AGENDA
EL SEGUNDO CITY COUNCIL
COUNCIL CHAMBERS - 350 Main Street

The City Council, with certain statutory exceptions, can only take action upon properly posted and listed agenda items. Any writings or documents given to a majority of the City Council regarding any matter on this agenda that the City received after issuing the agenda packet are available for public inspection in the City Clerk's office during normal business hours. Such Documents may also be posted on the City's website at www.elsegundo.org and additional copies will be available at the City Council meeting.

Unless otherwise noted in the Agenda, the Public can only comment on City-related business that is within the jurisdiction of the City Council and/or items listed on the Agenda during the Public Communications portions of the Meeting. Additionally, the Public can comment on any Public Hearing item on the Agenda during the Public Hearing portion of such item. The time limit for comments is five (5) minutes per person.

Before speaking to the City Council, please come to the podium and state: Your name and residence and the organization you represent, if desired. Please respect the time limits.

Members of the Public may place items on the Agenda by submitting a Written Request to the City Clerk or City Manager's Office at least six days prior to the City Council Meeting (by 2:00 p.m. the prior Tuesday). The request must include a brief general description of the business to be transacted or discussed at the meeting. Playing of video tapes or use of visual aids may be permitted during meetings if they are submitted to the City Clerk two (2) working days prior to the meeting and they do not exceed five (5) minutes in length.

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact City Clerk, 524-2305. Notification 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting.

REGULAR MEETING OF THE EL SEGUNDO CITY COUNCIL
TUESDAY, JUNE 2, 2015 – 5:00 PM

5:00 P.M. SESSION

CALL TO ORDER

ROLL CALL

PUBLIC COMMUNICATION – (Related to City Business Only – 5 minute limit per person, 30 minute limit total) Individuals who have received value of $50 or more to communicate to the City Council on behalf of another, and employees speaking on behalf of their employer, must so identify themselves prior to addressing the City Council. Failure to do so shall be a misdemeanor and punishable by a fine of $250.
SPECIAL ORDER OF BUSINESS:

CLOSED SESSION:
The City Council may move into a closed session pursuant to applicable law, including the Brown Act (Government Code Section §54960, et seq.) for the purposes of conferring with the City’s Real Property Negotiator; and/or conferring with the City Attorney on potential and/or existing litigation; and/or discussing matters covered under Government Code Section §54957 (Personnel); and/or conferring with the City’s Labor Negotiators; as follows:

CONFERENCE WITH LEGAL COUNSEL – existing litigation (Gov’t Code §54956.9(d) (3): -2- matter

1. City of El Segundo vs. City of Los Angeles, et.al. LASC Case No. BS094279
2. Penuelas vs. City of El Segundo, LASC Case No. BC523072

CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION

Significant exposure to litigation pursuant to Government Code §54956.9(d) (2) and (3): -2- matter.

Initiation of litigation pursuant to Government Code §54956.9(c): -2- matter.

DISCUSSION OF PERSONNEL MATTERS (Gov’t Code §54957): -0- matter

APPOINTMENT OF PUBLIC EMPLOYEE (Gov’t. Code § 54957): -0- matter

PUBLIC EMPLOYEMENT (Gov’t Code § 54957) -0- matter
CONFERENCE WITH CITY'S LABOR NEGOTIATOR (Gov't Code §54957.6): -8-matters

1. **Employee Organizations:** Police Management Association; Police Officers Association; Police Support Services Employees Association; Fire Fighters Association; Supervisory and Professional Employees Association; City Employees Association; Executive Management Group (Unrepresented Group); Management/Confidential Group (Unrepresented Group)

   Agency Designated Representative: Steve Filar Sky and City Manager

CONFERENCE WITH REAL PROPERTY NEGOTIATOR (Gov’t Code §54956.8): -0-matters
AGENDA

EL SEGUNDO CITY COUNCIL
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REGULAR MEETING OF THE EL SEGUNDO CITY COUNCIL
TUESDAY, JUNE 2, 2015 - 7:00 P.M.

7:00 P.M. SESSION

CALL TO ORDER

INVOCATION – Pastor Don Holly, El Camino Chaplin

PLEDGE OF ALLEGIANCE – Council Member Fellhauer
PRESENTATIONS

a) Proclamation – Center Street School PTA’s Ice Cream Social Day, Friday, June 5, 2015.

b) Proclamation – Relay for Life, Saturday, June 2, 2015.

ROLL CALL

PUBLIC COMMUNICATIONS – (Related to City Business Only – 5 minute limit per person, 30 minute limit total) Individuals who have received value of $50 or more to communicate to the City Council on behalf of another, and employees speaking on behalf of their employer, must so identify themselves prior to addressing the City Council. Failure to do so shall be a misdemeanor and punishable by a fine of $250. While all comments are welcome, the Brown Act does not allow Council to take action on any item not on the agenda. The Council will respond to comments after Public Communications is closed.

CITY COUNCIL COMMENTS – (Related to Public Communications)

A. PROCEDURAL MOTIONS

Consideration of a motion to read all ordinances and resolutions on the Agenda by title only.
Recommendation – Approval.

B. SPECIAL ORDERS OF BUSINESS (PUBLIC HEARING)

C. UNFINISHED BUSINESS

D. REPORTS OF COMMITTEES, COMMISSIONS AND BOARDS

E. CONSENT AGENDA

All items listed are to be adopted by one motion without discussion and passed unanimously. If a call for discussion of an item is made, the item(s) will be considered individually under the next heading of business.
1. Warrant Numbers 3006032 through 3006306 on Register No. 16 in the total amount of $1,947,389.78 and Wire Transfers from 5/4/2015 through 5/17/2015 in the total amount of $3,072,353.68.

Recommendation – Approve Warrant Demand Register and authorize staff to release. Ratify Payroll and Employee Benefit checks; checks released early due to contracts or agreement; emergency disbursements and/or adjustments; and wire transfers.

2. Regular City Council Meeting Minutes of May 19, 2015.

Recommendation – Approval.

3. Consideration and possible action regarding approval to purchase new office furniture for the Records Section and Traffic Unit work spaces from G/M Business Interiors based on U.S. Communities Government Purchasing Alliance Contract #4400003403. Developer fee funds would be used to purchase the furniture and install new data cabling/electrical lines.

(Fiscal Impact: $110,586.00)

Recommendation – 1) Pursuant to El Segundo Municipal Code §1-7-10 waive the bidding process and authorize City Manager to execute an agreement, in a form approved by the City Attorney, to purchase office furniture for the Police Department Records Section and Traffic Unit work spaces from G/M Business Interiors utilizing Developer Fee funds; 2) Alternatively, discuss and take other possible action related to this item.

4. Consideration and possible action to authorize the City Manager, or designee, to record the Notice of Completion accepting completion of work for nineteen (19) homes related to Project RSI 14-20 (the City’s Residential Sound Insulation Program's Group 63).

(Fiscal Impact: Final Contract Amount: $532,300.11)

Recommendation – 1) Authorize the City Clerk to file the City Manager's, or designee's, Notice of Completion in the County Recorder's Office; 2) Authorize the City Manager, or designee, to close out Project No. RSI 14-20; 3) Authorize the RSI Program Manager to sign the Title 24 Compliance Certificates in accordance with the requirements of the grant funding from Los Angeles World Airports (LAWA) and mail originals to LAWA; 4) Alternatively, discuss and take other possible action related to this item.
5. Consideration and possible action to authorize the City Manager, or designee, to record the Notice of Completion accepting completion of work for eighteen (18) homes related to Project RSI 14-21 (the City's Residential Sound Insulation Program's Group 64).
(Fiscal Impact: Final Contract Amount: $680,661.94)
Recommendation – 1) Authorize the City Clerk to file the City Manager's, or designee's, Notice of Completion in the County Recorder's Office; 2) Authorize the City Manager, or designee, to close out Project No. RSI 14-21; 3) Authorize the RSI Program Manager to sign the Title 24 Compliance Certificates in accordance with the requirements of the grant funding from Los Angeles World Airports (LAWA) and mail originals to LAWA; 4) Alternatively, discuss and take other possible action related to this item.

6. Consideration and possible action regarding the approval of a first amendment to an existing Professional Services Agreement No. 4723, with Library Associates, Inc. (LAC) to increase the amount of the agreement by $20,000, for a total of $45,000 for temporary library staffing services.
(Fiscal Impact: $20,000.00)
Recommendation – 1) Authorize the City Manager to execute a first amendment to an existing Professional Services Agreement No. 4723, to increase funding by $20,000 for a total of $45,000 approved as to form by the City Attorney; 2) Alternatively, discuss and take other action related to this item.

7. Consideration and possible action regarding the approval of a permanent half-time Administrative Specialist in the Water Division of Public Works.
(Fiscal Impact: $20,000.00)
Recommendation – 1) Approve a permanent half-time Administrative Specialist position in the Water Division of Public Works; 2) Alternatively, discuss and take other action related to this item.

8. Consideration and possible action to receive and file this report regarding emergency work to repair dwelling units at the Park Vista Senior Housing Facility due to water intrusion without the need for bidding in accordance with Public Contracts Code §§ 20168 and 22050 and El Segundo Municipal Code ("ESMC") §§ 1-7-12 and 1-7A-4.
(Fiscal Impact: $50,000.00)
Recommendation – 1) Receive and file this report regarding emergency work to repair dwelling units at the Park Vista Senior Housing Facility due to water intrusion without the need for bidding in accordance with Public Contracts Code §§ 20168 and 22050 and El Segundo Municipal Code ("ESMC") §§ 1-7-12 and 1-7A-4; 2) Alternatively, discuss and take other action related to this item.
9. Consideration and possible action regarding the approval of a Second Amendment to the Memorandum of Understanding (MOU) between the City of El Segundo (City) and the El Segundo Unified School District (District) for Library Services to the four (4) school libraries, including the High School, Middle School, Richmond Street Elementary, and Center Street Elementary Schools. A Second Amendment would replace the source of funding from the City's General Fund to payment in the form of a reimbursement by the District to the City for part-time, no benefit personnel for an estimated annual cost of $130,000 for the term July 1, 2015 to June 30, 2016. The Second Amendment also extends the MOU for ten (10) years from July 1, 2015 to June 30, 2025. All other terms and conditions in the MOU would remain the same.
(Fiscal Impact: None - School District to reimburse the City an estimated $130,000 annually for part-time, no benefited salaries)

Recommendation – 1) Approve a Second Amendment to the MOU No. 3766A between the City and the District for Library Services, to change the funding for part-time, no benefit personnel in the school libraries from the City’s general fund to a reimbursement payment by the District for an estimated cost of $130,000, adjusted annually for standard step or cost of living increases; and an additional reimbursement of $12,220 for possible changes in staffing levels if approved by the School District Board, starting July 1, 2015 to June 30, 2016; and, to extend the term of the agreement for another ten (10) years from July 1, 2015 to June 30, 2025, approved as to form by the City Attorney; 2) Alternatively, discuss and take other action related to this item.

F. NEW BUSINESS

10. Consideration and possible action to adopt an ordinance updating the El Segundo Municipal Code regulating the preferential parking program, specifically extending the permit renewal duration.
(Fiscal Impact: None)

Recommendation – 1) Introduce and waive first reading of an Ordinance amending Title 8, Chapter 5 of the El Segundo Municipal Code regarding the renewal period for preferential parking permits; 2) Schedule a second reading and adoption the ordinance; 3) Alternatively, discuss and take other possible action related to this item.
11. Consideration and possible regarding Adoption of 1) a Resolution amending Chapter 1A2 of the Administrative Code providing salary increases and benefit changes to employees of the Executive and Management-Confidential series and 2) Resolutions for Employer Paid Member Contributions (EPMC) for Management-Confidential to increase the employee PERS Member share contribution.

(Fiscal Impact: FY 2014-15: $260,400)

Recommendation – 1) Adopt the Resolution; 2) Alternatively, discuss and take other possible action related to this item.

G. REPORTS – CITY MANAGER

H. REPORTS – CITY ATTORNEY

I. REPORTS – CITY CLERK

J. REPORTS – CITY TREASURER

K. REPORTS – CITY COUNCIL MEMBERS

   Council Member Fellhauer –

   Council Member Atkinson –

   Council Member Dugan -

   Mayor Pro Tem Jacobson –

   Mayor Fuentes –
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MEMORIALS –

CLOSED SESSION

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REPORT OF ACTION TAKEN IN CLOSED SESSION (if required)

ADJOURNMENT

POSTED:

DATE: 5.27.15

TIME: 2:30 pm

NAME: [Signature]

10
**Proclamation**

**City of El Segundo, California**

**WHEREAS,** The Center Street School PTA’s Ice Cream Social was established 25 years ago to give thanks to Center Street School PTA volunteers with an evening of sock hopping and free ice cream as appreciation for all of their hard work during the year; and

**WHEREAS,** In the course of its history, the Ice Cream Social has developed into the school’s largest fundraiser, welcoming over 1,500 guests from the community each year to the Center Street School campus to celebrate the end of the year with ice cream, music, games, prizes, and all around good fun; and

**WHEREAS,** This year, to honor the spirit of the original Ice Cream Social, sock hop music will once again be played and free ice cream will be given to everyone who volunteers at the event; and

**WHEREAS,** The funds raised from this event will be used to hire buses to send students on field trips; to support technology that enriches the learning of students; to fund evening events that focus on literacy, STEM and art; to sustain a host of programs that create an inspired and nurturing campus environment; and

**WHEREAS,** The goal of the Center Street School PTA is to positively impact the lives of children and families, serving its members and its community by providing opportunities and experiences to make Center Street School the best it can be.

**NOW, THEREFORE,** the Mayor and Members of the City Council of the City of El Segundo, California, hereby proclaim June 5, 2015 as **Center Street School PTA’s Ice Cream Social Day** in El Segundo and encourage all citizens to take part in the 25th anniversary celebration.

**Mayor Suzanne Fuentes**

*Mayor Pro Tem Carl Jacobson*  
*Council Member Marie Fellhauer*

*Council Member Dave Atkinson*  
*Council Member Michael Dugan*
Proclamation

City of El Segundo, California

WHEREAS, cancer is a group of diseases characterized by uncontrolled growth and spread of abnormal cells which, if not controlled, can result in premature death; and cancer is predicted to strike one out every three Americans sometime in our lifetime; and

WHEREAS, more than 58,000 people will die of cancer in California in 2015 - about 162 people each day; and

WHEREAS, the American Cancer Society is the nation’s largest and most respected voluntary health organization since 1913 and has funded research which has contributed to every known method for detecting cancer and techniques for treating cancer; and

WHEREAS, the efforts of the American Cancer Society have directly contributed to achievements in treatment and prevention of cancer. In the last 30 years the five year survival rate for all cancers has increased from 49% to 68%, the five year survival rate for breast cancer has increased from 75% to over 89%. Through educational efforts cancer incidence rates have also declined. Between 1999 and 2006 the incidence rate for breast cancer declined by 2% per year. There is now a vaccine to prevent the virus associated with cervical cancer and the Food and Drug Administration recently approved a vaccine to fight advanced prostate cancer; and

WHEREAS, the American Cancer Society is a voluntary community-based coalition of local citizens dedicated to eliminating cancer as a major health problem through financial support and education awareness; and

WHEREAS, the RELAY FOR LIFE of El Segundo event financially benefits the American Cancer Society's groundbreaking research and supports patient services, and educationally benefits our local citizens by spreading awareness and early detection efforts; and

WHEREAS, the RELAY FOR LIFE of El Segundo is a community event that allows all participants an opportunity to network with local businesses, associates, family, and friends, with the same goal of making a difference in the fight against cancer and the creation of a world with more birthdays; and

WHEREAS, in recognition of the El Segundo RELAY FOR LIFE event, American Cancer Society volunteers will “Paint Our Town Purple” with ribbons from June 15, 2015 to June 26, 2015.

NOW, THEREFORE, on this 2nd day of June, 2015, the Mayor and Members of the City Council of the City of El Segundo, California, hereby proclaim the month of June RELAY FOR LIFE month. We further urge all citizens to recognize and participate in this anti-cancer campaign being held in our community to show support to those individuals living with cancer, and honor those individuals that have lost their lives to the dreaded disease of cancer.

Mayor Suzanne Fuentes
Mayor Pro Tem Carl Jacobson
Council Member Marie Feliuhaer

Council Member Dave Atkinson
Council Member Michael Dugan
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**TOTAL WARRANTS: $1,947,389.78**

**STATE OF CALIFORNIA**  
**COUNTY OF LOS ANGELES**

Information on actual expenditures is available in the Director of Finance's office in the City of El Segundo.

I certify as to the accuracy of the Demands and the availability of fund for payment thereof,  
For Approval: Regular checks held for City council authorization to release.

**CODES:**

- **R** = Computer generated checks for all non-emergency/urgent payments for materials, supplies and services in support of City Operations

- **A** = Payroll and Employee Benefit checks

- **B - F** = Computer generated Early Release disbursements and/or adjustments approved by the City Manager. Such as: Payments for utility services, petty cash and employee travel expense reimbursements, various refunds, contract employee services consistent with current contractual agreements, instances where prompt payment discounts can be obtained or late payment penalties can be avoided or when a situation arises that the City Manager approves.

- **H** = Handwritten Early Release disbursements and/or adjustments approved by the City Manager.

**FINANCE DIRECTOR** [Signature]  
**DATE:** 5/21/15

**CITY MANAGER** [Signature]  
**DATE:** 5/26/15
## CITY OF EL SEGUNDO
### PAYMENTS BY WIRE TRANSFER
#### 5/4/15 THROUGH 5/17/15

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<td>SCRMA checks issued</td>
</tr>
<tr>
<td>5/9/15-5/15/15</td>
<td>Workers Comp Activity</td>
<td>23,467.41</td>
<td>SCRMA checks issued</td>
</tr>
</tbody>
</table>

**DATE OF RATIFICATION: 5/18/15**
**TOTAL PAYMENTS BY WIRE:**

3,072,353.68

Certified as to the accuracy of the wire transfers by:

Deputy City Treasurer II

Director of Finance

City Manager

Information on actual expenditures is available in the City Treasurer's Office of the City of El Segundo.
REGULAR MEETING OF THE EL SEGUNDO CITY COUNCIL
TUESDAY, MAY 19, 2015 – 5:00 PM

5:00 P.M. SESSION

CALL TO ORDER – Mayor Fuentes at 5:00 PM

ROLL CALL

Mayor Fuentes - Present
Mayor Pro Tem Jacobson - Present
Council Member Atkinson - Present
Council Member Fellhauer - Present
Council Member Dugan - Present

PUBLIC COMMUNICATION – (Related to City Business Only – 5 minute limit per person, 30 minute limit total)
None

SPECIAL ORDER OF BUSINESS:

   (Fiscal Impact: None)

Moved into the West Conference Room to interview candidates for the Economic Development Advisory Council.

Will announce the appointments at the 7:00 PM, May 19, 2015 City Council Meeting, if any candidates are selected.

Mayor Fuentes announced that Council would be meeting in closed session pursuant to the items listed on the Agenda.

CLOSED SESSION:

The City Council may move into a closed session pursuant to applicable law, including the Brown Act (Government Code Section §54960, et seq.) for the purposes of conferring with the City’s Real Property Negotiator; and/or conferring with the City Attorney on potential and/or existing litigation; and/or discussing matters covered under Government Code Section §54957 (Personnel); and/or conferring with the City’s Labor Negotiators; as follows:

CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION (Gov’t Code §54956.9(d) (3): -3- matter
1. City of El Segundo vs. City of Los Angeles, et.al. LASC Case No. BS094279
2. Costigan vs. City of El Segundo, LASC Case No. BC556980
3. Penuelas vs. City of El Segundo, LASC Case No. BC523072

CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION

Significant exposure to litigation pursuant to Government Code §54956.9(d) (2) and (3): -2- matter.

Initiation of litigation pursuant to Government Code §54956.9(c): -1- matter.

DISCUSSION OF PERSONNEL MATTERS (Gov’t Code §54957): -0- matter

APPOINTMENT OF PUBLIC EMPLOYEE (Gov’t Code § 54957): -0- matter

PUBLIC EMPLOYEMENT (Gov’t Code § 54957) -0- matter

CONFERENCE WITH CITY’S LABOR NEGOTIATOR (Gov’t Code §54957.6): -8- matters

1. Employee Organizations: Police Management Association; Police Officers Association; Police Support Services Employees Association; Fire Fighters Association; Supervisory and Professional Employees Association; City Employees Association; Executive Management Group (Unrepresented Group); Management/Confidential Group (Unrepresented Group)

   Agency Designated Representative: Steve Filarsky and City Manager

CONFERENCE WITH REAL PROPERTY NEGOTIATOR (Gov’t Code §54956.8): -0- matters

Recessed at 6:55 PM
REGULAR MEETING OF THE EL SEGUNDO CITY COUNCIL
TUESDAY, MAY 19, 2015 - 7:00 P.M.

7:00 P.M. SESSION

CALL TO ORDER – Mayor Fuentes at 7:01 PM

INVOCATION – Brandon Cash, Pastor, Oceanside Christian Fellowship

PLEDGE OF ALLEGIANCE – Council Member Dugan

PRESENTATIONS

a) Presentation of Investment Portfolio Report given by Crista Binder, City Treasurer and Dino Marsocci, Deputy City Treasurer II of the Treasury Department.

ROLL CALL

Mayor Fuentes - Present
Mayor Pro Tem Jacobson - Present
Council Member Atkinson - Present
Council Member Fellhauer - Present
Council Member Dugan - Present

PUBLIC COMMUNICATIONS – (Related to City Business Only – 5 minute limit per person, 30 minute limit total)
None

A. PROCEDURAL MOTIONS

Consideration of a motion to read all ordinances and resolutions on the Agenda by title only.

MOTION by Council Member Fellhauer, SECONDED by Council Member Dugan to read all ordinances and resolutions on the Agenda by title only. MOTION PASSED BY UNANIMOUS VOICE VOTE. 5/0

B. SPECIAL ORDERS OF BUSINESS (PUBLIC HEARING)

C. UNFINISHED BUSINESS

D. REPORTS OF COMMITTEES, COMMISSIONS AND BOARDS
1. Consideration and possible action to announce the appointments to the Economic Development Advisory Council.  
(Fiscal Impact: None)

Mayor Fuentes announced the appointment of Lance Ralls, Michael Mothner and Rob Croxall to the Economic Development Advisory Council. The Economic Development Advisory Council terms do not expire.

E. CONSENT AGENDA

All items listed are to be adopted by one motion without discussion and passed unanimously. If a call for discussion of an item is made, the item(s) will be considered individually under the next heading of business.

2. Warrant Numbers 3005864 through 3006031 on Register No. 15 in the total amount of $985,737.16 and Wire Transfers from 04/20/15 through 05/03/15 in the total amount of $831,299.36. Authorized staff to release. Ratified Payroll and employee Benefit checks; checks released early due to contracts or agreement; emergency disbursements and/or adjustments; and wire transfers.

3. Approve the Regular City Council Meeting Minutes of May 5, 2015.

4. Receive and file this report regarding emergency work to repair dwelling units at the Park Vista Senior Housing Facility due to water intrusion without the need for bidding in accordance with Public Contracts Code §§ 20168 and 22050 and El Segundo Municipal Code ("ESMC") §§ 1-7-12 and 1-7A-4.  
(Fiscal Impact: $50,000.00)

5. Accept as complete and authorize the City Clerk to file a Notice of Completion in the County Recorder's Office for the Water Plant Carpet Removal and Replacement Project, No. PW 13-21.  
(Fiscal Impact: $38,715.50)

6. Adopt Resolution No. 4916 approving Plans and Specifications for the FY 14/15 Sidewalk, Curb and Gutter Replacement Project. Project No. PW 14-16 and authorize staff to advertise the project for receipt of construction bids.  
(Fiscal Impact: $500,000.00)

7. Authorize the City Manager to execute a first amendment no. 4718A to an existing Professional Services Agreement with Lilley Planning Group to increase the amount of the agreement by $47,000 for a total of $72,000 for planning consulting services.  
(Fiscal Impact: $47,000-previously budgeted for FY 2014/2015)
8. Authorize the City Manager to execute a first amendment no. 4722A to an existing Professional Services Agreement with Pacific Municipal Consultants ("PMC") to increase the amount of the agreement by $43,000 for a total of $78,000 for planning consulting services.
(Fiscal Impact: $43,000-previously budgeted for FY 2014/2015)

9. Adopt Resolution No. 4917 approving Final Vesting Map No. 72287, a twenty-four (24) lot subdivision located at 710 North Nash Street. Applicant CDC Mar Campus, LLC and authorize the City Manager, or designee, to sign such Map in a form approved by the City Attorney
(Fiscal Impact: None)

10. PULLED BY COUNCIL MEMBER DUGAN

MOTION by Council Member Fellhauer, SECONDED by Council Member Atkinson to approve Consent Agenda items 2, 3, 4, 5, 6, 7, 8, and 9. MOTION PASSED BY UNANIMOUS VOICE VOTE. 5/0

PULLED ITEM:

10. Consideration and possible action regarding approval of a permanent half-time Administrative Specialist in the Water Division of Public Works.
(Fiscal Impact: $20,000.00)

Stephanie Katsouleas, Public Works Director, gave a brief presentation answered Council questions.

Council discussion

MOTION by Council Member Fellhauer, SECONDED by Council Member Atkinson, to approve a permanent half-time Administrative Specialist position in the Water Division of Public Works. MOTION DID NOT PASS BY VOICE VOTE. 2/3 YES: FELLHAUER ATKINSON NO: DUGAN FUENTES JACOBSON

Council directed the City Attorney, Mark Hensley and City Manager, Greg Carpenter, to look into this item and come back in June with other possibilities to hire for the Water Division of Public Works.

F. NEW BUSINESS

(Fiscal Impact: None)

City Manager, Greg Carpenter, introduced and presented the item.
Council Discussion

Council received and filed the FY 2014-15 Midyear Financial Review.

G. REPORTS – CITY MANAGER- None

H. REPORTS – CITY ATTORNEY - None

I. REPORTS – CITY CLERK – None

J. REPORTS – CITY TREASURER - None

K. REPORTS – CITY COUNCIL MEMBERS

Council Member Fellhauer – None

Council Member Atkinson – None

Council Member Dugan – Mentioned the fundraiser for the Special Olympics at The Lakes at El Segundo, Sunday, May 24, 2015 from 4:00 PM to 9:00 PM. The cost is $10.00 per person.

Mayor Pro Tem Jacobson – Attended the ED! Gala on Friday, May 15, 2015.

Mayor Fuentes – Attended the Air Force Association, Chapter 147 - Salute to SMC (Space and Missile Command), thanked Deborah Cullen for her 9 years of service to the City of El Segundo, attending Medal of Valor on Wednesday, May 20, 2015 and read an encouraging letter from LAWA concerning the City’s RSI program.

PUBLIC COMMUNICATIONS – (Related to City Business Only – 5 minute limit per person, 30 minute limit total)
None

MEMORIALS – None

Returned to Closed Session at 7:41 PM

ADJOURNMENT at 8:30 PM

Tracy Weaver, City Clerk
AGENDA DESCRIPTION:

Consideration and possible action regarding approval to purchase new office furniture for the Records Section and Traffic Unit work spaces from G/M Business Interiors based on U.S. Communities Government Purchasing Alliance Contract #4400003403. Developer fee funds would be used to purchase the furniture and install new data cabling/electrical lines. (Fiscal Impact not to exceed: $110,586.00).

RECOMMENDED COUNCIL ACTION:

1. Pursuant to El Segundo Municipal Code §1-7-10 waive the bidding process and authorize City Manager to execute an agreement, in a form approved by the City Attorney, to purchase office furniture for the Police Department Records Section and Traffic Unit work spaces from G/M Business Interiors utilizing Developer Fee funds.

2. Alternatively, discuss and take other action related to this item.

ATTACHED SUPPORTING DOCUMENTS:

ATTACHMENT A: U.S. Communities/Herman Miller, Inc. Contract # 4400003403
ATTACHMENT B: G/M Business Interiors Quotes #98687 and #103427

FISCAL IMPACT: Included in Adopted Budget

Amount Budgeted: $110,586.00
Additional Appropriation: N/A
Account Number(s): 001-400-3101-8104

ORIGINATED BY: Raymond Garcia, Lieutenant
REVIEWED BY: Mitch Tavera, Chief of Police
APPROVED BY: Greg Carpenter, City Manager

BACKGROUND AND DISCUSSION:

The office furniture in the Records Section and Traffic Unit work spaces are in need of replacement due to age and deterioration. Due to the lack of existing filing and storage space at each work station, department personnel in these work spaces are forced to maintain case files on their desktops, compromising security and organization. New office furniture includes needed additional storage space at each individual work station, as well as secured fixtures for long-term storage. The purchase quotes also includes several fixtures capable of securing larger items other than document files.

The new furniture will accommodate greater organizational management while providing more ergonomic features at each work station, such as tackable tiles, built-in document trays and organizers and integrated desktop power outlets. The added features along with the lowered wall...
dividers between each work station will facilitate improved communication and customer service. Additionally, the updated floor plans in both work spaces will significantly improve ease of access.

The proposed vendor, G/M Business Interiors provided quotes featuring furniture manufactured by Herman Miller. Herman Miller manufactures high-quality, industrial furniture recognized for quality standards and durability. During the pricing phase of a previous furniture project in the Investigative Division, quotes were obtained from G/M Business Interiors and the city’s contracted vendor, Tangram Interiors. Tangram’s quoted price ($79,140.00) was more than double that of G/M Business Interiors ($32,421.00).

It is proposed the purchase quotes totaling $94,403.00 be approved with G/M Business Interiors based on U.S. Communities Government Purchasing Alliance Contract #4400003403 awarded to Herman Miller, Inc. U.S. Communities is the leading national government purchasing cooperative providing world class government procurement resources. There is currently $110,586.00 in the Developer fee account to fund this purchase and to cover any additional costs of new cabling and electrical work.
Herman Miller Contract

Office Furniture

Lead Agency:
Fairfax County, Virginia

4 year initial term, January 1, 2013 to December 31, 2016
Option to renew for (4) additional (1) year periods

Postings
Number of suppliers who responded to RFP: 16

Posting Information:
U.S. Communities: Current Solicitations
Canadian MERX Public Tenders
Onvia Demand Star
Fairfax County
Association of Oregon Counties
State of Hawaii and Oregon

Date Posted:
June 12, 2012 to July 19, 2012
June 12, 2012 to July 19, 2012
June 12, 2012 to July 19, 2012
June 12, 2012 to July 19, 2012
June 12, 2012 to July 19, 2012
June 12, 2012 to July 19, 2012
Herman Miller, Inc.
855 East Main Ave
P.O. Box 302
Zeeland, MI 49464

Attention: Dave Gillman, Contract Manager

Reference: RFP200000330 – Office Furniture and Related Services and Solutions

Dear Mr. Gillman:

ACCEPTANCE AGREEMENT

Contract Number: 4400003403

This acceptance agreement signifies a contract award to Herman Miller, Inc. in its entirety for Office Furniture and Related Services and Solutions. The period of the contract is from January 1, 2013, through December 31, 2016, with four (4), one (1) year renewal options.

The contract award shall be in accordance with the following:

1) This Acceptance Agreement;

2) The signed Memorandum of Negotiations

Please note that this is not an order to proceed. A Purchase Order, which constitutes your notice to proceed, will be issued by the County. Please provide your Insurance Certificate according to Special Provisions paragraph 14 within ten (10) days of receipt of this letter. Contract award documents may be viewed on the Department of Purchasing and Supply Management website at www.fairfaxcounty.gov/cregister.

Cathy A. Mose, CPPO
Director/County Purchasing Agent

Department of Purchasing and Supply Management
12000 Government Center Parkway, Suite 427
Fairfax, VA 22035
Website: www.fairfaxcounty.gov/dpsm
Phone: 703-324-3201, TTY: 1-800-828-1140, Fax: 703-324-3228
MEMORANDUM OF NEGOTIATION
RFP2000000330

The County of Fairfax (hereinafter called the County) and Herman Miller, Inc. (hereinafter called the Contractor) hereby agree to the following in the execution of Contract 4400003403. The final contract contains the following items:

a. Fairfax County's RFP2000000330
b. All Addenda
c. Herman Miller, Inc. Technical and Business proposal as amended by this Memorandum of Negotiations
d. Response to clarifications dated August 7, and 8, 2012
e. The Memorandum of Negotiations

The following and are to be included in the contract:

1. This contract will begin on January 1, 2013 and terminate on December 31, 2016. Fairfax County reserves the right to renew the contract for four (4) years, one (1) year at a time by mutual agreement.


3. Discounts will remain firm for the duration of the contract. Discounts will be taken from the price books dated September 4, 2012 until new price books are released.

All other prices, terms, and conditions remain the same.

ACCEPTED BY:

John Amrhein, Vice President of Operations
& North America Strategy Development
Herman Miller Inc.

Cathy A. Muse, CPPO
Director/County Purchasing Agent

Date

Department of Purchasing and Supply Management
12000 Government Center Parkway, Suite 427
Fairfax, VA 22035
Website: www.fairfaxcounty.gov/dpsm
Phone: 703-324-3201, TTY: 1-800-828-1140, Fax: 703-324-3228
VIA E-Mail: dave_gillman@hermanmiller.com

Herman Miller, Inc.
855 East Main Ave
P.O. Box 302
Zeeland, MI 49464

Attention: Dave Gillman, Contract Manager

Reference: RFP2000000330 – Office Furniture and Related Services and Solutions

Dear Mr. Gillman:

Thank you for submitting a response to the County’s RFP2000000330 for Office Furniture and Related Services and Solutions. After completing their evaluation of the Technical and Business proposals the Selection Advisory Committee (SAC) has recommended award of a contract to Herman Miller, Inc. Enclosed with this letter is the Memorandum of Negotiation which defines the final agreement between Herman Miller, Inc. and the County.

Please review the Memorandum of Negotiation, sign it in the space provided and return it to my office within five (5) of the date of this letter. After I receive the signed Memorandum, the County will sign it and I will return an executed copy to you along with the acceptance agreement which signifies award of this contract to your firm.

If you have any questions or need more information please call the contract specialist, George Bright at (703) 324-3215.

Sincerely,

[Signature]

Cathy A. Muse, CPPO
Director/County Purchasing Agent

Enclosure: A/S
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<th>Product Line</th>
<th>Drop Ship</th>
<th>Inside Delivery</th>
<th>Basic Install</th>
<th>Exp’d Install</th>
<th>Drop Ship</th>
<th>Inside Delivery</th>
<th>Basic Install</th>
<th>Exp’d Install</th>
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</thead>
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<td>Action Office® Systems, Ethospace® System, Quadrant B &amp; F Front Pedestals,</td>
<td>69%</td>
<td>67%</td>
<td>64%</td>
<td>62%</td>
<td>71%</td>
<td>69%</td>
<td>66%</td>
<td>64%</td>
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<tr>
<td>Eames® Tables (ET101 – ET308) and Avive® Tables, Erg. Comp. Furn.,</td>
<td></td>
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</tr>
<tr>
<td>Canvas Office Landscape™ (Walls, Pvt. Off., Filing, Storage, Beam, Group)</td>
<td>69%</td>
<td>67%</td>
<td>64%</td>
<td>62%</td>
<td>71%</td>
<td>69%</td>
<td>66%</td>
<td>64%</td>
</tr>
<tr>
<td>Thrive Portfolio™, Public Office Landscape™</td>
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<td>52%</td>
<td>49%</td>
<td>47%</td>
<td>56%</td>
<td>54%</td>
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<td>46%</td>
</tr>
<tr>
<td>Arrio®, Resolve®, Intersect™</td>
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<td>51%</td>
<td>48%</td>
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</tr>
<tr>
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<td>54%</td>
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<td>59%</td>
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<td>56%</td>
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<td>60%</td>
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</tr>
<tr>
<td>Meridian® Storage &amp; Towers, Meridian® 5000 Series, Quad. B &amp; F Front Lats</td>
<td>52%</td>
<td>50%</td>
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<td>54%</td>
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<tr>
<td>Meridian®Pedestals, Lateral &amp; Vertical Files</td>
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<td>52%</td>
<td>49%</td>
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<td>56%</td>
<td>54%</td>
<td>51%</td>
<td>49%</td>
</tr>
<tr>
<td>Aeron® Seating, Mirra® 1 &amp; 2, Celle™, Sayl™, Setu™ Chairs &amp; Tables</td>
<td>51%</td>
<td>49%</td>
<td>48%</td>
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<td>Embody® Chair</td>
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<td>46%</td>
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<tr>
<td>Ambi® Seating, Capers® Seating, Limerick® Seating, Aside® Seating</td>
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<td>48%</td>
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<tr>
<td>Everywhere Tables™, Renew™ Sit-to-Stand Tables</td>
<td>67%</td>
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<td>62%</td>
<td>60%</td>
<td>69%</td>
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<td>62%</td>
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<tr>
<td>Eames® Alum., Shell &amp; Tandem Seating, Classical Seating, Celeste™</td>
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<td>44%</td>
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<td>43%</td>
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<tr>
<td>Seating, Burdick Group™, International Collection™, Swoop Lounge Furniture,</td>
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<td>Eames Stone-Top Tables</td>
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</tr>
<tr>
<td>Tu™ Files, Tu™ Peds, Tu™ Storage, Tu™ Towers, Tu™ Laminate, Q Tables</td>
<td>65%</td>
<td>63%</td>
<td>60%</td>
<td>58%</td>
<td>67%</td>
<td>65%</td>
<td>62%</td>
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<tr>
<td>Eames Molded Plastic and Wire, Goetz Sofa, Stools, Magis, Mattiazzi,</td>
<td>40%</td>
<td>38%</td>
<td>37%</td>
<td>35%</td>
<td>42%</td>
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<td>Co/Struc®, Action Lab™, Casework</td>
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<td>49%</td>
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<td>Herman Miller for Healthcare Carts</td>
<td>12%</td>
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<td>7%</td>
<td>5%</td>
<td>12%</td>
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<tr>
<td>Geiger® Casegoods and Seating, GeigerEXPRESS™</td>
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<td>49%</td>
<td>46%</td>
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<td>58%</td>
<td>56%</td>
<td>55%</td>
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</tr>
</tbody>
</table>

*Discounts are from List Price
Tiers are based on List Product Value of each order (except First Office)
Discounts for orders over $400,000 List Value are negotiable

<table>
<thead>
<tr>
<th>$1 - $100,000</th>
<th>$100,001 - $400,000</th>
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<tbody>
<tr>
<td>$1 - $25,000 (cust. sell @ dock discount)</td>
<td>$25,001 - $200,000 (cust. sell @ dock discount)</td>
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</table>

- Purchase Orders must be issued to the local authorized Herman Miller dealer.
- List prices include freight within the 48 contiguous United States. Shipments outside of the contiguous United States are shipped freight prepaid to point of embarkation with freight costs beyond that point shipped collect.
### Additional Services and Solutions

<table>
<thead>
<tr>
<th>Service</th>
<th>Min.</th>
<th>Max.</th>
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</thead>
<tbody>
<tr>
<td>Installation of existing product</td>
<td>$35.00</td>
<td>$55.00</td>
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<tr>
<td>After hours installation</td>
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<td>Design</td>
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<td>Project Management</td>
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<tr>
<td>Asset Management</td>
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<tr>
<td>Refurbishment*</td>
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<td>n/a</td>
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</table>

*HMI or our dealer will work with the customer to determine the best product disposition via our rePurpose program or Trade-in

**Storage – for planning only, actual cost to be quoted; in/out and other services onsite and/or trailer storage are extra**

<table>
<thead>
<tr>
<th>Min.</th>
<th>Max.</th>
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</thead>
<tbody>
<tr>
<td>$1.40/sq. ft.</td>
<td>$1.80/sq. ft.</td>
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### Other Related Services and Solutions

<table>
<thead>
<tr>
<th>Service</th>
<th>Min.</th>
<th>Max.</th>
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</thead>
<tbody>
<tr>
<td>Reconfiguration</td>
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<tr>
<td>Strategic Planning Services</td>
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<td>$60.00</td>
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<td>Build-Out Project Mgt. Services</td>
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<tr>
<td>FF&amp;E Mgt. Services</td>
<td>$90.00</td>
<td>$110.00</td>
</tr>
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</table>

*Travel expenses will be quoted extra

Performance Environments – (Ref Attach.)

To Be Quoted

**Note:**

1. *Drop Ship*, price includes product delivery to the site, the purchaser is responsible for unloading.
2. *Inside Delivery*, price includes product delivered to the site and unloaded.
3. *Basic Installation*, price includes inside delivery, uncrating, assembly, installation, removal of debris from premises, installation documents and the bill of materials per the purchaser's approved plan and specifications.
4. *Expanded Service Installation* price to include basic installation; field measurements surveyed, documented and coordinated; electrical and tele/data infeed locations are surveyed, documented and coordinated; attend required coordination meetings with purchaser and other contractors; and creation and implementation of punch list by project manager.

**Installation & Delivery Services:**

The service option product discounts include "standard" services only, subject to the conditions listed below. The discounts are "not to exceed" percentages that may be lower as quoted by the servicing dealer dependent on the specific project conditions. Additional charges and services shall be negotiated in advance of the service being performed.

- Installation will be performed during normal weekday working hours.
- Adequate facilities for delivery, unloading, moving and staging/storing the product during the installation process shall be provided.
- Service work will not be hindered by other trades.
- Electric, heat, and adequate elevator service will be furnished without charge.
- The immediate installation area shall be complete and free of debris including the carpet/flooring before installation commences.
- Any work requiring a licensed electrician is the responsibility of the buyer.

**Additional Charges May Apply For:**

1) Orders of an aggregate quantity of 1 - 10 chairs, desks, files, peds - NTE $300 fee per delivery.
2) Major Metro Markets and any non-ground floor installation: NTE 1% - 3.5% of list product value
   - Major Metro Markets include large population centers and urban environments.
3) Installation in a clinical/medical environment: NTE 1% - 3.5% of list product value
4) Special restrictions or limits established by local laws, ordinances or the directions of the buyer, including but not limited to restrictions on transportations of materials, street access to the job site and/or dock facilities; NTE 1% - 3.5% of list product value
5) Installations outside of a 50 mile radius of the servicing dealer: NTE 1% - 2% of list product value
6) Local Prevailing Wage and/or Union Labor Rates

Any additional charges shall be quoted by the dealer and approved by the buyer prior to performance of the work.

NTE = Not To Exceed
**Project ID / Who & Where**
TRAFFIC DEPT. - LT. DAN KIM

**Date:**
5/17/2015

**Quotation**
103427

---

**BILL TO:**
EL SEGUNDO POLICE DEPARTMENT
348 MAIN STREET
EL SEGUNDO
CA 90245
LT. RAYMOND GARCIA
Phone: (310)524-2260
Fax: 

**SHIP TO:**
EL SEGUNDO POLICE DEPARTMENT
348 MAIN STREET
EL SEGUNDO
CA 90245
LT. RAYMOND GARCIA
Phone: (310)524-2260
Fax: 

**Product Counts:**
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<th>Desk Units</th>
<th>Tables</th>
<th>Files</th>
<th>Chairs</th>
<th>Storage</th>
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</table>

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**Product Summary / Scope of Work**

QUOTE FOR: HERMAN MILLER CANVAS SYSTEMS, FILING, AND GUEST CHAIRS ALONG WITH TIMES 2 STORAGE
FOR: EL SEGUNDO POLICE DEPARTMENT TRAFFIC DIVISION

*** PRICING BASED ON HERMAN MILLER US COMMUNITIES CONTRACT #G0607.A.018 ***

LEAD-TIME: 4-6 WEEKS UPON RECEIPT OF PURCHASE ORDER

SCOPE OF WORK:

1) G/M TO ORDER, RECEIVE AND INSPECT PRODUCT ON SITE, PER THE ATTACHED BILL OF MATERIALS.

2) G/M TO ASSEMBLE AND INSTALL PRODUCT PER THE APPROVED DRAWINGS AND WITH FREE AND CLEAR ACCESS.

3) PLEASE CONTACT LT. RAYMOND GARCIA @ 310-524-2260 TO SCHEDULE INSTALLATION

*** INSTALLATION NOTES:***

1) INSTALLATION BASED ON A FRIDAY EVENING DISASSEMBLY OF EXISTING FURNITURE

2) G/M TO DISASSEMBLE AND REMOVE EXISTING TRAFFIC FURNITURE, STAGING IN ADJACENT PARKING LOT TO BE REMOVED BY OTHERS.

3) ALL HARD WIRE ELECTRICAL CONNECTIONS (POWER POLES AND WHIPS) AND SYSTEMS DATA CABLING TO BE DONE BY OTHERS.

4) INSTALLATION OF NEW PRODUCT TO OCCUR ON A SATURDAY.

---

Account Executive: Ryan Turnbull (rtumbull@gmbi.net)
AMA: Nicole Sorensen (nsorensen@gmbi.net)

Project PAS: Brandi Lukosz

800-686-6583 800-686-6583 Fax: 951-684-0837
G/M Business Interiors
1099 W. La Cadera Drive, Riverside CA, 92501
http://www.gmbi.net

Page: 1 of 1
<table>
<thead>
<tr>
<th>Description</th>
<th>Non-Tax Srvcs.</th>
<th>Taxable Srvcs.</th>
<th>Freight</th>
<th>Design Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>(01) LOT OF HERMAN MILLER SYSTEMS FURNITURE BASED ON US COMMUNITIES CONTRACT.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>INCLUDES 3 FULL SIZE WORK STATIONS, 2 SHARED WORK STATIONS AND 1 COLLABORATIVE AREA. INCLUDES 20 OVERHEAD CABINETS AND 4 OPEN OVERHEAD SHELVES WITH (1) PEDESTAL AND (1) 2-DRAWER LATERAL FILE PER STATION.</td>
<td></td>
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</tr>
<tr>
<td>(02) EA HERMAN MILLER CAPER MULTIPURPOSE CHAIRS</td>
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<td></td>
</tr>
<tr>
<td>(01) EA HERMAN MILLER 6-DRAWER LATERAL FILE</td>
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</tr>
<tr>
<td>(02) EA AURORA TIMES 2 ROTARY FILES. SEE ATTACHED DRAWINGS AND BILL OF MATERIALS FOR DETAILS.</td>
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**BOM:** See Attached Bill of Materials

**Piece Count:** 553
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<td>2,925.72</td>
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<td>440.00</td>
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<tr>
<td>drawing AutoCAD building shells, developing typical workstations and</td>
<td></td>
<td></td>
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<tr>
<td>private office standards, space planning typicals into the floorplan,</td>
<td></td>
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</tr>
<tr>
<td>developing furniture color schemes, order specifications and</td>
<td></td>
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</tr>
<tr>
<td>receiving client approvals for all drawings and color schemes for order</td>
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<tr>
<td>entry.</td>
<td></td>
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</tr>
<tr>
<td>G/M Project Management Services include drawings and field measure</td>
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<td></td>
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<tr>
<td>checks, order scheduling &amp; routing, electrical consulting with</td>
<td></td>
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<td></td>
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<tr>
<td>contractors, field checks, monitoring construction progress along with</td>
<td></td>
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<td></td>
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<tr>
<td>delivery, assembly, punchlist coordination through final completion.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>G/M Project Services include receiving and inspecting of each product,</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>shipping damage adjudication with vendors, transporting product if</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>applicable, staging of products, delivery, setting in place of all</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>furniture, level clean and polishing of all items, vacuum floors and</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>recycling of all waste products associated with the furniture project.</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>G/M Punchlist Services include formulation of the project punchlist,</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ordering and receiving of punchlist products, and delivery and assembly</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>to finalize the punchlist and project.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>G/M Warranty Services Department is provided to offer clients our no-</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>charge warranty service work for all furniture protected under valid</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>factory warranties. G/M maintains electronic copies of our Client's</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>invoices for warranty enforcement. For service requests, our Warranty</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Department may be contacted via e-mail at <a href="mailto:warranty@gmbi.net">warranty@gmbi.net</a>.</td>
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</tbody>
</table>

BOM: See Attached Bill of Materials

Piece Count:
I have reviewed the quote, the bill of materials, the drawings (if applicable), the color cards (if applicable), and other associated exhibits for my order.

- I approve the colors, fabrics, and finishes as previously selected and correct as shown on the attached exhibit.
- I am satisfied that the product I have selected is the correct size and is suitable and will perform for its intended purpose.
- I am aware this product is manufactured to order and is not returnable to G/M or to the manufacturer.
- I understand that legal title to the product will transfer upon delivery to my commercial or residential location and all associated labor is taxable until title transfers.
- I am aware additional costs charged for inside delivery, staging, setting in place, assembly, leveling, cleaning, polishing, recycling of waste materials are separately stated and are elected as an additional contract option.
- I am aware of the grand total price of this contract as shown on this quote.

Approved by:

Signature ___________________________ Print Name/Title ___________________________ Date ___________________________

Account Executive: Ryan Turnbull  (rtturnbull@gmbi.net)  
AMA: Nicole Sorensen  (nsorensen@gmbi.net)  
Project PAS: Brandi Lukosz  
Page: 4 of 4

800-686-6583  800-686-6583  Fax: 951-684-0837  
G/M Business Interiors  
1099 W. La Cadena Drive, Riverside CA, 92501  
http://www.gmbi.net
**Project ID / Who & Where**

RECORDS DEPARTMENT

**Date:**

5/17/2015

**Quotation:**

98687

**BILL TO:**

6335

EL SEGUNDO POLICE DEPARTMENT
348 MAIN STREET

EL SEGUNDO
CA 90245

LT. RAYMOND GARCIA
Phone: (310)524-2260
Fax:

**SHIP TO:**

EL SEGUNDO
CA 90245

LT. RAYMOND GARCIA
Phone: (310)524-2260
Fax:

**Product Counts:**

<table>
<thead>
<tr>
<th>Systems</th>
<th>Desk Units</th>
<th>Tables</th>
<th>Files</th>
<th>Chairs</th>
<th>Storage</th>
<th>Ancillary</th>
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**Product Summary / Scope of Work**

QUOTE FOR: HERMAN MILLER CANVAS SYSTEMS, DESKING, FILING AND GUEST CHAIRS.

FOR: EL SEGUNDO POLICE DEPARTMENT RECORDS DIVISION

*** PRICING BASED ON HERMAN MILLER US COMMUNITIES CONTRACT #G0607.A.018 ***

LEAD-TIME: 4-6 WEEKS UPON RECEIPT OF PURCHASE ORDER

SCOPE OF WORK:

1) G/M TO ORDER, RECEIVE AND INSPECT PRODUCT ON SITE, PER THE ATTACHED BILL OF MATERIALS.

2) G/M TO ASSEMBLE AND INSTALL PRODUCT PER THE APPROVED DRAWINGS AND WITH FREE AND CLEAR ACCESS.

3) PLEASE CONTACT LT. RAYMOND GARCIA @ 310-524-2260 TO SCHEDULE INSTALLATION

*** INSTALLATION NOTES:

1) INSTALLATION BASED ON A FRIDAY EVENING DISASSEMBLY OF EXISTING FURNITURE

2) G/M TO DISASSEMBLE AND REMOVE EXISTING RECORDS FURNITURE, STAGING IN ADJACENT PARKING LOT TO BE REMOVED BY OTHERS.

3) ALL HARD WIRE ELECTRICAL CONNECTIONS (POWER POLES AND WHIPS) AND SYSTEMS DATA CABLING TO BE DONE BY OTHERS.

4) INSTALLATION OF NEW PRODUCT TO OCCUR ON A SATURDAY.

Account Executive: Ryan Turnbull (rtumbull@gmbi.net)  
AMA: Nicole Sorensen (nsorensen@gmbi.net)

Project PAS: Brandi Lukosz

Page: 1 of 1

---

800-686-6583  800-686-6583  Fax: 951-684-0837

G/M Business Interiors
1099 W. La Cadena Drive, Riverside CA, 92501

http://www.gmbi.net
<table>
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<tr>
<th>G/M</th>
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### BOM A

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<tr>
<th>LOT</th>
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<tbody>
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<td>7,426.30</td>
</tr>
<tr>
<td>Sell Ext</td>
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**Description:**

(01) EA HERMAN MILLER U-SHAPED SUPERVISOR OFFICE. INCLUDES (1) BOX/FILE MOBILE PEDESTAL, (1) 42W 2-DRW LATERAL FILE, (1) 2-DRW LATERAL FILE WITH STACK ON BOOKCASE, (1) WARDROBE TOWER WITH FF PEDESTAL, (4) HIGH DOOR OVERHEAD CABINETS AND (2) GUEST CHAIRS. SEE ATTACHED DRAWING AND BILL OF MATERIALS FOR DETAILS.

**BOM:** See Attached Bill of Materials

**Piece Count:** 52

### BOM B

**Who/What/Where**

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<td>Sell Ext</td>
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**Description:**

(01) EA HERMAN MILLER L-SHAPED WORK STATION W/ (1) PEDESTAL, (1) STORAGE CABINET AND (1) OPEN SHELF. (06) EA HERMAN MILLER U-SHAPED WORK STATION W/(1) PEDESTAL, (1) 42W 2-DRW LATERAL FILE AND (2) OVERHEAD CABINETS. SEE ATTACHED DRAWING AND BILL OF MATERIALS FOR DETAILS.

**BOM:** See Attached Bill of Materials

**Piece Count:** 605

### BOM C

**Who/What/Where**

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<td>Sell Ext</td>
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**Description:**

(06) EA HERMAN MILLER WARDROBE TOWERS WITH INTEGRATED STORAGE CABINET AND FILE/FILE PEDESTAL, 24" X 24" X 68" HIGH.

**BOM:** See Attached Bill of Materials

**Piece Count:** 30

---

Account Executive: Ryan Turnbull  (rtumbull@gmbi.net)
AMA: Nicole Sorensen  (nsorensen@gmbi.net)

Project PAS:  
Brandi Lukosz  
Page: 2 of 2

800-686-6583  800-686-6583  Fax: 951-684-0837
G/M Business Interiors
1099 W. La Cadena Drive, Riverside CA, 92501
http://www.gmbi.net

38
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<th>Design Fee</th>
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<tbody>
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<td>G/M Furniture Planning Services, if applicable, include field measurements, drawing AutoCAD building shells, developing typical workstations and private office standards, space planning typicals into the floorplan, developing furniture color schemes, order specifications and receiving client approvals for all drawings and color schemes for order entry.</td>
<td>2,316.58</td>
<td>5,610.43</td>
<td>.00</td>
<td>440.00</td>
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<tr>
<td>G/M Project Management Services include drawings and field measure checks, order scheduling &amp; routing, electrical consulting with contractors, field checks, monitoring construction progress along with delivery, assembly, punchlist coordination through final completion.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>G/M Project Services include receiving and inspecting of each product, shipping damage adjudication with vendors, transporting product if applicable, staging of products, delivery, setting in place of all furniture, level clean and polishing of all items, vacuum floors and recycling of all waste products associated with the furniture project.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>G/M Punchlist Services include formulation of the project punchlist, ordering and receiving of punchlist products, and delivery and assembly to finalize the punchlist and project.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>G/M Warranty Services Department is provided to offer clients our no-charge warranty service work for all furniture protected under valid factory warranties. G/M maintains electronic copies of our Client's invoices for warranty enforcement. For service requests, our Warranty Department may be contacted via e-mail at <a href="mailto:warranty@gmbl.net">warranty@gmbl.net</a></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

BOM: See Attached Bill of Materials

Piece Count:

Account Executive: Ryan Turnbull  (rtumbull@gmbl.net)
AMA: Nicole Sorensen  (nsorensen@gmbl.net)

Project PAS: Brandi Lukosz

800-686-6583   800-686-6583   Fax: 951-684-0837
G/M Business Interiors
1099 W. La Cadena Drive, Riverside CA, 92501
http://www.gmbl.net
I have reviewed the quote, the bill of materials, the drawings (if applicable), the color cards (if applicable), and other associated exhibits for my order.

- I approve the colors, fabrics, and finishes as previously selected and correct as shown on the attached exhibit.
- I am satisfied that the product I have selected is the correct size and is suitable and will perform for its intended purpose.
- I am aware this product is manufactured to order and is not returnable to G/M or to the manufacturer.
- I understand that legal title to the product will transfer upon delivery to my commercial or residential location and all associated labor is taxable until title transfers.
- I am aware additional costs charged for inside delivery, staging, setting in place, assembly, leveling, cleaning, polishing, recycling of waste materials are separately stated and are elected as an additional contract option.
- I am aware of the grand total price of this contract as shown on this quote.

Approved by:

Signature ___________________________ Print Name/Title ___________________________ Date ________________

Account Executive: Ryan Turnbull  (rtumbull@gmbi.net) 
AMA: Nicole Sorensen  (nsorensen@gmbi.net) 
Project PAS: Brandi Lukosz  

800-686-6583  800-686-6583  Fax: 951-684-0837 
G/M Business Interiors 
1099 W. La Cadena Drive, Riverside CA, 92501 
http://www.gmbi.net
AGENDA DESCRIPTION:
Consideration and possible action to authorize the City Manager, or designee, to record the Notice of Completion accepting completion of work for nineteen (19) homes related to Project RSI 14-20 (the City's Residential Sound Insulation Program's Group 63).
(Final Contract Amount: $532,300.11)

RECOMMENDED COUNCIL ACTION:
1. Authorize the City Clerk to file the City Manager’s, or designee’s, Notice of Completion in the County Recorder’s Office;
2. Authorize the City Manager, or designee, to close out Project No. RSI 14-20;
3. Authorize the RSI Program Manager to sign the Title 24 Compliance Certificates in accordance with the requirements of the grant funding from Los Angeles World Airports (LAWA) and mail originals to LAWA; and/or
4. Alternatively discuss and take other action related to this item.

ATTACHED SUPPORTING DOCUMENTS:
Notice of Completion
List of homes included in Group 63 (Exhibit A to the Notice of Completion)
Sample of Title 24 Compliance Certificate
Sample of cover letter to property owners for Title 24 Compliance Certificates

FISCAL IMPACT: Included in Adopted Budget

<table>
<thead>
<tr>
<th>Amount Budgeted:</th>
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<td>Additional Appropriation:</td>
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<tr>
<td>Account Number(s):</td>
<td>116-400-0063-8960</td>
</tr>
</tbody>
</table>

ORIGINATED BY: James S. O'Neill, Program Manager
REVIEWED BY: Sam Lee, Director of Planning and Building Safety
APPROVED BY: Greg Carpenter, City Manager

BACKGROUND AND DISCUSSION:
The RSI Program offers modifications to owners of qualifying residential property in the City of El Segundo that reduce interior sound levels of noise generated by air traffic from neighboring Los Angeles International Airport (LAX).

At its meeting November 18, 2014 the City Council awarded a construction contract to Karabuild Development, Inc. for the construction of improvements at nineteen (19) homes, commonly referred to as Group 63 of the RSI Program.

Work at the nineteen (19) homes has now been completed. The final contract amount is $532,300.11.
The Letter Agreement between the City of El Segundo and Los Angeles World Airports (LAWA), which outlines City obligations with regards to grant funds received from LAWA, states,

"The City of El Segundo will issue a Title 21 Compliance Certificate for each eligible incompatible property that it sound insulates with LAWA and/or FAA funds...

With sound insulation work now complete, a Title 21 Compliance Certificate would be required for these nineteen (19) homes.
NOTICE OF COMPLETION OF CONSTRUCTION PROJECT

Project Name: Residential Sound Insulation Program – Group 63
Project No.: RSI 14-20

Notice is given pursuant to California Civil Code §§ 3093, et seq. that:

1. The undersigned is an officer of the owner of interest of the property described below.
2. The project owner's name is: City of El Segundo
3. The full addresses of the project are: attached as Exhibit A and incorporated by reference
4. A work of improvement on the property hereinafter described was field reviewed by City representatives on: see attached Exhibit A
5. The work done was: Residential Sound Insulation Program Improvements
6. On June 2, 2015, City Council of the City of El Segundo accepted the work of this contract as being complete and directed the recording of this Notice of Completion in the Office of the County Recorder.
7. The name of the Contractor for such work of improvement was: Karabuild Development, Inc.
8. The property on which said work of improvement was completed is in the City of El Segundo, County of Los Angeles, State of California, and is described as follows: Private Residence(s) listed in Exhibit A
9. The street address of said properties are: set forth in Exhibit A

Dated: ____________________________

Sam Lee
Planning and Building Safety Director

VERIFICATION

I, the undersigned, say: I am the Director of Planning and Building Safety of the City El Segundo, the declarant of the foregoing Notice of Completion; I have read said Notice of Completion and know the contents thereof; the same is true of my own knowledge.

I declare under penalty of perjury the foregoing is true and correct.

Executed on ______________________ at El Segundo, California.

Sam Lee
Planning and Building Safety Director
## Exhibit A

<table>
<thead>
<tr>
<th>RSI Number</th>
<th>Project Address</th>
</tr>
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<tbody>
<tr>
<td>63.01</td>
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<td>613 Virginia Street</td>
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<td>63.19</td>
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</table>
TO THE CITY OF LOS ANGELES

TITLE 21 COMPLIANCE CERTIFICATE
California Airport Noise Standards
Incompatible Land Use Sound Insulation Projects

Dated ______________________

This is to certify that the residential property for which a legal description, including addresses and assessor's parcel number, are attached hereto and marked Exhibit "A" has been determined by the City of El Segundo ("City") to be compatible land within the noise impact boundary around Los Angeles International Airport.

Certification of land use compatibility is based on compliance with the requirements of the California Airport Noise Standards, set forth in California Code of Regulations, Title 21 “Division of Aeronautics”, Subchapter 6 “Noise Standards”, Section 5014, in that either:

☐ (a) The residential structure(s) on the property has/have been sound insulated to achieve a maximum interior Community Noise Equivalent Level of 45dB in all habitable rooms, or

☐ (b) The property owner has declined, either explicitly or through a lack of response to inquiries, an offer to participate in a Sound Insulation Program administered by the Implementing Jurisdiction which would have resulted in a maximum interior Community Noise Equivalent Level of 45dB in all habitable rooms, and that the property may, therefore, be considered compatible land pursuant to Section 5014 (a)(4). If declination is through a lack of response, this is to also certify that the City of El Segundo provided adequate opportunities and invitations for participation.

☐ (c) A noise easement has been filed with the County Recorder relative to the property in a form and manner approved by the Los Angeles City Attorney.

This Title 21 Compliance Certificate shall serve as notice to the owner(s) of the property, the California Department of Transportation, and Los Angeles World Airports that the property has been determined to be compatible land within the noise impact boundary around the subject Airport pursuant to Section 5014 of the California Airport Noise Standards.

A copy of this Certificate will be sent to Los Angeles World Airports by certified mail on the date shown above. Return receipts will be made available to Los Angeles World Airports for a period of not less than two years after that date.

This Certificate shall be filed in the City of El Segundo's City Clerk's Office, or in such other permanent location as approved by Los Angeles World Airports, and shall continue in effect until the subject Airport shall be abandoned and shall cease to be used for public airport purposes. Furthermore, in the case where the owner has previously declined to participate in a sound insulation program under (b) above, the Title 21 Compliance Certificate shall continue in effect until the owner(s) or owner's heirs, successors or assigns subsequently participate in a Residential Sound Insulation Program and a new Title 21 Compliance Certificate is filed for the property with (a), above, indicated on the new recorded form.

Nothing herein contained shall constitute a waiver of any rights by the owner(s) of the property or owner's heirs, successors and assigns.

Approved by: ______________________

James S. O'Neill
Program Manager
EXHIBIT A

Property Address: ______________________

APN: _____ - _____ - ____
Planning & Building Safety
Residential Sound Insulation Program

[DATE]

[PROPERTY OWNERS]
[MAILING ADDRESS]
[MAILING ADDRESS]
[CITY], [STATE] [ZIP CODE]

Dear [PROPERTY OWNER],

Attached is a copy of the Title 21 Compliance Certificate for your property at:
[PROPERTY ADDRESS], El Segundo, California 90245

You are receiving this notice because your property received Residential Sound Insulation Improvements through the City of El Segundo’s Residential Sound Insulation (RSI) Program.

This Title 21 Compliance Certificate serves as notice that the property has been determined to be compatible land within the noise impact boundary around Los Angeles International Airport pursuant to Section 5014 of the California Airport Noise Standards.

If you have any questions, please contact me at (310) 524-2352 or via email at joneill@elsegundo.org.

Respectfully,

James S. O’Neill
Program Manager

333 Main Street, Unit A, El Segundo, California 90245
Phone (310) 524-2352  FAX (310) 662-4052
AGENDA DESCRIPTION:
Consideration and possible action to authorize the City Manager, or designee, to record the Notice of Completion accepting completion of work for eighteen (18) homes related to Project RSI 14-21 (the City's Residential Sound Insulation Program's Group 64).
(Final Contract Amount: $680,661.94)

RECOMMENDED COUNCIL ACTION:
1. Authorize the City Clerk to file the City Manager's, or designee's, Notice of Completion in the County Recorder's Office;
2. Authorize the City Manager, or designee, to close out Project No. RSI 14-21;
3. Authorize the RSI Program Manager to sign the Title 24 Compliance Certificates in accordance with the requirements of the grant funding from Los Angeles World Airports (LAWA) and mail originals to LAWA; and/or
4. Alternatively discuss and take other action related to this item.

ATTACHED SUPPORTING DOCUMENTS:
Notice of Completion
List of homes included in Group 64 (Exhibit A to the Notice of Completion)
Sample of Title 24 Compliance Certificate
Sample of cover letter to property owners for Title 24 Compliance Certificates

FISCAL IMPACT: Included in Adopted Budget

Amount Budgeted: $726,864
Additional Appropriation: N/A
Account Number(s): 116-400-0064-8960

ORIGINATED BY: James S. O'Neill, Program Manager
REVIEWED BY: Sam Lee, Director of Planning and Building Safety
APPROVED BY: Greg Carpenter, City Manager

BACKGROUND AND DISCUSSION:
The RSI Program offers modifications to owners of qualifying residential property in the City of El Segundo that reduce interior sound levels of noise generated by air traffic from neighboring Los Angeles International Airport (LAX).

At its meeting November 18, 2014 the City Council awarded a construction contract to Karabuild Development, Inc. for the construction of improvements at nineteen (18) homes, commonly referred to as Group 64 of the RSI Program.

Work at the eighteen (18) homes has now been completed. The final contract amount is $680,661.94.
The Letter Agreement between the City of El Segundo and Los Angeles World Airports (LAWA), which outlines City obligations with regards to grant funds received from LAWA, states,

"The City of El Segundo will issue a Title 21 Compliance Certificate for each eligible incompatible property that it sound insulates with LAWA and/or FAA funds..."

With sound insulation work now complete, a Title 21 Compliance Certificate would be required for these eighteen (18) homes.
NOTICE OF COMPLETION OF CONSTRUCTION PROJECT

Project Name: Residential Sound Insulation Program – Group 64
Project No.: RSI 14-21

Notice is given pursuant to California Civil Code §§ 3093, et seq. that:

1. The undersigned is an officer of the owner of interest of the property described below.

2. The project owner's name is: City of El Segundo

3. The full addresses of the project are: attached as Exhibit A and incorporated by reference

4. A work of improvement on the property hereinafter described was field reviewed by City representatives on: see attached Exhibit A

5. The work done was: Residential Sound Insulation Program Improvements

6. On June 2, 2015, City Council of the City of El Segundo accepted the work of this contract as being complete and directed the recording of this Notice of Completion in the Office of the County Recorder.

7. The name of the Contractor for such work of improvement was: Karabuild Development, Inc.

8. The property on which said work of improvement was completed is in the City of El Segundo, County of Los Angeles, State of California, and is described as follows: Private Residence(s) listed in Exhibit A

9. The street address of said properties are: set forth in Exhibit A

Dated: ____________________________

Sam Lee
Planning and Building Safety Director

VERIFICATION

I, the undersigned, say: I am the Director of Planning and Building Safety of the City El Segundo, the declarant of the foregoing Notice of Completion; I have read said Notice of Completion and know the contents thereof; the same is true of my own knowledge.

I declare under penalty of perjury the foregoing is true and correct.

Executed on __________________________ at El Segundo, California.

____________________________
Sam Lee
Planning and Building Safety Director

Notice of Completion
## Exhibit A

<table>
<thead>
<tr>
<th>RSI Number</th>
<th>Project Address</th>
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<tr>
<td>64.01</td>
<td>975 Loma Vista Street</td>
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<td>805 McCarthy Court</td>
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<tr>
<td>64.18</td>
<td>826 Bungalow Drive</td>
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</tbody>
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TO THE CITY OF LOS ANGELES

TITLE 21 COMPLIANCE CERTIFICATE
California Airport Noise Standards
Incompatible Land Use Sound Insulation Projects

Dated ________________

This is to certify that the residential property for which a legal description, including addresses and assessor's parcel number, are attached hereto and marked Exhibit "A" has been determined by the City of El Segundo ("City") to be compatible land within the noise impact boundary around Los Angeles International Airport.

Certification of land use compatibility is based on compliance with the requirements of the California Airport Noise Standards, set forth in California Code of Regulations, Title 21 "Division of Aeronautics", Subchapter 6 "Noise Standards", Section 5014, in that either:

☐ (a) The residential structure(s) on the property has/have been sound insulated to achieve a maximum interior Community Noise Equivalent Level of 45dB in all habitable rooms, or

☐ (b) The property owner has declined, either explicitly or through a lack of response to inquiries, an offer to participate in a Sound Insulation Program administered by the Implementing Jurisdiction which would have resulted in a maximum interior Community Noise Equivalent Level of 45dB in all habitable rooms, and that the property may, therefore, be considered compatible land pursuant to Section 5014 (a)(4). If declination is through a lack of response, this is to also certify that the City of El Segundo provided adequate opportunities and invitations for participation.

☐ (c) A noise easement has been filed with the County Recorder relative to the property in a form and manner approved by the Los Angeles City Attorney.

This Title 21 Compliance Certificate shall serve as notice to the owner(s) of the property, the California Department of Transportation, and Los Angeles World Airports that the property has been determined to be compatible land within the noise impact boundary around the subject Airport pursuant to Section 5014 of the California Airport Noise Standards.

A copy of this Certificate will be sent to Los Angeles World Airports by certified mail on the date shown above. Return receipts will be made available to Los Angeles World Airports for a period of not less than two years after that date.

This Certificate shall be filed in the City of El Segundo’s City Clerk’s Office, or in such other permanent location as approved by Los Angeles World Airports, and shall continue in effect until the subject Airport shall be abandoned and shall cease to be used for public airport purposes. Furthermore, in the case where the owner has previously declined to participate in a sound insulation program under (b) above, the Title 21 Compliance Certificate shall continue in effect until the owner(s) or owner’s heirs, successors or assigns subsequently participate in a Residential Sound Insulation Program and a new Title 21 Compliance Certificate is filed for the property with (a), above, indicated on the new recorded form.

Nothing herein contained shall constitute a waiver of any rights by the owner(s) of the property or owner’s heirs, successors and assigns.

Approved by: ____________________________
James S. O’Neill
Program Manager
EXHIBIT A

Property Address: ____________________________

APN: _____ - _____
Planinng & Building Safety  
Residential Sound Insulation Program

[DATE]

[PROPERTY OWNERS]
[MAILING ADDRESS]
[MAILING ADDRESS]
[CITY], [STATE] [ZIP CODE]

Dear [PROPERTY OWNER],

Attached is a copy of the Title 21 Compliance Certificate for your property at:

[PROPERTY ADDRESS], El Segundo, California 90245

You are receiving this notice because your property received Residential Sound Insulation Improvements through the City of El Segundo’s Residential Sound Insulation (RSI) Program.

This Title 21 Compliance Certificate serves as notice that the property has been determined to be compatible land within the noise impact boundary around Los Angeles International Airport pursuant to Section 5014 of the California Airport Noise Standards.

If you have any questions, please contact me at (310) 524-2352 or via email at joneill@elsegundo.org.

Respectfully,

James S. O’Neill
Program Manager
AGENDA DESCRIPTION:

Consideration and possible action approving a first amendment to an existing Professional Services Agreement No. 4723, with Library Associates, Inc. (LAC) to increase the amount of the agreement by $20,000, for a total of $45,000 for temporary library staffing services.

(Fiscal Impact: $20,000)

RECOMMENDED COUNCIL ACTION:

1. Authorize the City Manager to execute a first amendment to an existing Professional Services Agreement No. 4723, to increase funding by $20,000 for a total of $45,000 approved as to form by the City Attorney; and/or,

2. Alternatively, discuss and take other possible action related to this item.

ATTACHED SUPPORTING DOCUMENTS:

None

FISCAL IMPACT:

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<th>Amount Budgeted:</th>
<th>$20,000</th>
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<td>Account Number(s):</td>
<td>001-400-6104-4101</td>
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ORIGINATED BY: Debra Brighton, Director of Library Services

APPROVED BY: Greg Carpenter, City Manager

BACKGROUND AND DISCUSSION:

In December 2014, the City retained LAC to provide temporary library staffing services for the Adult and Children’s areas at the public information desks for a total of $25,000, while two full-time positions were vacant. One position has been filled in the Youth Services Division, so temporary staffing in that area is no longer needed. However, there is a re-classification process underway in the Adult Services Division, to change the vacant Senior Library Assistant to a Librarian I, through the current bargaining and negotiations process with the City Employee’s Association. As a result, temporary staffing is still required in the Adult Services area, and staff is recommending that the City Council approve an additional $20,000 be added to the existing contract.

It is anticipated that the negotiations process will continue past the agreement end date of July 1, 2015, but a final resolution of the re-class of the Senior Library Assistant position is undetermined. In order to give the process more time, staff recommends that the amendment
extend the term of the agreement to June 2, 2016. The additional cost of $20,000 will be entirely offset by salary and benefit savings from the vacancy of the Senior Library Assistant.

RECOMMENDATION:

Staff recommends the City Council approve the amendment to the existing Professional Services Agreement with Library Associates, Inc., as described above.
AGENDA DESCRIPTION:

Consideration and possible action regarding approval of a permanent half-time Administrative Specialist in the Water Division of Public Works. (Fiscal Impact: $20,000 estimated)

RECOMMENDED COUNCIL ACTION:

1. Approve a permanent half-time Administrative Specialist position in the Water Division of Public Works.
2. Alternatively, discuss and take other possible action related to this item.

ATTACHED SUPPORTING DOCUMENTS:

None

FISCAL IMPACT: Included in Adopted Budget

Amount Budgeted: $20,000.00
Additional Appropriation: N/A
Account Number(s): N/A

ORIGINATED BY: Stephanie Katsouleas, Public Works Director

REVIEWED BY: Stephanie Katsouleas, Public Works Director

APPROVED BY: Greg Carpenter, City Manager

BACKGROUND AND DISCUSSION:

With the FY 2014/15 budget adoption last year, staff requested and City Council approved an increase to the administrative staff levels for the Water Division in Public Works. However, it was not clearly stated that the position is intended to be both permanent and benefited. The need for the increase in staffing stems from the labor-intensive and growing backflow program administered by the Water Division. Currently there are no fees associated with or reimbursements collected by the Water Division to administer the program.

Backflow devices are required to be installed on every property that has a non-potable water system such as reclaim, industrial, commercial usages, fire service line and/or irrigation system. The purpose of a backflow device is to protect the city’s water supply from stagnant or other undesirable water that may sit within the fire service system due to inactivity. Stagnant water has the potential to develop bacteria which then threatens the city’s potable supply if it flows back into the system. Backflow devices prevent that from happening. To ensure that the devices are functioning as intended, the devices must tested annually by a certified outside vendor at the property owners’ expense. The City’s Water Department has the responsibility to ensure each device is checked and passes its inspection. If a backflow device fails, then the water may be turned off at that site until it can be retested and pass inspection; such action depends on the hazard level associated with the failure of a backflow device. Due to changes in State building
code requirements, the number of properties requiring testable backflow devices is steadily increasing.

The requirement to have fire service, and thus backflow devices, has been in effect for years for office buildings and multi-family dwellings. However, starting in January, 2011, the California Building Standards Commission required all new one and two unit family dwellings as well as townhomes constructed in California to also install residential fire sprinklers. This, in turn, requires the installation of a testable backflow device (unless the unit is specifically plumbed to recirculate fire service water; not typical).

Until recently, the Water Division’s operations staff has been administering the backflow program for 941 separate devices (up from approximately 500 five years ago). They are now in dire need of additional administrative support for the program. The backflow program requires careful documentation of each backflow device, interpretation and recordkeeping of testing dates and outcomes, issuance of annual notification letters, follow up for non-compliance, and field visits for compliance verification. The Water Division operations staff also works with the Los Angeles County Health Department to ensure state and county standards are met for the backflow devices tested that are located within our own city buildings and parks. Much of the backflow program workload is clerical in nature but has been implemented by operations staff due to the shortage in administrative staff until approval at the beginning of this fiscal year. Public Works filled the position with a temporary worker in October 2014 to offset the administrative support need until a recruitment could commence. The Human Resources Department and Public Works are now ready to begin the recruitment and thus would like to confirm City Council’s support for this permanent and benefited position. The annual impact to the water fund is $50,000. Staff therefore recommends that City Council approve moving forward with filling the position.
EL SEGUNDO CITY COUNCIL
AGENDA STATEMENT

MEETING DATE: June 2, 2015
AGENDA HEADING: Consent Agenda

AGENDA DESCRIPTION:
Consideration and possible action to receive and file this report regarding emergency work to repair dwelling units at the Park Vista Senior Housing Facility due to water intrusion without the need for bidding in accordance with Public Contracts Code §§ 20168 and 22050 and El Segundo Municipal Code ("ESMC")§ 1-7-12 and 1-7A-4. (Fiscal Impact: $50,000.00)

RECOMMENDED COUNCIL ACTION:
(1) Receive and file this report regarding emergency work to repair dwelling units at the Park Vista Senior Housing Facility due to water intrusion without the need for bidding in accordance with Public Contracts Code §§ 20168 and 22050 and El Segundo Municipal Code ("ESMC")§ 1-7-12 and 1-7A-4.
(2) Alternatively, discuss and take other possible action related to this item.

ATTACHED SUPPORTING DOCUMENTS:
None

FISCAL IMPACT: Included in Adopted Budget

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ORIGINATED BY: Stephanie Katsouleas, Director of Public Works
REVIEWED BY: Gregg Kovacevich, Assistant City Attorney
APPROVED BY: Greg Carpenter, City Manager

BACKGROUND AND DISCUSSION:
Emergency work to repair three dwelling units at the Park Vista Senior Housing Facility due to water intrusion caused by improperly sloped decks is still underway. Bid documents for the project were sent to three contractors on May 13, 2015 and two bids were received the following week on May 21, 2015. Staff and the consultant engineer are in the process of reviewing the bids and will present the results and recommendations to the Park Vista Board in June, potentially at special meeting earlier in the month given the cancellation of the May Board meeting due to lack of quorum.

Public Contracts Code § 22050 (c) requires that the City Council receive updates at every regularly scheduled meeting until the emergency repair is completed. Therefore, staff recommends that City Council receive and file this report on the status of the emergency repair to address the water intrusion issues at Park Vista Senior Housing Facility.
AGENDA DESCRIPTION:

Consideration and possible action regarding the approval of a Second Amendment to the Memorandum of Understanding (MOU) between the City of El Segundo (City) and the El Segundo Unified School District (District) for Library Services to the four (4) school libraries, including the High School, Middle School, Richmond Street Elementary and Center Street Elementary Schools. A Second Amendment would replace the source of funding from the City’s General Fund to payment in the form of a reimbursement by the District to the City for part-time, no benefit personnel for an estimated annual cost of $130,000 for the term July 1, 2015 to June 30, 2016. The Second Amendment also extends the MOU for ten (10) years from July 1, 2015 to June 30, 2025. All other terms and conditions in the MOU would remain the same.

(Fiscal Impact: None – School District to reimburse the City an estimated $130,000.00 annually for part-time, no benefited salaries)

RECOMMENDED COUNCIL ACTION:

1. Approve a Second Amendment to the MOU No. 3766A between the City and the District for Library Services, to change the funding for part-time, no benefit personnel in the school libraries from the City’s general fund to a reimbursement payment by the District for an estimated cost of $130,000, adjusted annually for standard step or cost of living increases; and an additional reimbursement of $12,220 for possible changes in staffing levels if approved by the School District Board, starting July 1, 2015 to June 30, 2016; and, to extend the term of the agreement for another ten (10) years from July 1, 2015 to June 30, 2025, approved as to form by the City Attorney; and/or

2. Alternatively, discuss and take other action related to this item.

ATTACHED SUPPORTING DOCUMENTS:

1. First Amendment to the MOU No. 3766A between the City of El Segundo and the El Segundo Unified School District for Library Services.


FISCAL IMPACT:

Amount Budgeted: $130,220
Additional Appropriation: N/A
Account Number(s): 001-400-6103-4102

ORIGINATED BY: Debra Brighton, Director of Library Services
APPROVED BY: Greg Carpenter, City Manager
BACKGROUND AND DISCUSSION:

Since the early 1990s, the City and the District have shared a joint partnership agreement to provide City administration of part-time, no benefit personnel; the purchase of library materials; delivery of books between the El Segundo Public Library (Public Library) and school libraries; and, technical support and access to the online catalog for processing and circulation of school library materials at the four school libraries: Center Street Elementary School, Richmond Street Elementary School, the Middle School and the High School.

On October 16, 2007, a MOU No. 3766 was approved by the City and District which delineated all the services each agency would provide for the school libraries. A First Amendment to the MOU No. 3766A was approved on October 16, 2012 to extend the term of the MOU to October 16, 2022.

At a Strategic Planning Session in 2014, for the Fiscal Budget Year 2014/15, the City Council determined that the City would continue to pay for part-time, no benefit salaries to staff the school libraries for another school year through 2015. After that time, it was agreed that the District would begin to take over funding of the part-time school library positions. It was also agreed that the City would continue to administer the program, provide equipment and technical support for the online catalog network shared with the Public Library, and continue to purchase materials for each school library.

Staff has calculated that the cost for continuing to staff all four libraries, at the current level Tuesday through Friday, is $130,000. After further review and discussions, the District has requested a proposal for staffing at the elementary and middle schools on Mondays for an additional $12,220. If additional staff hours are approved by the District School Board in June 2015, this would bring the total annual reimbursement cost for the District to the City to $142,220, for a term July 1, 2015 to June 30, 2016. Adjusted costs for subsequent years would allow for standard City personnel practices of step increases for new employees and cost of living raises when approved by the City Council.

The term of a Second Amendment to the MOU would be July 1, 2015 to June 30, 2025.
FIRST AMENDMENT TO MOU BETWEEN THE CITY OF EL SEGUNDO AND THE EL SEGUNDO UNIFIED SCHOOL DISTRICT FOR LIBRARY SERVICES

This First Amendment to Memorandum of Understanding ("Amendment") is made and entered into this 16 day of October, 2012 by and between the CITY OF EL SEGUNDO; a municipal corporation and general law city existing under the laws of California ("CITY") and EL SEGUNDO UNIFIED SCHOOL DISTRICT, a public school district organized pursuant to the provisions of the California Education Code ("DISTRICT").

RECITALS

A. CITY and DISTRICT previously entered into that certain Memorandum of Understanding regarding library services dated October 16, 2007 (the "MOU").

B. The term of the MOU is set to expire on October 16, 2012.

C. The Parties desire to extend the term of the MOU to permit CITY to continue to provide certain specified library services and administrative functions to DISTRICT's school libraries, as further described in the MOU.

NOW, THEREFORE, for and in consideration of the mutual covenants and conditions contained herein and the MOU, the Parties agree as follows:

1. Term. The Parties agree to extend the term of the MOU for a term of ten (10) years, to expire on October 16, 2022. Upon the term expiring, DISTRICT and CITY may, by mutual agreement, extend the MOU for a similar or different period of time.

2. Continued Effect. Except as specifically set forth herein, this Amendment shall in no way modify, alter or amend the remaining terms of the MOU, all of which are hereby ratified by the Parties and shall remain in full force and effect. In the event of a conflict between any term or provision of the MOU and this Amendment, the terms and provisions of this Amendment shall control. All captions are for reference purposes only and shall not be used in the construction or interpretation of this Amendment.

3. Counterparts. This Amendment may be executed and delivered in multiple counterparts and each counterpart so delivered which bears the original signature of a Party shall be binding to such Party, and all counterparts shall together constitute one original and the same instrument.

4. Authority. Each person executing this Amendment on behalf of CITY or DISTRICT hereby represents and warrants (a) his authority to do so, (b) that such authority has been duly and validly conferred by that entity's governing body, board, managers or members and (c) that said entity has the full right and authority to enter this Amendment.
IN WITNESS WHEREOF the Parties have executed this Amendment the day and year first hereinabove written.

By: 
Superintendent

By: 
Greg Carpenter, City Manager

Approved As To Form:

District Counsel

Attest:

By: 
Tracey Sherill Weaver, City Clerk

Approved As To Form:

By: 
Mark Hensley, City Attorney
MOU BETWEEN
THE CITY OF EL SEGUNDO AND
THE EL SEGUNDO UNIFIED SCHOOL DISTRICT
FOR
LIBRARY SERVICES

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is made and entered into this 16TH day of OCTOBER, 2007, by and between the CITY OF EL SEGUNDO, a municipal corporation and general law city existing under the laws of California ("CITY"), and EL SEGUNDO UNIFIED SCHOOL DISTRICT, a public school district organized pursuant to provisions of the California Education Code ("DISTRICT").

ARTICLE I.  RECITALS.

The Parties enter into this MOU with reference to the following facts, objectives, and understandings:

Section 1.01 CITY views the four existing school branch libraries and their materials as important extensions to the public library’s services;

Section 1.02 CITY invested considerable resources into the administration and operation of this library system since December 3, 1991; and,

Section 1.03 CITY and DISTRICT seek to continue a mutually beneficial agreement whereby the respective library facilities of the CITY and DISTRICT would be affiliated.

ARTICLE II.  DEFINITIONS

Unless the contrary is stated or clearly appears from the context, the following definitions govern the construction of words and phrases used in this MOU:

Section 2.01 "All library related capital improvements" means remodeling or expansion of the facilities.

Section 2.02 "Building maintenance and janitorial services/supplies" means regular repairs and maintenance on all four school library facilities so that the sites are kept safe, and good working condition; and, that there is a regularly scheduled cleaning of all sites including floors, bathrooms, furniture, shelves, and trash removal. The DISTRICT will provide all janitorial supplies.
Section 2.03 “Centralized… cataloging” means that for each book or material item, bibliographic information will be entered at the public library on their Online Computer Library Center (OCLC) database to obtain proper classification and standardized subject cataloging. This database information is then downloaded into a shared automated system between CITY and DISTRICT.

Section 2.04 “Centralized ordering” means CITY will order all materials for each school library site, and will coordinate with DISTRICT regarding school district purchase order numbers and accounts from which orders will be placed.

Section 2.05 “Centralized… processing” means that after cataloging, CITY staff will adhere date due slips, property stamp, Dewey Decimal classification label, barcode, and book jacket all school library materials and send them in the delivery system to the appropriate library when completed.

Section 2.06 “Computer hardware and software programs” means CITY will provide at each school site two dedicated computers with a shared automated system downloaded for staff to circulate materials, and will provide two dedicated computers for students to access the same shared online catalog.

Section 2.07 “Coordinate materials purchased” means CITY will coordinate with DISTRICT for purchasing books and materials for all the school libraries to reduce costs and prevent duplication of titles when possible.

Section 2.08 “Provide library staff” means:

A. Two (2)-part-time Library Assistants at each of the Center Street, Richmond Street, and Middle School Libraries;

B. One (1)-part-time Library Assistant at the High School Library; and,

C. CITY will oversee and coordinate program needs, evaluation, implementation and review with each school site Principal and DISTRICT’s Librarian.

**ARTICLE III. PARTIES’ RESPONSIBILITIES**

Section 3.01 CITY’S RESPONSIBILITIES. CITY agrees to generally be responsible for:

A. Administrative Functions:

1. Coordinate materials purchased for the school libraries by both DISTRICT and CITY;

2. Provide library staff to meet the needs of the library services at each school site as determined by CITY in consultation with DISTRICT; and,
3. Provide supervision, scheduling, hiring and evaluation of CITY personnel assigned to DISTRICT libraries;

B. Establish policies and procedures at each school for:

1. Circulation of all materials and the collection of fines and fees;

2. Use of all library space within the facility including staff work areas, study rooms, shelving units, storage cabinets, equipment, and the main area of the library;

3. Scheduling class visits;

4. Hours of operation;

5. CITY and DISTRICT agree that it is in the public’s best interest that each library facility be operated exclusively for library functions. Accordingly, DISTRICT representatives will make efforts to limit disruption to library services. The DISTRICT will utilize alternative facilities when available and appropriate.

C. Centralized ordering, cataloging, and processing, of collection materials; and,

D. Computer hardware equipment and software programs for the circulation of school library materials; and, for the shared access to the school library collections through CITY’s online public catalog system.

Section 3.02 DISTRICT’S RESPONSIBILITIES. DISTRICT agrees to generally be responsible for:

A. All library related capital improvements;

B. Providing furniture, fixtures, equipment, and consumable supplies related to library operations and services;

C. Paying for all computers, printers, servers, cables, wireless equipment, and telecommunication costs, except for CITY’s technology responsibilities;

D. Building maintenance and janitorial services/supplies;

E. A delivery system for transporting books, materials, documents, and correspondence between the four school libraries and main public library; and,

F. Retaining an employee qualified to oversee the daily operations, collection development, student instruction, and supervision of the High School library and the other school libraries (“District Librarian”), in coordination with CITY’s representatives and retaining an employee qualified to assist the District Librarian.
G. The distribution of a quarterly calendar to library staff which lists scheduled testing dates, fire drills, or any other planned school activity which will close the libraries to individual students or limit classroom access.

Section 3.03 JOINT ACCESS TO COLLECTIONS. CITY and DISTRICT will have equal access to the collections of the other for the benefit of their respective library users.

ARTICLE IV. TERM

Section 4.01 TERM

This MOU becomes effective upon the date of its full execution and continues thereafter for a period of three (3) years. Upon the term expiring, DISTRICT and CITY may, by mutual agreement, extend this MOU for a similar or different period of time.

ARTICLE IV. TERMINATION

Either party may terminate this MOU by providing the other party with ninety (90) days advance written notice.

ARTICLE V. INDEMNIFICATION

Section 5.01 INDEMNIFICATION

A. Each Party releases every other Party to this MOU from all liability to itself, its officials, officers, employees, agents, and volunteers, for any claims, damage, or demands for personal injury, death, or property damage, arising from or related to this MOU.

C. It is expressly understood and agreed that the foregoing provisions will survive termination of this MOU.

ARTICLE VI. MISCELLANEOUS PROVISIONS

Section 6.01 ASSIGNMENT. The Parties understand that their status as public entities are primary inducements for each to enter into this MOU. For this reason, the Parties agree that they will not assign or transfer any portion of or interest in this MOU. Any attempt to assign or transfer any portion of this MOU will be void.

Section 6.02 SEVERABILITY. If any portion of this MOU is declared by a court of competent jurisdiction to be invalid or unenforceable, then such portion will be deemed modified to the extent necessary in the opinion of the court to render such portion enforceable and, as so modified, such portion and the balance of this MOU will continue in full force and effect.
Section 6.03 SUCCESSORS. All the terms, conditions and covenants of this MOU will inure to the benefit of and be binding upon the Parties' successors and assigns. The provisions of this Section will not be deemed as a waiver of any of the conditions against assignment.

Section 6.04 NOTICES. All notices provided for herein will be in writing. Any notice permitted or required to be served upon party may be served upon that party at:

For CITY:  
City of El Segundo  
City Manager's Office  
350 Main Street  
El Segundo, CA 90245

For DISTRICT:  
El Segundo Unified School District  
Superintendent's Office  
641 Sheldon Street  
El Segundo, CA 90245

Section 6.05 GOVERNING LAW. This MOU was executed in and will be construed in accordance with the laws of the state of California and exclusive venue for any action involving this MOU will be in Los Angeles County.

Section 6.06 HEADINGS. The headings contained herein are for convenience in reference and are not intended to define or limit the scope of any provisions of this MOU.

Section 6.07 RULES OF CONSTRUCTION. This MOU has not been drafted or prepared by either party hereto, the same being a fully negotiated MOU. Thus, the parties expressly agree that any rule of construction regarding interpretation in favor of one or the other party by reason of the party drafting the MOU will not apply.

Section 6.08 ACCEPTANCE OF FACSIMILE SIGNATURES/COUNTERPARTS.

A. The Parties agree that agreements ancillary to this MOU, and related documents to be entered into in connection with this MOU will be considered signed when the signature of a party is delivered by facsimile transmission. Such facsimile signature will be treated in all respects as having the same effect as an original signature.

B. This MOU may be executed in any number or counterparts, each of which will be an original, but all of which together will constitute one instrument executed on the same date.
IN WITNESS WHEREOF the parties hereto have executed this contract the day
and year first hereinabove written.

CITY OF EL SEGUNDO,

Jeff Stewart,
City Manager

ATTEST:
Cindy Mortensen,
City Clerk

APPROVED AS TO FORM:
Mark D. Hensley, City Attorney

By:
Karl H. Berger,
Assistant City Attorney

EL SEGUNDO UNIFIED SCHOOL DISTRICT

Dr. Geoff Yantiz
Superintendent

Board Approved: October 23, 2007
EL SEGUNDO CITY COUNCIL

AGENDA STATEMENT

MEETING DATE: June 2, 2015

AGENDA HEADING: New Business

AGENDA DESCRIPTION:

Consideration and possible action to adopt an ordinance updating the El Segundo Municipal Code regulating the preferential parking program, specifically extending the permit renewal duration. (Fiscal Impact: None)

RECOMMENDED COUNCIL ACTION:

1. Introduce and waive first reading of an Ordinance amending Title 8, Chapter 5 of the El Segundo Municipal Code regarding the renewal period for preferential parking permits.
2. Schedule a second reading and adoption of the ordinance.
3. Alternatively, discuss and take other action related to this item.

ATTACHED SUPPORTING DOCUMENTS:

Ordinance amending the Municipal Code

FISCAL IMPACT: Included in Adopted Budget

Amount Budgeted: $0
Additional Appropriation: No
Account Number(s):

ORIGINATED BY: Brian Evanski, Police Captain

REVIEWED BY: Mitch Tavera, Chief of Police

APPROVED BY: Greg Carpenter, City Manager

BACKGROUND AND DISCUSSION:

In 2012, the City revived its preferential parking program in an effort to alleviate parking congestion in residential neighborhoods in the northeast section of the City caused by overflow parking from nearby businesses on Sepulveda/Walnut Ave. Since 2012, the preferential parking area has continued to expand and the number of parking permits issued has increased to eight hundred-sixty (860). Currently, the El Segundo Municipal Code requires the City to issue parking permits that are valid for only one year, thus requiring residents to renew annually. This mandate burdens both residents and City staff every year to facilitate and manage the renewal process. The annual issuance of new permits also adds nearly $4,000 to the City’s yearly expenses.

Staff recommends that City Council adopt an ordinance revising the Municipal Code to extend the renewal period from one year to two years. This will make the process more efficient and less cumbersome for residents, and it is a cost-effective change for the City. Please note that the residents are generally very happy with the permit parking program and the relief it has brought them, but have also voiced a desire to extend the valid dates of the permits issued.
EXHIBIT A

ORDINANCE NO.____

AN ORDINANCE AMENDING TITLE 8, CHAPTER 5, ARTICLE A REGARDING THE CITY OF EL SEGUNDO'S PREFERENTIAL PARKING PROGRAM.

The Council of the City of El Segundo does ordain as follows:

SECTION 1: The City Council finds and declares as follows:

A. In 1985, the City Council established the City of El Segundo’s Preferential Parking Program pursuant to its authority under the California Constitution and Vehicle Code § 22507;

B. As part of the program, residents may apply for permits that exempt them from certain parking restrictions in certain residential areas;

C. Currently, the permits are valid for one year and may be renewed for additional periods of one year. Due to an increasing number of permits being processed, however, it is in the public interest that the El Segundo Municipal Code ("ESMC") be amended to extend the duration of each permit issued by the City to two years; and

D. The City Council desires to increase efficiency and reduce the number of permits issued on an annual basis by extending the duration of permits to two years.

SECTION 2: ESMC § 8-5A-7, subdivision (B), is amended to read as follows:

“B. Duration: Preferential parking permits issued pursuant to this Section are shall remain in-effective for a period of two one years and any additional or fraction thereof, and may be renewed for a period of two one years, as long as the permit holder continues to reside in the dwelling unit, or until the preferential parking zone for which the permit was issued is dissolved, whichever period of time is less.”

SECTION 3: If any part of this Ordinance or its application is deemed invalid by a court of competent jurisdiction, the city council intends that such invalidity will not affect the effectiveness of the remaining provisions or applications and, to this end, the provisions of this Ordinance are severable.

SECTION 4: Repeal of any provision of the ESMC does not affect any penalty, forfeiture, or liability incurred before, or preclude prosecution and imposition of penalties for any violation occurring before this Ordinance’s effective date. Any such repealed part will remain in full force and effect for sustaining action or prosecuting violations occurring before the effective date of this Ordinance.
SECTION 5: The City Council determines that this ordinance is exempt from review under the California Environmental Quality Act (California Public Resources Code §§ 21000, et seq., "CEQA") and the regulations promulgated thereunder (14 California Code of Regulations §§ 15000, et seq., the "CEQA Guidelines") because it consists only of minor revisions and clarifications to an existing municipal code and specification of procedures related thereto and will not have the effect of deleting or substantially changing any regulatory standards or findings required therefor. This ordinance is an action that does not have the potential to cause significant effects on the environment.

SECTION 6: The City Clerk is directed to certify the passage and adoption of this Ordinance; cause it to be entered into the City of El Segundo’s book of original ordinances; make a note of the passage and adoption in the records of this meeting; and, within fifteen (15) days after the passage and adoption of this Ordinance, cause it to be published or posted in accordance with California law.

SECTION 7: This Ordinance will take effect on the 31st day following its final passage and adoption.

PASSED AND ADOPTED this ______ day of __________, 2015.

Suzanne Fuentes, Mayor

ATTEST:

Tracy Weaver, City Clerk

APPROVED AS TO FORM
Mark D. Hensley, City Attorney

By: Karl H. Berger,
Assistant City Attorney
EL SEGUNDO CITY COUNCIL
MEETING DATE: June 2, 2015
AGENDA STATEMENT
AGENDA HEADING: New Business

AGENDA DESCRIPTION:
Consideration and possible action regarding Adoption of 1) a Resolution amending Chapter 1A2 of the Administrative Code providing salary increases and benefit changes to employees of the Executive and Management-Confidential series and 2) Resolutions for Employer Paid Member Contributions (EPMC) for Management-Confidential to increase the employee PERS Member share contribution. (Fiscal Impact FY 2014-15: $260,400).

RECOMMENDED COUNCIL ACTION:
1. Adopt the attached Resolutions
2. Alternatively, discuss and take other possible action related to this item.

ATTACHED SUPPORTING DOCUMENTS:
1. Resolution Amending Chapter 1A2 of the Administrative Code
2. Attachment A – Monthly Base Salary Tables
3. Resolutions for Paying and Reporting the Value of Employer Paid Member Contributions (EPMC)
4. CPS Final Total Compensation Report

FISCAL IMPACT: $260,400
Amount Budgeted: 
Additional Appropriation: 
Account Number(s):

ORIGINATED BY:  Martha A. Dijkstra, Human Resources Director
REVIEWED BY:  Greg Carpenter, City Manager
APPROVED BY:  Greg Carpenter, City Manager

BACKGROUND AND DISCUSSION:
Executive Management and Management-Confidential Job Classifications are periodically reviewed by the City Council for possible salary and/or benefit adjustments. The last salary increase received by members of these unrepresented groups was on September 26, 2009. Miscellaneous employees received a 2% increase while the Police Chief, Fire Chief, and Battalion Chiefs received a 3.75% increase.

Over the last five years, employees in these groups have experienced reductions in salary and benefits as a result of the City’s fiscal constraints. These reductions took the form of 113 unpaid furlough hours in Fiscal Year 2010-11 and a reduction in the City’s deferred compensation match into the 401(a) plans. Beginning Fiscal Year 2011-12, employees began paying all or a portion of their retirement share without receiving an offset. Currently, miscellaneous Executives pay the full 7%, safety Executives between 6% and 9%, miscellaneous Management-
Confidential pay 3%, and safety Management-Confidential (Battalion Chiefs) pay 4% through a combination of their PERS Member Share and employer cost-sharing. Additionally, Management-Confidential employees received a permanent reduction in their deferred compensation match from an original 5% match to the current 4% match and a reduction in the annual vacation buy-back benefit.

In preparation for collective bargaining in 2014, Council directed staff to contract the professional services of an outside vendor to conduct a total compensation survey, to include the Executive and Management-Confidential classes. Cooperative Personnel Services (CPS) was contracted to conduct this study. Their final report, dated January 14, 2015, shows that Executive and Management-Confidential miscellaneous classifications are below market while safety classifications are above market. The portion of CPS’s Final Report containing summary tables for all classifications surveyed, broken down by employee group, is attached.

The compensation data shows miscellaneous Executive classifications are, on average, 19.5% below the labor market\(^1\) median and 19.6% below the labor market mean (page 22 of the Report). Miscellaneous Management-Confidential benchmark classes are, on average, 9.8% below the labor market median and 13.1% below the labor market mean (page 11 of the Report). The data is similar in regards to the base salaries associated with these classifications (pages 14 and 15 of the Report).

The survey results for the miscellaneous classes are very concerning because although Council’s priority is to continue containing costs associated with employee salary and benefits, it is vitally important for the organization to remain competitive within the labor market so it can attract and retain qualified and talented employees, particularly in these critical executive and management positions. In an attempt to balance the City’s goal to remain competitive while transferring member share retirement expenses from the City to the employees to further reduce City-paid benefits, the following salary and benefit adjustments are recommended:

**Executive Classifications**

1. **Elimination of Deferred Compensation City Match** -- The 5% City match into the employee’s deferred compensation account shall be eliminated going forward. The City shall continue to offer a 457 Deferred Compensation Plan to its employees but will be fully funded through employee contributions. The match elimination applies to miscellaneous and safety members of this group as well as the City Manager. Further, the Catch-Up provision will continue but will be amended in the Administrative Code to clarify that the value of the cash out will be based on the **base salary hourly rate**.

2. **Sick Leave and Vacation Payouts** – The value of these payouts shall be calculated at the base salary hourly rate and will no longer include other forms of compensation.

3. **Base Salary Increase** - An 8% base salary increase for miscellaneous Executive classifications, retroactive to October 1, 2014. No salary adjustments are recommended for the Police Chief and Fire Chief classifications. The salary increase is intended to address the miscellaneous

\(^1\) Labor Market data referenced for Executives excludes City and County of Los Angeles.
classifications’ standing within the labor market and the loss of the deferred compensation match, which ultimately affects the total compensation package.

Management-Confidential Classifications

1. Elimination of Deferred Compensation City Match – The 4% City match into the employee’s deferred compensation account shall be eliminated going forward. The City shall continue to offer a 457 Deferred Compensation Plan to its employees but will be fully funded through employee contributions. The match elimination applies to miscellaneous and safety members of this group. The Catch-Up provision will continue but will be amended in the Administrative Code to clarify that the value of the cash out will be based on the base salary hourly rate.

2. Sick Leave and Vacation Payouts – The value of these payouts shall be calculated at the base salary hourly rate and will no longer include other forms of compensation.

3. PERS Retirement Member Share
   A. Miscellaneous employees will pay an additional 2% towards their retirement increasing their PERS Member share from 3% to 5% effective June 13, 2015. The City shall pay the remaining 2% Employer Paid Member Contribution (EPMC), down from the current 4%.

   B. Battalion Chiefs will pay an additional 5% toward their retirement increasing their PERS Member Share from 1% to 6% effective June 13, 2015. The City shall pay the remaining 3% (EPMC), down from the current 8%. Additionally, employees will continue paying the 3% employer cost-sharing so their total retirement contribution will increase from 4% to 9% effective June 13, 2015.

Staff will begin the process of amending the City’s contract with PERS to undo the employer cost-sharing arrangement for the local fire safety classifications (the contract was previously amended to remove cost-sharing for the Firefighters Association in accordance with their MOU). Once removed, staff will present Council with Resolutions for adoption to increase the PERS Member Share to the full 9% for the unrepresented safety employees thereby reducing the City’s EPMC to 0%.

The City’s original intent was to retroactively modify the Management/Confidential PERS Retirement Member Share to October 1, 2014. However, PERS notified staff via formal written correspondence on May 14, 2015 that retroactivity does not apply to unrepresented employees because the date is not tied to a “compliance date” associated with an employment contract, i.e. Memorandum of Understanding\(^2\). As such, this benefit can only be modified upon Adoption of the Resolution and should coincide with the start of a pay period. In this case, the pay period following the June 2, 2015 Council meeting is June 13, 2015.

4. Base Salary Increase
   For miscellaneous Management-Confidential classifications, a 6% base salary increase retroactive to October 1, 2014 and a 2% base salary increase effective June 13, 2015. Consistent with the recommended salary increases for the Executive classes, these salary adjustments are

\(^2\) Prior to the May 14, 2015 correspondence, PERS had represented to City staff that modifying the PERS Member Share and City’s EPMC on a retroactive basis would not be an issue.
necessary to address the results of the total compensation survey and the loss of the 4% deferred compensation match in addition to the 2% retirement increase now borne by the employees.

Battalion Chiefs will receive a 4% base salary increase effective June 13, 2015. While the total compensation survey shows they are above market, a 4% salary increase is appropriate given the loss of the 4% deferred compensation City match and the 5% additional cost the employees will now be contributing toward their retirement.

**Fiscal Impact**
The Fiscal Impact for the remainder of Fiscal Year 2014-15 is $260,400. This number takes into account the fact that elimination of the 401(a) match needs to be implemented on a prospective basis, so no savings can be realized for employees who have already contributed the maximum amount into their deferred compensation account. As stated earlier, the City’s intent was to retroactively increase the employees’ PERS Member Share to October 1, 2014 to reduce the City’s cost, but this was disallowed by PERS because the retroactive date was not established as a result of a Memorandum of Understanding. However, staff expects the fiscal impact to be reduced in future years with the full elimination of the 401(a) match, the decrease in the City’s EPMC, as well as the reduced sick and vacation payouts which typically occur during the last part of the calendar year. Finance estimates that savings for Fiscal Year 2015-16 as a result of eliminating the 401(a) match alone will be approximately $207,500.
RESOLUTION NO._________

A RESOLUTION PROVIDING FOR SALARY AND BENEFIT CHANGES TO CHAPTER 1A2 (MANAGEMENT-CONFIDENTIAL SERIES) OF THE EL SEGUNDO ADMINISTRATIVE CODE.

The City Council of the City of El Segundo does resolve as follows:

**Section 1:**  Section 1A2.010 of the El Segundo Administrative Code, entitled “Basic Salary Schedule” is amended as shown on Attachment “A”.

**Section 2:**  Section 1A2.120, of the El Segundo Administrative Code, entitled “Deferred Compensation Plan”, is amended as follows:

A Deferred Compensation Plan has been established as a benefit to Management-Confidential employees. Each Management-Confidential employee is eligible to participate in the Plan. The City shall not provide an annual matching contribution.

Employees who have reached the age of forty-seven or older can cash out one-third of all accrued leave at their base salary hourly rate, up to the deferred compensation maximum “catch up” permitted by law, during the employees’ last three years of employment. In no event can an employee cash-out a cumulative total greater than that permitted herein, and in no event shall the post-distribution leave balance be less than one hundred twenty hours.

**Section 3:**  **NEW SECTION:**  Section 1A2.137.1, Sick Leave Payouts. Notwithstanding Sections 1A2.132 through 1A2.135.2 of the El Segundo Administrative Code, employees regulated by this Chapter who receive payment of sick leave hours shall have the value of the sick leave hours calculated at the base salary hourly rate.

**Section 4:**  Section 1A2.1465, entitled “Vacation Time Accrual – Payment in Lieu Of” is amended as follows:

Effective immediately, Management/Confidential non-safety employees who have completed one year of service may receive cash payment in lieu of accrued vacation time up to a maximum of sixty five percent (65%) of the annual accrual to which they are eligible for due to their length of service. Effective immediately, Management/Confidential safety employees (Battalion Chiefs) who have completed one year of service may receive cash payment in lieu of accrued vacation time up to a maximum of ten percent (10%) of the annual accrual to which they are eligible for due to their length of service. Executive employees may receive cash payment in lieu of accrued vacation time up to a maximum of one hundred percent (100%) of the annual accrual to which they are eligible due to their length of service. Effective October 6, 2012, the Police Chief may receive cash payment in lieu of accrued vacation time up to a maximum of seventy percent (70%) to which he/she is eligible due to length of service. Notwithstanding other provisions of the Administrative Code, employees regulated by this Chapter who receive payment of vacation hours shall have the value of the vacation hours calculated at the base salary hourly rate.

**Section 3:**  Section 1A2.153, of the El Segundo Administrative Code entitled “PERS Member Contribution” is amended as follows:

Miscellaneous Executives shall pay seven percent (7%) of the PERS Member Contribution effective October 8, 2011. Safety Executives shall pay six percent (6%) of the PERS
Members Contribution effective October 6, 2012. Effective June 13, 2015, Management-Confidential employees shall pay five percent (5%) of the PERS Member Contribution and Fire Management employees (Battalion Chiefs) shall pay six percent (6%) of the PERS Member Contribution.

Section 4: The City Clerk is directed to certify the adoption of this Resolution; record this Resolution in the book of the City’s original resolutions, and make a minute of this adoption of the Resolution in the City Council’s records and the minutes of this meeting.

Section 5: This Resolution will become effective immediately upon adoption and

PASSED AND ADOPTED this 2nd day of June, 2015.

Suzanne Fuentes,
Mayor
CERTIFICATION

STATE OF CALIFORNIA  )
COUNTY OF LOS ANGELES  )  SS
CITY OF EL SEGUNDO  )

I, Tracy Weaver, City Clerk of the City of El Segundo, California, do hereby certify that the whole number of members of the City Council of said City is five; that the foregoing Resolution No. _____ was duly passed and adopted by said City Council, approved and signed by the Mayor, and attested to by the City Clerk, all at a regular meeting of said Council held on the 19th day of May, 2015, and the same was so passed and adopted by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:
NOT PARTICIPATING:

WITNESS MY HAND THE OFFICIAL SEAL OF SAID CITY this _____ day of __________, 2015.

Tracy Weaver, City Clerk
of the City of El Segundo,
California
(SEAL)

APPROVED AS TO FORM:
Mark D. Hensley, City Attorney

By: ________________________
   Karl H. Berger
   Assistant City Attorney
**Monthly Base Salary Schedules**  
*Attachment A*

### Executive Classifications - Effective October 1, 2014

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<th>TITLE</th>
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<th>STEP A</th>
<th>STEP B</th>
<th>STEP C</th>
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### Management-Confidential Classifications - Effective October 1, 2014

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### Management-Confidential Classifications - Effective October 1, 2014

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### Management-Confidential Classifications - Effective June 13, 2015

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RESOLUTION NO. 

A RESOLUTION FOR PAYING AND REPORTING THE VALUE OF EMPLOYER PAID MEMBER CONTRIBUTIONS (EPMC) FOR THE CITY OF EL SEGUNDO'S FIRE MANAGEMENT EMPLOYEES

The City Council of the City of El Segundo as follows:

Section 1: The City Council finds and declares as follows:

A. The City Council of the City of El Segundo has the authority to implement Government Code Section 20636(c)(4) pursuant to Section 20691;

B. The City of El Segundo has a written labor policy or agreement which specifically provides for the normal member contributions to be paid by the employer, and reported as additional compensation;

C. One of the steps in the procedures to implement Section 20691 is the adoption by the City Council of the City of El Segundo of a Resolution to commence paying and reporting the value of said Employer Paid Member Contributions (EPMC), pursuant to California Code of Regulations, title 2 section 571(a)(1); and

D. The City Council of the City of El Segundo has identified the following conditions for the purpose of its election to pay EPMC:

- This benefit shall apply to all “Classic” employees of the Fire Management Group.

- This benefit shall consist of the City as Employer paying 3% of the normal member contributions as EPMC, and reporting the same percent (value) of the compensation earnable (excluding Government Code Section 20636(c)(4)) as additional compensation, effective June 13, 2015.

Section 2: The City Council, as the governing body of the City of El Segundo, elects to pay and report the value of EPMC as set forth above.

Section 3: The City Clerk is directed to certify the adoption of this Resolution; record this Resolution in the book of the City’s original resolutions; and make a minute of the adoption of the Resolution in the City Council’s records and the minutes of this meeting.

Section 4: This Resolution will become effective immediately upon adoption.

PASSED AND ADOPTED this 2nd day of June, 2015.

Suzanne Fuentes,
Mayor
CERTIFICATION

STATE OF CALIFORNIA    )
COUNTY OF LOS ANGELES  )  SS
CITY OF EL SEGUNDO     )

I, Tracy Weaver, City Clerk of the City of El Segundo, California, do hereby certify that the whole number of members of the City Council of said City is five; that the foregoing Resolution No. _____ was duly passed and adopted by said City Council, approved and signed by the Mayor, and attested to by the City Clerk, all at a regular meeting of said Council held on the 2nd day of June, 2015, and the same was so passed and adopted by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

NOT PARTICIPATING:

WITNESS MY HAND THE OFFICIAL SEAL OF SAID CITY this _____ day of __________, 2015.

Tracy Weaver, City Clerk
of the City of El Segundo,
California
(SEAL)

APPROVED AS TO FORM:
Mark D. Hensley, City Attorney

By: __________________________
   Karl H. Berger
   Assistant City Attorney
RESOLUTION NO._______

A RESOLUTION FOR PAYING AND REPORTING THE VALUE OF EMPLOYER PAID MEMBER CONTRIBUTIONS (EPMC) FOR THE CITY OF EL SEGUNDO’S MANAGEMENT AND CONFIDENTIAL EMPLOYEES

The City Council of the City of El Segundo does resolve as follows:

Section 1: The City Council finds and declares as follows:

A. The City Council of the City of El Segundo has the authority to implement Government Code Section 20636(c)(4) pursuant to Section 20691;

B. The City of El Segundo has a written labor policy or agreement which specifically provides for the normal member contributions to be paid by the employer, and reported as additional compensation;

C. One of the steps in the procedures to implement Section 20691 is the adoption by the City Council of the City of El Segundo of a Resolution to commence paying and reporting the value of said Employer Paid Member Contributions (EPMC), pursuant to California Code of Regulations, title 2 section 571(a)(1); and

D. The City Council of the City of El Segundo has identified the following conditions for the purpose of its election to pay EPMC:

- This benefit shall apply to all “Classic” employees of the Management/Confidential Group (See attached Exhibit A).

- This benefit shall consist of the City as Employer paying 2% of the normal member contributions as EPMC, and reporting the same percent (value) of the compensation earnable (excluding Government Code Section 20636(c)(4)) as additional compensation, effective June 13, 2015.

Section 2: The City Council, as the governing body of the City of El Segundo, elects to pay and report the value of EPMC as set forth above.

Section 3: The City Clerk is directed to certify the adoption of this Resolution; record this Resolution in the book of the City’s original resolutions; and make a minute of the adoption of the Resolution in the City Council’s records and the minutes of this meeting.
Section 4: This Resolution will become effective immediately upon adoption.

PASSED AND ADOPTED this 2nd day of June, 2015.

Suzanne Fuentes,
Mayor

CERTIFICATION

STATE OF CALIFORNIA )
COUNTY OF LOS ANGELES ) SS
CITY OF EL SEGUNDO )

I, Tracy Weaver, City Clerk of the City of El Segundo, California, do hereby certify that the whole number of members of the City Council of said City is five; that the foregoing Resolution No. _____ was duly passed and adopted by said City Council, approved and signed by the Mayor, and attested to by the City Clerk, all at a regular meeting of said Council held on the 2nd day of June, 2015, and the same was so passed and adopted by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:
NOT PARTICIPATING:

WITNESS MY HAND THE OFFICIAL SEAL OF SAID CITY this _____ day of __________, 2015.

Tracy Weaver, City Clerk
of the City of El Segundo,
California
(SEAL)

APPROVED AS TO FORM:
Mark D. Hensley, City Attorney

By: ______________________
   Karl H. Berger
   Assistant City Attorney
EXHIBIT A

Management/Confidential Group
List of Classifications

Accounting Manager
Assistant City Engineer
Building Safety Manager
Business Services Manager
City Engineer
Community Cable Program Manager
Deputy City Clerk I
Deputy City Clerk II
Deputy City Treasurer II
Economic Development Manager
Executive Assistant
Fiscal Services Manager
General Services Manager
Human Resources Analyst
Human Resources Assistant
Human Resources Manager
Information Systems Manager
Librarian II
Management Analyst
Park Maintenance Superintendent
Payroll Accountant
Planning Manager
Principal Civil Engineer
Recreation Superintendent
Residential Sound Insulation Manager
Senior Civil Engineer
Senior Executive Assistant
Senior Human Resources Analyst
Senior Librarian
Senior Management Analyst
Confidential

City of El Segundo

Final Total Compensation Report
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1. Introduction

CPS HR Consulting ("CPS HR") was retained by the City of El Segundo ("the City") to conduct a total compensation study for forty-six (46) classifications within eleven (11) labor market agencies identified by the City. The objective of this study was to determine how competitive the City is in its labor market, by collecting and analyzing maximum monthly base salary data and benefit elements. This Final Total Compensation Report outlines the project scope and work plan, the methodologies utilized in data collection and analysis, and an overview of the results of the labor market base salary and total compensation analyses.

The effective date for all compensation and benefits data collected was initially July 1, 2014. However, CPS HR updated the compensation data using an October, 2014 effective date.

II. Project Scope and Work Plan

In order to complete the study, CPS HR undertook the following tasks:

- Review and finalization of the project scope including the determination of survey classifications and the labor market agencies to be surveyed. (completed)
- Review of background materials provided by City. (completed)
- Development of the survey instrument. The survey instrument included (i) a brief description of each classification requesting the monthly minimum and maximum salary for each classification and (ii) a section for capturing the elements of total compensation used in the study. (completed)
- CPS HR independently collected data from the labor market agencies utilizing classification specifications, salary schedules, organization charts, memoranda of understanding, position allocation documents, and benefit summaries. CPS HR then sent the completed surveys to contacts at each labor market agency to validate matches, benefit information, and answer questions. (completed)
- Preparation of a Draft Total Compensation Report. (completed)
- Review and resolution of questions arising from client review of the draft report. (completed)
- Preparation of a Draft Final Total Compensation Report. (completed)
- Preparation of the Final Total Compensation Report. (completed)
III. Compensation Study Parameters

The first step in conducting a compensation survey is to determine the basic parameters for the survey. These parameters include:

- Labor market agencies
- Survey classifications
- Scope of the survey

Labor Market Agencies

Based on direction from the City, Table 1 presents the eleven labor market agencies which were surveyed for the total compensation study:

<table>
<thead>
<tr>
<th>TABLE 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>City of El Segundo</td>
</tr>
<tr>
<td>Total Compensation Survey</td>
</tr>
<tr>
<td>Labor Market Agencies</td>
</tr>
<tr>
<td>City of Culver City</td>
</tr>
<tr>
<td>City of Gardena</td>
</tr>
<tr>
<td>City of Hawthorne</td>
</tr>
<tr>
<td>City of Hermosa Beach</td>
</tr>
<tr>
<td>City of Inglewood</td>
</tr>
<tr>
<td>City of Los Angeles</td>
</tr>
<tr>
<td>City of Manhattan Beach</td>
</tr>
<tr>
<td>City of Redondo Beach</td>
</tr>
<tr>
<td>City of Santa Monica</td>
</tr>
<tr>
<td>City of Torrance</td>
</tr>
<tr>
<td>County of Los Angeles</td>
</tr>
</tbody>
</table>
Survey Classifications

Based on direction from the City, Table 2 presents the forty-six survey classifications:

<table>
<thead>
<tr>
<th>CITY EMPLOYEES ASSOCIATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting Technician</td>
</tr>
<tr>
<td>Administrative Specialist</td>
</tr>
<tr>
<td>Assistant Planner</td>
</tr>
<tr>
<td>Building Inspector II</td>
</tr>
<tr>
<td>Civil Engineering Assistant</td>
</tr>
<tr>
<td>Equipment Mechanic II</td>
</tr>
<tr>
<td>Library Clerk II</td>
</tr>
<tr>
<td>Park Maintenance Worker II</td>
</tr>
<tr>
<td>Recreation Coordinator</td>
</tr>
<tr>
<td>Street Maintenance Leadworker</td>
</tr>
<tr>
<td>Street Maintenance Worker II</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>POLICE SUPPORT SERVICES EMPLOYEES ASSOCIATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Assistant II</td>
</tr>
<tr>
<td>Police Service Officer II</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SUPERVISORY AND PROFESSIONAL EMPLOYEES’ ASSOCIATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Analyst</td>
</tr>
<tr>
<td>Associate Engineer</td>
</tr>
<tr>
<td>Information Systems Specialist</td>
</tr>
<tr>
<td>Librarian I</td>
</tr>
<tr>
<td>Plan Check Engineer</td>
</tr>
<tr>
<td>Police Records Supervisor</td>
</tr>
<tr>
<td>Recreation Supervisor</td>
</tr>
<tr>
<td>Senior Building Inspector</td>
</tr>
<tr>
<td>Street Maintenance Supervisor</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXECUTIVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief of Police</td>
</tr>
<tr>
<td>Director of Finance</td>
</tr>
<tr>
<td>Director of Human Resources</td>
</tr>
<tr>
<td>Director of Library Services</td>
</tr>
<tr>
<td>Director of Planning and Building Safety</td>
</tr>
<tr>
<td>Director of Public Works</td>
</tr>
<tr>
<td>Director of Recreation and Parks</td>
</tr>
</tbody>
</table>
Survey Scope

Benefit data collected from each agency is listed below. Some of the benefit data is included in the datasheets while others will be included in Word benefit tables. CPS HR will provide the benefit tables within a separate report.

Retirement:
- Percentage amount Employees pay toward retirement
  - This data is included in the total compensation datasheets.

- Deferred Compensation Match
  - This data is included in the total compensation datasheets.

Insurance – Type and Employer Contribution:
- Health Insurance Maximum Dollar Contribution
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- This data is included in the total compensation datasheets.
  - Retiree Medical – Maximum Monthly Contribution
  - Dental
    - This data is included in the total compensation datasheets.
  - Vision
    - This data is included in the total compensation datasheets.
  - Life Insurance
    - This data is included in the total compensation datasheets.
  - Short Term Disability
    - Four of the labor market agencies provide this benefit to some or all of their employees. Since less than half of the agencies provide this benefit and the City does not provide this benefit, this data is not included in the total compensation datasheets but will be included in the benefit tables.
  - Long Term Disability
    - This data is included in the total compensation datasheets.
  - Long Term Care
  - Annual Medical Exam

Special Compensation:
- Paramedic Pay (for Assignment and for holding Certificate)
- Driver License Pay (Class “A” or Class “B”)
- Uniform Allowance
- Education Incentive
  - This data is contained in the total compensation datasheets included in Appendix D. CPS HR captured two data points: (i) the dollar amount or percentage for a Bachelor’s degree and (ii) the dollar amount or percentage for a Master’s degree. In some cases, sworn Police classifications have the option of receiving an education incentive or certification pay. In such cases, CPS HR captured the highest dollar amount or percentage within the education or certification column, but not both.

- Certification pay
  - Since sworn Police classifications have industry specific certifications that are generally obtained by all employees, CPS HR included maximum certification data in separate total compensation datasheets and a summary table included in Appendix D. However, CPS HR found that within the labor market agencies there were no clear industry standards for fire certifications. Many of the firefighter certifications are not required and, as such, including them in the aforementioned tables may distort the firefighter total compensation picture. Therefore, the certification data was collected but is reflected in neither the separate total compensation datasheets nor the summary table in Appendix D.

- Stand-by Pay
- Education Reimbursement – Tuition and books
Longevity pay
  • This data is included in the total compensation datasheets. CPS HR utilized benchmarks consistent with the City employee demographics.
    ▪ Miscellaneous employees- 10 years
    ▪ Police employees- percentage/dollar amount included for the highest tenure not to exceed 20 years
    ▪ Fire employees- percentage/dollar amount included for the highest tenure not to exceed 19.5 years.

Bilingual pay
Shift Differential
Animal Control Differential
Training Pay

Leave:
  ▪ Max Annual Sick Leave (Hours Accrued per Year)
  ▪ Max Annual Vacation Leave (Hours Accrued per Year)
  ▪ Annual Sick Leave Cashout
  ▪ Annual Vacation Cashout
  ▪ Sick Leave Cashout at Separation
  ▪ Holiday Pay
  ▪ Executive Leave
  ▪ Max Comp Time Accumulation

IV. Survey Results
As indicated in the previous section, the survey involved the collection of total compensation data for the City’s classifications from each of the selected labor market agencies. These results are presented in the labor market data sheets in Appendix A of this report. If an agency reported no comparable classification or if a review of the duties and responsibilities assigned to the reported classification indicated that it was not comparable, the designation of “No Comparable Classification” (NCC) was utilized.

Data not available (DNA) is noted within the datasheets. CPS HR used this designation to indicate that we believe there may be a comparable match but have not received the necessary information to validate a comparable match.

When conducting a salary survey, the intent is to provide general market trends by comparing the span of control; duties and responsibilities; and knowledge, skill and abilities requirements to determine whether these are comparable enough to utilize as a match. With a balanced labor market and the use of whole job analysis, it is reasonable to assume that while some matches will have slightly higher responsibilities and some matches will have slightly lower

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responsibilities, the overall scope of duties and responsibilities of the combined matches will be balanced.

For this study, CPS HR has presented two labor market position statistics; in all cases, the relevant data point excludes the City’s data:

- Labor market median – the middle of all data points
- Labor market mean- the average of all data points

Benchmark Information

The following provides an overview of information the City should be aware of when reviewing the data collected for specific survey classifications as displayed in the summary tables and in Appendix A.

- **Accounting Technician**- This is a journey level classification responsible for performing a variety of clerical and specialized, technical and paraprofessional work. CPS HR matched classifications that have responsibility for performing clerical and technical level accounting duties irrespective of the classification title.

- **Administrative Analyst**- The comparable classifications identified reflect a journey level position with responsibilities for performing professional administrative and analytical support to department operations and/or programs.

- **Associate Engineer** - The comparable classifications identified reflect a journey level position with responsibilities for performing a variety of professional civil engineering duties. This benchmark classification is a non-registered position. The majority of the labor market agencies have journey level positions; however one of the comparable classifications requires a professional registration. CPS HR noted (with italics) the comparable classification that requires registration.

- **Information Systems Specialist**- This journey level classification is responsible for performing analytical duties in support of the City’s systems, networks, and applications systems; provides second level operational and technical support; and provides oversight of the Help Desk personnel. Due to the varying sizes of Information System functions with the labor market agencies, CPS HR defaulted to matching classifications that are providing analytical systems support irrespective of the title.

- **Management Analyst**- The comparable classifications identified reflect a journey level position with responsibilities for providing and coordinating professional administrative, analytical and/or financial management support to department, grant, or contract operations and/or programs.

- **Plan Check Engineer**- This is a journey level professional classification with responsibility for examining plans and specifications and requires registration as a professional engineer. The majority of the labor market agencies have a journey level position;
however, two of the comparable classifications do not require a professional registration. CPS HR noted (with italics) the comparable classifications that do not require professional registration.

- **Senior Executive Assistant** – The comparable classifications identified reflect an advanced journey level position with responsibilities for providing administrative support directly to the City Manager and/or the City Manager’s office.

In order to provide the City with a summary of study results, Table 3 -Total Compensation, and Table 4 - Base Salary display the following information:

- **First Column** - The title of the City survey classification.
- **Second Column** - The City’s current monthly maximum salary for the survey classification.
  - Table 3 reflects the maximum total compensation salary.
  - Table 4 reflects the maximum base salary.
- **Third Column** - The number of comparable classifications identified.
- **Fourth and Sixth Columns** - The labor market monthly maximum median and mean salary.
  - Table 3 - Total Compensation and Table 4 - Base Salary: this analysis is based upon the maximum monthly salary for each comparable classification.
- **Fifth and Seventh Columns** - The percentage the City’s monthly maximum total compensation salary for the survey classification is above or below the median and mean.
  - Table 3 - Total Compensation and Table 4 - Base Salary: this number indicates what percentage of the City’s salary is required to move the salary for the classification up or down to the market median.

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City’s Maximum Total Compensation Salary</th>
<th># of Matches</th>
<th>Labor Market at Median</th>
<th>% the City Above or Below Labor Market Median</th>
<th>Labor Market at Mean</th>
<th>% the City Above or Below Labor Market Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting Technician</td>
<td>$7,230</td>
<td>10</td>
<td>$6,799</td>
<td>5.97%</td>
<td>$6,898</td>
<td>4.60%</td>
</tr>
<tr>
<td>Administrative Specialist</td>
<td>$7,087</td>
<td>11</td>
<td>$7,419</td>
<td>-4.68%</td>
<td>$7,498</td>
<td>-5.79%</td>
</tr>
</tbody>
</table>
# TABLE 3
City of El Segundo
Final Total Compensation Report

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City’s Maximum Total Compensation Salary</th>
<th># of Matches</th>
<th>Labor Market at Median</th>
<th>% the City Above or Below Labor Market Median</th>
<th>Labor Market at Mean</th>
<th>% the City Above or Below Labor Market Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Planner</td>
<td>$9,091</td>
<td>11</td>
<td>$9,526</td>
<td>-4.78%</td>
<td>$10,059</td>
<td>-10.65%</td>
</tr>
<tr>
<td>Building Inspector II</td>
<td>$9,685</td>
<td>10</td>
<td>$9,388</td>
<td>3.07%</td>
<td>$9,566</td>
<td>1.24%</td>
</tr>
<tr>
<td>Civil Engineering Assistant</td>
<td>$9,284</td>
<td>8</td>
<td>$9,441</td>
<td>-1.70%</td>
<td>$9,762</td>
<td>-5.15%</td>
</tr>
<tr>
<td>Equipment Mechanic II</td>
<td>$8,005</td>
<td>11</td>
<td>$7,502</td>
<td>6.28%</td>
<td>$7,826</td>
<td>2.24%</td>
</tr>
<tr>
<td>Library Clerk II</td>
<td>$5,805</td>
<td>6</td>
<td>$6,038</td>
<td>-4.01%</td>
<td>$6,144</td>
<td>-5.84%</td>
</tr>
<tr>
<td>Park Maintenance Worker II</td>
<td>$6,786</td>
<td>10</td>
<td>$6,378</td>
<td>6.02%</td>
<td>$6,501</td>
<td>4.20%</td>
</tr>
<tr>
<td>Recreation Coordinator</td>
<td>$7,683</td>
<td>7</td>
<td>$7,846</td>
<td>-2.12%</td>
<td>$7,428</td>
<td>3.32%</td>
</tr>
<tr>
<td>Street Maintenance Leadworker</td>
<td>$8,171</td>
<td>11</td>
<td>$7,775</td>
<td>4.85%</td>
<td>$7,815</td>
<td>4.36%</td>
</tr>
<tr>
<td>Street Maintenance Worker II</td>
<td>$6,786</td>
<td>11</td>
<td>$6,533</td>
<td>3.73%</td>
<td>$6,674</td>
<td>1.66%</td>
</tr>
</tbody>
</table>

**MANAGEMENT/CONFIDENTIAL**

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City’s Maximum Total Compensation Salary</th>
<th># of Matches</th>
<th>Labor Market at Median</th>
<th>% the City Above or Below Labor Market Median</th>
<th>Labor Market at Mean</th>
<th>% the City Above or Below Labor Market Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting Manager</td>
<td>$12,560</td>
<td>10</td>
<td>$13,447</td>
<td>-7.06%</td>
<td>$14,083</td>
<td>-12.12%</td>
</tr>
<tr>
<td>Battalion Chief</td>
<td>$21,400</td>
<td>7</td>
<td>$19,335</td>
<td>9.65%</td>
<td>$19,449</td>
<td>9.12%</td>
</tr>
<tr>
<td>Building Safety Manager</td>
<td>$14,028</td>
<td>8</td>
<td>$15,029</td>
<td>-7.14%</td>
<td>$15,281</td>
<td>-8.94%</td>
</tr>
<tr>
<td>Deputy City Clerk II</td>
<td>$9,100</td>
<td>9</td>
<td>$9,341</td>
<td>-2.64%</td>
<td>$10,237</td>
<td>-12.49%</td>
</tr>
<tr>
<td>Human Resources Analyst</td>
<td>$8,729</td>
<td>10</td>
<td>$10,346</td>
<td>-18.53%</td>
<td>$10,375</td>
<td>-18.86%</td>
</tr>
<tr>
<td>Information Systems Manager</td>
<td>$13,419</td>
<td>9</td>
<td>$15,859</td>
<td>-18.18%</td>
<td>$15,154</td>
<td>-12.93%</td>
</tr>
<tr>
<td>Management Analyst</td>
<td>$8,912</td>
<td>6</td>
<td>$10,365</td>
<td>-16.30%</td>
<td>$10,115</td>
<td>-13.50%</td>
</tr>
<tr>
<td>Planning Manager</td>
<td>$14,028</td>
<td>7</td>
<td>$15,844</td>
<td>-12.94%</td>
<td>$16,620</td>
<td>-18.48%</td>
</tr>
<tr>
<td>Principal Civil Engineer</td>
<td>$12,560</td>
<td>9</td>
<td>$15,135</td>
<td>-20.50%</td>
<td>$15,105</td>
<td>-20.27%</td>
</tr>
<tr>
<td>Recreation Superintendent</td>
<td>$12,287</td>
<td>8</td>
<td>$12,685</td>
<td>-3.23%</td>
<td>$13,403</td>
<td>-9.08%</td>
</tr>
<tr>
<td>Senior Executive Assistant (City Manager’s Secretary)</td>
<td>$8,912</td>
<td>8</td>
<td>$9,188</td>
<td>-3.09%</td>
<td>$9,429</td>
<td>-5.80%</td>
</tr>
<tr>
<td>Senior Librarian</td>
<td>$9,694</td>
<td>6</td>
<td>$9,532</td>
<td>1.67%</td>
<td>$10,823</td>
<td>-11.65%</td>
</tr>
</tbody>
</table>
## TABLE 3
City of El Segundo
Total Compensation Survey
Total Compensation Results

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City’s Maximum Total Compensation Salary</th>
<th># of Matches</th>
<th>Labor Market at Median</th>
<th>% the City Above or Below Labor Market Median</th>
<th>Labor Market at Mean</th>
<th>% the City Above or Below Labor Market Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>POLICE SUPPORT SERVICES EMPLOYEES ASSOCIATION</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police Assistant II</td>
<td>$6,509</td>
<td>9</td>
<td>$6,420</td>
<td>1.37%</td>
<td>$6,622</td>
<td>-1.72%</td>
</tr>
<tr>
<td>Police Service Officer II</td>
<td>$7,583</td>
<td>11</td>
<td>$7,250</td>
<td>4.39%</td>
<td>$7,293</td>
<td>3.82%</td>
</tr>
<tr>
<td><strong>SUPERVISORY AND PROFESSIONAL EMPLOYEES ASSOCIATION</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Analyst</td>
<td>$8,313</td>
<td>9</td>
<td>$8,900</td>
<td>-7.06%</td>
<td>$9,165</td>
<td>-10.25%</td>
</tr>
<tr>
<td>Associate Engineer</td>
<td>$10,058</td>
<td>11</td>
<td>$11,387</td>
<td>-13.21%</td>
<td>$11,248</td>
<td>-11.83%</td>
</tr>
<tr>
<td>Information Systems Specialist</td>
<td>$10,277</td>
<td>9</td>
<td>$9,993</td>
<td>2.77%</td>
<td>$10,247</td>
<td>0.30%</td>
</tr>
<tr>
<td>Librarian I</td>
<td>$8,142</td>
<td>6</td>
<td>$9,170</td>
<td>-12.62%</td>
<td>$9,153</td>
<td>-12.41%</td>
</tr>
<tr>
<td>Plan Check Engineer</td>
<td>$10,058</td>
<td>9</td>
<td>$10,922</td>
<td>-8.59%</td>
<td>$11,491</td>
<td>-14.25%</td>
</tr>
<tr>
<td>Police Records Supervisor</td>
<td>$9,636</td>
<td>8</td>
<td>$9,624</td>
<td>0.13%</td>
<td>$9,099</td>
<td>5.58%</td>
</tr>
<tr>
<td>Recreation Supervisor</td>
<td>$8,313</td>
<td>11</td>
<td>$8,969</td>
<td>-7.88%</td>
<td>$8,938</td>
<td>-7.52%</td>
</tr>
<tr>
<td>Senior Building Inspector</td>
<td>$10,501</td>
<td>7</td>
<td>$10,205</td>
<td>2.82%</td>
<td>$10,467</td>
<td>0.33%</td>
</tr>
<tr>
<td>Street Maintenance Supervisor</td>
<td>$9,041</td>
<td>8</td>
<td>$10,456</td>
<td>-15.65%</td>
<td>$10,309</td>
<td>-14.03%</td>
</tr>
<tr>
<td><strong>EXECUTIVE- includes data from the City and County of Los Angeles</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chief of Police</td>
<td>$28,869</td>
<td>11</td>
<td>$26,646</td>
<td>7.70%</td>
<td>$29,516</td>
<td>-2.24%</td>
</tr>
<tr>
<td>Director of Finance</td>
<td>$16,418</td>
<td>9</td>
<td>$21,242</td>
<td>-29.38%</td>
<td>$20,651</td>
<td>-25.78%</td>
</tr>
<tr>
<td>Director of Human Resources</td>
<td>$16,051</td>
<td>8</td>
<td>$20,160</td>
<td>-25.60%</td>
<td>$21,746</td>
<td>-35.48%</td>
</tr>
<tr>
<td>Director of Library Services</td>
<td>$15,004</td>
<td>5</td>
<td>$21,041</td>
<td>-40.24%</td>
<td>$20,974</td>
<td>-39.79%</td>
</tr>
<tr>
<td>Director of Planning and Building Safety</td>
<td>$16,418</td>
<td>7</td>
<td>$20,848</td>
<td>-26.98%</td>
<td>$22,118</td>
<td>-34.72%</td>
</tr>
<tr>
<td>Director of Public Works</td>
<td>$16,418</td>
<td>10</td>
<td>$21,178</td>
<td>-29.00%</td>
<td>$22,550</td>
<td>-37.35%</td>
</tr>
<tr>
<td>Director of Recreation and Parks</td>
<td>$15,344</td>
<td>10</td>
<td>$19,100</td>
<td>-24.48%</td>
<td>$20,772</td>
<td>-35.38%</td>
</tr>
<tr>
<td>Fire Chief</td>
<td>$28,325</td>
<td>8</td>
<td>$27,464</td>
<td>3.04%</td>
<td>$28,423</td>
<td>-0.34%</td>
</tr>
</tbody>
</table>
As displayed in the table above, on average, the City’s total compensation are 5.61% below the labor market median.

As displayed in the table above, on average, the City’s total compensation are 8.14% below the labor market mean.
### Table 4
City of El Segundo
Total Compensation Survey
Base Salary Results

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City's Maximum Base Salary</th>
<th># of Matches</th>
<th>Labor Market at Median</th>
<th>% the City Above or Below Labor Market Median</th>
<th>Labor Market at Mean</th>
<th>% the City Above or Below Labor Market Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>CITY EMPLOYEES ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounting Technician</td>
<td>$4,768</td>
<td>10</td>
<td>$4,599</td>
<td>3.55%</td>
<td>$4,540</td>
<td>4.78%</td>
</tr>
<tr>
<td>Administrative Specialist</td>
<td>$4,652</td>
<td>11</td>
<td>$5,108</td>
<td>-9.80%</td>
<td>$5,075</td>
<td>-9.09%</td>
</tr>
<tr>
<td>Assistant Planner</td>
<td>$6,257</td>
<td>11</td>
<td>$7,351</td>
<td>-17.48%</td>
<td>$7,191</td>
<td>-14.93%</td>
</tr>
<tr>
<td>Building Inspector II</td>
<td>$6,738</td>
<td>10</td>
<td>$6,775</td>
<td>-0.55%</td>
<td>$6,769</td>
<td>-0.46%</td>
</tr>
<tr>
<td>Civil Engineering Assistant</td>
<td>$6,413</td>
<td>8</td>
<td>$6,892</td>
<td>-4.66%</td>
<td>$6,939</td>
<td>-8.21%</td>
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<tr>
<td>Equipment Mechanic II</td>
<td>$5,395</td>
<td>11</td>
<td>$5,502</td>
<td>-1.98%</td>
<td>$5,353</td>
<td>0.78%</td>
</tr>
<tr>
<td>Library Clerk II</td>
<td>$3,634</td>
<td>6</td>
<td>$3,784</td>
<td>-4.11%</td>
<td>$3,779</td>
<td>-3.99%</td>
</tr>
<tr>
<td>Park Maintenance Worker II</td>
<td>$4,428</td>
<td>10</td>
<td>$4,150</td>
<td>6.29%</td>
<td>$4,219</td>
<td>4.71%</td>
</tr>
<tr>
<td>Recreation Coordinator</td>
<td>$5,135</td>
<td>7</td>
<td>$5,004</td>
<td>2.55%</td>
<td>$4,930</td>
<td>4.00%</td>
</tr>
<tr>
<td>Street Maintenance Leadworker</td>
<td>$5,530</td>
<td>11</td>
<td>$5,640</td>
<td>-1.99%</td>
<td>$5,346</td>
<td>3.32%</td>
</tr>
<tr>
<td>Street Maintenance Worker II</td>
<td>$4,428</td>
<td>11</td>
<td>$4,429</td>
<td>4.49%</td>
<td>$4,389</td>
<td>0.88%</td>
</tr>
<tr>
<td>MANAGEMENT/CONFIDENTIAL</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounting Manager</td>
<td>$8,976</td>
<td>10</td>
<td>$10,022</td>
<td>-11.65%</td>
<td>$10,496</td>
<td>-16.93%</td>
</tr>
<tr>
<td>Battalion Chief</td>
<td>$13,103</td>
<td>7</td>
<td>$12,239</td>
<td>6.59%</td>
<td>$12,536</td>
<td>4.33%</td>
</tr>
<tr>
<td>Building Safety Manager</td>
<td>$10,155</td>
<td>8</td>
<td>$11,477</td>
<td>-13.02%</td>
<td>$11,499</td>
<td>-13.23%</td>
</tr>
<tr>
<td>Deputy City Clerk II</td>
<td>$6,197</td>
<td>9</td>
<td>$6,255</td>
<td>-0.94%</td>
<td>$7,264</td>
<td>-17.22%</td>
</tr>
<tr>
<td>Human Resources Analyst</td>
<td>$5,899</td>
<td>10</td>
<td>$7,585</td>
<td>-28.58%</td>
<td>$7,522</td>
<td>-27.52%</td>
</tr>
<tr>
<td>Information Systems Manager</td>
<td>$9,666</td>
<td>9</td>
<td>$11,172</td>
<td>-15.58%</td>
<td>$11,270</td>
<td>-16.60%</td>
</tr>
<tr>
<td>Management Analyst</td>
<td>$6,046</td>
<td>6</td>
<td>$7,333</td>
<td>-21.28%</td>
<td>$7,317</td>
<td>-21.02%</td>
</tr>
<tr>
<td>Planning Manager</td>
<td>$10,155</td>
<td>7</td>
<td>$12,032</td>
<td>-18.48%</td>
<td>$12,370</td>
<td>-21.81%</td>
</tr>
<tr>
<td>Principal Civil Engineer</td>
<td>$8,976</td>
<td>9</td>
<td>$10,662</td>
<td>-18.78%</td>
<td>$11,229</td>
<td>-25.10%</td>
</tr>
<tr>
<td>Recreation Superintendent</td>
<td>$8,757</td>
<td>8</td>
<td>$9,806</td>
<td>-11.97%</td>
<td>$9,831</td>
<td>-12.26%</td>
</tr>
<tr>
<td>Senior Executive Assistant (City Manager’s Secretary)</td>
<td>$6,046</td>
<td>8</td>
<td>$6,154</td>
<td>-1.79%</td>
<td>$6,623</td>
<td>-9.54%</td>
</tr>
<tr>
<td>Senior Librarian</td>
<td>$6,674</td>
<td>6</td>
<td>$6,740</td>
<td>-0.99%</td>
<td>$7,610</td>
<td>-14.03%</td>
</tr>
</tbody>
</table>
## TABLE 4
City of El Segundo
Total Compensation Survey
Base Salary Results

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City's Maximum Base Salary</th>
<th># of Matches</th>
<th>Labor Market at Median</th>
<th>% the City Above or Below Labor Market Median</th>
<th>Labor Market at Mean</th>
<th>% the City Above or Below Labor Market Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>POLICE SUPPORT SERVICES EMPLOYEES ASSOCIATION</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police Assistant II</td>
<td>$4,176</td>
<td>9</td>
<td>$4,298</td>
<td>-2.92%</td>
<td>$4,409</td>
<td>-5.58%</td>
</tr>
<tr>
<td>Police Service Officer II</td>
<td>$5,024</td>
<td>11</td>
<td>$4,820</td>
<td>4.06%</td>
<td>$4,876</td>
<td>2.95%</td>
</tr>
<tr>
<td><strong>SUPervisory AND PROFESSIONAL EMPLOYEES ASSOCIATION</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Analyst</td>
<td>$5,821</td>
<td>9</td>
<td>$6,307</td>
<td>-8.35%</td>
<td>$6,394</td>
<td>-9.84%</td>
</tr>
<tr>
<td>Associate Engineer</td>
<td>$7,269</td>
<td>11</td>
<td>$7,934</td>
<td>-9.15%</td>
<td>$8,196</td>
<td>-12.75%</td>
</tr>
<tr>
<td>Information Systems Specialist</td>
<td>$7,451</td>
<td>9</td>
<td>$7,275</td>
<td>2.36%</td>
<td>$7,395</td>
<td>0.75%</td>
</tr>
<tr>
<td>Librarian I</td>
<td>$5,679</td>
<td>6</td>
<td>$6,306</td>
<td>-11.03%</td>
<td>$6,235</td>
<td>-9.80%</td>
</tr>
<tr>
<td>Plan Check Engineer</td>
<td>$7,269</td>
<td>9</td>
<td>$8,018</td>
<td>-10.30%</td>
<td>$8,353</td>
<td>-14.92%</td>
</tr>
<tr>
<td>Police Records Supervisor</td>
<td>$6,919</td>
<td>8</td>
<td>$6,843</td>
<td>1.11%</td>
<td>$6,333</td>
<td>8.47%</td>
</tr>
<tr>
<td>Recreation Supervisor</td>
<td>$5,821</td>
<td>11</td>
<td>$6,400</td>
<td>-9.95%</td>
<td>$6,284</td>
<td>-7.96%</td>
</tr>
<tr>
<td>Senior Building Inspector</td>
<td>$7,637</td>
<td>7</td>
<td>$7,494</td>
<td>1.87%</td>
<td>$7,419</td>
<td>2.86%</td>
</tr>
<tr>
<td>Street Maintenance Supervisor</td>
<td>$6,425</td>
<td>8</td>
<td>$6,932</td>
<td>-7.89%</td>
<td>$7,359</td>
<td>-14.53%</td>
</tr>
<tr>
<td><strong>EXECUTIVE - includes data from the City and County of Los Angeles</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chief of Police</td>
<td>$18,120</td>
<td>11</td>
<td>$18,158</td>
<td>-0.21%</td>
<td>$19,152</td>
<td>-5.70%</td>
</tr>
<tr>
<td>Director of Finance</td>
<td>$12,373</td>
<td>9</td>
<td>$16,075</td>
<td>-29.92%</td>
<td>$15,809</td>
<td>-27.77%</td>
</tr>
<tr>
<td>Director of Human Resources</td>
<td>$12,071</td>
<td>8</td>
<td>$15,983</td>
<td>-32.41%</td>
<td>$16,329</td>
<td>-35.28%</td>
</tr>
<tr>
<td>Director of Library Services</td>
<td>$11,209</td>
<td>5</td>
<td>$15,338</td>
<td>-36.84%</td>
<td>$15,380</td>
<td>-37.21%</td>
</tr>
<tr>
<td>Director of Planning and Building Safety</td>
<td>$12,373</td>
<td>7</td>
<td>$15,762</td>
<td>-27.39%</td>
<td>$16,783</td>
<td>-35.64%</td>
</tr>
<tr>
<td>Director of Public Works</td>
<td>$12,373</td>
<td>10</td>
<td>$16,439</td>
<td>-32.86%</td>
<td>$17,103</td>
<td>-38.23%</td>
</tr>
<tr>
<td>Director of Recreation and Parks</td>
<td>$11,489</td>
<td>10</td>
<td>$14,844</td>
<td>-29.20%</td>
<td>$15,822</td>
<td>-37.71%</td>
</tr>
<tr>
<td>Fire Chief</td>
<td>$18,120</td>
<td>8</td>
<td>$18,066</td>
<td>0.30%</td>
<td>$18,666</td>
<td>-3.01%</td>
</tr>
<tr>
<td><strong>FIREFIGHTERS ASSOCIATION</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Firefighter</td>
<td>$6,878</td>
<td>8</td>
<td>$6,663</td>
<td>3.13%</td>
<td>$6,684</td>
<td>2.83%</td>
</tr>
<tr>
<td>Fire Captain</td>
<td>$9,186</td>
<td>8</td>
<td>$9,137</td>
<td>0.54%</td>
<td>$9,500</td>
<td>-3.41%</td>
</tr>
</tbody>
</table>
As displayed in the table above, on average, the City’s salaries are 8.64% below the labor market median.

As displayed in the table above, on average, the City’s salaries are 10.71% below the labor market mean.

Additional Labor Market Agency Information

- **City of Culver City**
  - The City does not provide library services.
  - The Police Records Technicians are supervised by a Police Lieutenant; therefore the Police Records Supervisor benchmark is listed as NCC.

- **City of Gardena**
  - The City does not provide library services.
  - The City does not provide fire services.
  - The City’s Chief Building Official role and responsibilities is contracted out.
  - The Chief of Police and City Manager share responsibilities for Community Development and Public Workers. Therefore both are indicated as no comparable classification within the datasheets.
  - Management and Safety employees have reduced vacation at year 20, as the hours get converted to pay for their longevity leave.

- **City of Hawthorne**
  - The City does not provide library services.
  - The City does not provide fire services.
The City does not have a combined classification over Planning and Building Safety; however, they do have two specialized classifications over Planning and Community Development and Building and Safety. Both classifications are paid the same.

CPS HR identified comparable matches by reviewing the department position summary documents and salary schedule on the City's website. However, we have not received the requested classification specification to confirm the matches are comparable.

City of Hermosa Beach
- The City does not provide library services.

City of Inglewood
- CPS HR identified comparable matches by reviewing the department position summary documents and salary schedule on the City's website. However, we have not received all the requested classification specification to confirm the matches are comparable.
- The City has a single classification responsible for parks, recreation and library services.
- The City does not provide fire services.
- The City's Director of Planning and Building is currently vacant and has not been budgeted for in the upcoming fiscal year.
- Retiree medical contributions was eliminated effective 6/14 for current and future employees.

City of Los Angeles
- The City's Long Term Disability number reflects a flat rate for short and long term disability.
- The City has comparable Executive classification that have the same functional responsibility; however, the size of the City, scope of responsibilities and variety of work varies significantly from the City of El Segundo's positions. Additionally the salary ranges are much higher than the City of El Segundo and the other labor market agencies. Therefore, CPS HR provided datasheets that exclude the City’s Executive and Deputy City Clerk matches.
- CPS HR has not been able to identify a comparable match to the Building Safety Manager. The County has a Deputy Superintendent of Building that requires a Combination Inspector certification.

City of Manhattan Beach
- The City does not provide library services.
- The City has two classifications for firefighter and firefighter/paramedic. Only those employees having paramedic certifications and performing those duties are placed in the firefighter/paramedic classification.
City of Redondo Beach

- The City is still operating under their MOUs, which expired June 30, 2014. The salaries listed within the MOUs are the most current and effective as of 2012. The City is currently negotiating new agreements and salaries. The Management/Confidential salaries are slightly more current - their salaries are as of December 13, 2013.
- The duties of the Planning Manager are performed by a Building and Regulations Manager; however, that position is currently vacant and has not been matched.
- The City does not provide long or short term disability. Instead, they have a disability bank of 2080 non-replenishable hours that are available to full-time employees.

City of Santa Monica

- The City is still negotiating the 2014 COLA for the Teamster bargaining unit.
- The Senior Plan Check Engineer is a single classification.
- The city has two specialized classifications for fire suppression and prevention activities.
  - Battalion Chief - Suppression and Battalion Chief -Prevention, the suppression classification is paid higher than the prevention classification.
  - Fire Captain - suppression and Fire Captain - prevention, again the suppression classification is paid higher than the prevention classification.

Since the City of El Segundo, has one Battalion Chief and Fire Captain Classification that is responsibility for both suppression and prevention duties respectively, CPS HR match the suppression salary.

City of Torrance

- The City plans to eliminate the positions of Library Clerk I and II through attrition.

Los Angeles County

- For most employees (other than management), the County only provides $2,000 basic life insurance. Employees may purchase additional supplemental life. County employee’s health and welfare benefits are based on their status of full-time versus part-time as opposed to having benefits based on the bargaining unit MOU.
- CPS HR has not been able to identify a comparable match to the Building Safety Manager. The County has a Head Building Inspector classification that requires a Combination Inspector certification.
V. Next Steps

Once the City has had an opportunity to review this data, CPS HR can arrange a conference call to discuss any feedback on the contents of this report and data. Should you require any further information on the contents of this Final Total Compensation Report, please contact Ms. Tameka Usher at (916) 471-3483.
Appendix A - Survey Classification Datasheets
Appendix B – Executive Summary Tables
<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City's Maximum Total Compensation Salary</th>
<th># of Matches</th>
<th>Labor Market at Median</th>
<th>% the City Above or Below Labor Market Median</th>
<th>Labor Market at Mean</th>
<th>% the City Above or Below Labor Market Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief of Police</td>
<td>$28,869</td>
<td>11</td>
<td>$26,646</td>
<td>7.70%</td>
<td>$29,516</td>
<td>-2.24%</td>
</tr>
<tr>
<td>Director of Finance</td>
<td>$16,418</td>
<td>9</td>
<td>$21,242</td>
<td>-29.38%</td>
<td>$20,651</td>
<td>-25.78%</td>
</tr>
<tr>
<td>Director of Human Resources</td>
<td>$16,051</td>
<td>8</td>
<td>$20,160</td>
<td>-25.60%</td>
<td>$21,746</td>
<td>-35.48%</td>
</tr>
<tr>
<td>Director of Library Services</td>
<td>$15,004</td>
<td>5</td>
<td>$21,041</td>
<td>-40.24%</td>
<td>$20,974</td>
<td>-39.79%</td>
</tr>
<tr>
<td>Director of Planning and Building Safety</td>
<td>$16,418</td>
<td>7</td>
<td>$20,848</td>
<td>-26.98%</td>
<td>$22,118</td>
<td>-34.72%</td>
</tr>
<tr>
<td>Director of Public Works</td>
<td>$16,418</td>
<td>10</td>
<td>$21,178</td>
<td>-29.00%</td>
<td>$22,550</td>
<td>-37.35%</td>
</tr>
<tr>
<td>Director of Recreation and Parks</td>
<td>$15,344</td>
<td>10</td>
<td>$19,100</td>
<td>-24.48%</td>
<td>$20,772</td>
<td>-35.38%</td>
</tr>
<tr>
<td>Fire Chief</td>
<td>$28,325</td>
<td>8</td>
<td>$27,464</td>
<td>3.04%</td>
<td>$28,423</td>
<td>-0.34%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Classification Title</th>
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<th>% the City Above or Below Labor Market Median</th>
<th>Labor Market at Mean</th>
<th>% the City Above or Below Labor Market Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief of Police</td>
<td>$28,869</td>
<td>9</td>
<td>$25,934</td>
<td>10.17%</td>
<td>$26,576</td>
<td>7.94%</td>
</tr>
<tr>
<td>Director of Finance</td>
<td>$16,418</td>
<td>8</td>
<td>$20,090</td>
<td>-22.37%</td>
<td>$19,186</td>
<td>-16.86%</td>
</tr>
<tr>
<td>Director of Human Resources</td>
<td>$16,051</td>
<td>6</td>
<td>$18,352</td>
<td>-14.33%</td>
<td>$18,959</td>
<td>-18.12%</td>
</tr>
<tr>
<td>Director of Library Services</td>
<td>$15,004</td>
<td>3</td>
<td>$16,834</td>
<td>-12.20%</td>
<td>$17,923</td>
<td>-19.46%</td>
</tr>
<tr>
<td>Director of Planning and Building Safety</td>
<td>$16,418</td>
<td>6</td>
<td>$19,973</td>
<td>-21.66%</td>
<td>$19,767</td>
<td>-20.40%</td>
</tr>
<tr>
<td>Director of Public Works</td>
<td>$16,418</td>
<td>8</td>
<td>$20,666</td>
<td>-25.88%</td>
<td>$20,036</td>
<td>-22.03%</td>
</tr>
<tr>
<td>Director of Recreation and Parks</td>
<td>$15,344</td>
<td>8</td>
<td>$18,494</td>
<td>-20.53%</td>
<td>$18,539</td>
<td>-20.82%</td>
</tr>
<tr>
<td>Fire Chief</td>
<td>$28,325</td>
<td>6</td>
<td>$24,878</td>
<td>12.17%</td>
<td>$25,102</td>
<td>11.38%</td>
</tr>
</tbody>
</table>
Appendix C – Summary Table with Retiree Medical
## City of El Segundo

**Final Total Compensation Report**

### City of El Segundo

Total Compensation Survey

Total Compensation Results - Including Retiree Medical

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City’s Maximum Total Compensation Salary</th>
<th># of Matches</th>
<th>Labor Market at Median</th>
<th>% the City Above or Below Labor Market Median</th>
<th>Labor Market at Mean</th>
<th>% the City Above or Below Labor Market Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting Technician</td>
<td>$8,326</td>
<td>10</td>
<td>$7,939</td>
<td>4.65%</td>
<td>$7,711</td>
<td>7.39%</td>
</tr>
<tr>
<td>Administrative Specialist</td>
<td>$8,183</td>
<td>11</td>
<td>$7,997</td>
<td>2.27%</td>
<td>$8,260</td>
<td>-0.94%</td>
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<tr>
<td>Assistant Planner</td>
<td>$10,187</td>
<td>11</td>
<td>$10,118</td>
<td>0.68%</td>
<td>$10,828</td>
<td>-6.29%</td>
</tr>
<tr>
<td>Building Inspector II</td>
<td>$10,781</td>
<td>10</td>
<td>$10,219</td>
<td>5.21%</td>
<td>$10,392</td>
<td>3.61%</td>
</tr>
<tr>
<td>Civil Engineering Assistant</td>
<td>$10,380</td>
<td>8</td>
<td>$10,395</td>
<td>-0.14%</td>
<td>$10,481</td>
<td>-0.98%</td>
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<tr>
<td>Equipment Mechanic II</td>
<td>$9,101</td>
<td>11</td>
<td>$8,187</td>
<td>10.04%</td>
<td>$8,594</td>
<td>5.57%</td>
</tr>
<tr>
<td>Library Clerk II</td>
<td>$6,901</td>
<td>6</td>
<td>$7,359</td>
<td>-6.63%</td>
<td>$6,946</td>
<td>-0.65%</td>
</tr>
<tr>
<td>Park Maintenance Worker II</td>
<td>$7,882</td>
<td>10</td>
<td>$7,495</td>
<td>4.92%</td>
<td>$7,321</td>
<td>7.12%</td>
</tr>
<tr>
<td>Recreation Coordinator</td>
<td>$8,779</td>
<td>7</td>
<td>$8,345</td>
<td>4.95%</td>
<td>$8,207</td>
<td>6.51%</td>
</tr>
<tr>
<td>Street Maintenance Leadworker</td>
<td>$9,267</td>
<td>11</td>
<td>$8,609</td>
<td>7.10%</td>
<td>$8,583</td>
<td>7.38%</td>
</tr>
<tr>
<td>Street Maintenance Worker II</td>
<td>$7,882</td>
<td>11</td>
<td>$7,351</td>
<td>6.74%</td>
<td>$7,442</td>
<td>5.59%</td>
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### MANAGEMENT/CONFIDENTIAL

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City’s Maximum Total Compensation Salary</th>
<th># of Matches</th>
<th>Labor Market at Median</th>
<th>% the City Above or Below Labor Market Median</th>
<th>Labor Market at Mean</th>
<th>% the City Above or Below Labor Market Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting Manager</td>
<td>$13,760</td>
<td>10</td>
<td>$14,828</td>
<td>-7.77%</td>
<td>$14,877</td>
<td>-8.12%</td>
</tr>
<tr>
<td>Battalion Chief</td>
<td>$22,664</td>
<td>7</td>
<td>$20,566</td>
<td>9.26%</td>
<td>$20,316</td>
<td>10.36%</td>
</tr>
<tr>
<td>Building Safety Manager</td>
<td>$15,228</td>
<td>8</td>
<td>$15,438</td>
<td>-1.38%</td>
<td>$15,766</td>
<td>-3.53%</td>
</tr>
<tr>
<td>Deputy City Clerk II</td>
<td>$10,300</td>
<td>9</td>
<td>$9,341</td>
<td>9.31%</td>
<td>$10,821</td>
<td>-5.06%</td>
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<tr>
<td>Human Resources Analyst</td>
<td>$9,929</td>
<td>10</td>
<td>$11,087</td>
<td>-11.66%</td>
<td>$11,169</td>
<td>-12.49%</td>
</tr>
<tr>
<td>Information Systems Manager</td>
<td>$14,619</td>
<td>9</td>
<td>$16,422</td>
<td>-12.33%</td>
<td>$15,968</td>
<td>-9.23%</td>
</tr>
<tr>
<td>Management Analyst</td>
<td>$10,112</td>
<td>6</td>
<td>$11,117</td>
<td>-9.93%</td>
<td>$11,317</td>
<td>-11.91%</td>
</tr>
<tr>
<td>Planning Manager</td>
<td>$15,228</td>
<td>7</td>
<td>$16,899</td>
<td>-10.97%</td>
<td>$17,337</td>
<td>-13.85%</td>
</tr>
<tr>
<td>Principal Civil Engineer</td>
<td>$13,760</td>
<td>9</td>
<td>$16,422</td>
<td>-19.35%</td>
<td>$15,871</td>
<td>-15.34%</td>
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</table>
## City of El Segundo
### Final Total Compensation Report

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City’s Maximum Total Compensation Salary</th>
<th># of Matches</th>
<th>Labor Market at Median</th>
<th>% the City Above or Below Labor Market Median</th>
<th>Labor Market at Mean</th>
<th>% the City Above or Below Labor Market Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recreation Superintendent</td>
<td>$13,487</td>
<td>8</td>
<td>$13,327</td>
<td>1.19%</td>
<td>$14,176</td>
<td>-5.11%</td>
</tr>
<tr>
<td>Senior Executive Assistant (City Manager’s Secretary)</td>
<td>$10,112</td>
<td>8</td>
<td>$9,313</td>
<td>7.90%</td>
<td>$10,147</td>
<td>-0.34%</td>
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<tr>
<td>Senior Librarian</td>
<td>$10,894</td>
<td>6</td>
<td>$11,180</td>
<td>-2.63%</td>
<td>$11,637</td>
<td>-6.82%</td>
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**POLICE SUPPORT SERVICES EMPLOYEES ASSOCIATION**

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City’s Maximum Total Compensation Salary</th>
<th># of Matches</th>
<th>Labor Market at Median</th>
<th>% the City Above or Below Labor Market Median</th>
<th>Labor Market at Mean</th>
<th>% the City Above or Below Labor Market Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Assistant II</td>
<td>$7,605</td>
<td>9</td>
<td>$7,416</td>
<td>2.49%</td>
<td>$7,335</td>
<td>3.56%</td>
</tr>
<tr>
<td>Police Service Officer II</td>
<td>$8,679</td>
<td>11</td>
<td>$8,103</td>
<td>6.63%</td>
<td>$8,055</td>
<td>7.19%</td>
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</table>

**SUPERVISORY AND PROFESSIONAL EMPLOYEES ASSOCIATION**

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City’s Maximum Total Compensation Salary</th>
<th># of Matches</th>
<th>Labor Market at Median</th>
<th>% the City Above or Below Labor Market Median</th>
<th>Labor Market at Mean</th>
<th>% the City Above or Below Labor Market Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Analyst</td>
<td>$9,453</td>
<td>9</td>
<td>$9,751</td>
<td>-3.15%</td>
<td>$10,007</td>
<td>-5.86%</td>
</tr>
<tr>
<td>Associate Engineer</td>
<td>$11,198</td>
<td>11</td>
<td>$12,008</td>
<td>-7.23%</td>
<td>$12,017</td>
<td>-7.31%</td>
</tr>
<tr>
<td>Information Systems Specialist</td>
<td>$11,417</td>
<td>9</td>
<td>$10,924</td>
<td>4.32%</td>
<td>$11,013</td>
<td>3.54%</td>
</tr>
<tr>
<td>Librarian I</td>
<td>$9,282</td>
<td>6</td>
<td>$10,468</td>
<td>-12.78%</td>
<td>$9,966</td>
<td>-7.37%</td>
</tr>
<tr>
<td>Plan Check Engineer</td>
<td>$11,198</td>
<td>9</td>
<td>$11,753</td>
<td>-4.95%</td>
<td>$12,257</td>
<td>-9.46%</td>
</tr>
<tr>
<td>Police Records Supervisor</td>
<td>$10,776</td>
<td>8</td>
<td>$10,015</td>
<td>7.07%</td>
<td>$9,818</td>
<td>8.89%</td>
</tr>
<tr>
<td>Recreation Supervisor</td>
<td>$9,409</td>
<td>11</td>
<td>$9,836</td>
<td>-4.54%</td>
<td>$9,707</td>
<td>-3.16%</td>
</tr>
<tr>
<td>Senior Building Inspector</td>
<td>$11,597</td>
<td>7</td>
<td>$11,272</td>
<td>2.81%</td>
<td>$11,185</td>
<td>3.56%</td>
</tr>
<tr>
<td>Street Maintenance Supervisor</td>
<td>$10,137</td>
<td>8</td>
<td>$11,255</td>
<td>-11.03%</td>
<td>$11,029</td>
<td>-8.79%</td>
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**EXECUTIVE**

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City’s Maximum Total Compensation Salary</th>
<th># of Matches</th>
<th>Labor Market at Median</th>
<th>% the City Above or Below Labor Market Median</th>
<th>Labor Market at Mean</th>
<th>% the City Above or Below Labor Market Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief of Police</td>
<td>$30,133</td>
<td>11</td>
<td>$27,046</td>
<td>10.24%</td>
<td>$30,349</td>
<td>-0.72%</td>
</tr>
<tr>
<td>Director of Finance</td>
<td>$17,618</td>
<td>9</td>
<td>$21,361</td>
<td>-21.24%</td>
<td>$21,291</td>
<td>-20.85%</td>
</tr>
<tr>
<td>Director of Human Resources</td>
<td>$17,251</td>
<td>8</td>
<td>$20,285</td>
<td>-17.59%</td>
<td>$22,527</td>
<td>-30.58%</td>
</tr>
<tr>
<td>Director of Library Services</td>
<td>$16,204</td>
<td>5</td>
<td>$21,041</td>
<td>-29.85%</td>
<td>$21,947</td>
<td>-35.44%</td>
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</tbody>
</table>
City of El Segundo
Final Total Compensation Report

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City’s Maximum Total Compensation Salary</th>
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<th>% the City Above or Below Labor Market Median</th>
<th>Labor Market at Mean</th>
<th>% the City Above or Below Labor Market Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Planning and Building Safety</td>
<td>$17,618</td>
<td>7</td>
<td>$20,967</td>
<td>-19.01%</td>
<td>$22,790</td>
<td>-29.35%</td>
</tr>
<tr>
<td>Director of Public Works</td>
<td>$17,618</td>
<td>10</td>
<td>$21,516</td>
<td>-22.12%</td>
<td>$23,287</td>
<td>-32.18%</td>
</tr>
<tr>
<td>Director of Recreation and Parks</td>
<td>$16,544</td>
<td>10</td>
<td>$19,244</td>
<td>-16.32%</td>
<td>$21,566</td>
<td>-30.36%</td>
</tr>
<tr>
<td>Fire Chief</td>
<td>$29,589</td>
<td>8</td>
<td>$27,664</td>
<td>6.51%</td>
<td>$29,264</td>
<td>1.10%</td>
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</tbody>
</table>

**FIREFIGHTERS ASSOCIATION**

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City’s Maximum Total Compensation Salary</th>
<th># of Matches</th>
<th>Labor Market at Median</th>
<th>% the City Above or Below Labor Market Median</th>
<th>Labor Market at Mean</th>
<th>% the City Above or Below Labor Market Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Firefighter</td>
<td>$14,411</td>
<td>8</td>
<td>$12,556</td>
<td>12.87%</td>
<td>$12,189</td>
<td>15.42%</td>
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<tr>
<td>Fire Captain</td>
<td>$18,397</td>
<td>8</td>
<td>$15,967</td>
<td>13.21%</td>
<td>$16,297</td>
<td>11.42%</td>
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**POLICE OFFICERS ASSOCIATION**

<table>
<thead>
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<th>Classification Title</th>
<th>City’s Maximum Total Compensation Salary</th>
<th># of Matches</th>
<th>Labor Market at Median</th>
<th>% the City Above or Below Labor Market Median</th>
<th>Labor Market at Mean</th>
<th>% the City Above or Below Labor Market Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Officer</td>
<td>$14,291</td>
<td>11</td>
<td>$13,111</td>
<td>8.26%</td>
<td>$12,755</td>
<td>10.75%</td>
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<tr>
<td>Police Sergeant</td>
<td>$17,149</td>
<td>11</td>
<td>$15,432</td>
<td>10.01%</td>
<td>$15,526</td>
<td>9.47%</td>
</tr>
</tbody>
</table>
Appendix D – Summary Table with Safety Certification Pay, Education Incentives, Longevity and Retiree Medical
### City of El Segundo

**Final Total Compensation Report**

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City's Maximum Total Compensation Salary</th>
<th># of Matches</th>
<th>Labor Market at Median</th>
<th>% the City Above or Below Labor Market Median</th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>MANAGEMENT/CONFIDENTIAL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Battalion Chief</td>
<td>$22,570</td>
<td>7</td>
<td>$20,038</td>
<td>11.22%</td>
<td>$20,493</td>
<td>9.20%</td>
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<tr>
<td><strong>FIREFIGHTERS ASSOCIATION</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Firefighter</td>
<td>$13,939</td>
<td>8</td>
<td>$11,666</td>
<td>16.31%</td>
<td>$11,871</td>
<td>14.84%</td>
</tr>
<tr>
<td>Fire Captain</td>
<td>$18,192</td>
<td>8</td>
<td>$15,485</td>
<td>14.88%</td>
<td>$16,193</td>
<td>10.99%</td>
</tr>
<tr>
<td><strong>POLICE OFFICERS ASSOCIATION</strong></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police Officer</td>
<td>$13,990</td>
<td>11</td>
<td>$12,926</td>
<td>7.61%</td>
<td>$12,879</td>
<td>7.95%</td>
</tr>
<tr>
<td>Police Sergeant</td>
<td>$17,005</td>
<td>11</td>
<td>$15,826</td>
<td>6.94%</td>
<td>$15,978</td>
<td>6.04%</td>
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</table>

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City's Maximum Total Compensation Salary</th>
<th># of Matches</th>
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</thead>
<tbody>
<tr>
<td><strong>MANAGEMENT/CONFIDENTIAL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Battalion Chief</td>
<td>$23,155</td>
<td>7</td>
<td>$20,956</td>
<td>9.50%</td>
<td>$20,988</td>
<td>9.36%</td>
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<tr>
<td><strong>FIREFIGHTERS ASSOCIATION</strong></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Firefighter</td>
<td>$15,098</td>
<td>8</td>
<td>$11,735</td>
<td>22.27%</td>
<td>$12,029</td>
<td>20.33%</td>
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<tr>
<td>Fire Captain</td>
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<td>8</td>
<td>$15,705</td>
<td>20.44%</td>
<td>$16,408</td>
<td>16.88%</td>
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<td><strong>POLICE OFFICERS ASSOCIATION</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Police Officer</td>
<td>$14,955</td>
<td>11</td>
<td>$13,812</td>
<td>7.64%</td>
<td>$13,121</td>
<td>12.26%</td>
</tr>
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<td>Police Sergeant</td>
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<td>11</td>
<td>$15,826</td>
<td>13.72%</td>
<td>$16,141</td>
<td>12.00%</td>
</tr>
</tbody>
</table>

Page | 28
### City of El Segundo

#### Final Total Compensation Report

**Total Compensation Survey**

*Total Compensation Results – Certification Pay and Education Incentives (BA) with Retiree Medical*

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>City’s Maximum Total Compensation Salary</th>
<th># of Matches</th>
<th>Labor Market at Median</th>
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<tr>
<td><strong>MANAGEMENT/CONFIDENTIAL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Battalion Chief</td>
<td>$23,834</td>
<td>7</td>
<td>$21,269</td>
<td>10.76%</td>
<td>$21,360</td>
<td>10.38%</td>
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<tr>
<td><strong>FIREFIGHTERS ASSOCIATION</strong></td>
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<td></td>
<td></td>
<td></td>
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<td>Firefighter</td>
<td>$15,203</td>
<td>8</td>
<td>$12,694</td>
<td>16.50%</td>
<td>$12,711</td>
<td>16.39%</td>
</tr>
<tr>
<td>Fire Captain</td>
<td>$19,456</td>
<td>8</td>
<td>$16,425</td>
<td>15.58%</td>
<td>$17,034</td>
<td>12.45%</td>
</tr>
<tr>
<td><strong>POLICE OFFICERS ASSOCIATION</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police Officer</td>
<td>$15,254</td>
<td>11</td>
<td>$13,762</td>
<td>9.78%</td>
<td>$13,709</td>
<td>10.13%</td>
</tr>
<tr>
<td>Police Sergeant</td>
<td>$18,269</td>
<td>11</td>
<td>$16,940</td>
<td>7.28%</td>
<td>$16,809</td>
<td>8.00%</td>
</tr>
</tbody>
</table>