

MEETING DATE: 08/12/13

AGENDA ITEM: Adoption of a Resolution Approving Salary Schedules for Public
Safety Employees

ATTACHMENTS

	<u>Pages</u>
1. Resolution and Exhibit "A"	1 - 11

1 RESOLUTION NO. 2013-R____

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
4 CULVER CITY, CALIFORNIA, ADOPTING THE
5 CLASSIFICATION AND SALARY PLAN FOR SAFETY
6 EMPLOYEES EFFECTIVE AUGUST 12, 2013.

7 NOW, THEREFORE, the City Council of the City of Culver City, DOES
8 HEREBY RESOLVE as follows:

- 9 1. The Classification and Salary Plan, attached hereto as Exhibit "A" and
10 incorporated herein by this reference, is hereby adopted effective August 12, 2013.
- 11 2. The Classification and Salary Plan, attached hereto as Exhibit "A" shall
12 supersede and replace all previously adopted salary plans for safety employees.
- 13 3. The City Manager and Chief Financial Officer are hereby authorized to
14 adjust and pay salaries of the City employees in accordance with the Classification and
15 Salary Plan adopted and approved by this Resolution, effective August 12, 2013.

16
17 APPROVED and ADOPTED this _____ day of _____ 2013.

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19
20
21 JEFFREY COOPER, Mayor
22 City of Culver City, California

23
24 ATTEST:

25 APPROVED AS TO FORM:

26
27 MARTIN COLE
City Clerk
A13-00520

28
CAROL A. SCHWAB
City Attorney

Culver CITY

Classification and Salary Plan - Safety Effective Date: 07/01/2013

Note: For FIRE job titles, annual salaries are indicated.

Hourly rates are determined by dividing the annual salary by 2012 for 56-hour employees and 2080 for 40-hour employees.

Job Title	Group	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Firefighter (500)	FIRE	55,737.650	62,185.290	63,759.810	69,642.600	73,569.780	77,729.540	80,938.130	-	-	-
Fire Engineer (502)	FIRE	-	93,078.850	-	-	-	-	-	-	-	-
Fire Captain (504)	FIRE	-	107,040.680	-	-	-	-	-	-	-	-
Battalion Chief (506)	FMGT	-	128,328.900	-	-	-	-	-	-	-	-
Fire Marshal (508)	FMGT	-	147,579.110	-	-	-	-	-	-	-	-
Asst Fire Chief (509)	FMGT	-	147,579.110	-	-	-	-	-	-	-	-
Fire Chief (510)	FMGT	-	171,413.400	-	-	-	-	-	-	-	-

Culver CITY

Classification and Salary Plan - Safety Effective Date: 07/01/2013

Note: For FIRE job titles, annual salaries are indicated.

Hourly rates are determined by dividing the annual salary by 2080 for 56-hour employees and 2080 for 40-hour employees.

Job Title	Group	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Police Officer (601)	POLC	-	31.0895	32.0364	34.3131	35.1779	36.2396	37.4444	38.5873	39.5617	40.6467
Police Sergeant (602)	POLC	-	46.8179	-	-	-	-	-	-	-	-
Police Lieutenant (603)	PMGT	-	57.0247	-	-	-	-	-	-	-	-
Police Captain (604)	PMGT	-	71.4783	-	-	-	-	-	-	-	-
Assistant Chief (605)	PMGT	-	78.6290	-	-	-	-	-	-	-	-
Police Chief (606)	PMGT	-	86.5602	-	-	-	-	-	-	-	-

Culver CITY

Classification and Salary Plan - Safety Effective Date: 11/01/2013

Note: For FIRE job titles, annual salaries are indicated.

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Job Title	Group	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Firefighter (500)	FIRE	56,016.340	62,496.220	64,078.610	69,990.810	73,937.630	78,118.190	81,342.820	-	-	-
Fire Engineer (502)	FIRE	-	93,544.240	-	-	-	-	-	-	-	-
Fire Captain (504)	FIRE	-	107,575.880	-	-	-	-	-	-	-	-
Battalion Chief (506)	FMGT	-	128,970.540	-	-	-	-	-	-	-	-
Fire Marshal (508)	FMGT	-	148,317.010	-	-	-	-	-	-	-	-
Asst Fire Chief (509)	FMGT	-	148,317.010	-	-	-	-	-	-	-	-
Fire Chief (510)	FMGT	-	172,270.470	-	-	-	-	-	-	-	-

Culver CITY

Classification and Salary Plan - Safety Effective Date: 11/01/2013

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Hourly rates are determined by dividing the annual salary by 2080 for 56-hour employees and 2080 for 40-hour employees.

Job Title	Group	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Police Officer (601)	POLC	-	31,2449	32,1966	34,4847	35,3538	36,4208	37,6316	38,7802	39,7595	40,8499
Police Sergeant (602)	POLC	-	47,0520	-	-	-	-	-	-	-	-
Police Lieutenant (603)	PMGT	-	57,3098	-	-	-	-	-	-	-	-
Police Captain (604)	PMGT	-	71,8357	-	-	-	-	-	-	-	-
Assistant Chief (605)	PMGT	-	79,0221	-	-	-	-	-	-	-	-
Police Chief (606)	PMGT	-	86,9930	-	-	-	-	-	-	-	-



Classification and Salary Plan - Safety
Effective Date: 03/01/2014

Note: For FIRE job titles, annual salaries are indicated.

Hourly rates are determined by dividing the annual salary by 2080 for 56-hour employees and 2080 for 40-hour employees.

Job Title	Group	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Firefighter (500)	FIRE	56,576.500	63,121.180	64,719.400	70,690.720	74,677.010	78,899.370	82,156.250	-	-	-
Fire Engineer (502)	FIRE	-	94,479.680	-	-	-	-	-	-	-	-
Fire Captain (504)	FIRE	-	108,651.640	-	-	-	-	-	-	-	-
Battalion Chief (506)	FMGT	-	130,260.250	-	-	-	-	-	-	-	-
Fire Marshal (508)	FMGT	-	149,800.180	-	-	-	-	-	-	-	-
Asst Fire Chief (509)	FMGT	-	149,800.180	-	-	-	-	-	-	-	-
Fire Chief (510)	FMGT	-	173,993.170	-	-	-	-	-	-	-	-

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Culver CITY

Classification and Salary Plan - Safety Effective Date: 03/01/2014

Note: For FIRE job titles, annual salaries are indicated.

Hourly rates are determined by dividing the annual salary by 2912 for 56-hour employees and 2080 for 40-hour employees.

Job Title	Group	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Police Officer (601)	POLC	-	31.5573	32.5186	34.8295	35.7073	36.7850	38.0079	39.1680	40.1571	41.2584
Police Sergeant (602)	POLC	-	47.5225	-	-	-	-	-	-	-	-
Police Lieutenant (603)	PMGT	-	57.8829	-	-	-	-	-	-	-	-
Police Captain (604)	PMGT	-	72.5541	-	-	-	-	-	-	-	-
Assistant Chief (605)	PMGT	-	79.8123	-	-	-	-	-	-	-	-
Police Chief (606)	PMGT	-	87.8629	-	-	-	-	-	-	-	-



Classification and Salary Plan - Safety
Effective Date: 07/01/2014

Note: For FIRE job titles, annual salaries are indicated.

Hourly rates are determined by dividing the annual salary by 2912 for 56-hour employees and 2080 for 40-hour employees.

Job Title	Group	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Firefighter (500)	FIRE	57,142.270	63,752.390	65,366.590	71,397.630	75,423.780	79,688.360	82,977.810	-	-	-
Fire Engineer (502)	FIRE	-	95,424.480	-	-	-	-	-	-	-	-
Fire Captain (504)	FIRE	-	109,738.160	-	-	-	-	-	-	-	-
Battalion Chief (506)	FMGT	-	131,562.850	-	-	-	-	-	-	-	-
Fire Marshal (508)	FMGT	-	151,298.180	-	-	-	-	-	-	-	-
Asst Fire Chief (509)	FMGT	-	151,298.180	-	-	-	-	-	-	-	-
Fire Chief (510)	FMGT	-	175,733.100	-	-	-	-	-	-	-	-

Culver CITY

Classification and Salary Plan - Safety Effective Date: 07/01/2014

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Hourly rates are determined by dividing the annual salary by 2912 for 56-hour employees and 2080 for 40-hour employees.

Job Title	Group	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Police Officer (601)	POLC	-	31.8729	32.8438	35.1778	36.0644	37.1529	38.3880	39.5597	40.5587	41.6710
Police Sergeant (602)	POLC	-	47.9977	-	-	-	-	-	-	-	-
Police Lieutenant (603)	PMGT	-	58.4617	-	-	-	-	-	-	-	-
Police Captain (604)	PMGT	-	73.2796	-	-	-	-	-	-	-	-
Assistant Chief (605)	PMGT	-	80.6104	-	-	-	-	-	-	-	-
Police Chief (606)	PMGT	-	88.7415	-	-	-	-	-	-	-	-



Classification and Salary Plan - Safety
Effective Date: 01/01/2015

Note: For FIRE job titles, annual salaries are indicated.

Hourly rates are determined by dividing the annual salary by 2912 for 56-hour employees and 2080 for 40-hour employees.

Job Title	Group	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Firefighter (500)	FIRE	57,713.690	64,389.910	66,020.260	72,111.610	76,178.020	80,485.240	83,807.590	-	-	-
Fire Engineer (502)	FIRE	-	96,378.720	-	-	-	-	-	-	-	-
Fire Captain (504)	FIRE	-	110,835.540	-	-	-	-	-	-	-	-
Battalion Chief (506)	FMGT	-	132,878.480	-	-	-	-	-	-	-	-
Fire Marshal (508)	FMGT	-	152,811.160	-	-	-	-	-	-	-	-
Asst Fire Chief (509)	FMGT	-	152,811.160	-	-	-	-	-	-	-	-
Fire Chief (510)	FMGT	-	177,480.430	-	-	-	-	-	-	-	-

Culver CITY

Classification and Salary Plan - Safety Effective Date: 01/01/2015

Note: For FIRE job titles, annual salaries are indicated.

Hourly rates are determined by dividing the annual salary by 2080 for 40-hour employees and 2080 for 40-hour employees.

Job Title	Group	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Police Officer (601)	POLC	-	32,191.67	33,172.22	35,529.6	36,425.0	37,524.4	38,771.9	39,955.3	40,964.3	42,067.7
Police Sergeant (602)	POLC	-	48,477.7	-	-	-	-	-	-	-	-
Police Lieutenant (603)	PMGT	-	59,048.3	-	-	-	-	-	-	-	-
Police Captain (604)	PMGT	-	74,012.4	-	-	-	-	-	-	-	-
Assistant Chief (605)	PMGT	-	81,416.5	-	-	-	-	-	-	-	-
Police Chief (606)	PMGT	-	89,628.9	-	-	-	-	-	-	-	-