



AGENDA ITEM: _____
MEETING DATE: 9/6/2018
DEPARTMENT: Finance

REPORT TO CITY COUNCIL

SUBJECT:

Employee Salary Schedule and Positions List Update

RECOMMENDATION:

Adopt resolution approving updates and corrections to City staff salary schedule and positions list effective July 1, 2018 forward, and authorizing city management to make corrections to salary basis for supervisor positions and standby policy.

BACKGROUND:

A number of unrepresented positions are currently or soon will be out of compliance with California minimum wage law and should be adjusted to accommodate upcoming mandatory increases. Other positions are out of phase with pay rates for the same work in nearby comparable cities.

Salary basis in some cases has been mismatched with supervisory positions, and standby pay policy has not been clear.

Police officer positions will be dealt with separately in labor negotiations already in process.

Prepared By:

Antonio Gastelum
Acting City Manager

Approved By:

Antonio Gastelum
Acting City Manager

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PARLIER APPROVING
UPDATES AND CORRECTIONS TO THE SALARY RANGES, BASIS, AND STANDBY
RATES FOR CERTAIN EMPLOYEE POSITIONS TO BE INCORPORATED INTO
THE CITY'S AUTHORIZED PAY SCHEDULE**

WHEREAS, the City Council desires to approve/update the changes to the salary ranges, salary basis, and standby rates for certain city positions as identified and set forth in the Authorized Pay Schedule attached hereto as Exhibit A hereto;

WHEREAS, all references to Police Officer Association positions and salary ranges in Exhibit A are placeholders only showing historical information and are still in process of good-faith labor negotiation; and

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Parlier that the proposed pay rates attached hereto as Exhibit A is approved with respect to the above-referenced unrepresented city positions and the City Manager is authorized to make conversions to salary for supervisory positions where appropriate and also to update standby pay policy as needed.

The foregoing resolution was approved and adopted at a regular meeting of the City Council of the City of Parlier held on the _____ day of _____, 2018, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST:

APPROVED:

City Clerk/Deputy City Clerk

Mayor

EXHIBIT A

CITY OF PARLIER AUTHORIZED PAY STRUCTURE FY 2016-2017 EFFECTIVE JUNE 08, 2017													
RANGE	JOB TITLE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6					
1	YEARLY	\$	15,187.2100	\$	15,946.5700	\$	16,743.9000	\$	17,581.0900	\$	18,460.1500	\$	19,383.1600
	MONTHLY	\$	1,265.6000	\$	1,328.8800	\$	1,395.3200	\$	1,465.0900	\$	1,538.3500	\$	1,615.2600
	BIWEEKLY	\$	584.1200	\$	613.3300	\$	644.0000	\$	676.2000	\$	710.0100	\$	745.5100
	HOURLY	\$	7.3015	\$	7.6666	\$	8.0500	\$	8.4524	\$	8.8751	\$	9.3188
2	YEARLY	\$	15,566.8900	\$	16,345.2300	\$	17,162.5000	\$	18,020.6200	\$	18,921.6500	\$	19,867.7400
	MONTHLY	\$	1,297.2400	\$	1,362.1000	\$	1,430.2100	\$	1,501.7200	\$	1,576.8000	\$	1,655.6400
	BIWEEKLY	\$	598.7300	\$	628.6600	\$	660.1000	\$	693.1000	\$	727.7600	\$	764.1400
	HOURLY	\$	7.4841	\$	7.8583	\$	8.2512	\$	8.6638	\$	9.0969	\$	9.5518
3	YEARLY	\$	15,956.0600	\$	16,753.8700	\$	17,591.5600	\$	18,471.1400	\$	19,394.6900	\$	20,364.4300
	MONTHLY	\$	1,329.6700	\$	1,396.1600	\$	1,465.9600	\$	1,539.2600	\$	1,616.2200	\$	1,697.0400
	BIWEEKLY	\$	61.6900	\$	644.3800	\$	676.6000	\$	710.4300	\$	745.9500	\$	783.2500
	HOURLY	\$	7.6712	\$	8.0547	\$	8.4575	\$	8.8804	\$	9.3244	\$	9.7906
4	YEARLY	\$	16,354.9600	\$	17,172.7100	\$	18,031.3500	\$	18,932.9200	\$	19,879.5600	\$	20,873.5400
	MONTHLY	\$	1,362.9100	\$	1,431.0600	\$	1,502.6100	\$	1,577.7400	\$	1,656.6300	\$	1,739.4600
	BIWEEKLY	\$	629.0400	\$	660.4900	\$	693.5100	\$	728.1900	\$	764.6000	\$	802.8300
	HOURLY	\$	7.8630	\$	8.2561	\$	8.6689	\$	9.1024	\$	9.5575	\$	10.0354
5	YEARLY	\$	16,763.8400	\$	17,602.0300	\$	18,482.1300	\$	19,406.2400	\$	20,376.5500	\$	21,395.3800
	MONTHLY	\$	1,396.9900	\$	1,466.8400	\$	1,540.1800	\$	1,617.1900	\$	1,698.0500	\$	1,782.9500
	BIWEEKLY	\$	644.7600	\$	677.0000	\$	710.8500	\$	746.3900	\$	783.7100	\$	822.9000
	HOURLY	\$	8.0595	\$	8.4625	\$	8.8856	\$	9.3299	\$	9.7964	\$	10.2862
6 Accounting Assistant Police Dispatcher	YEARLY	\$	17,182.9300	\$	18,042.0800	\$	18,944.1800	\$	19,891.3900	\$	20,885.9600	\$	21,930.2600
	MONTHLY	\$	1,431.9100	\$	1,503.5100	\$	1,578.6800	\$	1,657.5200	\$	1,740.5000	\$	1,827.5200
	BIWEEKLY	\$	660.8800	\$	693.9300	\$	728.6200	\$	765.0500	\$	803.3100	\$	843.4700
	HOURLY	\$	8.2610	\$	8.6741	\$	9.1078	\$	9.5632	\$	10.0413	\$	10.5434
7	YEARLY	\$	17,612.5100	\$	18,493.1300	\$	19,417.7900	\$	20,388.6800	\$	21,408.1100	\$	22,478.5200
	MONTHLY	\$	1,467.7100	\$	1,541.0900	\$	1,618.1500	\$	1,699.0600	\$	1,784.0100	\$	1,873.2100
	BIWEEKLY	\$	677.4000	\$	711.2700	\$	746.8400	\$	784.1800	\$	823.3900	\$	864.5600
	HOURLY	\$	8.4676	\$	8.8909	\$	9.3355	\$	9.8022	\$	10.2924	\$	10.8070
8	YEARLY	\$	18,052.8200	\$	18,955.4600	\$	19,903.2300	\$	20,898.4000	\$	21,943.3200	\$	23,040.4800
	MONTHLY	\$	1,504.4000	\$	1,579.6200	\$	1,658.6000	\$	1,741.5300	\$	1,828.6100	\$	1,920.0400
	BIWEEKLY	\$	694.3400	\$	729.0600	\$	765.5100	\$	803.7800	\$	843.9700	\$	886.1700
	HOURLY	\$	8.6792	\$	9.1132	\$	9.5689	\$	10.0473	\$	10.5497	\$	11.0772
9	YEARLY	\$	18,504.1400	\$	19,429.3500	\$	20,400.8200	\$	21,420.8600	\$	22,491.9000	\$	23,616.4900
	MONTHLY	\$	1,542.0100	\$	1,619.1100	\$	1,700.0700	\$	1,785.0700	\$	1,874.3200	\$	1,968.0400
	BIWEEKLY	\$	711.7000	\$	747.2800	\$	784.6500	\$	823.8800	\$	865.0700	\$	908.3300
	HOURLY	\$	8.8962	\$	9.3410	\$	9.8081	\$	10.2985	\$	10.8134	\$	11.3541
10 Administrative Clerk	YEARLY	\$	18,966.7400	\$	19,915.0800	\$	20,910.8400	\$	21,956.3800	\$	23,054.2000	\$	24,206.91
	MONTHLY	\$	1,580.5600	\$	1,659.5900	\$	1,742.5700	\$	1,829.7000	\$	1,921.1800	\$	2,017.2400
	BIWEEKLY	\$	729.4900	\$	765.9600	\$	804.2600	\$	844.2600	\$	886.7000	\$	931.0300
	HOURLY	\$	9.1186	\$	9.5746	\$	10.0533	\$	10.5560	\$	11.0837	\$	11.6379
11 Accounting Technician 1 Event Custodian Lifeguards	YEARLY	\$	19,440.9100	\$	20,412.9600	\$	21,433.6100	\$	22,505.2900	\$	23,630.5500	\$	24,812.0800
	MONTHLY	\$	1,620.0800	\$	1,701.0800	\$	1,786.1300	\$	1,875.4400	\$	1,969.2100	\$	2,067.6700
	BIWEEKLY	\$	747.7300	\$	785.1100	\$	824.3700	\$	865.5900	\$	908.8700	\$	954.3100
	HOURLY	\$	9.3466	\$	9.8139	\$	10.3046	\$	10.8198	\$	11.3608	\$	11.9289
12	YEARLY	\$	19,926.9400	\$	20,923.2800	\$	21,969.4500	\$	23,067.9200	\$	24,221.3100	\$	25,432.3800
	MONTHLY	\$	1,660.5800	\$	1,743.6100	\$	1,830.7900	\$	1,922.3300	\$	2,018.4400	\$	2,119.3700
	BIWEEKLY	\$	766.4200	\$	804.7400	\$	844.9800	\$	887.2300	\$	931.5900	\$	978.1700
	HOURLY	\$	9.5803	\$	10.0593	\$	10.5622	\$	11.0903	\$	11.6449	\$	12.2271

EXHIBIT A

CITY OF PARLIER AUTHORIZED PAY STRUCTURE FY 2016-2017 EFFECTIVE JUNE 08, 2017								
RANGE	JOB TITLE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
13	YEARLY	\$	20,425.1100	\$ 21,446.3600	\$ 22,518.6800	\$ 23,644.6200	\$ 24,826.8500	\$ 26,068.1900
	MONTHLY	\$	1,702.0900	\$ 1,787.2000	\$ 1,876.5600	\$ 1,970.3800	\$ 2,068.9000	\$ 2,172.3500
	BIWEEKLY	\$	785.5800	\$ 824.8600	\$ 866.1000	\$ 909.4100	\$ 954.8800	\$ 1,002.6200
	HOURLY	\$	9.8198	\$ 10.3108	\$ 10.8263	\$ 11.3676	\$ 11.9360	\$ 12.5328
14	YEARLY	\$	20,935.7400	\$ 21,982.5200	\$ 23,081.6500	\$ 24,235.7300	\$ 25,447.5200	\$ 26,719.8900
	MONTHLY	\$	1,744.6400	\$ 1,831.8800	\$ 1,923.4700	\$ 2,019.6400	\$ 2,120.6300	\$ 2,226.6600
	BIWEEKLY	\$	805.2200	\$ 845.4800	\$ 887.7600	\$ 932.1400	\$ 978.7500	\$ 1,027.6900
	HOURLY	\$	10.0653	\$ 10.5685	\$ 11.0969	\$ 11.6518	\$ 12.2344	\$ 12.8461
15	YEARLY	\$	21,459.1300	\$ 22,532.0900	\$ 23,658.6900	\$ 24,841.6300	\$ 26,083.7100	\$ 27,387.8900
	MONTHLY	\$	1,788.2600	\$ 1,877.6700	\$ 1,971.5600	\$ 2,070.1400	\$ 2,173.6400	\$ 2,282.3200
	BIWEEKLY	\$	825.3500	\$ 866.6200	\$ 909.9500	\$ 955.4500	\$ 1,003.2200	\$ 1,053.3800
	HOURLY	\$	10.3169	\$ 10.8327	\$ 11.3744	\$ 11.9431	\$ 12.5402	\$ 13.1673
16	YEARLY	\$	21,995.6100	\$ 23,095.3900	\$ 24,250.1600	\$ 25,462.6700	\$ 26,735.8000	\$ 28,072.5900
	MONTHLY	\$	1,832.9700	\$ 1,924.6200	\$ 2,020.8500	\$ 2,121.8900	\$ 2,227.9800	\$ 2,339.3800
	BIWEEKLY	\$	845.9800	\$ 888.2800	\$ 932.7000	\$ 979.3300	\$ 1,028.3000	\$ 1,079.7100
	HOURLY	\$	10.5748	\$ 11.1036	\$ 11.6587	\$ 12.2417	\$ 12.8537	\$ 13.4964
17	YEARLY	\$	22,545.5000	\$ 23,672.7700	\$ 24,856.4100	\$ 26,099.2300	\$ 27,404.1900	\$ 28,774.4000
	MONTHLY	\$	1,878.7900	\$ 1,972.7300	\$ 2,071.3700	\$ 2,174.9400	\$ 2,283.6800	\$ 2,397.8700
	BIWEEKLY	\$	867.1300	\$ 910.4900	\$ 956.0200	\$ 1,003.8200	\$ 1,054.0100	\$ 1,106.7100
	HOURLY	\$	10.8392	\$ 11.3811	\$ 11.9502	\$ 12.5477	\$ 13.1751	\$ 13.8338
18	YEARLY	\$	23,109.1400	\$ 24,264.5900	\$ 25,477.8200	\$ 26,751.7100	\$ 28,089.3000	\$ 29,493.7600
	MONTHLY	\$	1,925.7600	\$ 2,022.0500	\$ 2,123.1500	\$ 2,229.3100	\$ 2,340.7700	\$ 2,457.8100
	BIWEEKLY	\$	888.8100	\$ 933.2500	\$ 979.9200	\$ 1,028.9100	\$ 1,080.3600	\$ 1,134.3800
	HOURLY	\$	11.1102	\$ 11.6657	\$ 12.2490	\$ 12.8614	\$ 13.5045	\$ 14.1797
19	YEARLY	\$	23,686.8600	\$ 24,871.2100	\$ 26,114.7700	\$ 27,420.5100	\$ 28,791.5300	\$ 30,231.1100
	MONTHLY	\$	1,973.9100	\$ 2,072.6000	\$ 2,176.2300	\$ 2,285.0400	\$ 2,399.2900	\$ 2,519.2600
	BIWEEKLY	\$	911.0300	\$ 956.5800	\$ 1,004.4100	\$ 1,054.6300	\$ 1,107.3700	\$ 1,162.7300
	HOURLY	\$	11.3879	\$ 11.9573	\$ 12.5552	\$ 13.1829	\$ 13.8421	\$ 14.5342
20	YEARLY	\$	24,279.0400	\$ 25,492.9900	\$ 26,767.6400	\$ 28,106.0200	\$ 29,511.3200	\$ 30,986.8900
	MONTHLY	\$	2,023.2500	\$ 2,124.4200	\$ 2,230.6400	\$ 2,342.1700	\$ 2,459.2800	\$ 2,582.2400
	BIWEEKLY	\$	933.8100	\$ 980.5000	\$ 1,029.5200	\$ 1,081.0000	\$ 1,135.0500	\$ 1,191.8000
	HOURLY	\$	11.6726	\$ 12.2562	\$ 12.8691	\$ 13.5125	\$ 14.1881	\$ 14.8975
21	YEARLY	\$	24,886.0100	\$ 26,130.3100	\$ 27,436.8300	\$ 28,808.6700	\$ 30,249.1000	\$ 31,761.5600
	MONTHLY	\$	2,073.8300	\$ 2,177.5300	\$ 2,286.4000	\$ 2,400.7200	\$ 2,520.7600	\$ 2,646.8000
	BIWEEKLY	\$	957.1500	\$ 1,005.0100	\$ 1,055.2600	\$ 1,108.0300	\$ 1,163.4300	\$ 1,221.6000
	HOURLY	\$	11.9644	\$ 12.5627	\$ 13.1908	\$ 13.8503	\$ 14.5428	\$ 15.2700
22 Animal Control Officer	YEARLY	\$	25,508.1600	\$ 26,783.5700	\$ 28,122.7500	\$ 29,528.2900	\$ 31,005.3300	\$ 32,555.6000
	MONTHLY	\$	2,125.6800	\$ 2,231.9600	\$ 2,343.5600	\$ 2,460.7400	\$ 2,583.7800	\$ 2,712.9700
	BIWEEKLY	\$	981.0800	\$ 1,030.1400	\$ 1,081.6400	\$ 1,135.7300	\$ 1,192.5100	\$ 1,252.1400
	HOURLY	\$	12.2635	\$ 12.8767	\$ 13.5206	\$ 14.1966	\$ 14.9064	\$ 15.6517
23	YEARLY	\$	26,145.8700	\$ 27,453.1600	\$ 28,825.8200	\$ 30,267.1100	\$ 31,780.4600	\$ 33,369.4900
	MONTHLY	\$	2,178.8200	\$ 2,287.7600	\$ 2,402.1500	\$ 2,522.2600	\$ 2,648.3700	\$ 2,780.7900
	BIWEEKLY	\$	1,005.6100	\$ 1,055.8900	\$ 1,108.6900	\$ 1,164.1200	\$ 1,222.3300	\$ 1,283.4400
	HOURLY	\$	12.5701	\$ 13.1986	\$ 13.8586	\$ 14.5515	\$ 15.2791	\$ 16.0430
24 Jailer	YEARLY	\$	26,799.5100	\$ 28,139.4900	\$ 29,546.4600	\$ 31,023.7900	\$ 32,574.9800	\$ 34,203.7200
	MONTHLY	\$	2,233.2900	\$ 2,344.9600	\$ 2,462.2100	\$ 2,585.3200	\$ 2,714.5800	\$ 2,850.3100
	BIWEEKLY	\$	1,030.7500	\$ 1,082.2900	\$ 1,136.4000	\$ 1,193.2200	\$ 1,252.8800	\$ 1,315.5300
	HOURLY	\$	12.8844	\$ 13.5286	\$ 14.2050	\$ 14.9153	\$ 15.6610	\$ 16.4441
25 Utility Maintenance 1	YEARLY	\$	27,469.5000	\$ 28,842.9800	\$ 30,285.1200	\$ 31,799.3800	\$ 33,389.3500	\$ 35,058.8200

EXHIBIT A

CITY OF PARLIER AUTHORIZED PAY STRUCTURE FY 2016-2017 EFFECTIVE JUNE 08, 2017								
RANGE	JOB TITLE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	Facility Maintenance Worker 1	MONTHLY	\$ 2,289.1300	\$ 2,403.5800	\$ 2,523.7600	\$ 2,649.9500	\$ 2,782.4500	\$ 2,921.5700
		BIWEEKLY	\$ 1,056.5200	\$ 1,109.3500	\$ 1,164.8100	\$ 1,223.0500	\$ 1,284.2100	\$ 1,348.4200
		HOURLY	\$ 13.2065	\$ 13.8668	\$ 14.5602	\$ 15.2882	\$ 16.0526	\$ 16.8552

EXHIBIT A

CITY OF PARLIER AUTHORIZED PAY STRUCTURE FY 2016-2017 EFFECTIVE JUNE 08, 2017								
RANGE	JOB TITLE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
26		YEARLY	\$ 28,156.2400	\$ 29,564.0500	\$ 31,042.2500	\$ 32,594.3700	\$ 34,224.0800	\$ 35,935.2900
		MONTHLY	\$ 2,346.3500	\$ 2,463.6700	\$ 2,586.8000	\$ 271.2000	\$ 2,852.0100	\$ 2,994.6100
		BIWEEKLY	\$ 1,082.9300	\$ 1,137.0800	\$ 1,193.9300	\$ 1,253.6300	\$ 1,316.3100	\$ 1,382.1300
		HOURLY	\$ 13.5367	\$ 14.2135	\$ 1.9242	\$ 15.6704	\$ 16.4539	\$ 17.2766
27	Records Clerk	YEARLY	\$ 28,860.1400	\$ 30,303.5000	\$ 31,818.3100	\$ 33,409.2200	\$ 35,079.6900	\$ 36,833.6700
		MONTHLY	\$ 2,405.0100	\$ 2,525.2600	\$ 2,651.5300	\$ 2,784.1000	\$ 2,923.3100	\$ 3,069.4700
		BIWEEKLY	\$ 1,110.0100	\$ 1,165.5100	\$ 1,223.7800	\$ 1,284.9700	\$ 1,349.2200	\$ 1,416.6800
		HOURLY	\$ 13.8751	\$ 14.5688	\$ 15.2973	\$ 16.0621	\$ 16.8652	\$ 17.7085
28	Police Dispatcher Reserves	YEARLY	\$ 29,581.6500	\$ 31,060.7300	\$ 32,613.7700	\$ 34,244.4600	\$ 35,956.6800	\$ 37,754.5100
		MONTHLY	\$ 2,465.1400	\$ 2,588.3900	\$ 2,717.8100	\$ 2,853.7000	\$ 2,996.3900	\$ 3,146.2100
		BIWEEKLY	\$ 1,137.7600	\$ 1,194.6400	\$ 1,254.3800	\$ 1,317.0900	\$ 1,382.9500	\$ 1,452.1000
		HOURLY	\$ 14.2219	\$ 14.9330	\$ 15.6797	\$ 16.4637	\$ 17.2869	\$ 18.1512
29	Accounting Administrative Asst. 1 Administrative Assistant 1	YEARLY	\$ 30,321.1900	\$ 31,837.2500	\$ 33,429.1100	\$ 35,100.5700	\$ 36,855.5900	\$ 38,698.3700
		MONTHLY	\$ 2,526.7700	\$ 2,653.1000	\$ 2,785.7600	\$ 2,925.0500	\$ 3,071.3000	\$ 3,224.8600
		BIWEEKLY	\$ 1,166.2000	\$ 1,224.5100	\$ 1,285.7400	\$ 1,350.0200	\$ 1,417.5200	\$ 1,488.4000
		HOURLY	\$ 14.5775	\$ 15.3064	\$ 16.0717	\$ 16.8753	\$ 17.7190	\$ 18.6050
30	Accounting Administrative Asst. 2 Code Enforcer	YEARLY	\$ 31,079.2200	\$ 32,633.1800	\$ 34,264.8400	\$ 35,978.0800	\$ 37,776.9800	\$ 39,665.8300
		MONTHLY	\$ 2,589.9300	\$ 2,719.4300	\$ 2,855.4000	\$ 2,998.1700	\$ 3,148.0800	\$ 3,305.4900
		BIWEEKLY	\$ 1,195.3500	\$ 1,255.1200	\$ 1,317.8800	\$ 1,383.7700	\$ 1,452.9600	\$ 1,525.6100
		HOURLY	\$ 14.9419	\$ 15.6890	\$ 16.4735	\$ 17.2972	\$ 18.1620	\$ 19.0701
31	Accounting Administrative Asst. 3	YEARLY	\$ 31,856.2000	\$ 33,449.0100	\$ 35,121.4600	\$ 36,877.5300	\$ 38,721.4100	\$ 40,657.4800
		MONTHLY	\$ 2,654.6800	\$ 2,787.4200	\$ 2,926.7900	\$ 3,073.1300	\$ 3,226.7800	\$ 3,388.1200
		BIWEEKLY	\$ 1,225.2400	\$ 1,286.5000	\$ 1,350.8300	\$ 1,418.3700	\$ 1,489.2800	\$ 1,563.7500
		HOURLY	\$ 15.3155	\$ 16.0813	\$ 16.8853	\$ 17.7296	\$ 18.6161	\$ 19.5469
32		YEARLY	\$ 32,652.6000	\$ 34,285.2300	\$ 35,999.5000	\$ 37,799.4700	\$ 39,689.4400	\$ 41,673.9200
		MONTHLY	\$ 2,721.0500	\$ 2,857.1000	\$ 2,999.9600	\$ 3,149.9600	\$ 3,307.4500	\$ 3,472.8300
		BIWEEKLY	\$ 1,255.8700	\$ 1,318.6600	\$ 1,384.6000	\$ 1,453.8300	\$ 1,526.5200	\$ 1,602.8400
		HOURLY	\$ 15.6984	\$ 16.4833	\$ 17.3075	\$ 18.1728	\$ 19.0815	\$ 20.0355
33	Accounting Assistant 1 Utility Maintenance 2 Operator in Training/Utility Maintenance 2	YEARLY	\$ 33,386.9200	\$ 35,142.3700	\$ 36,899.4800	\$ 38,744.4600	\$ 40,681.6800	\$ 42,715.7600
		MONTHLY	\$ 2,789.0800	\$ 2,928.5300	\$ 3,074.9600	\$ 3,228.7000	\$ 3,390.1400	\$ 3,559.6500
		BIWEEKLY	\$ 1,287.2700	\$ 1,351.6300	\$ 1,419.2100	\$ 1,490.1700	\$ 1,564.6800	\$ 1,642.9100
		HOURLY	\$ 16.0908	\$ 16.8954	\$ 17.7401	\$ 18.6271	\$ 19.5585	\$ 20.5364
34	Accounting Assistant 2 Community Service Officer	YEARLY	\$ 34,305.6400	\$ 36,020.9200	\$ 37,821.9700	\$ 39,713.0700	\$ 41,698.7200	\$ 43,783.6600
		MONTHLY	\$ 2,858.8000	\$ 3,001.7400	\$ 3,151.8300	\$ 3,309.4200	\$ 3,474.8900	\$ 3,648.6400
		BIWEEKLY	\$ 1,319.4500	\$ 1,385.4200	\$ 1,454.6900	\$ 1,527.4300	\$ 1,603.8000	\$ 1,683.9900
		HOURLY	\$ 16.4931	\$ 17.3178	\$ 18.1836	\$ 19.0928	\$ 20.0475	\$ 21.0498
35	Accounting Assistant 3	YEARLY	\$ 35,163.2800	\$ 36,921.4500	\$ 38,767.5200	\$ 40,705.9000	\$ 42,741.1900	\$ 44,878.2500
		MONTHLY	\$ 2,930.2700	\$ 3,076.7900	\$ 3,230.6300	\$ 3,392.1600	\$ 3,561.7700	\$ 3,739.8500
		BIWEEKLY	\$ 1,352.4300	\$ 1,420.0600	\$ 1,491.0600	\$ 1,565.6100	\$ 1,565.6100	\$ 1,643.8900
		HOURLY	\$ 16.9054	\$ 17.7507	\$ 18.6382	\$ 19.5701	\$ 20.5486	\$ 21.5761
36		YEARLY	\$ 36,042.3700	\$ 37,844.4800	\$ 39,736.7100	\$ 41,723.5400	\$ 43,809.7200	\$ 46,000.2100
		MONTHLY	\$ 3,003.5300	\$ 3,153.7100	\$ 3,311.3900	\$ 3,476.96	\$ 3,650.8100	\$ 3,833.3500
		BIWEEKLY	\$ 1,386.2400	\$ 1,455.5600	\$ 1,528.3300	\$ 1,604.7500	\$ 1,684.9900	\$ 1,769.2400
		HOURLY	\$ 17.3281	\$ 18.1945	\$ 19.1042	\$ 20.0594	\$ 21.0624	\$ 22.1155
37		YEARLY	\$ 36,943.4200	\$ 38,790.6000	\$ 40,730.1300	\$ 42,766.6300	\$ 44,904.9600	\$ 47,150.2100
		MONTHLY	\$ 3,078.6200	\$ 3,232.5500	\$ 3,394.1800	\$ 3,563.8900	\$ 3,742.0800	\$ 3,929.1800
		BIWEEKLY	\$ 1,420.9000	\$ 1,491.9500	\$ 1,566.5400	\$ 1,644.8700	\$ 1,727.1100	\$ 1,813.4700
		HOURLY	\$ 17.7613	\$ 18.6493	\$ 19.5818	\$ 20.5609	\$ 21.5889	\$ 22.6684
38	WWTP & Water Operator I	YEARLY	\$ 37,867.0100	\$ 39,760.3600	\$ 41,748.3800	\$ 43,835.8000	\$ 46,027.5900	\$ 48,328.9700

EXHIBIT A

CITY OF PARLIER AUTHORIZED PAY STRUCTURE FY 2016-2017 EFFECTIVE JUNE 08, 2017								
RANGE	JOB TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
	MONTHLY	\$ 3,155.5800	\$ 3,313.3600	\$ 3,479.0300	\$ 3,652.9800	\$ 3,835.6300	\$ 4,027.4100	
	BIWEEKLY	\$ 1,456.4200	\$ 1,529.2400	\$ 1,605.7100	\$ 1,685.9900	\$ 1,770.2900	\$ 1,858.8100	
	HOURLY	\$ 18.2053	\$ 19.1156	\$ 20.0749	\$ 21.0749	\$ 22.1286	\$ 23.2351	

EXHIBIT A

CITY OF PARLIER AUTHORIZED PAY STRUCTURE FY 2016-2017 EFFECTIVE JUNE 08, 2017								
RANGE	JOB TITLE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
39		YEARLY	\$ 38,813.6900	\$ 40,754.3700	\$ 42,792.0900	\$ 44,931.6900	\$ 47,178.2800	\$ 49,537.1900
		MONTHLY	\$ 3,234.4700	\$ 3,396.2000	\$ 3,566.0100	\$ 3,744.3100	\$ 3,931.5200	\$ 4,128.1000
		BIWEEKLY	\$ 1,492.8300	\$ 1,567.4800	\$ 1,645.8500	\$ 1,728.1400	\$ 1,814.5500	\$ 1,905.2800
		HOURLY	\$ 18.6604	\$ 19.5934	\$ 20.5731	\$ 21.6018	\$ 22.6819	\$ 23.8160
40		YEARLY	\$ 39,784.0300	\$ 41,773.2300	\$ 43,861.8900	\$ 46,054.9900	\$ 48,357.7300	\$ 50,775.6200
		MONTHLY	\$ 3,315.3400	\$ 3,481.0000	\$ 3,655.1600	\$ 3,837.9200	\$ 4,029.8100	\$ 4,231.3000
		BIWEEKLY	\$ 1,530.1500	\$ 1,606.6600	\$ 1,687.0000	\$ 1,771.3500	\$ 1,859.9100	\$ 1,952.9100
		HOURLY	\$ 19.1269	\$ 20.0833	\$ 21.0874	\$ 22.1418	\$ 23.2489	\$ 24.4114
41		YEARLY	\$ 40,778.6300	\$ 42,817.5600	\$ 44,958.4400	\$ 47,206.3600	\$ 49,566.6800	\$ 52,045.0100
		MONTHLY	\$ 3,398.2200	\$ 3,568.1300	\$ 3,746.5400	\$ 3,933.8600	\$ 4,130.5600	\$ 4,337.0800
		BIWEEKLY	\$ 1,568.4100	\$ 1,646.8300	\$ 1,729.1700	\$ 1,815.6300	\$ 1,906.4100	\$ 2,001.7300
		HOURLY	\$ 19.6051	\$ 20.5854	\$ 21.6146	\$ 22.6954	\$ 23.8301	\$ 25.0216
42		YEARLY	\$ 41,798.0900	\$ 43,888.0000	\$ 46,082.4000	\$ 48,386.5200	\$ 50,805.8400	\$ 53,346.1400
		MONTHLY	\$ 3,483.1700	\$ 3,657.3300	\$ 3,840.2000	\$ 4,032.2100	\$ 4,233.8200	\$ 4,445.5100
		BIWEEKLY	\$ 1,607.6200	\$ 1,688.0000	\$ 1,772.4000	\$ 1,861.0200	\$ 1,954.0700	\$ 2,051.7700
		HOURLY	\$ 20.0952	\$ 21.1000	\$ 22.1550	\$ 23.2627	\$ 24.4259	\$ 25.6472
43	Senior Records Supervisor WWTP & Water Operator II	YEARLY	\$ 42,843.0500	\$ 44,985.2000	\$ 47,234.4600	\$ 49,596.1800	\$ 52,075.9900	\$ 54,679.7900
		MONTHLY	\$ 3,570.2500	\$ 3,748.7700	\$ 3,936.2000	\$ 4,133.0200	\$ 4,339.6700	\$ 4,556.6500
		BIWEEKLY	\$ 1,647.8100	\$ 1,730.2000	\$ 1,816.7100	\$ 1,907.5500	\$ 2,002.9200	\$ 2,103.0700
		HOURLY	\$ 20.5976	\$ 21.6275	\$ 22.7089	\$ 23.8443	\$ 25.0365	\$ 26.2884
44	Police Officer Accounting Technician 2 Accounting Technician 3	YEARLY	\$ 43,914.1200	\$ 46,109.8300	\$ 48,415.3200	\$ 50,836.0900	\$ 53,377.8900	\$ 56,046.7900
		MONTHLY	\$ 3,659.5100	\$ 3,842.4900	\$ 4,034.6100	\$ 4,236.3400	\$ 4,448.1600	\$ 4,670.5700
		BIWEEKLY	\$ 1,689.0000	\$ 1,773.4500	\$ 1,862.1300	\$ 1,955.2300	\$ 2,053.0000	\$ 2,155.6500
		HOURLY	\$ 21.1126	\$ 22.1682	\$ 23.2766	\$ 24.4404	\$ 25.6624	\$ 26.9456
45		YEARLY	\$ 45,011.9800	\$ 47,262.5700	\$ 49,625.7000	\$ 52,106.9900	\$ 54,712.3400	\$ 57,447.9500
		MONTHLY	\$ 3,751.0000	\$ 3,938.5500	\$ 4,135.4800	\$ 4,342.2500	\$ 4,559.3600	\$ 4,787.3300
		BIWEEKLY	\$ 1,733.12300	\$ 1,817.7900	\$ 1,908.6800	\$ 2,004.1100	\$ 2,104.3200	\$ 2,209.5400
		HOURLY	\$ 21.6404	\$ 22.7224	\$ 23.8585	\$ 25.0514	\$ 26.3040	\$ 27.6192
46	Equipment Mechanic	YEARLY	\$ 46,137.2800	\$ 48,444.1400	\$ 50,866.3500	\$ 53,409.6600	\$ 56,080.1500	\$ 58,884.1500
		MONTHLY	\$ 3,844.7700	\$ 4,037.0100	\$ 4,238.8600	\$ 4,450.8100	\$ 4,673.3500	\$ 4,907.0100
		BIWEEKLY	\$ 1,774.5100	\$ 1,863.2400	\$ 1,956.4000	\$ 2,054.2200	\$ 2,156.9300	\$ 2,264.7800
		HOURLY	\$ 22.1814	\$ 23.2905	\$ 24.4550	\$ 25.6777	\$ 26.9616	\$ 28.3097
47	Corporal	YEARLY	\$ 47,290.7100	\$ 49,655.2400	\$ 52,138.0000	\$ 54,744.9000	\$ 57,482.1500	\$ 60,356.2600
		MONTHLY	\$ 3,940.8900	\$ 4,137.9400	\$ 4,344.8300	\$ 4,562.0800	\$ 4,790.1800	\$ 5,029.6900
		BIWEEKLY	\$ 1,818.8700	\$ 1,909.8200	\$ 2,005.3100	\$ 2,105.5700	\$ 2,210.8500	\$ 2,321.3900
		HOURLY	\$ 22.7359	\$ 23.8727	\$ 25.0663	\$ 26.3197	\$ 27.6356	\$ 29.0174
48	Accountant I	YEARLY	\$ 48,472.9700	\$ 50,896.6200	\$ 53,441.4500	\$ 56,113.5300	\$ 58,919.2000	\$ 61,865.1600
		MONTHLY	\$ 4,039.4100	\$ 4,241.3900	\$ 4,453.4500	\$ 4,676.1300	\$ 4,909.9300	\$ 5,155.4300
		BIWEEKLY	\$ 1,864.3500	\$ 1,957.5600	\$ 2,055.4400	\$ 2,158.2100	\$ 2,266.1200	\$ 2,379.4300
		HOURLY	\$ 23.3043	\$ 24.4695	\$ 25.6930	\$ 26.9777	\$ 28.3265	\$ 29.7429
49		YEARLY	\$ 49,684.8000	\$ 52,169.0400	\$ 54,777.4900	\$ 57,516.3700	\$ 60,392.1800	\$ 63,411.7900
		MONTHLY	\$ 4,140.4000	\$ 4,347.4200	\$ 4,564.7900	\$ 4,793.0300	\$ 5,032.6800	\$ 5,284.3200
		BIWEEKLY	\$ 1,910.9500	\$ 2,006.5000	\$ 2,106.8300	\$ 2,212.1700	\$ 2,322.7800	\$ 2,438.9200
		HOURLY	\$ 23.8869	\$ 25.0813	\$ 26.3353	\$ 27.6521	\$ 29.0347	\$ 30.4864
50	Executive Asst. Deputy Clerk	YEARLY	\$ 50,926.9200	\$ 53,473.2600	\$ 56,146.9300	\$ 58,954.2700	\$ 61,901.9900	\$ 64,997.0900
		MONTHLY	\$ 4,243.9100	\$ 4,456.1100	\$ 4,678.9100	\$ 4,912.8600	\$ 5,158.5000	\$ 5,416.4200
		BIWEEKLY	\$ 1,958.7300	\$ 2,056.6600	\$ 2,159.5000	\$ 2,267.4700	\$ 2,380.8500	\$ 2,499.8900
		HOURLY	\$ 24.4841	\$ 25.7083	\$ 26.9937	\$ 28.3434	\$ 29.7606	\$ 31.2486
51		YEARLY	\$ 52,200.0900	\$ 54,810.1000	\$ 57,550.6000	\$ 60,428.1300	\$ 63,449.5400	\$ 66,622.0100
		MONTHLY	\$ 4,350.0100	\$ 4,567.5100	\$ 4,795.8800	\$ 5,035.6800	\$ 5,287.4600	\$ 5,551.8300

EXHIBIT A

CITY OF PARLIER AUTHORIZED PAY STRUCTURE FY 2016-2017 EFFECTIVE JUNE 08, 2017								
RANGE	JOB TITLE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
		BIWEEKLY	\$ 2,007.7000	\$ 2,108.0800	\$ 2,213.4800	\$ 2,324.1600	\$ 2,440.3700	\$ 2,562.39
		HOURLY	\$ 25.0962	\$ 26.3510	\$ 27.6686	\$ 29.0520	\$ 30.5046	\$ 32.0298
52		YEARLY	\$ 53,505.0900	\$ 56,180.3500	\$ 58,989.3700	\$ 61,938.8300	\$ 65,035.7800	\$ 68,287.5700
		MONTHLY	\$ 4,458.7600	\$ 4,681.7000	\$ 4,915.7800	\$ 5,161.5700	\$ 5,419.6500	\$ 5,690.6300
		BIWEEKLY	\$ 2,057.8900	\$ 2,160.7800	\$ 2,268.8200	\$ 2,382.2600	\$ 2,501.3800	\$ 2,626.4400
		HOURLY	\$ 25.7236	\$ 27.0098	\$ 28.3603	\$ 29.7783	\$ 31.2672	\$ 32.8306
53	Accountant 1	YEARLY	\$ 54,842.7200	\$ 57,584.8600	\$ 60,464.1000	\$ 63,487.3100	\$ 66,661.6700	\$ 69,994.7500
		MONTHLY	\$ 4,570.2300	\$ 4,798.7400	\$ 5,038.6800	\$ 5,290.6100	\$ 5,555.1400	\$ 5,832.9000
		BIWEEKLY	\$ 2,109.3400	\$ 2,214.8000	\$ 2,325.5400	\$ 2,441.8200	\$ 2,563.9100	\$ 2,692.1100
		HOURLY	\$ 26.3667	\$ 27.6850	\$ 29.0693	\$ 30.5227	\$ 32.0489	\$ 33.6513
54	Accountant 2 Water/Wastewater System Supervisor	YEARLY	\$ 56,213.7900	\$ 59,024.4800	\$ 61,975.7000	\$ 65,074.4900	\$ 68,328.2100	\$ 71,744.6200
		MONTHLY	\$ 4,684.4800	\$ 4,918.7100	\$ 5,164.6400	\$ 5,422.8700	\$ 5,694.0200	\$ 5,978.7200
		BIWEEKLY	\$ 2,162.0700	\$ 2,270.1700	\$ 2,383.6800	\$ 2,502.8600	\$ 2,628.0100	\$ 2,759.4100
		HOURLY	\$ 27.0259	\$ 28.3772	\$ 29.7960	\$ 31.2858	\$ 32.8501	\$ 34.4926
55	Accountant 3	YEARLY	\$ 57,619.1300	\$ 60,500.0900	\$ 63,525.1000	\$ 66,701.3500	\$ 70,036.4200	\$ 73,538.2400
		MONTHLY	\$ 4,801.5900	\$ 5,041.6700	\$ 5,293.7600	\$ 5,558.4500	\$ 5,836.3700	\$ 6,128.1900
		BIWEEKLY	\$ 2,216.1200	\$ 2,326.9300	\$ 2,443.2700	\$ 2,565.4400	\$ 2,693.7100	\$ 2,828.3900
		HOURLY	\$ 27.7015	\$ 29.0866	\$ 30.5409	\$ 32.0680	\$ 33.6714	\$ 35.3549
56	Director of Maintenance and Operations	YEARLY	\$ 59,059.6100	\$ 62,012.5900	\$ 65,113.2200	\$ 68,368.8800	\$ 71,787.3300	\$ 75,376.6900
		MONTHLY	\$ 4,921.6300	\$ 5,167.7200	\$ 5,426.1000	\$ 5,697.4100	\$ 5,982.2800	\$ 6,281.3900
		BIWEEKLY	\$ 2,271.5200	\$ 2,385.1000	\$ 2,504.3500	\$ 2,629.5700	\$ 2,761.0500	\$ 2,899.1000
		HOURLY	\$ 28.3940	\$ 29.8137	\$ 31.3044	\$ 32.8697	\$ 34.5131	\$ 36.2388
57		YEARLY	\$ 60,536.1000	\$ 63,562.9100	\$ 66,741.0500	\$ 70,078.1100	\$ 73,582.0100	\$ 77,261.1100
		MONTHLY	\$ 5,044.6800	\$ 5,296.9100	\$ 5,561.7500	\$ 5,839.8400	\$ 6,131.8300	\$ 6,438.4300
		BIWEEKLY	\$ 2,328.3100	\$ 2,444.7300	\$ 2,566.9600	\$ 2,695.3100	\$ 2,830.0800	\$ 2,971.5800
		HOURLY	\$ 29.1039	\$ 30.5591	\$ 32.0870	\$ 33.6914	\$ 35.3760	\$ 37.1448
58	Police Sergeant Police Lieutenant	YEARLY	\$ 62,049.5100	\$ 65,151.9800	\$ 68,409.5800	\$ 71,830.0600	\$ 74,421.5600	\$ 79,192.6400
		MONTHLY	\$ 5,170.7900	\$ 5,429.3300	\$ 5,700.8000	\$ 5,985.8400	\$ 6,285.1300	\$ 6,599.3900
		BIWEEKLY	\$ 2,386.5200	\$ 2,505.8500	\$ 2,631.1400	\$ 2,762.6900	\$ 2,900.8300	\$ 3,045.8700
		HOURLY	\$ 29.8315	\$ 31.3231	\$ 32.8892	\$ 34.5337	\$ 36.2604	\$ 38.0734
59	Lieutenant Building Inspector	YEARLY	\$ 63,600.7400	\$ 66,780.7800	\$ 70,119.8200	\$ 73,625.8100	\$ 77,307.1000	\$ 81,172.4600
		MONTHLY	\$ 5,300.0600	\$ 5,565.0700	\$ 5,843.3200	\$ 6,135.4800	\$ 6,442.2600	\$ 6,764.3700
		BIWEEKLY	\$ 2,446.1800	\$ 2,568.4900	\$ 2,696.9200	\$ 2,831.7600	\$ 2,973.3500	\$ 3,122.0200
		HOURLY	\$ 30.5773	\$ 32.1061	\$ 33.7115	\$ 35.3970	\$ 37.1900	\$ 39.0252
60		YEARLY	\$ 65,190.7600	\$ 68,450.3000	\$ 71,872.8100	\$ 75,466.4600	\$ 79,239.7800	\$ 83,201.7700
		MONTHLY	\$ 5,432.5600	\$ 5,704.1900	\$ 5,989.4000	\$ 6,288.8700	\$ 6,603.3100	\$ 6,933.4800
		BIWEEKLY	\$ 2,507.3400	\$ 2,632.7000	\$ 2,764.3400	\$ 2,902.5600	\$ 3,047.6800	\$ 3,200.0700
		HOURLY	\$ 31.3417	\$ 32.9088	\$ 34.5542	\$ 36.2819	\$ 38.0960	\$ 40.0008
61		YEARLY	\$ 66,820.5300	\$ 70,161.5600	\$ 73,669.6400	\$ 77,353.1200	\$ 81,220.7700	\$ 85,281.8100
		MONTHLY	\$ 5,568.3800	\$ 5,846.8000	\$ 6,169.1400	\$ 6,446.0900	\$ 6,768.4000	\$ 7,106.8200
		BIWEEKLY	\$ 2,570.0200	\$ 2,698.5200	\$ 2,833.4500	\$ 2,975.1200	\$ 3,123.8800	\$ 3,280.0700
		HOURLY	\$ 32.1253	\$ 33.7315	\$ 35.4181	\$ 37.1890	\$ 39.0484	\$ 41.0009
62		YEARLY	\$ 68,491.0400	\$ 71,915.6000	\$ 75,511.3800	\$ 79,286.9400	\$ 83,251.2900	\$ 87,413.8600
		MONTHLY	\$ 5,707.5900	\$ 5,992.9700	\$ 6,292.6100	\$ 6,607.2500	\$ 6,937.9100	\$ 7,284.4900
		BIWEEKLY	\$ 2,334.2700	\$ 2,765.9800	\$ 2,904.2800	\$ 3,049.5000	\$ 3,201.9700	\$ 3,362.0700
		HOURLY	\$ 32.9284	\$ 34.5748	\$ 36.3035	\$ 38.1187	\$ 40.0247	\$ 42.0259
63		YEARLY	\$ 70,203.3200	\$ 73,713.4900	\$ 77,399.1600	\$ 81,269.1200	\$ 85,332.5700	\$ 89,599.2000
		MONTHLY	\$ 5,850.2800	\$ 6,142.7900	\$ 6,449.4300	\$ 6,772.4300	\$ 7,111.0500	\$ 7,406.6000
		BIWEEKLY	\$ 2,700.1300	\$ 2,835.1300	\$ 2,976.8900	\$ 3,125.7400	\$ 3,282.0200	\$ 3,446.1200
		HOURLY	\$ 33.7516	\$ 35.4392	\$ 37.2111	\$ 39.0717	\$ 41.0253	\$ 43.0765

EXHIBIT A

CITY OF PARLIER AUTHORIZED PAY STRUCTURE FY 2016-2017 EFFECTIVE JUNE 08, 2017								
RANGE	JOB TITLE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
64	YEARLY	\$	71,958.4000	\$ 75,556.3200	\$ 79,334.1400	\$ 83,300.8500	\$ 87,465.8900	\$ 91,839.1800
	MONTHLY	\$	5,996.5300	\$ 6,296.3600	\$ 6,611.1800	\$ 6,941.7400	\$ 7,288.8200	\$ 7,653.2700
	BIWEEKLY	\$	2,767.6300	\$ 2,906.0100	\$ 3,051.3100	\$ 3,203.8800	\$ 3,364.0700	\$ 3,532.2800
	HOURLY	\$	34.5954	\$ 36.3252	\$ 38.1414	\$ 40.0485	\$ 42.0509	\$ 44.1535
65	YEARLY	\$	73,757.3600	\$ 77,445.2300	\$ 81,317.4900	\$ 85,383.3700	\$ 89,652.5400	\$ 94,135.1600
	MONTHLY	\$	6,146.4500	\$ 6,453.7700	\$ 6,776.4600	\$ 7,115.2800	\$ 7,471.0400	\$ 7,844.6000
	BIWEEKLY	\$	2,836.8200	\$ 2,978.6600	\$ 3,127.6000	\$ 3,283.9800	\$ 3,448.1700	\$ 3,620.5800
	HOURLY	\$	35.4603	\$ 37.2333	\$ 39.0949	\$ 41.0497	\$ 43.1022	\$ 45.2573

EXHIBIT A

CITY OF PARLIER AUTHORIZED PAY STRUCTURE FY 2016-2017 EFFECTIVE JUNE 08, 2017								
RANGE	JOB TITLE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
66		YEARLY	\$ 75,601.3000	\$ 79,381.3600	\$ 83,350.4300	\$ 87,517.9500	\$ 91,893.8500	\$ 96,488.5400
		MONTHLY	\$ 6,300.1100	\$ 6,615.1100	\$ 6,945.8700	\$ 7,293.1600	\$ 7,657.8200	\$ 8,040.7100
		BIWEEKLY	\$ 2,907.7400	\$ 3,053.1300	\$ 3,205.7900	\$ 3,366.0800	\$ 3,534.3800	\$ 3,711.1000
		HOURLY	\$ 36.3468	\$ 38.1641	\$ 40.0723	\$ 42.0759	\$ 44.1797	\$ 46.3887
67		YEARLY	\$ 77,491.3300	\$ 81,365.9000	\$ 85,434.1900	\$ 89,705.9000	\$ 94,191.2000	\$ 98,900.7600
		MONTHLY	\$ 6,457.6100	\$ 6,780.4900	\$ 7,119.5200	\$ 7,475.4900	\$ 7,849.2700	\$ 8,241.7300
		BIWEEKLY	\$ 2,980.4400	\$ 3,129.4600	\$ 3,285.9300	\$ 3,450.2300	\$ 3,622.7400	\$ 3,803.8800
		HOURLY	\$ 37.2554	\$ 39.1182	\$ 41.0741	\$ 43.1278	\$ 45.2842	\$ 47.5484
68		YEARLY	\$ 79,428.6100	\$ 83,400.0400	\$ 87,570.0400	\$ 91,948.5400	\$ 96,545.9700	\$ 101,373.2700
		MONTHLY	\$ 6,619.0500	\$ 6,950.0000	\$ 7,297.5000	\$ 7,662.3800	\$ 8,045.5000	\$ 8,447.7700
		BIWEEKLY	\$ 3,054.9500	\$ 3,207.6900	\$ 3,368.0800	\$ 3,536.4800	\$ 3,713.3100	\$ 3,898.9700
		HOURLY	\$ 38.1868	\$ 40.0962	\$ 42.1010	\$ 44.2060	\$ 46.4163	\$ 48.7371
69	Community Development Director	YEARLY	\$ 81,414.3300	\$ 85,485.0400	\$ 89,759.2900	\$ 94,247.2600	\$ 98,959.6200	\$ 103,907.6000
		MONTHLY	\$ 6,784.5300	\$ 7,123.7500	\$ 7,479.9400	\$ 7,853.9400	\$ 8,246.6400	\$ 8,658.9700
		BIWEEKLY	\$ 3,133.3200	\$ 3,287.8900	\$ 3,452.2800	\$ 3,624.8900	\$ 3,806.1400	\$ 3,996.4500
		HOURLY	\$ 39.1415	\$ 41.0986	\$ 43.1535	\$ 45.3112	\$ 47.5767	\$ 49.9556
70		YEARLY	\$ 83,449.6800	\$ 87,622.1700	\$ 92,003.2800	\$ 96,603.4400	\$ 101,433.6100	\$ 106,505.2900
		MONTHLY	\$ 6,954.1400	\$ 7,301.8500	\$ 7,666.9400	\$ 8,050.2900	\$ 8,452.8000	\$ 8,875.4400
		BIWEEKLY	\$ 3,209.6000	\$ 3,370.0800	\$ 3,538.5900	\$ 3,715.5200	\$ 3,901.2900	\$ 4,096.3600
		HOURLY	\$ 40.1200	\$ 42.1260	\$ 44.2323	\$ 46.4440	\$ 48.7662	\$ 51.2045
71		YEARLY	\$ 85,535.9300	\$ 89,812.7200	\$ 94,303.3600	\$ 99,018.5300	\$ 103,969.4500	\$ 109,167.9200
		MONTHLY	\$ 7,127.9900	\$ 7,484.3900	\$ 7,858.6100	\$ 8,251.5400	\$ 8,664.1200	\$ 9,097.3300
		BIWEEKLY	\$ 3,289.8400	\$ 3,454.3400	\$ 3,627.0500	\$ 3,808.4000	\$ 3,998.8300	\$ 4,198.7700
		HOURLY	\$ 41.1230	\$ 43.1792	\$ 45.3382	\$ 47.6051	\$ 49.9853	\$ 52.4846
72	Finance Director	YEARLY	\$ 87,674.3200	\$ 92,058.0400	\$ 96,660.9400	\$ 101,493.9900	\$ 106,568.6900	\$ 111,897.1200
		MONTHLY	\$ 7,306.1900	\$ 7,671.5000	\$ 8,055.0800	\$ 8,457.8300	\$ 8,880.7200	\$ 9,324.7600
		BIWEEKLY	\$ 3,372.0900	\$ 3,540.6900	\$ 3,717.7300	\$ 3,903.6100	\$ 4,098.8000	\$ 4,303.7400
		HOURLY	\$ 42.1511	\$ 44.2587	\$ 46.4716	\$ 48.7952	\$ 51.2349	\$ 53.7967
73		YEARLY	\$ 89,866.1800	\$ 94,359.4900	\$ 99,077.4700	\$ 104,031.3400	\$ 109,232.9100	\$ 114,694.5500
		MONTHLY	\$ 7,488.8500	\$ 7,863.2900	\$ 8,256.4600	\$ 8,669.2800	\$ 9,102.7400	\$ 9,557.8800
		BIWEEKLY	\$ 3,456.3900	\$ 3,629.2100	\$ 3,810.6700	\$ 4,001.2100	\$ 4,201.2700	\$ 4,411.3300
		HOURLY	\$ 43.2049	\$ 45.3651	\$ 47.6334	\$ 50.0151	\$ 52.5158	\$ 55.1416
74	Chief of Police	YEARLY	\$ 92,112.8400	\$ 96,718.4800	\$ 101,554.4000	\$ 106,632.1200	\$ 111,963.7300	\$ 117,561.9100
		MONTHLY	\$ 7,676.0700	\$ 8,059.8700	\$ 8,462.8700	\$ 8,886.0100	\$ 9,330.3100	\$ 9,796.8300
		BIWEEKLY	\$ 3,542.8000	\$ 3,719.9400	\$ 3,905.9400	\$ 4,101.2400	\$ 4,306.3000	\$ 4,521.6100
		HOURLY	\$ 44.2850	\$ 46.4993	\$ 48.8242	\$ 51.2654	\$ 53.8287	\$ 56.5202
75		YEARLY	\$ 94,415.6600	\$ 99,136.4400	\$ 104,093.2600	\$ 109,297.9300	\$ 114,762.8200	\$ 120,500.9600
		MONTHLY	\$ 7,867.9700	\$ 8,261.3700	\$ 8,674.4400	\$ 9,108.1600	\$ 9,563.5700	\$ 10,041.7500
		BIWEEKLY	\$ 3,631.3700	\$ 3,812.9400	\$ 4,003.5900	\$ 4,203.7700	\$ 4,413.9500	\$ 4,634.6500
		HOURLY	\$ 45.3921	\$ 47.6617	\$ 50.0448	\$ 52.5471	\$ 55.1744	\$ 57.9332
76		YEARLY	\$ 96,776.0500	\$ 101,614.8500	\$ 106,695.5900	\$ 112,030.3700	\$ 117,631.8900	\$ 123,513.4900
		MONTHLY	\$ 8,064.6700	\$ 8,467.9000	\$ 8,891.3000	\$ 9,335.8600	\$ 9,802.6600	\$ 10,292.7900
		BIWEEKLY	\$ 3,722.1600	\$ 3,908.2600	\$ 4,103.6800	\$ 4,308.8600	\$ 4,524.3000	\$ 4,750.5200
		HOURLY	\$ 46.5269	\$ 48.8533	\$ 51.2960	\$ 53.8608	\$ 56.5538	\$ 59.3815
77		YEARLY	\$ 99,195.4500	\$ 104,155.2200	\$ 109,362.9800	\$ 114,831.1300	\$ 120,572.6900	\$ 126,601.3200
		MONTHLY	\$ 8,266.2900	\$ 8,679.6000	\$ 9,113.5800	\$ 9,569.2600	\$ 10,047.7200	\$ 10,550.1100
		BIWEEKLY	\$ 3,815.2100	\$ 4,005.9700	\$ 4,206.2700	\$ 4,416.5800	\$ 4,637.4100	\$ 4,869.2800
		HOURLY	\$ 47.6901	\$ 50.0746	\$ 52.5784	\$ 55.2073	\$ 57.9676	\$ 60.8660
78		YEARLY	\$ 101,675.3400	\$ 106,759.1000	\$ 112,097.0600	\$ 117,701.9100	\$ 123,587.0100	\$ 129,766.3600
		MONTHLY	\$ 8,472.9400	\$ 8,896.5900	\$ 9,341.4200	\$ 9,808.4900	\$ 10,298.9200	\$ 10,813.8600

EXHIBIT A

CITY OF PARLIER AUTHORIZED PAY STRUCTURE FY 2016-2017 EFFECTIVE JUNE 08, 2017								
RANGE	JOB TITLE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
		BIWEEKLY	\$ 3,910.5900	\$ 4,106.1200	\$ 4,311.4300	\$ 4,527.0000	\$ 4,753.3500	\$ 4,991.0100
		HOURLY	\$ 48.8824	\$ 51.3265	\$ 53.8928	\$ 56.5875	\$ 59.4168	\$ 62.3877
79		YEARLY	\$ 104,217.2200	\$ 109,428.0800	\$ 114,899.4800	\$ 120,644.4600	\$ 126,676.6800	\$ 133,010.5200
		MONTHLY	\$ 8,684.7700	\$ 9,119.0100	\$ 9,574.9600	\$ 10,053.7000	\$ 10,556.3900	\$ 11,084.2100
		BIWEEKLY	\$ 4,008.3500	\$ 4,208.7700	\$ 4,419.2100	\$ 4,640.1700	\$ 4,872.1800	\$ 5,115.7900
		HOURLY	\$ 50.1044	\$ 52.6097	\$ 55.2401	\$ 58.0021	\$ 60.9023	\$ 63.9474
80		YEARLY	\$ 106,822.6500	\$ 112,163.7800	\$ 117,771.9700	\$ 123,660.5700	\$ 129,843.6000	\$ 136,335.7800
		MONTHLY	\$ 8,901.8900	\$ 9,346.9800	\$ 9,814.3300	\$ 10,305.0500	\$ 10,820.3000	\$ 11,361.3100
		BIWEEKLY	\$ 4,108.5600	\$ 4,313.9900	\$ 4,529.6900	\$ 4,756.1800	\$ 4,993.9800	\$ 5,243.6800
		HOURLY	\$ 51.3570	\$ 53.9249	\$ 56.6211	\$ 59.4522	\$ 62.4248	\$ 65.5460
81		YEARLY	\$ 109,493.2200	\$ 114,967.8800	\$ 120,716.2700	\$ 126,752.0800	\$ 133,089.6900	\$ 139,744.1700
		MONTHLY	\$ 9,124.4300	\$ 9,580.6600	\$ 10,059.6900	\$ 10,562.6700	\$ 11,090.8100	\$ 11,645.3500
		BIWEEKLY	\$ 4,211.2800	\$ 4,421.8400	\$ 4,642.9300	\$ 4,875.0800	\$ 5,118.8300	\$ 5,374.7800
		HOURLY	\$ 52.6410	\$ 55.2730	\$ 58.0367	\$ 60.9385	\$ 63.9854	\$ 67.1847
82		YEARLY	\$ 112,230.5500	\$ 117,842.0700	\$ 123,734.1800	\$ 129,920.8900	\$ 136,416.9300	\$ 143,237.7800
		MONTHLY	\$ 9,352.5500	\$ 9,820.1700	\$ 10,311.1800	\$ 10,826.7400	\$ 11,368.0800	\$ 11,936.4800
		BIWEEKLY	\$ 4,316.5600	\$ 4,532.3900	\$ 4,759.0100	\$ 4,996.9600	\$ 5,246.8100	\$ 5,509.1500
		HOURLY	\$ 53.9570	\$ 56.6548	\$ 59.4876	\$ 62.4620	\$ 65.5851	\$ 68.8643
83 City Manager		YEARLY	\$ 130,000.0000	\$ 143,150.2700	\$ 150,307.7800	\$ 157,823.1700	\$ 165,714.2800	\$ 174,000.0000
		MONTHLY	\$ 10,833.3300	\$ 11,929.1900	\$ 12,525.6400	\$ 13,151.9300	\$ 13,809.5200	\$ 14,500.0000
		BIWEEKLY	\$ 5,000.0000	\$ 5,505.7700	\$ 5,781.0600	\$ 6,070.1200	\$ 6,373.6200	\$ 6,692.3000
		HOURLY	\$ 62.5000	\$ 68.8221	\$ 72.2633	\$ 75.8765	\$ 79.6702	\$ 83.6538

Updated 9/6/2018

The Final Budget includes salaried Facilities Manager, full time Range 46 Step 1; hourly Activities Coordinator part time Range 31 Step 1; conversion of hourly Accounting Technician I, Event Custodian, Animal Control Officer, Jailer, Utility/Facility Maintenance I, Records Clerk, Admin Assistant I, Code Enforcer, to Range 31 Step 1; Vehicle Operator Range 35 Step 1; Maintenance Mechanic Range 38 Step 1; Utility/Facility Maintenance II Range 36; Teacher's Aide, Cook Range 23 Step 1; Teachers Range 33; Cook, Range 28 Step 1.



AGENDA ITEM: _____
MEETING DATE: 9/6/2018
DEPARTMENT: Finance

REPORT TO CITY COUNCIL

SUBJECT:

Adoption of FY 2018-19 Budget and Appropriations Limit

RECOMMENDATION:

Approve and adopt FY 2018-19 Budget and FY 2018-19 Appropriations Limit Resolution

BACKGROUND:

To comply with Article XIIIB of the California Constitution and Government Code Section 7910, local governments must adopt an appropriations limit for the proceeds from taxes. The Department of Finance issued its letter advising the City that the per capita personal income percentage change over the prior year is 3.67 percent. The Department of Finance also informed the City that, the greater population change when comparing the City of Parlier and Fresno County is that of the City of Parlier: Parlier's growth percentage is 1.37 percent, which when properly applied establishes an appropriations limit of \$3,688,081 for FY 2018-19.

In addition, the City Council has received and considered a Preliminary Budget for the Fiscal Year July 1, 2018 through June 30, 2019. It is recommended that the City Council adopt that budget as modified and amended as the Final Budget for the Fiscal Year 2018-19.

Prepared By:

Antonio Gastelum
Acting City Manager

Approved By:

Antonio Gastelum
Acting City Manager

RESOLUTION NO. 2018-_____

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PARLIER APPROVING
AND ADOPTING THE APPROPRIATION LIMIT FOR FY 2018-19**

WHEREAS, Government Code Section 7910 requires local jurisdictions to adopt, prior to commencement of the agency's fiscal year, an appropriation limit consistent with Article XIII B of the State Constitution; and

WHEREAS, pursuant to California Constitution Article XIII B, Section 1, Government Code section 7900, et seq., and the Proposition 111 guidelines, the City appropriations limit must be adjusted each year for changes in the California per capita personal income and changes in population from the base year of 1986-87 to the fiscal year ending June 30, 2018; and

WHEREAS, the Department of Finance has notified the City that the change in California per capita personal income is 3.67 percent for the prior year; and

WHEREAS, the City has the option to use the greater percentage change between the change in the population of the City versus the change in the population of the entire Fresno County, and the Department of Finance has notified the City that the greater change occurred in the population of the City, which represents an increase of 1.37 percent over the prior year.

NOW THEREFORE, the City Council of the City of Parlier resolves as follows:

The appropriations limit as adjusted for the City of Parlier for fiscal year ending June 30, 2019 is \$3,688,081.

I, Dorothy Garza, hereby certify that the foregoing is a full, true and correct Resolution duly adopted and passed by the City Council of the City of Parlier, California, at a regular meeting held on the 6th day of September, 2018 at the City Hall in the City of Parlier, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST:

APPROVED:

City Clerk/Deputy City Clerk

Mayor

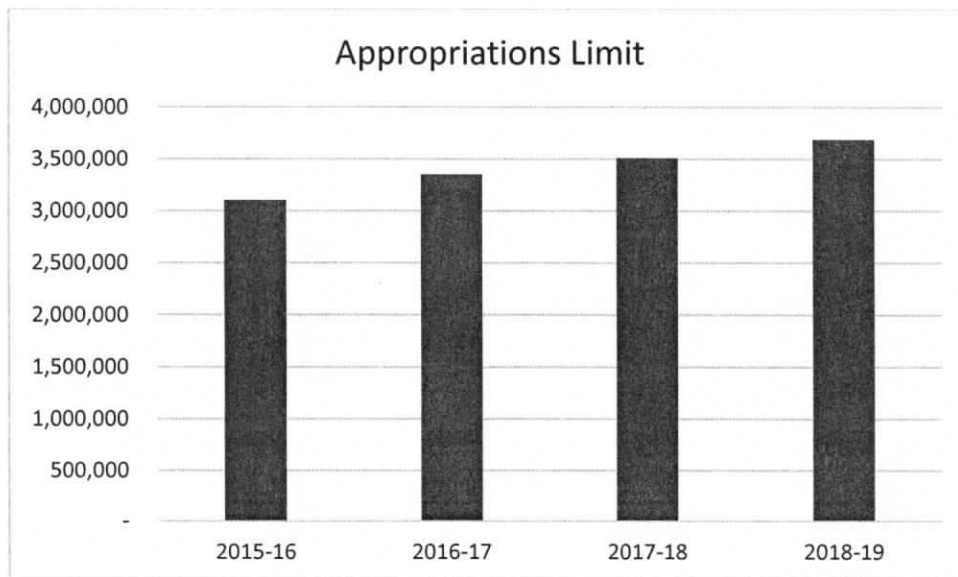
CITY COUNCIL BUDGET WORKSHOP
FISCAL YEAR 2018-19

GANN APPROPRIATIONS LIMIT

The state Controller's office annually issues cost of living and population growth statistics that legally determine the specific limits of how much California cities can spend from proceeds from taxes and state transfers each year. Based on this statutory formula, the appropriations limit for Parlier for FY 2018-19 is \$3,688,081, an increase of about 5% over Parlier's FY 2017-18 limit.

HISTORICAL TAX FUNDED APPROPRIATIONS LIMITS

Year	Cost of Living	Pop. Growth	Gann Factor	Appropriations Limit
2015-16	3.82%	0.88%	1.05	3,102,648
2016-17	5.37%	2.39%	1.08	3,347,395
2017-18	3.69%	1.11%	1.05	3,509,441
2018-19	3.67%	1.37%	1.05	3,688,081



RESOLUTION NO. 2018-_____

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PARLIER APPROVING AND ADOPTING THE FINAL BUDGET FOR FISCAL YEAR JULY 1, 2018 TO JUNE 30, 2019, PROVIDING FOR THE APPROPRIATION AND EXPENDITURE OF ALL SUMS SET FORTH IN SAID FINAL BUDGET, PROVIDING FOR THE TRANSFERS AND ADDITIONAL APPROPRIATIONS AND REPEALING ALL RESOLUTIONS AND PARTS OF RESOLUTIONS IN CONFLICT HEREWITH

WHEREAS, the City Council of the City of Parlier, acting in its capacity as City Council to the City ("City Council") has received and reviewed a Preliminary Budget for the fiscal year July 1, 2018 through June 30, 2019; and

WHEREAS, it is the intention of the City Council to adopt the said budget as modified and amended as the Final Budget for the fiscal year 2018-19.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF PARLIER AS FOLLOWS:

1. That certain budget for the fiscal year July 1, 2018 - June 30, 2019, presently on file in the office of the City Clerk entitled, "CITY OF PARLIER - FINAL BUDGET - FISCAL YEAR 2018-19," which is referred to and fully incorporated verbatim by this reference as though fully set forth herein, is hereby adopted as modified and amended as the Final Annual Budget of the City of Parlier for the fiscal year July 1, 2018 - June 30, 2019 ("FY 2018-19 Final Budget").
2. From and after the operative date of this Resolution the several amounts stated in the FY 2018-19 Final Budget (hereinafter referred to as "adopted expenditures") shall become and thereafter be appropriated to the offices, departments, accounts, objects and purposes stated therein for fiscal year 2018-19 and said monies are hereby authorized to be expended for the purposes and objects specified in said FY 2018-19 Final Budget.
3. Unless otherwise provided by law, from time to time during fiscal year 2018-19, sums may be transferred from any appropriated item within a designated fund, or accounts within the general fund, unless expressly prohibited by law, to any other appropriated item within the same fund or funds as deemed necessary by the City Manager. New and/or additional appropriations requiring the use of fund balance shall be made by minute order of the City Council if the amount to be appropriated does not exceed \$25,000, and by Council Resolution if the amount is in excess of \$25,000. Except as monetary appropriations may be affected by intra-fund transfers within the general fund or other funds as hereinafter provided, no appropriations set forth in said FY 2018-19 Final Budget shall be canceled in whole or in part except by resolution adopted by the affirmative vote of three-fifths (3/5ths) of all members of the City Council.
4. The City Manager is hereby authorized to implement such administrative reorganization of offices, positions, departments, or units, including without limitation making new hires, transfers, and reductions in force, as the City Manager deems necessary, efficient, effective and/or economical to implement the goals of the FY 2018-19 Final Budget, and any such reorganization is hereby approved. This approval is intended to satisfy the approval required by

Parlier Municipal Code section 2.10.040 (C) and (D) without any further approval by the City Council.

5. All resolutions and parts of resolutions in conflict herewith, including, but not necessarily limited to, such resolutions or parts of resolutions relating to compensation, allowances or benefits as may be in conflict herewith, are hereby expressly repealed.

6. This resolution shall be effective immediately upon its adoption, but shall be operative as of July 1, 2018. All expenditures of the City related to the City's 2018-19 budget undertaken between July 1, 2018 and the date this Resolution is adopted are hereby approved and ratified.

This Resolution was duly passed, approved, and adopted by the City Council of the City of Parlier at its meeting on September 6, 2018, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST:

APPROVED:

City Clerk/Deputy City Clerk

Mayor



**CITY OF PARLIER
FINAL BUDGET
FISCAL YEAR 2018-19**

September 6, 2018

CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19

CONTENTS

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- ii. FUND ACCOUNTING REPORT
 - a. Net Fund Balances by Year
 - b. Actual Cash Balances
- iii. BUDGET
 - a. REVENUE
 - i. Historical & Projected Revenue by Year
 - b. EXPENDITURES
 - i. Historical Expenditures & Proposed Spending Plan
 - ii. Specific Included Items

CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19

NOTE

All City transactions are tagged from 3 lists:

- Fund,
- Department, and
- General Ledger account

These tags are combined into a segmented GL account number, and allow every transaction to be searchable and combinable in different ways.

Like most Cities, Fund codes are required to allow restricted monies to be tracked as standalone accounting entities that each have their own revenue, expenses, and balances. A separate Fund must be set up for any grant, tax, or other funding source that needs to be tracked separately for reporting and audit purposes.

The City has made significant changes to staff processes to ensure the following:

- Incoming funds are booked as immediately as received so that real-time totals are available from our accounting system on a constant basis
- Batches are now closed daily in all cases to promote direct matching to bank deposits for reconciliation
- Fund code reminder sheets are being updated for A/R staff to ensure correct coding
- Clear chain of custody with individual cash drawers and separate accounting logins

All figures shown in this report are completely dependent upon the accuracy of the coding and entries in the City's accounting system. While detail-level errors

CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19

may result in misclassifications that roll up throughout all the reports, the overall aggregate numbers can be given a high level of confidence as any misstated variances (over/short balances) are summed together.

Also, all FY 2017-18 year ending balances and figures are preliminary as we are still in process of preparation for external audit, when final numbers will be confirmed with any required adjustments and corrections.

CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19

NET FUND BALANCES

The 87 active Funds are summarized here to show June 30 ending balances for each fiscal year.

Fund	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18 (estimated)
GENERAL FUND	208,762	(497,010)	(468,761)	(371,291)
POLICE-RELATED FUNDS				
MEASURE Q	-	-	-	402
COPS & OTHER GRANTS	37,074	51,759	96,860	113,645
ROAD-RELATED FUNDS				
MEASURE C (ADA, STREET, FLEX)	1,189,635	1,437,525	1,642,741	1,661,774
GAS TAX	868,325	898,412	896,879	1,007,854
TDA	1,431,840	1,398,842	1,794,753	2,197,271
OTHER PROJECTS (STPL, ATPL, CML, etc)	(24,088)	(58,286)	(92,750)	(383,365)
PARKS-RELATED FUNDS				
LANDSCAPE DISTRICT	86,109	87,884	76,468	68,158
HERITAGE	(45,143)	(8,510)	(29,449)	(170,051)
CHILD DEVELOPMENT FUND	(106,731)	(11,732)	12,462	(107,992)
OTHER GRANT FUNDS				
HOME/CALHOME	(29,051)	168,300	2,898	97,228
CBDG/EBDG/OTHER	(30,169)	63,140	68,455	(2,015)
RDA/SUCCESSOR AGENCY	(7,383,408)	(8,063,108)	(8,388,099)	(7,740,359)
CITY UTILITIES FUNDS				
WATER	4,455,741	4,875,948	5,010,596	14,646,285
WASTEWATER	3,163,643	2,808,573	2,852,935	2,797,663
GARBAGE	(98,756)	(183,178)	(152,235)	(57,519)
IMPACT FEE FUNDS	463,994	689,801	890,620	863,472
Total	4,187,778	3,658,360	4,214,371	14,621,160

CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19

ACTUAL CASH BALANCES

The fund balance figures shown are calculated on the basis of modified accrual accounting which matches transactions (incoming and outgoing) to the period in which they were incurred, which is not necessarily the same as the period in which the funds were actually received or paid.

For the fiscal year ending June 30, 2018, the book balance of all funds was \$14,671,160 and the City's actual bank cash balance was \$16,748,846.

(The previous year, the book balance of all funds on June 30, 2017 was \$4,214,371 and the City's actual bank balance was \$5,572,279.)

CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19

BUDGET

Revenue projections are shown by Fund and proposed Expenses by Department for planning purposes.

REVENUE

Pass-through grant and loan programs are shown with placeholder amounts as these funds experience wide variation year to year. Extraordinary receipts, such as the result of court settlements or property sales, are considered one-time monies that are not expected to recur.

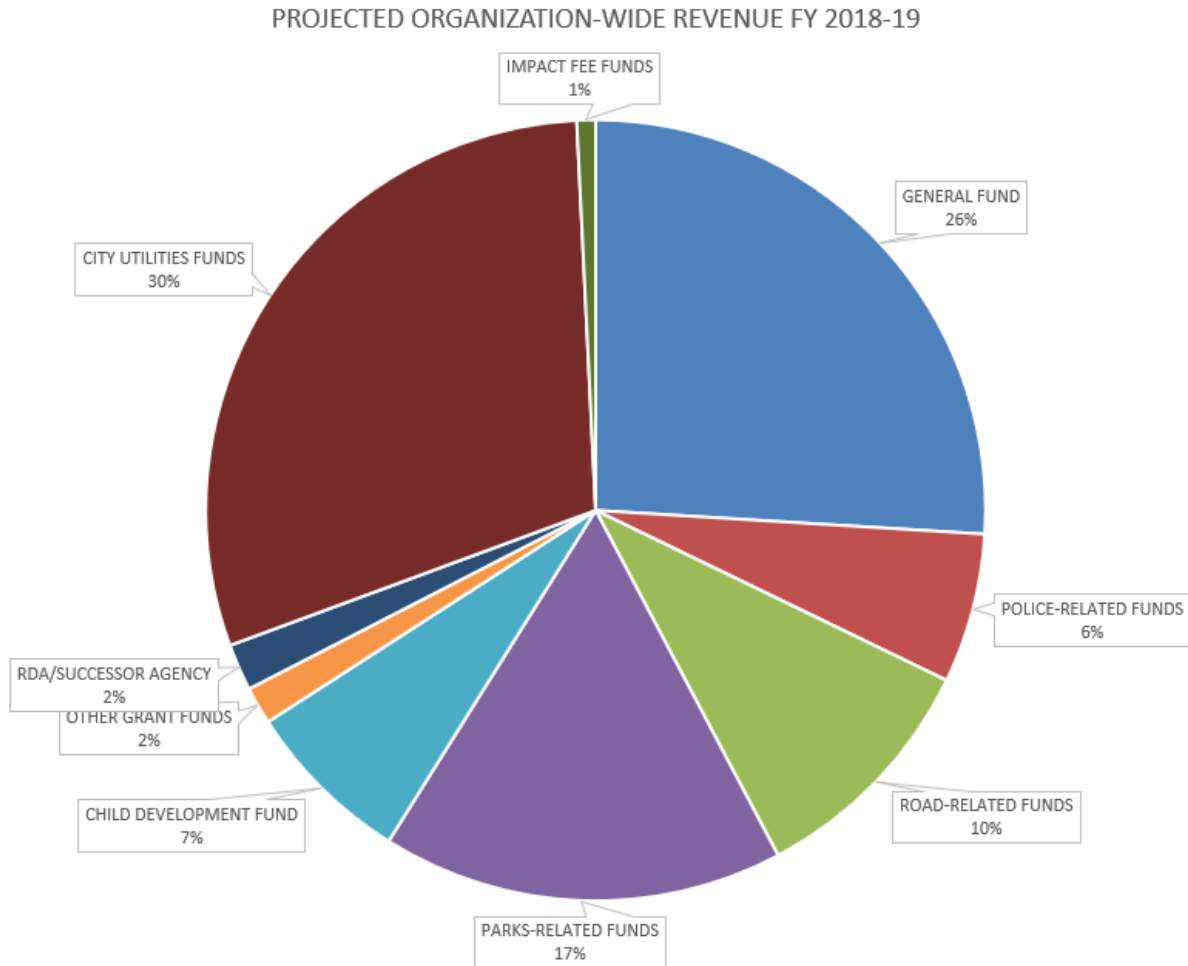
(Charts on following pages)

CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19

Historical & Projected Organization-Wide Revenue

Fund	FY 2015-16	FY 2016-17	FY 2017-18 (est.)	FY 2018-19 (proj.)
GENERAL FUND	2,816,607	3,032,327	3,318,498	3,350,000
POLICE-RELATED FUNDS				
MEASURE Q	-	-	472,026	425,000
CalVIP	-	-	-	250,000
COPS & OTHER GRANTS	253,535	165,045	140,454	125,000
ROAD-RELATED FUNDS				
MEASURE C (ADA, STREET, FLEX)	395,983	410,205	417,025	400,000
GAS TAX	324,660	290,145	334,001	300,000
TDA	516,169	544,404	489,227	500,000
OTHER PROJECTS (STPL, ATPL, CML, etc)	77,510	53,118	1,602,157	100,000
PARKS-RELATED FUNDS				
LANDSCAPE DISTRICT	47,740	49,925	49,868	50,000
HERITAGE	84,346	8,510	17,848	2,100,000
CHILD DEVELOPMENT FUND	955,007	901,433	757,815	900,000
OTHER GRANT FUNDS				
HOME/CALHOME	1,510,296	27,479	379,607	100,000
CBDG/EBDG/OTHER	616,830	165,194	116,952	100,000
RDA/SUCCESSOR AGENCY	333,368	256,566	1,821,901	250,000
CITY UTILITIES FUNDS				
WATER	1,485,675	1,459,877	10,847,931	1,500,000
WASTEWATER	1,263,493	1,260,398	1,234,803	1,250,000
GARBAGE	1,096,833	1,105,286	1,101,840	1,100,000
IMPACT FEE FUNDS	225,807	200,819	24,858	100,000
Total	12,003,859	9,930,731	23,126,809	12,900,000

CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19



(The projected shares of revenue assume large drawdowns for the Heritage Park project that gives that grant fund an unusually large proportion.)

CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19

GENERAL FUND REVENUE DETAIL

Source	FY 2015-16	FY 2016-17	FY 2017-18 (est.)	FY 2018-19 (proj.)
CY PROPERTY TAX SECURED	181,666	187,715	418,704	400,000
CY PROPERTY TAX UNSECURED	26,850	28,216	28,421	28,000
PY PROPERTY TAX UNSECURED	242	-	2,772	-
PROP TAX PRIOR YR SECURED	481	786	788	-
SALES TAX IN-LIEU(TRIPLE FLIP)	44,172	-	-	-
HOPTR TAX	6,104	3,020	2,898	3,000
SUPPLEMENTAL ROLL	3,295	10,145	7,684	7,000
PROPERTY TRANSFER TAX	6,711	9,311	4,133	5,000
PROPERTY TAX	-	-	-	-
SALES TAX (BOE)	262,668	379,132	426,744	400,000
MOTOR VEHICLE IN LIEU TAX	1,161,858	1,200,973	1,287,883	1,300,000
ROAD MAINTENANCE & REHAB (2032)	-	-	76,462	75,000
ELECTRIC FRANCHISE	78,079	84,050	92,358	90,000
GAS FRANCHISE	24,245	15,625	-	-
CABLE TV FRANCHISE	29,703	42,125	34,960	35,000
GARBAGE FRANCHISE	78,958	75,768	66,912	70,000
ANIMAL LICENSE	2,586	3,510	2,415	3,000
BUILDING PERMITS	191,078	257,160	300,905	300,000
ENCROACHMENT PERMIT	1,359	8,814	1,602	2,000
CONDITIONAL USE PERMIT	-	-	-	-
BUILDING PENALTIES & FINES	11,392	135	57	-
GRADING PERMIT	-	-	-	-
BUSINESS LICENSE	52,004	59,112	67,598	65,000
PARKING CITATIONS	2,816	2,857	-	2,000
COURT FINES	-	-	-	-
FED HOUSING IN-LIEU APPOR	59	79	163	-
REIMBURSEMENT/CLAIMS	29,779	11,017	11,454	10,000
MOTOR VEHICLE & OFF HWY LICENSE	6,091	8,528	8,159	8,000
MOTOR VEHICLE CODE FINES	41,410	18,237	17,633	20,000
LIVESCAN PROCESSING FEE	5,098	4,129	6,578	5,000
VEHICLE IMPOUND/RELEASE FEE	18,200	15,900	24,794	20,000
POLICE REPORT	3,615	3,690	3,243	3,000
POLICE SERVICES	1,664	1,762	955	1,000
POST REIMBURSEMENT TRAINING	9,458	-	2,608	3,000
CITATION FEES	1,290	1,175	1,855	2,000
SB 90 CLAIMS-STATE MANDATED COSTS	76,539	9,927	-	-
TOWING POLICE SERVICE FEE	2,475	950	5,310	3,000
PARCEL MAP FEES	-	-	35	-
PLAN CHECK FEES	-	-	325	-
PLAN CHECK-SITE REVIEW	495	14,879	2,170	2,000
PLAN CHECK INSPECTION FEE	-	-	-	-
ZONING FEES	-	-	-	-
SUBDIVISION FEES	1,656	1,044	-	-
ENVIRONMENTAL ASSESSMENT	-	-	-	-
COMMUNITY CENTER REVENUE	225	(30)	-	-

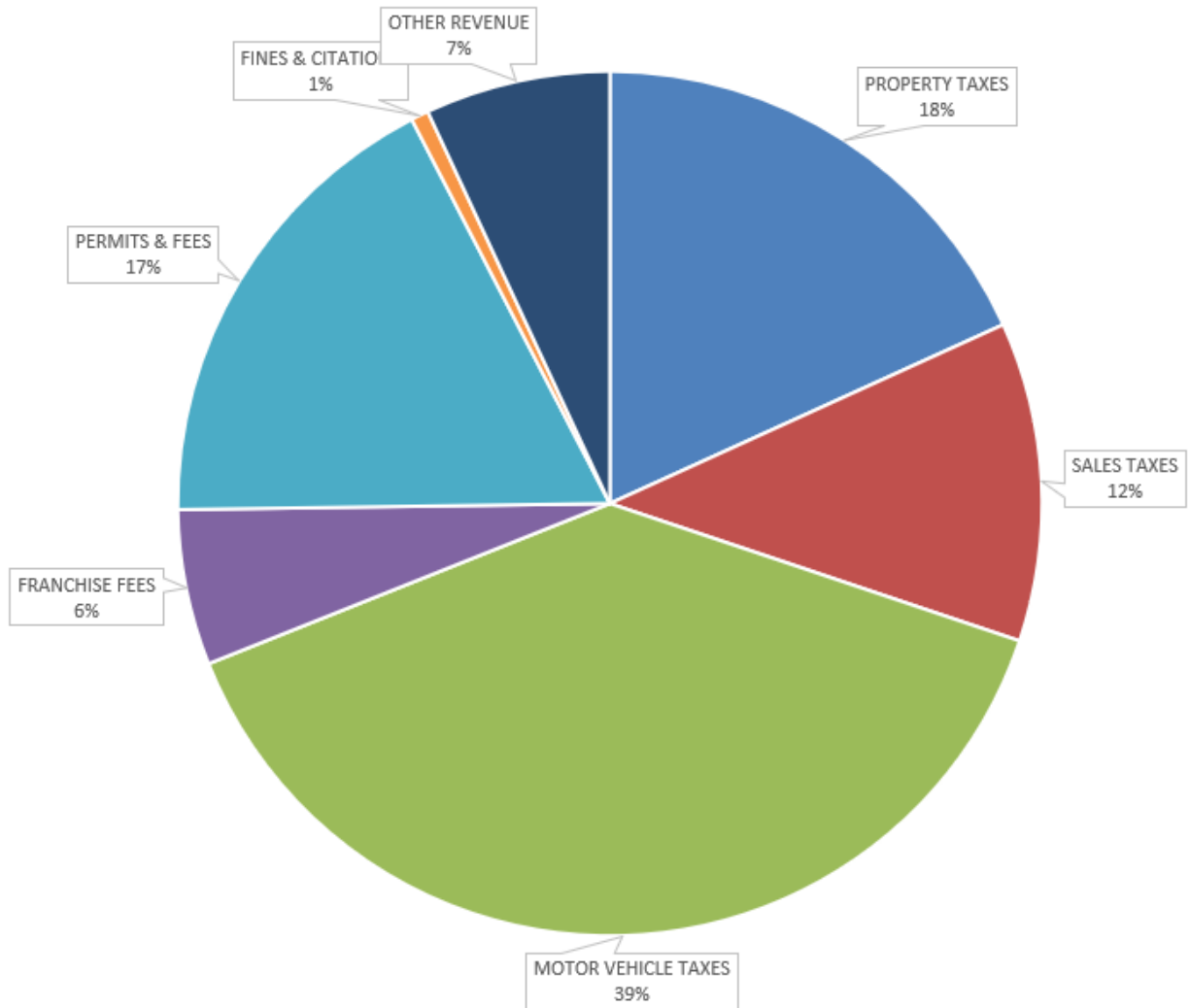
CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19

(Continued)

Source	FY 2015-16	FY 2016-17	FY 2017-18 (est.)	FY 2018-19 (proj.)
ADMINISTRATIVE FEES	31,975	16,667	44,999	30,000
RDA ADMINISTRATIVE FEE	81,011	-	-	100,000
IMPACT FEES	-	-	83,639	50,000
INTEREST REVENUE	2,412	114	504	-
INTEREST INCOME	-	1,311	-	-
NSF FEES	457	765	790	-
MISCELLANEOUS REVENUE	1,181	22,687	4,552	-
DONATIONS	1,000	-	13,450	-
SALE OF PROPERTY	3,726	134,209	150,654	-
RENT REVENUE	29,925	31,955	48,279	30,000
DAYCARE RENT	22,612	22,000	-	20,000
LOCAL PUBLIC SAFETY	12,265	12,789	13,491	12,000
VARIANCE APPLICATION	650	150	-	-
LOAN REPAYMENTS	-	4,939	-	-
KERNEY AG-SEWER	-	-	-	-
ANIMAL SHELTER SERVICES	-	-	791	-
K-9 DONATIONS	1,700	850	60	-
POLICE OUTREACH DONATIONS	-	2,750	-	-
CARNIVAL REVENUE	-	-	14,983	8,000
NEW YEAR'S DANCE REVENUE	6,560	7,880	7,760	7,000
CANNABIS REVENUE	-	-	20,000	30,000
TRANSFER IN	-	812	-	-
WORKER'S COM REIMB	17,352	887	7,047	-
DONATIONS FOR P.D.	360	-	-	-
TRANSFER IN	44,601	-	-	-
SENIOR CENTER REVENUE	4,239	4,583	5,199	5,000
SWIMMING POOL FEES	698	1,483	682	1,000
COMMUNITY CENTER REVENUE	31,891	30,096	34,482	25,000
SUCCESSOR AGENCY PROPERTY TAX	157,668	275,660	171,721	170,000
Total	2,816,607	3,032,327	3,531,662	3,350,000

CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19

PROJECTED GENERAL FUND REVENUE FY 2018-19



CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19

EXPENDITURES

The following list identifies the current sub-departments within each major department category shown on the next following charts and graphs.

Historical Expenditures & Proposed Spending Plan

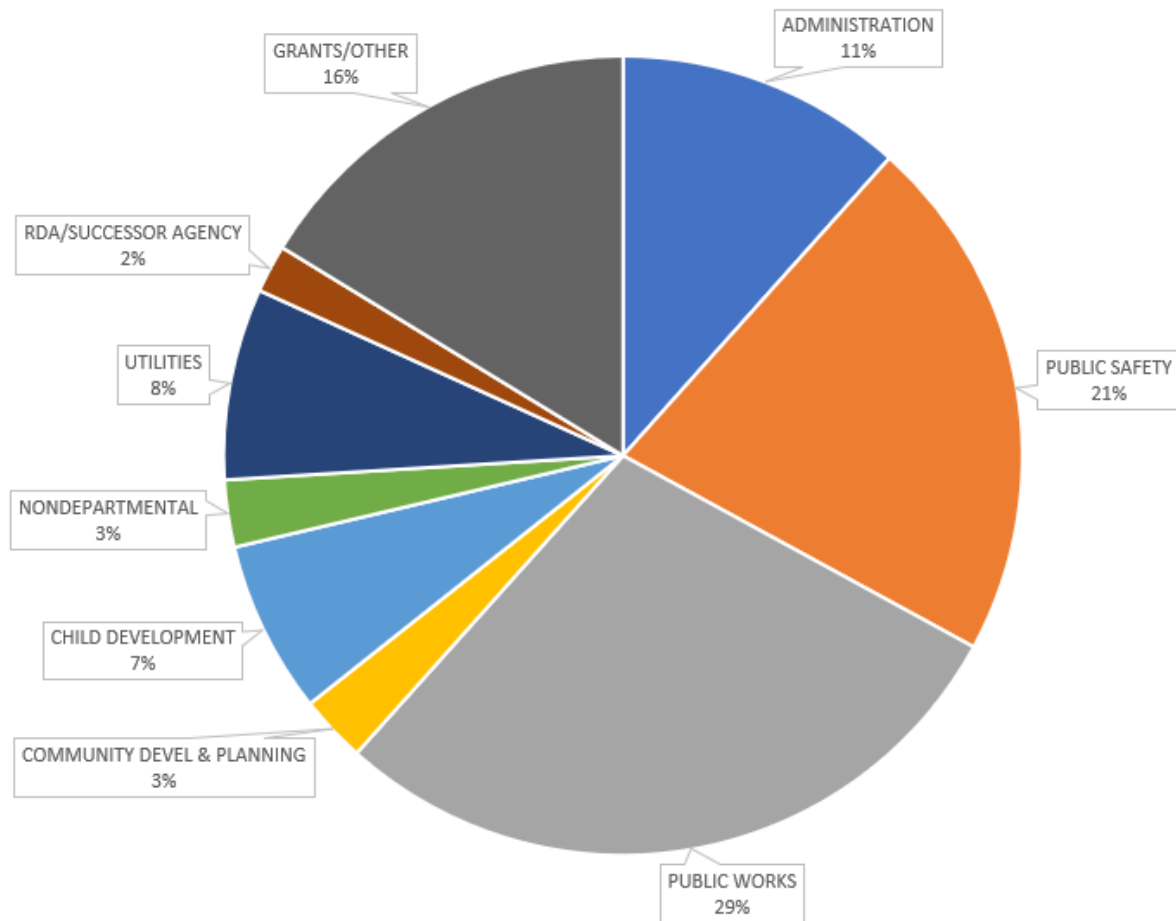
Continuing work is being done to segregate out major spending components that are not being consistently coded by department, for example expenditures for enterprises such as the public utilities (water, wastewater, and garbage) are currently shown in several places (Utilities, Public Works, and Finance departments). As another example, the Community Development department currently appears to include expenses related to grant-funded programs that should be on their own line and separated out.

Dept	FY 2015-16	FY 2016-17	FY 2017-18 (est.)	FY 2018-19 (prop.)
ADMINISTRATION	1,424,541	885,362	1,500,705	1,500,000
PUBLIC SAFETY	2,722,340	1,808,115	2,584,715	2,750,000
PUBLIC WORKS	3,543,123	3,307,786	4,700,717	3,700,000
COMMUNITY DEVEL & PLANNING	1,219,758	653,032	742,177	350,000
CHILD DEVELOPMENT	858,033	877,236	878,271	900,000
NONDEPARTMENTAL	5,492	154,710	284,420	350,000
UTILITIES	945,609	1,130,016	890,070	1,000,000
RDA/SUCCESSOR AGENCY	1,013,068	581,556	1,174,162	250,000
GRANTS/OTHER	997,186	-	6	2,100,000
Total	12,729,149	9,397,813	12,755,243	12,900,000

The current Utilities line only includes the waste disposal contract. Capital improvements and infrastructure projects are in the Public Works line.

CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19

PROPOSED SPENDING FY 2018-19



The Public Safety line currently includes \$1.9 million from the General Fund, plus expected Measure Q, CalVIP, and COPS amounts. It does not include possible SRO contract revenue from PUSD or potential police cost-sharing from cannabis licensees.

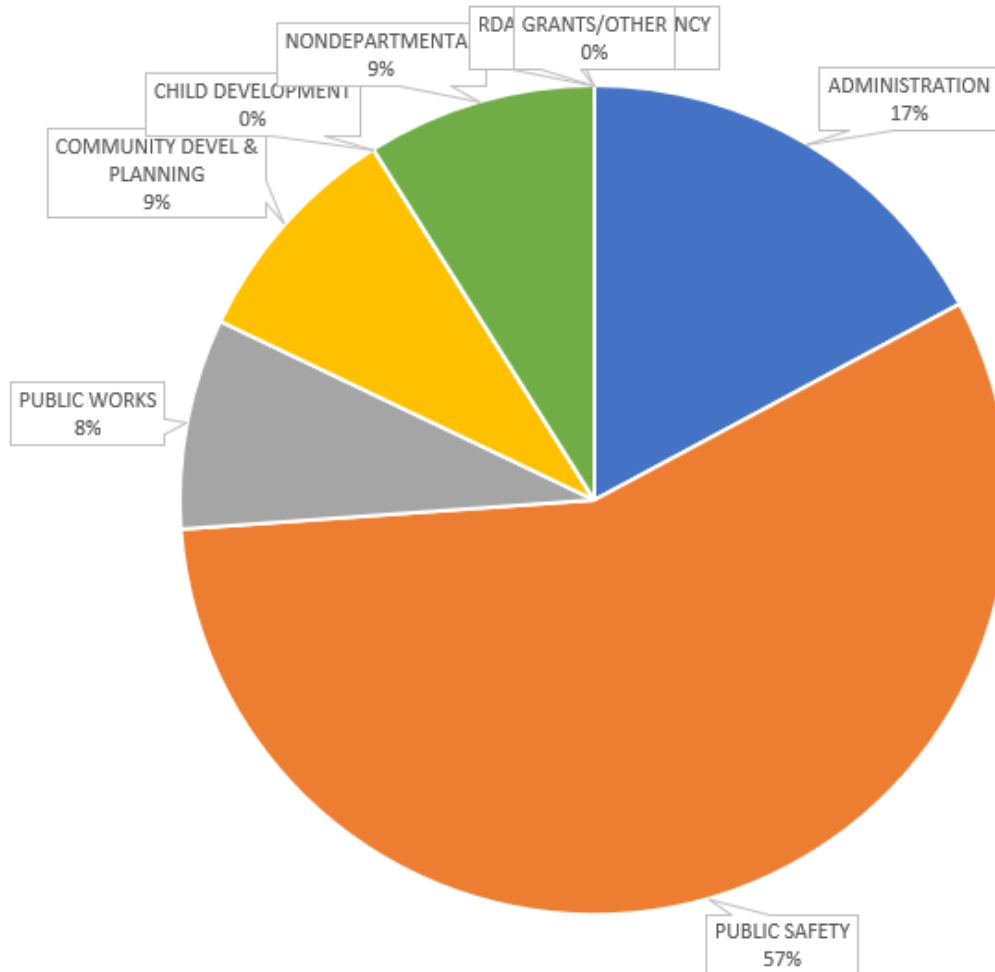
The Grants line currently shows \$2.1 million in remaining state funds that will need to be drawn down for Heritage Park construction.

CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19

GENERAL FUND-ONLY BUDGET

Dept	FY 2015-16	FY 2016-17	FY 2017-18 (est.)	FY 2018-19 (prop.)
ADMINISTRATION	494,578	436,696	583,419	575,000
PUBLIC SAFETY	2,190,274	1,677,114	2,074,459	1,900,000
PUBLIC WORKS	404,160	327,519	267,802	275,000
COMMUNITY DEVEL & PLANNING	427,646	408,851	310,888	300,000
CHILD DEVELOPMENT	-	-	-	-
NONDEPARTMENTAL	5,492	153,898	239,675	300,000
UTILITIES	-	-	-	-
RDA/SUCCESSOR AGENCY	-	-	-	-
GRANTS/OTHER	-	-	-	-
Total	3,522,151	3,004,078	3,476,242	3,350,000

PROPOSED GENERAL FUND BUDGET FY 2018-19



CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19

GENERAL FUND HISTORICAL EXPENSE DETAIL

Dept		FY 2015-16	FY 2016-17	FY 2017-18 (est.)
ADMINISTRATION		370,076	357,676	493,179
Council		67,676	33,010	49,832
Finance		56,826	46,010	40,408
PUBLIC SAFETY				
Police		2,144,562	1,614,084	1,982,520
Animal Control	▼	45,712 ▼	63,030 ▼	62,336
Code Enforcement	▼	- ▼	- ▼	29,603
PUBLIC WORKS	▼	62,670 ▼	39,380 ▼	23,155
Community Facilities				
Parks	▼	100,878 ▼	69,694 ▼	75,134
Senior Center		50,011	45,880	36,657
Swimming Pool	▼	32,987 ▼	28,052 ▼	33,135
Community/Youth Center		68,123	56,731	41,960
Cooling Centers	▼	24,918 ▼	20,628 ▼	9,578
Recreation		64,573	67,154	48,183
Capital Projects/CIP		-	-	-
COMMUNITY DEVELOPMENT		427,646	408,851	310,888
CHILD DEVELOPMENT		-	-	-
NON-DEPARTMENTAL		-	-	-
Economic Development		-	-	-
Fire	▼	5,492 ▼	153,898 ▼	239,675
Planning		-	-	-
Engineering		-	-	-
UTILITIES		-	-	-
Water		-	-	-
Wastewater		-	-	-
Garbage		-	-	-
RDA/SUCCESSOR AGENCY		-	-	-
GRANTS		-	-	-
CDBG/Other		-	-	-
HOME/CalHOME		-	-	-
Total		3,522,151	3,004,078	3,476,242

CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19

Specific Budget Items Included

- The Final Budget includes salaried Facilities Manager, full time Range 46 Step 1; hourly Activities Coordinator part time Range 31 Step 1; conversion of hourly Accounting Technician I, Event Custodian, Animal Control Officer, Jailer, Utility/Facility Maintenance I, Records Clerk, Admin Assistant I, Code Enforcer, to Range 31 Step 1; Vehicle Operator Range 35 Step 1; Maintenance Mechanic Range 38 Step 1; Utility/Facility Maintenance II Range 36 ; Teacher's Aide, Cook Range 23 Step 1; Teachers Range 33; Cook, Range 28 Step 1.
- EnerGov code enforcement software is not included in this budget. 2 laptops and 2 additional tablets are included in this budget.
- Tyler's CAFR financial reporting module is not included in this budget. ClearGov financial transparency, benchmarking and budgeting software is included. A computer for placement in the City Hall lobby for utility bill payments as well as phased purchasing of 20 computer replacements for City Hall, Public Works, Academy of Excellence, Senior Center, and Police Department.
- Upfront funds for the Coalinga dispatch agreement are expected to be repaid with savings from ending the Sheriff's Department contract in subsequent years.
- Savings from changes to employee health benefits are expected to be neutral against out-of-pocket reimbursements for deductibles paid by City employees and also by potentially increased elections for family coverage.
- The budget includes replacement computers (already cited above), Ethernet connections in classrooms, purchase of one dishwasher and one gas stove-oven, and one additional field trip. It does not currently include an automated gate opener for main entrance, completion of roof repairs, or expansion of front office space at this time.
- Policy of compensation to Public Works employees on standby duty is funded in this current budget. This budget does not include new costs of any provisions negotiated as part of the City's planned MOU with the

CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19

Police Officers Association, which may potentially require a budget amendment once an agreement is finalized.

- The following are not currently assumed funded in this budget:
Community Center roof repairs, significant electrical wiring and breaker upgrades at the Community Center and City Hall that are affecting operations of the admin staff whenever Internet connectivity is interrupted. Funds are included for a mold inspection and remediation vendor to ensure health and safety of the City office buildings.
- Phone services have been completely upgraded and replacement is accounted for in this budget. Alarm account services have been upgraded and replaced. Ongoing cost savings from both of these changes are projected in this budget.
- Kings Credit (for utility collections support), Enerpower (for PG&E bill review), and RSG (for state revenue reimbursements) have been reactivated or renewed as vendors to help increase or preserve incoming revenue however no increases are assumed in this budget at this time.
- \$340,000 toward fulfillment of regular-cost County fire district coverage is included in this budget. A publicly-approved utility users tax measure potentially passed by voters to fund this cost is not included in this budget at this time.
- \$30,000 for public outreach and voter education is included in this budget. \$10,000 for graphic design and development of a community newsletter is included in this budget.
- Expected savings from participation in the regional GSA have not been quantified for inclusion in this budget.
- Replacement of current water testing and reporting consultants by new licensed City staff has not been included in this budget.
- Priority non-road capital improvements currently include: new crossmembers and deck covers for Milton Lift station, 2nd storm water discharge pump at Flores Field, AQPCD permits for lift stations, a portable emergency street light, retrofit and install Variable Frequency Drive and

CITY COUNCIL FINAL BUDGET
FISCAL YEAR 2018-19

standby generator at Well 6, and ongoing hydrant replacements and installations of isolation valves where needed.

- Sewer plant upgrades are intended to be funded by grant applications (currently in progress) and are otherwise not yet included in this budget.
- Playground equipment and repairs, as well as taser/gun replacement program for police officers, were included in this budget along with racks and non-lethal shotguns for all patrol cars.
- Full funding to completion for Heritage Park has not been included in this budget, only existing identified sources such as tree grants, park funds, and tire-derived grants.
- Facility improvements to the Civic Center are expected to be funded directly by the new tenant, EOC Head Start. No City outlays of funds are included in this budget related to this relocation.
- Law enforcement and legal counsel costs related to the development of known cannabis-related enterprises are not included in this budget as they are to be funded or reimbursed by the licensees.