

**RESOLUTION NO. 2023-049**

**A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN BUENAVENTURA PROVIDING FOR A SYSTEMATIC CLASSIFICATION OF POSITIONS AND A STANDARDIZATION OF SALARIES OF CERTAIN PAID OFFICERS AND EMPLOYEES OF THE CITY OF SAN BUENAVENTURA AS OF JULY 8, 2023**

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

**SECTION 1.0 - AUTHORITY.** In accordance with the Charter of the City of San Buenaventura, Section 1002, the Council hereby provides for a systematic classification of positions and a standardization of salaries of officers and employees of the City of San Buenaventura as of July 8, 2023.

**SECTION 2.0 - DESIGNATION AND EXPLANATION OF SALARY SCHEDULES.** Seven separate salary schedules are hereby established for the purpose of salary and benefit administration. Each City classification is assigned to a specific salary schedule and a specific grade, range or rate, and effective date as specified within that schedule.

**Council - (Salary Schedule "L")** shall apply to Members of the City Council and City Boards and Commissions as specified in Section 5.0 of this Resolution.

**Executives - (Salary Schedule "E")** shall apply to all classifications designated as executive and as specified in Section 6.0 of this Resolution.

**Management - (Salary Schedule "M")** shall apply to all classifications designated as management and as specified in Section 7.0 of this Resolution.

**Confidential - (Salary Schedule "C")** shall apply to all classifications designated as confidential and as specified in Section 8.0 of this Resolution.

**Police & Fire Recruits - (Salary Schedule "D")** shall apply to the classifications of Police Officer Trainee, Firefighter-Paramedic Recruit and Firefighter Recruit and as specified in Section 9.0 of this Resolution.

**Temporary Staff - (Salary Schedule "X")** shall apply to all temporary classifications and as specified in Section 10.0 of this Resolution.

**SECTION 2.1 - EXPLANATION OF SALARY GRADES, RANGES AND PAY RATES.** Each classification listed in Salary Schedules "E", "M", and "C" of this Resolution shall be assigned a specific salary range. Salary ranges are stated in terms of hourly pay rate. The hourly pay rate for employees in classifications specified in Schedules "E", "M", and "C" shall be set anywhere within the minimum and maximum limits for the range applicable to their classification. Specific steps do not apply.

Each classification listed in Salary Schedules "D" or "X" shall be paid on a per hour basis within the pay range assigned to the classification.

**SECTION 2.2 - SALARY PERIOD, DATE AND METHOD OF SALARY PAYMENT.**

Members of the City Council shall be compensated on a bi-weekly basis. All employees shall be compensated on a bi-weekly basis using a fixed hourly rate to calculate the pay period salary. The Bi-weekly Pay Schedule shall be published each fiscal year by the Finance Department, Payroll Division. All City employees and members of the City Council should provide and maintain an account for direct deposit of all payroll checks issued by the City.

**SECTION 2.3 - FRINGE BENEFITS AND ADDITIONAL COMPENSATION.** Fringe benefits or additional compensation provided to Executives (Salary Schedule "E"), Management (Salary Schedule "M"), Confidential (Salary Schedule "C"), and Police and Fire Recruits (Salary Schedule "D") shall be as described in the "Resolution of the Council of the City of San Buenaventura Providing for Benefits and Additional Compensation for Unrepresented Employees in Salary Schedules "E", "M", "C" and "D" of the Salary Resolution.

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

Non-Employees: Members of the City Council and members of appointive boards, commissions and committees, independent contractors and volunteers are not employees. Reimbursement for travel and other expenses and participation in the City's group health and dental insurance plans for members of the City Council shall be as authorized in Section 5.0 of this Resolution.

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

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

will be one-half of the full-time contribution. If an employee's regular work hours are between 60 and 71 hours per bi-weekly pay period, the City's contribution will be three-quarters of the full-time contribution.

**SECTION 2.5 – AT-WILL APPOINTMENTS.** At-will appointments shall be all officials, department heads and employees in other positions whose appointment, tenure or removal are exempted from the Personnel Merit System by municipal code, resolution, ordinance, or other MOU provision. At-will employees serve at the pleasure of the appointing authority and are subject to discharge without cause and without the right of appeal.

Employees in the following classifications are designated as at will and thus exempt from the Personnel Merit System:

- City Manager
- City Attorney
- All positions in Salary Schedule "E"
- All positions in Salary Schedule "M" (excluding Principal Human Resources Analysts hired prior to May 21, 2016)
- All positions in the City Manager's Office (excluding [1] Management Analyst I/II, [2] Communications Specialist, and [3] Senior Communications Specialist)
- All Legal Litigation Assistants, Administrative Assistants, and Paralegals

All other classifications not listed above are within the Personnel Merit System, unless exempted by ordinance, MOU provision, or resolution creating the classification.

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

**SECTION 3.0 - TEMPORARY STAFF APPOINTMENTS AND PAY RATE ADJUSTMENTS.** Employees whose appointment is temporary shall be compensated on an hourly basis at the salary grade or range assigned to their specific classification or at a rate recommended by the Human Resources Director if no such classification exists. Temporary employees shall be paid at any rate within the salary grade or range.

Eligibility for pay rate increases for all temporary staff employees may be considered after completing each full year of employment. Each increase shall not exceed five (5) percent without written authorization from the Human Resources Director. An exception may be made for Recreation/Interpret/Cultural Specialist and Project Manager job classifications if work assignments change.

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

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

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

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

**SECTION 4.2 - PAID ADMINISTRATIVE LEAVE.** In special circumstances where there is doubt as to the applicability of existing leave time (e.g., disability leave, sick leave, vacation leave, holiday, annual leave), if any, and it is determined that paid administrative leave is appropriate and in the best interest of the City, the City Manager or his/her designated representative may grant paid administrative leave to City employees.

In an instance where disciplinary action is being investigated or considered, and if it is determined that paid administrative leave is appropriate and in the best interest of the City, the appointing authority may place an employee on paid administrative leave. Notification of the granting of leave shall be made to the City Manager as soon as possible.

These provisions for paid administrative leave are in addition to any other administrative leave authorized.

**SECTION 5.0 - COUNCIL - SALARY SCHEDULE "L"**

<b>Job Class Code</b>	<b>Effective Date</b>	<b>Classification Title</b>	<b>Pay Range</b>	<b>Monthly Compensation</b>
L02	7/1/2015	Councilmember	L000	\$600.00
L01	7/1/2015	Mayor	L001	\$700.00

**SECTION 5.1 - REIMBURSEMENT.** Each member of the City Council is authorized to incur and shall receive reimbursement in the amount of \$200.00, \$300.00 for the Mayor, in any one calendar month for traveling and other expenses incurred in the performance of their Council duties within the City or its environs. The City Council has found and determined these amounts to be the usual amounts of travel and other expenses actually incurred each month by each Councilmember or the Mayor in the performance of his or her Council duties within the City and its environs. Reimbursement for expenses in excess of said sums must be authorized by the Council.

**SECTION 5.2 - HEALTH, DENTAL, AND VISION INSURANCE.** Each member of the City Council shall be eligible to participate in the City’s group health, dental, and vision insurance plans at the member’s own expense.

**SECTION 5.3 - RETIREMENT.** Each member of the City Council, with the exception of CalPERS Retired Annuitants, shall be eligible to elect to participate in either the California Public Employees’ Retirement System (CalPERS) or Social Security with the member paying the full employee contribution and the City paying the required employer contribution. City Council members who are CalPERS Retired Annuitants will pay Medicare tax, but will not be eligible to elect to participate in either the California Public Employees’ Retirement System (CalPERS) or Social Security.

**SECTION 5.4 - DEFERRED COMPENSATION.** Each member of the City Council shall be eligible to participate in the deferred compensation plan offered through the City. The City will not provide a matching contribution.

**SECTION 6.0 - EXECUTIVES - SALARY SCHEDULE “E”**

<b>Job Class Code</b>	<b>Effective Date</b>	<b>Classification Title</b>	<b>Pay Range</b>	<b>Hourly Low</b>	<b>Hourly High</b>
E11	7/8/2023	Assistant City Manager	E145	90.7816	121.6484
	7/6/2024		E145	94.5214	126.6598
	7/5/2025		E145	97.3570	130.4596
E20	7/8/2023	Chief Financial Officer	E130	84.2821	112.9388
	7/6/2024		E130	87.1816	116.8242
	7/5/2025		E130	89.7970	120.3289
E19	7/8/2023	Chief Technology Officer	E125	82.9164	111.1089
	7/6/2024		E125	87.0968	116.7106
	7/5/2025		E125	89.7097	120.2119
E03	5/22/2023	City Attorney	E011	101.5404	141.3552
E17	7/8/2023	City Clerk	E105	62.1532	83.2865
	7/6/2024		E105	64.2952	86.1569
	7/5/2025		E105	66.2241	88.7416
E01	2/13/2023	City Manager	E013	113.6621	152.3077
E05	7/8/2023	Community Development Director	E140	88.6093	118.7371
	7/6/2024		E140	92.8832	124.4642
	7/5/2025		E140	95.6697	128.1981
E10	7/8/2023	Deputy City Manager	E110	75.7265	101.4746
	7/6/2024		E110	78.8461	105.6549
	7/5/2025		E110	81.2115	108.8245
E06	7/8/2023	Fire Chief	E150	95.7126	128.256
	7/6/2024		E150	99.2455	132.9902
	7/5/2025		E150	102.2229	136.9799
E13	7/8/2023	Human Resources Director	E125	82.9164	111.1089
	7/6/2024		E125	87.0968	116.7106
	7/5/2025		E125	89.7097	120.2119

E18	7/8/2023	Parks and Recreation Director	E125	82.9164	111.1089
	7/6/2024		E125	87.0968	116.7106
	7/5/2025		E125	89.7097	120.2119
E07	7/8/2023	Police Chief	E155	105.4187	141.2623
	7/6/2024		E155	109.2475	146.393
	7/5/2025		E155	112.5249	150.7848
E08	7/8/2023	Public Works Director	E140	88.6093	118.7371
	7/6/2024		E140	92.8832	124.4642
	7/5/2025		E140	95.6697	128.1981
E09	7/8/2023	Ventura Water General Manager	E140	88.6093	118.7371
	7/6/2024		E140	92.8832	124.4642
	7/5/2025		E140	95.6697	128.1981

**SECTION 7.0 – MANAGEMENT – SALARY SCHEDULE “M”**

<b>Job Class Code</b>	<b>Effective Date</b>	<b>Classification Title</b>	<b>Pay Range</b>	<b>Hourly Low</b>	<b>Hourly High</b>
M48	7/8/2023	Accounting Manager	M846	54.6175	73.1885
	7/6/2024		M847	57.1031	76.5184
	7/5/2025		M847	58.8162	78.8140
M65	7/8/2023	Assistant Chief Financial Officer	M856	69.9152	93.6873
	7/6/2024		M857	73.0968	97.9498
	7/5/2025		M857	75.2897	100.8883
M68	7/8/2023	Assistant Chief Technology Officer	M856	69.9152	93.6873
	7/6/2024		M857	73.0968	97.9498
	7/5/2025		M857	75.2897	100.8883
N02	7/8/2023	Assistant City Attorney I	M852	63.3399	84.8761
	7/6/2024		M853	66.2219	88.7380
	7/5/2025		M853	68.2086	91.4001
M02	7/8/2023	Assistant City Attorney II	M856	69.9152	93.6873
	7/6/2024		M857	73.0968	97.9498
	7/5/2025		M857	75.2897	100.8883
M14	7/8/2023	Assistant Community Development Director	M858	73.4552	98.4299
	7/6/2024		M859	76.7967	102.9087
	7/5/2025		M859	79.1006	105.9960
M22	7/8/2023	Assistant General Manager-Water	M860	77.1736	103.4131
	7/6/2024		M861	80.6849	108.1183
	7/5/2025		M861	83.1054	111.3618
M01	7/8/2023	Assistant Human Resources Director	M856	69.9152	93.6873
	7/6/2024		M857	73.0968	97.9498
	7/5/2025		M857	75.2897	100.8883
M58	7/8/2023	Assistant Public Works Director/City Engineer	M859	75.2909	100.8909
	7/6/2024		M860	78.7171	105.4814
	7/5/2025		M860	81.0786	108.6458

M07	7/8/2023	Chief Building Official	M852	63.3399	84.8761
	7/6/2024		M852	64.6067	86.5736
	7/5/2025		M852	66.5449	89.1708
M55	7/8/2023	Communications Manager/Public Information Officer	M848	57.3832	76.8937
	7/6/2024		M848	58.5309	78.4316
	7/5/2025		M848	60.2868	80.7845
M15	7/8/2023	Deputy Public Works Director	M857	71.6635	96.0292
	7/6/2024		M858	74.9243	100.3985
	7/5/2025		M858	77.1720	103.4105
M39	7/8/2023	Economic Development Manager	M850	60.2877	80.7862
	7/6/2024		M851	63.0311	84.4617
	7/5/2025		M851	64.9220	86.9956
M52	7/8/2023	Emergency Services Manager	M844	51.9861	69.6618
	7/6/2024		M844	53.0258	71.0550
	7/5/2025		M844	54.6166	73.1867
M71	7/8/2023	Emergency Medical Services Program Administrator	M844	51.9861	69.6618
	7/6/2024		M844	53.0258	71.0550
	7/5/2025		M844	54.6166	73.1867
M69	7/8/2023	Environmental/Street Maintenance Manager	M845	53.2857	71.4032
	7/6/2024		M846	55.7099	74.6523
	7/5/2025		M846	57.3812	76.8919
Q02	7/8/2023	Financial Services Manager	M846	54.6175	73.1885
	7/6/2024		M847	57.1031	76.5184
	7/5/2025		M847	58.8162	78.8140
S81	7/8/2023	Fire Marshal	M846	54.6175	73.1885
	7/6/2024		M846	55.7099	74.6523
	7/5/2025		M846	57.3812	76.8919
N25	7/8/2023	Fleet and Facilities Manager	M847	55.9834	75.0180
	7/6/2024		M848	58.5309	78.4316
	7/5/2025		M848	60.2868	80.7845
M62	7/8/2023	Housing Services Manager	M851	61.7952	82.8056
	7/6/2024		M851	63.0311	84.4617
	7/5/2025		M851	64.9220	86.9956
M70	7/8/2023	Human Resources Manager	M844	51.9861	69.6618
	7/6/2024		M845	54.3514	72.8313
	7/5/2025		M845	55.9819	75.0162
M67	7/8/2023	Information Technology Infrastructure Manager	M849	58.8171	78.8161
	7/6/2024		M850	61.4935	82.4019
	7/5/2025		M850	63.3383	84.8740
M47	7/8/2023	Parks Manager	M844	51.9861	69.6618
	7/6/2024		M844	53.0258	71.0550
	7/5/2025		M844	54.6166	73.1867

M57	7/8/2023	Permit Services and Enforcement Manager	M849	58.8171	78.8161
	7/6/2024		M849	59.9934	80.3924
	7/5/2025		M849	61.7932	82.8042
M06	7/8/2023	Planning Manager	M851	61.7952	82.8056
	7/6/2024		M851	63.0311	84.4617
	7/5/2025		M851	64.9220	86.9956
M50	7/8/2023	Police Records Manager	M837	43.7339	58.6042
	7/6/2024		M837	44.6086	59.7763
	7/5/2025		M837	45.9469	61.5696
S01	7/8/2023	Principal Civil Engineer	M853	64.9234	86.9980
	7/6/2024		M854	67.8773	90.9562
	7/5/2025		M854	69.9136	93.6849
M54	7/8/2023	Recreation Manager	M844	51.9861	69.6618
	7/6/2024		M844	53.0258	71.0550
	7/5/2025		M844	54.6166	73.1867
M40	7/8/2023	Risk Manager	M845	53.2857	71.4032
	7/6/2024		M846	55.7099	74.6523
	7/5/2025		M846	57.3812	76.8919
M04	7/8/2023	Senior Assistant City Attorney	M862	81.0806	108.6480
	7/6/2024		M863	84.7699	113.5917
	7/5/2025		M863	87.3130	116.9995
M51	7/8/2023	Treasury Manager	M846	54.6175	73.1885
	7/6/2024		M847	57.1031	76.5184
	7/5/2025		M847	58.8162	78.8140
M66	7/8/2023	Utility Billing Manager	M843	50.7179	67.9629
	7/6/2024		M844	53.0258	71.0550
	7/5/2025		M844	54.6166	73.1867
M56	7/8/2023	VenturaWaterPure Program Director	M860	77.1736	103.4131
	7/6/2024		M861	80.6849	108.1183
	7/5/2025		M861	83.1054	111.3618
M21	7/8/2023	Wastewater Utility Manager	M851	61.7952	82.8056
	7/6/2024		M852	64.6067	86.5736
	7/5/2025		M852	66.5449	89.1708
M60	7/8/2023	Water Distribution Manager	M851	61.7952	82.8056
	7/6/2024		M852	64.6067	86.5736
	7/5/2025		M852	66.5449	89.1708
M72	7/8/2023	Water Resources Manager	M842	49.4810	66.3051
	7/6/2024		M843	51.7323	69.3222
	7/5/2025		M843	53.2843	71.4019
M61	7/8/2023	Water Treatment/Production Manager	M851	61.7952	82.8056
	7/6/2024		M852	64.6067	86.5736
	7/5/2025		M852	66.5449	89.1708



**SECTION 8.0 – CONFIDENTIAL - SALARY SCHEDULE “C”**

<b>Job Class Code</b>	<b>Effective Date</b>	<b>Classification Title</b>	<b>Pay Range</b>	<b>Hourly Low</b>	<b>Hourly High</b>
S78	7/8/2023	Assistant City Clerk	S632	38.4685	51.5485
	7/6/2024		S633	40.2191	53.8936
	7/5/2025		S633	41.4257	55.5104
C04	7/8/2023	Deputy City Clerk	C015	31.6487	38.4612
	7/6/2024		C016	33.0885	40.2113
	7/5/2025		C016	34.0812	41.4176
C20	7/8/2023	Executive Assistant	C015	31.6487	38.4612
	7/6/2024		C016	33.0885	40.2113
	7/5/2025		C016	34.0812	41.4176
S06	7/8/2023	Human Resources Analyst I*	S630	36.6151	49.0645
	7/6/2024		S630	37.3474	50.0458
	7/5/2025		S630	38.4678	51.5472
S24	7/8/2023	Human Resources Analyst II*	S634	40.4159	54.1578
	7/6/2024		S634	41.2242	55.2410
	7/5/2025		S634	42.4609	56.8982
C11	7/8/2023	Human Resources Assistant	C004	24.1210	29.3130
	7/6/2024		C005	25.2185	30.6469
	7/5/2025		C005	25.9751	31.5663
C13	7/8/2023	Human Resources Technician I	C012	29.3889	35.7153
	7/6/2024		C013	30.7262	37.3404
	7/5/2025		C013	31.6480	38.4606
C14	7/8/2023	Human Resources Technician II	C016	32.4397	39.4228
	7/6/2024		C017	33.9163	41.2169
	7/5/2025		C017	34.9338	42.4534
C16	7/8/2023	Legal Litigation Assistant	C017	33.2513	40.4087
	7/6/2024		C018	34.7639	42.2471
	7/5/2025		C018	35.8068	43.5145
C18	7/8/2023	Paralegal	C023	38.5609	46.8613
	7/6/2024		C024	40.3154	48.9935
	7/5/2025		C024	41.5249	50.4633
C19	7/8/2023	Senior Executive Assistant	C024	39.5249	48.0328
	7/6/2024		C025	41.3234	50.2183
	7/5/2025		C025	42.5631	51.7248
U08	7/8/2023	Senior Management Analyst (City Manager's Office)*	S637	43.5237	58.3224
	7/6/2024		S637	44.3942	59.4888
	7/5/2025		S637	45.7260	61.2735

\* FLSA Exempt Classification

**SECTION 9.0 – POLICE & FIRE RECRUITS - SALARY SCHEDULE “D”**

<b>Job Class Code</b>	<b>Effective Date</b>	<b>Classification Title</b>	<b>Pay Range</b>	<b>Hourly Low</b>	<b>Hourly High</b>
K61	7/8/2023	Firefighter Recruit	D002	30.7343	30.7343
	7/6/2024		D002	31.8505	31.8505
	7/5/2025		D002	32.8060	32.8060
K62	7/8/2023	Firefighter-Paramedic Recruit	D003	35.5792	35.5792
	7/6/2024		D003	36.8715	36.8715
	7/5/2025		D003	37.9776	37.9776
K19	7/8/2023	Police Officer Trainee	D001	41.3480	41.3480
	7/6/2024		D001	43.0185	43.0185
	7/5/2025		D001	44.3091	44.3091

These classifications are non-sworn, at-will training positions while employees are in the Police/Fire Academy receiving instruction to prepare them for appointment to the sworn positions of Police Officer or Firefighter-Paramedic Trainee. Such appointment is contingent upon successful completion of the Academy’s curriculum. An employee who fails to successfully complete the Academy or is not sworn in shall be terminated from City employment.

**SECTION 10.0 – TEMPORARY STAFF - SALARY SCHEDULE “X”**

<b>Job Class Code</b>	<b>Effective Date</b>	<b>Classification Title</b>	<b>Pay Range</b>	<b>Hourly Low</b>	<b>Hourly High</b>
K54	12/24/2022	Administrative Aide	X005	15.5000	18.0000
K31	12/24/2022	Ambassador I	X005	15.5000	18.0000
K34	12/24/2022	Ambassador II	X010	16.3700	19.8600
R36	12/24/2022	Aquatics Specialist	R224	15.5000	21.5000
S99	6/25/2022	EMS Medical Director	X226	175.0000	175.0000
G10	12/24/2022	Engineering Aide	X015	16.7600	19.6100
K63	12/24/2022	Environmental Services Assistant	X015	16.7600	19.6100
K60	12/24/2022	Fire Cadet	X005	15.5000	18.0000
R24	12/24/2022	Head Lifeguard	R013	18.0000	20.7500
R23	12/24/2022	Lifeguard I	R005	15.5000	18.0000
R25	12/24/2022	Lifeguard II-Swimming Instructor	R011	16.5000	19.3500
A00	12/24/2022	Maintenance Trainee	X010	16.3700	19.8600
K50	12/24/2022	Management Intern	X019	17.5000	21.5000
K25	12/24/2022	Office Aide	X005	15.5000	18.0000
K15	12/24/2022	Police Cadet	X005	15.5000	18.0000
X10	12/29/2018	Project Manager	X225	35.0000	120.0000
R21	12/24/2022	Recreation Leader I	R005	15.5000	18.0000
R22	12/24/2022	Recreation Leader II	R011	16.5000	19.3500
R32	12/24/2022	Recreation/Interpret/Cultural Spec	R224	15.5000	21.5000

Employees assigned to work over 1,000 hours in a Fiscal Year shall be paid at the applicable living wage in accordance with Municipal Code Sec. 2.525.150. Effective July 1, 2023, the living wage without medical benefits is \$19.23 per hour.

**SECTION 11.0 - APPROVAL.** By adoption of this Salary Resolution, the Council approves the classifications, titles and compensation schedules set forth in this Resolution and further approves the qualifications, powers and duties for the classifications approved by this Resolution, as set forth in updated classification descriptions on file in the Human Resources Department. Interim changes in positions, classifications, titles, compensation and benefits made by the City Manager, if they are or were within budgeted funds, and if deemed necessary by the City Manager, shall have interim approval until such time as a new Salary Resolution is approved by the City Council.

The City Manager is authorized to make minor adjustments to an employee's benefit accruals to correct an administrative error caused through no fault of the employee when deemed necessary and reasonable by the City Manager. Approval of renewals and amendments to existing benefit contracts shall be delegated to the City Manager if they are within budgeted funds. In addition, where there is a written employment agreement between the City and a City employee, the provisions of the employment agreement shall govern the classification, title, compensation and benefits of the employee to the extent there is any inconsistency between this Salary Resolution and the provisions of the employment agreement. All references made herein to the City Manager shall also apply to the City Attorney in cases of City Attorney classifications or City Attorney staff.

**SECTION 12.0 - SEVERABILITY.** If any portion of this Resolution is declared invalid, the remaining sections or portions are to be considered valid and unaffected by the determination of invalidity.

The foregoing Resolution was adopted by the City Council of San Buenaventura on June 12, 2023, by the following vote:

- Ayes: Councilmembers Duran, McReynolds, Johnson, Halter, Campos, Deputy Mayor Sanchez-Palacios, and Mayor Schroeder
- Noes: None
- Absent: None

\_\_\_\_\_  
Joe Schroeder  
Mayor

ATTEST:

BY:   
Michael B. MacDonald, CMC  
City Clerk



APPROVED AS TO FORM:  
Andrew Heglund, City Attorney

By:  6/7/23  
Andy H. Viets, Senior Assistant City Attorney







EXHIBIT A  
SALARY RESOLUTION  
INDEX

SECTION 1.0	AUTHORITY
SECTION 2.0	DESIGNATION AND EXPLANATION OF SALARY SCHEDULES
SECTION 2.1	EXPLANATION OF SALARY GRADES, RANGES AND PAY RATES
SECTION 2.2	SALARY PERIOD, DATE AND METHOD OF SALARY PAYMENT
SECTION 2.3	FRINGE BENEFITS AND ADDITIONAL COMPENSATION
SECTION 2.4	EFFECT OF REGULAR PART-TIME APPOINTMENTS
SECTION 2.5	AT-WILL APPOINTMENTS
SECTION 2.6	DELEGATION OF AUTHORITY
SECTION 3.0	TEMPORARY STAFF APPOINTMENTS
SECTION 4.0	INCENTIVE AWARDS
SECTION 4.1	RECRUITMENT INCENTIVES
SECTION 4.2	PAID ADMINISTRATIVE LEAVE
SECTION 5.0	COUNCIL - SALARY SCHEDULE "L"
SECTION 5.1	REIMBURSEMENT
SECTION 5.2	HEALTH, DENTAL, AND VISION INSURANCE
SECTION 5.3	RETIREMENT
SECTION 5.4	DEFERRED COMPENSATION
SECTION 6.0	EXECUTIVES - SALARY SCHEDULE "E"
SECTION 7.0	MANAGEMENT - SALARY SCHEDULE "M"
SECTION 8.0	CONFIDENTIAL - SALARY SCHEDULE "C"
SECTION 9.0	POLICE AND FIRE RECRUITS - SALARY SCHEDULE "D"
SECTION 10.0	TEMPORARY STAFF – SALARY SCHEDULE "X"
SECTION 11.0	APPROVAL
SECTION 12.0	SEVERABILITY
EXHIBIT A	INDEX