



CITY OF LAWDALE

14717 Burin Avenue, Lawndale, California 90260
Phone (310) 973-3200 – www.lawndalecity.org

AGENDA LAWDALE CITY COUNCIL REGULAR MEETING Monday, August 15, 2022 - 6:30 p.m. Lawndale City Hall Council Chamber 14717 Burin Avenue

Any person who wishes to address the City Council regarding any item listed on this agenda or any other matter that is within its subject matter jurisdiction is invited, but not required, to fill out a [Public Meeting Speaker Card](#) and submit it to the City Clerk prior to the oral communications portion of the meeting. The purpose of the card is to ensure that speakers' names are correctly recorded in the meeting minutes and, where appropriate, to provide contact information for later staff follow-up. You are still eligible to submit comment via the [Temporary eComment Policy for Public Meetings](#), the comments will be read verbatim into the record.

How to observe the Meeting:

To maximize public safety while still maintaining transparency and public access, members of the public can now observe the meeting in person, with limited capacity, while strictly adhering to the [City Facilities Entry Protocols](#). Members of the public are still be able to view the meeting on [YouTube "Lawndale CityTV"](#), the [City Website](#), or Lawndale Community Cable Television on Spectrum & Frontier Channel 3.

Copies of this Agenda packet may be obtained prior to the meeting outside of the Lawndale City Hall foyer or on the [City Website](#). Interested parties may contact the City Clerk Department at (310) 973-3213 for clarification regarding individual agenda items.

This Agenda is subject to revision up to 72 hours before the meeting.

- A. **CALL TO ORDER AND ROLL CALL**
- B. **CEREMONIALS** (Flag Salute and Inspiration)
- C. **PUBLIC SAFETY REPORT**
- D. **ORAL COMMUNICATIONS - ITEMS NOT ON THE AGENDA** (Public Comments)
- E. **COMMENTS FROM COUNCIL**
- F. **CONSENT CALENDAR**

Items 1 through 5, will be considered and acted upon under one motion unless a City Councilmember removes individual items for further City Council consideration or explanation.

- 1. **Federally Funded Employment and Job Training – South Bay Workforce Investment Board Activities Summary**
Recommendation: that the City Council receive and file the report.
- 2. **First Amendment to Contract Services Agreement with Public Sector Personnel Consultants**

Recommendation: that the City Council approve first amendment to Contract Services Agreement with Public Sector Personnel Consultants extending the term of the agreement for a six (6) month period.

3. **Approval of Contract Services Agreement for Public Works and City Engineering Oversight Services with Transtech Engineers, Inc.**

Recommendation: that the City Council a) approve and authorize the City Manager to execute the Contract Services Agreement with Transtech Engineers, Inc. for public works and city engineering oversight services in an amount not to exceed \$60,160 in a form approved by the City Attorney and (b) authorize the Director of Finance/City Treasurer to transfer salary savings for the Director of Public Works/City Engineer to the contract services line item in the Public Works Department budget.

4. **Accounts Payable Register**

Recommendation: that the City Council adopt Resolution No. CC-2208-040, authorizing the payment of certain claims and demands in the amount of \$771,698.45

5. **Minutes of the Lawndale City Council Regular Meeting – August 1, 2022**

Recommendation: that the City Council approve.

G. **ADMINISTRATION**

6. **Approval of Resolutions to Amend the Memorandum of Understanding between the City of Lawndale and AFSCME, amend the Salary and Benefits Resolution for Central Management Employees and amend the Citywide Salary and Pay Schedule for FY 2022-23**

Recommendation: that the City Council (a) adopt Resolution No. CC-2208-041, approving the First Amendment to the 2020-2023 Memorandum of Understanding between the City of Lawndale and American Federation of State, County and Municipal Employees, Local 1895, Council 36; (b) adopt Resolution No. CC-2208-042, approving the Third Amendment to the Amended and Restated Schedule of Salary and Benefits for the Central Management Employees; (c) approve budget adjustment to reorganize the Community Development Department by reclassifying the Senior Planner position to Community Development Manager and defunding the Community Development Director position in the department's budget; (d) adopt Resolution No. CC-2208-043, approving the amendment to the 2022-2023 City-wide Salary and Pay Schedule; and (e) approve budget transfer from the General Fund to the various special revenue funds as noted above and approve a budget amendment of \$39,424 for the various special revenue funds.

7. **2020 General Plan & Hawthorne Blvd. Specific Plan Update-Workshop**

Recommendation: that the City Council received and file the report.

8. **Lawndale Coyote Management Plan**

Recommendation: that the City Council approve the Lawndale Coyote Management plan.

9. **Condition of Drainage Channel at Roger-Anderson Park**

Recommendation: that the City Council (a) approve the additional Public Works and Landscape Maintenance funding to clean out and flush existing debris and obstructions in channel. Provide consistent maintenance of channel and landscaping to provide drainage and prevent ponding; or (b) approve the construction of a retaining wall in the amount of \$5,000/parcel (Based on Engineer Estimate); or (c) approve the removal and replacement of existing drain channel to improve flow in the amount of \$40,000.

H. CITY MANAGER REPORT

I. ITEMS FROM CITY COUNCILMEMBERS

10. Mayor/City Councilmembers Report of Attendance at Meetings and/or Event

J. ADJOURNMENT

The next regularly scheduled meeting of the City Council will be held at 6:30 p.m. on Tuesday, September 6, 2022 in the Lawndale City Hall council chamber, 14717 Burin Avenue, Lawndale, California.

It is the intention of the City of Lawndale to comply with the Americans with Disabilities Act (ADA) in all respects. If, as an attendee or a participant at this meeting, you will need special assistance beyond what is normally provided, we will attempt to accommodate you in every reasonable manner. Please contact the City Clerk Department (310) 973-3213 prior to the meeting to inform us of your particular needs and to determine if accommodation is feasible. Please advise us at that time if you will need accommodations to attend or participate in meetings on a regular basis.

I hereby certify under penalty of perjury under the laws of the State of California that the Agenda for the regular meeting of the City Council to be held on August 15, 2022 was posted not less than 72 hours prior to the meeting.

Cynthia Rodriguez, Administrative Assistant

SOUTH BAY WORKFORCE INVESTMENT BOARD
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Quarterly Summary of the
July 21, 2022 South Bay Workforce Investment Board of Directors
Meeting
Lawndale

This report summarizes the July 21, 2022, South Bay Workforce Investment Board's (SBWIB) meeting activities and program accomplishments during the 4th Quarter of Program Year 2021-2022. As you are aware, the South Bay WIB is comprised of representatives from the eleven participating Cities of Lawndale, Inglewood, El Segundo, Hermosa Beach, Hawthorne, Redondo Beach, Carson, Manhattan Beach, Torrance, Lomita and Gardena for the delivery of employment and training services through its One-Stop Business and Career Centers.

*The South Bay Workforce Investment Board's 27th Annual Awards Ceremony will be held on Thursday, November 3, 2022, at the Torrance Marriott South Bay. The reception will begin at 5:00 p.m. followed by the dinner program which will begin at 6:00 p.m. The Awards Ceremony will celebrate the outstanding accomplishments of the workforce development community during the past year and honor, employers, training providers and graduates of job and career training programs.

*Fourteen (14) South Bay area high school students graduated from the SBWIB's Spring Bio-Flex Pre-Apprenticeship Program in May. The graduates included five students from the Centinela Valley Union High School District. The Bio-Flex Pre-Apprenticeship Program was developed in partnership with local employers to build a local workforce pipeline for the bioscience and life sciences industries. During the five-week period, students completed the SBWIB's Blueprint for Workplace Success curriculum, developed resumes with support from coaches, practiced interviewing, completed four Biotech Primer courses of their choice, and learned about the wide variety of job opportunities. Professionals from a number of employers including 3DEO, Bachem Americas, and Torrance Memorial Medical Center volunteered as coaches and shared their career journeys during the work readiness workshops and career events. During the in-person graduation, graduates received stackable certificates of completion, a \$300 stipend, and recognition from family, program staff, and school staff.

*Last quarter, the California Department of Industrial Relations awarded the SBWIB a \$2 million grant to implement the SBWIB's Expanding Flexible Apprenticeship in California (EFAC) initiative that will train underserved individuals to fill high demand positions in a variety of industry sectors throughout the State including energy, information technology, arts, media & entertainment, advanced manufacturing and healthcare. Over a three-year period, the SBWIB will enroll 417 participants from underserved communities, including women, people of color, justice-involved persons, individuals with disabilities, veterans and youth into non-traditional registered apprenticeships.

*This past quarter, the SBWIB completed on-site career pathway services for students at Hawthorne, Lawndale, and Leuzinger High School. Over the course of the last school year, SBWIB staff were able to conduct 1,438 one-on-one sessions with students, conducted 95 workshops attended by 1,654 students, provided 1,147 job leads and enrolled 91 students into internships based on their interest. These services were funded through a California Career Pathways Grant.

*America's Job Center of California (AJCC)/One-Stop Services – The SBWIB operates four One-Stop Business & Career Service Centers located in Inglewood, Torrance, Gardena and Carson. For the safety of the public and to reduce the number of people in close proximity, the One-Stop Centers continue to offer services virtually or in-person and highly recommend scheduling an appointment for services. Each South Bay One-Stop Business & Career Center continues to assist about 25-30 laid-off workers daily with applying for unemployment insurance benefits. Recruitments, workshops, orientation/info sessions, case management, and career pathway counseling are provided virtually or in-person. Clients are being assisted with crossing over in their short-term vocational training programs from the traditional seat-based instruction to distance learning platforms. The Job Development team conducts recruitment fairs in-person or virtually and will continue to screen and refer applicants to essential service employers that are in desperate need of employees.

*Rapid Response services were provided to 16 South Bay companies that employ 655 individuals who were affected by layoffs/closures during the 4th Quarter of Program Year 2021-2022. The SBWIB's Rapid Response team reached out to the employers and offered to provide webinars to assist with the layoffs. The webinars covered services offered at the America's Job Centers of California, unemployment insurance, healthcare options, and

financial services. The Rapid Response team will continue to provide webinars and virtual assistance to employers and dislocated workers.

*Last quarter, the SBWIB enrolled 25 additional individuals in the statewide National Dislocated Worker Employment Recovery grant (NDWG) making the total number enrolled 227. Under this program, displaced workers are provided with job training and placement services. California Employment Development Department (EDD) awarded the South Bay WIB the NDWG Employment Recovery grant to assist workers displaced as a result of the COVID-19 pandemic. So far, 114 out of 133 participants exited the program with employment.

*As part of the continued partnership with Los Angeles County Supervisorial District 2, the SBWIB received a grant for \$206,000 to provide life sciences pre-apprenticeships, career exploration, and training to at least 75 Second District high school seniors. The Second Supervisorial District has prioritized recruiting from eight high schools across the District including Morningside High School in Inglewood. The program will be offered in the Fall of 2022 and the Spring of 2023.

*Last quarter, the South Bay WIB was awarded a \$250,000 grant to provide work readiness services to fifty (50) students with disabilities 16 – 22 years of age. The grant funding will be used to provide one hundred (100) additional paid work experience hours to students with disabilities in an effort to enhance their skills. Students will be interning with local non-profits, community-based organizations, and for-profit businesses.

*In the last quarter, South Bay One Stop Business & Career Centers were successfully able to enroll a total of 10 Lawndale residents in the WIOA (Workforce Innovation and Opportunity Act) adult and dislocated worker programs.

*South Bay One-Stop Business & Career Centers exited a total of 7 Lawndale residents with employment during the fourth quarter.

*It is the goal of South Bay WIB to provide essential online services to support students, teachers, and parents by assisting them navigate through virtual platforms and school assignments during the COVID-19 pandemic. SBWIB has taken a number of steps to ensure that youth have access to the resources they need to prosper amid a pandemic. We strive to assist our local K-12 partners with virtual services through our Virtual Learning

Ambassadors Program. Virtual Learning Ambassadors (VLAs) are paid high school students who support elementary/middle/high school students, teachers, and parents who need assistance adapting to a virtual presence. VLAs are paid student interns from ages 16-24. VLA's will receive 20 hours of paid training and up to \$1500 of paid work experience. The VLA's will be trained on several online platforms such as Google Classroom, Canvas, Schoology, Edgenuity, Google Meets, Acellus Learning Accelerator, Zoom, etc. online or in-person at either the Hawthorne Teen Center, the Inglewood Teen Center, or the SBWIB YouthBuild site before delivering a minimum of 120 hours of virtual services to students, parents and teachers.

*This past quarter, the Los Angeles Basin Regional Planning Unit (LABRPU) successfully completed the State of California's Prison to Employment (P2E) Program. The South Bay Workforce Investment Board serves as the lead and fiscal agent under the (P2E) initiative on behalf of the seven Workforce Development Boards in Los Angeles County apart of the LABRPU. The LABRPU exceeded the goal of providing employment and job placement services to over 700 formerly incarcerated individuals. Over 1,930 individuals have received direct services and 1,035 individuals have completed the program with unsubsidized employment.

*Four (4) additional youth from the City of Lawndale were enrolled in the WIOA year-round Youth Program last quarter; these individuals received pre-employment Blueprint for Workplace Success training and access to free occupational training based on their career interest. Other services included paid work experience at a worksite in the City of Lawndale.

*Last quarter, nine (9) women were enrolled in an advanced manufacturing pre-apprenticeship program through the \$250,000 James Irvine Foundation grant. The South Bay WIB was awarded the James Irvine Foundation grant to expand career pathways for women and women of color with a focus on the advanced manufacturing sector. Over a two-year period, the SBWIB is tasked with identifying and training at least 50 low-income women, women of color, and/or others with multiple barriers to enter the advanced manufacturing sector with a focus on aerospace and bioscience. As a result, employers will have access to a pipeline of diverse and skilled job seekers.

*As part of the Youth at Work Jobs Program, 6 additional Lawndale students were recruited and enrolled for an opportunity to receive paid pre-

employment training and 120 hours of paid work experience during the fourth quarter. Youth had a chance to earn up to \$1,590.

*Last quarter, the South Bay WIB and the Hospital Association of Southern California hosted a Clinical Laboratory Science (CLS) orientation for California State University, Dominguez Hills (CSUDH) students. As a result, 11 CSUDH students were recruited for enrollment under the Workforce Accelerator Fund. The CSUDH students will receive clinical laboratory science training and supportive services to prepare for the credentialing exam.

*The South Bay One-Stop Business & Career Center hosted 5 recruitment fairs during the 4th quarter with close to 200 job seekers in attendance, resulting in over 35 pending hires. Various employers participated including View Heights Convalescent Hospital, Crate Modular, Hilton LAX, and Legends.

*Our year-end totals reflect 65,527 individuals received services through our South Bay One-Stop Business and Career Centers of which 31,872 received services through the Inglewood One-Stop. The Inglewood location provides services to the residents and businesses of Lawndale, Hawthorne, Inglewood, and El Segundo.

*The 4th quarter totals reflected that a total of 167 individuals from 17 South Bay employers have been enrolled to receive upskills training through the \$590,780 California Employment Training Panel grant. Under the grant, manufacturing, information technology, logistics and healthcare sector employers are reimbursed for new and incumbent worker upskill training. The SBWIB analyzes and manages the employer's workforce training needs and connects participating employers with appropriate training providers to deliver services if needed.

*On June 23rd, a Graduation Ceremony was held for 11 SBWIB YouthBuild graduates who successfully completed the program and obtained their high school diplomas. Applications are currently being accepted for enrollment into the SBWIB's YouthBuild career pathway program. The program is open to at-risk out-of-school youth ages 16-24. The SBWIB's YouthBuild program provides a seamless progression from education to work-based training that includes classroom instruction leading to a high school diploma and occupational skills training in construction building trades at approved work sites. YouthBuild Charter School of California provides the academic

skills curriculum and Habitat for Humanity manages the housing construction or rehabilitation project sites. Please contact the SBWIB YouthBuild site at (310) 225-3060 for additional information.

*The fourth quarter totals reflect that the Hawthorne Teen Center experienced 479 Lawndale and Hawthorne youth visits during Program Year 2021 - 2022. The Center provides educational and enrichment programming in-person including workshops in a safe socially distanced environment daily from 3:00 p.m. until 6:00 p.m. Please contact the Hawthorne Teen Center at 310-970-7001 to schedule youth appointments.

*During the 4th quarter, the South Bay One-Stop Business & Career Center reached out to 22 Lawndale-based employers which resulted in the Center successfully executing 2 on-the-job training contracts. The employers included Warehouse Shoe Sale, Leiva Group, LLC, Centinela Valley Union High School District, Lawndale Elementary School District, and 7-Eleven. The South Bay One-Stop Business & Career Center will continuously conduct monthly outreach to Lawndale businesses to market SBWIB services available to meet their hiring and business needs.

*During the 4th quarter, two cohorts began the Aero-Flex Pre-Apprenticeship Program, one cohort included fourteen (14) Hawthorne High School students and the other cohort had a total of ten (10) El Camino College students. As part of the three-track program, the participants are completing the Blueprint for Workplace Success curriculum, receiving resume and interview assistance, and completing technical skills training through Tooling U-SME. The Hawthorne High School students are completing their work experience in a campus workshop and the El Camino College students are completing their work experience at Northrop Grumman.

*Last quarter, 6 participants successfully completed the Certified Nursing Assistant (CNA) Program and two successfully exited the Workforce Accelerator Special grant with employment. The remaining 4 participants are interviewing with local hospitals such as the LAC+USC Medical Center that is actively looking to fill 100+ positions. The SBWIB will continue to host targeted recruitment fairs and application workshops for graduating CNA cohorts in conjunction with the Los Angeles County Nursing Administrator to assist with filling open positions.

*The SBWIB is part of a two-year Allied Health Regional Project with West Los Angeles College and 12 other community colleges to do sector-based work in allied health with a goal of increasing enrollments, completions, and living wage attainments for community college students. The group meets once a month to discuss training on a regional level in an effort to meet local workforce needs. As the convener, the South Bay WIB initiates the monthly virtual meetings comprised of representatives from the community colleges, industry partners, and associations to explore collaboration opportunities. Last quarter, various employers participated in the virtual meetings including Cedar Sinai and Prime Healthcare.

*During the last quarter, the SBWIB in partnership with the SELACO Workforce Development Board, and Health Impact successfully met the enrollment goals under the Specialty Nursing Apprenticeship Program. A cohort of 15 Registered Nurses were enrolled in the Program. Under this Apprenticeship Program, incumbent workers including experienced registered nurses and recent nursing graduates have the opportunity to join a unique 12-month transition to practice program. Upon completion of the Program, the graduates will transition into an ambulatory care position.

A written summary, along with a report of Program Year 2021-2022's 4th quarter activities and accomplishments is being provided for your personal review.

Thank you,

Jan Vogel
SBWIB Executive Director

Committees Activity Report
(Based upon the April 21, 2022, South Bay Workforce Investment Board Meeting)

***Rapid Response Summary of Activity from July 2021 – March 2022:**

Number of Companies Affected	Number of Employees Affected	Number of companies utilizing services	Number of companies not receiving service
16	655	16	0

City	Number of Companies Affected	Number of Employees Affected
Carson	2	70
El Segundo	2	120
Gardena	1	8
Gardena (Unincorporated)	1	5
Hawthorne	1	45
Hermosa Beach	1	6
Inglewood	0	0
Lawndale	0	0
Lomita	0	0
Los Angeles	0	0
Manhattan Beach	1	6
Redondo Beach	1	21
Torrance	5	207
Torrance (Unincorporated)	1	167

Youth Development Council (YDC) Committee Meeting, May 3, 2022:

The May 3, 2022, Youth Development Council meeting was called to order at 9:02 a.m. The following information was discussed or acted upon:

The Committee took action to approve the February 1, 2022, Meeting Minutes and the Youth Activity and Performance Report.

Members of the South Bay Workforce Investment Board's (SBWIB) Special Projects Development Department provided the Committee with a presentation on the Meta/Facebook Career Connections Program. The Committee was informed that the SBWIB has partnered with Meta/Facebook under their Career Connections Program to provide Digital Marketing internships to young adults, 18 years of age or older. Under the Program, the interns assist businesses with amplifying their online presence, at no cost to the businesses, once 5 weeks of non-paid training has been completed. Interns are paid by the SBWIB for 160 hours of paid work experience once they complete preliminary training and are assigned to a South Bay business. The Special Projects Development Department concluded the presentation by encouraging interested young adults and businesses to submit an interest form and noted that the Program is expected to kickoff June 2, 2022.

During the meeting, SBWIB staff members provided updates on activities conducted at the Hawthorne and Inglewood Teen Centers, both Bridge to Work Programs, the YouthBuild Program, the Youth at Work Summer Program, the Virtual Learning Ambassadors Program, and Special Youth Projects and Grants.

Presidents, Superintendents and Representatives from CSU, Dominguez Hills, the Southern California Regional

Occupational Center, Da Vinci Schools, Lawndale, Hawthorne, Centinela Valley, Lennox, LAUSD Local District South, and Wiseburn school districts provided the Committee with brief updates on things happening in their districts.

The meeting was adjourned at 10:02 a.m.

One Stop Policy Committee Meeting, May 18, 2022:

The May 18, 2022, One Stop Policy Committee meeting was called to order at 9:01 a.m. The following items were discussed or acted upon.

The February 16, 2022, meeting minutes and the 3rd Quarter Summary for Classroom Training Providers Activity reports were approved.

The 4th Quarter Self-Service Activity Report through April 30, 2022 was presented by Mr. Robert Chavez and approved unanimously by the Committee.

Mr. Michael Trogan provided a brief update on disability services offered by the South Bay Workforce Investment Board in partnership with community partners including the Department of Rehabilitation (DOR).

During the meeting, the Committee was provided with an update on the Program Year 2022 – 2025 South Bay One-Stop America's Job Center of California (AJCC) Partner's Memorandums of Understanding (MOU) and Infrastructure Agreements. Under the Workforce Innovation and Opportunity Act (WIOA) each local Workforce Development Board is to develop a MOU with all AJCC required partners to establish a high quality One-Stop delivery system and enhance collaboration amongst partner programs. The Committee was informed that all signed AJCC Partner MOUs will be submitted to the State by the June 30th deadline and will include details of when the SBWIB anticipates submitting the remaining MOUs.

Mr. David Baquerizo, SBWIB One-Stop Operator provided a brief report on his role as the Operator and the Comprehensive One-Stop partner meetings.

The meeting was adjourned at 9:50 a.m.

Performance & Evaluation Committee Meeting, May 17, 2022:

The May 17, 2022, Performance & Evaluation Committee meeting was called to order at 9:00 a.m. The following items were discussed or acted upon:

The February 15, 2022, meeting minutes were reviewed and approved by the Committee.

The WIOA FY 2021-22 3rd quarter expenditure report through March 31, 2022, was approved unanimously, as well as the Self-Service and Activity report through April 30, 2022.

Staff member Justina Munoz presented the 3rd Quarter One-Stop Centers and Service Providers Report. The report displayed that during the third quarter all South Bay One-Stop Business and Career Centers and Service Providers met 85% or more of their enrollment, exit and wage goals for the year. After review and discussion, the Committee unanimously approved the 3rd Quarter Service Provider and Operating Cities Report.

Ms. Laura Bischoff presented the 3rd Quarter Vendor Performance Report. Staff recommendations were to place 5 training providers on probation and to place 9 training courses on hold. Ms. Bischoff informed the Committee

that South Bay Workforce Investment Board (SBWIB) staff will send letters of concern to the training providers allowing them an opportunity to work out any discrepancies before action is taken. The providers placed on hold will not receive any more referrals until their placement numbers have improved. After discussion, the 3rd Quarter Vendor Performance Report for classroom training providers was approved unanimously by the Committee.

The meeting was adjourned at 9:39 a.m.

Business & Economic Development Committee Meeting, July 6, 2022:

The July 6, 2022, Business, Technology and Economic Development Committee meeting was called to order at 9:01 a.m.

The Committee reviewed and approved the April 6, 2022, Meeting Minutes.

Staff member Maria Frias presented the PY 21-22 4th quarter Rapid Response Activity Report. 16 companies received Rapid Response services through Jun 30, 2022, with a total of 655 employees affected by layoffs/closures. After review and discussion, the Rapid Response Activity Report was approved unanimously by the Committee.

The latest Construction and Utilities Preparation Program (CUPP) report was reviewed by the Committee and reflected that a total of 206 individuals were enrolled in an apprenticeship program and placed with various Intuit Dome construction companies. 200 of the apprenticeship placements were minorities.

Mr. Michael Trogan provided a brief update on the SBWIB's healthcare initiatives including the dental assistant training program and the apprenticeship program in the areas of specialty nursing, certified nursing assistant, phlebotomy and clinical laboratory science.

During the meeting, Ms. Chris Cagle also provided the Committee with updates on Pre-Apprenticeship and Apprenticeship Programs, Employment Training Panel (ETP) funding, other special projects, and new funding opportunities.

The meeting was adjourned at 9:27 a.m.

Executive Committee Meetings:

The following are highlights of the May 12, 2022, June 9, 2022, June 30, 2022, and July 14, 2022, Executive Committee Meetings:

The Executive Committee approved all committee reports and meeting minutes this past quarter.

On June 30, 2022, the Executive Committee held a Special meeting to discuss the South Bay WIB adopting the Los Angeles County or Los Angeles City minimum wage for all Workforce Innovation and Opportunity Act paid work experience/work-based programs, including County programs such as Youth@Work. Effective July 1, 2022, the County of Los Angeles' minimum wage increased to \$15.96 an hour and the City of Los Angeles' minimum wage increased to \$16.04 an hour. After review and discussion, the Executive Committee unanimously approved adopting the City of Los Angeles' minimum wage ordinance and the SBWIB Procedural Memo.

During the July 14, 2022 meeting, the Executive Committee approved the SBWIB July 21, 2022, Meeting Agenda.

This concludes the Executive Committee Report.

SOUTH BAY WORKFORCE INVESTMENT BOARD

PY 2021-2022

NUMBER OF INDIVIDUALS SERVED - INFORMATIONAL/SELF SERVICE ONLY

	PREVIOUS CUMULATIVE REPORT	PREVIOUS MONTH	MONTH OF JUNE	CUMULATIVE PY 21/22
INGLEWOOD, HAWTHORNE, LAWDALE, EL SEGUNDO ONE-STOP BUSINESS AND CAREER CENTER	28186	3705	3686	31872
GARDENA ONE-STOP BUSINESS AND CAREER CENTER	12316	1221	1432	13748
TORRANCE ONE-STOP BUSINESS AND CAREER CENTER	12144	1219	1398	13542
CARSON BUSINESS AND CAREER CENTER	5219	783	1146	6365
TOTAL	57865	6928	7662	65527

ADULT PROGRAM (G201)

	Gardena	Qtr. Plan	% Plan	Yr. Plan	% Plan	ΔQ	Inglewood	Qtr. Plan	% Plan	Yr. Plan	% Plan	ΔQ	Torrance	Qtr. Plan	% Plan	Yr. Plan	% Plan	ΔQ	Carson	Qtr. Plan	% Plan	Yr. Plan	% Plan	ΔQ	SBWIB TOTAL	Qtr. Plan	% Plan	Year-End Plan	% Plan	ΔQ
I. TOTAL CLIENTS	49	47	104%	47	104%		177	178	99%	178	99%		123	123	100%	123	100%		48	47	102%	47	102%		397	395	101%	395	101%	
A. CARRIED IN	18	18		18			39	39		39			47	47		47			7	7		7			111	111		111		
B. NEW	31	29	107%	29	107%	0	138	139	99%	139	99%	24	76	76	100%	76	100%	17	41	40	103%	40	103%	11	286	284	101%	284	101%	52
II. TOTAL EXITS	26						119						54						42						241					
A. UNSUBSIDIZED EMPLOYMENT	24					5	89					32	43					9	34					7	190					53
B. ALSO ATTAINED CREDENTIAL	9					2	45					16	22					3	10					2	86					23
C. % OF PLACEMENT	92%						75%						80%						81%						79%					
D. AVERAGE PLACEMENT WAGE	\$17.71						\$20.56						\$25.32						\$21.19						\$21.20					

Grant (201)

Serving economically disadvantaged adults 18 years and over in the nine cities that comprise the South Bay Workforce Investment Area.

YOUTH PROGRAM (G301)

	Gardena	Qtr. Plan	% Plan	Yr. Plan	% Plan	ΔQ	Inglewood	Qtr. Plan	% Plan	Yr. Plan	% Plan	ΔQ	Torrance	Qtr. Plan	% Plan	Yr. Plan	% Plan	ΔQ	Carson	Qtr. Plan	% Plan	Yr. Plan	% Plan	ΔQ	SBWIB TOTAL	Qtr. Plan	% Plan	Year-End Plan	% Plan	ΔQ
I. TOTAL CLIENTS	32	29	110%	29	110%		114	111	103%	111	103%		78	78	100%	78	100%		28	28	100%	28	100%		252	246	102%	246	102%	
A. CARRIED IN	12	12		12			24	24		24			32	32		32			2	2		2			70	70		70		
B. NEW ENROLLEES	20	17	118%	17	118%	0	90	87	103%	87	103%	28	46	46	100%	46	100%	4	26	26	100%	26	100%	5	182	176	103%	176	103%	37
II. TOTAL EXITS	26						43						64						25						158					
A. UNSUBSIDIZED EMPLOYMENT	21					1	29					5	24					9	10					4	84					19
B. ENT. TRAINING/POST-SECONDARY	3					0	10					4	22					1	11					7	46					12
C. ATTAINED RECOGNIZED DEGREE	9					0	17					3	4					8	10					9	40					20
D. AVERAGE PLACEMENT WAGE	\$16.16						\$17.59						\$16.57						\$16.45						\$16.69					
YOUTH POSITIVE EXIT RATE	92%						91%						72%						84%						82%					

Grant (301)

Serving low income, in school and out of school youth between the ages of 14 and no more than 21 years of age in the nine cities that comprise the South Bay Workforce Investment Area.

DISLOCATED WORKER (G501)

	Gardena	Qtr. Plan	% Plan	Yr. Plan	% Plan	ΔQ	Inglewood	Qtr. Plan	% Plan	Yr. Plan	% Plan	ΔQ	Torrance	Qtr. Plan	% Plan	Yr. Plan	% Plan	ΔQ	Carson	Qtr. Plan	% Plan	Yr. Plan	% Plan	ΔQ	SBWIB TOTAL	Qtr. Plan	% Plan	Year-End Plan	% Plan	ΔQ
I. TOTAL CLIENTS	42	42	100%	42	100%		151	155	97%	155	97%		244	239	102%	239	102%		67	64	105%	64	105%		504	500	101%	500	101%	
A. CARRIED IN	20	20		20			64	64		64			153	153		153			30	30		30			267	267		267		
B. NEW	22	22	100%	22	100%	0	87	91	96%	91	96%	19	91	86	106%	86	106%	27	37	34	109%	34	109%	12	237	233	102%	233	102%	58
II. TOTAL EXITS	17						84						122						45						268					
III. TOTAL UNSUBSIDIZED EMPLOYMENT	15					1	67					31	92					24	32					9	206					65
A. RETRAINING	9					0	38					22	46					7	17					4	110					33
ALSO ATTAINED CREDENTIAL	9					0	38					22	46					7	17					4	110					33
B. CALLED BACK WITH EMPLOYER	0						0						0						0						0					
IV. % PLACEMENT (INCL. CALL BACKS)	88%						80%						75%						71%						77%					
V. % PLACEMENT (EXCL. CALL BACKS)	88%						80%						75%						71%						77%					
AVERAGE PLACEMENT WAGE	\$21.35						\$21.86						\$35.31						\$22.17						\$25.17					

Grant (501)

Serving laid off workers; with priority given to those individuals that have been laid-off from employers located in the nine cities that comprise the South Bay Workforce Investment Area.

ADULT PROGRAM (G201)

	Year		Year		Year		Year		Year		Year		Year		Year		Year		Year		Year		Year		Year		TOTAL		Year							
	Gardena	Plan	ΔQ	Inglewood	Plan	ΔQ	Hawthorne	Plan	ΔQ	Lawndale	Plan	ΔQ	El Segundo	Plan	ΔC	Redondo	Plan	ΔC	Hermosa	Plan	ΔC	Manhattan	Plan	ΔC	Torrance	Plan	ΔQ	Lomita	Plan	ΔC	Carson	Plan	ΔQ	SBWIB	Plan	ΔQ
I. TOTAL CLIENTS	49	47		96	93		54	57		19	20		8	8		34	35		4	5		6	6		70	68		9	9		48	47		397	395	
A. CARRIED IN	18	18		27	27		10	10		2	2		0	0		16	16		1	1		0	0		25	25		5	5		7	7		111	111	
B. NEW	31	29	0	69	66	11	44	47	8	17	18	5	8	8	0	18	19	3	3	4	2	6	6	2	45	43	10	4	4	0	41	40	11	286	284	52
II. TOTAL EXITS	26	26		78	78		34	34		5	5		2	2		12	12		2	2		1	1		33	33		6	6		42	42		241	241	
A. UNSUBSIDIZED EMPLOYMENT	24	24	5	56	56	17	27	27	14	4	4	1	2	2	0	11	11	3	2	2	0	1	1	1	27	27	5	2	2	0	34	34	7	190	190	53
ALSO ATTAINED CREDENTIAL	9		2	34		8	10		7	1		1	0		0	3		1	1		0	0		0	17		2	1	0	0	10		86		23	
B. OTHER TERMINATION	2		1	22		10	7		7	1		1	0		0	1		0	0		0	0		0	6		2	4	0	8		1	51		22	

YOUTH PROGRAM (G301)

	Year		Year		Year		Year		Year		Year		Year		Year		Year		Year		Year		Year		TOTAL		Year									
	Gardena	Plan	ΔQ	Inglewood	Plan	ΔQ	Hawthorne	Plan	ΔQ	Lawndale	Plan	ΔQ	El Segundo	Plan	ΔC	Redondo	Plan	ΔC	Hermosa	Plan	ΔC	Manhattan	Plan	ΔC	Torrance	Plan	ΔQ	Lomita	Plan	ΔC	Carson	Plan	ΔQ	SBWIB	Plan	ΔQ
I. TOTAL CLIENTS	32	29		66	64		33	32		11	10		4	5		19	19		4	4		5	5		46	46		4	4		28	28		252	246	
A. CARRIED IN	12	12		23	23		1	1		0	0		0	0		7	7		2	2		2	2		19	19		2	2		2	2		70	70	
B. NEW	20	17	0	43	41	5	32	31	16	11	10	4	4	5	3	12	12	4	2	2	0	3	3	0	27	27	0	2	2	0	26	26	5	182	176	37
II. TOTAL EXITS	26	26		35	35		5	5		2	2		1	1		17	17		2	2		5	5		36	36		4	4		25	25		158	158	
A. UNSUBSIDIZED EMPLOYMENT	21		1	21		3	5		2	2		0	1		0	7		2	0		2	3		1	13		4	1		0	10		84		19	
ALSO ATTAINED CREDENTIAL	12		0	11		1	4		2	1		0	1		0	5		0	1		0	1		0	10		7	1		1	10		57		20	
B. ENT. TRAINING/POST-SECONDAR	4		0	10		4	0		0	0		0	0		0	5		0	1		0	1		0	14		0	1		1	11		47		12	
C. ATTAINED RECOGNIZED DEGREE	0			0			0			0			0			0			0			0			0			0			0		0			
D. RETURNED TO SCHOOL	0			0			0			0			0			0			0			0			0			0			0		0			
E. OTHER EXITS	1		0	4		0	0		0	0		0	0		0	5		1	1		0	1		0	9		6	2		1	4		3	27		11

DISLOCATED WORKER (G501)

	Year		Year		Year		Year		Year		Year		Year		Year		Year		Year		Year		Year		Year		TOTAL		Year							
	Gardena	Plan	ΔQ	Inglewood	Plan	ΔQ	Hawthorne	Plan	ΔQ	Lawndale	Plan	ΔQ	El Segundo	Plan	ΔC	Redondo	Plan	ΔC	Hermosa	Plan	ΔC	Manhattan	Plan	ΔC	Torrance	Plan	ΔQ	Lomita	Plan	ΔC	Carson	Plan	ΔQ	SBWIB	Plan	ΔQ
I. TOTAL CLIENTS	42	42		81	87		41	39		17	17		12	12		68	67		18	18		27	27		112	109		19	18		67	64		504	500	
A. CARRY IN	20	20		44	44		8	8		7	7		5	5		43	43		11	11		18	18		70	70		11	11		30	30		267	267	
B. NEW	22	22	0	37	43	6	33	31	11	10	10	2	7	7	0	25	24	8	7	7	3	9	9	6	42	39	10	8	7	0	37	34	12	237	233	58
II. TOTAL EXITS	17	17		56	56		13	13		10	10		5	5		32	32		13	13		14	14		49	49		14	14		45	45		268	268	
III. TOTAL UNSUBSIDIZED EMPLOYMEN	15	15	1	41	41	15	12	12	7	9	9	6	5	4	3	27	27	8	10	10	2	12	12	4	33	33	7	10	10	3	32	32	9	206	205	65
A. RETRAINING	9		0	26		13	7		5	1		1	4		3	11		3	6		0	9		0	16		3	4	1	17		4	110		33	
ALSO ATTAINED CREDENTIAL	9		0	26		13	7		5	1		1	4		3	11		3	6		0	9		0	16		3	4	1	17		4	110		33	
B. CALLED BACK WITH EMPLOYER	0		0	0		0	0		0	0		0	0		0	0		0	0		0	0		0	0		0	0		0		0				
IV. ALL OTHER TERMINATIONS	2		0	15		8	1		2	1		1	0		0	5		1	3		1	2		0	16		4	4	1	13		3	62		21	

[illegible]

Targets Temporary Assistance to Needy Families, TANF participants; and places them into Paid Work Experience activity. Participants are placed at worksites that are either Public or Non-Profit in an effort to obtain unsubsidized employment and long term self-sufficiency.

I. TOTAL CLIENTS		10		Δ	40		Δ	0		Δ	2		Δ	13		Δ							2			0		Δ	8		Δ	0		Δ		
A. CARRIED IN		0			0			0			0			0									0			0			0			0				
B. NEW		10		0	40		3	0		0	2		0	13		0							2		1	0		0	8		0	0		0		
II. TOTAL EXITS		0			0			0			0			0									0			0			0			0				
UNSUBSIDIZED EMPLOYMENT		0			0			0			0			0									0			0			0			0				
OTHER TERMINATIONS		0			0			0			0			0									0			0			0			0				
I. TOTAL CLIENTS		1		Δ	0		Δ	0		Δ	3		Δ	7		Δ	1		1		0		0		Δ	0		Δ	5		Δ	0		Δ		
A. CARRIED IN		0			0			0			0			0			0		0		0		0			0			5			0				
B. NEW		1		0	0		0	0		0	3		1	7		1	1		1	0		0	0		0	0		0	5		1	0		0		
II. TOTAL EXITS		0			0			0			0			0			0		0		0		0			0			0			0				
UNSUBSIDIZED EMPLOYMENT		0			0			0			0			0			0		0		0		0			0			0			0				
OTHER TERMINATIONS		0			0			0			0			0			0		0		0		0			0			0			0				
I. TOTAL CLIENTS		2		Δ	0		Δ	0		Δ	0		Δ	0		Δ	0		0		0		0			0			0			0				
A. CARRIED IN		0			0			0			0			0			0		0		0		0			0			0			0				
B. NEW		2		0	0		0	0		0	0		0	0		0	0		0	0		0	0		0	0		0	0		0	0		0		
II. TOTAL EXITS		0			0			0			0			0			0		0		0		0			0			0			0				
UNSUBSIDIZED EMPLOYMENT		0			0			0			0			0			0		0		0		0			0			0			0				
OTHER TERMINATIONS		0			0			0			0			0			0		0		0		0			0			0			0				
I. TOTAL CLIENTS		0		Δ	1		Δ	0		Δ	0		Δ	0		Δ	0		0		0		0			0			0			0				
A. CARRIED IN		0			0			0			0			0			0		0		0		0			0			0			0				
B. NEW		0		0	1		0	0		0	0		0	0		0	0		0	0		0	0		0	0		0	0		0	0		0		
II. TOTAL EXITS		0			0			0			0			0			0		0		0		0			0			0			0				
UNSUBSIDIZED EMPLOYMENT		0			0			0			0			0			0		0		0		0			0			0			0				
OTHER TERMINATIONS		0			0			0			0			0			0		0		0		0			0			0			0				
I. TOTAL CLIENTS		0		Δ	1		Δ	0		Δ	0		Δ	0		Δ	0		0		0		0			0			0			0				
A. CARRIED IN		0			0			0			0			0			0		0		0		0			0			0			0				
B. NEW		0		0	1		0	0		0	0		0	0		0	0		0	0		0	0		0	0		0	0		0	0		0		
II. TOTAL EXITS		0			0			0			0			0			0		0		0		0			0			0			0				
UNSUBSIDIZED EMPLOYMENT		0			0			0			0			0			0		0		0		0			0			0			0				
OTHER TERMINATIONS		0			0			0			0			0			0		0		0		0			0			0			0				
ENROLLMENT GOALS		65		Δ	10		Δ	9		Δ	4		Δ	69		Δ	10		Δ	21		Δ	62		Δ			Δ	ΔQ		PLANNED ENROLLMENT		PERCENT OF PLAN			
I. TOTAL CLIENTS		67			0			8			0			18			2			1			2			98			8		15		250		39%	
A. CARRIED IN		0			0			0			0			0			0			0			0			0										
B. NEW		67		3	0		0	8		0	0		0	18		4	2		1	1		0	2		0	98										
II. TOTAL EXITS		0			0			0			0			0			0			0			0			0										
UNSUBSIDIZED EMPLOYMENT		0			0			0			0			0			0			0			0			0										
OTHER TERMINATIONS		0			0			0			0			0			0			0			0			0										
% OF PLACEMENT																																				
AVERAGE PLACEMENT WAGE		\$0.00			\$0.00			\$0.00			\$0.00			\$0.00			\$0.00			\$0.00			\$0.00			0										

Targets Temporary Assistance to Needy Families, TANF participants; and places them into Paid Work Experience activity. Participants are placed at worksites that are either Public or Non-Profit in an effort to obtain unsubsidized employment and long term self-sufficiency.

Targets Temporary Assistance to Needy Families, TANF participants; and places them into Paid Work Experience activity. Participants are placed at worksites that are either Public or Non-Profit in an effort to obtain unsubsidized employment and long term self-sufficiency.

GRANT PERIOD: 07/01/2021 TO 06/30/22

REPORT PERIOD: 07/01/2021 TO 6/30/2022

HOMELESS INITIATIVE

ENROLLMENT GOALS

I. TOTAL CLIENTS

A. CARRIED IN

B. NEW

II. TOTAL EXITS

UNSUBSIDIZED EMPLOYMENT

OTHER TERMINATIONS

% OF PLACEMENT

AVERAGE PLACEMENT WAGE

METRO NORTH WORKSOURCE CENTER	60	Δ	60	Δ	60	Δ	60	Δ	60	Δ	0	Δ
I. TOTAL CLIENTS	20		14		12		21		4		0	
A. CARRIED IN	0		0		0		0		0		0	
B. NEW	20	0	14	4	12	0	21	1	4	0	0	
II. TOTAL EXITS	0		0		0		0		0		0	
UNSUBSIDIZED EMPLOYMENT	0		0		0		0		0		0	
OTHER TERMINATIONS	0		0		0		0		0		0	
% OF PLACEMENT												
AVERAGE PLACEMENT WAGE	\$ -		\$ -		\$ -							

PAGE TOTALS	71	Δ	ΔQ
	0		
	71	5	10
	0		
	0		
	0		
	\$ -		

PLANNED ENROLLMENT	PERCENT OF PLAN
300	24%

The program is part of a countywide homeless initiative to target eligible CalWORKs families to participate in the Transitional Subsidized Employment (TSE) programs to improve their ability to become self-sufficient and retain housing. Program services will include paid work experience, specialized work experience, on-the-job training and classroom training.

GRANT PERIOD: 07/01/2021 TO 06/30/22

REPORT PERIOD: 07/01/2021 TO 6/30/2022

TSE COMMUNITY AMBASSADOR NETWORK PROGRAM (CAN)

I. TOTAL CLIENTS

A. CARRIED IN

B. NEW

II. TOTAL EXITS

UNSUBSIDIZED EMPLOYMENT

TRANSFER TO OTHER AGENCY

OTHER TERMINATIONS

% OF PLACEMENT

AVERAGE PLACEMENT WAGE

INGLEWOOD	5	0	2	0	11	0	6	0	4	0	8	0	6	0	4	0	5	0
JVS PALMDALE	0		0		0		0		0		0		0		0		0	
JVS ANTELOPE VALLEY	5	0	2	0	11	0	6	0	4	0	8	0	6	0	4	0	5	0
CCD-RANCHO DOMINGUEZ	0		0		0		0		0		0		0		0		0	
LAO JVS MARINA DEL REY	0		0		0		0		0		0		0		0		0	
PACIFIC GATEWAY	0		0		0		0		0		0		0		0		0	
LAI PACE	0		0		0		0		0		0		0		0		0	
LAI WILSHIRE METRO	0		0		0		0		0		0		0		0		0	
EL PROYECTO DEL BARIO	0		0		0		0		0		0		0		0		0	
PAGE TOTALS	51	Δ	ΔQ		51	0	0		0		0		0		0		0	
	0				0				0		0		0		0		0	
	0				0				0		0		0		0		0	
	0				0				0		0		0		0		0	
	0				0				0		0		0		0		0	
	\$ -																	

PLANNED ENROLLMENT	PERCENT OF PLAN
45	113%

The program is part of a countywide initiative to target eligible CalWORKs families to participate in the Transitional Subsidized Employment (TSE) programs to improve their ability to become self-sufficient. Program services will include paid work experience, Planned Enrollments are based on individual need and available funds.

I. TOTAL CLIENTS	L.A. CITY COLLEGE	13	Δ	EAST L.A. COLLEGE	22	Δ	EL CAMINO /COMPTON	5	Δ	L.A. MISSION COLLEGE	22	Δ	L.A. PIERCE COLLEGE	14	Δ	L.A. SOUTHWEST COLLEGE	0	Δ	LONG BEACH CITY COLLEGE	4	Δ	WEST L.A. COLLEGE	10	Δ		0	Δ		0	Δ		0	Δ	
A. CARRIED IN		0			0			0			0			0			0			0			0			0			0			0		
B. NEW		13	0		22	0		5	0		22	0		14	0		0	0		4	0		10	0			0			0			0	
II. TOTAL EXITS		0			0			0			0			0			0			0			0			0			0			0		
UNSUBSIDIZED EMPLOYMENT		0			0			0			0			0			0			0			0			0			0			0		
OTHER TERMINATIONS		0			0			0			0			0			0			0			0			0			0			0		

I. TOTAL CLIENTS	0	0	0
A. CARRIED IN	0	0	0
B. NEW	0	0	0
II. TOTAL EXITS	0	0	0
OTHER TERMINATIONS	0	0	0

ENROLLMENT GOALS

I. TOTAL CLIENTS	90
A. CARRIED IN	0
B. NEW	90
II. TOTAL EXITS	0
UNSUBSIDIZED EMPLOYMENT	0
OTHER TERMINATIONS	0
% OF PLACEMENT	0%
AVERAGE PLACEMENT WAGE	\$0.00

PAGE TOTALS

Δ ΔQ

PLANNED
ENROLLMENT
159

PERCENT
OF PLAN
57%

Targets CalWORKs participants/Individuals whose families are on Public Assistance; enrolled in Community Colleges; and places them into a Paid Work Experience activity. Participants are placed at worksites that are either Public or Non-Profit in an effort to obtain unsubsidized employment and long term self-sufficiency.

REPORT PERIOD: 07/01/2021 TO 6/30/2022

DCFS ILP PROGRAM (006L TIER I)

ENROLLMENT GOALS					
I. TOTAL CLIENTS					
A. CARRIED IN					
B. NEW					
II. TOTAL EXITS					
UNSUBSIDIZED EMPLOYMENT					
OTHER TERMINATIONS					
% OF PLACEMENT					
AVERAGE PLACEMENT WAGE					
I. TOTAL CLIENTS					
A. CARRIED IN					
B. NEW					
II. TOTAL EXITS					
UNSUBSIDIZED EMPLOYMENT					
TRANSFER TO OTHER AGENCY					
OTHER TERMINATIONS					
% OF PLACEMENT					
AVERAGE PLACEMENT WAGE					

Serving Youth in the Foster Care Independent Living Program, between 16-17 years of age, throughout Los Angeles County.

REPORT PERIOD: 07/01/2021 TO 6/30/2022

DCFS ILP PROGRAM (007L TIER II)

ENROLLMENT GOALS										ΔQ		PLANNED ENROLLMENT	PERCENT OF PLAN
I. TOTAL CLIENTS													
A. CARRIED IN													
B. NEW													
II. TOTAL EXITS													
UNSUBSIDIZED EMPLOYMENT													
OTHER TERMINATIONS													
% OF PLACEMENT													
AVERAGE PLACEMENT WAGE													
I. TOTAL CLIENTS													
A. CARRIED IN													
B. NEW													
II. TOTAL EXITS													
UNSUBSIDIZED EMPLOYMENT													
TRANSFER TO OTHER AGENCY													
OTHER TERMINATIONS													
% OF PLACEMENT													
AVERAGE PLACEMENT WAGE													

Serving Youth in the Foster Care Independent Living Program, between 18-21 years of age, throughout Los Angeles County.

GRANT PERIOD: 07/01/2021 TO 06/30/2022
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REPORT PERIOD: 07/01/2021 TO 6/30/2022

DPSS PROBATION PROGRAM (950L TIER I)

[illegible]

Serving Youth on probation, between 16-17 years of age, throughout Los Angeles County.

GRANT PERIOD: 07/01/2021 TO 06/30/2022

REPORT PERIOD: 07/01/2021 TO 6/30/2022

DPSS PROBATION PROGRAM (951L TIER II)

[illegible]

Serving Youth on probation, between 18-21 years of age, throughout Los Angeles County.

YOUTHBUILD

GRANT TERM: 1/01/2020 TO 3/31/2024

REPORT PERIOD: 07/01/2020 TO 6/30/2022

PENDING ENROLLMENTS

ENROLLMENTS

EDUCATION & EMPLOYMENT

-Education (Obtained High School Diploma)

-Entered Employment

ATTAINMENT OF DEGREE/CERTIFICATE

LITERACY & NUMERACY ATTAINMENT

RETENTION (Quarter 4)

RECIDIVISM

	Actual	Planned Services	% of Plan	ΔQ
YOUTHBUILD	2			
	42	73	58%	7
	10	55	18%	4
	9			5
	6			0
	27	58	46%	15
	2			2
	2	2	100%	2
	0	0		
	**Open enrollment process			

3/2022-Grant extension received. The SBWIB YouthBuild program will provide educational, occupational skills training in construction and leadership skills to disadvantaged youth ages 16-24 years residing in targeted communities. Outcome measures are based on qualified enrollment criteria. The SBWIB YouthBuild partnership includes two required partners the YouthBuild Charter School of California (Education) and the Habitat for Humanity of Greater Los Angeles (Housing Construction).

HOME REHABILITATION AND REPAIRS PROGRAM (HRRP) - 2ND DISTRICT

GRANT TERM: 7/01/2020 TO 6/30/2022

FINAL

REPORT PERIOD: 07/01/2020 TO 6/30/2022

HOME REPAIR PROJECTS

HOME REPAIR COMPLETIONS

CLEARED HOME REPAIR APPLICATIONS BY CDBG

PENDING HOME REPAIR APPLICATIONS/INTAKE/INQUIRIES

	Enrolled	Year Plan	% of Plan	ΔQ
HRRP	15	20	75%	5
	15	20	75%	5
	5			5
	0			0

The HRRP program provides residential home repairs to 18-20 eligible low income homeowners residing in the 2nd District and Athens-Westmont area that includes Inglewood and Lennox. Repairs promote and eliminate unhealthy and unsafe living conditions. Funding is sponsored by the Los Angeles Community Development Block Grants.

Chancellor Apprenticeship Initiative CAI #4 – EL Camino College (Bio-Flex Apprenticeship)

GRANT TERM: 01/01/2020 TO 12/31/2022

REPORT PERIOD: 01/1/2020 TO 6/30/2022

APPRENTICESHIP ENROLLMENTS

CAI #4 - ECC BIO-FLEX RA	Enrolled	Program Plan	% of Plan	ΔQ
	2	50	4%	0

Assist the District in the enrollment of 50 apprentices into Bio-Flex and help to build additional Bioscience apprenticeship programs.

GROW TAYPORTUNITY APPRENTICESHIP PROGRAM

GRANT TERM: 7/01/2021 TO 06/30/2022

REPORT PERIOD: 7/01/2021 TO 6/30/2022

ENROLLMENTS

PRE-APPRENTICESHIP ENROLLMENTS

APPRENTICESHIP ENROLLMENTS - Aero-Flex, Bio-Flex, Other

APPRENTICESHIP ENROLLMENTS - Construction

GROW TAYportunity	Enrolled	Program Plan	% of Plan	ΔQ
	16	15	107%	0
	0	25	0%	0
	3	35	9%	0
	8			4
	0			0
	3			1
	4			2
	2			0

COMPLETIONS

PRE-APPRENTICESHIP ENROLLMENTS

APPRENTICESHIP ENROLLMENTS - Aero-Flex, Bio-Flex, Other

APPRENTICESHIP ENROLLMENTS - Construction

JOB PLACEMENT

PRE-APPRENTICESHIP JOB PLACEMENT - Aero-Flex and Bio-Flex

APPRENTICESHIP JOB PLACEMENT - Construction

Enroll 15 pre-apprentices in either Aero-Flex or Bio-Flex and 25 Apprentices. Additionally 35 apprentices will be enrolled into construction training programs, ages 18-24 years old.

HOWMET FOUNDATION - GRANT

GRANT TERM: 9/21/2021 TO 8/31/2022

REPORT PERIOD: 9/21/2021 TO 6/30/2022

SCHOOLS INVOLVED
BUSINESS ENGAGEMENT
ENROLLMENTS
ATTAINMENT OF CREDENTIAL/CERTIFICATE

Howmet	Enrolled	Program Plan	% of Plan	ΔQ
	11	8	138%	5
	11	10	110%	4
	51	30	170%	31
	21	24	88%	15

Enroll thirty (30) individuals from the Aero-Flex or Bio-Flex Pre-Apprenticeship Programs, graduate twenty-four (24), involve eight (8) schools, and engage ten (10) businesses to support the Pre-Apprenticeships through work-based learning.

IRVINE FOUNDATION - GRANT

GRANT TERM: 11/03/2021 TO 11/03/2023

REPORT PERIOD: 11/03/2021 TO 6/30/2022

ENROLLMENTS

Irvine Foundation	Enrolled	Program Plan	% of Plan	ΔQ
	10	50	20%	5

Identify and train 50 low-income women, women of color, and/or other individuals with multiple barriers in the advanced

LA COUNTY SUPERVISOR SECOND DISTRICT (BIO-FLEX PRE-APPRENTICESHIP)

GRANT TERM: 3/01/2022 - 6/30/2023

REPORT PERIOD: 3/01/2022 TO 6/30/2022 (NEW)

ENROLLMENTS

LAC BOS District 2	Enrolled	Program Plan	% of Plan	ΔQ
	0	75	0%	0

*Contract received 6/2022

Provide life sciences career exploration and training to at least 75 participants residing within the Second District.

DOL Scaling Apprenticeship Grant - West LA College (Bio-Flex & Aero-Flex Apprenticeship & Pre-Apprenticeship)

GRANT TERM: 07/15/2019 TO 07/14/2023

REPORT PERIOD: 07/15/2019 TO 6/30/2022

	Enrolled	Program Plan	% of Plan	ΔQ
APPRENTICESHIP ENROLLMENTS				
SBWIB APPRENTICESHIP ENROLLMENTS	441	1240	36%	316
OTHER PROJECT PARTNER APPRENTICESHIP ENROLLMENTS	1909	3760	51%	0
TOTAL APPRENTICE ENROLLMENTS	2350	5000	47%	
APPRENTICESHIP COMPLETIONS				
SBWIB APPRENTICE COMPLETIONS	6			2
OTHER PARTNER APPRENTICE COMPLETIONS	1063			0
TOTAL PROJECT APPRENTICE COMPLETIONS	1069			
PRE-APPRENTICESHIP ENROLLMENTS				
OTHER PARTNER PRE-APPRENTICESHIP ENROLLMENTS	467			0

Nationwide 4 year grant provided by the United States Department of Labor through WLAC. The goal is to recruit and enroll 5,000 apprentices. SBWIB is responsible for 1,240 apprenticeship enrollments. SBWIB pre-apprenticeship enrollments an allowable expense, but not a deliverable.

Employment Training Panel (ETP) - Multiple Employer Contract (MEC)

GRANT TERM: 11/22/2021 TO 11/21/2023

REPORT PERIOD: 11/22/2021 TO 6/30/2022

	Enrolled	Program Plan	% of Plan	ΔQ
EMPLOYER PARTNERS	17	15	113%	12
ENROLLMENTS (100%)	162	515	31%	162
RETENTION IN EMPLOYMENT	0	515	0%	
AVERAGE WAGE AFTER EMPLOYMENT				

Training reimbursement for employers from Employment Training Panel Fund.

LACYJ WDACS

GRANT TERM: 7/1/2021 TO 06/30/2022

REPORT PERIOD: 7/1/2021 TO 6/30/2022

ENROLLMENTS
ATTAINMENT OF CREDENTIAL/CERTIFICATE
ENTERED INTO EMPLOYMENT

LACYJ WDACS	Enrolled	Program Plan	% of Plan	ΔQ
	6	5	120%	1
	5	5	100%	5
	1	5	20%	1

Enroll five youth ages 18-24, from LA County Supervisory District 4, into the Aero-Flex Pre-Apprenticeship Program, graduate the youth and place them into unsubsidized employment.

YOUTH AT WORK EMPLOYMENT PROGRAM

GRANT TERM: 7/1/2021 TO 6/30/2022

REPORT PERIOD: 7/01/2021 TO 6/30/2022

TOTAL ENROLLMENTS
CALWORKS
OUSY
FOSTER YOUTH
PROBATION YOUTH
SYSTEM INVOLVED YOUTH (New)

Youth at Work	Enrolled	Year Plan	% of Plan	ΔQ
	293	366	80%	38
	39	123		5
	178	162		15
	24	24		2
	1	12		1
	51	45		15

The Youth At Work Employment Program (also referred to as the Summer Jobs Programs) provides eligible youth ages 14-21 with paid work experience and education support year-round and during school breaks.

INVEST LA COUNTY PROBATION GRANT

GRANT TERM: 7/1/2021 TO 6/30/2022

REPORT PERIOD: 7/1/2021 TO 6/30/2022

	Enrolled	Year Plan	% of Plan	ΔQ
INVEST YEAR 3				
ENROLLMENTS	61	120	51%	26
ENROLLED INTO TRAINING	35	72	49%	13
TRAINING COMPLETION	9	61	15%	3
UNSUBSIDIZED PLACEMENTS	35	58	60%	11
TRAINING RELATED PLACEMENTS	9	10	90%	3
RETENTION SERVICES (2ND QUARTER)	0	57	0%	
RETENTION SERVICES (4TH QUARTER)	0	54	0%	

Provide work-based learning services to 120 referred Probation Adult participants including BluePrint Workplace for Success training, short-term vocational training, Paid Work Experience, interviews and job referrals, and job placement.

FAMILIES FIRST

GRANT TERM: 7/1/2021 TO 6/30/2022

REPORT PERIOD: 7/01/2021 TO 6/30/2022

	Enrolled	Year Plan	% of Plan	ΔQ
PY22-22				
ORIENTATIONS/WORKSHOPS	26	50	52%	12
INDIVIDUAL MEETINGS	59	50	118%	33
JOB REFERRALS / INTERVIEWS	247	50	494%	71
JOB READINESS / RESUME COMPLETION	23	50	46%	13

The South Bay WIB, Inc., will provide job development staff support and services to Family First Charter School students at the Century Regional Detention Facility. Job Development services will include job readiness workshops, one-on-one interviewing and counseling, job match and referrals to employment and worksites, progress monitoring and follow-up.

HACLA GRANT

GRANT TERM: 12/01/2021 TO 6/30/2022

REPORT PERIOD: 12/01/2021 TO 6/30/2022

	Activities	Qrt. Plan	% of Plan	Actual	Year Plan	% of Plan	ΔQ
HACLA							
REFERRAL OF ELIGIBLE YOUTH & REENTRY CLIENTS	19	19	100%	24	50	48%	10
PLACEMENTS	14	14	100%	14	35	40%	10

SBWIB is being contracted by the Housing Authority of the City of Los Angeles, for referral of youth and reentry participants that reside at the Mar Vista Gardens Housing Project to HACLA for workforce development programming including assisting participant as they become employable and remain employed.

SECTOR GRANT - FRIENDS OUTSIDE OF LOS ANGELES

GRANT TERM: 01/01/2022 TO 12/31/2022

REPORT PERIOD: 01/01/2022 TO 6/30/2022

COMPLETION OF ASSESSMENT(S)

ENROLLMENT

ENROLLMENT INTO TRAINING

Sector Grant - FOLA	Activities	Qrt. Plan	% Plan	Actual	Year Plan	% of Plan	ΔQ
	6	6	100%	19	20	95%	6
	6	6	100%	19	20	95%	6
	5	5	100%	13	12	108%	8

* Agreement pending

SBWIB is being contracted by FOLA to provide career pathways case management for recently released prisoners into short-term vocational training and assisting them as they need to become employable and remain employed. Funding by the Los Angeles County, Office of Diversion and Reentry.

VETERANS EMPLOYMENT RELATED ASSISTANCE PROGRAM (VEAP)

GRANT TERM: 4/01/2021 TO 3/31/2023

REPORT PERIOD: 4/01/2021 TO 6/30/2022

ENROLLMENTS (100%)

ATTAINMENT OF CREDENTIAL/CERTIFICATE (90%)

ENTERED EMPLOYMENT RATE (80%)

EMPLOYMENT RETENTION (70%)

AVERAGE WAGE AT EMPLOYMENT

VEAP - AATA (SBWIB Sub-contractor)	Enrolled	Year Plan	% of Plan	ΔQ
	10	75	13%	0
	0	68	0%	0
	0	60	0%	0
	0	42	0%	0
	\$ -			

The VEAP project(s) will assist eligible veterans with significant barriers to employment (i.e., long-term unemployed, homeless, transitioning) to receive career and training services leading to employment in high growth employment sectors such as Construction Trades. Additionally, SBWIB has partnered with AATA to provide employment and training services as a sub-contractor.

CDA DENTAL ASSISTANT PILOT

GRANT TERM: 10/01/2021 TO 09/30/2022

REPORT PERIOD: 10/01/2021 TO 6/30/2022

ENROLLMENTS

TRAINING COMPLETION

PAID WORK EXPERIENCE

EMPLOYMENT

CDA Dental Assistant	Enrolled	Year Plan	% of Plan	ΔQ
	0	15	0%	0
	0	12	0%	0
	0	10	0%	0
	0	11	0%	0

The CDA Dental Assistant Pilot project is designed to assist 15 eligible dislocated/displaced workers and provide careerpath training, paid hands-on work experience and employment in the dental field as a CDA Dental Assistant.

CALIFORNIA CAREER PATHWAYS GRANTS - ACADEMY

GRANT TERM: 01/01/2022 TO 8/31/2023

REPORT PERIOD: 01/01/2022 TO 6/30/2022

	Activities	Year	% of	ΔQ
		Plan	Plan	
Centinela Valley Union High School District (CVUHSD)	252	106	238%	97
	2	10	20%	2
	23	56	41%	8
	51	75	68%	24
	53	100	53%	0
	75	75	100%	59

OPPORTUNITIES OFFERED

COMPANY TOURS

GUEST SPEAKERS/ADVISORY BOARD

INTERNSHIP

EVENT VENDORS

BLUEPRINT

SBWIB will provide work-based learning support to Centinela Valley Union High School District's nine academies and two career pathways. SBWIB will outreach to employers, engage in work based learning activities, which include guest speaking, providing opportunities for job shadowing, company tours, hosting interns, or serving as an advisory board member. Other activities will include participation in activities such as Career Day and Maker Faire.

CALIFORNIA CAREER PATHWAYS GRANTS - ONSITE PROGRAM

GRANT TERM: 10/01/2021 TO 8/31/2022

REPORT PERIOD: 10/01/2021 TO 6/30/2022

	Activities	Year	% of	ΔQ
		Plan	Plan	
Centinela Valley Union High School District (CVUHSD)	2824	340	831%	320
	54	120	45%	19
	90	32	281%	20
	6	12	50%	1
	74	40	185%	55
	826	300	275%	155

STUDENT ENGAGEMENT

EMPLOYERS CONNECTED

WORKSHOPS

GUEST SPEAKERS

INTERNSHIPS

JOB LEADS

SBWIB will supply staff onsite at each of theCentinela Valley Union High School District's four high schools to provide work-based learning support and other career pathway activities.

INGLEWOOD SCHOOL DISTRICT STRONG WORKFORCE

GRANT TERM: 10/07/2021 TO 9/30/2022

REPORT PERIOD: 10/07/2021 TO 6/30/2022

	Activities	Year	%	ΔQ
		Plan	Plan	
Inglewood Unified School District	34	35	97%	22
	47	50	94%	13
	6	2	300%	4
	47	50	94%	13

BUSINESS ENGAGEMENT/GUEST SPEAKERS

INTERSHIPS

OCCUPATIONAL TRAINING

BLUEPRINT/WORK READINESS

SBWIB will provide outreach to employers, work readiness, internships, hiring and recruitment activities.

AMERICORPS YOUTHBUILD

GRANT TERM: 8/15/2019 TO 8/14/2022

REPORT PERIOD: 08/15/2019 TO 6/30/2022

FULL-TIME ENROLLMENTS (TEACHERS AIDES)
 QUARTER-TIME ENROLLMENTS (YOUTHBUILD MEMBERS)
 NATIONAL SERVICE EVENTS / IN-SERVICE
 SCHOLARSHIP ATTAINMENT

	Enrolled	Year	% of	ΔQ
		Plan	Plan	
AmeriCorps	4	4	100%	0
	34	88	39%	2
	14	40	35%	0
	8	40	20%	4

* 1 TA dropped due to medical

** Activities impacted by COVID-19

8/2021-New Year Allotment and Goals. The AmeriCorps project supports resources to the SBWIB YouthBuild programs by providing teachers aides. YouthBuild members can enroll into the program and earn credits/hours toward scholarships through training and community engagement activities. New funds awarded for continuation of services for year three (agreement pending).

HOMELESS LA RISE (REGIONAL)

GRANT TERM: 07/01/2021 TO 6/30/2022

REPORT PERIOD: 07/01/2021 TO 6/30/2022

ENROLLMENTS
 EMPLOYMENT
 EMPLOYMENT RATE - 2ND QRT AFTER EXIT
 EMPLOYMENT RATE - 4TH QRT AFTER EXIT
 WAGE AT EMPLOYMENT

	Activities	Qrt.	%	Year	% of	ΔQ
		Plan	Plan	Plan	Plan	
Homeless LA Rise Year 3	39	31	126%	31	126%	14
	40	22	182%	22	182%	20
	0			20	0%	
	0			12	0%	
	\$ 19.60					

(Outcomes include carry-in activities)

Effective 10/01/18, SBWIB will serve 18 and over Homeless Individuals through a Transitional Subsidized Employment Program leading towards Unsubsidized employment in the competitive marketplace that is along an articulated career pathway.

SoCalGas

GRANT TERM: 11/1/2021 TO 10/31/2022

REPORT PERIOD: 1/01/2022 TO 6/30/2022

Recruitment-Interested SoCalGas Applicants
 Referral of applicants to SoCalGas Employment Opportunities
 Placement

	Activities	Qrt.	%		Year	% of	ΔQ
		Plan	Plan	Actual	Plan	Plan	
SoCalGas	183	50	366%	431	200	128%	84
	28	25	112%	27	100	0%	3
	0	6	0%	0	25	0%	

BOARD OF STATE AND COMMUNITY CORRECTIONS (BSCC) YOUTH REINVESTMENT PROGRAM

GRANT TERM: 10/01/2019 TO 2/28/2023

REPORT PERIOD: 10/01/2019 TO 6/30/2022

YOUTH REINVESTMENT	Enrolled	Year Plan	% of Plan	ΔQ
REFERRALS (100%)	190	150	127%	
PENDING INTAKE/PARENT APPT. (100%)	20	0		9
RISK ASSESSMENT (100%)	29	75	39%	0
ENROLLMENTS (100%)	170	150	113%	38
INTERVENTION WORKSHOPS/WORK READINESS PREPARATION	170	75	227%	38
PAID WORK EXPERIENCE, INTERNSHIP OR OJT	113	75	151%	27
FOLLOW-UP SERVICES FOR 12 MONTHS	96	150	64%	12

This project will provide services to Inglewood, Hawthorne and Lennox youth that are disproportionately affected by violence and will receive evidence-based services for diversion, restorative justice, and employment opportunities through the Inglewood Community and Regional Engagement Violence Intervention and Prevention (I-CARE VIP) collaboration. The project will serve 100 youth ages 14-18 and provide intervention and diversion activities, case management along with paid pre-employment training, paid work experience and job search assistance.

WORKFORCE ACCELERATOR 9.0

GRANT TERM: 8/01/2021 TO 12/31/2022

REPORT PERIOD: 8/01/2021 to 6/30/2022

WAF 9.0	Enrolled	Year Plan	% of Plan	ΔQ
ENROLLMENTS (100%)	48	75	64%	19
CREDENTIAL ATTAINED (85%)	22	64		22
APPRENTICES (100%)	14	15		14
EMPLOYMENT AT EXIT (80%)	0	60		0

* 18 Apprentices pending for June 2022 start

This project is in partnership with SELACO, Health Impact and the Hospital Association to train or place into apprenticeship 75 under presented individuals in the healthcare field. Occupations include: Speciality Nursing, CNA, Clinical Laboratory and Phlebotomy

EL CAMINO COLLEGE CAREER PATHWAYS

GRANT TERM: 3/01/2022 TO 6/30/2022

REPORT PERIOD: 3/01/2022 TO 6/30/2022

YOUTH REINVESTMENT	Activities	Year Plan	% Plan	ΔQ
STUDENT ENGAGEMENTS	450	60	750%	450
WORKSHOPS	11	6	183%	11
RECRUITING EVENTS	2	2	100%	2
INTERNSHIPS/EMPLOYMENT	27	25	108%	27
JOB LEADS	218	100	218%	218

This project will provide job readiness, work experience opportunities and employment services.

COVID NDWG EMPLOYMENT RECOVERY GRANT

GRANT TERM: 4/10/2020 TO 3/31/2023

REPORT PERIOD: 4/10/2020 TO 6/30/2022

	Grant Plan	ΔQ
I. TOTAL CLIENTS	232	
A. ENROLLED	227 98%	25
B. NEW	4	25
C. TRAINING	59	7
D. OJT	16	0
E. Pre-Apprenticeship/Apprenticeship	0	
II. TOTAL EXITS	133	26
III. TOTAL UNSUBSIDIZED EMPLOYMENT	114	22
A. RETRAINING	42	9
ALSO ATTAINED CREDENTIAL	42	9
B. CALLED BACK WITH EMPLOYER	0	
IV. % PLACEMENT (INCL. CALL BACKS)	86%	
V. % PLACEMENT (EXCL. CALL BACKS)	86%	
AVERAGE PLACEMENT WAGE	\$ 22.90	

12/2021-SBWIB received additional funds (\$240K), enrollment slots (55) and a period of performance extension through March 31, 2023. The NDWG Employment Recovery grant is a statewide grant to provide employment and training services to 232 displaced workers as a result of the COVID-19 pandemic.

QUARTERLY REPORTING

PRISON TO EMPLOYMENT

REPORT PERIOD: 12/01/2019 TO 6/30/2022

GRANT PERIOD: 12/01/2019 TO 3/31/2022

NON-FINAL

TOTAL PLANNED ENROLLMENTS

I. TOTAL CLIENTS

A. Individual Direct Services

B. Supportive Services & Earn and Learn

II. ACTIVITIES

SUBSIDIZED EMPLOYMENT

Transfer to Other Agency

TRAINING

CREDENTIAL OBTAINED

UNSUBSIDIZED EMPLOYMENT

SBWIB	35	Δ	LA CITY	282	Δ	LA COUNTY	269	Δ	FOOTHILL	28	Δ	PACIFIC GATEWAY	35	Δ	SELACO	28	Δ	VERDUGO	28	Δ	TOTALS		Δ	PLANNED 705	PERCENT OF PLAN		
	99	0		830	0		584	0		36	0		82	0		52	0		14	0		1697	0			400	424%
	65	0		284	0		436	0		28	0		96	0		50	0		1	0		960	0			305	315%
	8	0		216	0		189	0		6	0		0	0		11	0		0	0		430	0				
	51	0	178	0	145	0	13	0	35	0	17	0	7	0	446	0	305	146%									
	30	0	126	0	101	0	12	0	30	0	14	0	5	0	318	0	233	136%									
	54	0	481	0	421	0	3	0	32	0	38	0	6	0	1035	0	422	245%									

Prison to Employment is a regional employment and training program to assist formerly incarcerated individuals. On behalf of the LA Basin, SBWIB serves as the fiscal agent and program lead on behalf of the seven Workforce Boards in Los Angeles County.

Other Grants

City of Lomita - NEW

Grant Term: January 2022 through December 2022

Funding Amount: \$100,000

In partnership with the City of Lomita, the SBWIB is creating a new program to offer enhanced services to businesses in the City of Lomita. The project is funded by Lomita through a grant received from the American Rescue Plan Act of 2021 (ARAP). The partnership includes the Lomita Chamber of Commerce and will be designed to accelerate economic recovery for Lomita businesses.

Activities: Designed, printed and mailed a postcard announcing services to every business in the city; direct outreach has begun to all Lomita businesses

Customer Service Training - City of Hawthorne and City of Gardena

GRANT TERM: Open

Over 95 people from the City of Hawthorne and 5 people from the City of Gardena have completed the SBWIB's customer service training. The training utilizes the SBWIB's successful Blueprint for Workplace Success model and is available to South Bay municipalities for employee training at no cost for one year. The class is entirely online, self-paced, interactive, available in English and Spanish, and includes a pre- and post-assessment and comprehension quiz for each module.

Other Grants (cont.)

New Grants - waiting for contract

WLAC Allied Health Project - NEW

GRANT TERM: 11/03/2021 TO 11/03/2023

Funding Amount: \$55,000 per year

The SBWIB was retained by WLAC to facilitate discussions about Allied Health training options among 13 community Colleges throughout LA County. Discussions will include a variety of topics that will ensure they are meeting the needs of students and industry. Employer speakers are also arranged to attend by the SBWIB to present to the schools and discuss their hiring needs.

Chancellor Apprenticeship Initiative (CAI #5) – West Los Angeles College (Health-Flex Apprenticeship)

GRANT TERM: 4/01/2022 TO 2/28/2025

Funding Amount: \$100,000

Assist in the enrollment of 80 apprentices into Health-Flex and help to build additional healthcare apprenticeship programs.

Chancellor Apprenticeship Initiative (CAI #6) – El Camino College (IT-Flex Apprenticeship)

GRANT TERM: 4/01/2022 TO 2/28/2025

Funding Amount: \$100,000

Assist in the enrollment of 80 apprentices into IT-Flex and help to build additional IT apprenticeship programs.

CA DIR SAEI Grant (Apprenticeship)

GRANT TERM: 7/01/2022 TO 2/28/2025

Funding Amount: \$2,000,000

Enroll at least 417 participants into DAS apprenticeship.

Teen Center Attendance Report -4th Quarter

April 1, 2022- April 30, 2022

Inglewood Teen Center	New	Returning	Total
Inglewood	8	24	32
Hawthorne	0	0	0
Lawndale	0	0	0
Gardena	0	0	0
TOTAL	8	24	32

Hawthorne Teen Center	New	Returning	Total
Inglewood	0	0	
Hawthorne	1	36	37
Lawndale	0	0	0
Gardena	0	0	0
Torrance	0	0	0
TOTAL	1	36	37

May 1, 2022- May 31, 2022

Inglewood Teen Center	New	Returning	Total
Inglewood	6	33	39
Hawthorne	0	0	0
Lawndale	0	0	0
Gardena	0	0	0
TOTAL	6	33	39

Hawthorne Teen Center	New	Returning	Total
Inglewood	0	0	0
Hawthorne	2	37	39
Lawndale	0	0	0
Gardena	0	0	0
Torrance	0	0	0
TOTAL	2	37	39

June 1, 2022- June 30, 2022

Inglewood Teen Center	New	Returning	Total
Inglewood	4	44	48
Hawthorne	0	0	0
Lawndale	0	0	0
Gardena	0	0	0
TOTAL	4	44	48

Hawthorne Teen Center	New	Returning	Total
Inglewood	0	2	2
Hawthorne	12	38	0
Lawndale	0	0	0
Gardena	0	0	0
Torrance	0	0	0
TOTAL	12	40	52

QUARTER TOTAL VISITS	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
Inglewood Teen Center	66	77	44	119	306
Hawthorne Teen Center	154	82	115	128	479



Save the Date

Thursday, November 3, 2022

27th Annual Awards Ceremony

5 - 6 pm Reception

6 pm Dinner Program begins

Torrance Marriott South Bay

3635 Fashion Way, Torrance, CA 90503



PRESS RELEASE

May 17, 2022

South Bay Workforce Investment Board
11539 Hawthorne Blvd., Suite 500
Hawthorne, CA 90250
Contact: 310-970-7700

**South Bay Workforce Investment Board Receives
\$2 Million Grant from California Department of Industrial Relations
To Train Candidates as Apprentices for High Demand Jobs**

INGLEWOOD – The South Bay Workforce Investment Board (SBWIB) has received a \$2 million Grant from the California Department of Industrial Relations to implement the SBWIB's Expanding Flexible Apprenticeship in California (EFAC) program that will help train individuals to fill high demand positions in a variety of work sectors throughout the state.

The EFAC program will focus on enrolling 417 participants into non-traditional registered apprenticeship occupations in sectors that include Advanced Manufacturing, Healthcare, Information Technology, Arts, Media and Entertainment and Energy/Climate. Based on labor market information and ongoing employer conversations, these sectors are in need within the local region and throughout California.

"Our novel approach to addressing the demand for skilled professionals over the past several years has been to use our "Flex" model for apprenticeship training, which has attracted an increasing number of industry and employer partners," noted SBWIB Executive Director Jan Vogel. "EFAC enables us to continue building a productive and strong relationship between employers, the workforce system and both K-12 and higher education," he concluded.

The SBWIB's overall project goal for developing and expanding registered apprenticeships will be to not only employ hundreds of apprentices, but to also grow the SBWIB's existing non-traditional apprenticeship program and to help its partners create or expand their programs. The SBWIB will provide training, supportive services and tracking necessary to ensure successful completion of apprenticeship training.

The SBWIB's successful apprenticeship program that originally focused on the aerospace and bioscience sectors have expanded to many industries, creating flexible training models to meet the needs of employers with options to customize the training for their specific work environment.

The SBWIB provides no-cost business services, job search and employment preparation support to job seekers at its four One-Stop Business and Career Centers serving 11 South Bay communities that include the city of Inglewood, Hawthorne, Gardena, Carson, El Segundo, Lawndale, Manhattan Beach, Hermosa Beach, Redondo Beach, Torrance and Lomita. The SBWIB also operates two teen centers in Hawthorne and Inglewood. For more information please call (310) 970-7700 or visit www.sbwib.org.

#



www.sbwib.org

SOUTH BAY WORKFORCE INVESTMENT BOARD
SBWIB



Photo caption: The SBWIB has received a \$2 million Grant from the California Department of Industrial Relations to implement the SBWIB's Expanding Flexible Apprenticeship in California program that will help train individuals to fill high demand positions in a variety of work sectors throughout the state. Pictured are Edwin Gamez, Aero-Flex Pre-Apprenticeship and West LA College graduate and Apprenticeship participant with Matt Liknaitzky, The Airplane Factory Co-CEO Torrance, CA, congratulating Edwin on his accomplishment.



CITY OF LAWDALE

14717 BURIN AVENUE, LAWDALE, CALIFORNIA 90260
PHONE (310) 973-3200 ♦ www.lawndalecity.org

DATE: August 15, 2022

TO: Honorable Mayor and City Council

FROM: Sean M. Moore, City Manager 

PREPARED BY: Raylette Felton, Assistant to the City Manager/ Human Resources Director 

SUBJECT: **First Amendment to Contract Services Agreement with Public Sector Personnel Consultants (PSPC)**

BACKGROUND

During the fiscal year 2019/2020 budget cycle, City Council approved a budget request for funds to complete a Citywide Classification and Compensation Study. This request was initiated in order to assist the City in updating and maintaining a Classification Plan that will provide a complete and continuous inventory of all positions in the classified service of the City. City staff initiated the process by sending a Request for Proposal (RFP) for Classification and Compensation Study to eight (8) consulting firms. There were a total of nine (9) proposals received with prices ranging from \$30,564 to \$79,950. Proposals were reviewed and evaluated by staff and Public Sector Personnel Consultants (PSPC) was recommended. By approval of the City Manager, the City entered into a contract services agreement with Public Sector Personnel Consultants (PSPC) effective August 16, 2021, to conduct a classification and compensation study.

STAFF REVIEW

The City entered into a contract services agreement with PSPC to complete a Citywide Classification and Compensation Study. The Study commenced with an all employee kickoff meeting conducted on August 25, 2021. Since this time, PSPC's Consultants have collected and reviewed employee Position Analysis Questionnaire (PAQ), completed the compensation analysis, conducted meetings with City employee groups and provided recommendations for implementation. While the Consultant has made progress in completing this extensive project, PSPC's services are required to complete the City's Classification Plan by updating job titles and job descriptions and ensure all positions are placed on the newly created structured salary schedule. At this time, the current agreement with PSPC is set to expire on August 15, 2022. As such, staff is recommending an extension to the original contract services agreement for an additional six (6) month period.

The Public Sector Personnel Consultants was selected for their professional background specializing in classification and compensation studies and implementing over 1,100 public employers nationwide since 1982. The firm's staff is comprised of certified human resources professionals with a combined greater than 100 years of extensive experience in human resources, classification and compensation, and labor relations. Due to the City's continued need to maintain continuity to complete this comprehensive project, staff is recommending approval of a first amendment to the current agreement which will extend

through February 16, 2023. The original project cost will continue to not exceed the agreed amount contract cost of \$38,000.

LEGAL REVIEW

The City Attorney's Office has reviewed resolutions and approves it as to form.

FUNDING

There will be no impact to General Fund, therefore, no appropriations will be needed. City Council approved a budget amount of \$60,000 to complete this project during fiscal year 2019-2020, which was carried over to complete this project. The original contract agreement with Public Sector Personnel Consultants (PSPC) is \$38,000 and there are no additional costs for extending the terms.

RECOMMENDATION

Staff recommends that the City Council approve the First Amendment to the Public Sector Personnel Consultants (PSPC).

- Attachment (s):
- 1). First Amendment to Contract Services Agreement with Public Sector Personnel Consultants (PSPC).
 - 2) Contract Services Agreement with Public Sector Personnel Consultants (PSPC)

ATTACHMENT 1

First Amendment to Contract Services Agreement with Public Sector
Personnel Consultants (PSPC)

**FIRST AMENDMENT TO CONTRACT SERVICES AGREEMENT FOR
CITYWIDE CLASSIFICATION AND COMPENSATION STUDY**

This FIRST AMENDMENT TO CONTRACT SERVICES AGREEMENT (the "First Amendment") is made and entered into this 15th day of August, 202, by and between the CITY OF LAWNDALE, a municipal corporation (herein "City") and Public Sector Personnel Consultants, Inc., a [Subchapter S Corporation] (herein "Consultant").

RECITALS

WHEREAS, City and Consultant entered into that certain Agreement entitled "Contract Services Agreement for Citywide Classification and Compensation Study" (the "Agreement") on or about August 16, 2021, and

WHEREAS, it is the desire of the City and the Consultant to amend the Agreement, as set forth in this First Amendment to extend the term services.

AGREEMENT

NOW, THEREFORE, it is hereby agreed that the Agreement, as amended, is further amended in the following particulars only:

SECTION 1. Section 1.1 of the Agreement, is hereby amended to extend the Term for completion of services for the agreement including this and all previous amendments, if any, to February 16, 2023.

SECTION 2. Except as expressly provided for in this First Amendment, all other provisions of the Agreement, as amended, shall remain in full force and effect.

[SIGNATURES NEXT PAGE]

IN WITNESS WHEREOF, the parties have executed and entered into this Amendment as of the date first written above.

CITY:

Robert Pullen-Miles, Mayor

ATTEST:

Erica Harbison, City Clerk

APPROVED AS TO FORM:
Burke, Williams & Sorensen, LLP

Gregory M. Murphy, City Attorney

CONSULTANT:
Public Sector Personnel Consultants, Inc.

By: _____
Name: Matthew E. Weatherly
Title: President

By: _____
Name: Tara Weatherly
Title: Secretary

Address: 2824 N. Power Road #113-486
Mesa, AZ 85215

[END OF SIGNATURES]

ATTACHMENT 2

Contract Services Agreement with
Public Sector Personnel Consultants (PSPC)

CITY OF LAWDALE

CONTRACT SERVICES AGREEMENT FOR CITYWIDE CLASSIFICATION AND COMPENSATION STUDY

This Contract Services Agreement ("Agreement") is made and entered into this ____ day of August, 2021, by and between the City of Lawndale, a municipal corporation ("City"), and Public Sector Personnel Consultants, Inc., a [Subchapter S Corporation] ("Consultant").

NOW, THEREFORE, the parties agree as follows:

1.0 SERVICES OF CONSULTANT

1.1 Scope of Services. Consultant will perform the work or services set forth in the "Scope of Services" attached as *Exhibit "A"* and incorporated herein by reference in compliance with all of the terms and conditions of this Agreement. Consultant represents that Consultant has thoroughly investigated and considered the Scope of Services to be performed and warrants that all work or services will be performed in a competent, professional, and satisfactory manner. Additional terms and conditions of this Agreement, if any, are set forth in the "Special Requirements" attached as *Exhibit "B"* and incorporated herein by this reference. In the event of a conflict between the provisions of *Exhibit "B"* and any other provisions of this Agreement *Exhibit "B"* will govern.

1.2 Compliance With Law. All work and services rendered under this Agreement will be provided in accordance with all ordinances, resolutions, statutes, rules and regulations of the City and any federal, state or local governmental agency of competent jurisdiction.

1.3 Licenses, Permits, Fees and Assessments. Consultant will obtain, at its sole cost and expense, all licenses, permits and approvals as may be required by law for the performance of the services required by this Agreement.

2.0 COMPENSATION

2.1 Contract Sum. For the services rendered pursuant to this Agreement, Consultant will be compensated in accordance with the "Schedule of Compensation" attached as *Exhibit "C"* and incorporated herein by this reference, but not exceeding the maximum contract amount of thirty eight thousand dollars (\$38,000) ("Contract Sum").

2.2 Method of Payment. Provided that Consultant is not in default under the terms of this Agreement, Consultant will be paid as described in *Exhibit "C"*.

2.3 Invoicing. Each month during the term of this Agreement, Consultant must furnish City with an original invoice for all services performed and expenses incurred during the preceding month in accordance with the fee schedule set forth in *Exhibit C*. Except as to any charges for work performed or expenses incurred by Consultant that are disputed by City, City will cause Consultant to be paid within 30 days of receipt of Consultant's invoice.

3.0 COORDINATION OF WORK

3.1 Representative of Consultant. Matthew Weatherly is designated as the Consultant's representative authorized to act on its behalf with respect to this Agreement and to make all decisions necessary in connection with this Agreement. Consultant may designate a substitute representative by providing written notice to City's Contract Officer.

3.2 Contract Officer. The City's City Manager is designated as the City's representative authorized to act on its behalf with respect to this Agreement and to make all decisions in connection this Agreement ("Contract Officer"). The City may designate a substitute Contract Officer by providing written notice to Consultant.

3.3 Prohibition Against Subcontracting or Assignment. Consultant may not contract with any entity to perform in whole or in part the work or services required under this Agreement without the written approval of the City. Neither this Agreement nor any interest in the Agreement may be assigned or transferred, voluntarily or by operation of law, without the prior written approval of City. Any prohibited assignment or transfer is void.

3.4 Independent Contractor. Neither the City nor any of its employees shall have any control over the manner or means by which Contractor or its employees, perform the services required herein, except as otherwise set forth herein. Contractor shall perform all services required herein as an independent contractor of City and shall remain under only such obligations as are consistent with that role. Contractor represents and warrants that the personnel used to provide services to the City pursuant to this Agreement are classified by Contractor as employees. Contractor shall not at any time or in any manner represent that it or any of its employees are employees of City. City shall not in any way or for any purpose become or be deemed to be a partner of Contractor in its business or otherwise or a joint venturer or a member of any joint enterprise with Contractor. In the event that Contractor or any employee of Contractor providing services under this Agreement claims or is determined by a federal or state agency, a court of competent jurisdiction, or the California Public Employees' Retirement System ("CalPERS") to be classified as other than an independent contractor for the City, then Contractor shall indemnify, defend, and hold harmless the City for the payment of any and all assessed fines, penalties, judgments, employee and/or employer contributions, and any other damages and costs assessed to the City as a consequence of, or in any way attributable to, the assertion that Contractor or any staff used to provide services under this Agreement are employees of the City.

4.0 INSURANCE AND INDEMNIFICATION

4.1 Insurance. Consultant must procure and maintain, at its sole cost and expense, in a form and content satisfactory to City, during the entire term of this Agreement including any extension thereof, the following policies of insurance:

(a) Commercial General Liability Insurance. A policy of commercial general liability insurance using Insurance Services Office "Commercial General Liability" policy form CG 00 01, with an edition date prior to 2004, or the exact equivalent. Coverage for an additional insured must not be limited to its vicarious liability. Defense costs must be paid in addition to limits. Limits must be no less than \$1,000,000.00 per occurrence for all covered losses and no less than \$2,000,000.00 general aggregate.

(b) Workers' Compensation Insurance. A policy of workers' compensation insurance on a state-approved policy form providing statutory benefits as required by law with employer's liability limits no less than \$1,000,000.00 per accident for all covered losses. However, this requirement will not apply if Consultant has no employees and Instructor provides the letter signed under penalty of perjury as described in Section 1.2.

(c) Automotive Insurance. A policy of comprehensive automobile liability insurance written on a per occurrence basis in an amount not less than \$1,000,000.00 per accident, combined single limit. Said policy must include coverage for owned, non-owned, leased and hired cars.

(d) Professional Liability or Error and Omissions Insurance. A policy of professional liability insurance in an amount not less than \$1,000,000.00 per claim and \$2,000,000.00 annual aggregate with respect to loss arising from the actions of Consultant performing professional services under this Agreement on behalf of the City. Any policy inception date, continuity date, or retroactive date must be before the effective date of this Agreement and Consultant agrees to maintain continuous coverage through a period no less than three (3) years after completion of the services required by this Agreement.

All of the above policies of insurance, except professional liability insurance, must be primary insurance. The general liability policy must name the City's officers, employees and agents ("City Parties") as additional insureds and must waive all rights of subrogation and contribution it may have against the City and the City's Parties and their respective insurers. Moreover, the insurance policy must specify that where the primary insured does not satisfy the self-insured retention, any additional insured may satisfy the self-insured retention. All of the required policies of insurance must provide that they may be not cancelled without providing 10 days prior written notice by registered mail to the City. In the event any of the policies are cancelled or amended, Consultant must, prior to the cancellation or amendment date, submit new evidence of insurance in conformance with this Section 4.1 to the Contract Officer. No work or services under this Agreement may commence until Consultant has provided City with Certificates of Insurance or appropriate insurance binders evidencing the above insurance coverages and said Certificates of Insurance or binders are approved by City. Consultant agrees that the provisions of this Section 4.1 must not be construed as limiting in any way the extent to which Consultant may be held responsible for the payment of damages to any persons or property resulting from Consultant's activities or the activities of any person or persons for which Consultant is otherwise responsible. If the Consultant's insurance policies have higher limits and coverage than those required by this contract, the City will have access to those higher limits and coverage maintained by the Consultant.

The insurance required by this Agreement will be satisfactory only if issued by companies qualified to do business in California, rated "A" or better in the most recent edition of Best Rating Guide or The Key Rating Guide, and only if they are of a financial category Class VII or better, unless such requirements are waived by the Risk Manager of the City due to unique circumstances.

In the event that the Consultant is authorized to subcontract any portion of the work or services provided pursuant to this Agreement, the contract between the Consultant and such

subcontractor must require the subcontractor to maintain the same policies of insurance that the Consultant is required to maintain pursuant to this Section 4.1.

Consultant must furnish proof of insurance required under this section before commencement of any work.

4.2 Indemnification.

(a) Indemnity for Design Professional Liability. When the law establishes a professional standard of care for Consultant's services, to the fullest extent permitted by law, and except for the statutory limits set forth under California Civil Code Section 2782.8 applicable to services provided by a "design professional", Consultant agrees to indemnify, defend and hold harmless City and the City's Parties from and against any and all losses, liabilities, damages, costs and expenses, including attorneys' fees and costs to the extent same are caused in whole or in part by any negligent or wrongful act, error or omission of Consultant, its officers, employees or subcontractors (or any entity or individual for which Consultant bears legal liability) in the performance of professional services under this Agreement.

(b) Indemnity for Other Than Design Professional Liability. Other than in the performance of design professional services and to the full extent permitted by law, Consultant agrees to indemnify, defend and hold harmless City and City's Parties from and against any liability (including liability for claims, suits, actions, losses, expenses or costs of any kind, whether actual, alleged or threatened, including attorneys' fees and costs, court costs, defense costs and expert witness fees), where the same arise out of, are a consequence of, or are in any way attributable to, in whole or in part, the performance of this Agreement by Consultant or by any individual or entity for which Consultant is legally liable, including but not limited to officers, employees or subcontractors of Consultant.

5.0 TERM

5.1 Term. Unless earlier terminated in accordance with Section 5.2 below, this Agreement will begin on August 16, 2021 and continue in full force and effect until August 15, 2022.

5.2 Termination Prior to Expiration of Term. Either party may terminate this Agreement at any time, with or without cause, upon 30 days' written notice to the other party. Upon receipt of the notice of termination, the Consultant must immediately cease all work or services under this Agreement except as may be approved by the Contract Officer in writing. In the event of termination, Consultant will be compensated for all services rendered prior to the effectiveness of the notice of termination to the City's satisfaction and for any additional services authorized by the Contract Officer and City will be entitled to reimbursement for any compensation paid in excess of the services rendered to the City's satisfaction. Upon termination of this Agreement by either Consultant or City, all property belonging to City that is in Consultant's possession must be returned to City. Consultant must promptly deliver to City a final invoice for all outstanding services performed and expenses incurred by Consultant as of the date of termination. Compensation for work in progress not based on an hourly rate will be prorated based on the percentage of work completed as of the date of termination.

6.0 MISCELLANEOUS

6.1 Covenant Against Discrimination. Consultant covenants that, by and for itself, its heirs, executors, assigns and all persons claiming under or through it, that there will be no discrimination against or segregation of, any person or group of persons on account of race, color, religion, sex, or national origin in the performance of this Agreement. Consultant will take affirmative action to ensure that applicants are employed and that employees are treated during employment without regard to their race, color, religion, sex, or national origin.

6.2 Non-liability of City Officers and Employees. No officer, employee, or agent of the City will be personally liable to the Consultant, or any successor in interest, in the event of any default or breach by the City or for any amount which may become due to the Consultant or to its successor, or for breach of any obligation of the terms of this Agreement.

6.3 Conflict of Interest. No officer, employee, or agent of the City may have any financial interest in this Agreement nor may any such officer, employee, or agent participate in any decision relating to the Agreement which affects his financial interest or the financial interest of any corporation, partnership, or association in which he is, directly or indirectly, interested, in violation of any state or local statute or regulation. The Consultant warrants that it (and its officers and employees) has not paid or given and will not pay or give any third party any money or other consideration for obtaining this Agreement. When requested by the Contract Officer, prior to the City's execution of this Agreement, Consultant will provide the City with an executed statement of economic interest.

6.4 Notice. Any notice or other communication either party desires or is required to give to the other party or any other person must be in writing and either served personally or sent by prepaid, first-class mail, in the case of the City, to the City Manager and to the attention of the Contract Officer, at City of Lawndale, 14717 Burin Avenue, Lawndale, California 90260, and in the case of the Consultant, to the Consultant's representative at the address designated on the execution page of this Agreement. Notice will be deemed effective three days after deposit of the same in the custody of the United States Postal Service, postage prepaid, for first class delivery, or upon delivery if using a major courier service with tracking capabilities. Any party may change its notice information by giving notice to the other party in compliance with this section.

6.5 Interpretation. The terms of this Agreement will be construed in accordance with the meaning of the language used and will not be construed for or against either party by reason of the authorship of this Agreement or any other rule of construction which might otherwise apply.

6.6 Integration; Amendment. It is agreed that there are no oral agreements between the parties affecting this Agreement and that this Agreement supersedes and cancels any and all previous negotiations, arrangements, agreements and understandings, if any, between the parties, and none will be used to interpret this Agreement. This Agreement may be amended at any time by a writing signed by both parties.

6.7 Severability. In the event that part of this Agreement is declared invalid or unenforceable by a valid judgment or decree of a court of competent jurisdiction, such invalidity or unenforceability will not affect any of the remaining portions of this Agreement which are hereby declared as severable and will be interpreted to carry out the intent of the parties unless the invalid provision is so material that its invalidity deprives either party of the basic benefit of their bargain or renders this Agreement meaningless.

6.8 Waiver. No delay or omission in the exercise of any right or remedy by a nondefaulting party on any default will impair such right or remedy or be construed as a waiver. A party's consent to or approval of any act by the other party requiring the party's consent or approval will not be deemed to waive or render unnecessary the other party's consent to or approval of any subsequent act. Any waiver by either party of any default must be in writing and will not be a waiver of any other default concerning the same or any other provision of this Agreement.

6.9 Attorneys' Fees. If either party to this Agreement is required to initiate, defend or made a party to any action or proceeding in any way connected with this Agreement, the prevailing party in such action or proceeding, in addition to any other relief which may be granted, will be entitled to reasonable attorneys' fees, whether or not the matter proceeds to judgment.

6.10 Corporate Authority. The persons executing this Agreement on behalf of the parties warrant that (i) such party is duly organized and existing, (ii) they are duly authorized to execute and deliver this Agreement on behalf of said party, (iii) by executing this Agreement, such party is formally bound to the provisions of this Agreement, and (iv) the entering into this Agreement does not violate any provision of any other Agreement to which said party is bound.

6.11 Project Documents. All original computer programs, data, designs, drawings, files, maps, memoranda, models, notes, photographs, reports, studies, surveys and other documents (collectively, "Project Documents") prepared, developed or discovered by Consultant in the course of providing services under this Agreement will become the sole property of City and may be used, reused or otherwise disposed of by City without the permission of Consultant. Consultant will take such steps as are necessary to perfect or protect the ownership interest of City in such Project Documents. Upon completion, expiration or termination of this Agreement or upon request by City, Consultant must turn over to City all such original Project Documents in its possession; provided, however, that Consultant may retain copies of Project Documents. City acknowledges and agrees that use of Consultant's completed work product, for purposes other than identified in this Agreement, or use of incomplete work product, is at City's own risk. If necessary, Consultant agrees to execute all appropriate documents to assign to City the copyright or intellectual property rights to the Project Documents created pursuant to this Agreement. Except as necessary for the performance of services under this Agreement, no Project Documents prepared under this Agreement, will be released by Consultant to any other person or entity without City's prior written approval.

6.12 Confidentiality of Project Documents. All information gained or work product produced by Consultant in performance of this Agreement will be considered confidential, unless such information is in the public domain or already known to Consultant. Consultant may not release or disclose any such information or work product to persons or entities other than City

without prior written authorization from the Contract Officer, except as may be required by law. Consultant, its officers, employees, or agents, may not, without prior written authorization from the Contract Officer or unless requested by the City Attorney of City, voluntarily provide declarations, letters of support, testimony at depositions, response to interrogatories or other information concerning the services performed under this Agreement. Response to a subpoena or court order will not be considered "voluntary" provided Consultant gives City notice of such court order or subpoena. If Consultant, or any officer, employee, or agent of Consultant, provides any information or work product (including Project Documents) in violation of this Agreement, then City will have the right to reimbursement and indemnity from Consultant for any damages, costs and fees, including attorneys fees, caused by or incurred as a result of Consultant's conduct. Consultant must promptly notify City should Consultant, its officers, employees, or agents be served with any summons, complaint, subpoena, notice of deposition, request for documents, interrogatories, request for admissions or other discovery request, court order or subpoena from any party regarding this Agreement and the services performed under this Agreement. City retains the right, but has no obligation, to represent Consultant or be present at any deposition, hearing or similar proceeding. Consultant agrees to cooperate fully with City and to provide City with the opportunity to review any response to discovery requests provided by Consultant. However, this right to review any such response does not imply or mean the right by City to control, direct, or rewrite such response. All media and press releases, including graphic display information, must be approved and distributed solely by City, unless otherwise agreed to in writing by City. All media interviews regarding the performance of services under this Agreement are prohibited unless expressly authorized by City.

6.13 Audit and Review. Consultant must maintain all documents and records demonstrating or relating to Consultant's performance of services under this Agreement, including ledgers, books of account, invoices, vouchers, canceled checks, or other documents or records evidencing or relating to work, services, expenditures and disbursements charged to City under this Agreement. All financial documents or records must be maintained in accordance with generally accepted accounting principles and all other documents must be sufficiently complete and detailed so as to permit an accurate evaluation of the services provided by Consultant under this Agreement. All such documents or records must be maintained for at least three years following the final payment under this Agreement. Any and all records or documents required to be maintained by this section must be made available for inspection, audit and copying, at any time during regular business hours, upon written request by City or its designated representative. Copies of such documents or records must be provided directly to City for inspection, audit and copying when it is practical to do so; otherwise, unless an alternative is mutually agreed upon, such documents and records must be made available at Consultant's address indicated for receipt of notices in this Agreement. Where City has reason to believe that any of the documents or records required to be maintained by this section may be lost or discarded due to dissolution or termination of Consultant's business, City may, by written request, require that custody of such documents or records be given to a person or entity mutually agreed upon and that such documents and records thereafter be maintained by such person or entity at Consultant's expense. Access to such documents and records must be granted to City, as well as to its successors-in-interest and authorized representatives.

6.14 Counterparts. This Agreement may be executed in several counterparts, each of which will constitute one and the same instrument and will become binding upon the

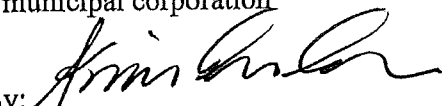
parties when at least one copy has been signed by both parties. This Agreement (and any amendment) may be considered executed when the signature page of a party is delivered by electronic transmission and such electronic signatures will have the same effect as an original signature.

6.15 Venue. In the event of litigation between the parties, venue in will be exclusively in a state court in the County of Los Angeles.

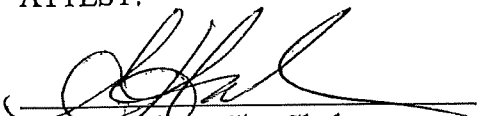
[SIGNATURES NEXT PAGE]

IN WITNESS WHEREOF, the parties have executed and entered into this Agreement as of the date first written above.

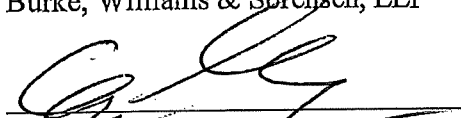
CITY:
City of Lawndale,
a municipal corporation

By: 
Kevin M. Chun, City Manager

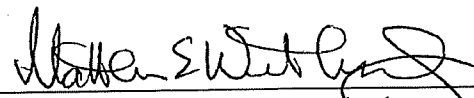
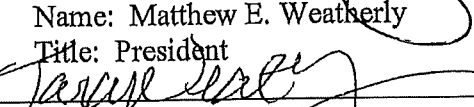
ATTEST:


Erica Harbison, City Clerk

APPROVED AS TO FORM:
Burke, Williams & Sorensen, LLP


Gregory M. Murphy, City Attorney

CONSULTANT:
Public Sector Personnel Consultants, Inc.

By: 
Name: Matthew E. Weatherly
Title: President
By: 
Name: Tara Weatherly
Title: Secretary

Address: 2824 N. Power Road #113-486
Mesa, AZ 85215

[END OF SIGNATURES]

EXHIBIT "A"

SCOPE OF SERVICES

The Consultant shall provide the following consulting and implementation support services, as identified the City's Request for Proposal, to conduct a citywide classification and compensation study as follows:

Project Planning and Communication (online or in-person)

1. Project planning and scheduling meeting with the City's Human Resources Staff and project designee(s)
2. Policy input and project direction meeting and briefing with Council, Human Resources and designee(s)
3. Project briefing presentation for all employees, Council, City officials, City's project leaders
4. Management and employee communication, progress reports throughout all project phases

Classification Project Tasks

5. Occupational familiarization by review of City's current class specifications and compensation plans
6. Organizational familiarization by review of City organization charts, budgets, and annual reports
7. Position Analysis Questionnaire (PAQ) customized for gathering City employee occupation data
8. Meetings to distribute and explain the PAQ and the project for all City officials and employees
9. Worksite job desk audits / field observations with representatives of each class (up to 50 included) (online or in-person options)
10. Determination of job classification and FLSA Exempt / Non-Exempt designation for each position
11. Recommended title modifications and reclassifications for consideration by department heads
12. Review of position classification recommendations with City's project staff and respective departments
13. Preparation of updated class specification description for each job classification

Custom and Comprehensive Market Compensation Surveys

14. Identification of City's competitive employment areas for compensation surveys, for City approval
15. Identification of City occupations to utilize as survey benchmark job classifications
16. Solicitation of comparator employers and agencies for participation in external compensation surveys
17. Extraction of data from public employers' compensation plans, questionnaires, reliable published surveys
18. Consolidation of data from all sources and calculation of prevailing rates for benchmark jobs

19. Computation of extent City's compensation offerings vary from external prevailing rates and practices
20. Review of competitiveness analysis with Human Resources, City Officials and City's project designees

Compensation Plan Development

21. Construction of optional salary range structures for review and selection by City's project leaders
22. Assignment of job classes to salary ranges by internal equity and external competitiveness
23. Assistance with City Council identification of desired, affordable salary competitiveness policy
24. Fiscal impact estimates at various levels of external prevailing rates competitiveness policies
25. Review and critique of draft salary and implementation plans with Human Resources, project leaders

Communication of Results and Implementation Strategies

26. Preparation and presentation of final project reports for the City Council, staff, and City Officials
27. Development of a plan for the implementation of City's updated classification and compensation plan
28. Uploading of EZ COMP™ program files on a Human Resources Department computer, staff training
29. Development and provision of process for ongoing plan maintenance and subsequent plan updates
30. Assistance with communicating the City's updated plans for all City officials and employees
31. One year classification and compensation plan maintenance assistance at no cost to the City

EXHIBIT "B"
SPECIAL REQUIREMENTS

None.

EXHIBIT "C"

SCHEDULE OF COMPENSATION

In connection with the professional services provided pursuant to the terms of this Agreement, City will pay Consultant the Contract Sum amount of \$38,000, upon City's receipt of a written invoice provided by Consultant, no more than monthly, as described below:

A. PROJECT COST

Major Project Components-Classification and Total Compensation Study

- Kick off Meetings, Employee Briefings, Hosting Online PAQ Questionnaire Options	\$ 3,000
- Position Classification and Job Titling, Reviews and Modeling	\$ 2,000
- On-Site or Online Desk Audits / Job Information Interviews (up to 50)	\$ 7,000
- Updated Classification Specifications (up to 50)	\$ 4,000
- Total Compensation Survey (up to 15 comparator organizations)	\$ 17,000
- From Surveys, Compensation Plan, Draft Reviews, Final Presentations	\$ 5,000
Total Not-to-Exceed:	<u>\$ 38,000</u>

B. FLEXIBLE WORK PLAN, NEGOTIABLE TOTAL COST, TERMS

Consultant will discuss, modify, add or delete, any work task to increase the project's responsiveness to the City's needs and financial resources. Consultant will provide the City with monthly invoices for the professional services provided and out-of-pocket expenses incurred during the month. Consultant will request that the City pay the invoices within thirty (30) days of receipt.

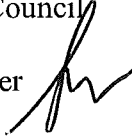


CITY OF LAWDALE

14717 BURIN AVENUE, LAWDALE, CALIFORNIA 90260
PHONE (310) 973-3200 ♦ www.lawndalecity.org

DATE: August 15, 2022

TO: Honorable Mayor and City Council

FROM: Sean M. Moore, City Manager 

PREPARED BY: Raylette Felton, Assistant to City Manager/Human Resources Director 
Hrant Manuelian, Director of Finance/ City Treasurer

SUBJECT: **Request for Approval of Contract Service Agreement with Transtech Engineers, Inc. for Professional Engineering and Public Works Oversight Services**

BACKGROUND

In May and June of 2022, the Engineering Division of the Public Works Department lost two (2) key positions (Associate Engineer and Assistant Engineer) assigned to the division. As a result, the City contracted with a professional engineering firm to provide temporary engineering staffing to assist with the completion of pending public works projects.

With the recent departure of the permanent Director of Public Works/City Engineer, it is imperative that the City seek and obtain the services of a professional civil engineer to oversee the City's engineering projects, coordinate public work projects, and oversee the City's Public Works Department daily activities and other services as needed by the City Manager.

STAFF REVIEW

On August 1, 2022, City staff requested proposals from four (4) professional engineering firms (KOA Corporation, Interwest Consulting Group, W.G. Zimmerman Engineering, Inc. and Transtech Engineers, Inc.) and received proposals from three (3) firms: Interwest Consulting Group, Transtech Engineers, Inc., and W.G. Zimmerman Engineering, Inc.

Staff reviewed the proposals and selected Transtech Engineers, Inc. to provide the City with the temporary professional engineering, contract management and public works oversight services to ensure the continuity of projects and work load in the Public Works Department. It is anticipated that the consultant will provide professional services for approximately sixteen (16) weeks, twenty (20) hours per week, at a rate of \$188 per hour as recruitment of a permanent Director of Public Works/ City Engineer takes place. Any changes in duration will be discussed and approved in writing by the City prior to implementation. The entire cost for services for this agreement is not to exceed \$60,160.

LEGAL REVIEW

The City Attorney's office has reviewed contract amendment and has approved it to form.

FISCAL IMPACT

The estimated monthly cost for this contract will be \$15,040 per month based on a 20 hour week at a rate of \$188. The savings that will be realized from the vacant Director of Public Works/ City Engineer position is \$15,837 per month. Salary savings from the vacant position will be used to cover the cost of the consultant. No additional budget appropriation will be needed. The budget will be transferred from salaries to contract services within the Public Works department.

RECOMMENDATION

Staff recommends that City Council: a) approve the contract services agreement with Transtech Engineers, Inc. for Professional City Engineer and Public Works Oversight Services in an amount not to exceed \$60,160, in a form approved by the City Attorney; and b) authorize the Director of Finance/City Treasurer to transfer salary savings for the Director of Public Works/ City Engineer to the contract services line item in the Public Works Department budget.

Attachment: 1) Contract Services Agreement with Transtech Engineers, Inc.
 2) Transtech Engineers, Inc. Proposal dated August 3, 2022

ATTACHMENT 1

Contract Services Agreement for Professional City Engineering and Public
Works Oversight Services with Transtech Engineers, Inc.

CITY OF LAWDALE
CONTRACT SERVICES AGREEMENT FOR
PROFESSIONAL CITY ENGINEERING AND PUBLIC WORKS OVERSIGHT
SERVICES – TRANSTECH ENGINEERS, INC.

This Contract Services Agreement ("Agreement") is made and entered into this 15th day of August, 2022, by and between the City of Lawndale, a municipal corporation ("City"), and Transtech Engineers, Inc., a California corporation ("Consultant"). The term Consultant includes professionals performing in a consulting capacity. The parties hereto agree as follows:

1.0 SERVICES OF CONSULTANT

1.1 Scope of Services. In compliance with all terms and conditions of this Agreement, Consultant shall provide the work and services specified in the "Scope of Services" attached hereto as *Exhibit "A"* and incorporated herein by this reference. Consultant warrants that all work or services set forth in the Scope of Services will be performed in a competent, professional and satisfactory manner.

1.2 Consultant's Proposal. The Scope of Services shall include the Consultant's proposal or bid which shall be incorporated herein by this reference as though fully set forth herein. In the event of any inconsistency between the terms of such proposal and this Agreement, the terms of this Agreement shall govern.

1.3 Compliance with Law. All work and services rendered hereunder shall be provided in accordance with all ordinances, resolutions, statutes, rules, and regulations of the City and any Federal, State or local governmental agency having jurisdiction.

1.4 Licenses, Permits, Fees and Assessments. Consultant shall obtain at its sole cost and expense, such licenses, permits and approvals as may be required by law for the performance of the services required by this Agreement. Consultant shall have the sole obligation to pay for any fees, assessments, taxes, including applicable penalties and interest, which may be imposed by law and arise from or are necessary for the Consultant's performance of the services required by this Agreement; and shall indemnify, defend and hold harmless City against any claim for such fees, assessments, taxes, penalties or interest levied, assessed or imposed against City hereunder.

1.5 Familiarity with Work. By executing this Agreement, Consultant warrants that Consultant (a) has thoroughly investigated and considered the scope of services to be performed, (b) has carefully considered how the work and services should be performed, and (c) fully understands the facilities, difficulties and restrictions attending performance of the services under this Agreement.

1.6 Additional Services. City shall have the right at any time during the performance of the services, without invalidating this Agreement, to order extra work beyond that specified in the Scope of Services or make changes by altering, adding to or deducting from said work. No such extra work may be undertaken unless a written order is first given by the Contract Officer to the Consultant, incorporating therein any adjustment in (i) the Contract Sum, and/or (ii) the time to perform this Agreement, which said adjustments are subject to the written approval of the Consultant. Any increase in compensation must be approved by the City Council. It is expressly understood by Consultant that the provisions of

this Section shall not apply to services specifically set forth in the Scope of Services or reasonably contemplated therein. Consultant hereby acknowledges that it accepts the risk that the services to be provided pursuant to the Scope of Services may be more costly or time consuming than Consultant anticipates and that Consultant shall not be entitled to additional compensation therefor.

1.7 Special Requirements. Additional terms and conditions of this Agreement, if any, which are made a part hereof are set forth in the "Special Requirements" attached hereto as *Exhibit "B"* and incorporated herein by this reference. In the event of a conflict between the provisions of *Exhibit "B"* and any other provisions of this Agreement, the provisions of *Exhibit "B"* shall govern.

1.8 Environmental Laws. Consultant shall comply with all applicable environmental laws, ordinances, codes and regulations of Federal, State, and local governments. Consultant shall also comply with all applicable mandatory standards and policies relating to energy efficiency.

2.0 COMPENSATION

2.1 Contract Sum. For the services rendered pursuant to this Agreement, Consultant shall be compensated in accordance with the "Schedule of Compensation" attached hereto as *Exhibit "C"* and incorporated herein by this reference, but not exceeding the maximum contract amount of sixty thousand one hundred and sixty dollars (\$60,160) ("Contract Sum"), except as provided in Section 1.6. The method of compensation may include: (i) a lump sum payment upon completion, (ii) payment in accordance with the percentage of completion of the services, (iii) payment for time and materials based upon the Consultant's rates as specified in the Schedule of Compensation, but not exceeding the Contract Sum or (iv) such other methods as may be specified in the Schedule of Compensation. Compensation may include reimbursement for actual and necessary expenditures approved by the Contract Officer in advance if specified in the Schedule of Compensation. The Contract Sum shall include the attendance of Consultant at all project meetings reasonably deemed necessary by the City.

Consultant agrees that if Consultant becomes aware of any facts, circumstances, techniques, or events that may or will materially increase or decrease the cost of the work or services or, if Consultant is providing design services, the cost of the project being designed, Consultant shall promptly notify the Contract Officer of said fact, circumstance, technique or event and the estimated increased or decreased cost related thereto and, if Consultant is providing design services, the estimated increased or decreased cost estimate for the project being designed.

2.2 Method of Payment. Unless some other method of payment is specified in the Schedule of Compensation, in any month in which Consultant wishes to receive payment, no later than the first (1st) working day of such month, Consultant shall submit to the City, in a form approved by the City's Director of Finance, an invoice for services rendered prior to the date of the invoice. Except as provided in Section 7.2, City shall pay Consultant for all expenses stated thereon which are approved by City pursuant to this Agreement generally within thirty (30) days, and no later than forty-five (45) days, from the submission of an invoice in an approved form. City will review each invoice submitted by Consultant to determine whether the work performed and expenses incurred are in compliance with this Agreement. If no charges or expenses are disputed, the invoice will be approved and paid. In the event any charges or expenses are disputed by City, the invoice will be returned by City to Consultant for correction and resubmission. City reserves the right to withhold future payment to Consultant if any aspect of the Consultant's work is found substantially inadequate.

2.3 Availability of Funds. It is mutually understood between the parties that this Agreement is valid and enforceable only if sufficient funds are made available by the City Council of the City for the purposes of this Agreement. The availability of funding is affected by matters outside the City's control, including other governmental entities. Accordingly, the City has the option to void the whole Agreement or to amend the Agreement to reflect unanticipated reduction in funding for any reason.

3.0 PERFORMANCE SCHEDULE

3.1 Time of Essence. Time is of the essence in the performance of this Agreement.

3.2 Schedule of Performance. Consultant shall commence the services pursuant to this Agreement upon receipt of a written notice to proceed and shall perform all services within the time period(s) established in the "Schedule of Performance" attached hereto as *Exhibit "D"*, if any, and incorporated herein by this reference.

3.3 Force Majeure. The time period(s) specified in the Schedule of Performance for performance of the services rendered pursuant to this Agreement shall be extended because of any delays due to unforeseeable causes beyond the control and without the fault or negligence of the Consultant, including, but not restricted to, acts of God or of the public enemy, unusually severe weather, fires, earthquakes, floods, epidemics, quarantine restrictions, riots, strikes, freight embargoes, wars, litigation, and/or acts of any governmental agency, including the City, if the Consultant shall, within ten (10) days of the commencement of such delay, notify the Contract Officer in writing of the causes of the delay. The Contract Officer shall ascertain the facts and the extent of delay and extend the time for performing the services for the period of the enforced delay when and if, in the judgment of the Contract Officer, such delay is justified. The Contract Officer's determination shall be final and conclusive upon the parties to this Agreement. In no event shall Consultant be entitled to recover damages against the City for any delay in the performance of this Agreement, however caused; Consultant's sole remedy being extension of the Agreement pursuant to this Section.

3.4 Term. Unless earlier terminated in accordance with Section 7.4 below, this Agreement shall begin on August 16, 2022 and continue in full force and effect until completion of the services no later than February 15, 2023.

4.0 COORDINATION OF WORK

4.1 Representative of Consultant. Melissa Demirci is hereby designated as being the representative of Consultant authorized to act on its behalf with respect to the work or services specified herein and to make all decisions in connection therewith.

It is expressly understood that the experience, knowledge, capability and reputation of the representative was a substantial inducement for City to enter into this Agreement. Therefore, the representative shall be responsible during the term of this Agreement for directing all activities of Consultant and devoting sufficient time to personally supervise the services hereunder. For purposes of this Agreement, the representative may not be replaced nor may his responsibilities be substantially reduced by Consultant without the express written approval of City.

4.2 Contract Officer. The City's City Manager is hereby designated as the representative of the City authorized to act in its behalf with respect to the work and services and to make all decisions in connection therewith ("Contract Officer"). It shall be the Consultant's responsibility to assure that the

Contract Officer is kept informed of the progress of the performance of the services and the Consultant shall refer any decisions which must be made by City to the Contract Officer. The City may designate another Contract Officer by providing written notice to Consultant.

4.3 Prohibition Against Subcontracting or Assignment. The experience, knowledge, capability and reputation of Consultant, its principals and employees were a substantial inducement for the City to enter into this Agreement. Therefore, Consultant shall not contract with any other entity to perform in whole or in part the services required hereunder without the express written approval of the City. In addition, neither this Agreement nor any interest herein may be transferred or assigned without the prior written approval of City. Transfers restricted hereunder shall include the transfer to any person or group of persons acting in concert of more than twenty five percent (25%) of the present ownership and/or control of Consultant taking all transfers into account on a cumulative basis. A prohibited transfer or assignment shall be void. No approved transfer shall release the Consultant or any surety of Consultant of any liability hereunder without the express consent of City.

4.4 Independent Contractor. Neither the City nor any of its employees shall have any control over the manner or means by which Consultant or employees, perform the services required herein, except as otherwise set forth herein. Consultant shall perform all services required herein as an independent contractor of City and shall remain under only such obligations as are consistent with that role. Consultant represents and warrants that the personnel used to provide services to the City pursuant to this Agreement are classified by Consultant as employees. Consultant shall not at any time or in any manner represent that it or any of its employees are employees of City. City shall not in any way or for any purpose become or be deemed to be a partner of Consultant in its business or otherwise or a joint venturer or a member of any joint enterprise with Consultant. In the event that Consultant or any employee of Consultant providing services under this Agreement claims or is determined by a federal or state agency, a court of competent jurisdiction, or the California Public Employees' Retirement System ("CalPERS") to be classified as other than an independent contractor for the City, then Consultant shall indemnify, defend, and hold harmless the City for the payment of any and all assessed fines, penalties, judgments, employee and/or employer contributions, and any other damages and costs assessed to the City as a consequence of, or in any way attributable to, the assertion that Consultant or any staff Consultant used to provide services under this Agreement are employees of the City.

5.0 INSURANCE AND INDEMNIFICATION

5.1 Insurance. Consultant shall procure and maintain, at its sole cost and expense, in a form and content satisfactory to City, during the entire term of this Agreement including any extension thereof, the following policies of insurance:

(a) Commercial General Liability Insurance. A policy of commercial general liability insurance using Insurance Services Office "Commercial General Liability" policy form CG 00 01, with an edition date prior to 2004, or the exact equivalent. Coverage for an additional insured shall not be limited to its vicarious liability. Defense costs must be paid in addition to limits. Limits shall be no less than \$1,000,00.00 per occurrence for all covered losses and no less than \$2,000,000.00 general aggregate.

(b) Workers' Compensation Insurance. A policy of workers' compensation insurance on a state-approved policy form providing statutory benefits as required by law with employer's liability limits no less than \$1,000,000 per accident for all covered losses.

(c) Automotive Insurance. A policy of comprehensive automobile liability insurance written on a per occurrence basis in an amount not less than \$1,000,000.00 per accident, combined single limit. Said policy shall include coverage for owned, non-owned, leased and hired cars.

(d) Professional Liability or Error and Omissions Insurance. A policy of \$1,000,000.00 insurance in an amount not less than \$2,000,000.00 per claim with respect to loss arising from the actions of Consultant performing professional services hereunder on behalf of the City. Any policy inception date, continuity date, or retroactive date must be before the effective date of this Agreement and Consultant agrees to maintain continuous coverage through a period no less than three (3) years after completion of the services required by this Agreement.

All of the above policies of insurance shall be primary insurance. The general liability policy shall name the City, its officers, employees and agents ("City Parties") as additional insureds and shall waive all rights of subrogation and contribution it may have against the City and the City's Parties and their respective insurers. Moreover, the insurance policy must specify that where the primary insured does not satisfy the self-insured retention, any additional insured may satisfy the self-insured retention. All of said policies of insurance shall also provide that said insurance may be not cancelled without providing ten (10) days prior written notice by registered mail to the City. In the event any of said policies of insurance are cancelled or amended, Consultant shall, prior to the cancellation or amendment date, submit new evidence of insurance in conformance with this Section 5.1 to the Contract Officer. No work or services under this Agreement shall commence until Consultant has provided City with Certificates of Insurance or appropriate insurance binders evidencing the above insurance coverages and said Certificates of Insurance or binders are approved by City.

Consultant agrees that the provisions of this Section 5.1 shall not be construed as limiting in any way the extent to which Consultant may be held responsible for the payment of damages to any persons or property resulting from Consultant's activities or the activities of any person or persons for which Consultant is otherwise responsible. If the Consultant's insurance policies have higher limits and coverage than those required by this contract, the City will have access to those higher limits and coverage maintained by the Consultant.

The insurance required by this Agreement shall be satisfactory only if issued by companies qualified to do business in California, rated "A" or better in the most recent edition of Best Rating Guide or The Key Rating Guide, and only if they are of a financial category Class VII or better, unless such requirements are waived by the Risk Manager of the City due to unique circumstances.

In the event that the Consultant is authorized to subcontract any portion of the work or services provided pursuant to this Agreement, the contract between the Consultant and such subcontractor shall require the subcontractor to maintain the same policies of insurance that the Consultant is required to maintain pursuant to this Section 5.1.

5.2 Indemnification.

(a) Indemnity for Design Professional Liability. When the law establishes a professional standard of care for Consultant's services, to the fullest extent permitted by law, and except for the statutory limits set forth under California Civil Code Section 2782.8 applicable to services provided by a "design professional", Consultant shall indemnify, defend and hold harmless City and the City's Parties from and against any and all losses, liabilities, damages, costs and expenses, including

attorneys' fees and costs to the extent same are caused in whole or in part by any negligent or wrongful act, error or omission of Consultant, its officers, employees of subcontractors (or any entity or individual for which Consultant shall bear legal liability) in the performance of professional services under this Agreement.

(b) Indemnity for Other Than Design Professional Liability. Other than in the performance of design professional services and to the full extent permitted by law, Consultant shall indemnify, defend and hold harmless City and City's Parties from and against any liability (including liability for claims, suits, actions, losses, expenses or costs of any kind, whether actual, alleged or threatened, including attorneys' fees and costs, court costs, defense costs and expert witness fees), where the same arise out of, are a consequence of, or are in any way attributable to, in whole or in part, the performance of this Agreement by Consultant or by any individual or entity for which Consultant is legally liable, including but not limited to officers, employees or subcontractors of Consultant.

6.0 RECORDS AND REPORTS

6.1 Reports. Consultant shall periodically prepare and submit to the Contract Officer such reports concerning the performance of the services required by this Agreement as the Contract Officer shall require.

6.2 Records. Consultant shall keep, and require subcontractors to keep, such books and records as shall be necessary to perform the services required by this Agreement and enable the Contract Officer to evaluate the performance of such services. The Contract Officer shall have full and free access to such books and records at all times during normal business hours of City, including the right to inspect, copy, audit and make records and transcripts from such records. Such records shall be maintained for a period of three (3) years following completion of the services hereunder, and the City shall have access to such records in the event any audit is required.

6.3 Ownership of Documents. All drawings, specifications, reports, records, documents and other materials prepared by Consultant, its employees, and subcontractors in the performance of this Agreement shall be the property of City and shall be delivered to City upon request of the Contract Officer or upon the termination of this Agreement and Consultant shall have no claim for further employment or additional compensation as a result of the exercise by City of its full rights of ownership of such documents and materials. Consultant may retain copies of such documents for its own use and Consultant shall have an unrestricted right to use the concepts embodied therein. All subcontractors shall provide for assignment to City of any documents or materials prepared by them, and in the event Consultant fails to secure such assignment, Consultant shall indemnify City for all damages resulting therefrom. Except as necessary for the performance of services under this Agreement, no documents prepared under this Agreement may be released by Contractor to any other person or entity without City's prior written approval.

6.4 Confidentiality of Information. All information gained or work product produced by Contractor in performance of this Agreement will be considered confidential, unless such information is in the public domain or already known to Contractor. Contractor may not release or disclose any such information or work product to persons or entities other than City without prior written authorization from the City Manager, except as may be required by law. Contractor, its officers, employees, or agents, may not, without prior written authorization from the City Manager or unless requested by the City Attorney of City, voluntarily provide declarations, letters of support, testimony at depositions, response

to interrogatories or other information concerning the services performed under this Agreement. Response to a subpoena or court order will not be considered "voluntary" provided Contractor gives City notice of such court order or subpoena. If Contractor, or any officer, employee, or agent of Contractor, provides any information or work product in violation of this Agreement, then City will have the right to reimbursement and indemnity from Contractor for any damages, costs and fees, including attorney's fees, caused by or incurred as a result of Contractor's conduct. Contractor must promptly notify City should Contractor, its officers, employees, or agents be served with any summons, complaint, subpoena, notice of deposition, request for documents, interrogatories, request for admissions or other discovery request, court order or subpoena from any party regarding this Agreement and the services performed under this Agreement. City retains the right, but has no obligation, to represent Contractor or be present at any deposition, hearing or similar proceeding. Contractor agrees to cooperate fully with City and to provide City with the opportunity to review any response to discovery requests provided by Contractor. However, this right to review any such response does not imply or mean the right by City to control, direct, or rewrite such response. All media and press releases, including graphic display information, must be approved and distributed solely by City, unless otherwise agreed to in writing by City. All media interviews regarding the performance of services under this Agreement are prohibited unless expressly authorized by City.

7.0 ENFORCEMENT OF AGREEMENT

7.1 California Law. This Agreement shall be construed and interpreted both as to validity and to performance of the parties in accordance with the laws of the State of California. Legal actions concerning any dispute, claim or matter arising out of or in relation to this Agreement shall be instituted in the Superior Court of the County of Los Angeles, State of California, or any other appropriate court in such county, and Consultant agrees to submit to the personal jurisdiction of such court in the event of such action.

7.2 Retention of Funds. Consultant hereby authorizes City to deduct from any amount payable to Consultant (whether or not arising out of this Agreement) (i) any amounts the payment of which may be in dispute hereunder or which are necessary to compensate City for any losses, costs, liabilities, or damages suffered by City, and (ii) all amounts for which City may be liable to third parties, by reason of Consultant's acts or omissions in performing or failing to perform Consultant's obligation under this Agreement. In the event that any claim is made by a third party, the amount or validity of which is disputed by Consultant, City may withhold from any payment due, without liability for interest because of such withholding, an amount sufficient to cover such claim. The failure of City to exercise such right to deduct or to withhold shall not, however, affect the obligations of the Consultant to insure, indemnify, and protect City as elsewhere provided herein.

7.3 Waiver. No delay or omission in the exercise of any right or remedy by a non-defaulting party on any default shall impair such right or remedy or be construed as a waiver. A party's consent to or approval of any act by the other party requiring the party's consent or approval shall not be deemed to waive or render unnecessary the other party's consent to or approval of any subsequent act. Any waiver by either party of any default must be in writing and shall not be a waiver of any other default concerning the same or any other provision of this Agreement.

7.4 Termination Prior to Expiration of Term. Either party may terminate this Agreement at any time, with or without cause, upon thirty (30) days' written notice to the other party. Upon receipt of any notice of termination, Consultant shall immediately cease all work or services hereunder except such

as may be specifically approved by the Contract Officer. Consultant shall be entitled to compensation for the reasonable value of the work product actually produced prior to the effective date of the notice of termination and for any services authorized by the Contract Officer thereafter in accordance with the Schedule of Compensation and City shall be entitled to reimbursement for any compensation paid in excess of the services rendered.

7.5 Completion of Work After Termination for Default of Consultant. If termination is due to the failure of the Consultant to fulfill its obligations under this Agreement, City may, after compliance with the provisions of Section 7.2, take over the work and prosecute the same to completion by contract or otherwise, and the Consultant shall be liable to the extent that the total cost for completion of the services required hereunder exceeds the compensation herein stipulated (provided that the City shall use reasonable efforts to mitigate such damages), and City may withhold any payments to the Consultant for the purpose of set-off or partial payment of the amounts owed the City as previously stated.

7.6 Attorneys' Fees. If either party to this Agreement is required to initiate or defend or made a party to any action or proceeding in any way connected with this Agreement, the prevailing party in such action or proceeding, in addition to any other relief which may be granted, shall be entitled to reasonable attorneys' fees, whether or not the matter proceeds to judgment, and to all other reasonable costs for investigating such action, taking depositions and discovery, including all other necessary costs the court allows which are incurred in such litigation.

8.0 CITY OFFICERS AND EMPLOYEES: NON-DISCRIMINATION

8.1 Non-liability of City Officers and Employees. No officer or employee of the City shall be personally liable to the Consultant, or any successor in interest, in the event of any default or breach by the City or for any amount which may become due to the Consultant or to its successor, or for breach of any obligation of the terms of this Agreement.

8.2 Conflict of Interest; City. No officer or employee of the City shall have any financial interest in this Agreement nor shall any such officer or employee participate in any decision relating to the Agreement which affects his financial interest or the financial interest of any corporation, partnership or association in which he is interested, in violation of any State statute or regulation.

8.3 Conflict of Interest; Consultant. Consultant warrants that it has not paid or given and will not pay or give any third party any money or other consideration for obtaining this Agreement. Consultant shall comply with all conflict of interest laws and regulations including, without limitation, City's Conflict of Interest Code which is on file in the City Clerk's office. Accordingly, should the City Manager determine that Consultant will be performing a specialized or general service for the City and there is substantial likelihood that the Consultant's work product will be presented, either written or orally, for the purpose of influencing a governmental decision, the Consultant and its officers, or employees, as applicable, shall be subject to the City's Conflict of Interest Code.

8.4 Covenant Against Discrimination. Consultant covenants that, by and for itself, its executors, assigns, and all persons claiming under or through them, that there shall be no discrimination against or segregation of, any person or group of persons on account of race, color, creed, religion, sex, marital status, national origin, or ancestry in the performance of this Agreement. Consultant shall take affirmative action to insure that applicants are employed and that employees are treated during

employment without regard to their race, color, creed, religion, sex, marital status, national origin or ancestry.

9.0 MISCELLANEOUS PROVISIONS

9.1 Notice. Any notice or other communication either party desires or is required to give to the other party or any other person shall be in writing and either served personally or sent by prepaid, first-class mail, in the case of the City, to the City Manager and to the attention of the Contract Officer, City of Lawndale, 14717 Burin Avenue, Lawndale, California 90260, and in the case of the Consultant, to the person at the address designated on the execution page of this Agreement. Either party may change its address by notifying the other party of the change of address in writing. Notice shall be deemed communicated at the time personally delivered or in seventy-two (72) hours from the time of mailing if mailed as provided in this Section.

9.2 Interpretation. The terms of this Agreement shall be construed in accordance with the meaning of the language used and shall not be construed for or against either party by reason of the authorship of this Agreement or any other rule of construction which might otherwise apply.

9.3 Integration; Amendment. It is understood that there are no oral agreements between the parties hereto affecting this Agreement and this Agreement supersedes and cancels any and all previous negotiations, agreements and understandings, if any, between the parties, and none shall be used to interpret this Agreement. This Agreement may be amended at any time by an instrument in writing signed by both parties.

9.4 Severability. Should a portion of this Agreement be declared invalid or unenforceable by a judgment or decree of a court of competent jurisdiction, such invalidity or unenforceability shall not affect any of the remaining portions of this Agreement which are hereby declared as severable and shall be interpreted to carry out the intent of the parties unless the invalid provision is so material that its invalidity deprives either party of the basic benefit of their bargain or renders this Agreement meaningless.

9.5 Corporate Authority. The persons executing this Agreement on behalf of the parties hereto warrant that (i) such party is duly organized and existing, (ii) they are duly authorized to execute and deliver this Agreement on behalf of said party, (iii) by so executing this Agreement, such party is formally bound to the provisions of this Agreement, and (iv) the entering into this Agreement does not violate any provision of any other Agreement to which said party is bound. This Agreement is binding upon the heirs, executors, administrators, successors and assigns of the parties.

9.6 Counterparts. This Agreement may be executed in several counterparts, each of which will constitute one and the same instrument and will become binding upon the parties when at least one copy has been signed by both parties. This Agreement and any amendment will be considered executed when the signature page of a party is delivered by facsimile or other electronic transmission. Such electronic signatures will have the same effect as an original signature, provided that a wet signature copy is also mailed to the other party.

9.7 Modification of Agreement. No amendment to or modification of this Agreement will be valid unless made in writing and approved by Consultant and by the City Council or City Manager,

as applicable. The parties agree that this requirement for written modifications cannot be waived and that any attempted waiver will be void.

[SIGNATURES ON FOLLOWING PAGE]

IN WITNESS WHEREOF, the parties have executed and entered into this Agreement as of the date first written above.

CITY:
CITY OF LAWNDALe,
a municipal corporation

By: _____
Robert Pullen -Miles, Mayor

ATTEST:

Erica Harbison, City Clerk

APPROVED AS TO FORM:
Burke Williams & Sorensen, LLP

Gregory M. Murphy, City Attorney

CONSULTANT:

Transtech Engineers, Inc., a [California corporation]

By: _____
Name: Name: Ali Cayir
Title: President

By: _____
Name: Sybil Cayir
Title: Secretary

Address: 13367 Benson Avenue
Chino, CA, 91710

EXHIBIT "A"

SCOPE OF SERVICES

Consultant will provide professional temporary city engineering and project management services for the City of Lawndale's Public Works Department. Any changes in personnel recommended by the Consultant must be approved by the City Manager. Typical services and projects to manage will include: street pavement rehabilitation, traffic signal improvements, contract administration, and other public works/capital improvement projects. The Consultant will also be responsible for coordinating all public work project related activities with the City, Caltrans and LA Metro and further responsibilities may include: oversight of the City's public works activities and programs, assistance with recruitment for engineering staff and other services as directed and needed by the City

EXHIBIT "B"

SPECIAL REQUIREMENTS

None.

EXHIBIT "C"

SCHEDULE OF COMPENSATION

Consultant shall provide professional temporary city engineering and project management services on an as needed basis, expected to start at 20 hours per week. Consultant shall bill the City at the rate of \$188 per hour for all services related to this Agreement and as identified in the Exhibit A - Scope of Services.

The City will pay Consultant upon City's receipt of a written invoice provided by Consultant no more than monthly. City will pay Consultant for work completed, billed in increments of six minutes (0.1 hours), not to exceed the Contract Sum. Commute time to and from the City is not billable.

EXHIBIT "D"

SCHEDULE OF PERFORMANCE

None.

ATTACHMENT 2

Transtech Engineers, Inc. Proposal dated August 3, 2022



August 3, 2022

City of Lawndale

Attn: Mr. Sean Moore, City Manager

Via: Ms. Raylette Felton, Assistant to the City Manager/Human Resources Director

14717 Burin Avenue

Lawndale, CA 90260

Subject: Proposal Letter for Public Works & City Engineering Oversight Services

Dear Ms. Felton:

It has been a pleasure speaking with you to learn about the City's need for temporary public works and city engineering services.

As requested, Transtech Engineers, Inc. is pleased to submit this Letter of Proposal to the City for the subject assignment.

As a brief background, Transtech was established in 1989, and is a full-service multi-disciplinary engineering consulting firm. Transtech is currently providing contract services to over 60 agencies, and has extensive experience working in a mixed staff/consultant environment since the late 1980s. At Transtech, we believe that our firm's expertise comes as a direct result of its employees' and officers' qualifications and experience.

For the subject assignment, I will be primary staff person to oversee this assignment. I have been with Transtech for nearly five years as one of the company's Principals in charge of Public Works and Engineering Services/Operation.

In addition to my tenure at Transtech, my professional background includes nearly 33 years of public service in several public agencies at Public Works Director/City Engineer and Interim City Manager capacities. My complete resume is attached for your further review and reference.

For this assignment, my hourly billing rate is offered at a rate of \$188/hr. Within the allocated budget, at approximately 20 hours per week, I will perform the oversight of overall operation of the City's Public Works and Engineering, CIP management progress, assistance in recruitment process for the engineering staff, and/or as directed by the City Manager.

Once again, thank you for considering Transtech to submit this Letter of Proposal. If you should have any questions, or require additional information, please feel free to contact me on my cell at (949) 702-5612.

The very best,



Ahmad Ansari, P.E., Principal

E: ahmad.ansari@transtech.org; C: (949) 702-5612; O: 909-595-8599

Attachments: Resume – Ahmad Ansari

AHMAD ANSARI, PE, Principal



Mr. Ansari, a Principal at Transtech, provides any contractual or technical support and QC/QA if and when needed. Mr. Ansari has nearly 33 years of past experience in City and County Public Works and has worked for various Public Agencies as City Manager, Public Works Director, City Engineer, Project Engineer, Plan Checker, Designer, including for the Cities of Moreno Valley, Rialto, Perris, Pomona and Burbank, as well as for the County of Orange Public Works Department as CIP Manager. He has a broad knowledge of municipal government operations, including preparation and presentation of staff reports/resolutions to city councils, committees and interaction with public, various city departments, city council and other governmental agencies.

He has managed full-time staffing levels of up to 123, and served as the responsible in charge of numerous multi-disciplinary teams dealing with the business of public works including:

EDUCATION

- BS Civil Engineering & Architecture, USC
- Resident Engineer Academy, Caltrans
- Real Estate

REGISTRATION

- Registered Civil Engineer
- Licensed Real Estate Broker

HIGHLIGHTS

- 33 years of past experience in City and County Public Works
- City of Rialto – Interim City Manager
- County of Orange Public Works- Administrative Manager II
- City of Moreno Valley- Public Works Director/City Engineer
- City of Rialto- Public Works Director/City Engineer
- City of Perris- Public Works Director
- City of Pomona- Deputy Public Works

- Capital Improvement Program project management and delivery
- Real Property/Right of Way acquisition and management
- Traffic and Transportation engineering
- Private Development/Entitlement process review and approval
- Maintenance and Operations including roads, storm drains, sewers, parks, facilities, traffic signals, signs/stripping, fleet
- Special Districts, Landscape/Lighting Assessment
- Electric Utility
- Participation in Economic Development/Job Creation incentives through effective infrastructure improvements

Mr. Ansari served at senior executive management staff at several municipalities in Southern California. Most recently, he served as Interim City Manager at City of Rialto for 1 year. Prior, he managed the Orange County Public Works' 7-year Capital Improvement Program comprised of roads, flood and bikeway improvement projects throughout the County. He has a broad knowledge of local government operations, including preparation and presentation of agenda reports to advisory boards, commissions and city councils. He is well versed in public outreach and interaction with citizenry groups, committees and stakeholders. Mr. Ansari has excellent working relationship and rapport with regional and sub-regional governmental/regulatory agencies. He has represented cities/county at League of California Cities, CSAC/CEAC organizations, and APWA.

Past City/County positions held

- City of Rialto- Interim City Manager
- County of Orange- Administrative Manager II
- City of Moreno Valley- Public Works Director/City Engineer
- City of Rialto- Public Works Director/City Engineer
- City of Perris- Public Works Director
- City of Pomona- Deputy Public Works Director/Assistant City Engineer
- City of Burbank- Senior Civil Engineer

Director/Assistant City
Engineer

- City of Burbank- Senior
Civil Engineer

Multi-Million-Dollar/Complex Infrastructure Projects Managed

County of Orange- Public Works, Roads-

- Crawford Canyon Rd (Construction Phase)
- Edinger Bridge Replacement (Construction Phase)
- Hazard Ave Bikeway (Planning/Public Outreach Phase)
- Oso Pkwy/Antonio Intersection (Planning/Design Phase)
- Oso Pkwy/SR-241 Toll Rd Bridge (CM Augmentation/Bidding)
- Brea Cyn Rd Widening (Planning/Funding)
- Live Oak/Trabuco Rd Safety Improvements (Design/Bidding)
- Santiago Cyn Rd Safety Improvements (Planning/Public Outreach)

County of Orange- Public Works, Flood-

- Lane Channel Improvements (Design/Bidding)
- Fullerton Creek Ph. 1 (Construction)
- San Juan Creek Ph. 4,5,6 (Construction)

City of Moreno Valley- Public Works

- Nason/SR-60 freeway Interchange
- Moreno Beach/SR-60 freeway Interchange
- Theodore/60 freeway Interchange
- Heacock Channel
- Morrison Park Fire Station
- City's Corporate Yard Administration Building
- Reche Vista Realignment
- Nason Extension/Cactus Widening
- Traffic Management Center

City of Rialto- Public Works

- Riverside/I-10 freeway Interchange
- Pepper Ave Extension and Pepper/I-210 freeway Interchange
- Rialto City Park
- Veterans memorial Park
- Jerry Eaves Park
- Riverside Ave Fire Station
- Renewable Energy/Power Generation at Wastewater Treatment Plant
- Foothill Blvd Improvements

City of Perris- Public Works

- Perris Blvd Resurfacing
- Ramona Expwy Raised Medians, Landscaping and Resurfacing
- City Council Chamber Renovation

City of Pomona- Public Works

- Mission Blvd Resurfacing and Parkway Landscaping
- Mission/SR-71 Grade Separation
- Variety of Water Bond Utility Improvements

City of Burbank- Public Works

- Five-Points (Burbank/Victory Blvd's) Intersection Realignment
- Glenoaks Blvd Resurfacing

RESOLUTION NO. CC-2208-040

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF LAWDALE, CALIFORNIA
AUTHORIZING CERTAIN CLAIMS AND DEMANDS
IN THE SUM OF \$771,698.45**

THE CITY COUNCIL OF THE CITY OF LAWDALE, CALIFORNIA, DOES HEREBY
RESOLVE, DETERMINE AND ORDER AS FOLLOWS:

SECTION 1. That in accordance with Sections 37202 and 37209 of the Government Code, the Director of Finance, as certified below, hereby attests to the accuracy of these demands and to the availability of funds for the payment thereof.

SECTION 2. That the following claims and demands have been audited as required by law, and that appropriations for these claims and demands are included in the annual budget as approved by the City Council.

SECTION 3. That the claims and demands paid by check numbers 203024 through 203080 for the aggregate total of \$771,698.45 are hereby authorized.

Effective Date: August 15th, 2022

Approved by:



Hrant Manuelian, Director of Finance

PASSED, APPROVED AND ADOPTED this 15th day of August, 2022.

Robert Pullen-Miles, Mayor

ATTEST:

State of California)
County of Los Angeles) SS
City of Lawndale)

I, Erica Harbison, City Clerk of the City of Lawndale, California, do hereby certify that the City Council of the City of Lawndale duly approved and adopted the foregoing Resolution No. CC-2208-040 at a regular meeting of said Council held on the 15th day of August, 2022, by the following roll call vote:

Name	Voting		Present, Not Voting		Absent
	Aye	No	Abstain	Not Participating	
Robert Pullen-Miles, Mayor					
Rhonda H. Gorman, Mayor Pro Tem					
Pat Kearney					
Sirley Cuevas					
Bernadette Suarez					

Erica Harbison, City Clerk

City of Lawndale
Summary of Audited Claims and Demands

Claims and Demands Paid By Check:

		Check Number		Aggregate Total
Check Date	Beginning		Ending	
7/28/2022		203024	203045	704,413.09
7/28/2022		203046	203061	19,277.81
8/4/2022		203062	203077	33,664.54
8/4/2022		203078	203080	14,343.01
Total Checks				771,698.45

Check# 203078 is a reissuances of previously approved check# 202784.

Claims and Demands Paid By Electronic ACH Transfer:

Date	Name of Payee	Description	Amount
Total ACH Payments			0.00
Total Audited Claims and Demands Paid			771,698.45

Check Register Report

Date: 07/27/2022
Time: 11:36 am
Page: 1

City of Lawndale

BANK: WELLS FARGO BANK N.A

Check Number	Check Date	Status	Void/Stop Date	Vendor Number	Vendor Name	Check Description	Amount
WELLS FARGO BANK N.A Checks							
203024	07/28/2022	Printed		1938	ADAPT CONSULTING, INC.	FUNNELS	1,906.33
203025	07/28/2022	Printed		1541	ALESHIRE & WYNDER, LLP	LEGAL SERVICES - JUNE 2022	3,438.55
203026	07/28/2022	Printed		6369	AM-TEC TOTAL SECURITY INC.	ALARM SERVICES Q2 2022	925.52
203027	07/28/2022	Printed		0372C	AT & T - CALNET3	PHONE CHARGES	1,510.58
203028	07/28/2022	Printed		7836	BUCKNAM INFRASTRUCTURE GROUP	PAVEMENT MGMT SYSTEM -	7,098.27
203029	07/28/2022	Printed		7766	BURKE, WILLIAMS &	LEGAL SERVICES - JUNE 2022	19,433.32
203030	07/28/2022	Printed		6459	CASC ENGINEERING & CONSULTING	NPDES PERMIT COMPLIANCE SVCS -	2,567.50
203031	07/28/2022	Printed		7662	ITERIS INC	PROFESSIONAL ENGINEERING SVCS-	24,157.50
203032	07/28/2022	Printed		0308	LOS ANGELES COUNTY	PUBLIC SAFETY SERVICES -	524,019.61
203033	07/28/2022	Printed		7227	OCCUPATIONAL HEALTH CENTERS	PREEMPLOY PHYSICAL/DRUG SCREEN	88.00
203034	07/28/2022	Printed		5895	RICOH USA INC	USAGE CHARGES FOR COPIERS-	620.42
203035	07/28/2022	Printed		6759	SMARTHIRE INC.	EMPLOYMENT VERIFICATIONS (4)	169.00
203036	07/28/2022	Printed		4533	SOUTH BAY LANDSCAPING INC	REMOVAL OF DATE PALM DUE TO	23,675.00
203037	07/28/2022	Printed		6034	SOUTH COAST MECHANICAL INC	HVAC REPAIR @ COMMUNITY CENTER	33,456.00
203038	07/28/2022	Printed		0440	SOUTHERN CALIFORNIA GAS CO.	UTILITY GAS CHARGES	94.65
203039	07/28/2022	Printed		0849	THE SAFEMART OF SO CAL INC	6 MASTER LOCKS	109.15
203040	07/28/2022	Printed		3938	TRANSTECH ENGINEERS INC	STAFF AUGMENTATION SVCS -	6,000.00
203041	07/28/2022	Printed		2883	UNDERGROUND SERVICE ALERT SC	DIG ALERT TICKETS& MAINT. FEE	64.45
203042	07/28/2022	Printed		3062A	UNITED RENTALS (N.A.) INC.	SCISSOR LIFT FOR CSD	607.75
203043	07/28/2022	Void	07/28/2022	7682	VORTEX INDUSTRIES INC	AUTOMATIC SLIDING DOOR FOR CSD	0.00
203044	07/28/2022	Printed		7794	W.G. ZIMMERMAN ENGINEERING INC	ENGINEERING STAFF SERVICES -	30,359.00
203045	07/28/2022	Printed		7939	VORTEX INDUSTRIES, LLC	AUTOMATIC SLIDING DOOR FOR CSD	24,112.49
Total Checks: 22							704,413.09

Total Payments: 22

Total Payments: 22

Bank Total (excluding void checks):

704,413.09

Grand Total (excluding void checks):

704,413.09

Check Register Report

Date: 07/27/2022
Time: 12:30 pm
Page: 1

BANK: WELLS FARGO BANK N.A

City of Lawndale

Check Number	Check Date	Status	Void/Stop Date	Vendor Number	Vendor Name	Check Description	Amount
WELLS FARGO BANK N.A Checks							
203046	07/28/2022	Printed		7852	AL'S AUTOMOTIVE	OIL CHANGE FOR VEH. 514	89.95
203047	07/28/2022	Printed		0190	COLONIAL LIFE & ACCIDENTS, INC	JULY 2022-INS PRE-TAX/POST TAX	2,338.16
203048	07/28/2022	Printed		0216	DELTA DENTAL	JULY 2022 DENTAL PREMIUM	1,679.12
203049	07/28/2022	Printed		0389	DELTA DENTAL INS	JULY 2022 DENTAL PREMIUM	277.69
203050	07/28/2022	Printed		2888	EDWARD MACEO EDWARDS	DJ SERVICE- NAT'L NIGHT OUT	400.00
203051	07/28/2022	Printed		6636	FRONTIER COMMUNICATIONS	PHONE CHARGES	85.80
203052	07/28/2022	Printed		5746	INTL ELECTRONIC ENTERPRISES IN	2022/23 ANNUAL VIDEO SERVER/	3,220.00
203053	07/28/2022	Printed		0325	LIEBERT CASSIDY WHITMORE	MEMBERSHIP 22/23 - SOUTH BAY	3,720.00
203054	07/28/2022	Printed		0337	MANAGED HEALTH NETWORK	EMPLOYEE ASSIST PROGRAM	81.51
203055	07/28/2022	Printed		2984	MEDIA CONTROL SYSTEMS LLC	MINI CONVERTER SDI TO ANALOG	345.24
203056	07/28/2022	Printed		7227	OCCUPATIONAL HEALTH CENTERS	PREEMPLOY PHYSICAL/DRUG SCREEN	49.00
203057	07/28/2022	Printed		1140	PACIFIC TIRE SERVICE	REPLACE TIRES VEH#508	350.00
203058	07/28/2022	Printed		2002	THE STANDARD, UNIT 22	LIFE,AD&D,LTD INSURANCE PREM	1,445.88
203059	07/28/2022	Printed		5319A	THREE BROTHERS PARTY RENTALS	TABLES & CHAIRS - NAT'L NIGHT	345.00
203060	07/28/2022	Printed		3672-FLEET	U.S. BANK VOYAGER FLEET SYS	FLEET SERVICES-FUEL	3,972.72
203061	07/28/2022	Printed		0479	VISION SERVICE PLAN	VISION PREMIUM JULY 2022	877.74
Total Checks: 16							19,277.81

Checks Total (excluding void checks):

19,277.81

Bank Total (excluding void checks):

19,277.81

Grand Total (excluding void checks):

19,277.81

Total Payments: 16

Total Payments: 16

Check Register Report

Date: 08/04/2022
Time: 9:14 am
Page: 1

BANK: WELLS FARGO BANK N.A

City of Lawndale

Check Number	Check Date	Status	Void/Stop Date	Vendor Number	Vendor Name	Check Description	Amount
WELLS FARGO BANK N.A Checks							
203062	08/04/2022	Printed		7942	ADVANCED CAR SERVICES	PERMIT FEE REFUND	7,241.60
203063	08/04/2022	Printed		7446	NAJI ALHANI	PLANNING DEPOSIT REFUND	2,361.52
203064	08/04/2022	Printed		2946	AMERICAN AED INC.	AED PAD PAKS - ADULT &	1,591.20
203065	08/04/2022	Printed		7785	BERICOM DESIGN	NETWORK MAINTENANCE & SUPPORT	12,495.00
203066	08/04/2022	Printed		7889	CHARTER COMMUNICATIONS	INTERNET SERVICES	1,899.50
203067	08/04/2022	Printed		6636	FRONTIER COMMUNICATIONS	PHONE CHARGES	122.15
203068	08/04/2022	Printed		7943	LAZARUS PRODUCTIONS LLC	PERMIT FEE REFUND	450.00
203069	08/04/2022	Printed		6428	MINUTEMAN PRESS OF GARDENA	2,200 CHECKS	696.60
203070	08/04/2022	Printed		7944	ESTHER MORENO	PERMIT FEE REFUND	807.71
203071	08/04/2022	Printed		6602	ALAN V. NGUYEN	PLANNING DEPOSIT REFUND	415.69
203072	08/04/2022	Printed		7890	ODP BUSINESS SOLUTIONS LLC	OFFICE SUPPLIES	170.94
203073	08/04/2022	Printed		7941	GARY OHANESSIAN	PLANNING DEPOSIT REFUND	560.18
203074	08/04/2022	Printed		1140	PACIFIC TIRE SERVICE	TIRE REPAIR	745.00
203075	08/04/2022	Printed		1101	MARIA PEREZ	PLANNING DEPOSIT REFUND	115.63
203076	08/04/2022	Printed		6193	RAMCO REFRIGERATION &	REFRIGERATOR & FREEZER REPAIR	656.80
203077	08/04/2022	Printed		5895	RICOH USA INC	LEASE CHARGES FOR COPIERS -	3,335.02
Checks Total (excluding void checks):							33,664.54

Total Checks: 16

Bank Total (excluding void checks):

33,664.54

Total Payments: 16

Grand Total (excluding void checks):

33,664.54

Check Register Report

Date: 08/04/2022
Time: 12:29 pm
Page: 1

BANK: WELLS FARGO BANK N.A

City of Lawndale

Check Number	Check Date	Status	Void/Stop Date	Vendor Number	Vendor Name	Check Description	Amount
WELLS FARGO BANK N.A Checks							
203078	08/04/2022	Printed		7907	SERAFIN CAMPOS	SECURITY DEPOSIT REFUND	225.00
203079	08/04/2022	Printed		6445	MICHAEL BAKER INTL, INC	CDBG CONSULTING SERVICES -	13,195.00
203080	08/04/2022	Printed		7890	ODP BUSINESS SOLUTIONS LLC	OFFICE SUPPLIES	923.01
				Total Checks: 3	Checks Total (excluding void checks):		14,343.01
				Total Payments: 3	Bank Total (excluding void checks):		14,343.01
				Total Payments: 3	Grand Total (excluding void checks):		14,343.01

**MINUTES OF THE
LAWNDALDE CITY COUNCIL REGULAR MEETING
August 1, 2022**

A. CALL TO ORDER AND ROLL CALL

Mayor Pullen-Miles called the meeting to order at 6:30 p.m. in the City Hall council chamber, 14717 Burin Avenue, Lawndale, California.

Councilmembers Present: Mayor Robert Pullen-Miles, Mayor Pro Tem Rhonda Hofmann Gorman, Councilmember Bernadette Suarez, Councilmember Pat Kearney, Councilmember Sirley Cuevas

Other Participants: City Clerk Erica Harbison, City Manager Sean M. Moore, City Attorney Gregory M. Murphy, Assistant to the City Manager/Human Resources Director Raylette Felton, Los Angeles County Sheriff's Department Acting Captain Monica Botello, Los Angeles County Fire Department Battalion Chief Martin Maher, Acting Director of Community Development Jared Chavez.

B. CEREMONIALS

Councilmember Mayor Pro Tem Rhonda Hofmann Gorman led the flag salute and Pastor Matthew Harbison Lawndale Wesleyan Church provided the inspiration.

C. PRESENTATION

1. California Low-Cost Auto Insurance Program (CLCA)

Presented by: Arminé Sargsyan, Outreach Analyst, with California Department of Insurance

Councilmember Sirley Cuevas inquired if vehicle insurance covers a non-insured driver who operates a vehicle they do not own.

Arminé Sargsyan, California Department of Insurance, recommended contacting the CLCA Program to obtain information regarding non-insured drivers.

2. Drought Update

Presented by: E.J. Caldwell, Esq., Manager of Water Policy and Resource Development, West Basin Municipal Water District.

Councilmember Bernadette Suarez inquired if a study had been completed regarding the effects of reducing plant life and its impacts on reducing rainfall and the ecosystem.

E.J. Caldwell, Esq., West Basin Municipal Water District, responded using drought tolerate plants, native landscaping and creative designs that keeps rain water and moisture on the property does not reduce but attract rainfall.

Mayor Robert Pullen-Miles inquired about the free professional design assistance program and if it applies to cities or the residents.

E.J. Caldwell, Esq., West Basin Municipal Water District, responded there is a grass replacement plus program for specific zones in the service area and municipalities.

D. PUBLIC SAFETY REPORT

a. LA County Sherriff's Department Update

Los Angeles County Sheriff's Department Acting Captain Monica Botello summarized the recent law enforcement activities and introduced Lieutenant Jose Salgado, recently assigned to the Southwest Los Angeles Station and who will be providing assistance to the City during the evening shifts.

b. LA County Fire Department Update

Los Angeles County Fire Department Battalion Chief Martin Maher summarized the recent local fire emergency activities.

E. ORAL COMMUNICATIONS - ITEMS NOT ON THE AGENDA (Public Comments)

Gary Adams, Resident, spoke about concerns about continuous potential code violations and inadequate sidewalk repairs, driveway construction and gate by RJ's Construction Supplies, business located on 4505 Manhattan Beach Blvd.

Noe Reynaga, General Manager RJ's Construction Supplies, commented on the progress of the work completed and expressed concerns of feeling harassed and singled out and asked for City's assistance in finding a resolution.

Deena, Resident, spoke about the Lawndale City Council meeting with Los Angeles County Sheriff's Department; commented regarding safety concerns with reducing number of school crossing guards; requested coyote safety education for the residents; noted late night water run-off concerns on Hawthorne Blvd. from sprinklers; and provided a commendation for Officer Black who assisted her with a call for service.

Randal Abram, Resident, spoke about pedestrian accidents statistics, distractive and aggressive drivers and vehicle accidents that have occurred impacting pedestrians due to no crossing guards.

Samuel Cruz, Resident, acknowledged the City Manager Sean M. Moore and Acting Director of Community Development Jared Chavez for their assistance with the permit approval of his home remodel. Samuel Cruz spoke about concerns with the removal of school crossing guards and high speed vehicles driving on his street of 160th and Freeman and requested information for implementing a speed bump.

Michelle Pino, Lawndale Library Manager, spoke about upcoming library programs and events.

F. COMMENTS FROM COUNCIL

The City Council responded generally to the public comments.

Councilmember Pat Kearney requested photos of the driveway photos from Noe Reynaga, General Manager RJ's Construction Supplies for staff review, responded to the speed bump request from Samuel Cruz, and acknowledged the library programs.

Councilmember Bernadette Suarez requested a resolution for RJ's Construction Supplies business. Councilmember Bernadette Suarez responded to the coyote concern and requested the City Attorney speak on the electioneering in City Council meeting.

City Attorney Gregory M. Murphy clarified electioneering is barred during broadcasted City Council business.

Councilmember Sirley Cuevas requested staff work with RJ's Construction Supplies business and requested more information for speed bumps or stop signs for Samuel Cruz.

Mayor Pro Tem Rhonda Hofmann Gorman requested Los Angeles County Sheriff's Department speak with Samuel Cruz regarding the speeding vehicles on 160th Street and acknowledged the library programs.

Mayor Robert Pullen-Miles acknowledged the library programs, requested staff assist RJ's Construction Supplies resolving the concerns as soon as possible and provided clarity regarding the crossing guard reductions and the needs of the community.

G. CONSENT CALENDAR

3. Accounts Payable Register

Recommendation: that the City Council adopt Resolution No. CC-2208-039, authorizing the payment of certain claims and demands in the amount of \$1,786,997.46

4. Minutes of the Lawndale City Council Special Meeting – July 12, 2022

Recommendation: that the City Council approve.

5. Minutes of the Lawndale City Council Regular Meeting – July 18, 2022

Recommendation: that the City Council approve.

A motion by Councilmember Pat Kearney to approve the consent calendar was seconded by Councilmember Bernadette Suarez and carried by a vote of 5-0.

H. ADMINISTRATION

6. Amendment to the Fiscal Year 2022-2023 CDBG Budget Allocation

Recommendation: that the City Council approve the amendment to the CDBG budget allocation to implement the Community Development Block Grant.

Acting Director of Community Development Jared Chavez provided the staff report for the Amendment to the Fiscal Year 2022-2023 CDBG Budget Allocation.

Mayor Pro Tem Rhonda Hofmann Gorman requested clarification regarding one project location noted and included in the report.

City Manager Sean M. Moore responded the table is an attachment to a previously approved project item and the review is for the labor compliance components.

A dialogue ensued between City Council and staff regarding the CDBG funds.

A motion by Councilmember Bernadette Suarez to approve the amendment to the CDBG budget allocation to implement the Community Development Block Grant. Councilmember Pat Kearney second the motion which carried by a vote of 5-0.

I. CITY MANAGER REPORT

City Manager Sean M. Moore spoke about the proliferation of graffiti in the City and surrounding cities and staff is addressing it. City Manager Sean M. Moore spoke about the outcome of railroad encampment clean up and requested a future discussion with City Council for strategic planning. City Manager Sean M. Moore reported Public Works Director Julian Lee has resigned and he will be overseeing most of public works operations but will need to bring back an item for professional engineers services for City Council's review.

J. ITEMS FROM CITY COUNCILMEMBERS

7. Mayor/City Councilmembers Report of Attendance at Meetings and/or Events

Councilmember Pat Kearney inquired who owns the railway property and if the City has documented and invoiced them for the cleanup.

City Manager Sean M. Moore responded the property is owned by Metro but shared by Burlington Northern Santa Fe and indicated that the City will document and send an invoice.

Councilmember Bernadette Suarez had nothing to report.

Councilmember Sirley Cuevas commended Fairfield Brewery on their 1 year anniversary and noted she attended the event and also attended the 59th Annual Chevron Manhattan Beach Grand Prix bicycle race.

Mayor Pro Tem Rhonda Hofmann Gorman attended a meeting with Metro and reminded the residents of the City's National Night Out event on August 2, 2022, and acknowledged staff Officer Black for assisting and being responsive over the weekend.

Mayor Robert Pullen-Miles attended a meeting with Metro and a retirement celebration for Carolyn McCray, Gardena Resident and 32 year Postal Service worker.

K. CLOSED SESSION

At 7:49 p.m. the City Council entered into Closed Session.

8. Public Employee Performance Evaluation

The City Council will hold a closed session, pursuant to Government Code section 54957(b), to conduct an employee evaluation concerning the City Manager.

9. Conference with Legal Counsel – Anticipated Litigation

The City Council will conduct a closed session, pursuant to Government Code section 54956.9(d)(4), because the City is considering whether to initiate litigation in one case.

At 9:44 p.m. the City Council entered back into Open Session.

City Attorney Gregory M. Murphy reported that the City Council was updated on the items listed on the Closed Session agenda and there were no reportable action taken.

L. ADJOURNMENT

There being no further business to conduct, the Mayor adjourned the meeting at 9:46 p.m.

Robert Pullen-Miles, Mayor

ATTEST:

Erica Harbison, City Clerk

Approved: / /2022

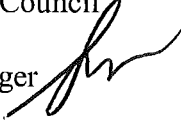


CITY OF LAWDALE

14717 BURIN AVENUE, LAWDALE, CALIFORNIA 90260
PHONE (310) 973-3200 ♦ www.lawndalecity.org

DATE: August 15, 2022

TO: Honorable Mayor and City Council

FROM: Sean M. Moore, City Manager 

PREPARED BY: Raylette Felton, Assistant to the City Manager/ Human Resources Director 
Hrant Manuelian, Director of Finance/ City Treasurer 

SUBJECT: **Resolutions to Approve and Amend the Memorandum of Understanding between the City of Lawndale and AFSCME, Amend the Salary and Benefits Resolution for Central Management Employees and Amend the Citywide Salary and Pay Schedule for FY 2022-23**

BACKGROUND

The City Council approves all salary and benefit schedules and/or adjustments for all positions, to include: position titles and pay rates/ranges for each bargaining unit (American Federation of State, County, and Municipal Employees, Council 36, Local 1895 ("AFSCME")), which establishes the terms and conditions for two bargaining groups Lawndale Professional Mid-Management Employees (LPMME) and Lawndale Classified Employees (LCE)), unrepresented employee groups (Central Management Employees ("CMT")), and the contractual agreements with the City Manager. As a member of the California Public Employees Retirement System (CalPERS) to provide retirement benefits for its employees, the City is required to comply with applicable sections of the California Code of Regulations (CCR) Title 2, Section 570.5, and its amendments, to adopt and approve a pay schedule for all its positions.

In February 2022, City Council adopted Resolution No. CC-2203-006, approving a three-year successor Memorandum of Understanding (MOU) between the City of Lawndale and AFSCME. The approved successor AFSCME MOU included a provision to reopen the Agreement during the term of the MOU to meet and confer regarding certain terms and conditions of employment, to include: the citywide classification and compensation study ("Study."). In April 2022, City Council adopted Resolution No. CC-2204-018 approving an amendment to the Schedule of Salary and Benefits for the Central Management Employees, which provided salary adjustments for the affected employee group.

The City now desires to amend the AFSCME MOU and CMT Resolution to implement the recommendations from the Study to include: 1) create a salary schedule that will provide structured salary ranges and steps for all City positions; 2) adjust the salaries of applicable positions identified to be behind market to market; 3) reclassify the Senior Planner position to the Community Development Manager; and 4) place all City positions on the structured salary schedule. The recommended changes would also trigger an amendment to the City-wide Salary/Pay Schedule for fiscal year 2022-2023.

STAFF REVIEW

During fiscal year 2019/2020 budget, City Council approved the budget request to conduct a citywide classification and compensation study (“Study”). This request was initiated in order to assist the City in maintaining its classification system and as a result of the negotiation process between the City of Lawndale and AFSCME. City staff initiated the process by sending a Request for Proposal (RFP) for Classification and Compensation Study to eight (8) consulting firms. There were a total of nine (9) proposals received with prices ranging from \$30,564 to \$79,950. Staff reviewed and evaluated the proposals and recommended Public Sector Personnel Consultants. By approval of the City Manager, the City entered into a contract with Public Sector Personnel Consultants (PSPC) effective August 16, 2021, to conduct a comprehensive classification and compensation Study.

The Study commenced with an all employee kickoff meeting conducted on August 25, 2021. The Study consisted of staff’s completion of a Position Analysis Questionnaire (PAQ) and a review of the City’s compensation structure that included: the selection of twelve (12) comparable cities (Lomita, Gardena, Bellflower, Carson, Temple City, El Segundo, Hawthorne, Hawaiian Gardens, Hermosa Beach, Manhattan Beach, Rolling Hills Estates and Signal Hill) mutually agreed upon by the City and AFSCME’s Majority Representative Employee Organization, analysis of survey data, and market data comparisons.

In April 2022, the City received the data results from the Study and presented the results to the employee groups for review and to initiate the meet and confer process regarding the implementation of the Study. The Study salary data results found on average the City positions are approximately 7.3% behind market (with 55% of positions base salary more than 5% behind the market) and 19% behind market on average when factoring in the total compensation (which included salary and benefits). The Study recommended updating some job titles, deleting two positions (with no incumbents), updating job descriptions, and placing positions onto a structured salary schedule with defined ranges and steps, which provides a new and more uniform system for the City to use moving forward.

With direction from City Council, the City’s negotiation team and AFSCME began discussions regarding the Study results and proposed recommendations and developed proposals for cost effective and equitable ways to implement the Study. While the goal of the Study is to provide a comprehensive analysis of the City’s classification and total compensation plan, the primary focus has been on the analysis of the City’s salaries in comparison with agreed upon comparable cities in the surrounding areas.

After review of the Study data, the City’s negotiation team received direction from City Council to bring applicable positions identified in the Study to be behind market to market rates and place all positions on the new structured salary schedule. As such, the City’s negotiation team continued discussions with the City’s employee groups to include AFSCME’s Majority Representative Employee Organization and CMT. After several meetings and exchanges of proposals in good faith, AFSCME voted and accepted the City’s proposal on Tuesday, August 2, 2022.

Additional Position Analysis

During the Study review process, the City Manager requested that PSPC review the duties and responsibilities between the Community Development Manager and the budgeted Senior Planner positions and provide a recommendation should the City elect to reorganize the department and defund the Director of Community Development position from the department's operating budget.

PSPC reviewed the Planner Series and determined that reclassifying the Senior Planner position to the Community Development Manager in lieu of having a full-time Director of Community Development position would provide appropriate ongoing management of the department, given the size of the department and level of responsibility called for. Staff reviewed PSPC's recommendation and independently examined the operations of the department and agree that the best organizational and structural options for the Community Development Department at this time would be to defund the Director of Community Development and reclassify the Senior Planner to the Community Development Manager. The City Manager would continue to provide direct oversight to the department while allowing for professional development and the continuity of efficient services to the community. Other than approving the requested budget adjustment, staff determined that no further action from City Council is needed or requested on this matter. The Community Development Manager position already exists in the City's classification/position plan and would simply be refunded. The Senior Planner and Director of Community Development positions would be defunded from the Community Development Department's budget, but not eliminated from the City's classification/position plan.

Attached for City Council's consideration is Resolution No. CC-2208-041 adopting the First Amendment to the AFSCME MOU; Resolution No. CC-2208-042 adopting Third Amendment to the Amended and Restated Schedule of Salary and Benefits for the CMT; and Resolution No. CC-2208-043, approving the amendment to the 2022-2023 City-wide Salary and Pay Schedule, in compliance with applicable sections of the California Government Code.

LEGAL REVIEW

The City Attorney's Office has reviewed the resolutions and approves them as to form.

FISCAL IMPACT

Council added an additional budget in the amount of \$300,000 to the FY 2022-2023 General Fund budget to cover the costs of salary adjustments as a result of the Classification and Compensation Study. This additional amount is included in the budget as a contingency amount and will be transferred to several funds as per the table below. An additional \$39,424 amended will be needed to cover for the difference between the budgeted amount and the updated amount per the table below.

The table below shows that salary cost increase by fund based on current salary allocations:

City Council Meeting – August 15, 2022
 Resolutions Amending AFSCME MOU, Salary and Benefit Schedule
 For CMT and Citywide Salary and Pay Schedule for FY 2022-23

	Salary Cost Increase	Salary Cost Plus PERS
General Fund	183,120	204,824
Gas Tax	8,495	9,432
Prop A	14,137	15,792
Prop C	29,193	32,634
CDBG	2,842	3,105
Prop C25	1,940	2,113
Meas R	4,895	5,411
Meas M	1,761	1,926
SB1	3,956	4,444
AB927	6,858	7,675
Community Services Recreation	23,853	26,603
Community Services Senior	2,949	3,312
Community Development	6,342	6,910
Meas W	1,747	1,962
Housing	6,116	6,675
SA	6,051	6,606
Totals	304,255	339,424

The total cost for the implementation of the proposed salary and benefit schedule for fiscal year 2022-2023 is \$339,424 across all funds, including both salary and PERS. Total cost to the General Fund is \$204,824 for FY 2022-2023.

Currently there is a total budget of \$170,515 for the Director of Community Development, which is vacant and \$129,866 for the Senior Planner budget. The budget for the Community Development Manager is estimated to be \$148,939. Defunding the Director of Community Development position and reclassifying the Senior Planner to the Community Development Manager will result in a total budget savings of \$151,442.

RECOMMENDATION

Staff recommends that the City Council: **1)** adopt Resolution No. CC-2208-041, approving the First Amendment to the 2020-2023 Memorandum of Understanding between the City of Lawndale and American Federation of State, County and Municipal Employees, Local 1895, Council 36; **2)** adopt Resolution No. CC-2208-042, approving the Third Amendment to the Amended and Restated Schedule of Salary and Benefits for the Central Management Employees; **3)** approve budget adjustment to reorganize the Community Development Department by reclassifying the Senior Planner position to Community Development Manager and defunding the Community Development Director position in the department's budget; **4)** adopt Resolution No. CC-2208-043, approving the amendment to the 2022-2023 City-wide Salary and Pay Schedule; and **5)** approve budget transfer from the General Fund to the various special revenue funds as noted above and approve a budget amendment of \$39,424 for the various special revenue funds.

City Council Meeting – August 15, 2022
Resolutions Amending AFSCME MOU, Salary and Benefit Schedule
For CMT and Citywide Salary and Pay Schedule for FY 2022-23

- Attachment (s):
- 1). Resolution No. CC-2208-041 – First Amendment to the 2020-2023 Memorandum of Understanding between the City of Lawndale and American Federation of State, County and Municipal Employees
 - 2). Resolution No. CC-2208-042 – Third Amendment to the Amended and Restated Schedule of Salary and Benefits for the Central Management Employees
 - 3). Resolution No. CC-2208-043 - Amendment to the 2022-2023 City-wide Salary and Pay Schedule
 - 4). Public Sector Personnel Consultant (PSPC) Classification and Compensation Study data

ATTACHMENT 1

Resolution No. CC-2208-041

Resolution of the City Council of the City of Lawndale, California Adopting
First Amendment to the 2020-2023 Memorandum of Understanding between
the City of Lawndale and American Federation of State, County and
Municipal Employees

**FIRST AMENDMENT TO MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF LAWDALE AND LOCAL 1895, COUNCIL 36,
AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL-CIO
JULY 1, 2020 - JUNE 30, 2023**

This First Amendment to the Memorandum of Understanding Between the City of Lawndale and Local 1895, Council 36, American Federation of State, County and Municipal Employees, AFL-CIO July 1, 2020 - June 30, 2023 ("First Amendment") is entered into this 15th day of August 2022 by and between the City of Lawndale ("City") and the Local 1895, Council 36, American Federation of State, County and Municipal Employees, AFL-CIO ("Majority Representative Employee Organization").

R E C I T A L S

WHEREAS, the City and the Majority Representative Employee Organization entered into that certain agreement entitled Memorandum of Understanding ("MOU") Between the City of Lawndale and Local 1895, Council 36, American Federation of State, County and Municipal Employees, AFL-CIO July 1, 2020 - June 30, 2023 ("Agreement") on or about February 7, 2022; and

WHEREAS, the City and the Majority Representative Employee Organization agreed to reopen the Agreement during the term of the MOU to meet and confer regarding certain terms and conditions of employment, to include: the citywide classification and compensation study ("Study."); and

WHEREAS, the City and the Majority Representative Employee Organization now desire to amend the Agreement to implement the first phase of the citywide classification and compensation study ("Study") to: i) amend and update the 2022-23 salary schedule for Lawndale Classified Employees ("LCE") Unit and Lawndale Professional Mid-Management Employees ("LPMME") Unit to bring applicable positions to market as identified in the Study; ii) delete the position of "City Engineer" from the LPMME bargaining unit and the City's classification plan; iii) delete the position of "Assistant Public Works Inspector" from the LCE bargaining unit and the City's classification plan; and iv) implement the proposed structured salary schedule for all positions; and

WHEREAS, the parties have complied with the meet and confer requirements of the Meyers-Milias-Brown Act with respect to the proposed modifications to the Agreement described in the recital above and as set forth in this First Amendment; and

WHEREAS, members of the Majority Representative Employee Organization have ratified the modifications to the Agreement as set forth in this First Amendment.

NOW, THEREFORE, it is hereby agreed that this First Amendment modifies the Agreement in the following particulars only:

Section 1. Section 7.02. of the Agreement, "Salary and Wage Schedules," is hereby amended to update paragraph "e" to read in its entirety as follows.

Effective July 1, 2022, the City and AFSCME agree to place all applicable positions covered by this Agreement in line with the market as identified by the classification and compensation study ("Study"), honoring Step placement.

The City and AFSCME agree to implement a structured salary schedule (using a 5-step range, with 5% between steps and 1% between ranges) and place all positions on the salary schedule at the appropriate Step, within the new salary range that is closest to the new rate of pay, without being less than their current rate of pay.

The City and AFSCME agree to continue to meet and confer in good faith regarding the implementation of the Second Phase of the Study results and recommendations as it relates to the job descriptions.

Section 2. Attachment "A" to the Agreement, the salary schedule for the Lawndale Professional Mid-Management Employees ("LPMME") Unit, shall be amended and salary schedule effective July 1, 2022 will be replaced with the new salary schedule as set forth on Attachment "A-1," which is attached hereto and incorporated herein by this reference, to be effective July 1, 2022.

Section 3. Attachment "B" to the Agreement, the salary schedule for the Lawndale Classified Employees ("LCE") Unit, shall be amended in its entirety and replaced with Attachment "B-1," which is attached hereto and incorporated herein by this reference, to be effective July 1, 2022.

Section 4. The position of "City Engineer" is hereby removed from the LPMME bargaining unit and the City's classification plan, and the reference to this position in Attachment "A" to the Agreement is hereby deleted.

Section 5. The position of "Assistant Public Works Inspector" is hereby removed from the LCE bargaining unit and the City's classification plan, and the reference to this position in Attachment "A" to the Agreement is hereby deleted.

Section 6. Except as expressly provided in this First Amendment, all other provisions of the Agreement, as previously amended, shall remain in full force and effect

This First Amendment, when executed by the City labor relations representatives and the Majority Representative Employee Organization representatives, constitutes a joint recommendation therefrom, after ratification of the Majority Representative Employee Organization membership, to be submitted to the City Council for its determination and approval by resolution, as the City Council may deem fit and proper. This First Amendment is of no force or effect unless or until approved and adopted by a resolution of the City Council. The City and the Majority Representative Employee Organization acknowledge that this Agreement is signed by their respective representatives this 15th day of August 2022.

CITY OF LAWNSDALE

MAJORITY REPRESENTATIVE
EMPLOYEE ORGANIZATION

By:

Robert Pullen -Miles, Mayor

LPMME UNIT NEGOTIATOR
TEAM MEMBER

APPROVED AS TO FORM
Burke, Williams & Sorensen, LLP:

LCE UNIT NEGOTIATOR
TEAM MEMBER

Gregory M. Murphy, City Attorney

AFSCME Business Representative

ATTACHMENT A-1

Professional Mid-Management Employees Fiscal Year 2022-2023							
Job ID	Current Job Title	Range	Step A	Step B	Step C	Step D	Step E
2002	Deputy City Clerk	72	\$5,621	\$5,902	\$6,197	\$6,507	\$6,832
5006	Assistant Planner	77	\$5,908	\$6,203	\$6,513	\$6,839	\$7,181
5003	Grant/Economic Dev Coordinator	80	\$6,087	\$6,391	\$6,711	\$7,046	\$7,399
3003	Community Services Supervisor	84	\$6,334	\$6,651	\$6,983	\$7,332	\$7,699
1002	Administrative Analyst	85	\$6,397	\$6,717	\$7,053	\$7,406	\$7,776
7003	Assistant Engineer	85	\$6,397	\$6,717	\$7,053	\$7,406	\$7,776
6003	Municipal Services Supervisor	91	\$6,791	\$7,130	\$7,487	\$7,861	\$8,254
8001	Maintenance Supervisor	94	\$6,997	\$7,346	\$7,714	\$8,099	\$8,504
5005	Associate Planner	96	\$7,137	\$7,494	\$7,869	\$8,262	\$8,675
7002	Associate Engineer	105	\$7,806	\$8,196	\$8,606	\$9,036	\$9,488
5004	Senior Planner	107	\$7,963	\$8,361	\$8,779	\$9,218	\$9,679
9001	Cable Television Supervisor	111	\$8,286	\$8,700	\$9,135	\$9,592	\$10,072
5002	Community Development Manager	118	\$8,884	\$9,328	\$9,794	\$10,284	\$10,798
4002	Accounting Manager	119	\$8,973	\$9,421	\$9,892	\$10,387	\$10,906
6002	Municipal Services Manager	123	\$9,337	\$9,804	\$10,294	\$10,809	\$11,349
3002	Community Services Manager	123	\$9,337	\$9,804	\$10,294	\$10,809	\$11,349
~~7001~~	~~City Engineer~~	~~Delete~~					

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Lawndale 2022 Proposed Salary Schedule

Salary Range						
Salary Range	Step A	Step B	Step C	Step D	Step E	Salary Range
0	\$0	\$0	\$0	\$0	\$0	0
1	\$33,280	\$34,944	\$36,691	\$38,526	\$40,452	1
2	\$33,613	\$35,293	\$37,058	\$38,911	\$40,857	2
3	\$33,949	\$35,646	\$37,429	\$39,300	\$41,265	3
4	\$34,288	\$36,003	\$37,803	\$39,693	\$41,678	4
5	\$34,631	\$36,363	\$38,181	\$40,090	\$42,095	5
6	\$34,978	\$36,726	\$38,563	\$40,491	\$42,516	6
7	\$35,327	\$37,094	\$38,948	\$40,896	\$42,941	7
8	\$35,681	\$37,465	\$39,338	\$41,305	\$43,370	8
9	\$36,037	\$37,839	\$39,731	\$41,718	\$43,804	9
10	\$36,398	\$38,218	\$40,129	\$42,135	\$44,242	10
11	\$36,762	\$38,600	\$40,530	\$42,556	\$44,684	11
12	\$37,129	\$38,986	\$40,935	\$42,982	\$45,131	12
13	\$37,501	\$39,376	\$41,345	\$43,412	\$45,582	13
14	\$37,876	\$39,770	\$41,758	\$43,846	\$46,038	14
15	\$38,255	\$40,167	\$42,176	\$44,284	\$46,499	15
16	\$38,637	\$40,569	\$42,597	\$44,727	\$46,964	16
17	\$39,023	\$40,975	\$43,023	\$45,174	\$47,433	17
18	\$39,414	\$41,384	\$43,454	\$45,626	\$47,908	18
19	\$39,808	\$41,798	\$43,888	\$46,082	\$48,387	19
20	\$40,206	\$42,216	\$44,327	\$46,543	\$48,870	20
21	\$40,608	\$42,638	\$44,770	\$47,009	\$49,359	21
22	\$41,014	\$43,065	\$45,218	\$47,479	\$49,853	22
23	\$41,424	\$43,495	\$45,670	\$47,954	\$50,351	23
24	\$41,838	\$43,930	\$46,127	\$48,433	\$50,855	24
25	\$42,257	\$44,370	\$46,588	\$48,917	\$51,363	25
26	\$42,679	\$44,813	\$47,054	\$49,407	\$51,877	26
27	\$43,106	\$45,261	\$47,525	\$49,901	\$52,396	27
28	\$43,537	\$45,714	\$48,000	\$50,400	\$52,920	28
29	\$43,973	\$46,171	\$48,480	\$50,904	\$53,449	29
30	\$44,412	\$46,633	\$48,965	\$51,413	\$53,983	30
31	\$44,856	\$47,099	\$49,454	\$51,927	\$54,523	31
32	\$45,305	\$47,570	\$49,949	\$52,446	\$55,068	32
33	\$45,758	\$48,046	\$50,448	\$52,971	\$55,619	33
34	\$46,216	\$48,526	\$50,953	\$53,500	\$56,175	34
35	\$46,678	\$49,012	\$51,462	\$54,035	\$56,737	35
36	\$47,145	\$49,502	\$51,977	\$54,576	\$57,304	36
37	\$47,616	\$49,997	\$52,497	\$55,121	\$57,878	37
38	\$48,092	\$50,497	\$53,022	\$55,673	\$58,456	38
39	\$48,573	\$51,002	\$53,552	\$56,229	\$59,041	39
40	\$49,059	\$51,512	\$54,087	\$56,792	\$59,631	40
41	\$49,549	\$52,027	\$54,628	\$57,360	\$60,228	41
42	\$50,045	\$52,547	\$55,174	\$57,933	\$60,830	42
43	\$50,545	\$53,073	\$55,726	\$58,513	\$61,438	43
44	\$51,051	\$53,603	\$56,283	\$59,098	\$62,053	44
45	\$51,561	\$54,139	\$56,846	\$59,689	\$62,673	45
46	\$52,077	\$54,681	\$57,415	\$60,286	\$63,300	46
47	\$52,598	\$55,228	\$57,989	\$60,888	\$63,933	47
48	\$53,124	\$55,780	\$58,569	\$61,497	\$64,572	48
49	\$53,655	\$56,338	\$59,155	\$62,112	\$65,218	49
50	\$54,191	\$56,901	\$59,746	\$62,733	\$65,870	50
51	\$54,733	\$57,470	\$60,344	\$63,361	\$66,529	51
52	\$55,281	\$58,045	\$60,947	\$63,994	\$67,194	52
53	\$55,833	\$58,625	\$61,556	\$64,634	\$67,866	53
54	\$56,392	\$59,211	\$62,172	\$65,281	\$68,545	54

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Lawndale 2022 Proposed Salary Schedule

55	\$56,956	\$59,804	\$62,794	\$65,933	\$69,230	55
56	\$57,525	\$60,402	\$63,422	\$66,593	\$69,922	56
57	\$58,101	\$61,006	\$64,056	\$67,259	\$70,622	57
58	\$58,682	\$61,616	\$64,696	\$67,931	\$71,328	58
59	\$59,268	\$62,232	\$65,343	\$68,611	\$72,041	59
60	\$59,861	\$62,854	\$65,997	\$69,297	\$72,761	60
61	\$60,460	\$63,483	\$66,657	\$69,990	\$73,489	61
62	\$61,064	\$64,117	\$67,323	\$70,690	\$74,224	62
63	\$61,675	\$64,759	\$67,997	\$71,396	\$74,966	63
64	\$62,292	\$65,406	\$68,677	\$72,110	\$75,716	64
65	\$62,915	\$66,060	\$69,363	\$72,831	\$76,473	65
66	\$63,544	\$66,721	\$70,057	\$73,560	\$77,238	66
67	\$64,179	\$67,388	\$70,758	\$74,295	\$78,010	67
68	\$64,821	\$68,062	\$71,465	\$75,038	\$78,790	68
69	\$65,469	\$68,743	\$72,180	\$75,789	\$79,578	69
70	\$66,124	\$69,430	\$72,902	\$76,547	\$80,374	70
71	\$66,785	\$70,124	\$73,631	\$77,312	\$81,178	71
72	\$67,453	\$70,826	\$74,367	\$78,085	\$81,989	72
73	\$68,127	\$71,534	\$75,111	\$78,866	\$82,809	73
74	\$68,809	\$72,249	\$75,862	\$79,655	\$83,637	74
75	\$69,497	\$72,972	\$76,620	\$80,451	\$84,474	75
76	\$70,192	\$73,701	\$77,386	\$81,256	\$85,319	76
77	\$70,894	\$74,438	\$78,160	\$82,068	\$86,172	77
78	\$71,603	\$75,183	\$78,942	\$82,889	\$87,033	78
79	\$72,319	\$75,935	\$79,731	\$83,718	\$87,904	79
80	\$73,042	\$76,694	\$80,529	\$84,555	\$88,783	80
81	\$73,772	\$77,461	\$81,334	\$85,401	\$89,671	81
82	\$74,510	\$78,236	\$82,147	\$86,255	\$90,567	82
83	\$75,255	\$79,018	\$82,969	\$87,117	\$91,473	83
84	\$76,008	\$79,808	\$83,798	\$87,988	\$92,388	84
85	\$76,768	\$80,606	\$84,636	\$88,868	\$93,312	85
86	\$77,535	\$81,412	\$85,483	\$89,757	\$94,245	86
87	\$78,311	\$82,226	\$86,338	\$90,654	\$95,187	87
88	\$79,094	\$83,049	\$87,201	\$91,561	\$96,139	88
89	\$79,885	\$83,879	\$88,073	\$92,477	\$97,100	89
90	\$80,684	\$84,718	\$88,954	\$93,401	\$98,071	90
91	\$81,490	\$85,565	\$89,843	\$94,335	\$99,052	91
92	\$82,305	\$86,421	\$90,742	\$95,279	\$100,043	92
93	\$83,128	\$87,285	\$91,649	\$96,232	\$101,043	93
94	\$83,960	\$88,158	\$92,566	\$97,194	\$102,054	94
95	\$84,799	\$89,039	\$93,491	\$98,166	\$103,074	95
96	\$85,647	\$89,930	\$94,426	\$99,147	\$104,105	96
97	\$86,504	\$90,829	\$95,370	\$100,139	\$105,146	97
98	\$87,369	\$91,737	\$96,324	\$101,140	\$106,197	98
99	\$88,243	\$92,655	\$97,287	\$102,152	\$107,259	99
100	\$89,125	\$93,581	\$98,260	\$103,173	\$108,332	100
101	\$90,016	\$94,517	\$99,243	\$104,205	\$109,415	101
102	\$90,916	\$95,462	\$100,235	\$105,247	\$110,509	102
103	\$91,826	\$96,417	\$101,238	\$106,300	\$111,615	103
104	\$92,744	\$97,381	\$102,250	\$107,363	\$112,731	104
105	\$93,671	\$98,355	\$103,273	\$108,436	\$113,858	105
106	\$94,608	\$99,338	\$104,305	\$109,521	\$114,997	106
107	\$95,554	\$100,332	\$105,348	\$110,616	\$116,147	107
108	\$96,510	\$101,335	\$106,402	\$111,722	\$117,308	108
109	\$97,475	\$102,348	\$107,466	\$112,839	\$118,481	109
110	\$98,449	\$103,372	\$108,540	\$113,967	\$119,666	110
111	\$99,434	\$104,406	\$109,626	\$115,107	\$120,863	111
112	\$100,428	\$105,450	\$110,722	\$116,258	\$122,071	112
113	\$101,433	\$106,504	\$111,829	\$117,421	\$123,292	113
114	\$102,447	\$107,569	\$112,948	\$118,595	\$124,525	114
115	\$103,471	\$108,645	\$114,077	\$119,781	\$125,770	115
116	\$104,506	\$109,731	\$115,218	\$120,979	\$127,028	116
117	\$105,551	\$110,829	\$116,370	\$122,189	\$128,298	117
118	\$106,607	\$111,937	\$117,534	\$123,410	\$129,581	118
119	\$107,673	\$113,056	\$118,709	\$124,645	\$130,877	119
120	\$108,749	\$114,187	\$119,896	\$125,891	\$132,186	120
121	\$109,837	\$115,329	\$121,095	\$127,150	\$133,507	121
122	\$110,935	\$116,482	\$122,306	\$128,421	\$134,842	122
123	\$112,045	\$117,647	\$123,529	\$129,706	\$136,191	123

DRAFT

**Lawndale 2022
Proposed Salary Schedule**

124	\$113,165	\$118,823	\$124,764	\$131,003	\$137,553	124
125	\$114,297	\$120,012	\$126,012	\$132,313	\$138,928	125
126	\$115,440	\$121,212	\$127,272	\$133,636	\$140,318	126
127	\$116,594	\$122,424	\$128,545	\$134,972	\$141,721	127
128	\$117,760	\$123,648	\$129,830	\$136,322	\$143,138	128
129	\$118,938	\$124,884	\$131,129	\$137,685	\$144,569	129
130	\$120,127	\$126,133	\$132,440	\$139,062	\$146,015	130
131	\$121,328	\$127,395	\$133,764	\$140,453	\$147,475	131
132	\$122,542	\$128,669	\$135,102	\$141,857	\$148,950	132
133	\$123,767	\$129,955	\$136,453	\$143,276	\$150,439	133
134	\$125,005	\$131,255	\$137,818	\$144,708	\$151,944	134
135	\$126,255	\$132,567	\$139,196	\$146,156	\$153,463	135
136	\$127,517	\$133,893	\$140,588	\$147,617	\$154,998	136
137	\$128,792	\$135,232	\$141,994	\$149,093	\$156,548	137
138	\$130,080	\$136,584	\$143,414	\$150,584	\$158,113	138
139	\$131,381	\$137,950	\$144,848	\$152,090	\$159,695	139
140	\$132,695	\$139,330	\$146,296	\$153,611	\$161,291	140
141	\$134,022	\$140,723	\$147,759	\$155,147	\$162,904	141
142	\$135,362	\$142,130	\$149,237	\$156,699	\$164,533	142
143	\$136,716	\$143,551	\$150,729	\$158,266	\$166,179	143
144	\$138,083	\$144,987	\$152,236	\$159,848	\$167,841	144
145	\$139,464	\$146,437	\$153,759	\$161,447	\$169,519	145
146	\$140,858	\$147,901	\$155,296	\$163,061	\$171,214	146
147	\$142,267	\$149,380	\$156,849	\$164,692	\$172,926	147
148	\$143,690	\$150,874	\$158,418	\$166,339	\$174,656	148
149	\$145,126	\$152,383	\$160,002	\$168,002	\$176,402	149
150	\$146,578	\$153,907	\$161,602	\$169,682	\$178,166	150
151	\$148,044	\$155,446	\$163,218	\$171,379	\$179,948	151
152	\$149,524	\$157,000	\$164,850	\$173,093	\$181,747	152
153	\$151,019	\$158,570	\$166,499	\$174,824	\$183,565	153
154	\$152,529	\$160,156	\$168,164	\$176,572	\$185,400	154
155	\$154,055	\$161,757	\$169,845	\$178,338	\$187,254	155
156	\$155,595	\$163,375	\$171,544	\$180,121	\$189,127	156
157	\$157,151	\$165,009	\$173,259	\$181,922	\$191,018	157
158	\$158,723	\$166,659	\$174,992	\$183,741	\$192,928	158
159	\$160,310	\$168,325	\$176,742	\$185,579	\$194,858	159
160	\$161,913	\$170,009	\$178,509	\$187,435	\$196,806	160
161	\$163,532	\$171,709	\$180,294	\$189,309	\$198,774	161
162	\$165,167	\$173,426	\$182,097	\$191,202	\$200,762	162
163	\$166,819	\$175,160	\$183,918	\$193,114	\$202,770	163
164	\$168,487	\$176,912	\$185,757	\$195,045	\$204,797	164
165	\$170,172	\$178,681	\$187,615	\$196,996	\$206,845	165
166	\$171,874	\$180,468	\$189,491	\$198,966	\$208,914	166
167	\$173,593	\$182,272	\$191,386	\$200,955	\$211,003	167
168	\$175,329	\$184,095	\$193,300	\$202,965	\$213,113	168
169	\$177,082	\$185,936	\$195,233	\$204,994	\$215,244	169
170	\$178,853	\$187,795	\$197,185	\$207,044	\$217,397	170
171	\$180,641	\$189,673	\$199,157	\$209,115	\$219,571	171
172	\$182,448	\$191,570	\$201,149	\$211,206	\$221,766	172
173	\$184,272	\$193,486	\$203,160	\$213,318	\$223,984	173
174	\$186,115	\$195,421	\$205,192	\$215,451	\$226,224	174
175	\$187,976	\$197,375	\$207,244	\$217,606	\$228,486	175
176	\$189,856	\$199,349	\$209,316	\$219,782	\$230,771	176
177	\$191,754	\$201,342	\$211,409	\$221,980	\$233,079	177
178	\$193,672	\$203,355	\$213,523	\$224,199	\$235,409	178
179	\$195,609	\$205,389	\$215,658	\$226,441	\$237,763	179
180	\$197,565	\$207,443	\$217,815	\$228,706	\$240,141	180
181	\$199,540	\$209,517	\$219,993	\$230,993	\$242,542	181
182	\$201,536	\$211,612	\$222,193	\$233,303	\$244,968	182
183	\$203,551	\$213,729	\$224,415	\$235,636	\$247,418	183
184	\$205,587	\$215,866	\$226,659	\$237,992	\$249,892	184

ATTACHMENT A-2

Classified Employees							Fiscal
Year 2022-2023							
Job ID	Current Job Title	Range	Step A	Step B	Step C	Step D	Step E
~~1101~~	~~Assistant Public Works Inspector~~	~~Delete~~					
3006	Senior Nutrition Specialist	4	\$2,857	\$3,000	\$3,150	\$3,308	\$3,473
8004	Maintenance Worker I	38	\$4,008	\$4,208	\$4,418	\$4,639	\$4,871
6005	Municipal Services Officer I	38	\$4,008	\$4,208	\$4,418	\$4,639	\$4,871
3011	Transit Operator	40	\$4,088	\$4,293	\$4,507	\$4,733	\$4,969
8003	Maintenance Worker II	50	\$4,516	\$4,742	\$4,979	\$5,228	\$5,489
4005	Accounting Specialist	51	\$4,561	\$4,789	\$5,029	\$5,280	\$5,544
5008	Building Permit Specialist	57	\$4,842	\$5,084	\$5,338	\$5,605	\$5,885
6004	Municipal Services Officer II	58	\$4,890	\$5,135	\$5,391	\$5,661	\$5,944
1004	Office /Personnel Assistant	59	\$4,939	\$5,186	\$5,445	\$5,718	\$6,003
1005	Administrative Assistant II	59	\$4,939	\$5,186	\$5,445	\$5,718	\$6,003
3004	Recreation Coordinator	59	\$4,939	\$5,186	\$5,445	\$5,718	\$6,003
4004	Community Services Coordinator	59	\$4,939	\$5,186	\$5,445	\$5,718	\$6,003
4003	Accounting / Payroll Specialist	62	\$5,089	\$5,343	\$5,610	\$5,891	\$6,185
8002	Maintenance Worker III	66	\$5,295	\$5,560	\$5,838	\$6,130	\$6,436
6008	Code Enforcement Officer I	71	\$5,565	\$5,844	\$6,136	\$6,443	\$6,765
7004	Engineering Technician	71	\$5,565	\$5,844	\$6,136	\$6,443	\$6,765
1102	Public Works Inspector	72	\$5,621	\$5,902	\$6,197	\$6,507	\$6,832
6009	Code Enforcement Officer II	77	\$5,908	\$6,203	\$6,513	\$6,839	\$7,181
1006	Executive Assistant	85	\$6,397	\$6,717	\$7,053	\$7,406	\$7,776
Part-Time Employees Hourly Rates							Fiscal
Year 2022-2023							
Job ID	Current Job Title	Range	Step A	Step B	Step C	Step D	Step E
3008	Delivery Worker	1	\$16.00	\$16.80	\$17.64	\$18.52	\$19.45
3005	Recreation Leader	1	\$16.00	\$16.80	\$17.64	\$18.52	\$19.45
3010	Senior Recreation Leader	4	\$16.48	\$17.31	\$18.17	\$19.08	\$20.04
9003	CATV Production Assistant	33	\$22.00	\$23.10	\$24.25	\$25.47	\$26.74
1007	Office Assistant	36	\$22.67	\$23.80	\$24.99	\$26.24	\$27.55
8005	Maintenance Worker I	38	\$23.12	\$24.28	\$25.49	\$26.77	\$28.10
6006	Municipal Services Officer I	38	\$23.12	\$24.28	\$25.49	\$26.77	\$28.10
3012	Transit Operator	40	\$23.59	\$24.77	\$26.00	\$27.30	\$28.67
9002	CATV Production Assistant II	43	\$24.30	\$25.52	\$26.79	\$28.13	\$29.54
1103	Emergency Preparedness Coordinator	49	\$25.80	\$27.09	\$28.44	\$29.86	\$31.35
6007	Municipal Services Officer II	58	\$28.21	\$29.62	\$31.10	\$32.66	\$34.29
6010	Code Enforcement Officer I	71	\$32.11	\$33.71	\$35.40	\$37.17	\$39.03
5007	Associate Planner	96	\$41.18	\$43.24	\$45.40	\$47.67	\$50.05

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Lawndale 2022 Proposed Salary Schedule

Salary Range						
Salary Range	Step A	Step B	Step C	Step D	Step E	Salary Range
0	\$0	\$0	\$0	\$0	\$0	0
1	\$33,280	\$34,944	\$36,691	\$38,526	\$40,452	1
2	\$33,613	\$35,293	\$37,058	\$38,911	\$40,857	2
3	\$33,949	\$35,646	\$37,429	\$39,300	\$41,265	3
4	\$34,288	\$36,003	\$37,803	\$39,693	\$41,678	4
5	\$34,631	\$36,363	\$38,181	\$40,090	\$42,095	5
6	\$34,978	\$36,726	\$38,563	\$40,491	\$42,516	6
7	\$35,327	\$37,094	\$38,948	\$40,896	\$42,941	7
8	\$35,681	\$37,465	\$39,338	\$41,305	\$43,370	8
9	\$36,037	\$37,839	\$39,731	\$41,718	\$43,804	9
10	\$36,398	\$38,218	\$40,129	\$42,135	\$44,242	10
11	\$36,762	\$38,600	\$40,530	\$42,556	\$44,684	11
12	\$37,129	\$38,986	\$40,935	\$42,982	\$45,131	12
13	\$37,501	\$39,376	\$41,345	\$43,412	\$45,582	13
14	\$37,876	\$39,770	\$41,758	\$43,846	\$46,038	14
15	\$38,255	\$40,167	\$42,176	\$44,284	\$46,499	15
16	\$38,637	\$40,569	\$42,597	\$44,727	\$46,964	16
17	\$39,023	\$40,975	\$43,023	\$45,174	\$47,433	17
18	\$39,414	\$41,384	\$43,454	\$45,626	\$47,908	18
19	\$39,808	\$41,798	\$43,888	\$46,082	\$48,387	19
20	\$40,206	\$42,216	\$44,327	\$46,543	\$48,870	20
21	\$40,608	\$42,638	\$44,770	\$47,009	\$49,359	21
22	\$41,014	\$43,065	\$45,218	\$47,479	\$49,853	22
23	\$41,424	\$43,495	\$45,670	\$47,954	\$50,351	23
24	\$41,838	\$43,930	\$46,127	\$48,433	\$50,855	24
25	\$42,257	\$44,370	\$46,588	\$48,917	\$51,363	25
26	\$42,679	\$44,813	\$47,054	\$49,407	\$51,877	26
27	\$43,106	\$45,261	\$47,525	\$49,901	\$52,396	27
28	\$43,537	\$45,714	\$48,000	\$50,400	\$52,920	28
29	\$43,973	\$46,171	\$48,480	\$50,904	\$53,449	29
30	\$44,412	\$46,633	\$48,965	\$51,413	\$53,983	30
31	\$44,856	\$47,099	\$49,454	\$51,927	\$54,523	31
32	\$45,305	\$47,570	\$49,949	\$52,446	\$55,068	32
33	\$45,758	\$48,046	\$50,448	\$52,971	\$55,619	33
34	\$46,216	\$48,526	\$50,953	\$53,500	\$56,175	34
35	\$46,678	\$49,012	\$51,462	\$54,035	\$56,737	35
36	\$47,145	\$49,502	\$51,977	\$54,576	\$57,304	36
37	\$47,616	\$49,997	\$52,497	\$55,121	\$57,878	37
38	\$48,092	\$50,497	\$53,022	\$55,673	\$58,456	38
39	\$48,573	\$51,002	\$53,552	\$56,229	\$59,041	39
40	\$49,059	\$51,512	\$54,087	\$56,792	\$59,631	40
41	\$49,549	\$52,027	\$54,628	\$57,360	\$60,228	41
42	\$50,045	\$52,547	\$55,174	\$57,933	\$60,830	42
43	\$50,545	\$53,073	\$55,726	\$58,513	\$61,438	43
44	\$51,051	\$53,603	\$56,283	\$59,098	\$62,053	44
45	\$51,561	\$54,139	\$56,846	\$59,689	\$62,673	45
46	\$52,077	\$54,681	\$57,415	\$60,286	\$63,300	46
47	\$52,598	\$55,228	\$57,989	\$60,888	\$63,933	47
48	\$53,124	\$55,780	\$58,569	\$61,497	\$64,572	48
49	\$53,655	\$56,338	\$59,155	\$62,112	\$65,218	49
50	\$54,191	\$56,901	\$59,746	\$62,733	\$65,870	50
51	\$54,733	\$57,470	\$60,344	\$63,361	\$66,529	51
52	\$55,281	\$58,045	\$60,947	\$63,994	\$67,194	52
53	\$55,833	\$58,625	\$61,556	\$64,634	\$67,866	53
54	\$56,392	\$59,211	\$62,172	\$65,281	\$68,545	54

DRAFT

Lawndale 2022 Proposed Salary Schedule

55	\$56,956	\$59,804	\$62,794	\$65,933	\$69,230	55
56	\$57,525	\$60,402	\$63,422	\$66,593	\$69,922	56
57	\$58,101	\$61,006	\$64,056	\$67,259	\$70,622	57
58	\$58,682	\$61,616	\$64,696	\$67,931	\$71,328	58
59	\$59,268	\$62,232	\$65,343	\$68,611	\$72,041	59
60	\$59,861	\$62,854	\$65,997	\$69,297	\$72,761	60
61	\$60,460	\$63,483	\$66,657	\$69,990	\$73,489	61
62	\$61,064	\$64,117	\$67,323	\$70,690	\$74,224	62
63	\$61,675	\$64,759	\$67,997	\$71,396	\$74,966	63
64	\$62,292	\$65,406	\$68,677	\$72,110	\$75,716	64
65	\$62,915	\$66,060	\$69,363	\$72,831	\$76,473	65
66	\$63,544	\$66,721	\$70,057	\$73,560	\$77,238	66
67	\$64,179	\$67,388	\$70,758	\$74,295	\$78,010	67
68	\$64,821	\$68,062	\$71,465	\$75,038	\$78,790	68
69	\$65,469	\$68,743	\$72,180	\$75,789	\$79,578	69
70	\$66,124	\$69,430	\$72,902	\$76,547	\$80,374	70
71	\$66,785	\$70,124	\$73,631	\$77,312	\$81,178	71
72	\$67,453	\$70,826	\$74,367	\$78,085	\$81,989	72
73	\$68,127	\$71,534	\$75,111	\$78,866	\$82,809	73
74	\$68,809	\$72,249	\$75,862	\$79,655	\$83,637	74
75	\$69,497	\$72,972	\$76,620	\$80,451	\$84,474	75
76	\$70,192	\$73,701	\$77,386	\$81,256	\$85,319	76
77	\$70,894	\$74,438	\$78,160	\$82,068	\$86,172	77
78	\$71,603	\$75,183	\$78,942	\$82,889	\$87,033	78
79	\$72,319	\$75,935	\$79,731	\$83,718	\$87,904	79
80	\$73,042	\$76,694	\$80,529	\$84,555	\$88,783	80
81	\$73,772	\$77,461	\$81,334	\$85,401	\$89,671	81
82	\$74,510	\$78,236	\$82,147	\$86,255	\$90,567	82
83	\$75,255	\$79,018	\$82,969	\$87,117	\$91,473	83
84	\$76,008	\$79,808	\$83,798	\$87,988	\$92,388	84
85	\$76,768	\$80,606	\$84,636	\$88,868	\$93,312	85
86	\$77,535	\$81,412	\$85,483	\$89,757	\$94,245	86
87	\$78,311	\$82,226	\$86,338	\$90,654	\$95,187	87
88	\$79,094	\$83,049	\$87,201	\$91,561	\$96,139	88
89	\$79,885	\$83,879	\$88,073	\$92,477	\$97,100	89
90	\$80,684	\$84,718	\$88,954	\$93,401	\$98,071	90
91	\$81,490	\$85,565	\$89,843	\$94,335	\$99,052	91
92	\$82,305	\$86,421	\$90,742	\$95,279	\$100,043	92
93	\$83,128	\$87,285	\$91,649	\$96,232	\$101,043	93
94	\$83,960	\$88,158	\$92,566	\$97,194	\$102,054	94
95	\$84,799	\$89,039	\$93,491	\$98,166	\$103,074	95
96	\$85,647	\$89,930	\$94,426	\$99,147	\$104,105	96
97	\$86,504	\$90,829	\$95,370	\$100,139	\$105,146	97
98	\$87,369	\$91,737	\$96,324	\$101,140	\$106,197	98
99	\$88,243	\$92,655	\$97,287	\$102,152	\$107,259	99
100	\$89,125	\$93,581	\$98,260	\$103,173	\$108,332	100
101	\$90,016	\$94,517	\$99,243	\$104,205	\$109,415	101
102	\$90,916	\$95,462	\$100,235	\$105,247	\$110,509	102
103	\$91,826	\$96,417	\$101,238	\$106,300	\$111,615	103
104	\$92,744	\$97,381	\$102,250	\$107,363	\$112,731	104
105	\$93,671	\$98,355	\$103,273	\$108,436	\$113,858	105
106	\$94,608	\$99,338	\$104,305	\$109,521	\$114,997	106
107	\$95,554	\$100,332	\$105,348	\$110,616	\$116,147	107
108	\$96,510	\$101,335	\$106,402	\$111,722	\$117,308	108
109	\$97,475	\$102,348	\$107,466	\$112,839	\$118,481	109
110	\$98,449	\$103,372	\$108,540	\$113,967	\$119,666	110
111	\$99,434	\$104,406	\$109,626	\$115,107	\$120,863	111
112	\$100,428	\$105,450	\$110,722	\$116,258	\$122,071	112
113	\$101,433	\$106,504	\$111,829	\$117,421	\$123,292	113
114	\$102,447	\$107,569	\$112,948	\$118,595	\$124,525	114
115	\$103,471	\$108,645	\$114,077	\$119,781	\$125,770	115
116	\$104,506	\$109,731	\$115,218	\$120,979	\$127,028	116
117	\$105,551	\$110,829	\$116,370	\$122,189	\$128,298	117
118	\$106,607	\$111,937	\$117,534	\$123,410	\$129,581	118
119	\$107,673	\$113,056	\$118,709	\$124,645	\$130,877	119
120	\$108,749	\$114,187	\$119,896	\$125,891	\$132,186	120
121	\$109,837	\$115,329	\$121,095	\$127,150	\$133,507	121
122	\$110,935	\$116,482	\$122,306	\$128,421	\$134,842	122
123	\$112,045	\$117,647	\$123,529	\$129,706	\$136,191	123

DRAFT

Lawndale 2022 Proposed Salary Schedule

124	\$113,165	\$118,823	\$124,764	\$131,003	\$137,553	124
125	\$114,297	\$120,012	\$126,012	\$132,313	\$138,928	125
126	\$115,440	\$121,212	\$127,272	\$133,636	\$140,318	126
127	\$116,594	\$122,424	\$128,545	\$134,972	\$141,721	127
128	\$117,760	\$123,648	\$129,830	\$136,322	\$143,138	128
129	\$118,938	\$124,884	\$131,129	\$137,685	\$144,569	129
130	\$120,127	\$126,133	\$132,440	\$139,062	\$146,015	130
131	\$121,328	\$127,395	\$133,764	\$140,453	\$147,475	131
132	\$122,542	\$128,669	\$135,102	\$141,857	\$148,950	132
133	\$123,767	\$129,955	\$136,453	\$143,276	\$150,439	133
134	\$125,005	\$131,255	\$137,818	\$144,708	\$151,944	134
135	\$126,255	\$132,567	\$139,196	\$146,156	\$153,463	135
136	\$127,517	\$133,893	\$140,588	\$147,617	\$154,998	136
137	\$128,792	\$135,232	\$141,994	\$149,093	\$156,548	137
138	\$130,080	\$136,584	\$143,414	\$150,584	\$158,113	138
139	\$131,381	\$137,950	\$144,848	\$152,090	\$159,695	139
140	\$132,695	\$139,330	\$146,296	\$153,611	\$161,291	140
141	\$134,022	\$140,723	\$147,759	\$155,147	\$162,904	141
142	\$135,362	\$142,130	\$149,237	\$156,699	\$164,533	142
143	\$136,716	\$143,551	\$150,729	\$158,266	\$166,179	143
144	\$138,083	\$144,987	\$152,236	\$159,848	\$167,841	144
145	\$139,464	\$146,437	\$153,759	\$161,447	\$169,519	145
146	\$140,858	\$147,901	\$155,296	\$163,061	\$171,214	146
147	\$142,267	\$149,380	\$156,849	\$164,692	\$172,926	147
148	\$143,690	\$150,874	\$158,418	\$166,339	\$174,656	148
149	\$145,126	\$152,383	\$160,002	\$168,002	\$176,402	149
150	\$146,578	\$153,907	\$161,602	\$169,682	\$178,166	150
151	\$148,044	\$155,446	\$163,218	\$171,379	\$179,948	151
152	\$149,524	\$157,000	\$164,850	\$173,093	\$181,747	152
153	\$151,019	\$158,570	\$166,499	\$174,824	\$183,565	153
154	\$152,529	\$160,156	\$168,164	\$176,572	\$185,400	154
155	\$154,055	\$161,757	\$169,845	\$178,338	\$187,254	155
156	\$155,595	\$163,375	\$171,544	\$180,121	\$189,127	156
157	\$157,151	\$165,009	\$173,259	\$181,922	\$191,018	157
158	\$158,723	\$166,659	\$174,992	\$183,741	\$192,928	158
159	\$160,310	\$168,325	\$176,742	\$185,579	\$194,858	159
160	\$161,913	\$170,009	\$178,509	\$187,435	\$196,806	160
161	\$163,532	\$171,709	\$180,294	\$189,309	\$198,774	161
162	\$165,167	\$173,426	\$182,097	\$191,202	\$200,762	162
163	\$166,819	\$175,160	\$183,918	\$193,114	\$202,770	163
164	\$168,487	\$176,912	\$185,757	\$195,045	\$204,797	164
165	\$170,172	\$178,681	\$187,615	\$196,996	\$206,845	165
166	\$171,874	\$180,468	\$189,491	\$198,966	\$208,914	166
167	\$173,593	\$182,272	\$191,386	\$200,955	\$211,003	167
168	\$175,329	\$184,095	\$193,300	\$202,965	\$213,113	168
169	\$177,082	\$185,936	\$195,233	\$204,994	\$215,244	169
170	\$178,853	\$187,795	\$197,185	\$207,044	\$217,397	170
171	\$180,641	\$189,673	\$199,157	\$209,115	\$219,571	171
172	\$182,448	\$191,570	\$201,149	\$211,206	\$221,766	172
173	\$184,272	\$193,486	\$203,160	\$213,318	\$223,984	173
174	\$186,115	\$195,421	\$205,192	\$215,451	\$226,224	174
175	\$187,976	\$197,375	\$207,244	\$217,606	\$228,486	175
176	\$189,856	\$199,349	\$209,316	\$219,782	\$230,771	176
177	\$191,754	\$201,342	\$211,409	\$221,980	\$233,079	177
178	\$193,672	\$203,355	\$213,523	\$224,199	\$235,409	178
179	\$195,609	\$205,389	\$215,658	\$226,441	\$237,763	179
180	\$197,565	\$207,443	\$217,815	\$228,706	\$240,141	180
181	\$199,540	\$209,517	\$219,993	\$230,993	\$242,542	181
182	\$201,536	\$211,612	\$222,193	\$233,303	\$244,968	182
183	\$203,551	\$213,729	\$224,415	\$235,636	\$247,418	183
184	\$205,587	\$215,866	\$226,659	\$237,992	\$249,892	184

ATTACHMENT 2

Resolution No. CC-2208-042

Resolution of the City Council of the City of Lawndale, California Adopting
Third Amendment to the Amended and Restated Schedule of Salaries and
Benefits for Designated Central Management Employees

RESOLUTION NO. CC-2208-042

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF LAWDALE, CALIFORNIA
ADOPTING A THIRD AMENDMENT TO THE
AMENDED AND RESTATED SCHEDULE OF SALARIES AND
BENEFITS FOR DESIGNATED CENTRAL MANAGEMENT
EMPLOYEES EFFECTIVE DECEMBER 3, 2018 UNTIL FURTHER
AMENDED, RESTATED AND/OR REPLACED**

WHEREAS, Section 36506 of the California Government Code requires that the city council fix the compensation of all appointive officers and employees by resolution or ordinance; and

WHEREAS, Section 2.12.030 of the City of Lawndale ("City") Municipal Code similarly requires that the salaries and compensation of officers and employees of the City shall be as established by resolution of the City Council; and

WHEREAS, the City Council has historically adopted a resolution known as the "Schedule of Salaries and Benefits for Central Management Employees" to memorialize the salaries and benefits to be provided to certain designated central management employees, the City's department directors, as distinguished from mid-management, classified, part-time and/or other City employees; and

WHEREAS, on or around December 3, 2018, the City Council adopted Resolution No. CC-1812-050, the "Schedule of Salaries and Benefits for Central Management Employees Effective December 3, 2018," ("2018-19 CMT Resolution"), which included a salary schedule that was effective for the 2018-19 fiscal year; and

WHEREAS, on or around March 4, 2019, the City Council amended the 2018-19 CMT Resolution to update certain provisions in Article II, Section 02, to reinstate the salary range of the Director of Finance/City Treasurer position; adjust the salary ranges for certain affected positions subject to the 2018-19 CMT Resolution; and provide for certification pay for the position of Director of Public Works / City Engineer as a recruitment incentive; and

WHEREAS, on or around April 4, 2022, the City Council amended the 2018-19 CMT Resolution to update certain provisions in Article I, Section 01, to adjust the salary ranges for certain affected positions subject to the 2018-19 CMT Resolution; provide a one-time, lump sum, taxable, non-PERSable American Rescue Plan Act (ARPA) payment of \$2,000 to full-time employees hired before June 30, 2021, and still employed by the City at the time of such approval; and

WHEREAS, during the fiscal year 2019/2020 budget, the City Council approved the budget request to conduct a citywide classification and compensation study ("Study"), which commenced on August 25, 2021; and

WHEREAS, the City Council now desires to further amend the 2018-19 CMT Resolution to implement the first phase of the citywide classification and compensation study ("Study") by: i) updating certain provisions in Article I, Section 01, to adjust the salary ranges for applicable positions subject to the 2018-19 CMT Resolution to bring certain position to market as identified by the Study; ii) delete the

certification pay previously implemented as a recruitment tool providing increased total compensation for the position of Director of Public Works/City Engineer; and iii) implement the proposed structured salary schedule for all positions to be effective July 1, 2022.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LAWNDAL, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. Article II, Section 02, "Salary and Wage Schedule" of the 2018-19 CMT Resolution is hereby amended to read, as follows:

Affected positions covered by this resolution identified by the classification and compensation study ("Study") to be below market shall be brought to market, honoring Step placement. The City will implement a structured salary schedule, placing each position at the appropriate Step, within the new salary range (using a 5-step range, with 5% between steps and 1% between ranges) as noted in Attachment A, that is closest to their current rate of pay at the time of City Council approval, without being less than their current rate of pay.

Effective July 1, 2022:

Job ID	Current Job Title	New Range	Step A	Step B	Step C	Step D	Step E
2001	Assistant City Clerk	123	\$9,337	\$9,804	\$10,294	\$10,809	\$11,349
6001	Director of Municipal Services	142	\$11,280	\$11,844	\$12,436	\$13,058	\$13,711
1003	Assistant to the City Manager/HR Director	142	\$11,280	\$11,844	\$12,436	\$13,058	\$13,711
3001	Director of Community Services	142	\$11,280	\$11,844	\$12,436	\$13,058	\$13,711
5001	Director of Community Development	152	\$12,460	\$13,083	\$13,738	\$14,424	\$15,146
4001	Director of Finance/City Treasurer	152	\$12,460	\$13,083	\$13,738	\$14,424	\$15,146
1100	Director of Public Works/City Engineer	152	\$12,460	\$13,083	\$13,738	\$14,424	\$15,146

**See attached Proposed Salary Schedule*

Any salary adjustments shall be subject to review and amendment as approved by City Council.

SECTION 2. Due to the increased salary, the 5% certification pay implemented is no longer needed as a recruitment tool for Director of Public Works/ City Engineer. Authorization for that pay is hereby removed and the reference to this pay in the Agreement is hereby deleted.

SECTION 3. The Lawndale Salary Schedule contained in Exhibit "A", attached hereto, is added to this resolution as "Attachment A" of the 2018-19 CMT Resolution.

SECTION 3. Except as described above, all other provisions of the 2018-19 CMT Resolution shall remain in full force and effect.

PASSED, APPROVED AND ADOPTED this 15th day of August, 2022.

Robert Pullen-Miles, Mayor

ATTEST:

State of California)
County of Los Angeles) SS
City of Lawndale)

I, Erica Harbison, City Clerk of the City of Lawndale, California, do hereby certify that the City Council of the City of Lawndale duly approved and adopted the foregoing Resolution No. CC-2208-042 at a regular meeting of said Council held on the 15th day of August, 2022, by the following roll call vote:

Name	Voting		Present, Not Voting		Absent
	Aye	No	Abstain	Not Participating	
Robert Pullen-Miles, Mayor					
Rhonda Hofmann Gorman, Mayor Pro Tem					
Sirley Cuevas					
Bernadette Suarez					
Pat Kearney					

Erica Harbison, City Clerk

APPROVED AS TO FORM:

Gregory M. Murphy, City Attorney

EXHIBIT “A”

LAWNDALE SALARY SCHEDULE

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Lawndale 2022 Proposed Salary Schedule

Salary Range						
Salary Range	Step A	Step B	Step C	Step D	Step E	Salary Range
0	\$0	\$0	\$0	\$0	\$0	0
1	\$33,280	\$34,944	\$36,691	\$38,526	\$40,452	1
2	\$33,613	\$35,293	\$37,058	\$38,911	\$40,857	2
3	\$33,949	\$35,646	\$37,429	\$39,300	\$41,265	3
4	\$34,288	\$36,003	\$37,803	\$39,693	\$41,678	4
5	\$34,631	\$36,363	\$38,181	\$40,090	\$42,095	5
6	\$34,978	\$36,726	\$38,563	\$40,491	\$42,516	6
7	\$35,327	\$37,094	\$38,948	\$40,896	\$42,941	7
8	\$35,681	\$37,465	\$39,338	\$41,305	\$43,370	8
9	\$36,037	\$37,839	\$39,731	\$41,718	\$43,804	9
10	\$36,398	\$38,218	\$40,129	\$42,135	\$44,242	10
11	\$36,762	\$38,600	\$40,530	\$42,556	\$44,684	11
12	\$37,129	\$38,986	\$40,935	\$42,982	\$45,131	12
13	\$37,501	\$39,376	\$41,345	\$43,412	\$45,582	13
14	\$37,876	\$39,770	\$41,758	\$43,846	\$46,038	14
15	\$38,255	\$40,167	\$42,176	\$44,284	\$46,499	15
16	\$38,637	\$40,569	\$42,597	\$44,727	\$46,964	16
17	\$39,023	\$40,975	\$43,023	\$45,174	\$47,433	17
18	\$39,414	\$41,384	\$43,454	\$45,626	\$47,908	18
19	\$39,808	\$41,798	\$43,888	\$46,082	\$48,387	19
20	\$40,206	\$42,216	\$44,327	\$46,543	\$48,870	20
21	\$40,608	\$42,638	\$44,770	\$47,009	\$49,359	21
22	\$41,014	\$43,065	\$45,218	\$47,479	\$49,853	22
23	\$41,424	\$43,495	\$45,670	\$47,954	\$50,351	23
24	\$41,838	\$43,930	\$46,127	\$48,433	\$50,855	24
25	\$42,257	\$44,370	\$46,588	\$48,917	\$51,363	25
26	\$42,679	\$44,813	\$47,054	\$49,407	\$51,877	26
27	\$43,106	\$45,261	\$47,525	\$49,901	\$52,396	27
28	\$43,537	\$45,714	\$48,000	\$50,400	\$52,920	28
29	\$43,973	\$46,171	\$48,480	\$50,904	\$53,449	29
30	\$44,412	\$46,633	\$48,965	\$51,413	\$53,983	30
31	\$44,856	\$47,099	\$49,454	\$51,927	\$54,523	31
32	\$45,305	\$47,570	\$49,949	\$52,446	\$55,068	32
33	\$45,758	\$48,046	\$50,448	\$52,971	\$55,619	33
34	\$46,216	\$48,526	\$50,953	\$53,500	\$56,175	34
35	\$46,678	\$49,012	\$51,462	\$54,035	\$56,737	35
36	\$47,145	\$49,502	\$51,977	\$54,576	\$57,304	36
37	\$47,616	\$49,997	\$52,497	\$55,121	\$57,878	37
38	\$48,092	\$50,497	\$53,022	\$55,673	\$58,456	38
39	\$48,573	\$51,002	\$53,552	\$56,229	\$59,041	39
40	\$49,059	\$51,512	\$54,087	\$56,792	\$59,631	40
41	\$49,549	\$52,027	\$54,628	\$57,360	\$60,228	41
42	\$50,045	\$52,547	\$55,174	\$57,933	\$60,830	42
43	\$50,545	\$53,073	\$55,726	\$58,513	\$61,438	43
44	\$51,051	\$53,603	\$56,283	\$59,098	\$62,053	44
45	\$51,561	\$54,139	\$56,846	\$59,689	\$62,673	45
46	\$52,077	\$54,681	\$57,415	\$60,286	\$63,300	46
47	\$52,598	\$55,228	\$57,989	\$60,888	\$63,933	47
48	\$53,124	\$55,780	\$58,569	\$61,497	\$64,572	48
49	\$53,655	\$56,338	\$59,155	\$62,112	\$65,218	49
50	\$54,191	\$56,901	\$59,746	\$62,733	\$65,870	50
51	\$54,733	\$57,470	\$60,344	\$63,361	\$66,529	51
52	\$55,281	\$58,045	\$60,947	\$63,994	\$67,194	52
53	\$55,833	\$58,625	\$61,556	\$64,634	\$67,866	53
54	\$56,392	\$59,211	\$62,172	\$65,281	\$68,545	54

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Lawndale 2022 Proposed Salary Schedule

55	\$56,956	\$59,804	\$62,794	\$65,933	\$69,230	55
56	\$57,525	\$60,402	\$63,422	\$66,593	\$69,922	56
57	\$58,101	\$61,006	\$64,056	\$67,259	\$70,622	57
58	\$58,682	\$61,616	\$64,696	\$67,931	\$71,328	58
59	\$59,268	\$62,232	\$65,343	\$68,611	\$72,041	59
60	\$59,861	\$62,854	\$65,997	\$69,297	\$72,761	60
61	\$60,460	\$63,483	\$66,657	\$69,990	\$73,489	61
62	\$61,064	\$64,117	\$67,323	\$70,690	\$74,224	62
63	\$61,675	\$64,759	\$67,997	\$71,396	\$74,966	63
64	\$62,292	\$65,406	\$68,677	\$72,110	\$75,716	64
65	\$62,915	\$66,060	\$69,363	\$72,831	\$76,473	65
66	\$63,544	\$66,721	\$70,057	\$73,560	\$77,238	66
67	\$64,179	\$67,388	\$70,758	\$74,295	\$78,010	67
68	\$64,821	\$68,062	\$71,465	\$75,038	\$78,790	68
69	\$65,469	\$68,743	\$72,180	\$75,789	\$79,578	69
70	\$66,124	\$69,430	\$72,902	\$76,547	\$80,374	70
71	\$66,785	\$70,124	\$73,631	\$77,312	\$81,178	71
72	\$67,453	\$70,826	\$74,367	\$78,085	\$81,989	72
73	\$68,127	\$71,534	\$75,111	\$78,866	\$82,809	73
74	\$68,809	\$72,249	\$75,862	\$79,655	\$83,637	74
75	\$69,497	\$72,972	\$76,620	\$80,451	\$84,474	75
76	\$70,192	\$73,701	\$77,386	\$81,256	\$85,319	76
77	\$70,894	\$74,438	\$78,160	\$82,068	\$86,172	77
78	\$71,603	\$75,183	\$78,942	\$82,889	\$87,033	78
79	\$72,319	\$75,935	\$79,731	\$83,718	\$87,904	79
80	\$73,042	\$76,694	\$80,529	\$84,555	\$88,783	80
81	\$73,772	\$77,461	\$81,334	\$85,401	\$89,671	81
82	\$74,510	\$78,236	\$82,147	\$86,255	\$90,567	82
83	\$75,255	\$79,018	\$82,969	\$87,117	\$91,473	83
84	\$76,008	\$79,808	\$83,798	\$87,988	\$92,388	84
85	\$76,768	\$80,606	\$84,636	\$88,868	\$93,312	85
86	\$77,535	\$81,412	\$85,483	\$89,757	\$94,245	86
87	\$78,311	\$82,226	\$86,338	\$90,654	\$95,187	87
88	\$79,094	\$83,049	\$87,201	\$91,561	\$96,139	88
89	\$79,885	\$83,879	\$88,073	\$92,477	\$97,100	89
90	\$80,684	\$84,718	\$88,954	\$93,401	\$98,071	90
91	\$81,490	\$85,565	\$89,843	\$94,335	\$99,052	91
92	\$82,305	\$86,421	\$90,742	\$95,279	\$100,043	92
93	\$83,128	\$87,285	\$91,649	\$96,232	\$101,043	93
94	\$83,960	\$88,158	\$92,566	\$97,194	\$102,054	94
95	\$84,799	\$89,039	\$93,491	\$98,166	\$103,074	95
96	\$85,647	\$89,930	\$94,426	\$99,147	\$104,105	96
97	\$86,504	\$90,829	\$95,370	\$100,139	\$105,146	97
98	\$87,369	\$91,737	\$96,324	\$101,140	\$106,197	98
99	\$88,243	\$92,655	\$97,287	\$102,152	\$107,259	99
100	\$89,125	\$93,581	\$98,260	\$103,173	\$108,332	100
101	\$90,016	\$94,517	\$99,243	\$104,205	\$109,415	101
102	\$90,916	\$95,462	\$100,235	\$105,247	\$110,509	102
103	\$91,826	\$96,417	\$101,238	\$106,300	\$111,615	103
104	\$92,744	\$97,381	\$102,250	\$107,363	\$112,731	104
105	\$93,671	\$98,355	\$103,273	\$108,436	\$113,858	105
106	\$94,608	\$99,338	\$104,305	\$109,521	\$114,997	106
107	\$95,554	\$100,332	\$105,348	\$110,616	\$116,147	107
108	\$96,510	\$101,335	\$106,402	\$111,722	\$117,308	108
109	\$97,475	\$102,348	\$107,466	\$112,839	\$118,481	109
110	\$98,449	\$103,372	\$108,540	\$113,967	\$119,666	110
111	\$99,434	\$104,406	\$109,626	\$115,107	\$120,863	111
112	\$100,428	\$105,450	\$110,722	\$116,258	\$122,071	112
113	\$101,433	\$106,504	\$111,829	\$117,421	\$123,292	113
114	\$102,447	\$107,569	\$112,948	\$118,595	\$124,525	114
115	\$103,471	\$108,645	\$114,077	\$119,781	\$125,770	115
116	\$104,506	\$109,731	\$115,218	\$120,979	\$127,028	116
117	\$105,551	\$110,829	\$116,370	\$122,189	\$128,298	117
118	\$106,607	\$111,937	\$117,534	\$123,410	\$129,581	118
119	\$107,673	\$113,056	\$118,709	\$124,645	\$130,877	119
120	\$108,749	\$114,187	\$119,896	\$125,891	\$132,186	120
121	\$109,837	\$115,329	\$121,095	\$127,150	\$133,507	121
122	\$110,935	\$116,482	\$122,306	\$128,421	\$134,842	122
123	\$112,045	\$117,647	\$123,529	\$129,706	\$136,191	123

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**Lawndale 2022
Proposed Salary Schedule**

124	\$113,165	\$118,823	\$124,764	\$131,003	\$137,553	124
125	\$114,297	\$120,012	\$126,012	\$132,313	\$138,928	125
126	\$115,440	\$121,212	\$127,272	\$133,636	\$140,318	126
127	\$116,594	\$122,424	\$128,545	\$134,972	\$141,721	127
128	\$117,760	\$123,648	\$129,830	\$136,322	\$143,138	128
129	\$118,938	\$124,884	\$131,129	\$137,685	\$144,569	129
130	\$120,127	\$126,133	\$132,440	\$139,062	\$146,015	130
131	\$121,328	\$127,395	\$133,764	\$140,453	\$147,475	131
132	\$122,542	\$128,669	\$135,102	\$141,857	\$148,950	132
133	\$123,767	\$129,955	\$136,453	\$143,276	\$150,439	133
134	\$125,005	\$131,255	\$137,818	\$144,708	\$151,944	134
135	\$126,255	\$132,567	\$139,196	\$146,156	\$153,463	135
136	\$127,517	\$133,893	\$140,588	\$147,617	\$154,998	136
137	\$128,792	\$135,232	\$141,994	\$149,093	\$156,548	137
138	\$130,080	\$136,584	\$143,414	\$150,584	\$158,113	138
139	\$131,381	\$137,950	\$144,848	\$152,090	\$159,695	139
140	\$132,695	\$139,330	\$146,296	\$153,611	\$161,291	140
141	\$134,022	\$140,723	\$147,759	\$155,147	\$162,904	141
142	\$135,362	\$142,130	\$149,237	\$156,699	\$164,533	142
143	\$136,716	\$143,551	\$150,729	\$158,266	\$166,179	143
144	\$138,083	\$144,987	\$152,236	\$159,848	\$167,841	144
145	\$139,464	\$146,437	\$153,759	\$161,447	\$169,519	145
146	\$140,858	\$147,901	\$155,296	\$163,061	\$171,214	146
147	\$142,267	\$149,380	\$156,849	\$164,692	\$172,926	147
148	\$143,690	\$150,874	\$158,418	\$166,339	\$174,656	148
149	\$145,126	\$152,383	\$160,002	\$168,002	\$176,402	149
150	\$146,578	\$153,907	\$161,602	\$169,682	\$178,166	150
151	\$148,044	\$155,446	\$163,218	\$171,379	\$179,948	151
152	\$149,524	\$157,000	\$164,850	\$173,093	\$181,747	152
153	\$151,019	\$158,570	\$166,499	\$174,824	\$183,565	153
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155	\$154,055	\$161,757	\$169,845	\$178,338	\$187,254	155
156	\$155,595	\$163,375	\$171,544	\$180,121	\$189,127	156
157	\$157,151	\$165,009	\$173,259	\$181,922	\$191,018	157
158	\$158,723	\$166,659	\$174,992	\$183,741	\$192,928	158
159	\$160,310	\$168,325	\$176,742	\$185,579	\$194,858	159
160	\$161,913	\$170,009	\$178,509	\$187,435	\$196,806	160
161	\$163,532	\$171,709	\$180,294	\$189,309	\$198,774	161
162	\$165,167	\$173,426	\$182,097	\$191,202	\$200,762	162
163	\$166,819	\$175,160	\$183,918	\$193,114	\$202,770	163
164	\$168,487	\$176,912	\$185,757	\$195,045	\$204,797	164
165	\$170,172	\$178,681	\$187,615	\$196,996	\$206,845	165
166	\$171,874	\$180,468	\$189,491	\$198,966	\$208,914	166
167	\$173,593	\$182,272	\$191,386	\$200,955	\$211,003	167
168	\$175,329	\$184,095	\$193,300	\$202,965	\$213,113	168
169	\$177,082	\$185,936	\$195,233	\$204,994	\$215,244	169
170	\$178,853	\$187,795	\$197,185	\$207,044	\$217,397	170
171	\$180,641	\$189,673	\$199,157	\$209,115	\$219,571	171
172	\$182,448	\$191,570	\$201,149	\$211,206	\$221,766	172
173	\$184,272	\$193,486	\$203,160	\$213,318	\$223,984	173
174	\$186,115	\$195,421	\$205,192	\$215,451	\$226,224	174
175	\$187,976	\$197,375	\$207,244	\$217,606	\$228,486	175
176	\$189,856	\$199,349	\$209,316	\$219,782	\$230,771	176
177	\$191,754	\$201,342	\$211,409	\$221,980	\$233,079	177
178	\$193,672	\$203,355	\$213,523	\$224,199	\$235,409	178
179	\$195,609	\$205,389	\$215,658	\$226,441	\$237,763	179
180	\$197,565	\$207,443	\$217,815	\$228,706	\$240,141	180
181	\$199,540	\$209,517	\$219,993	\$230,993	\$242,542	181
182	\$201,536	\$211,612	\$222,193	\$233,303	\$244,968	182
183	\$203,551	\$213,729	\$224,415	\$235,636	\$247,418	183
184	\$205,587	\$215,866	\$226,659	\$237,992	\$249,892	184

ATTACHMENT 3

Resolution No. CC-2208-043

Resolution of the City Council of the City of Lawndale, California
Approving an Amendment to the City-wide Salary and Pay Schedule for
Fiscal Year 2022-2023

RESOLUTION NO. CC-2208-043

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF LAWDALE, CALIFORNIA
APPROVING AN AMENDMENT THE PUBLICLY AVAILABLE CITY-WIDE
SALARY AND PAY SCHEDULE AS REQUIRED BY CALPERS FOR FISCAL YEAR 2022-2023**

WHEREAS, the City of Lawndale ("City") contracts with the California Public Employees' Retirement System ("CalPERS") to provide retirement benefits for its employees; and

WHEREAS, California Code of Regulations, Title 2, Section 570.5 requires governing bodies of local agencies contracting with CalPERS to approve and adopt a publicly available pay schedule in accordance with public meeting laws; and

WHEREAS, the pay schedule must identify each position by title, the individual pay rate amount or ranges for that position, and the time base upon which the amounts are based; and

WHEREAS, the City Council approved Resolution No. CC-2206-031, adopting a publicly available pay schedule for the period covering fiscal year 2022 through 2023; and

WHEREAS, the City Council of the City now desires to amend the pay schedule in accordance with the requirements of California Code of Regulations, Title 2, Section 570.5 to implement the citywide classification and compensation study ("Study") to: i) update salary ranges to bring applicable citywide positions to market as identified by the Study; and ii) implement the proposed structured salary schedule for all positions, which will become effective on July 1, 2022.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LAWDALE, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. That the City-wide Salary and Pay Schedule contained in Exhibit "A", attached hereto and made a part hereof, is hereby amended and adopted in accordance with the requirements of California Code of Regulations, Title 2, Section 570.5 effective upon the City Council's adoption of the First Amendment to the 2020-2023 Memorandum of Understanding between the City of Lawndale ("City") and the American Federation of State, County, And Municipal Employees Union, Council 36, Local 1895 and the Third Amendment to the Amended and Restated Schedule of Salary and Benefits for Central Management Employees.

SECTION 2. That this City-wide Salary and Pay Schedule will be made available for public viewing via the City website for no less than five (5) years.

PASSED, APPROVED AND ADOPTED this -15th day of August, 2022.

Robert Pullen-Miles, Mayor

ATTEST:

State of California)
County of Los Angeles) SS
City of Lawndale)

I, Erica Harbison, City Clerk of the City of Lawndale, California, do hereby certify that the City Council of the City of Lawndale duly approved and adopted the foregoing Resolution No. CC-2208-043 at a regular meeting of said Council held on the 15th day of August, 2022, by the following roll call vote:

Name	Voting		Present, Not Voting		Absent
	Aye	No	Abstain	Not Participating	
Robert Pullen-Miles, Mayor					
Rhonda Hofmann Gorman, Mayor Pro Tem					
Sirley Cuevas					
Bernadette Suarez					
Pat Kearney					

Erica Harbison, City Clerk

APPROVED AS TO FORM:

Gregory M. Murphy, City Attorney

EXHIBIT “A”

CITY OF LAWNDALe CITY-WIDE SALARY/ PAY SCHEDULE AMENDMENT FOR FISCAL YEAR 2022-2023

CITYWIDE SALARY AND PAY SCHEDULE

FISCAL YEAR 2022-23

August 15, 2022

Job ID	Current Job Title	Range	Step A		Step B		Step C		Step D		Step E		Bargaining Group
			Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	
2002	Deputy City Clerk	72	\$5,621	\$67,453	\$5,902	\$70,826	\$6,197	\$74,367	\$6,507	\$78,085	\$6,832	\$81,989	AFSCME MID-MANAGEMENT UNIT (MM)
5006	Assistant Planner	77	\$5,908	\$70,894	\$6,203	\$74,438	\$6,513	\$78,160	\$6,839	\$82,068	\$7,181	\$86,172	AFSCME MID-MANAGEMENT UNIT (MM)
5003	Grant/Economic Dev Coordinator	80	\$6,087	\$73,042	\$6,391	\$76,694	\$6,711	\$80,529	\$7,046	\$84,555	\$7,399	\$88,783	AFSCME MID-MANAGEMENT UNIT (MM)
3003	Community Services Supervisor	84	\$6,334	\$76,008	\$6,651	\$79,808	\$6,983	\$83,798	\$7,332	\$87,988	\$7,699	\$92,388	AFSCME MID-MANAGEMENT UNIT (MM)
1002	Administrative Analyst	85	\$6,397	\$76,768	\$6,717	\$80,606	\$7,053	\$84,636	\$7,406	\$88,868	\$7,776	\$93,312	AFSCME MID-MANAGEMENT UNIT (MM)
7003	Assistant Engineer	85	\$6,397	\$76,768	\$6,717	\$80,606	\$7,053	\$84,636	\$7,406	\$88,868	\$7,776	\$93,312	AFSCME MID-MANAGEMENT UNIT (MM)
6003	Municipal Services Supervisor	91	\$6,791	\$81,490	\$7,130	\$85,565	\$7,487	\$89,843	\$7,861	\$94,335	\$8,254	\$99,052	AFSCME MID-MANAGEMENT UNIT (MM)
8001	Maintenance Supervisor	94	\$6,997	\$83,960	\$7,346	\$88,158	\$7,714	\$92,566	\$8,099	\$97,194	\$8,504	\$102,054	AFSCME MID-MANAGEMENT UNIT (MM)
5005	Associate Planner	96	\$7,137	\$85,647	\$7,494	\$89,930	\$7,869	\$94,426	\$8,262	\$99,147	\$8,675	\$104,105	AFSCME MID-MANAGEMENT UNIT (MM)
7002	Associate Engineer	105	\$7,806	\$93,671	\$8,196	\$98,355	\$8,606	\$103,273	\$9,036	\$110,616	\$9,489	\$113,858	AFSCME MID-MANAGEMENT UNIT (MM)
5004	Senior Planner	107	\$7,963	\$95,554	\$8,361	\$100,332	\$8,779	\$105,348	\$9,218	\$110,616	\$9,678	\$116,147	AFSCME MID-MANAGEMENT UNIT (MM)
9001	Cable Television Supervisor	111	\$8,286	\$99,434	\$8,700	\$104,406	\$9,135	\$109,626	\$9,592	\$115,107	\$10,072	\$120,863	AFSCME MID-MANAGEMENT UNIT (MM)
5002	Community Development Manager	118	\$8,884	\$106,607	\$9,328	\$111,937	\$9,794	\$117,534	\$10,284	\$123,410	\$10,798	\$129,581	AFSCME MID-MANAGEMENT UNIT (MM)
4002	Accounting Manager	119	\$8,973	\$107,673	\$9,421	\$113,056	\$9,892	\$118,709	\$10,387	\$124,645	\$10,906	\$130,877	AFSCME MID-MANAGEMENT UNIT (MM)
6002	Municipal Services Manager	123	\$9,337	\$112,045	\$9,804	\$117,647	\$10,294	\$123,529	\$10,809	\$129,706	\$11,349	\$136,191	AFSCME MID-MANAGEMENT UNIT (MM)
3002	Community Services Manager	Delete	\$9,337	\$112,045	\$9,804	\$117,647	\$10,294	\$123,529	\$10,809	\$129,706	\$11,349	\$136,191	AFSCME MID-MANAGEMENT UNIT (MM)
7001	City Engineer	Delete											
4401	Assistant Public Works Inspector	Delete											
3006	Senior Nutrition Specialist	4	\$2,857	\$34,288	\$3,000	\$36,003	\$3,150	\$37,803	\$3,308	\$39,693	\$3,473	\$41,678	AFSCME CLASSIFIED UNIT (CL)
8004	Maintenance Worker I	38	\$4,008	\$48,092	\$4,208	\$50,497	\$4,418	\$53,022	\$4,639	\$55,673	\$4,871	\$58,456	AFSCME CLASSIFIED UNIT (CL)
6005	Municipal Services Officer I	38	\$4,008	\$48,092	\$4,208	\$50,497	\$4,418	\$53,022	\$4,639	\$55,673	\$4,871	\$58,456	AFSCME CLASSIFIED UNIT (CL)
3011	Transit Operator	40	\$4,088	\$49,059	\$4,293	\$51,512	\$4,507	\$54,087	\$4,733	\$56,792	\$4,969	\$59,631	AFSCME CLASSIFIED UNIT (CL)
8003	Maintenance Worker II	50	\$4,516	\$54,191	\$4,742	\$56,901	\$4,979	\$59,746	\$5,228	\$62,733	\$5,489	\$65,870	AFSCME CLASSIFIED UNIT (CL)
4005	Accounting Specialist	51	\$4,561	\$54,733	\$4,789	\$57,470	\$5,029	\$60,344	\$5,280	\$63,361	\$5,544	\$68,529	AFSCME CLASSIFIED UNIT (CL)
5008	Building Permit Specialist	57	\$4,842	\$58,101	\$5,084	\$61,006	\$5,338	\$64,056	\$5,605	\$67,259	\$5,885	\$70,622	AFSCME CLASSIFIED UNIT (CL)
6004	Municipal Services Officer II	58	\$4,890	\$58,682	\$5,135	\$61,616	\$5,391	\$64,696	\$5,661	\$67,931	\$5,944	\$71,328	AFSCME CLASSIFIED UNIT (CL)
1004	Office /Personnel Assistant	59	\$4,939	\$59,268	\$5,186	\$62,232	\$5,445	\$65,343	\$5,718	\$68,611	\$6,003	\$72,041	AFSCME CLASSIFIED UNIT (CL)
1005	Administrative Assistant II	59	\$4,939	\$59,268	\$5,186	\$62,232	\$5,445	\$65,343	\$5,718	\$68,611	\$6,003	\$72,041	AFSCME CLASSIFIED UNIT (CL)
3004	Recreation Coordinator	59	\$4,939	\$59,268	\$5,186	\$62,232	\$5,445	\$65,343	\$5,718	\$68,611	\$6,003	\$72,041	AFSCME CLASSIFIED UNIT (CL)
4004	Community Services Coordinator	59	\$4,939	\$59,268	\$5,186	\$62,232	\$5,445	\$65,343	\$5,718	\$68,611	\$6,003	\$72,041	AFSCME CLASSIFIED UNIT (CL)
4003	Accounting / Payroll Specialist	62	\$5,089	\$61,064	\$5,343	\$64,117	\$5,610	\$67,323	\$5,891	\$70,690	\$6,185	\$74,224	AFSCME CLASSIFIED UNIT (CL)
8002	Maintenance Worker III	66	\$5,295	\$63,544	\$5,560	\$66,721	\$5,838	\$70,057	\$6,130	\$73,560	\$6,436	\$77,238	AFSCME CLASSIFIED UNIT (CL)
6008	Code Enforcement Officer I	71	\$5,565	\$66,785	\$5,844	\$70,124	\$6,136	\$73,631	\$6,443	\$77,312	\$6,765	\$81,178	AFSCME CLASSIFIED UNIT (CL)
7004	Engineering Technician	71	\$5,565	\$66,785	\$5,844	\$70,124	\$6,136	\$73,631	\$6,443	\$77,312	\$6,765	\$81,178	AFSCME CLASSIFIED UNIT (CL)
1102	Public Works Inspector	72	\$5,621	\$67,453	\$5,902	\$70,826	\$6,197	\$74,367	\$6,507	\$78,085	\$6,832	\$81,989	AFSCME CLASSIFIED UNIT (CL)
6009	Code Enforcement Officer II	77	\$5,908	\$70,894	\$6,203	\$74,438	\$6,513	\$78,160	\$6,839	\$82,068	\$7,181	\$86,172	AFSCME CLASSIFIED UNIT (CL)
1006	Executive Assistant	85	\$6,397	\$76,768	\$6,717	\$80,606	\$7,053	\$84,636	\$7,406	\$88,868	\$7,776	\$93,312	AFSCME CLASSIFIED UNIT (CL)
Job ID	Current Job Title	Range	Hourly		Hourly		Hourly		Hourly		Hourly		Bargaining Group
			Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	
3008	Delivery Worker	1	\$16.00	\$16.00	\$16.80	\$16.80	\$17.64	\$17.64	\$18.52	\$18.52	\$19.45	\$19.45	PART-TIME EMPLOYEES HOURLY (PT)
3005	Recreation Leader	1	\$16.00	\$16.00	\$16.80	\$16.80	\$17.64	\$17.64	\$18.52	\$18.52	\$19.45	\$19.45	PART-TIME EMPLOYEES HOURLY (PT)
3010	Senior Recreation Leader	4	\$16.48	\$16.48	\$17.31	\$17.31	\$18.17	\$18.17	\$19.08	\$19.08	\$20.04	\$20.04	PART-TIME EMPLOYEES HOURLY (PT)
9003	CATV Production Assistant	33	\$22.00	\$22.00	\$23.10	\$23.10	\$24.25	\$24.25	\$25.47	\$25.47	\$26.74	\$26.74	PART-TIME EMPLOYEES HOURLY (PT)
1007	Office Assistant	36	\$22.67	\$22.67	\$23.80	\$23.80	\$24.99	\$24.99	\$26.24	\$26.24	\$27.55	\$27.55	PART-TIME EMPLOYEES HOURLY (PT)
8005	Maintenance Worker I	38	\$23.12	\$23.12	\$24.28	\$24.28	\$25.49	\$25.49	\$26.77	\$26.77	\$28.10	\$28.10	PART-TIME EMPLOYEES HOURLY (PT)
6006	Municipal Services Officer I	38	\$23.12	\$23.12	\$24.28	\$24.28	\$25.49	\$25.49	\$26.77	\$26.77	\$28.10	\$28.10	PART-TIME EMPLOYEES HOURLY (PT)
3012	Transit Operator	40	\$23.59	\$23.59	\$24.77	\$24.77	\$26.00	\$26.00	\$27.30	\$27.30	\$28.67	\$28.67	PART-TIME EMPLOYEES HOURLY (PT)
9002	CATV Production Assistant II	43	\$24.30	\$24.30	\$25.52	\$25.52	\$26.79	\$26.79	\$28.13	\$28.13	\$29.54	\$29.54	PART-TIME EMPLOYEES HOURLY (PT)
1103	Emergency Preparedness Coordinator	49	\$25.80	\$25.80	\$27.09	\$27.09	\$28.44	\$28.44	\$29.86	\$29.86	\$31.35	\$31.35	PART-TIME EMPLOYEES HOURLY (PT)
6007	Municipal Services Officer II	58	\$28.21	\$28.21	\$29.62	\$29.62	\$31.10	\$31.10	\$32.66	\$32.66	\$34.29	\$34.29	PART-TIME EMPLOYEES HOURLY (PT)
6010	Code Enforcement Officer I	71	\$32.11	\$32.11	\$33.71	\$33.71	\$35.40	\$35.40	\$37.17	\$37.17	\$39.03	\$39.03	PART-TIME EMPLOYEES HOURLY (PT)
5007	Associate Planner	96	\$41.18	\$41.18	\$43.24	\$43.24	\$45.40	\$45.40	\$47.67	\$47.67	\$50.05	\$50.05	PART-TIME EMPLOYEES HOURLY (PT)

CITYWIDE SALARY AND PAY SCHEDULE FISCAL YEAR 2022-23

Job ID	Current Job Title	New Range	Step A		Step B		Step C		Step D		Step E		Bargaining Group
			Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	
2001	Assistant City Clerk	123	\$9,337	\$112,045	\$9,804	\$117,647	\$10,294	\$123,529	\$10,809	\$129,706	\$11,349	\$136,191	CENTRAL MANAGEMENT EMPLOYEES (CMT)
6001	Director of Municipal Services	142	\$11,280	\$135,362	\$11,844	\$142,130	\$12,436	\$149,237	\$13,058	\$156,699	\$13,711	\$164,533	CENTRAL MANAGEMENT EMPLOYEES (CMT)
1003	Assistant to CM/Human Resources Director	142	\$11,280	\$135,362	\$11,844	\$142,130	\$12,436	\$149,237	\$13,058	\$156,699	\$13,711	\$164,533	CENTRAL MANAGEMENT EMPLOYEES (CMT)
3001	Director of Community Services	142	\$11,280	\$135,362	\$11,844	\$142,130	\$12,436	\$149,237	\$13,058	\$156,699	\$13,711	\$164,533	CENTRAL MANAGEMENT EMPLOYEES (CMT)
5001	Director of Community Development	152	\$12,460	\$149,524	\$13,083	\$157,000	\$13,738	\$164,850	\$14,424	\$173,093	\$15,146	\$181,747	CENTRAL MANAGEMENT EMPLOYEES (CMT)
4001	Director of Finance/ City Treasurer	152	\$12,460	\$149,524	\$13,083	\$157,000	\$13,738	\$164,850	\$14,424	\$173,093	\$15,146	\$181,747	CENTRAL MANAGEMENT EMPLOYEES (CMT)
1100	Director of Public Works/ City Engineer	152	\$12,460	\$149,524	\$13,083	\$157,000	\$13,738	\$164,850	\$14,424	\$173,093	\$15,146	\$181,747	CENTRAL MANAGEMENT EMPLOYEES (CMT)
Job ID	Current Job Title	New Range	Step A		Step B		Step C		Step D		Step E		Bargaining Group
			Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	
1001	City Manager	172		\$182,448		\$191,570		\$201,149		\$211,206		\$221,766	Contract

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Lawndale 2022 Proposed Salary Schedule

Salary Range						
Salary Range	Step A	Step B	Step C	Step D	Step E	Salary Range
0	\$0	\$0	\$0	\$0	\$0	0
1	\$33,280	\$34,944	\$36,691	\$38,526	\$40,452	1
2	\$33,613	\$35,293	\$37,058	\$38,911	\$40,857	2
3	\$33,949	\$35,646	\$37,429	\$39,300	\$41,265	3
4	\$34,288	\$36,003	\$37,803	\$39,693	\$41,678	4
5	\$34,631	\$36,363	\$38,181	\$40,090	\$42,095	5
6	\$34,978	\$36,726	\$38,563	\$40,491	\$42,516	6
7	\$35,327	\$37,094	\$38,948	\$40,896	\$42,941	7
8	\$35,681	\$37,465	\$39,338	\$41,305	\$43,370	8
9	\$36,037	\$37,839	\$39,731	\$41,718	\$43,804	9
10	\$36,398	\$38,218	\$40,129	\$42,135	\$44,242	10
11	\$36,762	\$38,600	\$40,530	\$42,556	\$44,684	11
12	\$37,129	\$38,986	\$40,935	\$42,982	\$45,131	12
13	\$37,501	\$39,376	\$41,345	\$43,412	\$45,582	13
14	\$37,876	\$39,770	\$41,758	\$43,846	\$46,038	14
15	\$38,255	\$40,167	\$42,176	\$44,284	\$46,499	15
16	\$38,637	\$40,569	\$42,597	\$44,727	\$46,964	16
17	\$39,023	\$40,975	\$43,023	\$45,174	\$47,433	17
18	\$39,414	\$41,384	\$43,454	\$45,626	\$47,908	18
19	\$39,808	\$41,798	\$43,888	\$46,082	\$48,387	19
20	\$40,206	\$42,216	\$44,327	\$46,543	\$48,870	20
21	\$40,608	\$42,638	\$44,770	\$47,009	\$49,359	21
22	\$41,014	\$43,065	\$45,218	\$47,479	\$49,853	22
23	\$41,424	\$43,495	\$45,670	\$47,954	\$50,351	23
24	\$41,838	\$43,930	\$46,127	\$48,433	\$50,855	24
25	\$42,257	\$44,370	\$46,588	\$48,917	\$51,363	25
26	\$42,679	\$44,813	\$47,054	\$49,407	\$51,877	26
27	\$43,106	\$45,261	\$47,525	\$49,901	\$52,396	27
28	\$43,537	\$45,714	\$48,000	\$50,400	\$52,920	28
29	\$43,973	\$46,171	\$48,480	\$50,904	\$53,449	29
30	\$44,412	\$46,633	\$48,965	\$51,413	\$53,983	30
31	\$44,856	\$47,099	\$49,454	\$51,927	\$54,523	31
32	\$45,305	\$47,570	\$49,949	\$52,446	\$55,068	32
33	\$45,758	\$48,046	\$50,448	\$52,971	\$55,619	33
34	\$46,216	\$48,526	\$50,953	\$53,500	\$56,175	34
35	\$46,678	\$49,012	\$51,462	\$54,035	\$56,737	35
36	\$47,145	\$49,502	\$51,977	\$54,576	\$57,304	36
37	\$47,616	\$49,997	\$52,497	\$55,121	\$57,878	37
38	\$48,092	\$50,497	\$53,022	\$55,673	\$58,456	38
39	\$48,573	\$51,002	\$53,552	\$56,229	\$59,041	39
40	\$49,059	\$51,512	\$54,087	\$56,792	\$59,631	40
41	\$49,549	\$52,027	\$54,628	\$57,360	\$60,228	41
42	\$50,045	\$52,547	\$55,174	\$57,933	\$60,830	42
43	\$50,545	\$53,073	\$55,726	\$58,513	\$61,438	43
44	\$51,051	\$53,603	\$56,283	\$59,098	\$62,053	44
45	\$51,561	\$54,139	\$56,846	\$59,689	\$62,673	45
46	\$52,077	\$54,681	\$57,415	\$60,286	\$63,300	46
47	\$52,598	\$55,228	\$57,989	\$60,888	\$63,933	47
48	\$53,124	\$55,780	\$58,569	\$61,497	\$64,572	48
49	\$53,655	\$56,338	\$59,155	\$62,112	\$65,218	49
50	\$54,191	\$56,901	\$59,746	\$62,733	\$65,870	50
51	\$54,733	\$57,470	\$60,344	\$63,361	\$66,529	51
52	\$55,281	\$58,045	\$60,947	\$63,994	\$67,194	52
53	\$55,833	\$58,625	\$61,556	\$64,634	\$67,866	53
54	\$56,392	\$59,211	\$62,172	\$65,281	\$68,545	54

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Lawndale 2022 Proposed Salary Schedule

55	\$56,956	\$59,804	\$62,794	\$65,933	\$69,230	55
56	\$57,525	\$60,402	\$63,422	\$66,593	\$69,922	56
57	\$58,101	\$61,006	\$64,056	\$67,259	\$70,622	57
58	\$58,682	\$61,616	\$64,696	\$67,931	\$71,328	58
59	\$59,268	\$62,232	\$65,343	\$68,611	\$72,041	59
60	\$59,861	\$62,854	\$65,997	\$69,297	\$72,761	60
61	\$60,460	\$63,483	\$66,657	\$69,990	\$73,489	61
62	\$61,064	\$64,117	\$67,323	\$70,690	\$74,224	62
63	\$61,675	\$64,759	\$67,997	\$71,396	\$74,966	63
64	\$62,292	\$65,406	\$68,677	\$72,110	\$75,716	64
65	\$62,915	\$66,060	\$69,363	\$72,831	\$76,473	65
66	\$63,544	\$66,721	\$70,057	\$73,560	\$77,238	66
67	\$64,179	\$67,388	\$70,758	\$74,295	\$78,010	67
68	\$64,821	\$68,062	\$71,465	\$75,038	\$78,790	68
69	\$65,469	\$68,743	\$72,180	\$75,789	\$79,578	69
70	\$66,124	\$69,430	\$72,902	\$76,547	\$80,374	70
71	\$66,785	\$70,124	\$73,631	\$77,312	\$81,178	71
72	\$67,453	\$70,826	\$74,367	\$78,085	\$81,989	72
73	\$68,127	\$71,534	\$75,111	\$78,866	\$82,809	73
74	\$68,809	\$72,249	\$75,862	\$79,655	\$83,637	74
75	\$69,497	\$72,972	\$76,620	\$80,451	\$84,474	75
76	\$70,192	\$73,701	\$77,386	\$81,256	\$85,319	76
77	\$70,894	\$74,438	\$78,160	\$82,068	\$86,172	77
78	\$71,603	\$75,183	\$78,942	\$82,889	\$87,033	78
79	\$72,319	\$75,935	\$79,731	\$83,718	\$87,904	79
80	\$73,042	\$76,694	\$80,529	\$84,555	\$88,783	80
81	\$73,772	\$77,461	\$81,334	\$85,401	\$89,671	81
82	\$74,510	\$78,236	\$82,147	\$86,255	\$90,567	82
83	\$75,255	\$79,018	\$82,969	\$87,117	\$91,473	83
84	\$76,008	\$79,808	\$83,798	\$87,988	\$92,388	84
85	\$76,768	\$80,606	\$84,636	\$88,868	\$93,312	85
86	\$77,535	\$81,412	\$85,483	\$89,757	\$94,245	86
87	\$78,311	\$82,226	\$86,338	\$90,654	\$95,187	87
88	\$79,094	\$83,049	\$87,201	\$91,561	\$96,139	88
89	\$79,885	\$83,879	\$88,073	\$92,477	\$97,100	89
90	\$80,684	\$84,718	\$88,954	\$93,401	\$98,071	90
91	\$81,490	\$85,565	\$89,843	\$94,335	\$99,052	91
92	\$82,305	\$86,421	\$90,742	\$95,279	\$100,043	92
93	\$83,128	\$87,285	\$91,649	\$96,232	\$101,043	93
94	\$83,960	\$88,158	\$92,566	\$97,194	\$102,054	94
95	\$84,799	\$89,039	\$93,491	\$98,166	\$103,074	95
96	\$85,647	\$89,930	\$94,426	\$99,147	\$104,105	96
97	\$86,504	\$90,829	\$95,370	\$100,139	\$105,146	97
98	\$87,369	\$91,737	\$96,324	\$101,140	\$106,197	98
99	\$88,243	\$92,655	\$97,287	\$102,152	\$107,259	99
100	\$89,125	\$93,581	\$98,260	\$103,173	\$108,332	100
101	\$90,016	\$94,517	\$99,243	\$104,205	\$109,415	101
102	\$90,916	\$95,462	\$100,235	\$105,247	\$110,509	102
103	\$91,826	\$96,417	\$101,238	\$106,300	\$111,615	103
104	\$92,744	\$97,381	\$102,250	\$107,363	\$112,731	104
105	\$93,671	\$98,355	\$103,273	\$108,436	\$113,858	105
106	\$94,608	\$99,338	\$104,305	\$109,521	\$114,997	106
107	\$95,554	\$100,332	\$105,348	\$110,616	\$116,147	107
108	\$96,510	\$101,335	\$106,402	\$111,722	\$117,308	108
109	\$97,475	\$102,348	\$107,466	\$112,839	\$118,481	109
110	\$98,449	\$103,372	\$108,540	\$113,967	\$119,666	110
111	\$99,434	\$104,406	\$109,626	\$115,107	\$120,863	111
112	\$100,428	\$105,450	\$110,722	\$116,258	\$122,071	112
113	\$101,433	\$106,504	\$111,829	\$117,421	\$123,292	113
114	\$102,447	\$107,569	\$112,948	\$118,595	\$124,525	114
115	\$103,471	\$108,645	\$114,077	\$119,781	\$125,770	115
116	\$104,506	\$109,731	\$115,218	\$120,979	\$127,028	116
117	\$105,551	\$110,829	\$116,370	\$122,189	\$128,298	117
118	\$106,607	\$111,937	\$117,534	\$123,410	\$129,581	118
119	\$107,673	\$113,056	\$118,709	\$124,645	\$130,877	119
120	\$108,749	\$114,187	\$119,896	\$125,891	\$132,186	120
121	\$109,837	\$115,329	\$121,095	\$127,150	\$133,507	121
122	\$110,935	\$116,482	\$122,306	\$128,421	\$134,842	122
123	\$112,045	\$117,647	\$123,529	\$129,706	\$136,191	123

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Lawndale 2022 Proposed Salary Schedule

124	\$113,165	\$118,823	\$124,764	\$131,003	\$137,553	124
125	\$114,297	\$120,012	\$126,012	\$132,313	\$138,928	125
126	\$115,440	\$121,212	\$127,272	\$133,636	\$140,318	126
127	\$116,594	\$122,424	\$128,545	\$134,972	\$141,721	127
128	\$117,760	\$123,648	\$129,830	\$136,322	\$143,138	128
129	\$118,938	\$124,884	\$131,129	\$137,685	\$144,569	129
130	\$120,127	\$126,133	\$132,440	\$139,062	\$146,015	130
131	\$121,328	\$127,395	\$133,764	\$140,453	\$147,475	131
132	\$122,542	\$128,669	\$135,102	\$141,857	\$148,950	132
133	\$123,767	\$129,955	\$136,453	\$143,276	\$150,439	133
134	\$125,005	\$131,255	\$137,818	\$144,708	\$151,944	134
135	\$126,255	\$132,567	\$139,196	\$146,156	\$153,463	135
136	\$127,517	\$133,893	\$140,588	\$147,617	\$154,998	136
137	\$128,792	\$135,232	\$141,994	\$149,093	\$156,548	137
138	\$130,080	\$136,584	\$143,414	\$150,584	\$158,113	138
139	\$131,381	\$137,950	\$144,848	\$152,090	\$159,695	139
140	\$132,695	\$139,330	\$146,296	\$153,611	\$161,291	140
141	\$134,022	\$140,723	\$147,759	\$155,147	\$162,904	141
142	\$135,362	\$142,130	\$149,237	\$156,699	\$164,533	142
143	\$136,716	\$143,551	\$150,729	\$158,266	\$166,179	143
144	\$138,083	\$144,987	\$152,236	\$159,848	\$167,841	144
145	\$139,464	\$146,437	\$153,759	\$161,447	\$169,519	145
146	\$140,858	\$147,901	\$155,296	\$163,061	\$171,214	146
147	\$142,267	\$149,380	\$156,849	\$164,692	\$172,926	147
148	\$143,690	\$150,874	\$158,418	\$166,339	\$174,656	148
149	\$145,126	\$152,383	\$160,002	\$168,002	\$176,402	149
150	\$146,578	\$153,907	\$161,602	\$169,682	\$178,166	150
151	\$148,044	\$155,446	\$163,218	\$171,379	\$179,948	151
152	\$149,524	\$157,000	\$164,850	\$173,093	\$181,747	152
153	\$151,019	\$158,570	\$166,499	\$174,824	\$183,565	153
154	\$152,529	\$160,156	\$168,164	\$176,572	\$185,400	154
155	\$154,055	\$161,757	\$169,845	\$178,338	\$187,254	155
156	\$155,595	\$163,375	\$171,544	\$180,121	\$189,127	156
157	\$157,151	\$165,009	\$173,259	\$181,922	\$191,018	157
158	\$158,723	\$166,659	\$174,992	\$183,741	\$192,928	158
159	\$160,310	\$168,325	\$176,742	\$185,579	\$194,858	159
160	\$161,913	\$170,009	\$178,509	\$187,435	\$196,806	160
161	\$163,532	\$171,709	\$180,294	\$189,309	\$198,774	161
162	\$165,167	\$173,426	\$182,097	\$191,202	\$200,762	162
163	\$166,819	\$175,160	\$183,918	\$193,114	\$202,770	163
164	\$168,487	\$176,912	\$185,757	\$195,045	\$204,797	164
165	\$170,172	\$178,681	\$187,615	\$196,996	\$206,845	165
166	\$171,874	\$180,468	\$189,491	\$198,966	\$208,914	166
167	\$173,593	\$182,272	\$191,386	\$200,955	\$211,003	167
168	\$175,329	\$184,095	\$193,300	\$202,965	\$213,113	168
169	\$177,082	\$185,936	\$195,233	\$204,994	\$215,244	169
170	\$178,853	\$187,795	\$197,185	\$207,044	\$217,397	170
171	\$180,641	\$189,673	\$199,157	\$209,115	\$219,571	171
172	\$182,448	\$191,570	\$201,149	\$211,206	\$221,766	172
173	\$184,272	\$193,486	\$203,160	\$213,318	\$223,984	173
174	\$186,115	\$195,421	\$205,192	\$215,451	\$226,224	174
175	\$187,976	\$197,375	\$207,244	\$217,606	\$228,486	175
176	\$189,856	\$199,349	\$209,316	\$219,782	\$230,771	176
177	\$191,754	\$201,342	\$211,409	\$221,980	\$233,079	177
178	\$193,672	\$203,355	\$213,523	\$224,199	\$235,409	178
179	\$195,609	\$205,389	\$215,658	\$226,441	\$237,763	179
180	\$197,565	\$207,443	\$217,815	\$228,706	\$240,141	180
181	\$199,540	\$209,517	\$219,993	\$230,993	\$242,542	181
182	\$201,536	\$211,612	\$222,193	\$233,303	\$244,968	182
183	\$203,551	\$213,729	\$224,415	\$235,636	\$247,418	183
184	\$205,587	\$215,866	\$226,659	\$237,992	\$249,892	184

City Council Meeting – August 15, 2022
Resolutions Amending AFSCME MOU, Salary and Benefit Schedule
For CMT and Citywide Salary and Pay Schedule for FY 2022-23

ATTACHMENT 4

Public Sector Personnel Consultant (PSPC) Classification and Compensation Study Data Information

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Lawndale 2022 Salary Survey Sources By Comparator Organization

		Base Compensation		Total Compensation		General Details	
Survey Organization	Number of Matches from Each Comparator	Comparator's Relationship to Lawndale	Comparator's Relationship to Market	Comparator's Relationship to Client	Comparator's Relationship to Market	Average Range Width	Sperlings Cost of Living Index
Bellflower	27	9%	0%	27%	6%	24%	149.0%
Carson	36	9%	0%	29%	7%	25%	149.0%
El Segundo	32	14%	4%	25%	4%	24%	248.0%
Gardena	32	10%	0%	7%	-11%	26%	153.0%
Hawaiian Gardens	25	-1%	-8%	30%	8%	22%	132.0%
Hawthorne	33	11%	1%	35%	10%	46%	165.0%
Hermosa Beach	26	8%	0%	17%	0%	20%	299.0%
Lomita	19	-2%	-8%	-8%	-21%	21%	164.0%
Manhattan Beach	33	15%	7%	14%	-4%	25%	382.0%
Rolling Hills Estates	16	19%	9%	10%	-6%	36%	257.0%
Signal Hill	26	5%	-2%	11%	-4%	26%	151.0%
Temple	17	1%	-6%	21%	0%	27%	176.0%
Lawndale	39	-7.5%		-19%		21%	153.0%

Lawndale 2022 External Competitiveness Review

Class Information			Base Salary Calculations				Total Comp Calculations				
Proposed Job Classification Title	Current Job Classification Title	Lawndale Base Salary Maximum	Market Base Salary Maximum	\$	%	Base Comp Relationship to Market	Lawndale Total Comp Maximum	Market Total Comp Maximum	\$	%	Total Comp Relationship to Market
Director of Community Services	Director of Community Services	\$131,088	\$174,727	-\$43,639	-33.29%	More than 5% Behind Market	171,628.87	235,822.61	-\$64,194	-37.40%	More than 5% Behind Market
Director of Public Works	Director of Public Works	\$159,340	\$190,046	-\$30,706	-19.27%	More than 5% Behind Market	200,691.29	240,665.55	-\$39,974	-19.92%	More than 5% Behind Market
Executive Assistant to the City Manager	Executive Assistant	\$78,165	\$92,993	-\$16,827	-22.11%	More than 5% Behind Market	101,569.05	139,422.89	-\$37,855	-37.27%	More than 5% Behind Market
Office Assistant	Office Assistant	\$47,424	\$57,574	-\$10,150	-21.40%	More than 5% Behind Market	75,923.71	98,693.89	-\$22,770	-29.99%	More than 5% Behind Market
Community Services Leader	Recreation leader	\$37,624	\$52,798	-\$15,174	-3.06%	At Market	59,675.99	69,020.84	-\$9,345	-15.27%	More than 5% Behind Market
Director of Community Development	Director of Community Development	\$151,752	\$181,602	-\$30,050	-19.80%	More than 5% Behind Market	162,865.92	235,213.19	-\$70,327	-30.27%	More than 5% Behind Market
Accounting Manager	Accounting Manager	\$114,545	\$130,371	-\$15,826	-13.82%	More than 5% Behind Market	154,611.08	182,871.85	-\$28,261	-18.28%	More than 5% Behind Market
Municipal Services Officer II	Municipal Services Officer II	\$62,706	\$71,088	-\$8,382	-13.37%	More than 5% Behind Market	87,469.01	127,898.71	-\$40,401	-46.17%	More than 5% Behind Market
Accounting / Payroll Specialist	Accounting / Payroll Specialist	\$65,632	\$74,098	-\$8,466	-12.90%	More than 5% Behind Market	90,558.90	118,429.13	-\$27,870	-30.78%	More than 5% Behind Market
Cable Television Supervisor	Cable Television Supervisor	\$107,926	\$121,393	-\$13,467	-12.48%	More than 5% Behind Market	147,802.12	167,359.68	-\$19,558	-13.23%	More than 5% Behind Market
Lead Public Works Maintenance Worker	Maintenance Worker III	\$69,153	\$77,591	-\$8,438	-12.20%	More than 5% Behind Market	94,242.21	120,908.43	-\$26,666	-28.30%	More than 5% Behind Market
Management Analyst	Administrative Analyst	\$84,482	\$93,756	-\$9,274	-10.96%	More than 5% Behind Market	110,277.86	139,677.47	-\$29,600	-26.84%	More than 5% Behind Market
Director of Finance/City Treasurer	Director of Finance/City Treasurer	\$178,323	\$178,323	\$0	0.00%	At Market	232,987.64	232,987.64	\$0	0.00%	At Market
Administrative Secretary	Administrative Assistant II	\$65,632	\$71,847	-\$6,215	-9.47%	More than 5% Behind Market	90,558.90	113,948.87	-\$23,390	-25.83%	More than 5% Behind Market
Assistant to the City Manager/HR Director	Assistant to the City Manager/HR Director	\$131,088	\$154,574	-\$23,486	-17.92%	More than 5% Behind Market	171,628.87	204,590.84	-\$32,962	-19.21%	More than 5% Behind Market
Transit Operator	Transit Operator	\$56,538	\$59,619	-\$3,081	-5.45%	More than 5% Behind Market	85,299.28	102,725.37	-\$17,426	-20.43%	More than 5% Behind Market
Building Permit Specialist	Building Permit Specialist	\$65,632	\$70,960	-\$5,328	-8.12%	More than 5% Behind Market	90,558.90	116,643.56	-\$26,085	-28.80%	More than 5% Behind Market
Public Works Inspector	Public Works Inspector	\$78,165	\$91,866	-\$13,701	-17.50%	More than 5% Behind Market	101,569.05	130,221.22	-\$28,653	-28.21%	More than 5% Behind Market
Municipal Services Supervisor	Municipal Services Supervisor	\$92,928	\$99,009	-\$6,081	-6.54%	More than 5% Behind Market	132,373.67	149,900.21	-\$17,527	-13.24%	More than 5% Behind Market
Accounting Specialist	Accounting Specialist	\$82,708	\$88,458	-\$5,750	-6.98%	More than 5% Behind Market	87,469.01	108,094.55	-\$20,625	-23.54%	More than 5% Behind Market
Senior Planner	Senior Planner	\$110,960	\$116,109	-\$5,149	-4.47%	More than 5% Behind Market	150,028.22	161,550.96	-\$11,522	-7.68%	More than 5% Behind Market
Senior Public Works Maintenance Worker	Maintenance Worker II	\$62,706	\$68,123	-\$5,417	-8.45%	More than 5% Behind Market	87,469.01	107,379.83	-\$19,882	-22.72%	More than 5% Behind Market
Associate Engineer	Associate Engineer	\$107,926	\$113,608	-\$5,682	-5.26%	More than 5% Behind Market	147,802.12	158,620.85	-\$10,819	-7.46%	More than 5% Behind Market
Community Services Supervisor	Community Services Supervisor	\$88,586	\$92,768	-\$4,182	-4.72%	At Market	137,506.99	148,456.71	-\$10,950	-8.23%	More than 5% Behind Market
Public Works Maintenance Supervisor	Maintenance Supervisor	\$97,918	\$102,509	-\$4,591	-4.69%	At Market	94,242.21	114,211.57	-\$19,969	-21.19%	More than 5% Behind Market
Community Services Coordinator	Community Services Coordinator	\$65,133	\$71,974	-\$6,841	-10.50%	At Market	81,045.66	110,054.23	-\$29,009	-40.60%	More than 5% Behind Market
Public Works Maintenance Worker	Maintenance Worker I	\$55,538	\$58,349	-\$2,811	-5.06%	At Market	105,708.52	112,682.15	-\$6,974	-6.19%	More than 5% Behind Market
Assistant Engineer	Assistant Engineer	\$91,088	\$93,524	-\$2,436	-2.67%	At Market	130,480.87	134,332.81	-\$3,852	-2.91%	More than 5% Behind Market
Deputy City Clerk	Deputy City Clerk	\$84,114	\$81,781	\$2,333	2.79%	At Market	110,277.88	109,171.41	\$1,106	1.01%	More than 5% Behind Market
Assistant Planner	Assistant Planner	\$84,482	\$86,045	-\$1,563	-1.87%	At Market	123,685.27	131,353.76	-\$7,668	-6.20%	More than 5% Behind Market
Code Enforcement Officer II	Code Enforcement Officer II	\$84,482	\$86,045	-\$1,563	-1.87%	At Market	110,277.88	109,171.41	\$1,106	1.01%	More than 5% Behind Market
Senior Community Services Leader	Senior Recreation Leader	\$40,602	\$41,328	-\$726	-1.79%	At Market	68,905.51	83,555.76	-\$14,650	-21.28%	More than 5% Behind Market
Municipal Services Officer I	Municipal Services Officer I	\$56,538	\$57,372	-\$834	-1.48%	At Market	81,045.66	109,171.41	-\$28,126	-34.70%	More than 5% Behind Market
Vacant - Delete	City Engineer	\$145,985	\$145,798	\$186	0.13%	At Market	184,898.01	196,482.97	-\$11,584	-6.35%	More than 5% Behind Market
Engineering Technician	Engineering Technician	\$80,114	\$81,056	-\$942	-1.18%	At Market	105,708.52	125,859.79	-\$20,151	-19.06%	More than 5% Behind Market
Associate Planner	Associate Planner	\$102,671	\$99,887	\$2,784	2.73%	At Market	142,396.30	144,088.67	-\$1,692	-1.19%	At Market
Economic Dev Coordinator	Grant/Economic Dev Coordinator	\$87,540	\$83,589	\$3,951	4.51%	At Market	126,631.04	123,441.48	\$3,189	2.59%	More than 5% Behind Market
Code Enforcement Officer I	Code Enforcement Officer I	\$80,114	\$75,803	\$4,311	5.35%	More than 5% Ahead of Market	105,708.52	124,682.15	-\$18,974	-17.93%	More than 5% Behind Market
Assistant City Clerk	Assistant City Clerk	\$131,088	\$124,138	\$6,950	5.30%	More than 5% Ahead of Market	171,628.87	170,086.54	\$1,542	0.90%	At Market

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Lawndale 2022 Implementation Summary

			Current Range Assignment			Market Data		Proposed 2022 Range Assignments					

Bargaining Unit Label	Payroll Job Title	New Proposed Job Title	Notes	New Proposed Range
AFSCME CLASSIFIED UNIT (CL)	Accounting Specialist	Accounting Specialist		51
AFSCME CLASSIFIED UNIT (CL)	Accounting Specialist	Accounting Specialist		51
AFSCME MID-MANAGEMENT UNIT (MM)	Administrative Analyst	Management Analyst		85
AFSCME CLASSIFIED UNIT (CL)	Administrative Assistant II	Administrative Secretary		59
AFSCME CLASSIFIED UNIT (CL)	Administrative Assistant II	Administrative Secretary		59
AFSCME CLASSIFIED UNIT (CL)	Administrative Assistant II	Administrative Secretary		59
AFSCME CLASSIFIED UNIT (CL)	Assistant to the City Manager/Pe	Assistant to the City Manager/HR Director		142
CENTRAL MANAGEMENT EMPLOYEES (CMT)	Cable TV Prod. Assistant	CATV Production Assistant I		33
PART-TIME EMPLOYEES HOURLY (PT)	City Manager	City Manager		172
Contract	Code Enforcement Officer	Code Enforcement Officer I		71
AFSCME CLASSIFIED UNIT (CL)	Code Enforcement Officer II	Code Enforcement Officer II		77
AFSCME CLASSIFIED UNIT (CL)	Code Enforcement Officer II	Code Enforcement Officer II		77
CENTRAL MANAGEMENT EMPLOYEES (CMT)	Director of Community Services	Director of Community Services		142
CENTRAL MANAGEMENT EMPLOYEES (CMT)	Director of Finance	Director of Finance/City Treasurer		152
CENTRAL MANAGEMENT EMPLOYEES (CMT)	Director of Municipal Services	Director of Municipal Services		142
AFSCME CLASSIFIED UNIT (CL)	Executive Assistant	Executive Assistant to the City Manager		152
AFSCME MID-MANAGEMENT UNIT (MM)	Maintenance Supervisor	Public Works Maintenance Supervisor		85
AFSCME CLASSIFIED UNIT (CL)	Maintenance Worker I	Public Works Maintenance Worker		94
AFSCME CLASSIFIED UNIT (CL)	Maintenance Worker I	Public Works Maintenance Worker		38
AFSCME CLASSIFIED UNIT (CL)	Maintenance Worker I	Public Works Maintenance Worker		38
AFSCME CLASSIFIED UNIT (CL)	Maintenance Worker I	Public Works Maintenance Worker		38
AFSCME CLASSIFIED UNIT (CL)	Maintenance Worker I	Public Works Maintenance Worker		38
AFSCME CLASSIFIED UNIT (CL)	Maintenance Worker I	Public Works Maintenance Worker		38
AFSCME CLASSIFIED UNIT (CL)	Maintenance Worker II	Senior Public Works Maintenance Worker		38
AFSCME CLASSIFIED UNIT (CL)	Maintenance Worker II	Senior Public Works Maintenance Worker		50
AFSCME CLASSIFIED UNIT (CL)	Maintenance Worker II	Senior Public Works Maintenance Worker		50
AFSCME CLASSIFIED UNIT (CL)	Maintenance Worker II	Senior Public Works Maintenance Worker		50
AFSCME CLASSIFIED UNIT (CL)	Maintenance Worker II	Senior Public Works Maintenance Worker		66
AFSCME CLASSIFIED UNIT (CL)	Maintenance Worker III	Lead Public Works Maintenance Worker		66
AFSCME CLASSIFIED UNIT (CL)	Municipal Services Officer I	Municipal Services Officer I		38
AFSCME CLASSIFIED UNIT (CL)	Municipal Services Officer I	Municipal Services Officer I		38
AFSCME CLASSIFIED UNIT (CL)	Municipal Services Officer I	Municipal Services Officer I		38
AFSCME CLASSIFIED UNIT (CL)	Municipal Services Officer II	Municipal Services Officer II		58
AFSCME CLASSIFIED UNIT (CL)	Municipal Services Officer II	Municipal Services Officer II		58
AFSCME CLASSIFIED UNIT (CL)	Municipal Services Officer II	Municipal Services Officer II		58
AFSCME CLASSIFIED UNIT (CL)	Municipal Services Officer II	Municipal Services Officer II		91
AFSCME MID-MANAGEMENT UNIT (MM)	Municipal Services Supervisor	Municipal Services Supervisor		36
PART-TIME EMPLOYEES HOURLY (PT)	Office Assistant	Office Assistant		59
AFSCME CLASSIFIED UNIT (CL)	Office/Personnel Assistant	Office/Personnel Assistant		62
AFSCME CLASSIFIED UNIT (CL)	Payroll/Accounting Specialist	Accounting / Payroll Specialist		72
AFSCME CLASSIFIED UNIT (CL)	PWD Inspector	Public Works Inspector		72
PART-TIME EMPLOYEES HOURLY (PT)	Recreation Leader	Community Services Leader		1
PART-TIME EMPLOYEES HOURLY (PT)	Recreation Leader	Community Services Leader		1
PART-TIME EMPLOYEES HOURLY (PT)	Recreation Leader	Community Services Leader		1
PART-TIME EMPLOYEES HOURLY (PT)	Recreation Leader	Community Services Leader		1
PART-TIME EMPLOYEES HOURLY (PT)	Recreation Leader	Community Services Leader		1
AFSCME CLASSIFIED UNIT (CL)	Senior Nutrition Specialist	Senior Citizen Nutrition Specialist		4
AFSCME MID-MANAGEMENT UNIT (MM)	Senior Planner	Community Development Manager	Reclassifying to Manager	118
PART-TIME EMPLOYEES HOURLY (PT)	Senior Recreation Leader	Senior Community Services Leader		4
PART-TIME EMPLOYEES HOURLY (PT)	Senior Recreation Leader	Senior Community Services Leader		4
AFSCME CLASSIFIED UNIT (CL)	Transit Operator	Transit Operator		40

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Lawndale 2022 Proposed Salary Schedule

Salary Range						
Salary Range	Step A	Step B	Step C	Step D	Step E	Salary Range
0	\$0	\$0	\$0	\$0	\$0	0
1	\$33,280	\$34,944	\$36,691	\$38,526	\$40,452	1
2	\$33,613	\$35,293	\$37,058	\$38,911	\$40,857	2
3	\$33,949	\$35,646	\$37,429	\$39,300	\$41,265	3
4	\$34,288	\$36,003	\$37,803	\$39,693	\$41,678	4
5	\$34,631	\$36,363	\$38,181	\$40,090	\$42,095	5
6	\$34,978	\$36,726	\$38,563	\$40,491	\$42,516	6
7	\$35,327	\$37,094	\$38,948	\$40,896	\$42,941	7
8	\$35,681	\$37,465	\$39,338	\$41,305	\$43,370	8
9	\$36,037	\$37,839	\$39,731	\$41,718	\$43,804	9
10	\$36,398	\$38,218	\$40,129	\$42,135	\$44,242	10
11	\$36,762	\$38,600	\$40,530	\$42,556	\$44,684	11
12	\$37,129	\$38,986	\$40,935	\$42,982	\$45,131	12
13	\$37,501	\$39,376	\$41,345	\$43,412	\$45,582	13
14	\$37,876	\$39,770	\$41,758	\$43,846	\$46,038	14
15	\$38,255	\$40,167	\$42,176	\$44,284	\$46,499	15
16	\$38,637	\$40,569	\$42,597	\$44,727	\$46,964	16
17	\$39,023	\$40,975	\$43,023	\$45,174	\$47,433	17
18	\$39,414	\$41,384	\$43,454	\$45,626	\$47,908	18
19	\$39,808	\$41,798	\$43,888	\$46,082	\$48,387	19
20	\$40,206	\$42,216	\$44,327	\$46,543	\$48,870	20
21	\$40,608	\$42,638	\$44,770	\$47,009	\$49,359	21
22	\$41,014	\$43,065	\$45,218	\$47,479	\$49,853	22
23	\$41,424	\$43,495	\$45,670	\$47,954	\$50,351	23
24	\$41,838	\$43,930	\$46,127	\$48,433	\$50,855	24
25	\$42,257	\$44,370	\$46,588	\$48,917	\$51,363	25
26	\$42,679	\$44,813	\$47,054	\$49,407	\$51,877	26
27	\$43,106	\$45,261	\$47,525	\$49,901	\$52,396	27
28	\$43,537	\$45,714	\$48,000	\$50,400	\$52,920	28
29	\$43,973	\$46,171	\$48,480	\$50,904	\$53,449	29
30	\$44,412	\$46,633	\$48,965	\$51,413	\$53,983	30
31	\$44,856	\$47,099	\$49,454	\$51,927	\$54,523	31
32	\$45,305	\$47,570	\$49,949	\$52,446	\$55,068	32
33	\$45,758	\$48,046	\$50,448	\$52,971	\$55,619	33
34	\$46,216	\$48,526	\$50,953	\$53,500	\$56,175	34
35	\$46,678	\$49,012	\$51,462	\$54,035	\$56,737	35
36	\$47,145	\$49,502	\$51,977	\$54,576	\$57,304	36
37	\$47,616	\$49,997	\$52,497	\$55,121	\$57,878	37
38	\$48,092	\$50,497	\$53,022	\$55,673	\$58,456	38
39	\$48,573	\$51,002	\$53,552	\$56,229	\$59,041	39
40	\$49,059	\$51,512	\$54,087	\$56,792	\$59,631	40
41	\$49,549	\$52,027	\$54,628	\$57,360	\$60,228	41
42	\$50,045	\$52,547	\$55,174	\$57,933	\$60,830	42
43	\$50,545	\$53,073	\$55,726	\$58,513	\$61,438	43
44	\$51,051	\$53,603	\$56,283	\$59,098	\$62,053	44
45	\$51,561	\$54,139	\$56,846	\$59,689	\$62,673	45
46	\$52,077	\$54,681	\$57,415	\$60,286	\$63,300	46
47	\$52,598	\$55,228	\$57,989	\$60,888	\$63,933	47
48	\$53,124	\$55,780	\$58,569	\$61,497	\$64,572	48
49	\$53,655	\$56,338	\$59,155	\$62,112	\$65,218	49
50	\$54,191	\$56,901	\$59,746	\$62,733	\$65,870	50
51	\$54,733	\$57,470	\$60,344	\$63,361	\$66,529	51
52	\$55,281	\$58,045	\$60,947	\$63,994	\$67,194	52
53	\$55,833	\$58,625	\$61,556	\$64,634	\$67,866	53
54	\$56,392	\$59,211	\$62,172	\$65,281	\$68,545	54

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Lawndale 2022 Proposed Salary Schedule

55	\$56,956	\$59,804	\$62,794	\$65,933	\$69,230	55
56	\$57,525	\$60,402	\$63,422	\$66,593	\$69,922	56
57	\$58,101	\$61,006	\$64,056	\$67,259	\$70,622	57
58	\$58,682	\$61,616	\$64,696	\$67,931	\$71,328	58
59	\$59,268	\$62,232	\$65,343	\$68,611	\$72,041	59
60	\$59,861	\$62,854	\$65,997	\$69,297	\$72,761	60
61	\$60,460	\$63,483	\$66,657	\$69,990	\$73,489	61
62	\$61,064	\$64,117	\$67,323	\$70,690	\$74,224	62
63	\$61,675	\$64,759	\$67,997	\$71,396	\$74,966	63
64	\$62,292	\$65,406	\$68,677	\$72,110	\$75,716	64
65	\$62,915	\$66,060	\$69,363	\$72,831	\$76,473	65
66	\$63,544	\$66,721	\$70,057	\$73,560	\$77,238	66
67	\$64,179	\$67,388	\$70,758	\$74,295	\$78,010	67
68	\$64,821	\$68,062	\$71,465	\$75,038	\$78,790	68
69	\$65,469	\$68,743	\$72,180	\$75,789	\$79,578	69
70	\$66,124	\$69,430	\$72,902	\$76,547	\$80,374	70
71	\$66,785	\$70,124	\$73,631	\$77,312	\$81,178	71
72	\$67,453	\$70,826	\$74,367	\$78,085	\$81,989	72
73	\$68,127	\$71,534	\$75,111	\$78,866	\$82,809	73
74	\$68,809	\$72,249	\$75,862	\$79,655	\$83,637	74
75	\$69,497	\$72,972	\$76,620	\$80,451	\$84,474	75
76	\$70,192	\$73,701	\$77,386	\$81,256	\$85,319	76
77	\$70,894	\$74,438	\$78,160	\$82,068	\$86,172	77
78	\$71,603	\$75,183	\$78,942	\$82,889	\$87,033	78
79	\$72,319	\$75,935	\$79,731	\$83,718	\$87,904	79
80	\$73,042	\$76,694	\$80,529	\$84,555	\$88,783	80
81	\$73,772	\$77,461	\$81,334	\$85,401	\$89,671	81
82	\$74,510	\$78,236	\$82,147	\$86,255	\$90,567	82
83	\$75,255	\$79,018	\$82,969	\$87,117	\$91,473	83
84	\$76,008	\$79,808	\$83,798	\$87,988	\$92,388	84
85	\$76,768	\$80,606	\$84,636	\$88,868	\$93,312	85
86	\$77,535	\$81,412	\$85,483	\$89,757	\$94,245	86
87	\$78,311	\$82,226	\$86,338	\$90,654	\$95,187	87
88	\$79,094	\$83,049	\$87,201	\$91,561	\$96,139	88
89	\$79,885	\$83,879	\$88,073	\$92,477	\$97,100	89
90	\$80,684	\$84,718	\$88,954	\$93,401	\$98,071	90
91	\$81,490	\$85,565	\$89,843	\$94,335	\$99,052	91
92	\$82,305	\$86,421	\$90,742	\$95,279	\$100,043	92
93	\$83,128	\$87,285	\$91,649	\$96,232	\$101,043	93
94	\$83,960	\$88,158	\$92,566	\$97,194	\$102,054	94
95	\$84,799	\$89,039	\$93,491	\$98,166	\$103,074	95
96	\$85,647	\$89,930	\$94,426	\$99,147	\$104,105	96
97	\$86,504	\$90,829	\$95,370	\$100,139	\$105,146	97
98	\$87,369	\$91,737	\$96,324	\$101,140	\$106,197	98
99	\$88,243	\$92,655	\$97,287	\$102,152	\$107,259	99
100	\$89,125	\$93,581	\$98,260	\$103,173	\$108,332	100
101	\$90,016	\$94,517	\$99,243	\$104,205	\$109,415	101
102	\$90,916	\$95,462	\$100,235	\$105,247	\$110,509	102
103	\$91,826	\$96,417	\$101,238	\$106,300	\$111,615	103
104	\$92,744	\$97,381	\$102,250	\$107,363	\$112,731	104
105	\$93,671	\$98,355	\$103,273	\$108,436	\$113,858	105
106	\$94,608	\$99,338	\$104,305	\$109,521	\$114,997	106
107	\$95,554	\$100,332	\$105,348	\$110,616	\$116,147	107
108	\$96,510	\$101,335	\$106,402	\$111,722	\$117,308	108
109	\$97,475	\$102,348	\$107,466	\$112,839	\$118,481	109
110	\$98,449	\$103,372	\$108,540	\$113,967	\$119,666	110
111	\$99,434	\$104,406	\$109,626	\$115,107	\$120,863	111
112	\$100,428	\$105,450	\$110,722	\$116,258	\$122,071	112
113	\$101,433	\$106,504	\$111,829	\$117,421	\$123,292	113
114	\$102,447	\$107,569	\$112,948	\$118,595	\$124,525	114
115	\$103,471	\$108,645	\$114,077	\$119,781	\$125,770	115
116	\$104,506	\$109,731	\$115,218	\$120,979	\$127,028	116
117	\$105,551	\$110,829	\$116,370	\$122,189	\$128,298	117
118	\$106,607	\$111,937	\$117,534	\$123,410	\$129,581	118
119	\$107,673	\$113,056	\$118,709	\$124,645	\$130,877	119
120	\$108,749	\$114,187	\$119,896	\$125,891	\$132,186	120
121	\$109,837	\$115,329	\$121,095	\$127,150	\$133,507	121
122	\$110,935	\$116,482	\$122,306	\$128,421	\$134,842	122
123	\$112,045	\$117,647	\$123,529	\$129,706	\$136,191	123

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Lawndale 2022 Proposed Salary Schedule

124	\$113,165	\$118,823	\$124,764	\$131,003	\$137,553	124
125	\$114,297	\$120,012	\$126,012	\$132,313	\$138,928	125
126	\$115,440	\$121,212	\$127,272	\$133,636	\$140,318	126
127	\$116,594	\$122,424	\$128,545	\$134,972	\$141,721	127
128	\$117,760	\$123,648	\$129,830	\$136,322	\$143,138	128
129	\$118,938	\$124,884	\$131,129	\$137,685	\$144,569	129
130	\$120,127	\$126,133	\$132,440	\$139,062	\$146,015	130
131	\$121,328	\$127,395	\$133,764	\$140,453	\$147,475	131
132	\$122,542	\$128,669	\$135,102	\$141,857	\$148,950	132
133	\$123,767	\$129,955	\$136,453	\$143,276	\$150,439	133
134	\$125,005	\$131,255	\$137,818	\$144,708	\$151,944	134
135	\$126,255	\$132,567	\$139,196	\$146,156	\$153,463	135
136	\$127,517	\$133,893	\$140,588	\$147,617	\$154,998	136
137	\$128,792	\$135,232	\$141,994	\$149,093	\$156,548	137
138	\$130,080	\$136,584	\$143,414	\$150,584	\$158,113	138
139	\$131,381	\$137,950	\$144,848	\$152,090	\$159,695	139
140	\$132,695	\$139,330	\$146,296	\$153,611	\$161,291	140
141	\$134,022	\$140,723	\$147,759	\$155,147	\$162,904	141
142	\$135,362	\$142,130	\$149,237	\$156,699	\$164,533	142
143	\$136,716	\$143,551	\$150,729	\$158,266	\$166,179	143
144	\$138,083	\$144,987	\$152,236	\$159,848	\$167,841	144
145	\$139,464	\$146,437	\$153,759	\$161,447	\$169,519	145
146	\$140,858	\$147,901	\$155,296	\$163,061	\$171,214	146
147	\$142,267	\$149,380	\$156,849	\$164,692	\$172,926	147
148	\$143,690	\$150,874	\$158,418	\$166,339	\$174,656	148
149	\$145,126	\$152,383	\$160,002	\$168,002	\$176,402	149
150	\$146,578	\$153,907	\$161,602	\$169,682	\$178,166	150
151	\$148,044	\$155,446	\$163,218	\$171,379	\$179,948	151
152	\$149,524	\$157,000	\$164,850	\$173,093	\$181,747	152
153	\$151,019	\$158,570	\$166,499	\$174,824	\$183,565	153
154	\$152,529	\$160,156	\$168,164	\$176,572	\$185,400	154
155	\$154,055	\$161,757	\$169,845	\$178,338	\$187,254	155
156	\$155,595	\$163,375	\$171,544	\$180,121	\$189,127	156
157	\$157,151	\$165,009	\$173,259	\$181,922	\$191,018	157
158	\$158,723	\$166,659	\$174,992	\$183,741	\$192,928	158
159	\$160,310	\$168,325	\$176,742	\$185,579	\$194,858	159
160	\$161,913	\$170,009	\$178,509	\$187,435	\$196,806	160
161	\$163,532	\$171,709	\$180,294	\$189,309	\$198,774	161
162	\$165,167	\$173,426	\$182,097	\$191,202	\$200,762	162
163	\$166,819	\$175,160	\$183,918	\$193,114	\$202,770	163
164	\$168,487	\$176,912	\$185,757	\$195,045	\$204,797	164
165	\$170,172	\$178,681	\$187,615	\$196,996	\$206,845	165
166	\$171,874	\$180,468	\$189,491	\$198,966	\$208,914	166
167	\$173,593	\$182,272	\$191,386	\$200,955	\$211,003	167
168	\$175,329	\$184,095	\$193,300	\$202,965	\$213,113	168
169	\$177,082	\$185,936	\$195,233	\$204,994	\$215,244	169
170	\$178,853	\$187,795	\$197,185	\$207,044	\$217,397	170
171	\$180,641	\$189,673	\$199,157	\$209,115	\$219,571	171
172	\$182,448	\$191,570	\$201,149	\$211,206	\$221,766	172
173	\$184,272	\$193,486	\$203,160	\$213,318	\$223,984	173
174	\$186,115	\$195,421	\$205,192	\$215,451	\$226,224	174
175	\$187,976	\$197,375	\$207,244	\$217,606	\$228,486	175
176	\$189,856	\$199,349	\$209,316	\$219,782	\$230,771	176
177	\$191,754	\$201,342	\$211,409	\$221,980	\$233,079	177
178	\$193,672	\$203,355	\$213,523	\$224,199	\$235,409	178
179	\$195,609	\$205,389	\$215,658	\$226,441	\$237,763	179
180	\$197,565	\$207,443	\$217,815	\$228,706	\$240,141	180
181	\$199,540	\$209,517	\$219,993	\$230,993	\$242,542	181
182	\$201,536	\$211,612	\$222,193	\$233,303	\$244,968	182
183	\$203,551	\$213,729	\$224,415	\$235,636	\$247,418	183
184	\$205,587	\$215,866	\$226,659	\$237,992	\$249,892	184

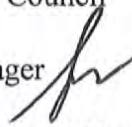


CITY OF LAWDALE

14717 BURIN AVENUE, LAWDALE, CALIFORNIA 90260
PHONE (310) 973-3200 ♦ www.lawndalecity.org

DATE: August 15, 2022

TO: Honorable Mayor and City Council

FROM: Sean M. Moore, City Manager 

PREPARED BY: Jared Chavez, Acting Director of Community Development 

SUBJECT: **2020 General Plan & Hawthorne Boulevard Specific Plan update workshop**

BACKGROUND

The City of Lawndale is updating the City's General Plan and the Hawthorne Boulevard Specific Plan (HBSP). The General Plan is a document that serves as a guide to achieve a community's vision of the future addressing all aspects for development, housing, traffic, natural resources, open space, safety, land use and public facilities. The General Plan is composed of 8 mandatory elements; Land Use, Open Space, Conservation, Housing, Circulation, Noise, Safety and Environmental Justice, the General Plan includes two additional optional elements, the Economic and Air Quality elements. The General Plan was adopted in 1991 and updated its Safety Element in 2016.

The Hawthorne Boulevard Specific Plan is a document which is a step below the General Plan. It is used to systematically implement the General Plan in a particular Geographical area. More specific standards such as design, parking, and landscaping are implemented in that area, through the HBSP. The Hawthorne Boulevard Specific plan was adopted in 1998 and revised in 2009.

SUMMARY:

The City is currently undertaking a comprehensive update to its General Plan and Hawthorne Boulevard Specific Plan. As part of the General Plan and HBSP update the City has been working with the Department of Housing and Community Development (HCD) to certify the recently adopted Housing Element of the General Plan. Staff is requesting input from the City Council regarding the General Plan and Specific Plan update by conducting this workshop.

Community Outreach

Staff has conducted 10 virtual public outreach workshops since February 2021. Community members were informed about the City's new RHNA of 2,497 housing units. Community members voiced their concerns about the location of the units. They commented that the housing units should be located within major corridors such as Hawthorne Boulevard, Prairie Avenue, and Inglewood Avenue.

Additionally, several of the comments that were received requested that the City's "small town feel" remain intact. Some of the other comments received include: appropriate parking requirements for new developments; preference for lower density; continue with landscaping requirements and offer incentives for drought tolerant landscaping; outline more specified requirements for residential facades to deter "box like" buildings while maximizing utilization; more mixed-use projects on Hawthorne Boulevard to

improve the City and enhance its image; offer affordable housing incentives; increase fence heights to improve privacy; improve parkways that are not being maintained; restrict uses such as car dealerships, bars, car title loan offices; liquor stores, adult shops, pawn shops, furniture stores, payday loan office and automotive uses, especially when located close to parks; approve more uses that generate sales tax for the City; create incentives to attract quality businesses; attract more small-scale and locally owned businesses; add more green space/community space in commercial development to create areas for people to gather; and add walkable streets and courtyards in other areas of the City besides Hawthorne Boulevard. The residents also commented that there are a lot of uses, such as automotive uses, within the City that are underutilized sites that could be used for housing.

Planning Commission Workshop

At the July 27, 2022 Planning Commission meeting, staff conducted a General Plan workshop for the Planning Commission. The following summarizes the Commission's comments regarding the update. The Planning Commission commented that they would like to see higher density near the 405 freeway on Hawthorne Boulevard and gradually taper off the heights of buildings, making buildings smaller the farther north or south away from the 405 freeway. The Commission expressed that the commercial areas of the City should be more lucrative to attract more businesses. They recommended that the City welcome uses that allow people to work and live in the City; promote or incentivize residents and workers to do everything in the city, such as shop, eat, get gas, etc. and determine a way to find underutilized parcels to find its highest and best use. The Commission referenced Downtown Carson as an example of what they would like to see on Hawthorne Boulevard in regards to development.

PUBLIC REVIEW

N/A

PLANNING COMMISSION REVIEW

At a public hearing held on July 27, 2022, the Planning Commission had a workshop and provided comments for the Development of the General Plan.

LEGAL REVIEW

The City Attorney has reviewed the staff report and has approved it as to form.

FISCAL IMPACT

Not Applicable

RECOMMENDATION

It is recommended that the City Council do the following;

- A. Receive and file the General Plan workshop.

ATTACHMENTS:

- A. Power Point Presentation

Attachment A

Power Point Presentation

City of Lawndale General Plan & Hawthorne Boulevard Specific Plan Update



8/15/2022

General Plan Update City
Council Workshop

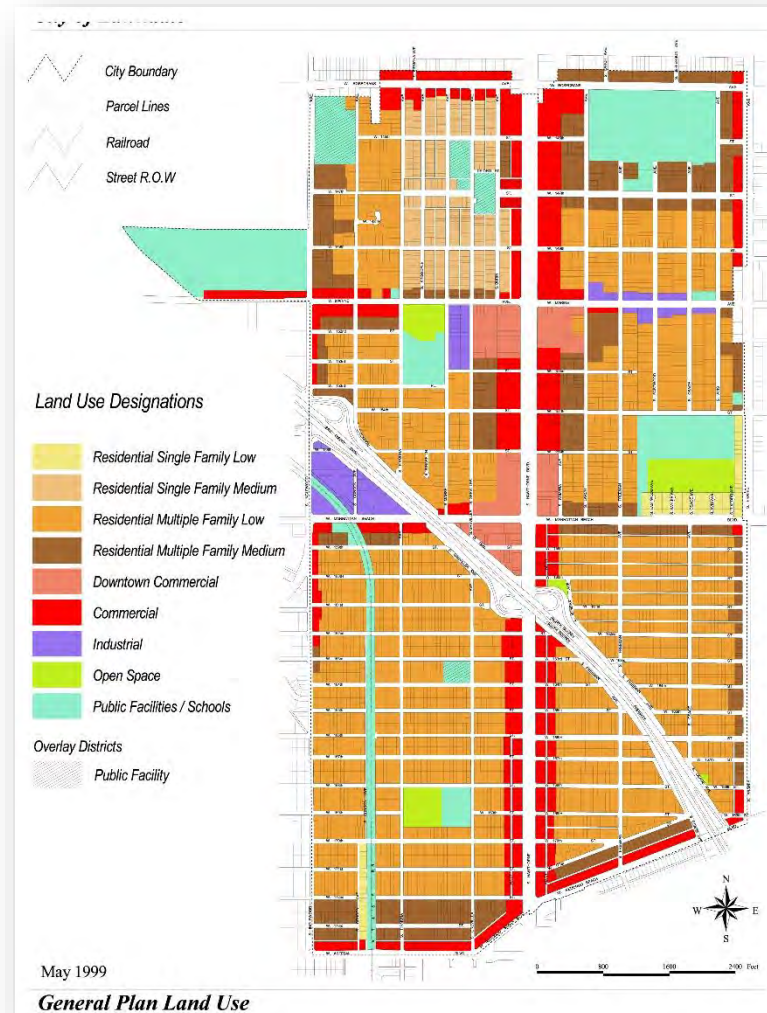
City Council

Community Development Department



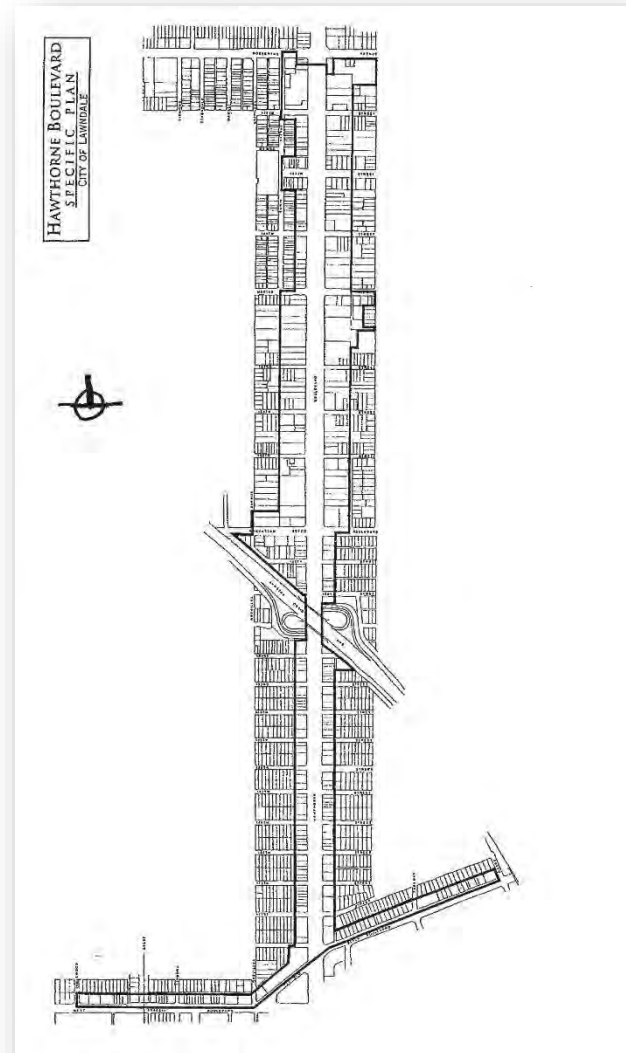
What is the General Plan?

- Serves as a Guiding document to achieve a communities vision for the future.
- It address all aspects for development, housing traffic, natural resources, open space, safety land use & public facilities.
- 8 elements



What is the Hawthorne Boulevard Specific Plan?

- A step below the General Plan
- Used to systematically implement the General Plan in a particular geographical area.
- More specific standards such as design, parking, landscaping are implemented.



What is the Housing Element?

- Is one of the General Plan 7 Mandatory Elements.
- Embodies policies for providing adequate housing.
- By statute it must be updated every 5-8 years according to a schedule set by HCD (Department of Housing and Community Development.)
- Housing Element updates must be consistent with other elements such as Land Use element and diagrams.



Regional Housing Needs Assessment

- HCD (California Department of Housing and Development) allocates a region's share of projected housing needs to the appropriate Council of Governments.
- For the LA county Region SCAG (Southern California Association of Governments) is in charge of the RHNA Allocation
- For this update SCAG allocated a total of 2497 Units.

VIII. REGIONAL HOUSING NEEDS ALLOCATION

Final 6th Cycle Regional Housing Needs Allocation for Lawndale:

	Units
Very-Low Income (<50% of AMI)	732
Low Income (50-80% of AMI)	311
Moderate Income (80-120% of AMI)	371
Above Moderate Income (>120% of AMI)	1,083
TOTAL	2,497

Housing Element Sites



Density

Overlays will be identified

- One of HBSP areas
- One for areas outside the HBSP.
- Current density for multi family 33 du/acre

Areas in the HBSP

- Will increase to 150 du/acre

Areas outside the HBSP

- Increase to 100 du/acre

No other land uses designations are proposed

Existing uses will remain and will not be non-conforming

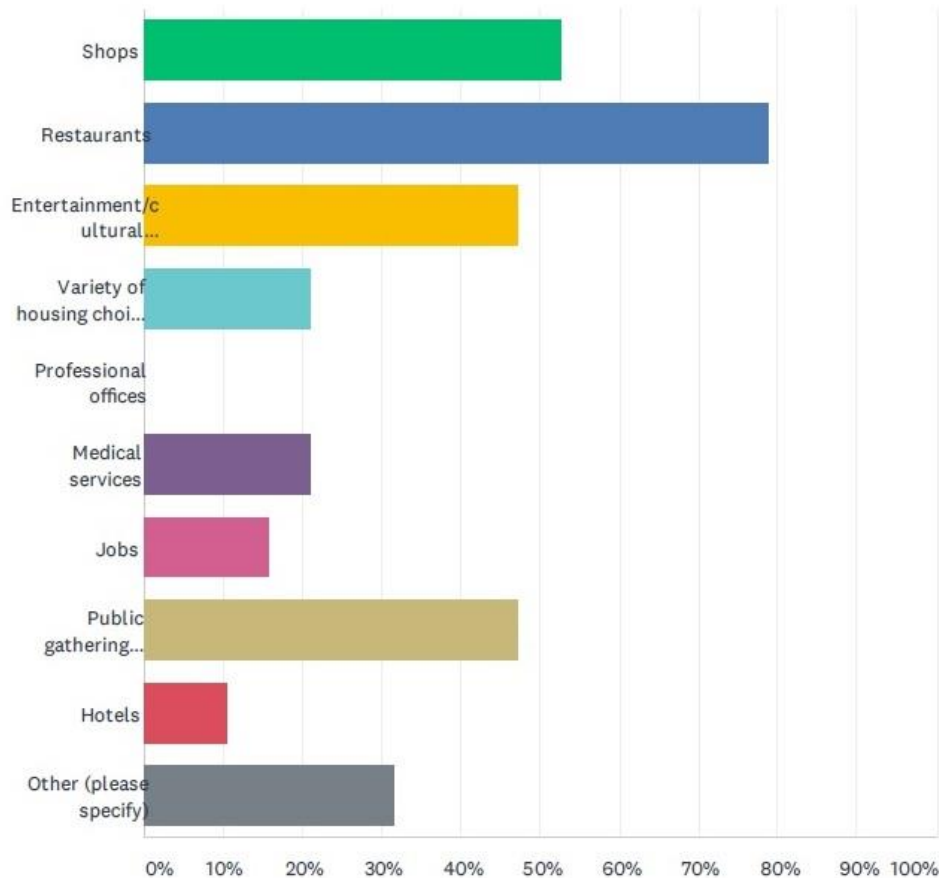
Requirements for overlay such as affordability, parking standards, community benefits such as courtyards etc.

- What type of development is needed in Lawndale? Industrial? Commercial? Public Spaces?

Lawndale Vision and Values Survey

Q4 What would you like to see more of in Lawndale? (Pick up to five)

Answered: 19 Skipped: 1



How Neighborhoods Affect Home Value



People Do Not Want to Live Near

(Lower Property Values)

- Gun ranges
- Strip clubs
- Funeral homes
- Power plants
- Hospitals
- Cemeteries
- Homeless shelters
- Foreclosed homes
- Waste management and recycling
- Noisy or messy neighbors

People Do Want to Live Near

(Increase Property Values)

- Theatres
- Restaurants
- Coffee shops
- Public transportation
- Schools
- Grocery stores
- Museums

- What potential benefits of new growth area of most interest to you?



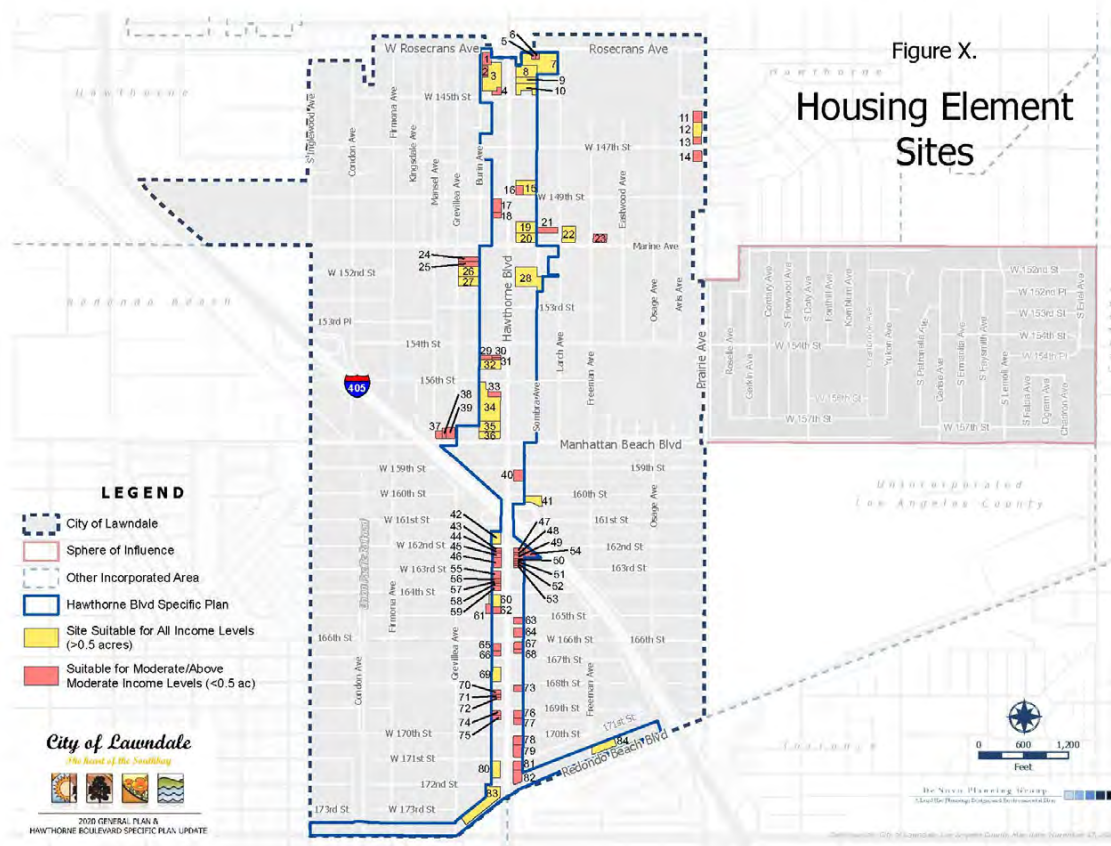
- What potential aspects of new growth are of most concern for you?



- What type of development do you envision within the Hawthorne Boulevard Specific Plan Area? Is it different north/south of I-405?



- Besides the selected housing sites, are there other sites or areas of the City that should be developed? If so what type of development do you envision? Jobs and economic growth? Housing? Both?



Input on the General Plan

- How flexible should the City be in allowing underutilized residential, commercial and industrial properties transition to other uses over time?



Next steps

- August 31,2022 Community Workshop at Community Center at 6:30 pm
- Housing Element Resubmitted to HCD on 8-12-22
- Draft General Plan Projected Jan 2023
- Hawthorne Specific Plan Draft projected April 2023
- General Plan update adoption projected Oct 2023



CITY OF LAWDALE

14717 BURIN AVENUE, LAWDALE, CALIFORNIA 90260
PHONE (310) 973-3200 ♦ www.lawndalecity.org

DATE: August 15, 2022

TO: Honorable Mayor and City Council

FROM: Sean M. Moore, City Manager 

PREPARED BY: Michael Reyes, Municipal Services Director 

SUBJECT: **Lawndale Coyote Management Plan**

BACKGROUND

Coyotes are native to California and several other western states. Due to their intelligence, adaptability, and the decline of larger animals due to urban sprawl, coyotes have successfully expanded their range. They are now found in nearly every state, and have successfully established themselves in all urban ecosystem across North America. While the City of Lawndale places a high value on wildlife, this species proximately to urban centers can create problems for the residents living here. This report will give an overview of coyotes, the laws governing interaction with wildlife and introduce a Coyote Management Plan to ensure a symbiotic co-existence between residents and coyotes.

STAFF REVIEW

As our population continues to grow, the encroachment by humans into areas previously occupied solely by wildlife has resulted in a growing number of encounters between people and coyotes. Due to the fact that encounters between coyotes and humans are becoming more prevalent, Staff has developed a Coyote Management Plan to deal with coyotes within the City of Lawndale.

The Lawndale Coyote Management Plan contains information about coyote biology and behaviors, and offers suggestions on reducing the presence of coyotes within the City of Lawndale. Parts of this Plan include messaging and education of residents, methods to reduce attractants for coyotes, and steps that can be taken by staff and residents for creating behavioral change in coyotes.

Messaging and Education

Lawndale's strategy for managing coyotes is based on balancing respect and protection for wildlife and their habitats without compromising public safety. The main strategy is comprised of a two-pronged approach consisting of public education designed around co-existence with coyotes and ensuring public safety by implementing appropriate responses to a coyote attack on a human.

Education is the key to having residents make appropriate decisions regarding their safety, or managing their property and pets. This involves decreasing attractants, increasing pet safety and creating reasonable expectations of normal coyote behavior. Learning how to respond to a coyote encounter empowers residents and supports reshaping undesired coyote behavior. The public will be informed as to what constitutes normal coyote behavior when living in close proximity with coyotes.

Humans Effect on Coyotes

People inadvertently support larger populations of coyotes in close proximity to people for several reasons including inadvertently feeding wildlife by leaving out food sources, allowing access to water supplies, and providing shelter and safe harborages for coyotes.

The Lawndale Coyote Management Plan addresses options for decreasing potential food and water access for coyotes, and also offers educational information to residents about ways to make public and private spaces less habitable for coyotes.

Hazing and Behavioral Change

Some coyotes have become too comfortable in the close proximity of people, and to safely coexist, it's important to modify this behavior. Habituated coyote behavior needs to be reshaped to encourage coyotes to avoid contact with humans and pets. Hazing – also known as “fear conditioning” is the process that facilitates this change and is by necessity a community response to negative encounters with coyotes.

Hazing methods include any method that employs immediate use of deterrents to move an animal out of an area or discourage an undesirable behavior or activity. Hazing can help maintain a coyote's fear of humans and deter them from neighborhood spaces such as backyards and play spaces. Hazing should not injure any animals or humans, and should not damage property. The Lawndale Coyote Management Plan will address hazing options and inform the public to ways in which they can condition coyotes to avoid their homes and businesses.

Trapping of Coyotes

According to California State laws, coyotes are considered “non-game wildlife”, therefore any resident can initiate, at their own expense, action to protect themselves and their property from coyote attacks, including trapping. It should be noted that trapped coyotes are not relocated to other areas as this is illegal, and all trapped coyotes are euthanized.

It is well documented that trapping, and the resulting destruction of coyotes is not an effective method of reducing coyote presence or populations. For this reason, the Lawndale Coyote Management Plan does not include any options which include the trapping or destruction of coyotes.

Overall, the Lawndale Animal Control Department receives very few calls regarding coyotes, and often these calls are merely sightings. There have been no documented cases of a coyote attack on a human in the history of Lawndale, and Animal Control Officers are only aware of a few coyotes within the City limits.

LEGAL REVIEW

The City Attorney has reviewed the proposed Lawndale Coyote Management Plan and approves it as to form.

FISCAL IMPACT

The Lawndale Coyote Management Plan was designed to have little to no fiscal impact.

RECOMMENDATION

Staff recommends that City Council approve the Lawndale Coyote Management Plan.

Attachments: Attachment A – Lawndale Coyote Management Plan

ATTACHMENT A

Municipal Services Department Coyote Management Plan 2022

Lawndale City Council Meeting

8/15/2022



MUNICIPAL SERVICES DEPARTMENT

LAWNDALE COYOTE MANAGEMENT PLAN 2022

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1. INTRODUCTION

Goals

The goal of this Management Plan is to support coexistence with urban coyotes using education, behavior modification and development of a tiered response to aggressive coyote behavior. This tiered response requires active participation on the part of the entire community including residents, homeowners associations, volunteers and city personnel.

The Lawndale Coyote Management Plan is based on research and best management practices and includes a full implementation of known management tools. Basic principles that guide the Lawndale Coyote Management Plan are based on the following:

1. Urban wildlife is valued for biological diversity, as members of natural ecosystems, and reminders of larger global conservation issues.
2. Urban wildlife and wildlife habitats are important to Lawndale residents. Although urban environments are more favorable to some species than others, coexistence is the foundation of city's general wildlife management programs.
3. Human safety is a priority in managing wildlife/human conflicts that pose a danger to people.
4. Preventive practices such as, reduction and removal of wildlife attractants, habitat manipulation (e.g. removal of potential coyote denning areas), and responding appropriately during human and wildlife interactions when interacting with wildlife are key to minimizing potential human conflicts.
5. City of Lawndale management techniques and decisions are based on a thorough understanding of the biology and ecology of urban wildlife species.

6. Education and communication are essential in supporting human and animal needs and coexistence.
7. Emphasis of this management plan is placed on preventative measures and nonlethal controls.

Difficulties Managing Wildlife

Although Lawndale places a high value on its wildlife, some species adapted to urban environments have the potential for problems and/or conflicts in specific situations. In addressing problems, the City of Lawndale promotes policies supporting prevention and implementation of remedial measures that do not harm the wildlife or their habitats.

A wildlife problem is defined as any situation that causes a health or safety issue to its residents. In cases where problems with wildlife are associated with human behavior (leaving garbage exposed or intentional wildlife feeding), ordinances and enforcement may be enacted to minimize conflict.

In some cases, particular or traditional management tools are ineffective. For examples, trapping coyotes and relocation of animals is not ecologically sound. Generally, many relocated animals do not survive the transfer. If they do, they tend to disperse to other locations where they may cause problems. In some instances, the dispersed coyotes will go to great lengths to return to known territory or adversely affect residents.

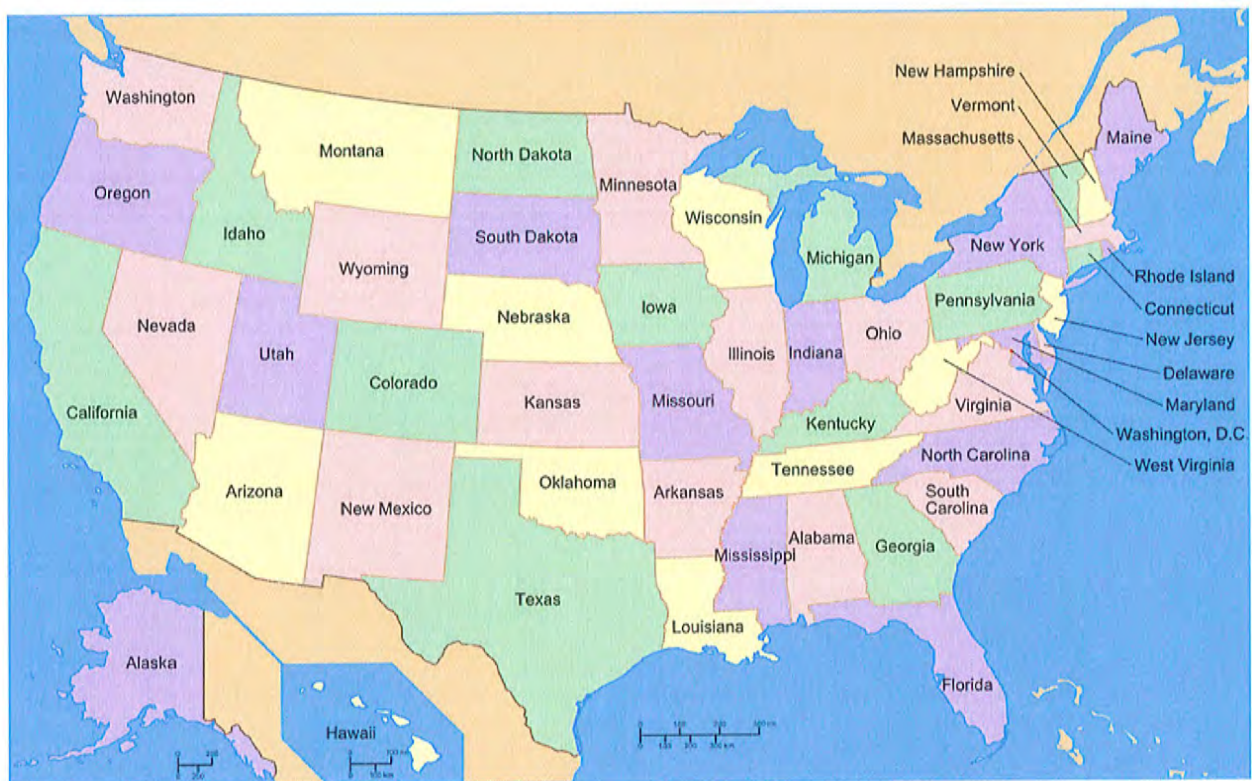
As a last resort, lethal control measures are controversial and non-selective, and for this reason are not recommended as part of this plan.

Limits of this Management Plan

The intent of this plan is to provide guidance for city staff and property owners in dealing with coyotes in Lawndale. Guidelines and provisions of this plan do not supersede federal, state and county regulations and policies. Furthermore, the provisions of this plan do not apply to Lawndale residents in pursuit of their legal rights in dealing with coyotes.

2. WHERE ARE COYOTES FROM ?

Coyotes are originally native to California and several other western states. Due to their intelligence, adaptability, the decline of larger competitive animals and urban sprawl, coyotes have successfully expanded their range. They are now found in all states except Hawaii and have successfully established themselves in every urban ecosystem across North America.



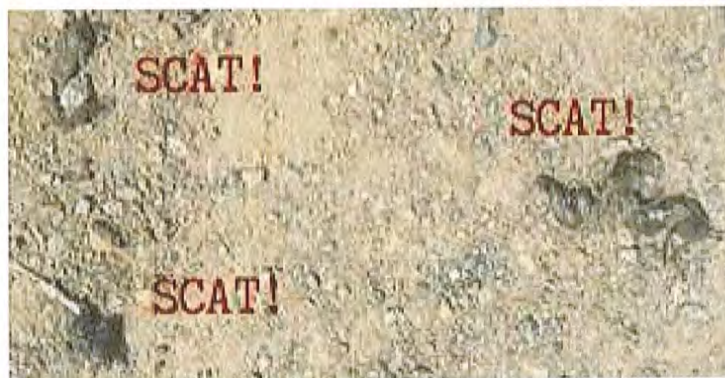
3. WHAT DO COYOTES LOOK LIKE ?

On the upper parts of their body, coyote pelts vary from gray-brown to yellow-gray. Their backs have tawny-colored under fur and long overcoats with black-tipped guard hairs. The latter forms a dorsal stripe and dark band over their shoulders. Throat and bellies tend to be buff or white. Forelegs, sides of the head, muzzle and feet are reddish brown. Coyotes have long legs, small paws, large pointed ears and a pointed snout. Weighing between 15 to 40 pounds, their long legs and thick fur make them appear larger.



4. HOW DO YOU KNOW WHERE COYOTES ARE ?

- If you do not directly see a coyote, you may notice paw prints or scat (feces) left behind or even may hear them. Their prints are similar to dogs and difficult to tell apart. However, unlike dogs, their scat is rope-like and typically filled with hair, seeds and bones. Coyotes use scat to communicate and often deposit it in the middle of a trail or edge of their territory where it is easily seen. Coyotes howl, bark or whine – usually to communicate with each other.



5. HOW AND WHERE DO COYOTES LIVE ?

Coyotes may live alone, in pairs, or in family groups with one breeding pair, generally mating once a year, usually January through February. Social organization and group size are highly correlated with food availability. The rest of the group is comprised of multiple generations of offspring. Pups are born March through May. The entire group protects the pups though pup mortality averages between 50 and 70% in the first year. Litter size depends on available resources and the number of coyotes in the area, with the average litter usually six or seven pups.

Pups remain in the den the first six weeks and then travel with the adults. By the end of summer; they are more independent, yet, may still travel with parents and siblings.

Because coyotes are socially organized, the group raises the young and defends their territory from other coyotes. Territories do not overlap. Although they generally live in groups, coyotes often travel alone or in pairs.

In the urban areas, most coyotes live in large parks, golf courses, greenways and natural open space where they find food and cover. Thus, their territory may follow the park or open space boundaries. They are extremely adaptable in creating territories under a wide range of urban conditions.

6. WHAT ROLE DO COYOTES PLAY IN THE ENVIRONMENT ?

Coyotes play an important role in the urban ecosystem. They are predators of geese, eggs, squirrels, mice, rabbits, rats, gophers and other small animals. Rodents make up a majority of their diet. Areas with resident coyotes often report a decrease in rodents and geese populations.



7. HOW DO HUMANS PERCEIVE COYOTES ?

People respond to coyotes in various ways. Some observe them with enjoyment, others with indifference and some with fear or concern. Personal experiences with coyotes may influence their perceptions. Experiences range from animal sightings without incident to stalking, killing of pets or, at the extreme, an attack on a person.

Because wild animals conjure up fear, actual sightings and perceptions may become exaggerated or misconstrued. The wide range in perceptions of urban coyotes from City of Lawndale residents supports the need for strong and consistent educational messages to clarify management techniques.



8. HAVE COYOTE NUMBERS INCREASED IN LAWNDALE ?

Without tracking and updated inventories, it is difficult to know if the number of coyotes has increased in an area. What is known is that coyotes can become habituated if they are intentionally or unintentionally fed, which can lead to bolder behavior when coyotes lose their fear of people. Coyotes, like all predators, will stabilize their populations if they are not constantly exploited. Coyotes regularly roam an area of about 3-6 square miles or whatever it takes to get enough food for the pack members. Normally, each pack is a territorial family group that varies in number from 3 to 10 individuals. A portion of the area the pack inhabits is the pack's territory, which they defend from other coyotes. The number of mature coyotes in the pack is linked to the amount of food resources in the territory. The pack system keeps coyotes from getting too numerous because the packs defend the area they need to survive.

A coyote pack usually has one breeding (or alpha) female. This female produces many more puppies than are ultimately wanted in the pack. Young coyotes may leave the pack at about 9 -11 months of age but dispersal patterns are highly variable. These coyotes become transients. Other types of transients include older individuals that can no longer defend their role as upper level pack members and leave the pack.

Transients move all over in narrow undefended zones that exist between pack territories searching for an open habitat to occupy or group to join. They often die before they succeed (many are hit by cars). It is largely because of these transients that coyote culling programs are unsuccessful.

Removing a group of territorial coyotes will create an undefended area into which the transient coyotes will flow. At all times of the year, numbers of transients are immediately available to replenish any voids created by killing the resident coyotes. Further, if either the alpha male or alpha female in a pack is killed, the resulting effect may result in ovulation in other breeding-age females in the pack and an increase in the number of litters as well as the number of pups per litter.

9. HOW DO HUMANS AFFECT COYOTE BEHAVIOR ?

Cities may support larger populations of animals in close proximity to people for the following reasons:

- 1) Increased access to food. People provide easy access to large supplies of food by leaving pet food, bird seed, unsecure compost or trash and fallen fruits in yards. Unintentional and intentional feeding of coyotes may encourage bold behavior and increase aggression towards people and pets. Intentional feeding can lead coyotes to see people as a source of food.
- 2) Increased access to water. Year round water supplies in cities from man-made ponds, lakes, irrigation, pet water dishes, etc. increase water for prey animal and coyotes.
- 3) Increased potential shelter. Parks, open spaces, golf course buildings, vehicles, sheds, decks, crawl spaces, among others increase the amount and variability of coyote shelters. They can safely and easily remain close to people, pets, homes and businesses without detection.
- 4) Increased exposure to pets. Pets are a normal part of an urban landscape and to urban coyotes they are considered other animals in their habitats. Pets can be considered potential prey or a potential competitor in coyote territory.

While human attacks are very rare, urban landscape development, habituation through intentional and intentional feeding, pet related incidents and media attention have led some urban residents to fear coyotes. Steps must be taken to address safety concerns and misconceptions and appropriate responses to potential threats to human safety. It's important to keep in mind that coyotes have been in and around Los Angeles (and other parts of Southern California), interacting with and being seen by people, for as long as the city has existed.

10. HAZING AND BEHAVIORAL CHANGE

Some coyotes have become too comfortable in the close proximity of people. To safely coexist, it's important to modify this behavior and attitude in resident coyote populations. Habituated coyote behavior needs to be reshaped to encourage coyotes to avoid contact with humans and pets.

Hazing – also known as “fear conditioning” is the process that facilitates this change and is by necessity a community response to negative encounters with coyotes. The more often an individual animal is hazed, the more effective hazing is in changing coyote behavior.

11. GOALS OF HAZING

The goals of hazing are to:

- Reshape coyote behavior to avoid human contact in an urban setting.
- Give residents tools to actively engage in reshaping coyote behavior and to support feeling safe in their parks and neighborhoods.
- Model hazing behavior and share accurate information about coyotes with other residents, friends and family.

12. HAZING PROCESS

Human behavior can shape animal behavior, in either a negative or positive manner. People living in close proximity to coyotes can remove coyote attractants, identify potentially dangerous situations for their pets and themselves, and respond in a manner designed to change coyote behavior.

Behavioral change and hazing includes the following:

- 1) Pet owners need to protect pets. Off-leash and unattended dogs and unattended outside cats attract coyotes (as well as pet food).
- 2) Residents need to learn hazing effectiveness and techniques. A hazing program must be instituted and maintained on a regular basis.
- 3) Hazing needs to be active for a sustained period of time to achieve the desired change for the highest possible long-term success.
- 4) Hazing requires monitoring to assess its effectiveness and to determine if further action on more aggressive hazing is needed.

13. OVERVIEW OF HAZING

Hazing is a process whereby a number of individuals encountering a coyote respond in like manner to make a coyote uncomfortable and choose to leave a situation where their presence is unwanted.

Basic hazing consists of standing your ground, never ignoring or turning your back to a coyote(s), yelling and making unpleasant and frightening noises until the animal(s) choose to leave.

More aggressive hazing consists of approaching an animal quickly and aggressively, throwing projectiles, spraying with a hose or water gun, or creating fear of contact so the animal leaves the situation.

Hazing must continue once it begins until the animal leaves, otherwise, the coyote will learn to “wait” until the person gives up. Not following through with hazing will create an animal more resistant to hazing instead of reinforcing the image that “people are scary.”

Hazing should never injure the animal. An injured animal becomes less predictable versus a normal, healthy one who responds in a consistent and predictable manner to hazing.

A common concern with hazing involves potential danger to the hazer. A coyote’s basic nature is very skittish and the nature of the species is what makes this technique successful. A normal, healthy coyote will not escalate a situation with an aggressive person. Hazing is NOT successful with every species of wild animal because different types of animals have different traits.

14. MANAGEMENT STRATEGY

The City of Lawndale's strategy for managing coyotes is based on balancing respect and protection for wildlife and their habitats without compromising public safety. The main strategy is comprised of a two-pronged approach consisting of public education designed around co-existence with coyotes and ensuring public safety by implementing appropriate responses to a coyote attack on a human.

15. PUBLIC EDUCATION AND OUTREACH

Education is the key to having residents make appropriate decisions regarding their safety, or managing their property and pets. This involves decreasing attractants, increasing pet safety and creating reasonable expectations of normal coyote behavior. Learning how to respond to a coyote encounter empowers residents and supports reshaping undesired coyote behavior. The public should understand what normal coyote behavior is when living in close proximity with coyotes. For example, vocalization is normal acceptable behavior and does not indicate aggression. Education and outreach include:

- 1) Understanding human safety, pet safety, coyote attractants, deterrents to coyotes on private property, including appropriate fencing, exclusion techniques, "what to do" tips, and information on appropriate hazing techniques.
- 2) Developing a common language and awareness of normal versus abnormal behavior when discussing encounters with coyotes.
- 3) Dissemination of information to residents, businesses and schools through the city's website, social media sites, cable news channel, etc.
- 4) Cooperating with non-profit organizations like Project Coyote and agencies like that National Park Service that provide public education materials, programs, and expertise.

16. ATTACK RESPONSE PLAN

An “attack” is defined as: when a human is injured or killed by a coyote. If a human is attacked and physically injured by a coyote, City staff will inform the California Department of Fish and Game.

17. TRAPPING OF COYOTES

According to State laws, coyotes are considered “non-game wildlife”, therefore any resident or homeowner association Board of Directors can initiate, at their own expense, action to protect themselves and their property from coyote attacks. However, Proposition 4, passed by California voters in 1998, prohibits leg-hold traps statewide and severely restricts use of other body gripping traps. No private individual is authorized to discharge a firearm within the City of Lawndale.

Although, as stated in the previous paragraph, residents have the ability to initiate, at their own expense, trapping and removal of coyotes. As it is well known that trapping and the resulting euthanization of a coyote is not as effective as other methods of hazing contact with coyotes as discussed within this plan, the City shall be the one to determine if a case needs to be brought to the County’s attention or simply additional education instruction is needed. If the County is contacted by the City because the City feels that a coyote may be “aggressive” and cause concern for the public’s safety, the County will still conduct their own assessment to determine if trapping should occur.

If a resident is concerned with coyotes in their area, the City recommends following the guidelines in this plan and other handout material in decreasing attractants and increasing pet safety in order to help shape coyote behavior to avoid human contact. A resident may contact the City’s Municipal Services Department if they have any questions or wish to report an aggressive coyote.

Hazing Program

Coexistence is not a passive undertaking. The City's guiding principles are to coexist with wildlife.

Hazing and Behavioral Change

Some urban coyotes have become comfortable in close proximity to people. To safely coexist, it's important to modify this behavior and attitude in resident coyote populations. Urban coyote behavior needs to be reshaped to encourage coyotes to avoid contact with humans and pets.

Hazing is the process that facilitates this change and is by necessity a community response to encounters with coyotes. The more often an individual animal is hazed, the more effective hazing is in changing coyote behavior.

Hazing employs immediate use of deterrents to move an animal out of an area or discourage undesirable behavior or activity. Deterrents include loud noises, spraying water, bright lights, throwing objects, shouting. Hazing can help maintain a coyote's fear of humans and discourage them from neighborhoods such as backyards and play areas. Hazing does not harm or damage animals, humans or property. Behavioral change also involves human activities such as how to identify and remove attractants and how to responsibly protect pets.

Foundation of Hazing

- 1) It is not economically, ecologically or in other ways efficient to try and remove coyotes from the urban ecosystem.
- 2) Hazing is one piece of a long term plan in creating safe and acceptable living situations, increase understanding and reduce conflict between coyotes and people.

- 1) To reshape coyote behavior to avoid human contact in an urban setting. Human behavior can shape animal behavior, in either a negative or positive manner. People living in close proximity to coyotes can remove coyote attractants, identify potentially dangerous situations for their pets and themselves, and respond in a manner designed to change coyote behavior.
- 2) To provide residents information and tools to actively engage in reshaping coyote behavior and to support feeling safe in their parks and neighborhoods. This can be accomplished by teaching residents hazing techniques. The latter will be initiated by community volunteers.
- 3) To model hazing behavior and share accurate information about coyotes among other residents, friends and family.
- 4) Monitor hazing to assess its effectiveness and determine if further action or more aggressive hazing is needed.
- 5) Possibly develop long-term community based hazing programs by volunteers.

General Considerations

1. Levels of hazing need to be appropriately relevant to coyote activity.
 - a) Coyotes live in open spaces and the best practice is to leave them alone and educate the public on personal safety.
 - b) Coyotes are often out late at night when few people are present. This is normal acceptable behavior. Hazing may not be necessary.
 - c) Exceptions: In early stages of hazing, programs should still engage animal. Coyotes that associate danger in the presence of people under all circumstances will be reinforced to avoid contact.
2. Hazing must be more exaggerated, aggressive and consistent when first beginning a program of hazing. As coyotes “learn” appropriate responses to hazing, it will take less effort from hazers. Early in the process, it is extremely

common for coyotes not to respond to hazing techniques. Without a history of hazing, they do not have the relevant context to respond in the desired outcome (to leave).

3. Techniques and tools can be used in the same manner for one or multiple animals. Usually there is a dominant animal in a group who will respond - others will follow its lead. DO NOT ignore, turn your back or avoid hazing because there are multiple animals instead of a single individual.

4. The more often an individual coyote is hazed by a variety of tools and techniques and a variety of people, the more effective hazing will be in changing that animal's future behavior.

5. Hazing must be directly associated with the person involved in the hazing actions. The coyote must be aware of where the potential threat is coming from and identify the person.

6. Coyotes can and do recognize individual people and animals in their territories. They can learn to avoid or harass specific individuals in response to behavior of the person and/or pet.

7. Coyotes can be routine in habit. Identifying their normal habits can help target which habits to change. For example, the coyote patrols the same bike path at the same time in the morning three to five days a week. Hazers should concentrate on that time and place to encourage the animal to adapt its routine to decrease contact with people.

8. Certain levels of hazing must always be maintained so that future generations of coyotes do not learn or return to unacceptable habits related to habituation to people.

9. Human behavior must change to support hazing and continued identification and, if necessary, remove possible attractants.

10. Education about exclusion techniques including how to identify and remove attractants, personal responsibility in pet safety and having reasonable expectations are critical parts of a coyote hazing plan.

11. Coyotes are skittish by nature. Habituated behavior is learned and reinforced by human behavior. Coyotes as a rule DO NOT act aggressively towards aggressive people. The one exception is a sick or injured animal. Engaging a sick or injured animal can result in unpredictable behavior. If this is suspected, people should not engage and remove themselves from the situation, then inform appropriate agencies (i.e. California Department of Fish and Game).

Summary of Hazing

Hazing is a process whereby individuals and volunteers respond in like manner to make a coyote uncomfortable and choose to leave a situation where their presence is unwanted.

Basic hazing consists of standing your ground, never ignoring or turning your back to a coyote(s), yelling and making unpleasant and frightening noises until the animal(s) choose to leave.

More aggressive hazing consists of approaching an animal quickly and aggressively, throwing projectiles, spraying with a hose or water gun, or creating fear of contact so the animal leaves the situation. Note: Many projectiles are not legal including but not limited to slingshots, paintballs, guns and pepper balls.

Hazing must continue once it begins until the animal leaves, otherwise, the coyote will learn to “wait” until the person gives up. The coyote will create an animal more resistance to hazing instead of reinforcing the image that “people are scary”.

Hazing should never injure the animal. An injured animal becomes less predictable versus a normal, healthy one who responds in a consistent and predictable manner to hazing.

Hazing should be conducted in a manner that allows the coyote to return to its normal habitat in a direction that would minimize harm to the animal. Hazing the animal in the direction of other houses and busy streets should be avoided.

Hazing uses a variety of different hazing tools. This is critical as coyotes get used to individual items and sounds.

- Noisemaker: Voice, whistles, air horns, bells, “shaker” cans, pots, pie pans
- Projectiles: sticks, small rocks, cans, tennis balls, rubber balls.
- Deterrents: hoses, spray bottles with vinegar, pepper spray, bear repellent, walking stick.

Appendix

Definitions on Encounters with Coyotes

Active coexistence: Humans and coyotes exist together. Communities decide on community space, such as open spaces, where coyotes are appropriate and do not haze, feed, or interact with them in these areas. Humans take an active role in keeping coyotes in their community wild by learning about coyote ecology and behavior, removing attractants, taking responsibility for pet safety, and hazing coyotes in neighborhood or community spaces (except for predetermined coyote appropriate areas).

Attack: A human is injured or killed by a coyote.

Provoked - A human provoked attack or incident where the human involved encourages the coyote to engage. Examples include dog off-leash in an on leash area; dog on leash longer than 6' in length, or a human intentionally approaches or feeds the coyote.

Unprovoked - An unprovoked attack or incident where the human involved does not encourage the coyote to engage.

Attended animal loss or injury: When a person is within 6' of the pet and the pet is on leash and is attacked and injured by a coyote.

Domestic animal loss or injury: A coyote injures or kills a pet animal. Also includes "depredation" - predation on domestic pets or livestock. Unattended animal loss or injury is normal behavior for a coyote.

Encounter: An unexpected, direct meeting between a human and a coyote that is without incident.

Feeding:

Intentional feeding – A resident or business actively and intentionally feeds coyotes including intentionally providing food for animals in the coyote food chain.

Unintentional feeding - A resident or business is unintentionally providing access to food. Examples such as accessible compost, fallen fruit from trees, left open sheds and doors, pet food left outdoors, among others.

Unintentional feeding – bird feeders: A resident or business with bird feeders that may provide food for coyotes, e.g. birds, bird food, rodents, squirrels. Bird feeders must be kept high enough from the ground so a coyote is unable to reach the feeding animals. The area under the bird feeder must be kept clean and free of residual bird food.

Hazing: Training method that employs immediate use of deterrents to move an animal out of an area or discourage an undesirable behavior or activity. Hazing techniques include loud noises, spraying water, bright lights, throwing objects, shouting. Hazing can help maintain a coyote's fear of humans and deter them from neighborhood spaces such as backyards and play spaces. Hazing does not damage animals, humans or property.

Incident: A conflict between a human and a coyote where the coyote exhibits the following behavior: approaches a human and growls, bares teeth, or lunges; injures or kills an attended domestic animal. A human is not injured.

Levels of animal contact

Level 1: A coyote that has been involved in an investigated and documented unprovoked attack on a human. Targeted education and hazing needed public awareness of incident and circumstances discussed, lethal response may be appropriate.

Level 2: A coyote that has been involved in an investigated and documented provoked attack on a human with no pet involved. Evaluate circumstances and human safety, provide education and hazing training, enhance public awareness of incident and circumstances. Lethal response may be appropriate.

Level 3: A coyote is involved in an incident(s) and/or an attended domestic animal loss. Education and hazing needed, public awareness of incident and circumstances discussed.

Level 4: A coyote appears to frequently associate with humans or human related food sources, and exhibits little wariness of people presence, including unattended domestic animal loss. Education and hazing needed, public awareness of incident and circumstances discussed.

Observation: The act of noticing or taking note of tracks, scat or vocalizations.

Sighting: A visual observation of a coyote(s). A sighting may occur at any time of the day or night.

Unsecured Trash: Trash that is accessible to wildlife, e.g. individual garbage cans, bags or uncovered or open dumpsters or trash cans over-flowing or where scattered trash is outside the receptacle.

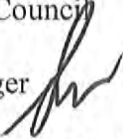


CITY OF LAWDALE

14717 BURIN AVENUE, LAWDALE, CALIFORNIA 90260
 PHONE (310) 973-3200, FAX (310) 644-4556
www.lawndalecity.org

DATE: August 15, 2022

TO: Honorable Mayor and City Council

FROM: Sean M. Moore, City Manager 

PREPARED BY: Michael Brust, Public Works Staff Engineer

SUBJECT: **Condition of Drainage Channel at Rogers-Anderson Park**

BACKGROUND

Rogers-Anderson Park is located at 4161 Manhattan Beach Boulevard and is adjacent to the west of Anderson Elementary School and Will Rogers Middle School. The facility is currently owned by the Lawndale Elementary School District who leases the park to the City for community use. Therefore, the maintenance of the park and school landscaping is the responsibility of the City of Lawndale.

The school field directly east of Rogers-Anderson Park has a drainage channel flowing north to south along the eastern edge of the school property. This channel was constructed per City standards to provide consistent flow to the existing storm drain system.

This channel borders the backyards of homes located on Prairie Avenue between 154th Street and Manhattan Beach Boulevard. Due to the minor slope and excessive amount of build-up caused by plant debris, the channel experiences ponding and flow problems. As a result, during heavy rainfall the channel sometimes spills over into some of the backyards of the bordering homes. The occasional overflow has caused some of the residents to contact the City requesting a solution to this problem.

STAFF REVIEW

In response to the resident inquiries, staff visited the site and evaluated the condition of the channel. During the inspection, a slight slope of the valley gutter was noted, as well as thick overgrown plants and shrubs in many of the residential backyards bordering the channel. The debris from the shrubs have collected in the gutter and are proving to be an obstruction to the water flow. The valley gutter, over time, has collected rain and sprinkler water and is experiencing ponding and stagnant water.

Some of the backyards along the north end have been fortified with sand bags by the Public Works Department. Upon inspection of the backyard of the residence located at 15521 Prairie Avenue, it was observed that the elevation at the western edge property line is approximately 8 inches lower than the park elevation. There was no indication of flooding at the time of inspection; however, during heavy rainfall overflow could occur.

City Council Meeting – August 15, 2022
Condition of Drainage Channel at Rogers-Anderson Park

An immediate solution to this problem is for the overgrown plants and shrubs in the residential backyards to be cut-back in an effort to keep debris out of the channel and to clean and flush the channel on a regular basis to ensure proper flow. The best long term solution is to construct a short retaining block wall on the western edge of the property line to stop the overflow into the residential backyards. The estimated cost to construct a block wall is \$5,000 per parcel and it is estimated that four parcels will need to be included in this project for a total of approximately \$20,000 (Engineers Estimate).

LEGAL REVIEW

None.

FISCAL IMPACT

Public Works does not have the required funding in the current FY 2022-23 budget to provide significant construction improvements for the remediation of this issue. If the City Council approves any of the recommendations below, this issue will need to return to the City Council for a budget amendment.

RECOMMENDATION

Staff recommends that the City Council provide direction to staff on how to proceed with the remediation of this issue. The three remediation options are listed below:

1. Approve the additional Public Works and Landscape Maintenance funding to clean out and flush existing debris and obstructions in channel. Provide consistent maintenance of channel and landscaping to provide drainage and prevent ponding; or
2. Approve the construction of a retaining wall in the amount of \$5,000/parcel (Based on Engineer Estimate); or
3. Approve the removal and replacement of existing drain channel to improve flow in the amount of \$40,000 (Based on Engineer Estimate).

Attachments:

- Attachment NO.1. Pictures of Drainage Channel and residents backyard at 15521 Prairie Avenue

ATTACHMENT 1



Rogers-Anderson Park East Property Line – Drainage Channel

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Condition of Drainage Channel at Rogers-Anderson Park



Back Yard Property Line Bordering Rogers-Anderson Park – 15521 Prairie Avenue



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DATE: August 15, 2022

TO: Honorable Mayor and City Council

FROM: Cynthia Rodriguez, Administrative Assistant II 

SUBJECT: Mayor/Councilmember Report of Attendance at Meetings and/or Events

No supporting documentation was forwarded to the City Clerk Department for this item.