuition per fiscal year for courses taken at any state college, state university, private university or community college. Courses must be related to the job, to a potential promotional position, or to general educational requirements as approved by the City Manager upon recommendation of the Department Head. The City Manager must approve all courses in advance.

The City shall administer the terms of this provision as further defined under the Education Incentive section of the Cudahy Miscellaneous Employees' Association MOU.

Section 22. The Extension of Benefits to Other Classifications

a) Appointed Officials (Non-represented)

The fringe benefits set forth herein are minimum benefits; to the extent greater benefits are extended to other employees of the City, the City Clerk, City Treasurer and City Manager shall be entitled to such benefits. All provisions of the Cudahy Municipal Code, any Memorandum of Understanding with represented employees of the City, and the City's Personnel Rules that relate to fringe benefits as those provisions now exist, or hereinafter may be amended, shall apply to the City Clerk, City Treasurer, and City Manager in like manner as they apply to other employees of City.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

All Management/Confidential employees are entitled to and shall enjoy the specific fringe benefits as described and defined within each benefit provision.

Except as otherwise stated within any section of the Fringe Benefits and Salary Plan, all Management/Confidential employees are exempt from the City's Personnel Rules. All Management/Confidential employees are at-will employees.

Section 23. Hourly Employees

a) Eligibility for Benefits

Hourly employees shall not be entitled to any City benefits except as otherwise provided herein.

b) Paid Sick Leave Accrual

Hourly employees, including temporary, extra help, part-time, and seasonal employees who work 30 or more days within a year from when employment commences, shall be entitled to 24 hours of sick leave per fiscal year, effective July 1, 2015, and employees shall receive subsequent annual sick leave accruals of 24 hours added to their leave bank in January of each calendar year. Sick leave must be used in a minimum of 2 hour increments. Unused sick leave under this program may be carried over to the following year not to exceed an accrual cap of six (6) days/forty-eight (48) hours of sick leave. An employee may use no more than twenty-four (24) hours in any one year. Employees are entitled to request and use accrued paid sick days beginning on the 90th day of employment. The rate of pay shall be at the employee's regular hourly wage.

c) FICA Alternative Plan

Hourly employees shall be entitled to receive the City's 3.75% FICA alternative plan contribution in lieu of Social Security and/or participation in CalPERS.

PART II

THE SALARY PLAN

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PART II - THE SALARY PLAN

Section 1. Purpose

This Exhibit to Resolution No. 15-20 is enacted pursuant to Section 2.04.070(2) of the Cudahy Municipal Code to provide for the compensation of City officers and employees and to conform to the principle of equal pay for equal work. Notwithstanding the foregoing, the terms of individual employment agreements shall control over the compensation amounts described in this Salary Plan when determining the salary of individual employees under contract with the City.

Section 2. The Classification Plan

The Classification Plan includes the allocation of class titles to salary ranges for City officers and employees under one Plan in which all positions substantially similar with respect to duties, authority, responsibility and working conditions are included within the same class, and that the same schedules of compensation be made to apply with equity under the working conditions to all positions in the same class.

The Classification Plan further includes the allocation of class titles to salary ranges for those employees which are designated as non-represented Management/Confidential employees who are exempt from the classified service. These exempt classes consist of persons appointed by the City Council, including the City Manager, City Clerk, and City Treasurer, and persons appointed by the City Manager, including department heads or designees, that serve in an "at will" capacity subject to the terms and conditions of an employment agreement, and are exempt from the classified service.

Non-classified positions are entitled to no more than the same benefits as provided to classified employees in a similar position and level in the organization. The Classification Plan as of the date of adoption of this Plan is hereby established as set forth in the addendum, referred to as the **Salary Schedule**, which is attached hereto and incorporated herein by reference. The Classification Plan shall not change the nature of any employee's status as an at-will employee.

Section 3. Basic Compensation Plan

The basic compensation plan for City officers and employees, as of the date of adoption of this Plan is hereby established as set forth in the Addendum, including the following:

- 1) Hourly Range Table
- 2) Association Range Table
- 3) Management/Confidential Range Table
- 4) Salary Schedule

The Salary Plan shall be referred to as the **Salary Schedule** which incorporates the allocation of ranges (defined in the range tables) to classifications, which is attached hereto and incorporated herein by reference.

Range tables for the Cudahy Municipal Employees' Association include the (10) steps with approximately 2.5% between steps.

Range tables for Appointed Officials (City Clerk, City Treasurer, and City Manager) have one step (flat rate).

Range tables for Management/Confidential include ten (10) steps with approximately 2.5% between steps.

Range tables for Hourly employees consist of one (1) to three (3) steps.

Section 4. Pay Philosophy

The City Council establishes a pay philosophy that the base pay of all positions shall be ideally set at the median pay provided by comparable cities of similar size, budget, staff, and geographic area, based on the City's financial ability to pay.

Section 5. Plan Maintenance

Increases to the Range tables and applied to the Salary Schedule are adopted and approved by the City Council via Resolution to amend the Fringe Benefit and Salary Plan.

Such recommended increases are negotiated between the City and the Cudahy Miscellaneous Employees' Association. The City Council may further take appropriate action to extend such increases to unrepresented Management/Confidential Employees, Appointed Officials including the City Clerk, City Treasurer and City Manager, and positions appointed by the City Manager.

In addition to negotiated increases, the City may take steps to maintain the Salary Plan by conducting regularly scheduled salary reviews and/or intermittent salary reviews as determined by changes in the labor market, and the need to compete for talent and/or retain current employees.

Section 6. Eligibility for Salary Advancement

a) Management/Confidential Employees (Non-represented)

Management/Confidential employees may receive the same considerations for salary advancement as provided to Miscellaneous Employees, at the City Manager's discretion.

b) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

Salary step increases shall be considered on a merit basis only, and at prescribed times as defined in the Personnel Rules and the Cudahy Municipal Employees' Association MOU.

Any employee receiving a promotion shall receive a salary increase consistent with the Personnel Rules and the Cudahy Municipal Employees' Association MOU.

Section 7. Merit Ranges - Appointed Officials and Management/Confidential Employees (Non-represented)

Appointed City Officials including the City Clerk, City Treasurer and City Manager, as well as non-represented Management/Confidential employees who serve in an at-will capacity and are exempt from the classified service, may, subject to the terms and conditions set forth below, be eligible to have his/her salary increased to a maximum of fifteen percent beyond the regularly assigned top step of his/her salary range or salary set forth in an existing contract. The City Manager shall have administrative authority to assign, create and maintain the merit range (pay band) to implement the provisions of this Section.

Such increase shall be subject to documentation of the eligible employee's outstanding performance, based on performance and achievement of previously defined goals. The City Manager shall solely determine placement within the merit range based on the employee's performance. Notwithstanding the foregoing, with regard to increases for the City Manager and other Officials appointed by the City Council, the City Council shall determine placement within the merit range based on the employee's performance, subject to the Appointed Official's employment agreement, if any.

The continuation of increases pursuant to the provisions of this Section shall not be automatic, and failure to sustain "outstanding performance" shall cause the employee's pay to revert to the regularly assigned step for his/her classification. An employee who fails to sustain "outstanding performance" shall have their compensation reduced to the "regular range", in accordance with this section, and at the City Manager's discretion for Management/Confidential classes, and the City Council's discretion for Appointed Officials. Salary for Appointed Officials/Management/Confidential employees who have an employment agreement with the City shall not be modified prior to an amendment to his/her employment agreement, unless the agreement permits the increase or decrease to be handled administratively.

The regular salary range shall constitute the regularly defined Steps in the Salary Range (A-J). The "merit range" shall constitute a "pay band" with a minimum rate set one dollar above the maximum of the "regular salary range" and the maximum set at an amount not to exceed fifteen percent beyond the regularly assigned top step of the salary range. The "pay band" shall be added to the Salary Schedule for the assigned non-represented Management/Confidential classifications and Appointed Officials when the increase is recommended by the City Manager or City Council.

In no case shall an employee receive additional merit compensation above the designated "merit range" as defined herein.

Eligibility for additional compensation granted to all employees as part of changes authorized by the City Council shall not be adversely affected by the employee's status in steps granted beyond the regularly assigned step pursuant to the provisions of this Section. Salaries granted pursuant to this provision shall be reported to PERS as compensation earned.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of salary that may be contained in this Fringe Benefits and Salary Plan

Section 8. Merit Longevity Ranges – Miscellaneous Employees (Cudahy Miscellaneous Employees’ Association)

As provided in the Cudahy Municipal Employees’ Association MOU, employees may be eligible for merit longevity compensation as continuing incentive to career employees upon achieving the “E” step and completing ten continuous years of service. Employees may be eligible for one step above their base rate (2.5%), and after twenty (20) years, the percentage amount shall be increased to a total of one and one-half steps (7.5%) above the regular rate of pay. Such payment shall continue with approval of the city Manager, and shall be granted to employees who continue to “Exceed Standards” as evidenced by the performance rating of such employee. Merit Longevity may be removed by the City Manager when the employee’s performance does not merit such additional compensation. The provisions of this section shall be administered in accordance with the specific language in the Cudahy Miscellaneous Employees’ Association MOU.

Section 9. Compaction Rule

The top step of the salary range of any Management/Confidential classification shall be a minimum of two steps (approximately ten percent) above the top step of the closest subordinate classification, with the exception of those Management/Confidential classifications supervising specialized classifications which are highly compensated due to labor market conditions. In the case of highly compensated positions due to labor market conditions, employees may directly supervise a subordinate classification where the maximum salary range exceeds the supervisory class without the two step minimum (approximately ten percent). Subordinate classification shall be defined as any position classification in which there are employees who are supervised by the Management/Confidential employee.

Section 10. Salaries Above Market Rate – Use of “Y” Rating Method

The City Manager has the authority to implement a “Y” rating for employees whose range is found to exceed the market rate based on a salary survey. The employee in this case shall receive no increase in salary unless the maximum salary established by this Plan for their classifications exceeds the amount of their “Y” rate.

Section 11. Trainee Positions

The City Manager has the authority to establish a Trainee class for any class in the system. The salary range for Trainee classes shall be established with a salary range starting fifteen percent (15%) below the first step of the regular position and ending five percent (5%) below the first step of the regular position. Employees who successfully complete the training program and meet the criteria for the higher level class, may be reclassified to the higher level class upon approval by the City Manager.

Section 12. Salary Differentials

Exceptions shall be made to Sections 2 and 3 of this Plan as follows:

a. (5%) Salary Differential

After investigation and approval by the City Manager, a 5% Salary Differential shall be assigned to persons found to possess as a regular assignment such additional duties and responsibilities or whose positions entail certain hazards as to warrant additional compensation, which additional salary shall be limited to the following:

No current provisions

b. (10%) Salary Differential

After investigation and approval by the City Manager, a 10% Salary Differential shall be assigned to persons found to possess as a regular assignment such additional duties and responsibilities or whose positions entail certain hazards as to warrant additional compensation, which additional salary shall be limited to the following:

- 1) City Manager when assigned to perform the duties of the City Clerk when so designated and approved by the City Council.

c. Bi-lingual Pay

1. Appointed Officials (Non-represented)

The City Clerk, City Treasurer and City Manager shall be entitled to the same compensation as provided to Management/Confidential employees, which shall be provided as a stipend rather than incorporated into base pay, when the positions have been designated as bi-lingual positions.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

2. Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same compensation as provided to Miscellaneous employees, which shall be provided as a stipend rather than incorporated into base pay, when the positions have been designated as bi-lingual positions.

3. Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

Employees shall be compensated with bilingual pay differential in the amount of \$75.00 per month for oral translation duties, and \$125.00 per month for oral and written translations. Such amounts have been added to base pay for all

Association job classifications and its members, consistent with the Cudahy Miscellaneous Employees' Association MOU.

d. Temporary Upgrade – Acting Capacity

An employee who has been designated by the City to serve in an acting capacity for thirty (30) consecutive work days or more shall receive Step A of the pay range for the classification in which the employee is performing active duties, or a one step increase, whichever is greater. Service in an acting capacity shall not be used as a basis for, or in support of, a request for reclassification. Positions shall be filled based on a competitive process to afford an equal opportunity for internal/external candidates, as determined by the City Manager or designee.

e. Temporary Upgrade – Work Out of Class

The City may temporarily assign employees to work out of classification. The selection of employees for an out-of-classification assignment shall be at the discretion of the City Manager or designee. A temporary out-of-class pay differential increase of the equivalent of one salary step shall be authorized with advance approval by the City Manager or designee when an employee is designated and scheduled to work in an out-of-class assignment. Paid holidays shall be considered as days actually worked. Other forms of authorized leave such as sick leave, emergency leave and vacation shall not be considered as days actually worked.

Section 13. Overtime

The City's pay policy is intended to comply with the salary pay requirements of current State and Federal laws, and shall be construed in accordance with these laws and regulations. Further, the City shall administer the pay practices related to overtime consistent with the City's personnel rules and the Cudahy Miscellaneous Employees' Association MOU.

Non-exempt employees shall be paid for hours worked in accordance with all legal requirements. Overtime is calculated at one and one-half (1 ½) times the employee's regular base rate of pay for all time worked over 40 hours in one workweek. Hours paid that are not actually worked, such as holidays, sick days, and vacation hours do not count as hours worked when calculating weekly overtime.

Exempt employees are not entitled to receive overtime pay even though they may have to work hours beyond their normal schedule, as work demands require.

Section 14. Compensatory Time

The City's pay policy is intended to comply with the salary pay requirements of current State and Federal laws, and shall be construed in accordance with these laws and regulations. Further, the City shall administer the pay practices related to Compensatory Time consistent with the City's personnel rules and the Cudahy Miscellaneous Employees' Association MOU.

The City has enacted a special provision for non-exempt employees to provide compensatory time off in lieu of monetary overtime compensation at a rate of one and one-half (1 ½) hours of compensatory time for each hour of overtime worked. Compensatory time is an alternative method of overtime payment for hours worked over 40 hours for non-exempt employees. The maximum accrual limit is 120 hours.

Section 15. Executive Leave

Management/Confidential employees shall be entitled to take three (3) days (27 hours) of executive leave per fiscal year. The three (3) days (27 hours) may not be carried over to the next fiscal year and their use must have the prior permission of the City Manager. This provision shall be administered in accordance with the City's Personnel Rules and the Cudahy Miscellaneous Employees' Association MOU.

Section 16. On-Call (Standby) Pay

An employee who has been instructed by their direct supervisor to stand-by is free to use this time for their own benefit. Employees On-Call (Standby) shall receive two (2) hours of compensatory time for an assigned 24 consecutive hour shift, which will not be counted towards over-time calculations.

The City's pay policy is intended to comply with the salary pay requirements of current State and Federal laws, and shall be construed in accordance with these laws and regulations. Further, the City shall administer the pay practices related to On-Call (Standby) Pay consistent with the City's personnel rules and the Cudahy Miscellaneous Employees' Association MOU.

Section 17. Call Back Pay

Call back duty occurs when an employee is called back in to work after their regular shift has ended. An employee called back to duty shall be paid a minimum of two (2) hours of compensatory time at a rate equal to time and one-half (1 ½) the regular hourly pay rate, and for actual hours worked at time and one-half the regular hourly pay rate, if hours worked exceeds two (2).

The City's pay policy is intended to comply with the salary pay requirements of current State and Federal laws, and shall be construed in accordance with these laws and regulations. Further, the City shall administer the pay practices related to Call Back Pay consistent with the City's personnel rules and the Cudahy Miscellaneous Employees' Association MOU.

Section 18. Additional Approved Increases in Compensation and Changes to the Salary and Classification Plans

No current provisions

Section 19. The Provisions of This Plan Shall Be Operative on the Date of Its Adoption.

ADDENDUM:

1. HOURLY RANGE TABLES
2. ASSOCIATION RANGE TABLES
3. MANAGEMENT/CONFIDENTIAL RANGE TABLES
4. SALARY SCHEDULES

HOURLY RANGE TABLES

**Compensation Schedule Effective
July 1, 2012**

Hourly Steps			
Ranges	A	B	C
H1	8.24	8.60	9.03
H2	9.17	9.86	10.54
H4	11.91	12.56	13.25
H5	12.23	12.90	13.59
H6	12.37	13.05	13.76
H7	12.56	13.25	13.93
H8	13.25	13.92	14.60
H9	14.89	15.89	16.85
H10	14.50	15.47	16.43
H11	15.40	16.22	18.44
H12	15.18	15.86	16.73
H15	18.85	19.86	21.18

Flat Rates	
Ranges	A
HF25	45.00
HF26	50.00

Account Clerk (B)	H11
Administrative Aide	H12
Administrative Intern	H5
Administrative Assistant	H15
Building Inspector	HF25
CDBG Coordinator	HF26
Clerk Typist	H6
Code Enforcement Officer	H9
Maintenance Aide	H2
Maintenance Worker	H7
Municipal Enforcement Officer	H8
Planning Technician	H10
Recreation Aide	H1
Recreation Leader	H3
Sr. Recreation Leader	H4

**Compensation Schedule Effective
July 1, 2012**

Hourly Steps			
Ranges	A	B	C
H1	8.24	8.60	9.03
H2	9.17	9.86	10.54
H4	11.91	12.56	13.25
H5	12.23	12.90	13.59
H6	12.37	13.05	13.76
H7	12.56	13.25	13.93
H8	13.25	13.92	14.60
H9	14.89	15.89	16.85
H10	14.50	15.47	16.43
H11	15.40	16.22	18.44
H12	15.18	15.86	16.73
H15	18.85	19.86	21.18

Flat Rates	
Ranges	A
HF25	45.00
HF26	50.00

Account Clerk (B)	H11
Administrative Aide	H12
Administrative Intern	H5
Administrative Assistant	H15
Building Inspector	HF25
CDBG Coordinator	HF26
Clerk Typist	H6
Code Enforcement Officer	H9
Maintenance Aide	H2
Maintenance Worker	H7
Municipal Enforcement Officer	H8
Planning Technician	H10
Recreation Aide	H1
Recreation Leader	H3
Sr. Recreation Leader	H4

ASSOCIATION RANGE TABLES

**Compensation Schedule Effective
July 1, 2008**

Association Steps										
Ranges	A	B	C	D	E	F	G	H	I	J
A1	2561	2597	2624	2688	2754	2825	2967	3041	3116	3257
A2	2688	2754	2825	2967	3041	3116	3275	3357	3441	3526
A3	2825	2895	2967	3041	3116	3275	3357	3441	3526	3614
A4	2967	3041	3116	3193	3275	3357	3441	3526	3614	3706
A5	3116	3193	3275	3357	3441	3526	3614	3706	3798	3892
A6	3275	3357	3441	3526	3614	3706	3798	3892	3990	4089
A7	3441	3526	3614	3706	3798	3892	3990	4089	4193	4296
A8	3614	3706	3798	3892	3990	4089	4193	4296	4405	4514
A9	3798	3892	3990	4089	4193	4296	4405	4514	4626	4742
A10	3990	4089	4193	4296	4405	4514	4626	4742	4860	4981

**Compensation Schedule Effective
July 1, 2012**

Association Steps										
Ranges	A	B	C	D	E	F	G	H	I	J
A1	2713	2750	2778	2844	2912	2985	3131	3207	3284	3430
A2	2844	2912	2985	3131	3207	3284	3448	3533	3619	3707
A3	2985	3057	3131	3207	3284	3448	3533	3619	3707	3797
A4	3131	3207	3284	3364	3448	3533	3619	3707	3797	3892
A5	3284	3364	3448	3533	3619	3707	3797	3892	3987	4084
A6-A	3448	3533	3619	3707	3797	3892	3987	4084	4185	4287
A6-B	3479	3564	3650	3738	3828	3923	4018	4115	4216	4318
A7	3619	3707	3797	3892	3987	4084	4185	4287	4394	4500
A8	3797	3892	3987	4084	4185	4287	4394	4500	4612	4724
A9	3987	4084	4185	4287	4394	4500	4612	4724	4840	4959
A10-A	4185	4287	4394	4500	4612	4724	4840	4959	5081	5205
A10-B	4239	4341	4448	4554	4666	4778	4894	5013	5135	5259
A11	4391	4498	4610	4721	4839	4956	5078	5203	5331	5462
A12	4607	4719	4837	4953	5077	5200	5328	5459	5594	5731
A13	4834	4951	5075	5197	5327	5456	5591	5728	5870	6014
A14	5072	5195	5325	5453	5590	5725	5867	6011	6160	6311
A15	5322	5451	5587	5722	5866	6008	6157	6308	6464	6623
A16	5584	5724	5863	6004	6156	6305	6461	6620	6784	6950
A17	5859	6006	6152	6300	6460	6617	6780	6947	7118	7294
A18	6148	6303	6456	6611	6779	6944	7115	7291	7470	7655
A19	6452	6614	6775	6938	7114	7287	7467	7652	7840	8034
A20	6771	6941	7110	7281	7466	7648	7837	8031	8228	8432
A21	7106	7284	7462	7641	7836	8027	8225	8429	8636	8850
A22	7458	7644	7831	8019	8224	8425	8633	8847	9064	9289

Compensation Schedule Effective

July 1, 2013

Association										
Steps										
Ranges	A	B	C	D	E	F	G	H	I	J
A1	2765	2802	2831	2898	2967	3042	3190	3268	3346	3495
A2	2898	2967	3042	3190	3268	3346	3514	3600	3688	3777
A3	3042	3115	3190	3268	3346	3514	3600	3688	3777	3869
A4	3190	3268	3346	3428	3514	3600	3688	3777	3869	3966
A5	3346	3428	3514	3600	3688	3777	3869	3966	4063	4162
A6-A	3514	3600	3688	3777	3869	3966	4063	4162	4265	4368
A6-B	3545	3631	3719	3808	3900	3997	4094	4193	4296	4399
A7	3688	3777	3869	3966	4063	4162	4265	4368	4477	4586
A8	3869	3966	4063	4162	4265	4368	4477	4586	4700	4814
A9	4063	4162	4265	4368	4477	4586	4700	4814	4932	5053
A10-A	4265	4368	4477	4586	4700	4814	4932	5053	5176	5304
A10-B	4320	4423	4532	4641	4755	4869	4987	5108	5231	5359
A11	4474	4583	4698	4811	4931	5050	5174	5302	5432	5566
A12	4695	4809	4929	5047	5173	5299	5429	5563	5700	5840
A13	4926	5045	5171	5296	5428	5560	5697	5837	5982	6128
A14	5168	5294	5426	5557	5696	5834	5978	6125	6277	6431
A15	5423	5555	5693	5831	5977	6122	6274	6428	6587	6749
A16	5690	5833	5974	6118	6273	6425	6584	6746	6913	7082
A17	5970	6120	6269	6420	6583	6743	6909	7079	7253	7433
A18	6265	6423	6579	6737	6908	7076	7250	7430	7612	7800
A19	6575	6740	6904	7070	7249	7425	7609	7797	7989	8187
A20	6900	7073	7245	7419	7608	7793	7986	8184	8384	8592
A21	7241	7422	7604	7786	7985	8180	8381	8589	8800	9018
A22	7600	7789	7980	8171	8380	8585	8797	9015	9236	9465

**Compensation Schedule Effective
July 1, 2014**

Association										
Steps										
Ranges	A	B	C	D	E	F	G	H	I	J
A1	2,815	2,852	2,882	2,950	3,020	3,097	3,247	3,327	3,406	3,558
A2	2,950	3,020	3,097	3,247	3,327	3,406	3,577	3,665	3,754	3,845
A3	3,097	3,171	3,247	3,327	3,406	3,577	3,665	3,754	3,845	3,939
A4	3,247	3,327	3,406	3,490	3,577	3,665	3,754	3,845	3,939	4,037
A5	3,406	3,490	3,577	3,665	3,754	3,845	3,939	4,037	4,136	4,237
A6-A	3,577	3,665	3,754	3,845	3,939	4,037	4,136	4,237	4,342	4,447
A6-B	3,609	3,696	3,786	3,877	3,970	4,069	4,168	4,268	4,373	4,478
A7	3,754	3,845	3,939	4,037	4,136	4,237	4,342	4,447	4,558	4,669
A8	3,939	4,037	4,136	4,237	4,342	4,447	4,558	4,669	4,785	4,901
A9	4,136	4,237	4,342	4,447	4,558	4,669	4,785	4,901	5,021	5,144
A10-A	4,342	4,447	4,558	4,669	4,785	4,901	5,021	5,144	5,269	5,399
A10-B	4,398	4,503	4,614	4,725	4,841	4,957	5,077	5,200	5,325	5,455
A11	4,555	4,665	4,783	4,898	5,020	5,141	5,267	5,397	5,530	5,666
A12	4,780	4,896	5,018	5,138	5,266	5,394	5,527	5,663	5,803	5,945
A13	5,015	5,136	5,264	5,391	5,526	5,660	5,800	5,942	6,090	6,238
A14	5,261	5,389	5,524	5,657	5,799	5,939	6,086	6,235	6,390	6,547
A15	5,521	5,655	5,795	5,936	6,085	6,232	6,387	6,544	6,706	6,870
A16	5,792	5,938	6,082	6,228	6,386	6,541	6,703	6,867	7,037	7,209
A17	6,077	6,230	6,382	6,536	6,701	6,864	7,033	7,206	7,384	7,567
A18	6,378	6,539	6,697	6,858	7,032	7,203	7,381	7,564	7,749	7,940
A19	6,693	6,861	7,028	7,197	7,379	7,559	7,746	7,937	8,133	8,334
A20	7,024	7,200	7,375	7,553	7,745	7,933	8,130	8,331	8,535	8,747
A21	7,371	7,556	7,741	7,926	8,129	8,327	8,532	8,744	8,958	9,180
A22	7,737	7,929	8,124	8,318	8,531	8,740	8,955	9,177	9,402	9,635

**MANAGEMENT/CONFIDENTIAL
RANGE TABLES**

**Compensation Schedule Effective
July 1, 2008**

Management Steps										
Ranges	A	B	C	D	E	F	G	H	I	J
M1	5322	5474	5591	5729	5847	6020	6171	6325	6483	6645
M2	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
M4	8436	8562	8703	8852	9007	9175	9357	9548	9763	9989
M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781

SALARY SCHEDULES

**CITY OF CUDAHY
SALARY SCHEDULE
EFFECTIVE DATE JULY 1, 2008**

TITLE	GROUP	RATE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
Account Clerk A	PT	HOURLY	H3	10.40	11.03	11.69							
Account Clerk B	PT	HOURLY	H11	14.95	15.75	17.90							
Account Clerk	CMEA	MONTHLY	A6	3275	3357	3441	3526	3614	3706	3798	3892	3990	4089
Account Technician	CMEA	MONTHLY	A9	3798	3892	3990	4089	4193	4296	4405	4514	4626	4742
Administrative Assistant	PT	HOURLY	H15	18.30	19.28	20.56							
Administrative Assistant	CMEA	MONTHLY	A7	3441	3526	3614	3706	3798	3892	3990	4089	4193	4296
Administrative Clerk I	CMEA	MONTHLY	A1	2561	2597	2624	2688	2754	2825	2967	3041	3116	3257
Administrative Clerk II	CMEA	MONTHLY	A5	3116	3193	3275	3357	3441	3526	3614	3706	3798	3892
Administrative Intern	PT	HOURLY	H5	11.87	12.52	13.19							
Cashier/Receptionist	CMEA	MONTHLY	A1	2561	2597	2624	2688	2754	2825	2967	3041	3116	3257
City Council Member	ELECTED	MONTHLY	FLAT RATE	483.60									
City Clerk	APPOINTED	MONTHLY	FLAT RATE	8270									
City Manager	APPOINTED	MONTHLY	FLAT RATE	14,379									
City Treasurer	APPOINTED	MONTHLY	FLAT RATE	5057									
Clerk Typist	PT	HOURLY	H6	12.01	12.67	13.36							
Code Enforcement Officer	PT	HOURLY	H9	14.46	15.43	16.36							
Code Enforcement Officer	CMEA	MONTHLY	A7	3441	3526	3614	3706	3798	3892	3990	4089	4193	4296
Department Secretary	CMEA	MONTHLY	A6	3275	3357	3441	3526	3614	3706	3798	3892	3990	4089
Director of Community Development	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Director of Community Services	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Director of Parks & Recreation	MGMT	MONTHLY	M4	8436	8562	8703	8852	9007	9175	9357	9548	9763	9989
Executive Secretary/HR Specialist	MGMT	MONTHLY	M2	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
Executive Secretary	CMEA	MONTHLY	A9	3798	3892	3990	4089	4193	4296	4405	4514	4626	4742
Finance Manager	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Maintenance Aide	PT	HOURLY	H2	8.90	9.57	10.23							
Maintenance Foreman	CMEA	MONTHLY	A8	3614	3706	3798	3892	3990	4089	4193	4296	4405	4514
Maintenance Leader	CMEA	MONTHLY	A6	3275	3357	3441	3526	3614	3706	3798	3892	3990	4089
Maintenance Superintendent	CMEA	MONTHLY	A10	3990	4089	4193	4296	4405	4514	4626	4742	4860	4981
Maintenance Worker	PT	HOURLY	H7	12.19	12.86	13.52							
Maintenance Worker	CMEA	MONTHLY	A3	2825	2895	2967	3041	3116	3275	3357	3441	3526	3614
Municipal Enforcement Officer	PT	HOURLY	H8	12.86	13.51	14.17							
Municipal Enforcement Officer	CMEA	MONTHLY	A5	3116	3193	3275	3357	3441	3526	3614	3706	3798	3892
Planning Assistant	CMEA	MONTHLY	A8	3614	3706	3798	3892	3990	4089	4193	4296	4405	4514
Recreation Aide	PT	HOURLY	H1	8.00	8.35	8.77							
Recreation Coordinator	CMEA	MONTHLY	A5	3116	3193	3275	3357	3441	3526	3614	3706	3798	3892
Recreation Leader	PT	HOURLY	H2	8.90	9.57	10.23							
Recreation Supervisor	CMEA	MONTHLY	A8	3614	3706	3798	3892	3990	4089	4193	4296	4405	4514
Secretary	CMEA	MONTHLY	A4	2967	3041	3116	3193	3275	3357	3441	3526	3614	3706
Senior Administrative Assistant	CMEA	MONTHLY	A8	3614	3706	3798	3892	3990	4089	4193	4296	4405	4514
Senior Code Enforcement Officer	CMEA	MONTHLY	A8	3614	3706	3798	3892	3990	4089	4193	4296	4405	4514
Senior Recreation Coordinator	CMEA	MONTHLY	A6	3275	3357	3441	3526	3614	3706	3798	3892	3990	4089
Senior Recreation Leader	PT	HOURLY	H4	11.56	12.19	12.86							

CITY OF CUDAHY
SALARY SCHEDULE
EFFECTIVE DATE JULY 1, 2012

TITLE	GROUP	RATE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
Account Clerk	PT	HOURLY	H11	15.40	16.22	18.44							
Account Clerk	CMEA	MONTHLY	A6-A	3448	3533	3619	3707	3797	3892	3987	4084	4185	4287
Account Clerk *	CMEA	MONTHLY	A6-B	3479	3564	3650	3738	3828	3923	4018	4115	4216	4318
Account Technician	CMEA	MONTHLY	A10-A	4185	4287	4394	4500	4612	4724	4840	4959	5081	5205
Account Technician*	CMEA	MONTHLY	A10-B	4239	4341	4448	4554	4666	4778	4894	5013	5135	5259
Administrative Aide	PT	HOURLY	H12	15.18	15.86	16.73							
Administrative Assistant	PT	HOURLY	H15	18.85	19.86	21.18							
Administrative Assistant	CMEA	MONTHLY	A7	3619	3707	3797	3892	3987	4084	4185	4287	4394	4500
Administrative Clerk I	CMEA	MONTHLY	A1	2713	2750	2778	2844	2912	2985	3131	3207	3284	3430
Administrative Clerk II	CMEA	MONTHLY	A5	3284	3364	3448	3533	3619	3707	3797	3892	3987	4084
Administrative Intern	PT	HOURLY	H5	12.23	12.90	13.59							
Assistant Engineer A	CMEA	MONTHLY	A8	3797	3892	3987	4084	4185	4287	4394	4500	4612	4724
Assistant Engineer B	CMEA	MONTHLY	A16	5584	5724	5863	6004	6156	6305	6461	6620	6784	6950
Building Inspector	PT	HOURLY/FLAT RATE	HF25	45.00									
Cashier/Receptionist	CMEA	MONTHLY	A1	2713	2750	2778	2844	2912	2985	3131	3207	3284	3430
CDBG Coordinator	PT	HOURLY/FLAT RATE	HF26	50.00									
City Council Member	ELECTED	MONTHLY	FLAT RATE	483.60									
City Clerk	APPOINTED	MONTHLY	FLAT RATE	8270									
City Manager	APPOINTED	MONTHLY	FLAT RATE	13,333									
City Treasurer	APPOINTED	MONTHLY	FLAT RATE	5057									
Clerk Typist	PT	HOURLY	H6	12.37	13.05	13.76							
Code Enforcement Officer	PT	HOURLY	H9	14.89	15.89	16.85							
Code Enforcement Officer	CMEA	MONTHLY	A7	3619	3707	3797	3892	3987	4084	4185	4287	4394	4500
Department Secretary	CMEA	MONTHLY	A6	3448	3533	3619	3707	3797	3892	3987	4084	4185	4287
Director of Community Development	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Director of Community Services	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Director of Parks & Recreation	MGMT	MONTHLY	M4	8436	8562	8703	8852	9007	9175	9357	9548	9763	9989
Executive Secretary/Human Resources Specialist	MGMT	MONTHLY	M2	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
Executive Secretary	CMEA	MONTHLY	A9	3987	4084	4185	4287	4394	4500	4612	4724	4840	4959
Finance Manager	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Maintenance Aide	PT	HOURLY	H2	9.17	9.86	10.54							
Maintenance Foreman	CMEA	MONTHLY	A8	3797	3892	3987	4084	4185	4287	4394	4500	4612	4724
Maintenance Leader	CMEA	MONTHLY	A6	3448	3533	3619	3707	3797	3892	3987	4084	4185	4287
Maintenance Superintendent	CMEA	MONTHLY	A10	4185	4287	4394	4500	4612	4724	4840	4959	5081	5205
Maintenance Worker	PT	HOURLY	H7	12.56	13.25	13.93							
Maintenance Worker	CMEA	MONTHLY	A3	2985	3057	3131	3207	3284	3448	3533	3619	3707	3797
Municipal Enforcement Officer	PT	HOURLY	H8	13.25	13.92	14.60							
Municipal Enforcement Officer	CMEA	MONTHLY	A5	3284	3364	3448	3533	3619	3707	3797	3892	3987	4084
Planning Assistant	CMEA	MONTHLY	A8	3797	3892	3987	4084	4185	4287	4394	4500	4612	4724
Planning Associate	CMEA	MONTHLY	A9	3987	4084	4185	4287	4394	4500	4612	4724	4840	4959
Planning Technician	PT	HOURLY	H10	14.50	15.47	16.43							
Recreation Aide	PT	HOURLY	H1	8.24	8.60	9.03							
Recreation Coordinator	CMEA	MONTHLY	A5	3284	3364	3448	3533	3619	3707	3797	3892	3987	4084
Recreation Leader	PT	HOURLY	H2	9.17	9.86	10.54							
Recreation Supervisor	CMEA	MONTHLY	A8	3797	3892	3987	4084	4185	4287	4394	4500	4612	4724
Secretary	CMEA	MONTHLY	A4	3131	3207	3284	3364	3448	3533	3619	3707	3797	3892
Senior Accountant	CMEA	MONTHLY	A15	5322	5451	5587	5722	5866	6008	6157	6308	6464	6623
Senior Administrative Analyst	CMEA	MONTHLY	A7	3619	3707	3797	3892	3987	4084	4185	4287	4394	4500
Senior Code Enforcement Officer	CMEA	MONTHLY	A8	3797	3892	3987	4084	4185	4287	4394	4500	4612	4724
Senior Recreation Coordinator	CMEA	MONTHLY	A6	3448	3533	3619	3707	3797	3892	3987	4084	4185	4287
Senior Recreation Leader	PT	HOURLY	H4	11.91	12.56	13.25							

*Reflects higher rate due to bilingual written and verbal skill pay and/or special acting pay (currently under administrative review).

CITY OF CUDAHY
SALARY SCHEDULE
EFFECTIVE DATE JULY 1, 2013

TITLE	GROUP	RATE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
Account Clerk	PT	HOURLY	H11	15.40	16.22	18.44							
Account Clerk	CMEA	MONTHLY	A6-A	3514	3600	3688	3777	3869	3966	4063	4162	4265	4368
Account Clerk*	CMEA	MONTHLY	A6-B	3545	3631	3719	3808	3900	3997	4094	4193	4296	4399
Account Technician	CMEA	MONTHLY	A10-A	4265	4368	4477	4586	4700	4814	4932	5053	5176	5304
Account Technician *	CMEA	MONTHLY	A10-B	4320	4423	4532	4641	4755	4869	4987	5108	5231	5359
Administrative Aide	PT	HOURLY	H12	15.40	16.22	18.44							
Administrative Assistant	PT	HOURLY	H15	18.85	19.86	21.18							
Administrative Assistant	CMEA	MONTHLY	A7	3688	3777	3869	3966	4063	4162	4265	4368	4477	4586
Administrative Clerk I	CMEA	MONTHLY	A1	2765	2802	2831	2898	2967	3042	3190	3268	3346	3495
Administrative Clerk II	CMEA	MONTHLY	A5	3346	3428	3514	3600	3688	3777	3869	3966	4063	4162
Administrative Intern	PT	HOURLY	H5	12.23	12.90	13.59							
Assistant Engineer A	CMEA	MONTHLY	A8	3869	3966	4063	4162	4265	4368	4477	4586	4700	4814
Assistant Engineer B	CMEA	MONTHLY	A16	5690	5833	5974	6118	6273	6425	6584	6746	6913	7082
Building Inspector	PT	HOURLY/FLAT RATE	HF25	45.00									
Cashier/Receptionist	CMEA	MONTHLY	A1	2765	2802	2831	2898	2967	3042	3190	3268	3346	3495
CDBG Coordinator	PT	HOURLY/FLAT RATE	HF26	50.00									
City Council Member	ELECTED	MONTHLY	FLAT RATE	483.60									
City Clerk	APPOINTED	MONTHLY	FLAT RATE	8270									
City Manager	APPOINTED	MONTHLY	FLAT RATE	14,166									
City Treasurer	APPOINTED	MONTHLY	FLAT RATE	5057									
Clerk Typist	PT	HOURLY	H6	12.37	13.05	13.76							
Code Enforcement Officer	PT	HOURLY	H9	14.89	15.89	16.85							
Code Enforcement Officer	CMEA	MONTHLY	A7	3688	3777	3869	3966	4063	4162	4265	4368	4477	4586
Department Secretary	CMEA	MONTHLY	A6	3514	3600	3688	3777	3869	3966	4063	4162	4265	4368
Director of Community Development	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Director of Community Services	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Director of Parks & Recreation	MGMT	MONTHLY	M4	8436	8562	8703	8852	9007	9175	9357	9548	9763	9989
Executive Secretary/Human Resources Specialist	MGMT	MONTHLY	M2	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
Finance Manager	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Maintenance Aide	PT	HOURLY	H2	9.17	9.86	10.54							
Maintenance Foreman	CMEA	MONTHLY	A8	3869	3966	4063	4162	4265	4368	4477	4586	4700	4814
Maintenance Leader	CMEA	MONTHLY	A6	3514	3600	3688	3777	3869	3966	4063	4162	4265	4368
Maintenance Superintendent	CMEA	MONTHLY	A10	4265	4368	4477	4586	4700	4814	4932	5053	5176	5304
Maintenance Worker	PT	HOURLY	H7	12.56	13.25	13.93							
Maintenance Worker	CMEA	MONTHLY	A3	3042	3115	3190	3268	3346	3514	3600	3688	3777	3869
Municipal Enforcement Officer	PT	HOURLY	H8	13.25	13.92	14.60							
Municipal Enforcement Officer	CMEA	MONTHLY	A5	3346	3428	3514	3600	3688	3777	3869	3966	4063	4162
Planning Assistant	CMEA	MONTHLY	A8	3869	3966	4063	4162	4265	4368	4477	4586	4700	4814
Planning Associate	CMEA	MONTHLY	A9	4063	4162	4265	4368	4477	4586	4700	4814	4932	5053
Planning Technician	PT	HOURLY	H10	14.50	15.47	16.43							
Recreation Aide	PT	HOURLY	H1	8.24	8.60	9.03							
Recreation Coordinator	CMEA	MONTHLY	A5	3346	3428	3514	3600	3688	3777	3869	3966	4063	4162
Recreation Leader	PT	HOURLY	H2	9.17	9.86	10.54							
Recreation Supervisor	CMEA	MONTHLY	A8	3869	3966	4063	4162	4265	4368	4477	4586	4700	4814
Secretary	CMEA	MONTHLY	A4	3190	3346	3346	3428	3514	3600	3688	3777	3869	3966
Senior Accountant	CMEA	MONTHLY	A15	5423	5555	5693	5831	5977	6122	6274	6428	6587	6749
Senior Administrative Analyst	CMEA	MONTHLY	A7	3688	3777	3869	3966	4063	4162	4265	4368	4477	4586
Senior Code Enforcement Officer	CMEA	MONTHLY	A8	3869	3966	4063	4162	4265	4368	4477	4586	4700	4814
Senior Recreation Coordinator	CMEA	MONTHLY	A6	3514	3600	3688	3777	3869	3966	4063	4162	4265	4368
Senior Recreation Leader	PT	HOURLY	H4	11.91	12.56	13.25							

*Reflects higher rate due to bilingual written and verbal skill pay and/or special acting pay (currently under administrative review).

CITY OF CUDAHY
SALARY SCHEDULE
EFFECTIVE DATE JULY 1, 2014

TITLE	GROUP	RATE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
Account Clerk	PT	HOURLY	H11	15.40	16.22	18.44							
Account Clerk	CMEA	MONTHLY	A6-A	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Account Clerk*	CMEA	MONTHLY	A6-B	3609	3696	3786	3877	3970	4069	4168	4268	4373	4478
Account Technician	CMEA	MONTHLY	A10-A	4342	4447	4558	4669	4785	4901	5021	5144	5269	5399
Account Technician*	CMEA	MONTHLY	A10-B	4398	4503	4614	4725	4841	4957	5077	5200	5325	5455
Administrative Aide	PT	HOURLY	H12	15.18	15.86	16.73							
Administrative Assistant	PT	HOURLY	H15	18.85	19.86	21.18							
Administrative Assistant	CMEA	MONTHLY	A7	3754	3845	3939	4037	4136	4237	4342	4447	4558	4669
Administrative Clerk I	CMEA	MONTHLY	A1	2815	2852	2882	2950	3020	3097	3247	3327	3406	3558
Administrative Clerk II	CMEA	MONTHLY	A5	3406	3490	3577	3665	3754	3845	3939	4037	4136	4237
Administrative Intern	PT	HOURLY	H5	11.91	12.56	13.25							
Assistant Engineer A	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Assistant Engineer B	CMEA	MONTHLY	A16	5792	5938	6082	6228	6389	6541	6703	6867	7037	7209
Building Inspector	PT	HOURLY/FLAT RATE	HF25	45.00									
Cashier/Receptionist	CMEA	MONTHLY	A1	2815	2852	2882	2950	3020	3097	3247	3327	3406	3558
CDBG Coordinator	PT	HOURLY/FLAT RATE	HF26	50.00									
City Council Member	ELECTED	MONTHLY	FLAT RATE	483.60									
City Clerk	APPOINTED	MONTHLY	FLAT RATE	8270									
City Manager	APPOINTED	MONTHLY	FLAT RATE	14,166									
City Treasurer	APPOINTED	MONTHLY	FLAT RATE	5057									
Clerk Typist	PT	HOURLY	H6	12.37	13.05	13.76							
Code Enforcement Officer	PT	HOURLY	H9	14.89	15.89	16.85							
Code Enforcement Officer	CMEA	MONTHLY	A7	3754	3845	3939	4037	4136	4237	4342	4447	4558	4669
Department Secretary	CMEA	MONTHLY	A6	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Director of Community Development	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Director of Community Services	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Director of Parks & Recreation	MGMT	MONTHLY	M4	8436	8562	8703	8852	9007	9175	9357	9548	9763	9989
Executive Secretary/Human Resources Specialist	MGMT	MONTHLY	M2	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
Finance Manager	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Maintenance Aide	PT	HOURLY	H2	9.17	9.86	10.54							
Maintenance Foreman	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Maintenance Leader	CMEA	MONTHLY	A6	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Maintenance Superintendent	CMEA	MONTHLY	A10	4342	4447	4558	4669	4785	4901	5021	5144	5269	5399
Maintenance Worker	PT	HOURLY	H7	12.56	13.25	13.93							
Maintenance Worker	CMEA	MONTHLY	A3	3097	3171	3247	3327	3406	3577	3665	3754	3845	3939
Municipal Enforcement Officer	PT	HOURLY	H8	13.35	13.92	14.60							
Municipal Enforcement Officer	CMEA	MONTHLY	A5	3406	3490	3577	3665	3754	3845	3939	4037	4136	4237
Planning Assistant	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Planning Associate	CMEA	MONTHLY	A9	4136	4237	4342	4447	4558	4669	4785	4901	5021	5144
Planning Technician	PT	HOURLY	H10	14.50	15.47	16.43							
Recreation Aide	PT	HOURLY	H1	9.00	9.23	9.50							
Recreation Coordinator	CMEA	MONTHLY	A5	3406	3490	3577	3665	3754	3845	3939	4037	4136	4237
Recreation Leader	PT	HOURLY	H3	9.63	9.85	10.23							
Recreation Supervisor	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Secretary	CMEA	MONTHLY	A4	3247	3327	3406	3490	3577	3665	3754	3845	3939	4037
Senior Accountant	CMEA	MONTHLY	A15	5521	5655	5795	5936	6085	6232	6387	6544	6706	6870
Senior Administrative Analyst	CMEA	MONTHLY	A7	3754	3845	3939	4037	4136	4237	4342	4447	4558	4669
Senior Code Enforcement Officer	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Senior Recreation Coordinator	CMEA	MONTHLY	A6	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Senior Recreation Leader	PT	HOURLY	H4	11.56	12.19	12.86							

*Reflects higher rate due to bilingual written and verbal skill pay and/or special acting pay (currently under administrative review).

CITY OF CUDAHY
SALARY SCHEDULE
EFFECTIVE DATE AUGUST 6, 2014

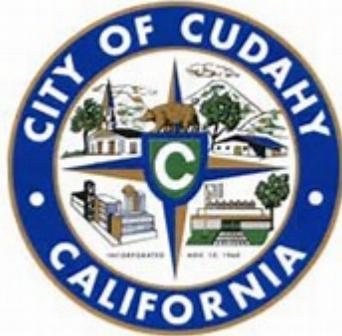
TITLE	GROUP	RATE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
Account Clerk	PT	HOURLY	H11	15.4	16.22	18.44							
Account Clerk	CMEA	MONTHLY	A6-A	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Account Clerk*	CMEA	MONTHLY	A6-B	3609	3696	3786	3877	3970	4069	4168	4268	4373	4478
Account Technician	CMEA	MONTHLY	A10-A	4342	4447	4558	4669	4785	4901	5021	5144	5269	5399
Account Technician*	CMEA	MONTHLY	A10-B	4398	4503	4614	4725	4841	4957	5077	5200	5325	5455
Administrative Aide	PT	HOURLY	H12	15.18	15.86	16.73							
Administrative Assistant	PT	HOURLY	H15	18.85	19.86	21.18							
Administrative Assistant	CMEA	MONTHLY	A7	3754	3845	3939	4037	4136	4237	4342	4447	4558	4669
Administrative Clerk I	CMEA	MONTHLY	A1	2815	2852	2882	2950	3020	3097	3247	3327	3406	3558
Administrative Clerk II	CMEA	MONTHLY	A5	3406	3490	3577	3665	3754	3845	3939	4037	4136	4237
Administrative Intern	PT	HOURLY	H5	11.91	12.56	13.25							
Assistant Engineer A	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Assistant Engineer B	CMEA	MONTHLY	A16	5792	5938	6082	6228	6389	6541	6703	6867	7037	7209
Building Inspector	PT	HOURLY/FLAT RATE	HF25	45.00									
Cashier/Receptionist	CMEA	MONTHLY	A1	2815	2852	2882	2950	3020	3097	3247	3327	3406	3558
CDBG Coordinator	PT	HOURLY/FLAT RATE	HF26	50.00									
City Council Member	ELECTED	MONTHLY	FLAT RATE	483.60									
City Clerk	APPOINTED	MONTHLY	FLAT RATE	8270									
City Manager	APPOINTED	MONTHLY	FLAT RATE	15,000									
City Treasurer	APPOINTED	MONTHLY	FLAT RATE	5057									
Clerk Typist	PT	HOURLY	H6	12.37	13.05	13.76							
Code Enforcement Officer	PT	HOURLY	H9	14.89	15.89	16.85							
Code Enforcement Officer	CMEA	MONTHLY	A7	3754	3845	3939	4037	4136	4237	4342	4447	4558	4669
Department Secretary	CMEA	MONTHLY	A6	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Director of Community Development	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Director of Community Services	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Director of Parks & Recreation	MGMT	MONTHLY	M4	8436	8562	8703	8852	9007	9175	9357	9548	9763	9989
Executive Secretary/Human Resources Specialist	MGMT	MONTHLY	M2	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
Finance Manager	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Maintenance Aide	PT	HOURLY	H2	9.17	9.86	10.54							
Maintenance Foreman	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Maintenance Leader	CMEA	MONTHLY	A6	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Maintenance Superintendent	CMEA	MONTHLY	A10	4342	4447	4558	4669	4785	4901	5021	5144	5269	5399
Maintenance Worker	PT	HOURLY	H7	12.56	13.25	13.93							
Maintenance Worker	CMEA	MONTHLY	A3	3097	3171	3247	3327	3406	3577	3665	3754	3845	3939
Municipal Enforcement Officer	PT	HOURLY	H8	13.35	13.92	14.60							
Municipal Enforcement Officer	CMEA	MONTHLY	A5	3406	3490	3577	3665	3754	3845	3939	4037	4136	4237
Planning Assistant	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Planning Associate	CMEA	MONTHLY	A9	4136	4237	4342	4447	4558	4669	4785	4901	5021	5144
Planning Technician	PT	HOURLY	H10	14.50	15.47	16.43							
Recreation Aide	PT	HOURLY	H1	9.00	9.23	9.50							
Recreation Coordinator	CMEA	MONTHLY	A5	3406	3490	3577	3665	3754	3845	3939	4037	4136	4237
Recreation Leader	PT	HOURLY	H3	9.63	9.85	10.23							
Recreation Supervisor	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Secretary	CMEA	MONTHLY	A4	3247	3327	3406	3490	3577	3665	3754	3845	3939	4037
Senior Accountant	CMEA	MONTHLY	A15	5521	5655	5795	5936	6085	6232	6387	6544	6706	6870
Senior Administrative Analyst	CMEA	MONTHLY	A7	3754	3845	3939	4037	4136	4237	4342	4447	4558	4669
Senior Code Enforcement Officer	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Senior Recreation Coordinator	CMEA	MONTHLY	A6	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Senior Recreation Leader	PT	HOURLY	H4	11.56	12.19	12.86							

*Reflects higher rate due to bilingual written and verbal skill pay and/or special acting pay (currently under administrative review).

CITY OF CUDAHY
SALARY SCHEDULE
EFFECTIVE DATE SEPTEMBER 14, 2015

TITLE	GROUP	RATE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
Account Clerk	PT	HOURLY	H11	15.4	16.22	18.44							
Account Clerk	CMEA	MONTHLY	A6-A	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Account Clerk*	CMEA	MONTHLY	A6-B	3609	3696	3786	3877	3970	4069	4168	4268	4373	4478
Account Technician	CMEA	MONTHLY	A10-A	4342	4447	4558	4669	4785	4901	5021	5144	5269	5399
Account Technician*	CMEA	MONTHLY	A10-B	4398	4503	4614	4725	4841	4957	5077	5200	5325	5455
Administrative Aide	PT	HOURLY	H12	15.18	15.86	16.73							
Administrative Assistant	PT	HOURLY	H15	18.85	19.86	21.18							
Administrative Assistant	CMEA	MONTHLY	A7	3754	3845	3939	4037	4136	4237	4342	4447	4558	4669
Administrative Clerk I	CMEA	MONTHLY	A1	2815	2852	2882	2950	3020	3097	3247	3327	3406	3558
Administrative Clerk II	CMEA	MONTHLY	A5	3406	3490	3577	3665	3754	3845	3939	4037	4136	4237
Administrative Intern	PT	HOURLY	H5	11.91	12.56	13.25							
Assistant Engineer A	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Assistant Engineer B	CMEA	MONTHLY	A16	5792	5938	6082	6228	6389	6541	6703	6867	7037	7209
Building Inspector	PT	HOURLY/FLAT RATE	HF25	45.00									
Cashier/Receptionist	CMEA	MONTHLY	A1	2815	2852	2882	2950	3020	3097	3247	3327	3406	3558
CDBG Coordinator	PT	HOURLY/FLAT RATE	HF26	50.00									
City Council Member	ELECTED	MONTHLY	FLAT RATE	483.60									
City Clerk	APPOINTED	MONTHLY	FLAT RATE	8270									
City Manager	APPOINTED	MONTHLY	FLAT RATE	15,000									
City Treasurer	APPOINTED	MONTHLY	FLAT RATE	5057									
Clerk Typist	PT	HOURLY	H6	12.37	13.05	13.76							
Code Enforcement Officer	PT	HOURLY	H9	14.89	15.89	16.85							
Code Enforcement Officer	CMEA	MONTHLY	A7	3754	3845	3939	4037	4136	4237	4342	4447	4558	4669
Community Development Manager (New)	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Department Secretary	CMEA	MONTHLY	A6	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Director of Community Development (Delete)	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Director of Community Services	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Director of Parks & Recreation	MGMT	MONTHLY	M4	8436	8562	8703	8852	9007	9175	9357	9548	9763	9989
Executive Secretary/Human Resources Specialist	MGMT	MONTHLY	M2	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
Finance Manager	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Maintenance Aide	PT	HOURLY	H2	9.17	9.86	10.54							
Maintenance Foreman	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Maintenance Leader	CMEA	MONTHLY	A6	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Maintenance Superintendent	CMEA	MONTHLY	A10	4342	4447	4558	4669	4785	4901	5021	5144	5269	5399
Maintenance Worker	PT	HOURLY	H7	12.56	13.25	13.93							
Maintenance Worker	CMEA	MONTHLY	A3	3097	3171	3247	3327	3406	3577	3665	3754	3845	3939
Municipal Enforcement Officer	PT	HOURLY	H8	13.35	13.92	14.60							
Municipal Enforcement Officer	CMEA	MONTHLY	A5	3406	3490	3577	3665	3754	3845	3939	4037	4136	4237
Planning Assistant	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Planning Associate	CMEA	MONTHLY	A9	4136	4237	4342	4447	4558	4669	4785	4901	5021	5144
Planning Technician	PT	HOURLY	H10	14.50	15.47	16.43							
Public Safety and Services Manager (New)	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Recreation Aide	PT	HOURLY	H1	9.00	9.23	9.50							
Recreation Coordinator	CMEA	MONTHLY	A5	3406	3490	3577	3665	3754	3845	3939	4037	4136	4237
Recreation Leader	PT	HOURLY	H3	9.63	9.85	10.23							
Recreation Supervisor	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Secretary	CMEA	MONTHLY	A4	3247	3327	3406	3490	3577	3665	3754	3845	3939	4037
Senior Accountant	CMEA	MONTHLY	A15	5521	5655	5795	5936	6085	6232	6387	6544	6706	6870
Senior Administrative Analyst	CMEA	MONTHLY	A7	3754	3845	3939	4037	4136	4237	4342	4447	4558	4669
Senior Code Enforcement Officer	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Senior Recreation Coordinator	CMEA	MONTHLY	A6	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Senior Recreation Leader	PT	HOURLY	H4	11.56	12.19	12.86							

*Reflects higher rate due to bilingual written and verbal skill pay and/or special acting pay (currently under administrative review).



**FRINGE BENEFITS AND SALARY
PLAN**

(Exhibit A to Resolution No. 15-)

Effective September 14, 2015

CITY OF CUDAHY CALIFORNIA

Incorporated November 10, 1960

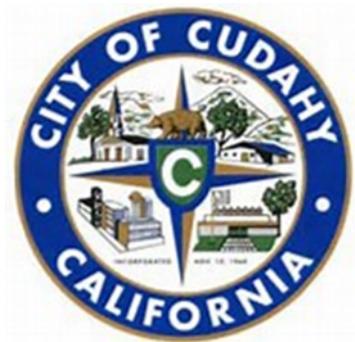


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**PART I
THE FRINGE BENEFITS
PLAN**

PART I – THE FRINGE BENEFIT PLAN

Section 1. Purpose

This Exhibit to Resolution No. 15-20 is enacted pursuant to Section 2.04.070 of the Cudahy Municipal Code to provide for the fringe benefits of City officers and employees.

The City of Cudahy has established a number of benefit programs for its eligible employees. This Plan does not restate all of the features of these benefit programs. The purpose of this Plan is to identify the coverage amounts, costs and limitations of specific benefits as applied and approved by the City Council for specific employee groups. Additional terms, conditions, and limitations regarding program eligibility and benefit entitlement are included in official plan documents, which, notwithstanding the foregoing, shall control in determining coverage amounts, costs and limitations of specific benefits. Additional administrative guidelines may also be found in the City's Personnel Rules, and other terms and conditions of employment within the Cudahy Miscellaneous Employees' Memoranda of Understanding. The Fringe Benefit and Salary Plan shall not change the nature of any employee's status as an at-will employee.

Section 2. Applicability

This exhibit defines the various benefits provided to City officers and employees. Each category covered herein indicates the specific group and/or classification of employee for which the benefit applies (e.g. Appointed Officials, Management/Confidential Employees, and Miscellaneous Employees).

Hourly employees shall not be entitled to any City benefits except as otherwise provided herein, and defined specifically under Section 23 below.

City employees with employment agreements shall only be entitled to those benefits and salary amounts identified in their individual employment agreements. The Fringe Benefits and Salary Plan identifies benefits and salaries of employees under employment agreements with the City for administrative convenience purposes only, and the Plan shall not supersede any employment agreement provisions or control the benefits and salary provided to employees with employment agreements with the City.

Section 3. Holidays

a) Appointed Officials (Non-represented)

The City Clerk, City Treasurer and City Manager shall be entitled to the same holidays that Management/Confidential employees receive, unless changed by an amendment to this Resolution by the City Council.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same holidays that Miscellaneous employees are entitled to, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

Every employee shall be entitled to the following paid holidays each year and such other as may be designated by action of the City Council:

1. New Year's Day – January 1st
2. Martin Luther King Jr. Day - The third Monday in January
3. President's Day - The third Monday in February
4. Good Friday
5. Memorial Day - The last Monday in May
6. Independence Day - July 4th
7. Labor Day - The first Monday in September
8. Veteran's Day – November 11th
9. Thanksgiving Day
10. The Friday Following Thanksgiving
11. Christmas Eve – December 24th
12. Christmas Day – December 25th
13. Two Floating Holidays (Pro-rated for New Employees based on hire date)

The observance of holidays, work on a holiday, and other related rules as applied to holiday compensation shall be administered consistent with the City's Personnel Rules and as defined in the Cudahy Miscellaneous Employees' Association MOU.

Section 4. Vacation

a) Appointed Officials (Non-represented)

The City Clerk and City Treasurer shall be entitled to the same Vacation benefits that Miscellaneous Employees are entitled to, including buy-back provisions unless changed by an amendment to this Resolution by the City Council.

The City Manager shall receive a maximum of eighty (80) hours of vacation leave per year, and may carry over unused leave from year to year, not to exceed a total of 320 hours, at which time accruals shall cease. On December 31st of each year, accumulated and unused vacation leave may be sold back to the City at the regular hourly rate, provided that fifty (50) hours of accrued vacation time remains on the books.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same Vacation benefits that Miscellaneous employees are entitled to including buy-back provisions, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

1) Accrual of Vacation Leave

Full-time employees shall accrue paid vacation leave on the following scheduled basis.

<u>Years of Service</u>	<u>Hours Per Year</u>	<u>Bi-Weekly Accrual</u>	<u>Maximum Accrual</u>
0-5	80	3.077 hours	160 hours
6-10	120	4.616 hours	240 hours
11+	160	6.154 hours	320 hours

2) Vacation Buy Back

At the end of each calendar year, provided that fifty (50) hours of accrued vacation time remains on the books, employees may request pay in lieu of time off for accrued and unused vacation time. Upon separation from City employment, all accrued but unused vacation time is eligible to be sold back at full value based on the employee's rate of pay at the time of separation.

3) Vacation Policy

Vacation Leave shall be administered consistent with the City's Personnel Rules and as defined in the Cudahy Miscellaneous Employees' Association MOU.

Section 5. Sick Leave

a) Appointed Officials (Non-represented)

The City Clerk, City Treasurer and City Manager shall be entitled to twelve (12) days of sick leave per year (96) hours, and may sell back at full rate of pay accrued but unused sick leave on the same terms and conditions as established for other employees, unless changed by an amendment to this Resolution by the City Council.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same Sick Leave benefits that Miscellaneous employees are entitled to, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

1) Accrual of Sick Leave

Employees shall be granted sick leave with pay at the rate of eight (8) hours for each full month of service for a total of ninety-six (96) hours per year, which shall accrue at 3.70 hours per pay period that the employee remains active on the payroll. Any sick leave accrued but unused in any year shall be accumulated to a maximum accumulation of 480 hours. Once this maximum accrual is reached, all additional accrual will stop until usage brings it below the 480.0 hour maximum.

The granting of any leave of absence without pay exceeding fifteen (15) consecutive calendar days shall cause the employees' normal rate of sick leave accumulation to be extended by the number of calendar days for which such leave of absence has been granted less the first fifteen (15) calendar days of such leave. Observed holidays occurring during sick leave shall not be counted as a day of sick leave.

2) Sick Leave Buy-Back

As of July 1st of each year, employees may request to sell back at full rate of pay a maximum of 96 hours of sick leave that they have accrued but did not utilize during the previous fiscal year. This is subject to the condition that an employee must leave at least 58 hours of sick leave on the books prior to being eligible for any sick leave buy-back. Sick leave buy-back shall be based on the employee's actual rate of pay on June 30 of the fiscal year in which it was accumulated. Employees who are eligible to sell back unused sick leave retain the option of maintaining all or a portion of their accumulated sick leave on the books. Upon separation of employment with the City, all accumulated sick leave is eligible to be sold back at full value based on the employee's rate of pay at the time of separation up to a maximum of 92 hours. Employees terminated from employment shall not be paid for unused sick leave.

3) Sick Leave Policy

The use of Sick Leave shall be administered consistent with the City's Personnel Rules and as defined in the Cudahy Miscellaneous Employees' Association MOU.

Section 6. Car Allowance

The City recognizes that various Appointed Officials and Department Heads may require extensive use of an automobile in the ordinary course of performing duties for the City. Accordingly, the City, as added compensation, shall provide an automobile allowance to the following classifications, in the amounts defined below, unless changed by an amendment to this Resolution by the City Council.

<u>POSITION</u>	<u>MONTHLY AMOUNT</u>
City Clerk	\$350.00
City Manager	\$400.00
City Treasurer	\$350.00
Finance Manager	\$350.00
Director of Community Development	\$350.00
Community Development Manager	\$350.00
Public Safety and Services Manager	\$350.00

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

Section 7. Reimbursement for Expenses

The City will reimburse employees for reasonable and authorized expenses incurred on behalf of the City of Cudahy. All travel and other business expenses must be pre-approved by the department head and the City Manager, and must follow the Travel/Training Expense Policy and be reported within one (1) month from the time they are incurred. Every attempt will be made to issue reimbursement for approved expenses within two (2) weeks from the time the expense report forms received by Finance. Failure

to report expenses in a timely manner may jeopardize timely reimbursement for expenses or lead to disciplinary action.

Employees shall be reimbursed for the use of their vehicle for City Business at the allowable IRS Standard Mileage Rate for each year. Employees shall be reimbursed upon submittal of a monthly reimbursement form with Department Head approval.

Section 8. Health Insurance

a) Appointed Officials (Non-represented)

For the City Treasurer and City Clerk, the City shall contribute towards the coverage in a health insurance program available through the Public Employees' Retirement System as provided under the Public Employees' Medical and Hospital Care Act. The City's maximum contribution shall be consistent with the contribution paid by the City for Management/Confidential employees, unless changed by an amendment to this Resolution by the City Council.

For the City Manager, the City shall contribute towards the coverage in a health insurance program available through the Public Employees' Retirement System as provided under the Public Employees' Medical and Hospital Care Act. The City's maximum contribution shall be 100% of plan cost for City Manager and Dependent's Coverage.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

For Management/Confidential Employees, the City shall contribute towards the coverage in a health insurance program as provided by the City. The City's maximum contribution shall be consistent with the contribution paid by the City for Miscellaneous employees, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

For Miscellaneous Employees, the City shall contribute towards the coverage in a dental insurance program as provided by the City. The City's maximum contribution is currently 100% of the plan cost for employee and eligible dependents.

Section 9. Health Insurance for Retirees

a) Vesting of Medical Benefits for Appointed Officials (Non-represented)

Appointed officials including the City Clerk, City Treasurer and City Manager may be eligible for vesting of medical benefits under the CalPERS Plan for life-time coverage, including spouse and eligible dependents consistent with CalPERS rules. The City's maximum contribution shall be that amount that is offered to top management employees, unless changed by an amendment to this Resolution by the City Council.

Appointed officials shall vest with life-time benefits for Dental Insurance and Vision Insurance upon the fifth anniversary of continuous service with the City. The City's maximum contribution shall be that amount that is offered to top management employees, unless changed by an amendment to this Resolution by the City Council.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Vesting of Medical Benefits for Management/Confidential Employees (Non-represented)

Management/Confidential Employees may be eligible for vesting of medical benefits under the CalPERS Plan for life-time coverage, including spouse and eligible dependents consistent with CalPERS rules and upon retirement from the City of Cudahy. The City's maximum contribution shall be that amount that is offered to Miscellaneous employees, unless changed by an amendment to this Resolution by the City Council.

Management/Confidential Employees shall vest with life-time benefits for Dental Insurance and Vision Insurance upon the fifth anniversary of continuous service with the City. The City's maximum contribution shall be that amount that is offered to Miscellaneous employees, unless changed by an amendment to this Resolution by the City Council.

c) Vesting of Medical Benefits for Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

Miscellaneous Employees may be eligible for vesting of medical benefits under the CalPERS Plan for life-time coverage, including spouse and eligible dependents consistent with CalPERS rules. The City's maximum contribution is 100% of the plan cost.

Section 10. Life Insurance

a) Appointed Officials (Non-represented)

The City Clerk and City Treasurer shall receive City paid term life insurance benefits that Miscellaneous employees are entitled to, unless changed by an amendment to this Resolution by the City Council.

The City Manager shall receive City paid term life insurance policy in the amount of \$1,000,000.00.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same life Insurance benefits that Miscellaneous employees are entitled to, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

The City will provide a term life insurance policy in the amount of \$75,000 per employee. The premium for such insurance shall be paid by the City.

Section 11. Disability Insurance

a) Appointed Officials (Non-represented)

The City Manager, City Clerk, and City Treasurer shall receive a City paid Long Term Disability policy, unless changed by an amendment to this Resolution by the City Council.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same Disability Insurance benefits that miscellaneous employees are entitled to, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

The City will provide a sixty (60) day Long Term Disability policy. 100% of the premium coverage for such insurance shall be paid by the City.

Section 12. Dental Insurance

a) Appointed Officials (Non-represented)

For the City Clerk and City Treasurer, the City shall contribute towards the coverage in a dental insurance program as provided by the City. The City's maximum contribution shall be consistent with the contribution paid by the City for Management/Confidential employees, unless changed by an amendment to this Resolution by the City Council.

For the City Manager, the City shall contribute 100% towards the cost of the dental insurance plan as provided by the City for employee and eligible dependents.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

For Management/Confidential Employees, the City shall contribute towards the coverage in a dental insurance program as provided by the City. The City's maximum contribution shall be consistent with the contribution paid by the City for Miscellaneous employees, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

For Miscellaneous Employees, the City shall contribute towards the coverage in a dental insurance program as provided by the City. The City's maximum contribution is currently 100% of the plan cost for employee and eligible dependents.

Section 13. Vision Insurance

a) Appointed Officials (Non-represented)

For the City Treasurer and City Clerk, the City shall contribute towards the coverage in a vision insurance program as provided by the City. The City's maximum contribution shall be consistent with the contribution paid by the City for Management/Confidential employees, unless changed by an amendment to this Resolution by the City Council.

For the City Manager, the City shall contribute 100% towards the cost of the vision insurance plan as provided by the City for employee and eligible dependents.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

For Management/Confidential Employees, the City shall contribute towards the coverage in a vision insurance program as provided by the City. The City's maximum contribution shall be consistent with the contribution paid by the City for Miscellaneous employees, unless changed by an amendment to this Resolution by the City Council.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

For Miscellaneous Employees, the City shall contribute towards the coverage in a vision insurance program as provided by the City. The City's maximum contribution is currently 100% of the plan cost for employee and eligible dependents.

Section 14. Deferred Compensation (457 or 401a) Plan

a) Appointed Officials (Non-represented)

The City does not make a contribution to said Plan on behalf of employees.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

The City does not make a contribution to said Plan on behalf of employees.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

The City does not make a contribution to said Plan on behalf of employees.

Section 15. Retirement Contribution

Every full-time employee shall participate in the California Public Employees Retirement System (CalPERS) plan as adopted by the City Council, as well as part-time classes that are not formally excluded via the City's CalPERS contract. Hourly classes that are excluded via the City's CalPERS contract shall not be enrolled in the plan. Participation in the retirement plan continues until the employee terminates employment with the City for any reason, and shall then cease under the terms of said plan. An employee is vested after five (5) years and may be eligible for benefits from the CalPERS system.

a) First Tier Retirement Formula:

Effective July 1, 2008, the City amended the CalPERS contract to provide the benefit known as 2.7% at 55 retirement formula. The City shall pay the seven percent (7%) employees' personal retirement contribution in addition to the normal employer contribution.

b) Second Tier Retirement Formula:

Effective October 16, 2011, the benefit known as 2% @ 60 retirement formula shall apply to employees hired or who become eligible for enrollment in the CalPERS Retirement Plan on or after the effective date of the City's contract amendment with CalPERS to implement this benefit. The City will only contribute the normal employer contribution, and the employee is responsible for their share (50% of the normal cost).

c) Third Tier Retirement Formula:

Effective January 1, 2013, in accordance with the Public Employees' Pension Reform Act (PEPRA), new employees hired on or after January 1, 2013 shall be enrolled in the benefit known as 2% @ 62 retirement formula. The City will only contribute the normal employer contribution, and the employee is responsible for their share (50% of the normal cost).

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

Section 16. Severance Allowance

a) Appointed Officials (Non-represented)

For Appointed Officials, the City shall provide any specified severance allowance in accordance with the agreed upon terms of employment addressed in individual employment contracts.

b) Management/Confidential Employees (Non-represented)

For Management/Confidential employees, the City shall provide any specified severance allowance in accordance with the agreed upon terms of employment addressed in individual employment contracts.

Section 17. Relocation Allowance

a) Appointed Officials (Non-represented)

Relocation allowance may be provided within individual employment contracts, subject to approval by the City Council.

b) Management/Confidential Employees (Non-represented)

Relocation allowance may be provided within individual employment contracts, subject to approval by the City Council.

Section 18. Uniform Allowance

The City shall purchase uniforms for designated employees as budgeted, but not to exceed \$275.00 per year for maintenance personnel, and \$200.00 per year for municipal enforcement personnel.

The following classifications receive uniform allowance, which is reported to CalPERS:

Maintenance Superintendent	\$275.00
Maintenance Foreman	\$275.00
Maintenance Leader	\$275.00
Maintenance Worker	\$275.00
Senior Code Enforcement Officer	\$200.00
Code Enforcement Officer	\$200.00
Municipal Officer	\$200.00

Section 19. Bereavement Leave

The City shall provide bereavement leave to all full-time Appointed Officials, Management/Confidential Employees, and Miscellaneous employees.

Regular full-time employees are entitled to up to three (3) days of leave, with pay, upon the death of an immediate family member, calculated at regular base rate, to arrange and attend the funeral.

The City shall administer the provisions of this benefit as defined in the Personnel Rules and the City of Cudahy Miscellaneous Employees' Association MOU. Management/Confidential Employees and Appointed Officials shall follow the same provisions and rules as provided to Miscellaneous employees for Bereavement Leave.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

Section 20. Miscellaneous Leaves of Absence

The City shall provide leaves of absence policies for the following categories:

- a) Paid Bone Marrow or Organ Donor Leave
- b) Paid Time Off for Jury Duty/Witness Duty
- c) Time Off to Vote
- d) Family and Medical Leave (FMLA)/California Family Rights Leave (CFRA)
- e) Pregnancy Disability Leave (PDL)
- f) Work Related Disability Leave
- g) Medical Disability Leave
- h) Industrial Leave
- i) Military Duty Leave
- j) Military Family Leave
- k) Spousal/Registered Domestic Partner Military Leave
- l) School Activities and School Visits Leave
- m) Victims of Domestic Violence, Sexual Assault and Other Crimes Leave
- n) Volunteer Civil Service Leave
- o) Literacy Assistance Leave
- p) Personal Leave/Leave of Absence without Pay

The City's personnel rules shall serve as the official policy related to eligibility and benefits for the above stated leaves. It is the intent of the City to comply with all state and federal laws related to leaves, and to the extent that state and federal laws provide a greater benefit, the City shall comply and provide such benefits to eligible employees.

Management/Confidential Employees and Appointed Officials shall follow the same provisions and rules as provided to Miscellaneous employees for Miscellaneous Leaves of Absence.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

Section 21. Education Reimbursement

a) Appointed Officials (Non-represented)

The City Clerk, City Treasurer and City Manager shall be entitled to education reimbursement on the same terms and conditions as established for Management/Confidential employees.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

The City shall reimburse Management/Confidential Employees for the cost of books and tuition for courses taken at any State College, State University, Community College or an approved accredited private college or university as approved by the City Manager.

c) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

The City shall reimburse employees for 100% of the cost of books, parking and tuition up to a maximum reimbursement equivalent to a full-time Cal State tuition per fiscal year for courses taken at any state college, state university, private university or community college. Courses must be related to the job, to a potential promotional position, or to general educational requirements as approved by the City Manager upon recommendation of the Department Head. The City Manager must approve all courses in advance.

The City shall administer the terms of this provision as further defined under the Education Incentive section of the Cudahy Miscellaneous Employees' Association MOU.

Section 22. The Extension of Benefits to Other Classifications

a) Appointed Officials (Non-represented)

The fringe benefits set forth herein are minimum benefits; to the extent greater benefits are extended to other employees of the City, the City Clerk, City Treasurer and City Manager shall be entitled to such benefits. All provisions of the Cudahy Municipal Code, any Memorandum of Understanding with represented employees of the City, and the City's Personnel Rules that relate to fringe benefits as those provisions now exist, or hereinafter may be amended, shall apply to the City Clerk, City Treasurer, and City Manager in like manner as they apply to other employees of City.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

b) Management/Confidential Employees (Non-represented)

All Management/Confidential employees are entitled to and shall enjoy the specific fringe benefits as described and defined within each benefit provision.

Except as otherwise stated within any section of the Fringe Benefits and Salary Plan, all Management/Confidential employees are exempt from the City's Personnel Rules. All Management/Confidential employees are at-will employees.

Section 23. Hourly Employees

a) Eligibility for Benefits

Hourly employees shall not be entitled to any City benefits except as otherwise provided herein.

b) Paid Sick Leave Accrual

Hourly employees, including temporary, extra help, part-time, and seasonal employees who work 30 or more days within a year from when employment commences, shall be entitled to 24 hours of sick leave per fiscal year, effective July 1, 2015, and employees shall receive subsequent annual sick leave accruals of 24 hours added to their leave bank in January of each calendar year. Sick leave must be used in a minimum of 2 hour increments. Unused sick leave under this program may be carried over to the following year not to exceed an accrual cap of six (6) days/forty-eight (48) hours of sick leave. An employee may use no more than twenty-four (24) hours in any one year. Employees are entitled to request and use accrued paid sick days beginning on the 90th day of employment. The rate of pay shall be at the employee's regular hourly wage.

c) FICA Alternative Plan

Hourly employees shall be entitled to receive the City's 3.75% FICA alternative plan contribution in lieu of Social Security and/or participation in CalPERS.

PART II

THE SALARY PLAN

PART II - THE SALARY PLAN

Section 1. Purpose

This Exhibit to Resolution No. 15-20 is enacted pursuant to Section 2.04.070(2) of the Cudahy Municipal Code to provide for the compensation of City officers and employees and to conform to the principle of equal pay for equal work. Notwithstanding the foregoing, the terms of individual employment agreements shall control over the compensation amounts described in this Salary Plan when determining the salary of individual employees under contract with the City.

Section 2. The Classification Plan

The Classification Plan includes the allocation of class titles to salary ranges for City officers and employees under one Plan in which all positions substantially similar with respect to duties, authority, responsibility and working conditions are included within the same class, and that the same schedules of compensation be made to apply with equity under the working conditions to all positions in the same class.

The Classification Plan further includes the allocation of class titles to salary ranges for those employees which are designated as non-represented Management/Confidential employees who are exempt from the classified service. These exempt classes consist of persons appointed by the City Council, including the City Manager, City Clerk, and City Treasurer, and persons appointed by the City Manager, including department heads or designees, that serve in an "at will" capacity subject to the terms and conditions of an employment agreement, and are exempt from the classified service.

Non-classified positions are entitled to no more than the same benefits as provided to classified employees in a similar position and level in the organization. The Classification Plan as of the date of adoption of this Plan is hereby established as set forth in the addendum, referred to as the **Salary Schedule**, which is attached hereto and incorporated herein by reference. The Classification Plan shall not change the nature of any employee's status as an at-will employee.

Section 3. Basic Compensation Plan

The basic compensation plan for City officers and employees, as of the date of adoption of this Plan is hereby established as set forth in the Addendum, including the following:

- 1) Hourly Range Table
- 2) Association Range Table
- 3) Management/Confidential Range Table
- 4) Salary Schedule

The Salary Plan shall be referred to as the **Salary Schedule** which incorporates the allocation of ranges (defined in the range tables) to classifications, which is attached hereto and incorporated herein by reference.

Range tables for the Cudahy Municipal Employees' Association include the (10) steps with approximately 2.5% between steps.

Range tables for Appointed Officials (City Clerk, City Treasurer, and City Manager) have one step (flat rate).

Range tables for Management/Confidential include ten (10) steps with approximately 2.5% between steps.

Range tables for Hourly employees consist of one (1) to three (3) steps.

Section 4. Pay Philosophy

The City Council establishes a pay philosophy that the base pay of all positions shall be ideally set at the median pay provided by comparable cities of similar size, budget, staff, and geographic area, based on the City's financial ability to pay.

Section 5. Plan Maintenance

Increases to the Range tables and applied to the Salary Schedule are adopted and approved by the City Council via Resolution to amend the Fringe Benefit and Salary Plan.

Such recommended increases are negotiated between the City and the Cudahy Miscellaneous Employees' Association. The City Council may further take appropriate action to extend such increases to unrepresented Management/Confidential Employees, Appointed Officials including the City Clerk, City Treasurer and City Manager, and positions appointed by the City Manager.

In addition to negotiated increases, the City may take steps to maintain the Salary Plan by conducting regularly scheduled salary reviews and/or intermittent salary reviews as determined by changes in the labor market, and the need to compete for talent and/or retain current employees.

Section 6. Eligibility for Salary Advancement

a) Management/Confidential Employees (Non-represented)

Management/Confidential employees may receive the same considerations for salary advancement as provided to Miscellaneous Employees, at the City Manager's discretion.

b) Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

Salary step increases shall be considered on a merit basis only, and at prescribed times as defined in the Personnel Rules and the Cudahy Municipal Employees' Association MOU.

Any employee receiving a promotion shall receive a salary increase consistent with the Personnel Rules and the Cudahy Municipal Employees' Association MOU.

Section 7. Merit Ranges - Appointed Officials and Management/Confidential Employees (Non-represented)

Appointed City Officials including the City Clerk, City Treasurer and City Manager, as well as non-represented Management/Confidential employees who serve in an at-will capacity and are exempt from the classified service, may, subject to the terms and conditions set forth below, be eligible to have his/her salary increased to a maximum of fifteen percent beyond the regularly assigned top step of his/her salary range or salary set forth in an existing contract. The City Manager shall have administrative authority to assign, create and maintain the merit range (pay band) to implement the provisions of this Section.

Such increase shall be subject to documentation of the eligible employee's outstanding performance, based on performance and achievement of previously defined goals. The City Manager shall solely determine placement within the merit range based on the employee's performance. Notwithstanding the foregoing, with regard to increases for the City Manager and other Officials appointed by the City Council, the City Council shall determine placement within the merit range based on the employee's performance, subject to the Appointed Official's employment agreement, if any.

The continuation of increases pursuant to the provisions of this Section shall not be automatic, and failure to sustain "outstanding performance" shall cause the employee's pay to revert to the regularly assigned step for his/her classification. An employee who fails to sustain "outstanding performance" shall have their compensation reduced to the "regular range", in accordance with this section, and at the City Manager's discretion for Management/Confidential classes, and the City Council's discretion for Appointed Officials. Salary for Appointed Officials/Management/Confidential employees who have an employment agreement with the City shall not be modified prior to an amendment to his/her employment agreement, unless the agreement permits the increase or decrease to be handled administratively.

The regular salary range shall constitute the regularly defined Steps in the Salary Range (A-J). The "merit range" shall constitute a "pay band" with a minimum rate set one dollar above the maximum of the "regular salary range" and the maximum set at an amount not to exceed fifteen percent beyond the regularly assigned top step of the salary range. The "pay band" shall be added to the Salary Schedule for the assigned non-represented Management/Confidential classifications and Appointed Officials when the increase is recommended by the City Manager or City Council.

In no case shall an employee receive additional merit compensation above the designated "merit range" as defined herein.

Eligibility for additional compensation granted to all employees as part of changes authorized by the City Council shall not be adversely affected by the employee's status in steps granted beyond the regularly assigned step pursuant to the provisions of this Section. Salaries granted pursuant to this provision shall be reported to PERS as compensation earned.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of salary that may be contained in this Fringe Benefits and Salary Plan

Section 8. Merit Longevity Ranges – Miscellaneous Employees (Cudahy Miscellaneous Employees’ Association)

As provided in the Cudahy Municipal Employees’ Association MOU, employees may be eligible for merit longevity compensation as continuing incentive to career employees upon achieving the “E” step and completing ten continuous years of service. Employees may be eligible for one step above their base rate (2.5%), and after twenty (20) years, the percentage amount shall be increased to a total of one and one-half steps (7.5%) above the regular rate of pay. Such payment shall continue with approval of the city Manager, and shall be granted to employees who continue to “Exceed Standards” as evidenced by the performance rating of such employee. Merit Longevity may be removed by the City Manager when the employee’s performance does not merit such additional compensation. The provisions of this section shall be administered in accordance with the specific language in the Cudahy Miscellaneous Employees’ Association MOU.

Section 9. Compaction Rule

The top step of the salary range of any Management/Confidential classification shall be a minimum of two steps (approximately ten percent) above the top step of the closest subordinate classification, with the exception of those Management/Confidential classifications supervising specialized classifications which are highly compensated due to labor market conditions. In the case of highly compensated positions due to labor market conditions, employees may directly supervise a subordinate classification where the maximum salary range exceeds the supervisory class without the two step minimum (approximately ten percent). Subordinate classification shall be defined as any position classification in which there are employees who are supervised by the Management/Confidential employee.

Section 10. Salaries Above Market Rate – Use of “Y” Rating Method

The City Manager has the authority to implement a “Y” rating for employees whose range is found to exceed the market rate based on a salary survey. The employee in this case shall receive no increase in salary unless the maximum salary established by this Plan for their classifications exceeds the amount of their “Y” rate.

Section 11. Trainee Positions

The City Manager has the authority to establish a Trainee class for any class in the system. The salary range for Trainee classes shall be established with a salary range starting fifteen percent (15%) below the first step of the regular position and ending five percent (5%) below the first step of the regular position. Employees who successfully complete the training program and meet the criteria for the higher level class, may be reclassified to the higher level class upon approval by the City Manager.

Section 12. Salary Differentials

Exceptions shall be made to Sections 2 and 3 of this Plan as follows:

a. (5%) Salary Differential

After investigation and approval by the City Manager, a 5% Salary Differential shall be assigned to persons found to possess as a regular assignment such additional duties and responsibilities or whose positions entail certain hazards as to warrant additional compensation, which additional salary shall be limited to the following:

No current provisions

b. (10%) Salary Differential

After investigation and approval by the City Manager, a 10% Salary Differential shall be assigned to persons found to possess as a regular assignment such additional duties and responsibilities or whose positions entail certain hazards as to warrant additional compensation, which additional salary shall be limited to the following:

- 1) City Manager when assigned to perform the duties of the City Clerk when so designated and approved by the City Council.

c. Bi-lingual Pay

1. Appointed Officials (Non-represented)

The City Clerk, City Treasurer and City Manager shall be entitled to the same compensation as provided to Management/Confidential employees, which shall be provided as a stipend rather than incorporated into base pay, when the positions have been designated as bi-lingual positions.

Notwithstanding the above, provisions of an employment agreement shall supersede and control over any description of benefits/salary that may be contained in this Fringe Benefits and Salary Plan.

2. Management/Confidential Employees (Non-represented)

Management/Confidential employees shall be entitled to the same compensation as provided to Miscellaneous employees, which shall be provided as a stipend rather than incorporated into base pay, when the positions have been designated as bi-lingual positions.

3. Miscellaneous Employees (Cudahy Miscellaneous Employees' Association)

Employees shall be compensated with bilingual pay differential in the amount of \$75.00 per month for oral translation duties, and \$125.00 per month for oral and written translations. Such amounts have been added to base pay for all

Association job classifications and its members, consistent with the Cudahy Miscellaneous Employees' Association MOU.

d. Temporary Upgrade – Acting Capacity

An employee who has been designated by the City to serve in an acting capacity for thirty (30) consecutive work days or more shall receive Step A of the pay range for the classification in which the employee is performing active duties, or a one step increase, whichever is greater. Service in an acting capacity shall not be used as a basis for, or in support of, a request for reclassification. Positions shall be filled based on a competitive process to afford an equal opportunity for internal/external candidates, as determined by the City Manager or designee.

e. Temporary Upgrade – Work Out of Class

The City may temporarily assign employees to work out of classification. The selection of employees for an out-of-classification assignment shall be at the discretion of the City Manager or designee. A temporary out-of-class pay differential increase of the equivalent of one salary step shall be authorized with advance approval by the City Manager or designee when an employee is designated and scheduled to work in an out-of-class assignment. Paid holidays shall be considered as days actually worked. Other forms of authorized leave such as sick leave, emergency leave and vacation shall not be considered as days actually worked.

Section 13. Overtime

The City's pay policy is intended to comply with the salary pay requirements of current State and Federal laws, and shall be construed in accordance with these laws and regulations. Further, the City shall administer the pay practices related to overtime consistent with the City's personnel rules and the Cudahy Miscellaneous Employees' Association MOU.

Non-exempt employees shall be paid for hours worked in accordance with all legal requirements. Overtime is calculated at one and one-half (1 ½) times the employee's regular base rate of pay for all time worked over 40 hours in one workweek. Hours paid that are not actually worked, such as holidays, sick days, and vacation hours do not count as hours worked when calculating weekly overtime.

Exempt employees are not entitled to receive overtime pay even though they may have to work hours beyond their normal schedule, as work demands require.

Section 14. Compensatory Time

The City's pay policy is intended to comply with the salary pay requirements of current State and Federal laws, and shall be construed in accordance with these laws and regulations. Further, the City shall administer the pay practices related to Compensatory Time consistent with the City's personnel rules and the Cudahy Miscellaneous Employees' Association MOU.

The City has enacted a special provision for non-exempt employees to provide compensatory time off in lieu of monetary overtime compensation at a rate of one and one-half (1 ½) hours of compensatory time for each hour of overtime worked. Compensatory time is an alternative method of overtime payment for hours worked over 40 hours for non-exempt employees. The maximum accrual limit is 120 hours.

Section 15. Executive Leave

Management/Confidential employees shall be entitled to take three (3) days (27 hours) of executive leave per fiscal year. The three (3) days (27 hours) may not be carried over to the next fiscal year and their use must have the prior permission of the City Manager. This provision shall be administered in accordance with the City's Personnel Rules and the Cudahy Miscellaneous Employees' Association MOU.

Section 16. On-Call (Standby) Pay

An employee who has been instructed by their direct supervisor to stand-by is free to use this time for their own benefit. Employees On-Call (Standby) shall receive two (2) hours of compensatory time for an assigned 24 consecutive hour shift, which will not be counted towards over-time calculations.

The City's pay policy is intended to comply with the salary pay requirements of current State and Federal laws, and shall be construed in accordance with these laws and regulations. Further, the City shall administer the pay practices related to On-Call (Standby) Pay consistent with the City's personnel rules and the Cudahy Miscellaneous Employees' Association MOU.

Section 17. Call Back Pay

Call back duty occurs when an employee is called back in to work after their regular shift has ended. An employee called back to duty shall be paid a minimum of two (2) hours of compensatory time at a rate equal to time and one-half (1 ½) the regular hourly pay rate, and for actual hours worked at time and one-half the regular hourly pay rate, if hours worked exceeds two (2).

The City's pay policy is intended to comply with the salary pay requirements of current State and Federal laws, and shall be construed in accordance with these laws and regulations. Further, the City shall administer the pay practices related to Call Back Pay consistent with the City's personnel rules and the Cudahy Miscellaneous Employees' Association MOU.

Section 18. Additional Approved Increases in Compensation and Changes to the Salary and Classification Plans

No current provisions

Section 19. The Provisions of This Plan Shall Be Operative on the Date of Its Adoption.

ADDENDUM:

1. HOURLY RANGE TABLES
2. ASSOCIATION RANGE TABLES
3. MANAGEMENT/CONFIDENTIAL RANGE TABLES
4. SALARY SCHEDULES

HOURLY RANGE TABLES

**Compensation Schedule Effective
July 1, 2012**

Hourly Steps			
Ranges	A	B	C
H1	8.24	8.60	9.03
H2	9.17	9.86	10.54
H4	11.91	12.56	13.25
H5	12.23	12.90	13.59
H6	12.37	13.05	13.76
H7	12.56	13.25	13.93
H8	13.25	13.92	14.60
H9	14.89	15.89	16.85
H10	14.50	15.47	16.43
H11	15.40	16.22	18.44
H12	15.18	15.86	16.73
H15	18.85	19.86	21.18

Flat Rates	
Ranges	A
HF25	45.00
HF26	50.00

Account Clerk (B)	H11
Administrative Aide	H12
Administrative Intern	H5
Administrative Assistant	H15
Building Inspector	HF25
CDBG Coordinator	HF26
Clerk Typist	H6
Code Enforcement Officer	H9
Maintenance Aide	H2
Maintenance Worker	H7
Municipal Enforcement Officer	H8
Planning Technician	H10
Recreation Aide	H1
Recreation Leader	H3
Sr. Recreation Leader	H4

**Compensation Schedule Effective
July 1, 2012**

Hourly Steps			
Ranges	A	B	C
H1	8.24	8.60	9.03
H2	9.17	9.86	10.54
H4	11.91	12.56	13.25
H5	12.23	12.90	13.59
H6	12.37	13.05	13.76
H7	12.56	13.25	13.93
H8	13.25	13.92	14.60
H9	14.89	15.89	16.85
H10	14.50	15.47	16.43
H11	15.40	16.22	18.44
H12	15.18	15.86	16.73
H15	18.85	19.86	21.18

Flat Rates	
Ranges	A
HF25	45.00
HF26	50.00

Account Clerk (B)	H11
Administrative Aide	H12
Administrative Intern	H5
Administrative Assistant	H15
Building Inspector	HF25
CDBG Coordinator	HF26
Clerk Typist	H6
Code Enforcement Officer	H9
Maintenance Aide	H2
Maintenance Worker	H7
Municipal Enforcement Officer	H8
Planning Technician	H10
Recreation Aide	H1
Recreation Leader	H3
Sr. Recreation Leader	H4

ASSOCIATION RANGE TABLES

**Compensation Schedule Effective
July 1, 2008**

Association Steps										
Ranges	A	B	C	D	E	F	G	H	I	J
A1	2561	2597	2624	2688	2754	2825	2967	3041	3116	3257
A2	2688	2754	2825	2967	3041	3116	3275	3357	3441	3526
A3	2825	2895	2967	3041	3116	3275	3357	3441	3526	3614
A4	2967	3041	3116	3193	3275	3357	3441	3526	3614	3706
A5	3116	3193	3275	3357	3441	3526	3614	3706	3798	3892
A6	3275	3357	3441	3526	3614	3706	3798	3892	3990	4089
A7	3441	3526	3614	3706	3798	3892	3990	4089	4193	4296
A8	3614	3706	3798	3892	3990	4089	4193	4296	4405	4514
A9	3798	3892	3990	4089	4193	4296	4405	4514	4626	4742
A10	3990	4089	4193	4296	4405	4514	4626	4742	4860	4981

**Compensation Schedule Effective
July 1, 2012**

Association Steps										
Ranges	A	B	C	D	E	F	G	H	I	J
A1	2713	2750	2778	2844	2912	2985	3131	3207	3284	3430
A2	2844	2912	2985	3131	3207	3284	3448	3533	3619	3707
A3	2985	3057	3131	3207	3284	3448	3533	3619	3707	3797
A4	3131	3207	3284	3364	3448	3533	3619	3707	3797	3892
A5	3284	3364	3448	3533	3619	3707	3797	3892	3987	4084
A6-A	3448	3533	3619	3707	3797	3892	3987	4084	4185	4287
A6-B	3479	3564	3650	3738	3828	3923	4018	4115	4216	4318
A7	3619	3707	3797	3892	3987	4084	4185	4287	4394	4500
A8	3797	3892	3987	4084	4185	4287	4394	4500	4612	4724
A9	3987	4084	4185	4287	4394	4500	4612	4724	4840	4959
A10-A	4185	4287	4394	4500	4612	4724	4840	4959	5081	5205
A10-B	4239	4341	4448	4554	4666	4778	4894	5013	5135	5259
A11	4391	4498	4610	4721	4839	4956	5078	5203	5331	5462
A12	4607	4719	4837	4953	5077	5200	5328	5459	5594	5731
A13	4834	4951	5075	5197	5327	5456	5591	5728	5870	6014
A14	5072	5195	5325	5453	5590	5725	5867	6011	6160	6311
A15	5322	5451	5587	5722	5866	6008	6157	6308	6464	6623
A16	5584	5724	5863	6004	6156	6305	6461	6620	6784	6950
A17	5859	6006	6152	6300	6460	6617	6780	6947	7118	7294
A18	6148	6303	6456	6611	6779	6944	7115	7291	7470	7655
A19	6452	6614	6775	6938	7114	7287	7467	7652	7840	8034
A20	6771	6941	7110	7281	7466	7648	7837	8031	8228	8432
A21	7106	7284	7462	7641	7836	8027	8225	8429	8636	8850
A22	7458	7644	7831	8019	8224	8425	8633	8847	9064	9289

Compensation Schedule Effective

July 1, 2013

Association										
Steps										
Ranges	A	B	C	D	E	F	G	H	I	J
A1	2765	2802	2831	2898	2967	3042	3190	3268	3346	3495
A2	2898	2967	3042	3190	3268	3346	3514	3600	3688	3777
A3	3042	3115	3190	3268	3346	3514	3600	3688	3777	3869
A4	3190	3268	3346	3428	3514	3600	3688	3777	3869	3966
A5	3346	3428	3514	3600	3688	3777	3869	3966	4063	4162
A6-A	3514	3600	3688	3777	3869	3966	4063	4162	4265	4368
A6-B	3545	3631	3719	3808	3900	3997	4094	4193	4296	4399
A7	3688	3777	3869	3966	4063	4162	4265	4368	4477	4586
A8	3869	3966	4063	4162	4265	4368	4477	4586	4700	4814
A9	4063	4162	4265	4368	4477	4586	4700	4814	4932	5053
A10-A	4265	4368	4477	4586	4700	4814	4932	5053	5176	5304
A10-B	4320	4423	4532	4641	4755	4869	4987	5108	5231	5359
A11	4474	4583	4698	4811	4931	5050	5174	5302	5432	5566
A12	4695	4809	4929	5047	5173	5299	5429	5563	5700	5840
A13	4926	5045	5171	5296	5428	5560	5697	5837	5982	6128
A14	5168	5294	5426	5557	5696	5834	5978	6125	6277	6431
A15	5423	5555	5693	5831	5977	6122	6274	6428	6587	6749
A16	5690	5833	5974	6118	6273	6425	6584	6746	6913	7082
A17	5970	6120	6269	6420	6583	6743	6909	7079	7253	7433
A18	6265	6423	6579	6737	6908	7076	7250	7430	7612	7800
A19	6575	6740	6904	7070	7249	7425	7609	7797	7989	8187
A20	6900	7073	7245	7419	7608	7793	7986	8184	8384	8592
A21	7241	7422	7604	7786	7985	8180	8381	8589	8800	9018
A22	7600	7789	7980	8171	8380	8585	8797	9015	9236	9465

**Compensation Schedule Effective
July 1, 2014**

Association										
Steps										
Ranges	A	B	C	D	E	F	G	H	I	J
A1	2,815	2,852	2,882	2,950	3,020	3,097	3,247	3,327	3,406	3,558
A2	2,950	3,020	3,097	3,247	3,327	3,406	3,577	3,665	3,754	3,845
A3	3,097	3,171	3,247	3,327	3,406	3,577	3,665	3,754	3,845	3,939
A4	3,247	3,327	3,406	3,490	3,577	3,665	3,754	3,845	3,939	4,037
A5	3,406	3,490	3,577	3,665	3,754	3,845	3,939	4,037	4,136	4,237
A6-A	3,577	3,665	3,754	3,845	3,939	4,037	4,136	4,237	4,342	4,447
A6-B	3,609	3,696	3,786	3,877	3,970	4,069	4,168	4,268	4,373	4,478
A7	3,754	3,845	3,939	4,037	4,136	4,237	4,342	4,447	4,558	4,669
A8	3,939	4,037	4,136	4,237	4,342	4,447	4,558	4,669	4,785	4,901
A9	4,136	4,237	4,342	4,447	4,558	4,669	4,785	4,901	5,021	5,144
A10-A	4,342	4,447	4,558	4,669	4,785	4,901	5,021	5,144	5,269	5,399
A10-B	4,398	4,503	4,614	4,725	4,841	4,957	5,077	5,200	5,325	5,455
A11	4,555	4,665	4,783	4,898	5,020	5,141	5,267	5,397	5,530	5,666
A12	4,780	4,896	5,018	5,138	5,266	5,394	5,527	5,663	5,803	5,945
A13	5,015	5,136	5,264	5,391	5,526	5,660	5,800	5,942	6,090	6,238
A14	5,261	5,389	5,524	5,657	5,799	5,939	6,086	6,235	6,390	6,547
A15	5,521	5,655	5,795	5,936	6,085	6,232	6,387	6,544	6,706	6,870
A16	5,792	5,938	6,082	6,228	6,386	6,541	6,703	6,867	7,037	7,209
A17	6,077	6,230	6,382	6,536	6,701	6,864	7,033	7,206	7,384	7,567
A18	6,378	6,539	6,697	6,858	7,032	7,203	7,381	7,564	7,749	7,940
A19	6,693	6,861	7,028	7,197	7,379	7,559	7,746	7,937	8,133	8,334
A20	7,024	7,200	7,375	7,553	7,745	7,933	8,130	8,331	8,535	8,747
A21	7,371	7,556	7,741	7,926	8,129	8,327	8,532	8,744	8,958	9,180
A22	7,737	7,929	8,124	8,318	8,531	8,740	8,955	9,177	9,402	9,635

MANAGEMENT/CONFIDENTIAL
RANGE TABLES

**Compensation Schedule Effective
July 1, 2008**

Management Steps										
Ranges	A	B	C	D	E	F	G	H	I	J
M1	5322	5474	5591	5729	5847	6020	6171	6325	6483	6645
M2	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
M4	8436	8562	8703	8852	9007	9175	9357	9548	9763	9989
M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781

SALARY SCHEDULES

**CITY OF CUDAHY
SALARY SCHEDULE
EFFECTIVE DATE JULY 1, 2008**

TITLE	GROUP	RATE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
Account Clerk A	PT	HOURLY	H3	10.40	11.03	11.69							
Account Clerk B	PT	HOURLY	H11	14.95	15.75	17.90							
Account Clerk	CMEA	MONTHLY	A6	3275	3357	3441	3526	3614	3706	3798	3892	3990	4089
Account Technician	CMEA	MONTHLY	A9	3798	3892	3990	4089	4193	4296	4405	4514	4626	4742
Administrative Assistant	PT	HOURLY	H15	18.30	19.28	20.56							
Administrative Assistant	CMEA	MONTHLY	A7	3441	3526	3614	3706	3798	3892	3990	4089	4193	4296
Administrative Clerk I	CMEA	MONTHLY	A1	2561	2597	2624	2688	2754	2825	2967	3041	3116	3257
Administrative Clerk II	CMEA	MONTHLY	A5	3116	3193	3275	3357	3441	3526	3614	3706	3798	3892
Administrative Intern	PT	HOURLY	H5	11.87	12.52	13.19							
Cashier/Receptionist	CMEA	MONTHLY	A1	2561	2597	2624	2688	2754	2825	2967	3041	3116	3257
City Council Member	ELECTED	MONTHLY	FLAT RATE	483.60									
City Clerk	APPOINTED	MONTHLY	FLAT RATE	8270									
City Manager	APPOINTED	MONTHLY	FLAT RATE	14,379									
City Treasurer	APPOINTED	MONTHLY	FLAT RATE	5057									
Clerk Typist	PT	HOURLY	H6	12.01	12.67	13.36							
Code Enforcement Officer	PT	HOURLY	H9	14.46	15.43	16.36							
Code Enforcement Officer	CMEA	MONTHLY	A7	3441	3526	3614	3706	3798	3892	3990	4089	4193	4296
Department Secretary	CMEA	MONTHLY	A6	3275	3357	3441	3526	3614	3706	3798	3892	3990	4089
Director of Community Development	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Director of Community Services	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Director of Parks & Recreation	MGMT	MONTHLY	M4	8436	8562	8703	8852	9007	9175	9357	9548	9763	9989
Executive Secretary/HR Specialist	MGMT	MONTHLY	M2	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
Executive Secretary	CMEA	MONTHLY	A9	3798	3892	3990	4089	4193	4296	4405	4514	4626	4742
Finance Manager	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Maintenance Aide	PT	HOURLY	H2	8.90	9.57	10.23							
Maintenance Foreman	CMEA	MONTHLY	A8	3614	3706	3798	3892	3990	4089	4193	4296	4405	4514
Maintenance Leader	CMEA	MONTHLY	A6	3275	3357	3441	3526	3614	3706	3798	3892	3990	4089
Maintenance Superintendent	CMEA	MONTHLY	A10	3990	4089	4193	4296	4405	4514	4626	4742	4860	4981
Maintenance Worker	PT	HOURLY	H7	12.19	12.86	13.52							
Maintenance Worker	CMEA	MONTHLY	A3	2825	2895	2967	3041	3116	3275	3357	3441	3526	3614
Municipal Enforcement Officer	PT	HOURLY	H8	12.86	13.51	14.17							
Municipal Enforcement Officer	CMEA	MONTHLY	A5	3116	3193	3275	3357	3441	3526	3614	3706	3798	3892
Planning Assistant	CMEA	MONTHLY	A8	3614	3706	3798	3892	3990	4089	4193	4296	4405	4514
Recreation Aide	PT	HOURLY	H1	8.00	8.35	8.77							
Recreation Coordinator	CMEA	MONTHLY	A5	3116	3193	3275	3357	3441	3526	3614	3706	3798	3892
Recreation Leader	PT	HOURLY	H2	8.90	9.57	10.23							
Recreation Supervisor	CMEA	MONTHLY	A8	3614	3706	3798	3892	3990	4089	4193	4296	4405	4514
Secretary	CMEA	MONTHLY	A4	2967	3041	3116	3193	3275	3357	3441	3526	3614	3706
Senior Administrative Assistant	CMEA	MONTHLY	A8	3614	3706	3798	3892	3990	4089	4193	4296	4405	4514
Senior Code Enforcement Officer	CMEA	MONTHLY	A8	3614	3706	3798	3892	3990	4089	4193	4296	4405	4514
Senior Recreation Coordinator	CMEA	MONTHLY	A6	3275	3357	3441	3526	3614	3706	3798	3892	3990	4089
Senior Recreation Leader	PT	HOURLY	H4	11.56	12.19	12.86							

**CITY OF CUDAHY
SALARY SCHEDULE
EFFECTIVE DATE JULY 1, 2012**

TITLE	GROUP	RATE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
Account Clerk	PT	HOURLY	H11	15.40	16.22	18.44							
Account Clerk	CMEA	MONTHLY	A6-A	3448	3533	3619	3707	3797	3892	3987	4084	4185	4287
Account Clerk *	CMEA	MONTHLY	A6-B	3479	3564	3650	3738	3828	3923	4018	4115	4216	4318
Account Technician	CMEA	MONTHLY	A10-A	4185	4287	4394	4500	4612	4724	4840	4959	5081	5205
Account Technician*	CMEA	MONTHLY	A10-B	4239	4341	4448	4554	4666	4778	4894	5013	5135	5259
Administrative Aide	PT	HOURLY	H12	15.18	15.86	16.73							
Administrative Assistant	PT	HOURLY	H15	18.85	19.86	21.18							
Administrative Assistant	CMEA	MONTHLY	A7	3619	3707	3797	3892	3987	4084	4185	4287	4394	4500
Administrative Clerk I	CMEA	MONTHLY	A1	2713	2750	2778	2844	2912	2985	3131	3207	3284	3430
Administrative Clerk II	CMEA	MONTHLY	A5	3284	3364	3448	3533	3619	3707	3797	3892	3987	4084
Administrative Intern	PT	HOURLY	H5	12.23	12.90	13.59							
Assistant Engineer A	CMEA	MONTHLY	A8	3797	3892	3987	4084	4185	4287	4394	4500	4612	4724
Assistant Engineer B	CMEA	MONTHLY	A16	5584	5724	5863	6004	6156	6305	6461	6620	6784	6950
Building Inspector	PT	HOURLY/FLAT RATE	HF25	45.00									
Cashier/Receptionist	CMEA	MONTHLY	A1	2713	2750	2778	2844	2912	2985	3131	3207	3284	3430
CDBG Coordinator	PT	HOURLY/FLAT RATE	HF26	50.00									
City Council Member	ELECTED	MONTHLY	FLAT RATE	483.60									
City Clerk	APPOINTED	MONTHLY	FLAT RATE	8270									
City Manager	APPOINTED	MONTHLY	FLAT RATE	13,333									
City Treasurer	APPOINTED	MONTHLY	FLAT RATE	5057									
Clerk Typist	PT	HOURLY	H6	12.37	13.05	13.76							
Code Enforcement Officer	PT	HOURLY	H9	14.89	15.89	16.85							
Code Enforcement Officer	CMEA	MONTHLY	A7	3619	3707	3797	3892	3987	4084	4185	4287	4394	4500
Department Secretary	CMEA	MONTHLY	A6	3448	3533	3619	3707	3797	3892	3987	4084	4185	4287
Director of Community Development	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Director of Community Services	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Director of Parks & Recreation	MGMT	MONTHLY	M4	8436	8562	8703	8852	9007	9175	9357	9548	9763	9989
Executive Secretary/Human Resources Specialist	MGMT	MONTHLY	M2	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
Executive Secretary	CMEA	MONTHLY	A9	3987	4084	4185	4287	4394	4500	4612	4724	4840	4959
Finance Manager	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Maintenance Aide	PT	HOURLY	H2	9.17	9.86	10.54							
Maintenance Foreman	CMEA	MONTHLY	A8	3797	3892	3987	4084	4185	4287	4394	4500	4612	4724
Maintenance Leader	CMEA	MONTHLY	A6	3448	3533	3619	3707	3797	3892	3987	4084	4185	4287
Maintenance Superintendent	CMEA	MONTHLY	A10	4185	4287	4394	4500	4612	4724	4840	4959	5081	5205
Maintenance Worker	PT	HOURLY	H7	12.56	13.25	13.93							
Maintenance Worker	CMEA	MONTHLY	A3	2985	3057	3131	3207	3284	3448	3533	3619	3707	3797
Municipal Enforcement Officer	PT	HOURLY	H8	13.25	13.92	14.60							
Municipal Enforcement Officer	CMEA	MONTHLY	A5	3284	3364	3448	3533	3619	3707	3797	3892	3987	4084
Planning Assistant	CMEA	MONTHLY	A8	3797	3892	3987	4084	4185	4287	4394	4500	4612	4724
Planning Associate	CMEA	MONTHLY	A9	3987	4084	4185	4287	4394	4500	4612	4724	4840	4959
Planning Technician	PT	HOURLY	H10	14.50	15.47	16.43							
Recreation Aide	PT	HOURLY	H1	8.24	8.60	9.03							
Recreation Coordinator	CMEA	MONTHLY	A5	3284	3364	3448	3533	3619	3707	3797	3892	3987	4084
Recreation Leader	PT	HOURLY	H2	9.17	9.86	10.54							
Recreation Supervisor	CMEA	MONTHLY	A8	3797	3892	3987	4084	4185	4287	4394	4500	4612	4724
Secretary	CMEA	MONTHLY	A4	3131	3207	3284	3364	3448	3533	3619	3707	3797	3892
Senior Accountant	CMEA	MONTHLY	A15	5322	5451	5587	5722	5866	6008	6157	6308	6464	6623
Senior Administrative Analyst	CMEA	MONTHLY	A7	3619	3707	3797	3892	3987	4084	4185	4287	4394	4500
Senior Code Enforcement Officer	CMEA	MONTHLY	A8	3797	3892	3987	4084	4185	4287	4394	4500	4612	4724
Senior Recreation Coordinator	CMEA	MONTHLY	A6	3448	3533	3619	3707	3797	3892	3987	4084	4185	4287
Senior Recreation Leader	PT	HOURLY	H4	11.91	12.56	13.25							

*Reflects higher rate due to bilingual written and verbal skill pay and/or special acting pay (currently under administrative review).

**CITY OF CUDAHY
SALARY SCHEDULE
EFFECTIVE DATE JULY 1, 2013**

TITLE	GROUP	RATE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
Account Clerk	PT	HOURLY	H11	15.40	16.22	18.44							
Account Clerk	CMEA	MONTHLY	A6-A	3514	3600	3688	3777	3869	3966	4063	4162	4265	4368
Account Clerk*	CMEA	MONTHLY	A6-B	3545	3631	3719	3808	3900	3997	4094	4193	4296	4399
Account Technician	CMEA	MONTHLY	A10-A	4265	4368	4477	4586	4700	4814	4932	5053	5176	5304
Account Technician *	CMEA	MONTHLY	A10-B	4320	4423	4532	4641	4755	4869	4987	5108	5231	5359
Administrative Aide	PT	HOURLY	H12	15.40	16.22	18.44							
Administrative Assistant	PT	HOURLY	H15	18.85	19.86	21.18							
Administrative Assistant	CMEA	MONTHLY	A7	3688	3777	3869	3966	4063	4162	4265	4368	4477	4586
Administrative Clerk I	CMEA	MONTHLY	A1	2765	2802	2831	2898	2967	3042	3190	3268	3346	3495
Administrative Clerk II	CMEA	MONTHLY	A5	3346	3428	3514	3600	3688	3777	3869	3966	4063	4162
Administrative Intern	PT	HOURLY	H5	12.23	12.90	13.59							
Assistant Engineer A	CMEA	MONTHLY	A8	3869	3966	4063	4162	4265	4368	4477	4586	4700	4814
Assistant Engineer B	CMEA	MONTHLY	A16	5690	5833	5974	6118	6273	6425	6584	6746	6913	7082
Building Inspector	PT	HOURLY/FLAT RATE	HF25	45.00									
Cashier/Receptionist	CMEA	MONTHLY	A1	2765	2802	2831	2898	2967	3042	3190	3268	3346	3495
CDBG Coordinator	PT	HOURLY/FLAT RATE	HF26	50.00									
City Council Member	ELECTED	MONTHLY	FLAT RATE	483.60									
City Clerk	APPOINTED	MONTHLY	FLAT RATE	8270									
City Manager	APPOINTED	MONTHLY	FLAT RATE	14,166									
City Treasurer	APPOINTED	MONTHLY	FLAT RATE	5057									
Clerk Typist	PT	HOURLY	H6	12.37	13.05	13.76							
Code Enforcement Officer	PT	HOURLY	H9	14.89	15.89	16.85							
Code Enforcement Officer	CMEA	MONTHLY	A7	3688	3777	3869	3966	4063	4162	4265	4368	4477	4586
Department Secretary	CMEA	MONTHLY	A6	3514	3600	3688	3777	3869	3966	4063	4162	4265	4368
Director of Community Development	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Director of Community Services	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Director of Parks & Recreation	MGMT	MONTHLY	M4	8436	8562	8703	8852	9007	9175	9357	9548	9763	9989
Executive Secretary/Human Resources Specialist	MGMT	MONTHLY	M2	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
Finance Manager	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Maintenance Aide	PT	HOURLY	H2	9.17	9.86	10.54							
Maintenance Foreman	CMEA	MONTHLY	A8	3869	3966	4063	4162	4265	4368	4477	4586	4700	4814
Maintenance Leader	CMEA	MONTHLY	A6	3514	3600	3688	3777	3869	3966	4063	4162	4265	4368
Maintenance Superintendent	CMEA	MONTHLY	A10	4265	4368	4477	4586	4700	4814	4932	5053	5176	5304
Maintenance Worker	PT	HOURLY	H7	12.56	13.25	13.93							
Maintenance Worker	CMEA	MONTHLY	A3	3042	3115	3190	3268	3346	3514	3600	3688	3777	3869
Municipal Enforcement Officer	PT	HOURLY	H8	13.25	13.92	14.60							
Municipal Enforcement Officer	CMEA	MONTHLY	A5	3346	3428	3514	3600	3688	3777	3869	3966	4063	4162
Planning Assistant	CMEA	MONTHLY	A8	3869	3966	4063	4162	4265	4368	4477	4586	4700	4814
Planning Associate	CMEA	MONTHLY	A9	4063	4162	4265	4368	4477	4586	4700	4814	4932	5053
Planning Technician	PT	HOURLY	H10	14.50	15.47	16.43							
Recreation Aide	PT	HOURLY	H1	8.24	8.60	9.03							
Recreation Coordinator	CMEA	MONTHLY	A5	3346	3428	3514	3600	3688	3777	3869	3966	4063	4162
Recreation Leader	PT	HOURLY	H2	9.17	9.86	10.54							
Recreation Supervisor	CMEA	MONTHLY	A8	3869	3966	4063	4162	4265	4368	4477	4586	4700	4814
Secretary	CMEA	MONTHLY	A4	3190	3346	3346	3428	3514	3600	3688	3777	3869	3966
Senior Accountant	CMEA	MONTHLY	A15	5423	5555	5693	5831	5977	6122	6274	6428	6587	6749
Senior Administrative Analyst	CMEA	MONTHLY	A7	3688	3777	3869	3966	4063	4162	4265	4368	4477	4586
Senior Code Enforcement Officer	CMEA	MONTHLY	A8	3869	3966	4063	4162	4265	4368	4477	4586	4700	4814
Senior Recreation Coordinator	CMEA	MONTHLY	A6	3514	3600	3688	3777	3869	3966	4063	4162	4265	4368
Senior Recreation Leader	PT	HOURLY	H4	11.91	12.56	13.25							

*Reflects higher rate due to bilingual written and verbal skill pay and/or special acting pay (currently under administrative review).

CITY OF CUDAHY
SALARY SCHEDULE
EFFECTIVE DATE JULY 1, 2014

TITLE	GROUP	RATE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
Account Clerk	PT	HOURLY	H11	15.40	16.22	18.44							
Account Clerk	CMEA	MONTHLY	A6-A	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Account Clerk*	CMEA	MONTHLY	A6-B	3609	3696	3786	3877	3970	4069	4168	4268	4373	4478
Account Technician	CMEA	MONTHLY	A10-A	4342	4447	4558	4669	4785	4901	5021	5144	5269	5399
Account Technician*	CMEA	MONTHLY	A10-B	4398	4503	4614	4725	4841	4957	5077	5200	5325	5455
Administrative Aide	PT	HOURLY	H12	15.18	15.86	16.73							
Administrative Assistant	PT	HOURLY	H15	18.85	19.86	21.18							
Administrative Assistant	CMEA	MONTHLY	A7	3754	3845	3939	4037	4136	4237	4342	4447	4558	4669
Administrative Clerk I	CMEA	MONTHLY	A1	2815	2852	2882	2950	3020	3097	3247	3327	3406	3558
Administrative Clerk II	CMEA	MONTHLY	A5	3406	3490	3577	3665	3754	3845	3939	4037	4136	4237
Administrative Intern	PT	HOURLY	H5	11.91	12.56	13.25							
Assistant Engineer A	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Assistant Engineer B	CMEA	MONTHLY	A16	5792	5938	6082	6228	6389	6541	6703	6867	7037	7209
Building Inspector	PT	HOURLY/FLAT RATE	HF25	45.00									
Cashier/Receptionist	CMEA	MONTHLY	A1	2815	2852	2882	2950	3020	3097	3247	3327	3406	3558
CDBG Coordinator	PT	HOURLY/FLAT RATE	HF26	50.00									
City Council Member	ELECTED	MONTHLY	FLAT RATE	483.60									
City Clerk	APPOINTED	MONTHLY	FLAT RATE	8270									
City Manager	APPOINTED	MONTHLY	FLAT RATE	14,166									
City Treasurer	APPOINTED	MONTHLY	FLAT RATE	5057									
Clerk Typist	PT	HOURLY	H6	12.37	13.05	13.76							
Code Enforcement Officer	PT	HOURLY	H9	14.89	15.89	16.85							
Code Enforcement Officer	CMEA	MONTHLY	A7	3754	3845	3939	4037	4136	4237	4342	4447	4558	4669
Department Secretary	CMEA	MONTHLY	A6	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Director of Community Development	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Director of Community Services	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Director of Parks & Recreation	MGMT	MONTHLY	M4	8436	8562	8703	8852	9007	9175	9357	9548	9763	9989
Executive Secretary/Human Resources Specialist	MGMT	MONTHLY	M2	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
Finance Manager	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Maintenance Aide	PT	HOURLY	H2	9.17	9.86	10.54							
Maintenance Foreman	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Maintenance Leader	CMEA	MONTHLY	A6	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Maintenance Superintendent	CMEA	MONTHLY	A10	4342	4447	4558	4669	4785	4901	5021	5144	5269	5399
Maintenance Worker	PT	HOURLY	H7	12.56	13.25	13.93							
Maintenance Worker	CMEA	MONTHLY	A3	3097	3171	3247	3327	3406	3577	3665	3754	3845	3939
Municipal Enforcement Officer	PT	HOURLY	H8	13.35	13.92	14.60							
Municipal Enforcement Officer	CMEA	MONTHLY	A5	3406	3490	3577	3665	3754	3845	3939	4037	4136	4237
Planning Assistant	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Planning Associate	CMEA	MONTHLY	A9	4136	4237	4342	4447	4558	4669	4785	4901	5021	5144
Planning Technician	PT	HOURLY	H10	14.50	15.47	16.43							
Recreation Aide	PT	HOURLY	H1	9.00	9.23	9.50							
Recreation Coordinator	CMEA	MONTHLY	A5	3406	3490	3577	3665	3754	3845	3939	4037	4136	4237
Recreation Leader	PT	HOURLY	H3	9.63	9.85	10.23							
Recreation Supervisor	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Secretary	CMEA	MONTHLY	A4	3247	3327	3406	3490	3577	3665	3754	3845	3939	4037
Senior Accountant	CMEA	MONTHLY	A15	5521	5655	5795	5936	6085	6232	6387	6544	6706	6870
Senior Administrative Analyst	CMEA	MONTHLY	A7	3754	3845	3939	4037	4136	4237	4342	4447	4558	4669
Senior Code Enforcement Officer	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Senior Recreation Coordinator	CMEA	MONTHLY	A6	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Senior Recreation Leader	PT	HOURLY	H4	11.56	12.19	12.86							

*Reflects higher rate due to bilingual written and verbal skill pay and/or special acting pay (currently under administrative review).

**CITY OF CUDAHY
SALARY SCHEDULE
EFFECTIVE DATE AUGUST 6, 2014**

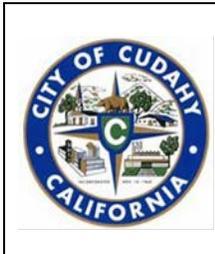
TITLE	GROUP	RATE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
Account Clerk	PT	HOURLY	H11	15.4	16.22	18.44							
Account Clerk	CMEA	MONTHLY	A6-A	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Account Clerk*	CMEA	MONTHLY	A6-B	3609	3696	3786	3877	3970	4069	4168	4268	4373	4478
Account Technician	CMEA	MONTHLY	A10-A	4342	4447	4558	4669	4785	4901	5021	5144	5269	5399
Account Technician*	CMEA	MONTHLY	A10-B	4398	4503	4614	4725	4841	4957	5077	5200	5325	5455
Administrative Aide	PT	HOURLY	H12	15.18	15.86	16.73							
Administrative Assistant	PT	HOURLY	H15	18.85	19.86	21.18							
Administrative Assistant	CMEA	MONTHLY	A7	3754	3845	3939	4037	4136	4237	4342	4447	4558	4669
Administrative Clerk I	CMEA	MONTHLY	A1	2815	2852	2882	2950	3020	3097	3247	3327	3406	3558
Administrative Clerk II	CMEA	MONTHLY	A5	3406	3490	3577	3665	3754	3845	3939	4037	4136	4237
Administrative Intern	PT	HOURLY	H5	11.91	12.56	13.25							
Assistant Engineer A	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Assistant Engineer B	CMEA	MONTHLY	A16	5792	5938	6082	6228	6389	6541	6703	6867	7037	7209
Building Inspector	PT	HOURLY/FLAT RATE	HF25	45.00									
Cashier/Receptionist	CMEA	MONTHLY	A1	2815	2852	2882	2950	3020	3097	3247	3327	3406	3558
CDBG Coordinator	PT	HOURLY/FLAT RATE	HF26	50.00									
City Council Member	ELECTED	MONTHLY	FLAT RATE	483.60									
City Clerk	APPOINTED	MONTHLY	FLAT RATE	8270									
City Manager	APPOINTED	MONTHLY	FLAT RATE	15,000									
City Treasurer	APPOINTED	MONTHLY	FLAT RATE	5057									
Clerk Typist	PT	HOURLY	H6	12.37	13.05	13.76							
Code Enforcement Officer	PT	HOURLY	H9	14.89	15.89	16.85							
Code Enforcement Officer	CMEA	MONTHLY	A7	3754	3845	3939	4037	4136	4237	4342	4447	4558	4669
Department Secretary	CMEA	MONTHLY	A6	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Director of Community Development	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Director of Community Services	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Director of Parks & Recreation	MGMT	MONTHLY	M4	8436	8562	8703	8852	9007	9175	9357	9548	9763	9989
Executive Secretary/Human Resources Specialist	MGMT	MONTHLY	M2	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
Finance Manager	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Maintenance Aide	PT	HOURLY	H2	9.17	9.86	10.54							
Maintenance Foreman	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Maintenance Leader	CMEA	MONTHLY	A6	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Maintenance Superintendent	CMEA	MONTHLY	A10	4342	4447	4558	4669	4785	4901	5021	5144	5269	5399
Maintenance Worker	PT	HOURLY	H7	12.56	13.25	13.93							
Maintenance Worker	CMEA	MONTHLY	A3	3097	3171	3247	3327	3406	3577	3665	3754	3845	3939
Municipal Enforcement Officer	PT	HOURLY	H8	13.35	13.92	14.60							
Municipal Enforcement Officer	CMEA	MONTHLY	A5	3406	3490	3577	3665	3754	3845	3939	4037	4136	4237
Planning Assistant	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Planning Associate	CMEA	MONTHLY	A9	4136	4237	4342	4447	4558	4669	4785	4901	5021	5144
Planning Technician	PT	HOURLY	H10	14.50	15.47	16.43							
Recreation Aide	PT	HOURLY	H1	9.00	9.23	9.50							
Recreation Coordinator	CMEA	MONTHLY	A5	3406	3490	3577	3665	3754	3845	3939	4037	4136	4237
Recreation Leader	PT	HOURLY	H3	9.63	9.85	10.23							
Recreation Supervisor	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Secretary	CMEA	MONTHLY	A4	3247	3327	3406	3490	3577	3665	3754	3845	3939	4037
Senior Accountant	CMEA	MONTHLY	A15	5521	5655	5795	5936	6085	6232	6387	6544	6706	6870
Senior Administrative Analyst	CMEA	MONTHLY	A7	3754	3845	3939	4037	4136	4237	4342	4447	4558	4669
Senior Code Enforcement Officer	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Senior Recreation Coordinator	CMEA	MONTHLY	A6	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Senior Recreation Leader	PT	HOURLY	H4	11.56	12.19	12.86							

*Reflects higher rate due to bilingual written and verbal skill pay and/or special acting pay (currently under administrative review).

CITY OF CUDAHY
SALARY SCHEDULE
EFFECTIVE DATE SEPTEMBER 14, 2015

TITLE	GROUP	RATE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
Account Clerk	PT	HOURLY	H11	15.4	16.22	18.44							
Account Clerk	CMEA	MONTHLY	A6-A	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Account Clerk*	CMEA	MONTHLY	A6-B	3609	3696	3786	3877	3970	4069	4168	4268	4373	4478
Account Technician	CMEA	MONTHLY	A10-A	4342	4447	4558	4669	4785	4901	5021	5144	5269	5399
Account Technician*	CMEA	MONTHLY	A10-B	4398	4503	4614	4725	4841	4957	5077	5200	5325	5455
Administrative Aide	PT	HOURLY	H12	15.18	15.86	16.73							
Administrative Assistant	PT	HOURLY	H15	18.85	19.86	21.18							
Administrative Assistant	CMEA	MONTHLY	A7	3754	3845	3939	4037	4136	4237	4342	4447	4558	4669
Administrative Clerk I	CMEA	MONTHLY	A1	2815	2852	2882	2950	3020	3097	3247	3327	3406	3558
Administrative Clerk II	CMEA	MONTHLY	A5	3406	3490	3577	3665	3754	3845	3939	4037	4136	4237
Administrative Intern	PT	HOURLY	H5	11.91	12.56	13.25							
Assistant Engineer A	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Assistant Engineer B	CMEA	MONTHLY	A16	5792	5938	6082	6228	6389	6541	6703	6867	7037	7209
Building Inspector	PT	HOURLY/FLAT RATE	HF25	45.00									
Cashier/Receptionist	CMEA	MONTHLY	A1	2815	2852	2882	2950	3020	3097	3247	3327	3406	3558
CDBG Coordinator	PT	HOURLY/FLAT RATE	HF26	50.00									
City Council Member	ELECTED	MONTHLY	FLAT RATE	483.60									
City Clerk	APPOINTED	MONTHLY	FLAT RATE	8270									
City Manager	APPOINTED	MONTHLY	FLAT RATE	15,000									
City Treasurer	APPOINTED	MONTHLY	FLAT RATE	5057									
Clerk Typist	PT	HOURLY	H6	12.37	13.05	13.76							
Code Enforcement Officer	PT	HOURLY	H9	14.89	15.89	16.85							
Code Enforcement Officer	CMEA	MONTHLY	A7	3754	3845	3939	4037	4136	4237	4342	4447	4558	4669
Community Development Manager	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Department Secretary	CMEA	MONTHLY	A6	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Director of Community Services	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Director of Parks & Recreation	MGMT	MONTHLY	M4	8436	8562	8703	8852	9007	9175	9357	9548	9763	9989
Executive Secretary/Human Resources Specialist	MGMT	MONTHLY	M2	6011	6174	6317	6472	6634	6802	6972	7144	7324	7507
Finance Manager	MGMT	MONTHLY	M5	9751	9957	10181	10417	10659	10909	11151	11382	11614	11781
Maintenance Aide	PT	HOURLY	H2	9.17	9.86	10.54							
Maintenance Foreman	CMEA	MONTHLY	A8	3939	4037	4136	4237	4342	4447	4558	4669	4785	4901
Maintenance Leader	CMEA	MONTHLY	A6	3577	3665	3754	3845	3939	4037	4136	4237	4342	4447
Maintenance Superintendent	CMEA	MONTHLY	A10	4342	4447	4558	4669	4785	4901	5021	5144	5269	5399
Maintenance Worker	PT	HOURLY	H7	12.56	13.25	13.93							
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Planning Technician	PT	HOURLY	H10	14.50	15.47	16.43							
Public Safety and Services Manager	MGMT	MONTHLY	M3	7102	7279	7462	7649	7841	8037	8238	8445	8655	8871
Recreation Aide	PT	HOURLY	H1	9.00	9.23	9.50							
Recreation Coordinator	CMEA	MONTHLY	A5	3406	3490	3577	3665	3754	3845	3939	4037	4136	4237
Recreation Leader	PT	HOURLY	H3	9.63	9.85	10.23							
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Senior Recreation Leader	PT	HOURLY	H4	11.56	12.19	12.86							

*Reflects higher rate due to bilingual written and verbal skill pay and/or special acting pay (currently under administrative review).



CITY OF CUDAHY

CLASSIFICATION SPECIFICATION

COMMUNITY DEVELOPMENT MANAGER

(Full-Time, "At Will" Appointed Position)

DEFINITION:

Under general direction, plans, directs, manages, and oversees the activities and operations of the Community Development Department including Planning, Building and Safety, Parks and Recreation, Housing, and Community Development Block Grant (CDBG) Administration; coordinates assigned activities with other departments and outside agencies; and provides highly responsible and complex administrative support to the City Manager.

EXAMPLES OF ESSENTIAL DUTIES:

The duties and responsibilities listed below are intended to provide a representative list of the various types of work that may be performed. Specifications are not intended to reflect all duties performed within the job class, and incumbents may expect to perform other related similar duties.

- Assumes full management responsibility for all Community Development Department services and activities including Planning, Building and Safety, Parks and Recreation, Housing, and Community Development Block Grant (CDBG) Administration.
- Manages the development and implementation of departmental goals, objectives, and priorities for each assigned service area, identifies opportunities for improvement.
- Recommends and administers policies and procedures; identifies opportunities for improvement.
- Establishes, within City policy, appropriate service and staffing levels; monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; allocates resources accordingly; assesses and monitors work load, administrative and support systems, and internal reporting relationships.
- Develops, manages, and implements changes; plans, and coordinates, through subordinate level staff, the Community Development Department's two-year work plan.
- Assigns projects and programmatic areas of responsibility; reviews and evaluates work methods and procedures.
- Selects, trains, motivates, and evaluates assigned personnel; provides or coordinates staff training; works with employees to correct deficiencies; implements discipline and termination

procedures.

- Meets with key staff to identify and resolve problems.
- Selects, trains, motivates, and evaluates assigned personnel; provides or coordinates staff training; works with employees to correct deficiencies; implements discipline and termination procedures.
- Oversees and participates in the development and administration of the department budget; approves the forecast of funds needed for staffing, equipment, materials, and supplies; recommends expenditures and implements budgetary adjustments as appropriate and necessary.
- Manages current and advanced planning functions and related to development projects and design projects and plans, policy development, and major policy documents including general plan, zoning, specific plan, development agreements, and various master plans and special studies.
- Manages current planning functions that includes all planning and building permit processing and insures compliance with all local, state, and federal regulations such as the California Environmental Quality Act (CEQA).
- Develops, coordinates, and manages multiple contracts and project bidding including Planning, Building, Parks and Recreation services, Housing, and Community Development Block Grant project related services; solicits and negotiates consultant services, issues public works projects, development proposals, development agreements, and/or requests for proposals or qualifications.
- Researches grant funding opportunities as requested by the City Manager; prepares grant applications; manages the implementation of grant funded programs and evaluates programs for accomplishment of stated objectives; manages and oversees the Community Development Block Grant (CDBG) programs and administration including housing rehabilitation loan program.
- Provides staff assistance to the City Manager; assists the City Manager with the City newsletter, City Manager's Report, and works with other City staff to develop articles.
- Prepares and presents staff reports and other necessary correspondence.
- Oversees and participates in assigned special projects.
- Represents the Community Development Department and coordinates assigned activities with the use of other departments, elected officials, and outside agencies.
- Coordinates assigned activities with those of other departments and outside agencies and organizations.
- Explains department programs, policies, and activities; negotiates and resolves sensitive and controversial issues.

- Participates on a variety of boards, commissions, and committees including Planning Commission and City Council; attends and participates in professional group meetings.
- Coordinates the preparation, publication, and distribution of agendas and support material for City Council and other meetings as needed.
- Maintains awareness of new trends and developments in the fields of community development; incorporates new developments as appropriate.
- Responds to and resolves difficult and sensitive citizen inquiries and complaints.

QUALIFICATIONS:

Knowledge of: operations, services, and activities of a comprehensive community development program; principles, practices, and procedures of contemporary city planning, zoning, urban design, redevelopment process, California land use and environmental law, research techniques, economics, municipal finance, and sociology as applied to city planning; advanced principles and practices of program development and administration; modern principles, practices and techniques of community development administration, organization, and operation; principles and practices of building inspection, plan check, code enforcement, engineering, planning, Community Development Block Grant (CDBG) programs, parks and recreation, and public works maintenance; current social, political and environmental issues influencing community development programs; principles and practices of municipal budget preparation and administration; principles of supervision, training, and performance evaluation; pertinent federal, state, and local laws, codes, and regulations; office procedures, methods, and equipment including computers and applicable software applications such as word processing, spreadsheets, and databases.

Ability to: manage a comprehensive community development program; develop and administer departmental goals, objectives, and procedures; analyze and assess programs, policies, and operational needs and make appropriate adjustments; identify and respond to sensitive community and organizational issues, concerns, and needs; plan, organize, direct, and coordinate the work of lower level staff; delegate authority and responsibility; select, supervise, train, and evaluate staff; analyze problems, identify alternative solutions, project consequences of proposed actions, and implement recommendations in support of goals; research, analyze, and evaluate new service delivery methods and techniques; prepare clear and concise administrative and financial reports; prepare and administer large and complex budgets; interpret and apply applicable federal, state, and local policies, laws, and regulations; operate office equipment including computers and supporting word processing, spreadsheet, and database applications; communicate clearly and concisely, both orally and in writing; establish and maintain effective working relationships with those contacted in the course of work.

Education and Experience: Any combination of education and experience which may provide the required knowledge and abilities and skills is qualifying. A typical way is graduation from an accredited four-year college or university with a Bachelor's degree in city or urban planning, architecture, civil engineering, geography, landscape architecture, business, public administration, or related field. A Master's degree in city planning,

engineering, public administration, economics, or finance is highly desirable. Five years of recent progressively responsible professional work experience in local planning, administration of zoning, planning, economic development, redevelopment programs in a municipal planning environment, and local government administration in the areas of public works, law enforcement, and maintenance, including two years at a direct supervisory and management or administrative level.

Necessary Special Requirements: Possession of a valid Class C motor vehicle operator's license from the State of California. Ability to speak Spanish is preferred, but not required.

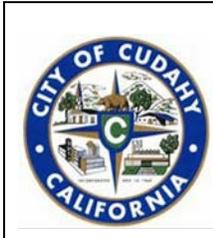
OTHER QUALIFICATIONS:

The physical demands described below are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions on a case-by-case basis.

Work is performed primarily in an office and occasionally in an emergency vehicle, or in the field where there may be extreme temperatures, exposure to sun, dirt and/or dust. The incumbent's working conditions are typically moderately quiet, but may be loud at some locations. Ability to bend body downward and forward by bending legs and spine; ability to speak and hear; ability to see; ability to use color, sound, texture, odor and shape perception and discrimination; ability to push, pull and/or lift up to 25 pounds occasionally.

FLSA Status: Exempt

Effective Date: September 10, 2015



CITY OF CUDAHY

CLASSIFICATION SPECIFICATION

PUBLIC SAFETY AND SERVICES MANAGER

(Full-Time, "At Will" Appointed Position)

DEFINITION:

Under general direction, manages, supervises, and coordinates the activities and operations of the Public Safety and Services Division within the City Manager's Department including Maintenance, Animal Control services, Community Preservation and Enforcement operations, parking control duties, law enforcement contract administration, and other contract services; coordinates assigned activities with other divisions, departments, and outside agencies; and provides highly responsible and complex administrative support to the City Manager.

EXAMPLES OF ESSENTIAL DUTIES:

The duties and responsibilities listed below are intended to provide a representative list of the various types of work that may be performed. Specifications are not intended to reflect all duties performed within the job class, and incumbents may expect to perform other related similar duties.

- Manages staff and performs a variety of complex technical and administrative functions related to community preservation, maintenance, and public safety including overseeing the delivery of public safety and related services; managing public safety contracts; working with public safety personnel, developing, implementing, and managing code compliance operations and programs; coordinating the City's emergency/disaster preparedness planning; developing and maintaining policies and procedures; preparing and monitoring the budget; and maintaining code compliance data; and generating related reports and correspondence.
- Carries out managerial responsibility in accordance with policies, procedures and applicable laws including interviewing, hiring and training staff; planning, assigning, and directing work; establishing deadlines, appraising performance, rewarding and disciplining employees, coordinating, developing, and approving staff training; and addressing complaints and resolving problems.
- Develops, implements, manages, and evaluates community preservation, business license, and public safety projects.
- Researches, develops, interprets, communicates, and monitors policies, procedures, and ordinances; recommends improvement when necessary and writes/revises same.

- Prepares and reviews staff reports for City council and various commissions, administers and coordinates contract services, and analyzes code compliance data and trends.
- Interacts with a variety of individuals, both internally and within the community, to disseminate departmental information, assists in resolving administrative issues, and responds to citizen inquiries.
- Plans long-range goals, objectives, management systems, organizational structure, and overall direction for the division.
- Plans and implements short-term or annual goals, objectives, strategies, projects or programs to ensure efficient organization and completion of work.
- Manages the Division's budget from various funding sources and assists in preparing the organization budget including conducting research, preparing projections, providing and presenting financial information and related data, and participating in budget meetings/hearings.
- Develops, coordinates, and manages multiple contracts and project bidding including facilities and services, janitorial, street sweeping, and ground maintenance; solicits and negotiates consultant services; analyze public works projects, development proposals, development agreements, and/or requests for proposals or qualifications.
- Researches grant funding opportunities as requested by the City Manager; prepares grant applications; manages the implementation of grant funded programs and evaluates programs for accomplishment of stated objectives.
- Manages the City's Emergency Management Plan including analyzing critical issues, identifying potential hazard to health and safety, coordinating and facilitating the activities of City staff in planning and preparing for response to emergency occurrences, developing City response plans, ensuring the City's Disaster Preparedness Plan is maintained in accordance with State law, and designing, planning, and conducting exercises to test the City's emergency response readiness capability and training staff.
- Serves as the liaison for the Public Safety Division with other divisions, departments, and outside agencies.
- Explains department programs, policies, and activities; negotiates and resolves sensitive and controversial issues.
- Provides responsible staff assistance to the City Manager; assists the City Manager with the City newsletter, City Manager's Report, and works with other City staff to develop articles.
- Prepares and presents staff reports and other necessary correspondence.
- Assists the City Manager with the City newsletter, City Manager's Report, and works with other City staff to develop articles.
- Conducts a variety of organizational studies, investigations, and operational studies; recommends modifications to Public Safety and Services programs, policies, and procedures as appropriate.

- Attends and participates in professional group meetings.
- Participates on a variety of boards, commissions, and committees, including Public Safety Commission and City Council; attends and participates in professional group meetings.
- Coordinates the preparation, publication, and distribution of agendas and support material for City Council and other meetings as needed.
- Maintains awareness of new trends and developments in the field of public safety, local, state, and federal laws, and City policies.
- Responds to and resolves difficult and sensitive citizen inquiries and complaints.

QUALIFICATIONS:

Knowledge of: operational characteristics, services, and activities of a public safety program; administrative principles and practices, including goal setting and implementation; management of staff and activities, either directly or through subordinate supervision; applicable state, federal and local ordinances, codes, laws, rules and regulations and legislative issues; principles and practices of public administration, including knowledge of government organizations and operations; Emergency/Disaster Preparedness policies and strategies including the Specialized Emergency Management System (SEMS) or Incident Command System; principles, methods and techniques of contract administration, negotiations, monitoring and evaluation; principles, practices, and techniques of effective customer service and collaborative problem solving; philosophies of law enforcement staffing; principles, practices, and techniques of community oriented policing and crime prevention; principles and practices of budget preparation and administration; methods and techniques of research, statistical analysis, and report preparation; office procedures, methods, and equipment including computers and applicable software applications such as word processing, spreadsheets, and databases.

Ability to: oversee and participate in the management of a comprehensive public safety and services program; plan, organize, assign, direct, review, and evaluate the work of staff; select and motivate staff and provide for their training and professional development; communicate orally and in writing with staff, the public, City, and other government officials in order to give and receive information in a courteous manner organize work, setting priorities, meeting critical deadlines, and following up on assignments with a minimum level of direction; use a computer and appropriate computer applications to perform the essential and important functions of the job; read and understand complex legal and technical writing; perform mathematical calculations at the appropriate level; establish and maintain effective working relationships with those contacted in the course of work.

Education and Experience: Any combination of education and experience which may provide the required knowledge and abilities and skills is qualifying. A typical way is completion of graduation from an accredited four-year college or university with a Bachelor's degree in a related field and five years of progressively responsible related experience; any combination of education, training and experience which provides

the required knowledge, skills, and abilities to perform the essential functions of the job.

Necessary Special Requirements: Possession of a valid Class C motor vehicle operator's license from the State of California. Possession of a valid PC 832 certification. Ability to speak Spanish is preferred, but not required.

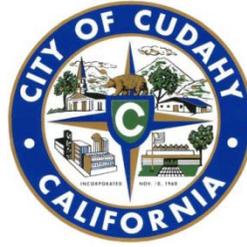
OTHER QUALIFICATIONS:

The physical demands described below are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions on a case-by-case basis.

Work is performed in an office, emergency vehicle and in the field where there may be extreme temperatures, exposure to sun, dirt and/or dust. The incumbent's working conditions are typically moderately quiet, but may be loud at some locations. Ability to bend body downward and forward by bending legs and spine; ability to speak and hear; ability to see; ability to use color, sound, texture, odor and shape perception and discrimination; ability to push, pull and/or lift up to 25 pounds occasionally.

FLSA Status: Exempt

Effective Date: September 10, 2015



Item Number 9F

STAFF REPORT

Date: September 14, 2015

To: Honorable Mayor/Chair and City Council/Agency Members

From: Jose E. Pulido, City Manager/Executive Director
Michael Allen, Acting Director of Community Services
Victor Maria Santiago, Administrative Assistant

Subject: **Consideration to Co-Sponsor a Health Fair with Assembly Member Anthony Rendon's Office**

RECOMMENDATION

The City Council is requested to co-sponsor a health fair in partnership with Assembly Member Anthony Rendon's Office to take place on Saturday, October 17, 2015, from 10:00 a.m. to 2:00 p.m. to be held at Clara Street Park located at 4835 Clara Street, Cudahy, CA 90201.

BACKGROUND

1. On July 2, 2015, the Mayor and City staff met with Aide Castro (Field Representative) to discuss a potential partnership of a health fair at Clara Street Park on Saturday, October 17, 2015.
2. On September 1, 2015, staff met with Ms. Castro to further discuss the potential partnership. Ms. Castro presented staff with a list of vendors who wish to participate in the proposed event.
3. On September 9, 2015, staff contacted Ms. Castro and asked if there would be any issues if a previous proposed event (Fiesta de Octubre by Bandachannel.com) would affect the proposed health fair. Ms. Castro indicated that she's worked with Bandachannel.com before and they would be eager to help promote the health fair.

ANALYSIS

This proposed health fair was created to offer a safe and local opportunity for Cudahy residents to ask questions regarding their health and wellness. Residents who may not have the resources to seek frequent medical screenings, or do not have accessible health care, would be able to benefit from this health fair.

The intent for the proposed health fair is to increase health awareness and disease prevention for all the residents by providing health screenings, education information and related activities. Additionally disaster preparedness information will be distributed to increase awareness of local, state, and national health services and resources.

Organizations would have an opportunity to disseminate health information to the public at booths and/or to provide health screenings. The health fair will be a four hour event from 10:00 a.m. to 2:00 p.m. It is scheduled to take place at Clara Street Park (4835 Clara Street).

Over 30 vendors/participants from local area health agencies are expected to provide a wide array of health information for the entire family. Topics range from Alzheimer's disease to yoga. Participants would be able to gather health information, talk with experts, and participate in activities that include, blood screenings, P90X demonstrations, and a 15 minute Zumba session. In addition, the Parks and Recreation department will have a kids' corner where children can enjoy various fun and active games.

The vendor list has not been finalized. (All vendors will be donating their services. Vendors that wish to sell items at their booth, will need to apply for a City business license).

To date the vendors who have confirmed are:

- ACLU
- Kaiser
- Cover California
- Altamed
- Susan G. Koman Foundation
- Walgreens

CONCLUSION

If Council approves the co-sponsorship of the health fair, the event will be added to the City's Calendar of events. Staff believes that the proposed event would provide a positive new program provided to the Cudahy community.

If the City Council denies, no further action will be taken.

FINANCIAL IMPACT

Staff estimates the financial impact to the City will be approximately \$885.00. This estimate includes compensation for three part time workers to provide general supervision of the event, and waiving the fee for the facility. The Assembly Member's office will procure the insurance and advertizing.

ATTACHMENTS

- A. Facility Use Agreement
- B. Event Flyer



CITY OF CUDAHY CALIFORNIA

Incorporated November 10, 1960

FACILITY USE AGREEMENT

It is the City of Cudahy's desire that all patrons who periodically use a City of Cudahy building, room, land, auditorium, gymnasium, arena, stadium, field, or other City of Cudahy property ("Facility") are able to enjoy the Facility. This agreement has been set in place to achieve this goal.

The Person signing this agreement and the organization on whose behalf the Facility rental is being made (Collectively the "Renter") are responsible for compliance with this agreement. All renters are required to read and sign the Facility Use Agreement as part of the rental. Please read carefully, fill out Facility, renter, and event sections, initial at the bottom of each page, and sign in the signature page at the end of this document.

1. FACILITY INFORMATION

Name of Facility Turner Hall

Address/Area/Location of Facility 4835 Clara St. Cudahy, CA 90201

2. RENTER INFORMATION

Contact Name Aide Castro

Organization Field Representative
office of Assembly member
Anthony Renday

Tel.: Home 562-529-3250

Work _____

Address, City, State, Zip 12132 S. Garfield Ave

3. EVENT INFORMATION

Description of Event _____

health fair

Will minors be present? Yes No

Admission fee charged? Yes No

Will There be music? Yes No

Date of Event 10/17/15

Type of Music _____

Estimate Attendance 300 - 500

Will food be served? Yes No

Time event begins (incl. set up) 9:00

Will food be sold? Yes No

Time event ends (incl. clean up) 3:00

Open to the public? Yes No

4. **CONDITIONS OF USE**

A. RESERVATIONS

1. Renters desirous of a facility should make reservations well in advance of the intended date of use because demand of facilities is high and dates fill quickly.
2. A Facility is not considered rented until (1) renter delivers to the City of Cudahy the Facility Use Agreement, rental fee, deposit, certificate of insurance, written evidence of permits and license, and any other items deemed necessary by the City of Cudahy; and (2) the City of Cudahy, in its sole discretion, approves such rental in writing.
3. A person who is at least eighteen (18) years of age must sign this agreement. If alcohol is served, a person who is at least twenty-one (21) years of age must sign the agreement.
4. Renter shall provide a single contact who is to serve as the representative for Renters activities.
5. Renter shall be responsible for securing all required permits and licenses.
6. The facility shall be used for the purpose stated in this agreement and no other use will be permitted.
7. Renter shall not use the City of Cudahy's name to suggest endorsement or sponsorship of the event without prior written approval of the City of Cudahy Manager or his/her designee. Renters publicity of the event shall clearly and accurately identify the name of the sponsoring organization or individual.
8. Renter shall permit any city of Cudahy offices, employees, or agents to visit the event described in this agreement.
9. Under no circumstances shall renter sublease or allow any other organization or Individual to use the facility for the period for which renter has contracted. Renter is an independent contractor and not the agent or employee of the City of Cudahy.

B. FEES

1. The City of Cudahy may require a rental fee and/or deposit from the renter.
2. Any person or agency holding a reservation for the use of City of Cudahy facilities and desiring to cancel such reservation may be subject to the withholding of a portion of or the entire rental fee for the facility.
3. The City of Cudahy may charge an additional amount of double the regular rental rate for any event continuing past the ending time stated in this agreement.
4. Non-Profits can rent the location free of cost if the group meets certain requirements set forth by the City Council through resolution #14-52.(to request copy of the resolution please contact the City Clerk)

B. FEES (Continued)

4. In the event the facility is left damaged, renter shall be charged for any and all janitorial and /or repair fees incurred by the City of Cudahy as a result of same and these fees shall be billed to renter.

C. INDEMNIFICATION AND INSURANCE

1. Renter shall indemnify, defend, and hold harmless the City of Cudahy, its officers, employees, and agents from any and all losses, costs, expenses, claims, liabilities, actions, or damages, including liability for injuries to any person or persons or damage to property arising at any time during and /or arising out of or in any way connected with renter's use or occupancy of the facility and adjoining property, unless solely caused by the gross negligence or willful misconduct of the City of Cudahy, its officers, employees, or agents.
2. Renter shall procure and maintain general liability insurance against any and all losses, costs, expenses, claims, liabilities, actions, or damages, including liability for injuries to any person or persons or damage to property arising at any time during and/or arising out of or in any way connected with renters use or occupancy of the City of Cudahy facilities and adjoining property in the amount of \$1,000,00 (one million dollars) per occurrence. Such insurance shall name the City of Cudahy, its officers, employees, and agents as additional insureds prior to the rental of the facility. Renter shall file certificates of such insurance with the City of Cudahy, which shall be endorsed to provide thirty (30) days notice to the City of Cudahy of cancellation or any change of coverage or limits. If a copy of the insurance certificates is not on file prior to the event, the City of Cudahy may deny access to the facility.
3. Renter shall report any personal injuries or property damage arising at any time during and/or arising out of or in any way connected with renter's use or occupancy of the City of Cudahy facilities and adjoining property to the City of Cudahy manager or his/her designee, in writing and as soon as practicable.
4. Renter waives any right to recovery against the City of Cudahy, its officers, employees and agents for fires, floods, earthquakes, civil disturbance regulation of any public authority, and other causes beyond their control. Renter shall not charge results of "acts of god" to the City of Cudahy, its officers, employees, or agents.
5. Renter waives any right of recovery against the City of Cudahy, its officers, employees and agents for indemnification, contribution, or declaratory relief arising out of or in any way connected with renters use or occupancy of the facility and adjoining property, even if the City of Cudahy, its officers, employees, or agents seek recovery against renter.

E. SET UP / CLEAN UP /DECORATIONS

1. Renters, caterers, bands, transportation of rental equipment, and related individuals and activities will not be permitted access to the facility prior to or after the event time period. Renter shall be responsible for arranging access during the time requested for entry and exit of the facility.

E. SET UP / CLEAN UP /DECORATIONS (Continued)

2. Renter shall not prepare or decorate the facility prior to the event start time, unless renter provides rental fees, deposits, and insurance for the time of the preparation and /or decorations.
3. Renter shall not drive or permit to be driven nails, hooks, tacks, screws, poles, stakes or other forms of fasteners into any part of the facility and shall not make or allow to be made any alterations of any kind therein.
4. Renter shall be responsible for all clean up of the facility, including adjacent grounds, at the end of the rental. Renter shall pick up, bag, and remove all trash generated by all activity in any way connected with its use of the facility, leaving the facility clean and free of all trash and litter. Renter shall also leave all fixtures, if any , in good working condition.
5. Renter shall not store any equipment or materials at the facility or adjoining property without the prior written approval of the City of Cudahy Manager or his/her designee.
6. Renter shall be responsible for any and all damage to the facility and/or its contents during use. In the event damage occurs or excessive cleaning is necessary, renters shall be charged for any and all janitorial and/or repair fees incurred by the City of Cudahy as a result.

F. EQUIPMENT / ACCESSORIES

1. Renter shall not remove, relocate, or take City of Cudahy property outside of the facility for any reason without the prior written approval of the City of Cudahy Manager or his/her designee.
2. Renter shall not use City of Cudahy equipment, tools, or furnishings located in or about the facility without prior written approval of the City of Cudahy manager or his/her designee.
3. Renter shall not drive motorized vehicles on field or green space.
4. The City of Cudahy does not provide audio/visual systems, public address systems, spotlights, floodlights, or projectors. Renters, at its own cost, may bring these systems into the facility for their use.
5. Renter shall secure the approval of the City of Cudahy before using audio/visual systems, public address systems, and live or recorded amplified music. Renters shall not record, televise, or broadcast the event or any portion thereof without prior written approval of the City of Cudahy managers or his/her designee.

G. MISCELLANEOUS

1. Renter shall comply with all local, state, and federal laws and regulations related to the use of the facility.

G. MISCELLANEOUS (Continued)



ASSEMBLYMEMBER ANTHONY RENDON

63rd Assembly District

in partnership with

City of Cudahy

Invites you to a

Covered California Enrollment & Health Resource Fair



Date: Saturday, October 17, 2015

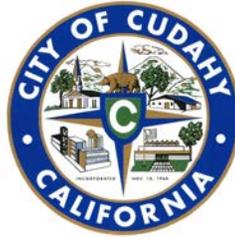
Time: 10:00am – 2:00pm

Clara Park

4835 Clara Street
Cudahy, CA 90201

This community wellness event offers preventative care resources, information and services to meet the healthcare needs of our Southeast communities.

For more information or to RSVP, please contact:
Aide Castro at (562) 529-3250 or aide.castro@asm.ca.gov



Item Number 10A

STAFF REPORT

Date: September 14, 2015

To: Honorable Mayor/Chair and City Council/Agency Members

From: Jose E. Pulido, City Manager/Executive Director
By: Steven Dobrenen, Finance Director

Subject: **Consideration to Approve Resolution No. 15-41 Adopting a Master Fee and Fine Schedule for Fiscal Year (FY) 2015-16, Introduce Ordinance No. 650, by First Reading Amending Cudahy Municipal Code (CMC) 3.40.040 to 3.40.060, and Introduce an Ordinance by First Reading Amending CMC 5.08.360**

RECOMMENDATION

The City Council is requested to:

1. Approve Resolution No. 15-41 adopting the proposed Master Fee and Fine Schedule for Fiscal Year (FY) 2015-16;
2. Introduce Ordinance No. 650 by First Reading, amending Cudahy Municipal Code (CMC) Chapter 3.40.040 relating to the City's cost recovery for services provided for Leisure and Cultural (recreational) Activities; and
3. Introduce an Ordinance by First Reading, amending CMC Chapter 5.08.360 to temporarily suspend (through June 30, 2019) the business license tax requirements applicable to Rental Property Managers of rental properties with four or fewer units.

BACKGROUND

1. On December 14, 1987, the City's Planning and Development Fee Schedule was updated through Ordinance No. 376 in order to ascertain and recover costs reasonably associated with the preparation and enforcement of products and services related to the submittal of an entitlement application.

2. On September 3, 1991, City Council approved Ordinance No. 443 adopting Title 16, Highways, Division 1 of the Los Angeles County Code relating to Highway Permits.
3. On August 3, 1999, City Council approved Resolution No. 99-34 reducing the Los Angeles County rate charged by ten percent for costs reasonably borne and necessary to provide services for building inspection and plan checking.
4. On October 1, 2002, City Council approved Resolution No. 02-36 establishing procedures for the release of impounded vehicles and for the imposition of an administrative fee charged upon the release of the impounded vehicle.
5. On March 5, 2013, City Council adopted Ordinance No. 625 to approve the Los Angeles County Building Code, the California Electrical Code, the California Plumbing Code, the California Mechanical Code and the California Residential Code, the California Green Building Standards Code and local amendments that have been made.
6. On July 1, 2014, City Council approved Resolution No. 14-03 to modify certain parking citation practices and related fees assessed by the City's municipal officers and/or code enforcement officers.
7. On August 5, 2014, City Council approved Resolution No. 14-52 amending and modifying the schedule of facility use fees assessed to residents of Cudahy and Non-profits.
8. On August 19, 2014, City Council approved Resolution No. 14-54 revising the existing development application fees.
9. On November 25, 2014, City Council approved Resolution No. 14-77 adopting a City-Wide Pilot Program for Overnight On-Street Parking from January 1, 2015 to June 30, 2015.
10. On June 22, 2015, City Council approved Resolution No. 15-32 allowing the continuation of a City-wide pilot program to allow permitted overnight on-street parking in designated areas from July 1, 2015 to June 30, 2016.
11. On June 29, 2015, City Council approved Resolution No. 15-30 adopting FY 2015-16 City Budget.

ANALYSIS

The City currently imposes service fees in order to recover the costs of processing, development, business licenses, permits, and parking, as well as administrative violations. Over the years staff has periodically brought forward resolutions to adopt new and or revise fees and fines as needed. As a result various fees and fines are found in multiple locations (i.e., resolutions and ordinances) making it difficult to process development, business licenses, permit, and parking, as well as administrative violations. Staff has consolidated all fees and fines for all programs and services City-wide into a single "Master Fee and Fine Schedule". This document will be updated as necessary and re-adopted annually as part of the annual City Budget process. This will make it easier to assist customers doing business with the City.

In addition to the format change, staff will review the current fees to determine where fees do not adequately recover the cost of providing the service, as well as services that are currently being provided without fees. The fee amounts prescribed by the current Master Fees and Fines Schedule do not increase any fees which would require a fee study. However, as a result of this review, the City Manager will propose changes to existing fees and/or establishment of new fees in the following areas: planning application and processing fees; building plan check and permit fees; public works and engineering fees; parking; and parks and recreation fees. Some of these types of fees require a fee study and public hearing to comply with Government Code Sections 66000 through 66008, 66016 and 66017 when increased, and therefore staff will complete the fee study and prepare necessary materials for the required public hearing.

As a result of the adoption of the FY 2015-16 City Budget there are two areas of estimated revenue that need to be updated in order to meet revenue projections. Those areas are On-Street Parking Fines and Parks and Recreation Department fees.

On-Street Parking Fines

On-Street Parking Fines are being restored to amounts that were in effect prior to July 1, 2014. The City's Municipal Enforcement Officers are authorized to issue parking citations within City limits. The City contracts with a processing agency, Data Ticket, to process the parking citations that are issued pursuant to CMC section 10.08.030. Data Ticket sends the registered owner of the vehicle a notice to pay the parking fee within 21 calendar days of the date of the notice. If payment of the parking fee is not made within 21 calendar days the first penalty is applied as indicated in the Master Fee and Fine Schedule. If payment is not received within 35 calendar days of the notice then a second penalty is applied.

Parks and Recreation Services

The proposed changes to CMC 3.40.040 by Ordinance No. 650 would allow the City to recover costs incurred of up to 80% relating to recreation services and programs. The costs of recreational services and programs consists of staff time (direct and indirect), facility maintenance, trophies, awards, special events, sports programs, uniforms, umpires, instructors, facility reservations, as well as costs associated with keeping City staff trained on current practices. Fees relating to field usage, library building space, bus costs and excursion will remain at 100% of costs to be recovered.

The percentage of costs recovered from the approval of Ordinance No. 650 by the City in CMC 3.40.040 for Community Development Services, Public Safety Services, Utility and Enterprise Services, Maintenance Services, and Administrative Services and Finance will continued to be recovered at up to 100%. A second reading of Ordinance No. 650 at a regular meeting would be required for adoption, under Government Code section 36931 et seq. Ordinance No. 650 would become effective thirty (30) days after adoption.

Resolution No. 15-41 supersedes prior Resolutions Nos 02-36, 14-03, 14-52, 14-54, 14-77, and 15-32, to the extent that they conflict or are inconsistent with Resolution No. 15-41 and the Master Fees and Fines Schedule. Accordingly, those prior resolutions which only set a fee or fine amount are superseded in their entirety, and for those resolutions which contain other authorizations and information in addition to provisions that discuss the amount of a fee or fine that contradicts the amount of a fee or fine included in the Master Fee and Fine Schedule, only the provisions that discuss the amount of a fee or fine are superseded and the remainder of the resolution remains effective.

Rental Property Managers

CMC Section 5.04.030 indicates that a business includes the rental or lease of residential and nonresidential real estate. Section 5.04.050 of the CMC requires any person to engage in or purport to engage in either directly or indirectly, any business activity in the city first obtain a business license and pay the required taxes. Rental Property Property Managers pay a licence tax of \$30 per year per residential rental unit that are rented to a person other than a member of the owner's immediate family. The City Council has expressed concern over being business friendly and directed staff to bring an ordinance that makes it possible for those with four or fewer rental units not be required to pay a license tax on the rental units. The proposed Ordinance amends CMC 5.08.360 to suspend the license tax for any parcel having a total of four or fewer rental units. This temporary suspension would sunset, under the terms of the proposed ordinance, on June 30, 2019. Under Government Code section 36931 et seq., a second reading of the proposed Ordinance at a regular meeting would be required for adoption. The Ordinance would become effective thirty (30) days after adoption.

CONCLUSION

Approval of Resolution No. 15-41 memorializes the Master Fee and Fine Schedule and adoption of Ordinance No. 650 amending CMC 3.40.040 to 3.40.060, would allow the City to recover the costs of providing various services, programs, and use of City facilities. A Master Fee and Fine Schedule allows the City to respond in a more streamlined manner to public inquiries and to maintain an appearance of transparency with the public. Adoption of the Ordinance temporarily suspending the business license tax would allow Rental Property Managers that have four or fewer rental units on a parcel to conduct business in the City without paying a license tax.

FINANCIAL IMPACT

On-Street Parking Fines estimates included in the Fiscal Year 2015-16 City Budget that was adopted on June 29, 2015 were based upon the schedules that are included in the Vehicle and Parking Violations section of the Master Fee and Fine Schedule (Attachment A/Exhibit E). Estimated revenues were projected to increase by \$300,000 as a result of restoring vehicle and parking violations to the City's pre-July 1, 2014 amounts. Cost recovery for departments other than Parks and Recreation will only have a fiscal impact when those fees are revised at a later date as part of the City Budget process. The proposed recovery of 80%-100% of costs incurred by the Parks and Recreation Department could favorably impact the City Budget from \$80,000 to \$320,000 from fees related to sports, classes, special events, fitness center memberships, and other programs/events that include recovery of administrative costs not directly associated with specific programs or events. The impact of the temporary suspension of the business license tax for Rental Property Managers may impact the City \$10,000 annually for existing license tax that is paid to a potential amount greater than \$20,000 if none of the rental units were owner occupied or occupied by a member of the owner's immediate family.

ATTACHMENTS

- A. Proposed Resolution No. 15-41
- B. Proposed Ordinance No. 650
- C. Resolution 99-34
- D. Proposed Ordinance Rental Property Manager

RESOLUTION NO. 15-41

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CUDAHY ADOPTING THE CUDAHY FEE SCHEDULE ESTABLISHING CERTAIN FEES AND CHARGES TO DEFRAY COSTS FOR GENERAL FINANCIAL SERVICES, CGENERAL COMMUNITY DEVELOPMENT SERVICES (INCLUDING PLANNING, BUSINESS REGULATION, BUILDING AND SAFETY, COMMUNITY PRESERVATION, ANIMAL CONTROL), GENERAL ENGINEERING SERVICES, AND PARKS AND RECREATION SERVICES

WHEREAS, THE City Council of the City of Cudahy desires to defray the costs for providing certain services; and

WHEREAS, the various departments have provided to the City Council a list of recommended fees and charges; and

WHEREAS, the City Council held a public hearing on August 24, 2015 to consider the Master Fees and Fines Schedule.

BASED UPON THE ABOVE RECITALS, THE CITY COUNCIL OF THE CITY OF CUDAHY, CALIFORNIA, DOES HEREBY FIND, DETERMINE AND RESOLVE AS FOLLOWS:

SECTION 1. City Council Resolution No. 02-36 adopted October 1, 2002 to establish the imposition of an administrative fee charged upon the release of the impounded vehicle, City Council Resolution No. 14-03, adopted July 1, 2014 to establish vehicle parking violations, City Council Resolution No. 14-52, adopted August 5, 2014 to establish facility use fees assessed to residents of the City of Cudahy and non-profits, City Council Resolution No. 14-54, adopted August 19, 2014 to establish development application fees, City Council Resolution No. 14-77, adopted November 25, 2014 to establish fees for overnight parking permits, and City Council Resolution No. 15-32, adopted June 22, 2015 to establish fees for overnight parking permits are hereby superseded by this Resolution No. 15-41 to the extent that they conflict or are inconsistent with this Resolution No. 15-41 and the Master Fees and Fines Schedule and no further.

SECTION 2. The City Council hereby finds and determines, that fees and charges set forth in the Master Fee and Fines Schedule, attached hereto as Exhibit A, and incorporated herein by reference, are in amounts reasonably necessary to recover costs of providing the service, review, and documentation for with such fee or charge is levied or authorized to be levied.

SECTION 3. The fees and charges set forth above and incorporated herein by reference shall be reviewed on an annual basis and adjusted if necessary. Where a change in circumstances results in the increase of the cost of providing a particular service the City may adjust the corresponding fee or charge to reflect the actual cost of providing the service, subject to proper noticing and hearing requirements under state law and the Cudahy Municipal Code, as applicable.

SECTION 4. The City Clerk shall certify to the passage and adoption of this Resolution and it shall thereupon take effect.

PASSED, APPROVED AND ADOPTED by the City Council of the City of Cudahy at its regular meeting on this 14th day of September, 2015.

Cristian Markovich
Mayor

ATTEST:

Interim City Clerk

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS:
CITY OF CUDAHY)

I, _____, Interim City Clerk of the City of Cudahy, hereby certify that the foregoing Resolution No. _____ was passed and adopted by the City Council of the City of Cudahy, signed by the Mayor and attested by the City Clerk at a regular meeting of said Council held on the 14th day of September, 2015, and that said Resolution was adopted by the following vote, to-wit:

AYES:

NOES:

ABSTAIN:

ABSENT:

Interim City Clerk

ORDINANCE NO. 650

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF CUDAHY, CALIFORNIA, AMENDING SECTION 3.40.040 (SCHEDULE OF FEES) TITLE 3 (REVENUE AND FINANCE) OF THE CUDAHY MUNICIPAL CODE RELATING TO THE CITY'S COST RECOVERY FOR SERVICES PROVIDED FOR LEISURE AND CULTURAL (RECREATIONAL) ACTIVITIES

WHEREAS, Section 3.40.040 of the Cudahy Municipal Code (CMC) sets the percentage of cost recovery for providing certain City of Cudahy ("City") services, programs and products; and

WHEREAS, Chapter 3.40 has not been reviewed and updated since December 14, 1987; and

WHEREAS, the City desires to update Chapter 3.40 in order to allow for greater cost recovery for Leisure and Cultural Services (recreational services and programs) provided by the City and to correct certain Government Code citations to reflect current state law; and

WHEREAS, the City desires to increase its percentage of costs recovered for providing recreational services and programs under 3.40.040 from the current estimated recovery of 0-100% to recovery of at least eighty percent (80%).

THE CITY COUNCIL OF THE CITY OF CUDAHY DOES ORDAIN AS FOLLOWS:

Section 1. Code Amendment. The Leisure and Cultural Services percentages of costs "reasonably borne to be recovered," as listed under Section 3.40.040 of Chapter 3.40 of Title 3 of the Cudahy Municipal Code, are hereby deleted in order to allow a cost recovery for providing Leisure and Cultural Services of eighty percent (80%) for programs, classes, and events, and one hundred (100%) for usage of fields, Library space, bus costs and excursions.

Section 2. Code Amendment. Pursuant to Section 1 above, the "Leisure and Cultural Services" portion of Section 3.40.040 of Chapter 3.40 of Title 3 of the Cudahy Municipal Code shall read as follows:

Regulation, Products or Service	Percentage of Costs Reasonably Borne to Be Recovered	Review Schedule
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Leisure and Cultural Services

22. Adult Special Interest Classes/Programs	100%	Seasonal
23. Youth Special Interest Classes	80%	Seasonal
24. City Adult Sports Program	100%	Annual
25. City Youth Sports Program	80%	Annual
26. Private Adult Field Usage	100%	Annual
27. After School Recreation Program	80%	Annual
28. Special Community Events	80%	Annual
29. Bus Excursion	100%	Annual
30. Beach Bus	100%	Annual
31. Senior Citizens Program	100%	Annual
32. Library Building Space	100%	6 months prior to contract expiration

Section 3. Code Amendment. For the purpose of updating the Municipal Code to replace repealed statutes with current law, Section 3.40.050 of Chapter 3.40 of Title 3 of the Cudahy Municipal Code is hereby amended to read:

3.40.050 Public meeting.

The city clerk shall cause notice to be provided as set out in Government Code Section 66016, 66017, or 66018, as applicable, and the city council shall receive at a public meeting oral and written presentations concerning the fees and charges proposed for those categories of fees and charges set out in Government Code Sections 66000 et seq., 66016 and 66017. Such notice, oral and written presentation receipt, and public meeting shall be provided by the city council prior to the city manager taking an action on any new or increased fees or charges for those categories set out in said Government Code sections 66000 et seq., 66016 and 66017.

Section 4. Code Amendment. For the purpose of updating the Municipal Code to replace repealed statutes with current law, Section 3.40.060 of Chapter 3.40 of Title 3 of the Cudahy Municipal Code is hereby amended to read:

3.40.060 Provision of data.

Pursuant to Section 66016 of the California Government Code, the city manager shall, at least 10 days prior to the required public meeting, make available to the public data indicating the cost or estimated cost required to provide the services set out in Government Code Sections 66016 and 66017.

Section 5. Severability. Should any section, clause, or provision of this Ordinance be declared by a court of competent jurisdiction to be invalid or unenforceable, the same shall not affect the validity of any other portion of this Ordinance and, to that end, the provisions of this Ordinance are severable.

Section 6. Inconsistency. Any provision of the Cudahy Municipal Code or appendices thereto inconsistent with the provisions of this Ordinance, to the extent of such inconsistencies and no further, is hereby repealed or modified to the extent necessary to implement the provisions of his Ordinance.

Section 7. Effective Date. This Ordinance shall take effect thirty (30) days after its adoption pursuant to California Government Code section 36937.

Section 8. Certification and Publication. The City Clerk shall certify to the passage and adoption of this Ordinance and shall cause it to be posted according to law.

PASSED, APPROVED AND ADOPTED at a regular meeting of the City Council of the City of Cudahy on this 14th day of September, 2015.

Cristian Markovich, Mayor

CERTIFICATION

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS:
CITY OF CUDAHY)

I, _____, City Clerk of the City of Cudahy, hereby certify that Ordinance No. 650 was introduced at a regular meeting of the City Council of the City of Cudahy on the 24th day of August, 2015, and adopted and passed at a regular meeting of the City Council of the City of Cudahy held on the 14th day of September, 2015, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

City Clerk

RESOLUTION NO. 99-34

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CUDAHY INCREASING THE RATE CHARGED FOR COSTS REASONABLY BORNE AND NECESSARY TO PROVIDE SERVICES FOR BUILDING INSPECTION AND PLAN CHECKING.

THE CITY COUNCIL OF THE CITY OF CUDAHY HEREBY FINDS AS FOLLOWS:

WHEREAS, Section 7-4 of the Cudahy Municipal Code requires that 100% of the costs reasonably borne for the provision of building plan checking and construction inspection services be recovered through the fees charged for such services; and

WHEREAS, Section 7-4 of the Cudahy Municipal Code requires the City Manager and each department head to review the fees and charges for the regulation, products, or services rendered by the City; and

WHEREAS, Section 7-4 of the Cudahy Municipal Code states that the City Manager may vary the rates charged by the City to recover costs reasonably borne, provided that the proposed charges be made in the manner set forth in the Municipal Code and in Section 66016 of the Government Code; and

WHEREAS, Section 66016 of the Government Code requires the City to conduct a public hearing to receive oral and written presentations concerning adjustments to the fees and charges for costs reasonably borne before any action by the City Manager; and

WHEREAS, On August 3, 1999, the Cudahy City Council conducted a public hearing to consider an increase in the costs reasonably borne and necessary to provide services for building inspection and plan checking; and

WHEREAS, The public hearing was posted ten (10) days in advance of the meeting and was properly advertised in a newspaper with local distribution; and

WHEREAS, A staff report which detailed the costs required to provide the services necessary for building inspection and plan checking was prepared and available for public view; and

NOW THEREFORE, BE IT RESOLVED, that the Cudahy City Council, based upon the aforementioned findings, determines that the proposed adjustments to the fees for costs reasonably borne and necessary to provide services for building inspection and plan checking are appropriate and therefore, authorizes the City Manager

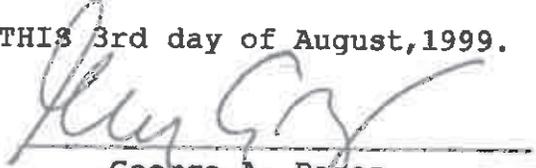
Resolution No. 99-34

Page 2

to set the building permit fees at 90% of the current Los Angeles County building permit fees, the plan checking fee at 90% of the new City building permit fees, and increase the permit issuance fee to 90% of the current Los Angeles County permit issuance fee

BE IT FURTHER RESOLVED, that pursuant to Government Code Section 66017, this Resolution shall take effect sixty days after its adoption.

PASSED, APPROVED AND ADOPTED THIS 3rd day of August, 1999.



George A. Perez
Mayor

ATTEST:



Larry Galvan
City Clerk

(SEAL)

(STATE OF CALIFORNIA)
(COUNTY OF LOS ANGELES) SS
(CITY OF CUDAHY)

I, LARRY GALVAN, CITY CLERK OF THE CITY OF CUDAHY, DO HEREBY CERTIFY that the foregoing Resolution No. 99-34 was duly and regularly adopted by the City Council of the City of Cudahy on August 3, 1999, by the following vote:

AYES: Councilmembers Conde, Gonzalez and Gurule,
Vice Mayor Silva, Mayor Perez

NOES: None



Larry Galvan
City Clerk

ORDINANCE NO. _____

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF CUDAHY AMENDING SECTION 5.08.360 OF ARTICLE V (RENTAL PROPERTY MANAGERS) OF CHAPTER 5.08 (BUSINESS LICENSE TAX – PARTICULAR BUSINESSES) OF TITLE 5 (BUSINESS LICENSES AND REGULATIONS) OF THE CUDAHY MUNICIPAL CODE TO TEMPORARILY SUSPEND (THROUGH JUNE 30, 2019) THE BUSINESS LICENSE TAX REQUIREMENTS APPLICABLE TO RENTAL PROPERTY MANAGERS OF RENTAL PROPERTIES WITH FOUR (4) OR FEWER UNITS

WHEREAS, pursuant to Cudahy Municipal Code Section 5.4.030(4), a business is any commercial or industrial enterprise, trade, profession, occupation, vocation, calling or livelihood whether or not carried on for gain or profit; and

WHEREAS, a “business,” under Cudahy Municipal Code Section 5.4.030(4), includes the rental or lease of residential and nonresidential real estate and mobile home parks; and

WHEREAS, Cudahy Municipal Code Section 5.4.050 requires any person engaging in business activity to obtain a business license and pay the associated business license taxes; and

WHEREAS, Cudahy Municipal Code Chapter 5.08 establishes business license tax regulations for certain types of businesses; and

WHEREAS, Article V of Cudahy Municipal Code Chapter 5.08 governs the specific business license tax regulations for rental property managers; and

WHEREAS, under Cudahy Municipal Code Section 5.08.360, a “rental property manager” is a person who owns a residential property in the City of Cudahy (the “City”) which is rented to a person other than a member of his or her immediate family, and such persons are required to pay a business license tax to the City per unit per year; and

WHEREAS, the City Council desires to be business friendly to rental property managers of rental properties with four (4) or fewer units by temporarily suspending the business license taxes applicable to such units through June 30, 2015.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CUDAHY DOES HEREBY ORDAIN AS FOLLOWS:

SECTION 1. The recitals above are true and correct and incorporated herein by reference.

SECTION 2. Section 5.08.360 (Rental property managers) of Article V (Rental Property Managers) of Chapter 5.08 (Business License Tax – Particular Businesses) of Title 5 (Business Licenses and Regulations) of the Cudahy Municipal Code is hereby amended by the addition of subsection (5) which shall read as follows:

Section 5.08.360

(5) The license tax under this Section 5.08.360 is suspended for any parcel having a total of four (4) or fewer rental units. The terms “parcel” and “rental unit” shall be as defined in Chapter 20.08 (Definitions) of Title 20 (Zoning) of this Code. This subsection (5) of Section 5.08.360 shall expire by operation of law on June 30, 2019, unless amended by subsequent ordinance of the City Council.

SECTION 3. Subsection (1) of Section 5.08.360 (Rental property managers) of Article V (Rental Property Managers) of Chapter 5.08 (Business License Tax – Particular Businesses) of Title 5 (Business Licenses and Regulations) of the Cudahy Municipal Code is hereby amended to read as follows:

Section 5.08.360

(1) Persons who own residential property in the city which is rented to a person other than a member of the immediate family of the owner of the property shall pay a license tax in the sum of \$30.00 per rental unit per year. For purposes of this section, a person is deemed to be a member of the immediate family of another if he or she is a spouse, parent, child, brother, sister, mother- or father-in-law, brother- or sister-in-law, aunt, uncle, cousin, niece or nephew, grandnephew, grandniece, grandparent, or grandchild of that other person.

SECTION 4. Subsection (4) of Section 5.08.360 (Rental property managers) of Article V (Rental Property Managers) of Chapter 5.08 (Business License Tax – Particular Businesses) of Title 5 (Business Licenses and Regulations) of the Cudahy Municipal Code is hereby amended to read as follows:

Section 5.08.360

(4) For purposes of this section, a rental unit is deemed to be rented if the unit was rented for at least 31 consecutive days at any time in the calendar year preceding the date the tax is due.

SECTION 5. Inconsistent Provisions. Any provision of the Cudahy Municipal Code or appendices thereto that conflicts with the provisions of this Ordinance, to the extent of such conflict and no further, is hereby repealed or modified to the extent necessary to affect the provisions of this Ordinance.

SECTION 6. Severability. If any section, subsection, subdivision, paragraph, sentence, clause or phrase of this Ordinance, or any part thereof is for any reason held to be

invalid or unconstitutional by a decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this Ordinance or any part thereof. The City Council hereby declares that it would have passed each section, subsection, subdivision, paragraph, sentence, clause or phrase thereof, irrespective of the fact that any one or more section, subsection, subdivision, paragraph, sentence, clause or phrase would be subsequently declared invalid or unconstitutional.

SECTION 7. Publication and Effective Date. The Mayor shall sign and the City Clerk shall attest to the passage of this Ordinance. The City Clerk shall cause the same to be published once in the official newspaper within fifteen (15) days after its adoption. This Ordinance shall become effective thirty (30) days after adoption.

PASSED, APPROVED AND ADOPTED at a regular meeting of the City Council of the City of Cudahy on this ___th day of _____, 2015.

Cristian Markovich, Mayor

ATTEST:

Interim City Clerk

CERTIFICATION

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS:
CITY OF CUDAHY)

I, _____, City Clerk of the City of Cudahy, hereby certify that the foregoing Ordinance No. ___ was introduced for a first reading on the ___th day of _____, 2015 and approved for a second reading and adopted by said Council at its regular meeting held on the ___th day of _____, 2015 by the following vote, to-wit:

AYES:

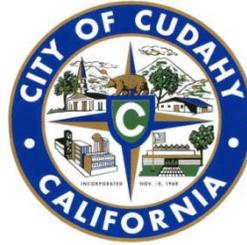
NOES:

ABSTAIN:

ABSENT:

Interim City Clerk

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Item Number 10B

STAFF REPORT

Date: September 14, 2015

To: Honorable Mayor/Chair and City Council/Agency Members

From: Jose E. Pulido, City Manager/Executive Director
By: Didier Murillo, Planning Technician

Subject: **Consideration to Approve Resolution No. 15-39, Adopting the 2015 Local Development Report (LDR) Certifying that the City of Cudahy Meets the Conformity Criteria of the 2010 Congestion Management Program (CMP)**

RECOMMENDATION

The City Council is requested to approve Resolution No. 15-39 adopting the 2015 Local Development Report (LDR) certifying that the City of Cudahy meets the conformance criteria of the 2010 Congestion Management Program (CMP).

BACKGROUND

1. In 1989, the CMP was enacted by the state legislature with the passage of Assembly Bill 471.
2. On June 1990, Proposition 111 was approved, making requirements of the CMP effective. Accordingly the Los Angeles County Metropolitan Transportation Authority (MTA) is responsible for the administration of the CMP.
3. In 1990, Assembly Bill 1791 amended Assembly Bill 471, addressing congestion relief and the diminishing quality of life occurring in many communities. The aim of passing the CMP statute was to address the impact of local growth on the regional transportation system.
4. In 1992, Assembly Bill 1435 amended Assembly Bill 471, addressing congestion relief and the diminishing quality of life occurring in many communities. The aim of passing the CMP statute was to address the impact of local growth on the regional transportation system.

City of Cudahy

Date Prepared:

2015 CMP Local Development Report
Reporting Period: JUNE 1, 2014 - MAY 31, 2015

Contact: **Didier Murillo**
 Phone Number: **(323) 773-5143**

**CONGESTION MANAGEMENT PROGRAM
 FOR LOS ANGELES COUNTY**

2015 DEFICIENCY PLAN SUMMARY

*** IMPORTANT: All "#value!" cells on this page are automatically calculated.
 Please do not enter data in these cells.**

DEVELOPMENT TOTALS

RESIDENTIAL DEVELOPMENT ACTIVITY

Dwelling Units

Single Family Residential	1.00
Multi-Family Residential	0.00
Group Quarters	0.00

COMMERCIAL DEVELOPMENT ACTIVITY

1,000 Net Sq.Ft.²

Commercial (less than 300,000 sq.ft.)	0.00
Commercial (300,000 sq.ft. or more)	0.00
Freestanding Eating & Drinking	0.00

NON-RETAIL DEVELOPMENT ACTIVITY

1,000 Net Sq.Ft.²

Lodging	0.00
Industrial	0.00
Office (less than 50,000 sq.ft.)	0.00
Office (50,000-299,999 sq.ft.)	0.00
Office (300,000 sq.ft. or more)	0.00
Medical	0.00
Government	0.00
Institutional/Educational	0.00
University (# of students)	0.00

OTHER DEVELOPMENT ACTIVITY

Daily Trips

ENTER IF APPLICABLE	0.00
ENTER IF APPLICABLE	0.00

EXEMPTED DEVELOPMENT TOTALS

Exempted Dwelling Units	0
Exempted Non-residential sq. ft. (in 1,000s)	0

2. Net square feet is the difference between new development and adjustments entered on pages 2 and 3.

2014 CMP Local Development Report

Reporting Period: JUNE 1, 2013 - MAY 31, 2014

Enter data for all cells labeled "Enter." If there are no data for that category, enter "0."

PART 1: NEW DEVELOPMENT ACTIVITY

RESIDENTIAL DEVELOPMENT ACTIVITY

Category	Dwelling Units
Single Family Residential	10.00
Multi-Family Residential	0.00
Group Quarters	0.00

COMMERCIAL DEVELOPMENT ACTIVITY

Category	1,000 Gross Square Feet
Commercial (less than 300,000 sq.ft.)	0.00
Commercial (300,000 sq.ft. or more)	0.00
Freestanding Eating & Drinking	0.00

NON-RETAIL DEVELOPMENT ACTIVITY

Category	1,000 Gross Square Feet
Lodging	0.00
Industrial	0.00
Office (less than 50,000 sq.ft.)	0.00
Office (50,000-299,999 sq.ft.)	0.00
Office (300,000 sq.ft. or more)	0.00
Medical	0.00
Government	0.00
Institutional/Educational	0.00
University (# of students)	0.00

OTHER DEVELOPMENT ACTIVITY

Description (Attach additional sheets if necessary)	Daily Trips (Enter "0" if none)
ENTER IF APPLICABLE	0.00
ENTER IF APPLICABLE	0.00

2015 CMP Local Development Report

Reporting Period: JUNE 1, 2014 - MAY 31, 2015

Enter data for all cells labeled "Enter." If there are no data for that category, enter "0."

PART 2: NEW DEVELOPMENT ADJUSTMENTS

IMPORTANT: Adjustments may be claimed only for 1) development permits that were both issued and revoked, expired or withdrawn during the reporting period, and 2) demolition of any structure with the reporting period.

RESIDENTIAL DEVELOPMENT ADJUSTMENTS

Category	Dwelling Units
Single Family Residential	9.00
Multi-Family Residential	0.00
Group Quarters	0.00

COMMERCIAL DEVELOPMENT ACTIVITY

Category	1,000 Gross Square Feet
Commercial (less than 300,000 sq.ft.)	0.00
Commercial (300,000 sq.ft. or more)	0.00
Freestanding Eating & Drinking	0.00

NON-RETAIL DEVELOPMENT ACTIVITY

Category	1,000 Gross Square Feet
Lodging	0.00
Industrial	0.00
Office (less than 50,000 sq.ft.)	0.00
Office (50,000-299,999 sq.ft.)	0.00
Office (300,000 sq.ft. or more)	0.00
Medical	0.00
Government	0.00
Institutional/Educational	0.00
University (# of students)	0.00

OTHER DEVELOPMENT ACTIVITY

Description (Attach additional sheets if necessary)	Daily Trips (Enter "0" if none)
ENTER IF APPLICABLE	0.00
ENTER IF APPLICABLE	0.00

2015 CMP Local Development Report

Reporting Period: JUNE 1, 2014 - MAY 31, 2015

Enter data for all cells labeled "Enter." If there are no data for that category, enter "0."

PART 3: EXEMPTED DEVELOPMENT ACTIVITY

(NOT INCLUDED IN NEW DEVELOPMENT ACTIVITY TOTALS)

Low/Very Low Income Housing	<input type="text" value="0"/>	Dwelling Units
High Density Residential Near Rail Stations	<input type="text" value="0"/>	Dwelling Units
Mixed Use Developments Near Rail Stations	<input type="text" value="0"/>	1,000 Gross Square Feet
	<input type="text" value="0"/>	Dwelling Units
Development Agreements Entered into Prior to July 10, 1989	<input type="text" value="0"/>	1,000 Gross Square Feet
	<input type="text" value="0"/>	Dwelling Units
Reconstruction of Buildings Damaged due to "calamity"	<input type="text" value="0"/>	1,000 Gross Square Feet
	<input type="text" value="0"/>	Dwelling Units
Reconstruction of Buildings Damaged in Jan. 1994 Earthquake	<input type="text" value="0"/>	1,000 Gross Square Feet
	<input type="text" value="0"/>	Dwelling Units
Total Dwelling Units	<input type="text" value="0"/>	
Total Non-residential sq. ft. (in 1,000s)	<input type="text" value="0"/>	

Exempted Development Definitions:

1. Low/Very Low Income Housing: As defined by the California Department of Housing and Community Development as follows:
 - Low-Income: equal to or less than 80% of the County median income, with adjustments for family size.
 - Very Low-Income: equal to or less than 50% of the County median income, with adjustments for family size.
2. High Density Residential Near Rail Stations: Development located within 1/4 mile of a fixed rail passenger station and that is equal to or greater than 120 percent of the maximum residential density allowed under the local general plan and zoning ordinance. A project providing a minimum of 75 dwelling units per acre is automatically considered high density.
3. Mixed Uses Near Rail Stations: Mixed-use development located within 1/4 mile of a fixed rail passenger station, if more than half of the land area, or floor area, of the mixed use development is used for high density residential housing.
4. Development Agreements: Projects that entered into a development agreement (as specified under Section 65864 of the California Government Code) with a local jurisdiction prior to July 10, 1989.
5. Reconstruction or replacement of any residential or non-residential structure which is damaged or destroyed, to the extent of > or = to 50% of its reasonable value, by fire, flood, earthquake or other similar calamity.
6. Any project of a federal, state or county agency that is exempt from local jurisdiction zoning regulations and where the local jurisdiction is precluded from exercising any approval/disapproval authority. These locally precluded projects do not have to be reported in the LDR.

5. In 1992, Assembly Bill 3093 amended Assembly Bill 471, addressing congestion relief and the diminishing quality of life occurring in many communities. The aim of passing the CMP statute was to address the impact of local growth on the regional transportation system.
6. In 1994, Assembly Bill 1963 amended Assembly Bill 471, addressing congestion relief and the diminishing quality of life occurring in many communities. The aim of passing the CMP statute was to address the impact of local growth on the regional transportation system.
7. On October 28, 2010, the Metro Board adopted the 2010 CMP for Los Angeles County.
8. By September 1, 2015, each jurisdiction must submit a resolution adopted by the City Council at a noticed public hearing adopting the LDR and self-certifying the jurisdiction's conformance with all local CMP requirements.
9. On August 20, 2015, planning staff requested an extension to submit the resolution self-certifying the jurisdiction's conformance with all local CMP requirements.
10. On August 21, 2015, Metro granted the extension request to submit the resolution self-certifying the jurisdiction's conformance with all local CMP requirements by October 16, 2015.

ANALYSIS

The CMP has forged new ground in linking transportation, land use, and air quality decisions for one of the most complex urban areas in the country. The CMP addresses the impact of local growth on the regional transportation system. Statutory elements of the CMP include Highway and Roadway System monitoring, multi-modal system performance analysis, the Transportation Demand Management Program, the Land Use Analysis Program, and local conformance for all the county's jurisdictions.

Metro has been the responsible agency for implementing the CMP, since the CMP became effective in the State of California with the passage of Proposition 111 in 1990. State statute requires that a CMP be developed, adopted and updated biennially for every county that includes an urbanized area. The CMP shall include every city and the county government within that county. The 2010 CMP summarizes the results of 18 years of CMP highway and transit monitoring and 15 years of monitoring local growth. CMP implementation guidelines for local jurisdictions are also contained in the 2010 CMP.

Tracking development activity and transportation improvements in the City are the requirements of the CMP. Thus, development activity is associated with debits and transportation improvements linked with generating credits. Balancing the two factors is the intent. Also, jurisdictions are to adopt and submit to MTA a LDR, which states the City's positive balance. Those jurisdictions with a negative balance are in non-compliance with the CMP, which may result in the withholding of gas tax revenues or eligibility for transportation

grant funds.

Demonstrating that the City complies with the requirements of the CMP is the purpose of the LDR. The LDR must contain results of new development activity for the period of June 1, 2014 through May 31, 2015. According to the CMP, the LDR must include:

- Development Plan Summary;
- New Development Activity;
- New Development Adjustments;
- Exempt Development Activity; and
- Resolution of Compliance.

The LDR is based on the building permit data received from the City's Building & Safety Department (Attachment A). The following permit issuance data occurs from June 1, 2014 to May 31, 2015:

- A total of 10 building permits were issued for single-family dwelling units;
- No permit was issued for multi-family dwelling units or commercial dwellings;
- A total of 9 demolition permits were issued for single-family dwelling units; and
- No permit was issued for demolition of multi-family dwelling units or commercial dwellings.

The local 2015 LDR (Attachment A) and Resolution No. 15-39 (Attachment B) and were prepared in compliance with Metro's CMP.

Lastly, the City is currently in the process of updating the General Plan. The Cudahy General Plan is the umbrella document that allows the City to plan for future development. The General Plan's intent is to provide the City's goals for development and the built environment, establish land use ground rules, provide the basis for development approvals, and to provide the public the opportunity to participate in the City's planning process. The General Plan update will attract development into the City with increased density and contemporary concepts such as mixed used development. Future CMP reports will reflect changes in new development of single-family, multi-family, commercial dwellings, and mixed use.

CEQA (CALIFORNIA ENVIRONMENTAL QUALITY ACT)

The California Environmental Quality Act (CEQA) is a statute that requires state and local agencies to identify the significant environmental impacts of their actions and to avoid or mitigate those impacts, if feasible.

CEQA applies to certain activities that affect the environment of state and local public agencies. A public agency must comply with CEQA when it undertakes an activity defined by CEQA as a "project." A project is an activity undertaken by a public agency or a private activity

which must receive some discretionary approval (i.e., the agency has the authority to deny the requested permit or approval) from a government agency which may cause either a direct physical change or a reasonably foreseeable indirect change in the environment.

Adoption of this Resolution is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines (Article 18. Statutory Exemptions) Section 15276(b) Transportation Improvement and Congestion Management Programs; CEQA does not apply to preparation and adoption of a congestion management program by a county congestion management agency pursuant to Government Code Section 65089, et seq.

CONCLUSION

If the City Council approves Resolution No. 15-39 adopting the 2015 Local Development Report (LDR) then the City will certify that it meets the conformance criteria of the 2010 Congestion Management Program (CMP).

If the City Council does not approve Resolution No. 15-39 adopting the 2015 Local Development Report (LDR) then the City will not meet the conformance criteria of the 2010 Congestion Management Program (CMP) which may result in the withholding of gas tax revenues or eligibility for transportation grant funds.

FINANCIAL IMPACT

None.

ATTACHMENTS

- A. 2015 LDR Form(s)
- B. Resolution No. 15-39

RESOLUTION NO. 15-39

A RESOLUTION OF THE CITY OF CUDAHY, CALIFORNIA, FINDING THE CITY TO BE IN CONFORMANCE WITH THE CONGESTION MANAGEMENT PROGRAM (CMP) AND ADOPTING THE CMP LOCAL DEVELOPMENT REPORT, IN ACCORDANCE WITH CALIFORNIA GOVERNMENT CODE SECTION 65089

WHEREAS: CMP statute requires the Los Angeles County Metropolitan Transportation Authority (“LACMTA”), acting as the Congestion Management Agency for Los Angeles County, to annually determine that the County and cities within the County are conforming to all CMP requirements; and

WHEREAS: LACMTA requires submittal of the CMP Local Development Report by September 1 of each year; and

WHEREAS: The City Council held a noticed public hearing on September 14, 2015.

NOW THEREFORE, based upon the above recitals, the City Council of the City of Cudahy, California, does hereby find, determine and resolve as follows:

Section 1: That the City has taken all of the following actions, and that the City is in conformance with all applicable requirements of the 2010 CMP adopted by the LACMTA Board on October 28, 2010.

The City has locally adopted and continues to implement a transportation demand management ordinance, consistent with the minimum requirements identified in the CMP Transportation Demand Management chapter.

The City has locally adopted and continues to implement a land use analysis program, consistent with the minimum requirements identified in the CMP Land Use Analysis Program chapter.

The City has adopted a Local Development Report, attached hereto and made a part hereof, consistent with the requirements identified in the 2010 CMP. This report balances traffic congestion impacts due to growth within the City with transportation improvements, and demonstrates that the City is meeting its responsibilities under the Countywide Deficiency Plan consistent with the LACMTA Board adopted 2014 Short Range Transportation Plan.

Section 2: That the City Clerk shall certify to the adoption of this Resolution and shall forward a copy of this Resolution to the Los Angeles County Metropolitan Transportation Authority.

PASSED, APPROVED AND ADOPTED by the City Council of the City of Cudahy at its regular meeting on this 14th day of September, 2015.

Cristian Markovich
Mayor

ATTEST:

Interim City Clerk

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS:
CITY OF CUDAHY)

I, _____, Interim City Clerk of the City of Cudahy, hereby certify that the foregoing Resolution No. _____ was passed and adopted by the City Council of the City of Cudahy, signed by the Mayor and attested by the City Clerk at a regular meeting of said Council held on the 14th day of September, 2015, and that said Resolution was adopted by the following vote, to-wit:

AYES:

NOES:

ABSTAIN:

ABSENT:

Interim City Clerk



Item Number 10C

STAFF REPORT

Date: September 14, 2015

To: Honorable Mayor/Chair and City Council/Agency Members

From: Jose E. Pulido, City Manager/Executive Director
By: Michael Allen, Acting Community Development Director
James M. Guerra, Building Official

Subject: **Public Hearing to Consider and Adopt an Urgency Ordinance of the City Council of the City of Cudahy Adding Chapter 15.36 to Title 15 (Buildings and Construction) of the Cudahy Municipal Code Regarding Expedited Permitting Procedures for Small Residential Rooftop Solar Systems and Declaring the Urgency Thereof in Accordance with Government Code Sections 36934 and 36937**

RECOMMENDATION

The City Council is requested to adopt the proposed Urgency Ordinance adding Chapter 15.36 to Title 15 (Buildings and Construction) to the Cudahy Municipal Code (CMC) regarding expedited permitting procedures for small residential rooftop solar systems.

BACKGROUND

1. On September 21, 2014, the California Legislature approved Assembly Bill 2188 (AB 2188) into law.
2. By September 30, 2015, every California city must adopt an ordinance that creates an expedited, streamlined permitting process for small residential rooftop solar energy systems.

ANALYSIS

The California Legislature enacted the Solar Rights Act to initiate a solar energy system by limiting the ability of local governments and homeowners associations to restrict solar installations. Specifically, Government Code Section 65850.5(a) provides that it is the policy of the State of California to promote and encourage the installation and use of solar energy systems by limiting obstacles to their use and by minimizing the permitting costs of such systems. The desire to further spur residential solar systems by reducing costs and delays lead former Assemblyman Albert Muratsuchi to introduce, the California Legislature to pass, and Governor Brown to sign AB 2188 into law.

AB 2188 seeks to reduce the costs and delays associated with the local solar permitting process and require every California city to adopt an ordinance that creates an expedited, streamlined permitting process for small residential rooftop solar energy systems on or before September 30, 2015. Such ordinances required under AB 2188 must substantially conform with the recommendations set forth in the California Solar Permitting Guidebook, including the use of a checklist of all requirements that, if complied with, requires cities to expedite the application.

The proposed Urgency Ordinance fulfills the requirements of AB 2188 as set forth in Government Code Section 65850.5 and makes the requisite urgency findings pursuant to Government Code Section 36937(b), which authorizes the adoption of ordinances that take effect immediately for the purpose of preserving the public peace, health or safety, provided such ordinances are approved by a four-fifths (4/5) vote of the City Council.

CONCLUSION

If the City Council adopts the proposed Urgency Ordinance, the City of Cudahy will be in compliance with AB 2188.

If the City Council does not adopt the proposed Urgency Ordinance, the City of Cudahy will not be in compliance with AB 2188, and will open the City to liability for noncompliance with State Law. The City Council will then be requested to provide staff with further direction on this matter.

FINANCIAL IMPACT

There is no financial impact on the adoption of the proposed Urgency Ordinance. Additionally, the cost of issuance of residential rooftop solar systems in an expedited manner as required under AB 2188 will be recovered through existing building permit fees collected by applicants.

ATTACHMENTS

- A. Proposed Urgency Ordinance
- B. Assembly Bill No. 2188 as adopted/amended

URGENCY ORDINANCE NO. _____

AN URGENCY ORDINANCE OF THE CITY COUNCIL OF THE CITY OF CUDAHY ADDING CHAPTER 15.36 TO TITLE 15 (BUILDINGS AND CONSTRUCTION) OF THE CUDAHY MUNICIPAL CODE REGARDING EXPEDITED PERMITTING PROCEDURES FOR SMALL RESIDENTIAL ROOFTOP SOLAR SYSTEMS AND DECLARING THE URGENCY THEREOF IN ACCORDANCE WITH GOVERNMENT CODE SECTIONS 36934 AND 36937

WHEREAS, the California Legislature enacted the Solar Rights Act to initiate a solar energy system by limiting the ability of local governments and homeowners associations to restrict solar installations; and

WHEREAS, specifically, Government Code Section 65850.5(a) provides that it is the policy of the State of California (the "State") to promote and encourage the installation and use of solar energy systems by limiting obstacles to their use and by minimizing the permitting costs of such systems; and

WHEREAS, the desire to further spur residential solar systems by reducing costs and delays lead former Democratic Assemblyman Albert Muratsuchi to introduce, the California Legislature to pass, and Governor Brown to sign Assembly Bill 2188 ("AB 2188") into law; and

WHEREAS, AB 2188 seeks to reduce the costs and delays associated with the local solar permitting process; and

WHEREAS, AB 2188 requires every California city to adopt an ordinance that creates an expedited, streamlined permitting process for small residential rooftop solar energy systems on or before September 30, 2015; and

WHEREAS, such ordinances required under AB 2188 must substantially conform with the recommendations set forth in the California Solar Permitting Guidebook, including the use of a checklist of all requirements that, if complied with, requires cities to expedite the application; and

WHEREAS, the City Council of the City of Cudahy (the "City Council" of the "City") seeks to advance the City's use of solar energy by its citizens, businesses, and industries; and

WHEREAS, the City Council wishes to meet the climate action goals set by the State of California; and

WHEREAS, the City Council finds that solar energy helps create local jobs and economic activity, and that rooftop solar energy provides a reliable source of energy;

and

WHEREAS, it is in the interest of the health, welfare, and safety of the City's residents to provide an expedited permitting process to assure the effective deployment of solar technology; and

WHEREAS, Government Code Section 36937(b) authorizes the adoption of ordinances that take effect immediately for the purpose of preserving the public peace, health or safety, provided such ordinances are approved by four-fifths (4/5) vote of the City Council.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CUDAHY, CALIFORNIA DOES HEREBY ORDAIN AS FOLLOWS:

SECTION 1. The recitals above are true and correct and incorporated herein by reference.

SECTION 2. Urgency Findings: The City Council finds as follows, pursuant to Government Code Section 36937(b):

- A. Various studies, including one by the Lawrence Berkeley National Laboratory, show that variations in jurisdictional permitting processes governing the installation of rooftop solar energy systems are an "obstacle" to the State's clean energy and greenhouse reduction goals and a "burdensome cost" to homeowners, businesses, schools, and public agencies.
- B. The City's adoption of this Urgency Ordinance will increase the deployment of solar distributed generation, help to expand access to solar energy systems to lower income households, provide solar customers greater installation ease, improve the achievement of clean energy goals, generate jobs, and maintain safety standards.
- C. Climate change poses an ever-growing threat to the well-being, public health, natural resources, economy, and the environment of the City, including drought, more frequent and intense wildfires, heat waves, more severe smog, and harm to natural and working lands.
- D. The Intergovernmental Panel on Climate Change concluded in its Fifth Assessment Report, issued in 2014, that "warming of the climate system is unequivocal, and since the 1950s, many of the observed changes are unprecedented over decades to millennia" and that "continued emission of greenhouse gases will cause further warming and long-lasting changes in all components of the climate system, increasing the likelihood of severe, pervasive and irreversible impacts for people and ecosystems.
- E. Projections of climate change show that, even under the best-case scenario for global emission reductions, additional climate change impacts are inevitable, and these impacts pose tremendous risks to the state's people, agriculture, economy, infrastructure and the environment.

- F. Climate change will disproportionately affect the state's most vulnerable citizens.
- G. The development and utilization of alternative energy sources, such as solar energy, are critical in reducing greenhouse emissions.
- H. There is currently no code language in the Cudahy Municipal Code that outlines the process for applying and issuing building permits for residential rooftop solar systems which provides clarity and encourage new applications for rooftop solar systems within our residential zones in a manner reduces local demand on the existing power grid and may add to peak energy demands that impact the number of power outages that may occur throughout the year.
- I. Such power outages impact traffic signals, street lighting, and electrical services business and residences alike having the potential to impact the public peace, health, safety, and general welfare.
- J. Accordingly, the adoption of this Urgency Ordinance is in necessary to immediately preserve the public peace, health, and safety, pursuant to Government Code Section 36937(b).

SECTION 3. Title 15 (Buildings and Construction) of the Cudahy Municipal Code is amended by the addition of a new Chapter 15.36, which shall read as follows:

Chapter 15.36 – Small Residential Rooftop Solar Systems

Section 15.36.010 – Purpose.

Section 15.36.020 – Applicability.

Section 15.36.030 – Definitions.

Section 15.36.040 – Solar energy system requirements.

Section 15.36.050 – Electronic processing.

Section 15.36.060 – Duties of applicant.

Section 15.36.070 – Duties of building department and building official.

Section 15.36.080 – Expedited permit review and inspection requirements.

Section 15.36.010 – Purpose.

The purpose of this Chapter 15.36 is to establish an expedited, streamlined solar permitting process that complies with the Solar Rights Act, as amended by AB 2188 (Chapter 521, Statutes 2014), to achieve timely and cost-effective installations of small residential rooftop solar energy systems. This Chapter

15.36 encourages the use of small residential rooftop solar energy systems by removing unreasonable barriers, minimizing costs to property owners and the City, and expanding property owners' ability to install small rooftop solar energy systems. This Chapter 15.36 allows the City to achieve these goals while protecting the community's health and safety.

Section 15.36.020 – Applicability.

- A. This Chapter 15.36 applies to the permitting of all small residential rooftop solar energy systems in the City.
- B. Small residential rooftop solar energy systems legally established or permitted prior to the effective date of this Chapter 15.36 are not subject to the requirements of this Chapter 15.36 unless physical modifications or alterations are undertaken that materially change the size, type, or components of the small rooftop energy system in such a way as to require new permitting. Routine operation and maintenance or like-kind replacements shall not require a permit.

Section 15.36.030 – Definitions.

For purposes of this Chapter 15.36, the following definitions shall apply:

- A. "Association" means a nonprofit corporation or unincorporated association created for the purpose of managing a common interest development.
- B. "Building Department" means the Building and Safety Division of the City of Cudahy.
- C. "Building Official" means the Building Official for the City of Cudahy.
- D. "City" means the City of Cudahy.
- E. "Common interest development" means any of the following:
 - 1. A community apartment project;
 - 2. A condominium project;
 - 3. A planned development; or
 - 4. A stock cooperative.
- F. "Electronic submittal" means the utilization of one or more of the following:
 - 1. E-mail;
 - 2. The internet; and/or
 - 3. Facsimile.

- G. "Feasible method to satisfactorily mitigate or avoid the adverse impact" includes, but is not limited to, any cost-effective method, condition, or mitigation imposed by the City on another similarly situated application in a prior successful application for a permit. The City shall utilize its best efforts to ensure that the selected method, condition, or mitigation meets the conditions of Civil Code Section 714(d)(1)(A)-(B).
- H. "Small residential rooftop solar energy system" means all of the following:
1. A solar energy system that is no larger than 10 kilowatts alternating current nameplate rating or 30 kilowatts thermal;
 2. A solar energy system that conforms to all applicable state fire, structural, electrical, and other building codes as adopted or amended by the City, county, or City and county and paragraph (3) of subdivision (c) of Section 714 of the Civil Code;
 3. A solar energy system that is installed on a single or duplex family dwelling; or
 4. A solar panel or module array that does not exceed the maximum legal building height as defined by the City.
- I. "Solar energy system" means either of the following:
1. Any solar collector or other solar energy device whose primary purpose is to provide for the collection, storage, and distribution of solar energy for space heating, space cooling, electric generation, or water heating; or
 2. Any structural design feature of a building whose primary purpose is to provide for the collection, storage, and distribution of solar energy for electricity generation, space heating or cooling, or for water heating.
- J. "Specific, adverse impact" means a significant, quantifiable, direct, and unavoidable impact based on objective, identified, and written public health or safety standards, policies, or conditions as they existed on the date the application was deemed complete.

Section 15.36.040 – Solar energy system requirements.

- A. All solar energy systems shall meet applicable health and safety standards and requirements imposed by the City, State of California, and local fire department.
- B. Solar energy systems for heating water in single-family residences and for heating water in commercial or swimming pool applications shall be certified by an accredited listing agency as defined by the California Plumbing and Mechanical Code.
- C. Solar energy systems for producing electricity shall meet all applicable safety and performance standards published by the California Electrical Code, the

institute of Electrical and Electronics Engineers, and accredited testing laboratories such as Underwriters Laboratories and, where applicable, rules of the Public Utilities Commission regarding safety and reliability.

Section 15.36.050 – Electronic processing.

- A. All documents required for the submission of an expedited small residential rooftop solar energy system application shall be made available on the City's website.
- B. Electronic submittal of the required permit application and documents by electronic means shall be made available to all small residential rooftop solar energy system permit applicants. Website applications may be allowed at such time in the future that the technology is made available to the City. The City's website shall specify the permitted method of electronic document submission.
- C. An applicant's electronic signature shall be accepted on all forms, applications, and other documents, in lieu of a wet signature.

Section 15.36.060 – Duties of applicant.

Prior to submitting an application, the applicant shall:

- A. Verify to the applicant's reasonable satisfaction through the use of standard engineering evaluation techniques that the support structure for the small residential rooftop solar energy system is stable and adequate to transfer all wind, seismic, and dead and live loads associated with the system to the building foundation; and
- B. At the applicant's cost, verify to the applicant's reasonable satisfaction using standard electrical inspection techniques that the existing electrical system including existing line, load, ground and bonding wiring as well as main panel and subpanel sizes are adequately sized, based on the existing electrical system's current use, to carry all new photovoltaic electrical loads.

Section 15.36.070 – Duties of building department and building official.

- A. The Building Department shall adopt a standard plan and checklist of all requirements with which small residential rooftop solar energy systems shall comply with to be eligible for expedited review.
- B. The small residential rooftop solar system permit process, standard plans, and checklist shall substantially conform to the recommendations for expedited permitting, including the checklist and standard contained in the most current version of the California Solar Permitting guidebook adopted by the State Governor's Office of Planning and Research.
- C. All fees prescribed for the permitting of small residential rooftop solar energy systems must comply with Government Code Sections 65850.55 and 66015 and Health and Safety Code Section 17951.

Section 15.36.080 – Expedited permit review and inspection requirements.

- A. An application for a small residential rooftop solar energy system permit that Building Department determines to satisfy the informational requirements contained in the City's checklist as prepared by the Building Department pursuant to Section 15.36.070(A) shall be deemed complete.
- B. Upon receipt of an incomplete application, the Building Department shall issue a written correction notice detailing all deficiencies in the application and any additional information required to be eligible for expedited issuance of a small residential rooftop solar energy system permit.
- C. Upon the Building Department's determination that the application for a small residential rooftop solar energy system permit is complete, the Building Department shall issue a building permit or other nondiscretionary permit within three (3) business days.
- D. The Building Department's review of such applications for small residential rooftop solar energy system permits shall be limited to whether the application meets local, state, and federal health and safety requirements.
- E. The Building Official shall require an applicant to apply for a use permit, if he or she finds, based on substantial evidence, that that the solar energy system could have a specific, adverse impact upon the public health and safety. Such decisions may be appealed to the Planning Commission.
- F. If a use permit or other discretionary City approval is required, the Building Official may not deny the application for the use permit unless he or she makes written findings based upon substantive evidence in the record that the proposed installation would have a specific, adverse impact upon the public health or safety and there is no feasible method to satisfactorily mitigate or avoid such adverse impact. Such findings shall include the basis for the rejection of the potential feasible alternative for preventing the adverse impact. Such decision by the Building Official may be appealed to the Planning Commission.
- G. Any condition imposed on an application shall be designed to mitigate the specific, adverse impact upon health and safety at the lowest possible cost. The City shall ensure that the selected method, condition, or mitigation meets the conditions of Civil Code Section 714(d)(1)(A)-(B).
- H. The City shall not condition approval of an application for the approval of an association, as defined in Civil Code Section 4080.
- I. Only one inspection shall be required and performed by the Building Department for small residential rooftop solar energy systems eligible for expedited review. Such an inspection will be scheduled within two (2) business days of a request for such an inspection.

J. If a small residential rooftop energy system fails the Building Department's inspection, a subsequent inspection is authorized by need not conform to the requirements of this Section 15.36.080.

SECTION 4. Inconsistent Provisions. Any provision of the Cudahy Municipal Code or appendices thereto inconsistent with the provisions of this Ordinance, to the extent of such inconsistencies and no further, is hereby repealed or modified to the extent necessary to implement the provisions of this Urgency Ordinance.

SECTION 5. Severability. If any section, subsection, subdivision, paragraph, sentence, clause or phrase of this Urgency Ordinance, or any part thereof is for any reason held to be invalid or unconstitutional by a decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this Urgency Ordinance or any part thereof. The City Council hereby declares that it would have passed each section, subsection, subdivision, paragraph, sentence, clause or phrase thereof, irrespective of the fact that any one or more section, subsection, subdivision, paragraph, sentence, clause or phrase would be subsequently declared invalid or unconstitutional.

SECTION 6. Publication and Effective Date. Upon adoption of this Urgency Ordinance by no less than four-fifths (4/5) vote of the Council, the Mayor shall sign and the City Clerk shall attest to the passage of this Ordinance. The City Clerk shall cause the same to be published once in newspaper of general circulation within fifteen (15) days after its adoption. This Urgency Ordinance shall become effective immediately upon its adoption.

PASSED, APPROVED AND ADOPTED by the City Council of the City of Cudahy at the regular meeting of this ____ day of September, 2015.

Cristian Markovich, Mayor

ATTEST:

Interim City Clerk

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS:
CITY OF CUDAHY)

I, _____, Interim City Clerk of the City of Cudahy, hereby certify that the foregoing Urgency Ordinance No. _____ was approved and adopted by said Council at its regular meeting held on the _____ day of September, 2015 by the following vote, to-wit:

AYES:

NOES:

ABSTAIN:

ABSENT:

Interim City Clerk

Assembly Bill No. 2188

CHAPTER 521

An act to amend Section 714 of the Civil Code, and to amend Section 65850.5 of the Government Code, relating to solar energy.

[Approved by Governor September 21, 2014. Filed with Secretary of State September 21, 2014.]

LEGISLATIVE COUNSEL'S DIGEST

AB 2188, Muratsuchi. Solar energy: permits.

(1) Existing law provides that it is the policy of the state to promote and encourage the use of solar energy systems, as defined, and to limit obstacles to their use. Existing law states that the implementation of consistent statewide standards to achieve timely and cost-effective installation of solar energy systems is not a municipal affair, but is instead a matter of statewide concern. Existing law requires a city or county to administratively approve applications to install solar energy systems through the issuance of a building permit or similar nondiscretionary permit. Existing law requires a solar energy system for heating water to be certified by the Solar Rating Certification Corporation or another nationally recognized certification agency.

This bill would specify that these provisions address a statewide concern. The bill would additionally require a city, county, or city and county to adopt, on or before September 30, 2015, in consultation with specified public entities an ordinance that creates an expedited, streamlined permitting process for small residential rooftop solar energy systems, as specified. The bill would additionally require a city, county, or city and county to inspect a small residential rooftop solar energy system eligible for expedited review in a timely manner, as specified. The bill would prohibit a city, county, or city and county from conditioning the approval of any solar energy system permit on approval of that system by an association that manages a common interest development. The bill would require a solar energy system for heating water in single family residences and solar collectors for heating water in commercial or swimming pool applications to be certified by an accredited listing agency, as defined.

Because the bill would impose new duties upon local governments and local agencies, it would impose a state-mandated local program.

(2) Existing law prohibits any covenant, restriction, or condition contained in any deed, contract, security instrument, or other instrument affecting the transfer or sale of, or any interest in, real property, and any provision of a governing document from effectively prohibiting or restricting the installation or use of a solar energy system. Existing law exempts from that prohibition provisions that impose reasonable restrictions on a solar energy

system that do not significantly increase the cost of the system or significantly decrease its efficiency or specified performance. Existing law defines the term “significantly,” for these purposes, with regard to solar domestic water heating systems or solar swimming pool heating systems that comply with state and federal law, to mean an amount exceeding 20% of the cost of the system or decreasing the efficiency of the solar energy system by an amount exceeding 20%, and with regard to photovoltaic systems that comply with state and federal law, an amount not to exceed \$2,000 over the system cost or a decrease in system efficiency of an amount exceeding 20%, as specified. Existing law requires a solar energy system for heating water subject to the provisions described above to be certified by the Solar Rating Certification Corporation or another nationally recognized certification agency.

This bill would instead define the term “significantly,” for these purposes, with regard to solar domestic water heating systems or solar swimming pool heating systems that comply with state and federal law, to mean an amount exceeding 10% of the cost of the system, not to exceed \$1,000, or decreasing the efficiency of the solar energy system by an amount exceeding 10%, and with regard to photovoltaic systems that comply with state and federal law, an amount not to exceed \$1,000 over the system cost or a decrease in system efficiency of an amount exceeding 10%, as specified. The bill would require a solar energy system for heating water in single family residences and solar collectors for heating water in commercial or swimming pool applications subject to the provisions described above to be certified by an accredited listing agency, as defined.

(3) Existing law requires an application for approval for the installation or use of a solar energy system to be processed and approved by the appropriate approving entity in the same manner as an application for approval of an architectural modification to the property and prohibits the approver from willfully avoiding or delaying approval. Existing law requires the approving entity to notify the applicant in writing within 60 days of receipt of the application if the application is denied, as specified.

The bill would instead require the approving entity to notify the applicant in writing within 45 days of receipt of the application if the application is denied, as specified.

The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.

This bill would provide that no reimbursement is required by this act for a specified reason.

The people of the State of California do enact as follows:

SECTION 1. The Legislature finds and declares all of the following:

(a) In recent years, the state has both encouraged the development of innovative distributed generation technology and prioritized the widespread

adoption of solar power as a renewable energy resource through programs such as the California Solar Initiative.

(b) Rooftop solar energy is a leading renewable energy technology that will help this state reach its energy and environmental goals.

(c) To reach the state’s Million Solar Roofs goal, hundreds of thousands of additional rooftop solar energy systems will need to be deployed in the coming years.

(d) Various studies, including one by the Lawrence Berkeley National Laboratory, show that, despite the 1978 California Solar Rights Act, declaring that the “implementation of consistent statewide standards to achieve the timely and cost-effective installation of solar energy systems is not a municipal affair ... but is instead a matter of statewide concern,” the permitting process governing the installation of rooftop solar energy systems varies widely across jurisdictions and, contrary to the intent of the law, is both an “obstacle” to the state’s clean energy and greenhouse reduction goals and a “burdensome cost” to homeowners, businesses, schools, and public agencies.

(e) The United States Department of Energy, through its SunShot Initiative, has distributed millions of dollars in grants to local and state governments, including California jurisdictions, and nonprofit organizations to reduce the costs of distributed solar through streamlined and standardized permitting.

(f) A modernized and standardized permitting process for installations of small-scale solar distributed generation technology on residential rooftops will increase the deployment of solar distributed generation, help to expand access to lower income households, provide solar customers greater installation ease, improve the state’s ability to reach its clean energy goals, and generate much needed jobs in the state, all while maintaining safety standards.

SEC. 2. Section 714 of the Civil Code is amended to read:

714. (a) Any covenant, restriction, or condition contained in any deed, contract, security instrument, or other instrument affecting the transfer or sale of, or any interest in, real property, and any provision of a governing document, as defined in Section 4150 or 6552, that effectively prohibits or restricts the installation or use of a solar energy system is void and unenforceable.

(b) This section does not apply to provisions that impose reasonable restrictions on solar energy systems. However, it is the policy of the state to promote and encourage the use of solar energy systems and to remove obstacles thereto. Accordingly, reasonable restrictions on a solar energy system are those restrictions that do not significantly increase the cost of the system or significantly decrease its efficiency or specified performance, or that allow for an alternative system of comparable cost, efficiency, and energy conservation benefits.

(c) (1) A solar energy system shall meet applicable health and safety standards and requirements imposed by state and local permitting authorities, consistent with Section 65850.5 of the Government Code.

(2) Solar energy systems used for heating water in single family residences and solar collectors used for heating water in commercial or swimming pool applications shall be certified by an accredited listing agency as defined in the Plumbing and Mechanical Codes.

(3) A solar energy system for producing electricity shall also meet all applicable safety and performance standards established by the California Electrical Code, the Institute of Electrical and Electronics Engineers, and accredited testing laboratories such as Underwriters Laboratories and, where applicable, rules of the Public Utilities Commission regarding safety and reliability.

(d) For the purposes of this section:

(1) (A) For solar domestic water heating systems or solar swimming pool heating systems that comply with state and federal law, “significantly” means an amount exceeding 10 percent of the cost of the system, but in no case more than one thousand dollars (\$1,000), or decreasing the efficiency of the solar energy system by an amount exceeding 10 percent, as originally specified and proposed.

(B) For photovoltaic systems that comply with state and federal law, “significantly” means an amount not to exceed one thousand dollars (\$1,000) over the system cost as originally specified and proposed, or a decrease in system efficiency of an amount exceeding 10 percent as originally specified and proposed.

(2) “Solar energy system” has the same meaning as defined in paragraphs (1) and (2) of subdivision (a) of Section 801.5.

(e) (1) Whenever approval is required for the installation or use of a solar energy system, the application for approval shall be processed and approved by the appropriate approving entity in the same manner as an application for approval of an architectural modification to the property, and shall not be willfully avoided or delayed.

(2) For an approving entity that is an association, as defined in Section 4080 or 6528, and that is not a public entity, both of the following shall apply:

(A) The approval or denial of an application shall be in writing.

(B) If an application is not denied in writing within 45 days from the date of receipt of the application, the application shall be deemed approved, unless that delay is the result of a reasonable request for additional information.

(f) Any entity, other than a public entity, that willfully violates this section shall be liable to the applicant or other party for actual damages occasioned thereby, and shall pay a civil penalty to the applicant or other party in an amount not to exceed one thousand dollars (\$1,000).

(g) In any action to enforce compliance with this section, the prevailing party shall be awarded reasonable attorney’s fees.

(h) (1) A public entity that fails to comply with this section may not receive funds from a state-sponsored grant or loan program for solar energy. A public entity shall certify its compliance with the requirements of this

section when applying for funds from a state-sponsored grant or loan program.

(2) A local public entity may not exempt residents in its jurisdiction from the requirements of this section.

SEC. 3. Section 65850.5 of the Government Code is amended to read:

65850.5. (a) The implementation of consistent statewide standards to achieve the timely and cost-effective installation of solar energy systems is not a municipal affair, as that term is used in Section 5 of Article XI of the California Constitution, but is instead a matter of statewide concern. It is the intent of the Legislature that local agencies not adopt ordinances that create unreasonable barriers to the installation of solar energy systems, including, but not limited to, design review for aesthetic purposes, and not unreasonably restrict the ability of homeowners and agricultural and business concerns to install solar energy systems. It is the policy of the state to promote and encourage the use of solar energy systems and to limit obstacles to their use. It is the intent of the Legislature that local agencies comply not only with the language of this section, but also the legislative intent to encourage the installation of solar energy systems by removing obstacles to, and minimizing costs of, permitting for such systems.

(b) A city or county shall administratively approve applications to install solar energy systems through the issuance of a building permit or similar nondiscretionary permit. Review of the application to install a solar energy system shall be limited to the building official's review of whether it meets all health and safety requirements of local, state, and federal law. The requirements of local law shall be limited to those standards and regulations necessary to ensure that the solar energy system will not have a specific, adverse impact upon the public health or safety. However, if the building official of the city or county makes a finding, based on substantial evidence, that the solar energy system could have a specific, adverse impact upon the public health and safety, the city or county may require the applicant to apply for a use permit.

(c) A city, county, or city and county may not deny an application for a use permit to install a solar energy system unless it makes written findings based upon substantial evidence in the record that the proposed installation would have a specific, adverse impact upon the public health or safety, and there is no feasible method to satisfactorily mitigate or avoid the specific, adverse impact. The findings shall include the basis for the rejection of potential feasible alternatives of preventing the adverse impact.

(d) The decision of the building official pursuant to subdivisions (b) and (c) may be appealed to the planning commission of the city, county, or city and county.

(e) Any conditions imposed on an application to install a solar energy system shall be designed to mitigate the specific, adverse impact upon the public health and safety at the lowest cost possible.

(f) (1) A solar energy system shall meet applicable health and safety standards and requirements imposed by state and local permitting authorities.

(2) Solar energy systems for heating water in single family residences and solar collectors used for heating water in commercial or swimming pool applications shall be certified by an accredited listing agency as defined in the California Plumbing and Mechanical Codes.

(3) A solar energy system for producing electricity shall meet all applicable safety and performance standards established by the California Electrical Code, the Institute of Electrical and Electronics Engineers, and accredited testing laboratories such as Underwriters Laboratories and, where applicable, rules of the Public Utilities Commission regarding safety and reliability.

(g) (1) On or before September 30, 2015, every city, county, or city and county, in consultation with the local fire department or district and the utility director, if the city, county, or city and county operates a utility, shall adopt an ordinance, consistent with the goals and intent of subdivision (a), that creates an expedited, streamlined permitting process for small residential rooftop solar energy systems. In developing an expedited permitting process, the city, county, or city and county shall adopt a checklist of all requirements with which small rooftop solar energy systems shall comply to be eligible for expedited review. An application that satisfies the information requirements in the checklist, as determined by the city, county, and city and county, shall be deemed complete. Upon confirmation by the city, county, or city and county of the application and supporting documents being complete and meeting the requirements of the checklist, and consistent with the ordinance, a city, county, or city and county shall, consistent with subdivision (b), approve the application and issue all required permits or authorizations. Upon receipt of an incomplete application, a city, county, or city and county shall issue a written correction notice detailing all deficiencies in the application and any additional information required to be eligible for expedited permit issuance.

(2) The checklist and required permitting documentation shall be published on a publically accessible Internet Web site, if the city, county, or city and county has an Internet Web site, and the city, county, or city and county shall allow for electronic submittal of a permit application and associated documentation, and shall authorize the electronic signature on all forms, applications, and other documentation in lieu of a wet signature by an applicant. In developing the ordinance, the city, county, or city and county shall substantially conform its expedited, streamlined permitting process with the recommendations for expedited permitting, including the checklists and standard plans contained in the most current version of the California Solar Permitting Guidebook and adopted by the Governor's Office of Planning and Research. A city, county, or city and county may adopt an ordinance that modifies the checklists and standards found in the guidebook due to unique climactic, geological, seismological, or topographical conditions. If a city, county, or city and county determines that it is unable to authorize the acceptance of an electronic signature on all forms, applications, and other documents in lieu of a wet signature by an applicant, the city, county, or city and county shall state, in the ordinance

required under this subdivision, the reasons for its inability to accept electronic signatures and acceptance of an electronic signature shall not be required.

(h) For a small residential rooftop solar energy system eligible for expedited review, only one inspection shall be required, which shall be done in a timely manner and may include a consolidated inspection, except that a separate fire safety inspection may be performed in a city, county, or city and county that does not have an agreement with a local fire authority to conduct a fire safety inspection on behalf of the fire authority. If a small residential rooftop solar energy system fails inspection, a subsequent inspection is authorized, however the subsequent inspection need not conform to the requirements of this subdivision.

(i) A city, county, or city and county shall not condition approval for any solar energy system permit on the approval of a solar energy system by an association, as that term is defined in Section 4080 of the Civil Code.

(j) The following definitions apply to this section:

(1) “A feasible method to satisfactorily mitigate or avoid the specific, adverse impact” includes, but is not limited to, any cost-effective method, condition, or mitigation imposed by a city, county, or city and county on another similarly situated application in a prior successful application for a permit. A city, county, or city and county shall use its best efforts to ensure that the selected method, condition, or mitigation meets the conditions of subparagraphs (A) and (B) of paragraph (1) of subdivision (d) of Section 714 of the Civil Code.

(2) “Electronic submittal” means the utilization of one or more of the following:

- (A) Email.
- (B) The Internet.
- (C) Facsimile.

(3) “Small residential rooftop solar energy system” means all of the following:

(A) A solar energy system that is no larger than 10 kilowatts alternating current nameplate rating or 30 kilowatts thermal.

(B) A solar energy system that conforms to all applicable state fire, structural, electrical, and other building codes as adopted or amended by the city, county, or city and county and paragraph (3) of subdivision (c) of Section 714 of the Civil Code.

(C) A solar energy system that is installed on a single or duplex family dwelling.

(D) A solar panel or module array that does not exceed the maximum legal building height as defined by the authority having jurisdiction.

(4) “Solar energy system” has the same meaning set forth in paragraphs (1) and (2) of subdivision (a) of Section 801.5 of the Civil Code.

(5) “Specific, adverse impact” means a significant, quantifiable, direct, and unavoidable impact, based on objective, identified, and written public health or safety standards, policies, or conditions as they existed on the date the application was deemed complete.

SEC. 4. No reimbursement is required by this act pursuant to Section 6 of Article XIII B of the California Constitution because a local agency or school district has the authority to levy service charges, fees, or assessments sufficient to pay for the program or level of service mandated by this act, within the meaning of Section 17556 of the Government Code.

O