



AGENDA

EL SEGUNDO CITY COUNCIL

COUNCIL CHAMBERS - 350 Main Street

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

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

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

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

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

REGULAR MEETING OF THE EL SEGUNDO CITY COUNCIL TUESDAY, DECEMBER 2, 2008 - 5:00 P.M.

Next Resolution # 4578
Next Ordinance # 1425

5:00 P.M. SESSION

CALL TO ORDER

ROLL CALL

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

SPECIAL ORDER OF BUSINESS:

None

CLOSED SESSION:

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

CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION (Gov’t Code §54956.9(a) – -3- matter

1. City of El Segundo vs. City of Los Angeles, et. al. LASC Case No. BS094279
2. Allstar Fire Equipment Co. v. City of Los Angeles, LASC Case No. BS115556
3. Coleman v. City of El Segundo, LASC Case No. YC057685

CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION

Significant exposure to litigation pursuant to Government Code §54956.9(b): -0- potential case (no further public statement is required at this time); Initiation of litigation pursuant to Government Code §54956.9(c): -1- matter.

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

CONFERENCE WITH CITY’S LABOR NEGOTIATOR (Gov’t Code §54957.6): - 4- matters

City Negotiators: City Manager Jack Wayt; Human Resources Director Bob Hyland; Finance Director Deborah Cullen; Richard Kreisler. Employee Organizations: (1) Unrepresented management/confidential employees (City employees who are not members of bargaining units); (2) El Segundo Police Officers’ Association; (3) El Segundo Firefighter’s Association; (4) the El Segundo Police Management Association.

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

SPECIAL MATTERS: - 0- matter



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REGULAR MEETING OF THE EL SEGUNDO CITY COUNCIL TUESDAY, DECEMBER 2, 2008 - 7:00 P.M.

Next Resolution # 4578
Next Ordinance # 1425

7:00 P.M. SESSION

CALL TO ORDER

INVOCATION – Pastor Wes Harding, El Segundo Foursquare Church

PLEDGE OF ALLEGIANCE – Mayor Pro Tem Eric Busch

PRESENTATIONS

- a. Proclamation proclaiming the 1200 Block of Acacia Avenue as CANDY CANE LANE from December 13, 2008 at 7:00 p.m., through December 23, 2008, and inviting the young and young at heart to experience the wonders of this El Segundo holiday tradition.
- b. Commendation to Benny Pessia honoring him as the El Segundo Police Department's RSVP of the Year.

ROLL CALL

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

A. PROCEDURAL MOTIONS

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

Recommendation – Approval.

B. SPECIAL ORDERS OF BUSINESS (PUBLIC HEARING)

C. UNFINISHED BUSINESS

D. REPORTS OF COMMITTEES, COMMISSIONS AND BOARDS

E. CONSENT AGENDA

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

- 1. Warrant Numbers 2568886 to 2569089 on Register No. 4 in the total amount of \$1,340,791.49 and Wire Transfers from 11/07/2008 through 11/20/2008 in the total amount of \$1,767.156.63.**

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

- 2. Regular City Council Meeting Minutes and Special City Council Meeting Minutes of November 18, 2008.**

Recommendation – Approval.

- 3. Consideration and possible action regarding a proposed Amendment No. 3 to the contract with Jenkins & Hogin, LLP for City Attorney services. (Fiscal Impact: \$0)**

Recommendation – (1) Approve Amendment No. 3 to the contract with Jenkins & Hogin, LLP increasing the hourly rates and retainer amount for City Attorney Services; (2) Alternatively, discuss and take other action related to this item.

- 4. Consideration and possible action authorizing the recording of the Notices of Completion and authorizing the City Manager to accept completion of work for 81 homes related to the City's Residential Sound Insulation Program Groups 24 (Project No. RSI 08-02), 25 (Project No. RSI 08-03) and 26 (Project No. RSI 08-04). (Final Contract Amount: \$795,617.93, \$753,940.48 and \$797,024.16)**

Recommendation – (1) Authorize the City Clerk to file the City's Planning and Building Safety Director's Notice of Completion in the County Recorder's Office; (2) Authorize the City Manager, or designee, to close out Projects Nos. RSI 08-02, RSI 08-03 and RSI 08-04; (3) Alternatively, discuss and take other action related to this item.

- 5. Consideration and possible action to clarify and supplement Resolution 4574 adopted on October 21, 2008 establishing certain city-wide fees and charges specifically for Building Safety Division and Fire Department for public services provided to the public. (Fiscal Impact: \$0)**

Recommendation – (1) Adopt Resolution to clarify and supplement Resolution No. 4574; 2) Alternatively, discuss and take other action related to this item.

- 6. Consideration and possible action authorizing the City Manager to execute a Professional Services Agreement, in a form approved by the City Attorney, with All City Management Services Inc. (ACMS) for crossing guard services to El Segundo Unified School District schools for a period of one year, plus an annual renewal extension. (Fiscal Impact: \$75,600; 2008-2009)**

Recommendation – (1) Authorize the City Manager to execute a one year professional services agreement, in a form approved by the City Attorney, for crossing guard services to ESUSD with All City Management Services Inc.; (2) Alternatively, discuss and take other action related to this item.

- 7. Consideration and possible action regarding the annual Resolutions updating the employer's contribution under the Public Employees' Medical and Hospital Care Act for El Segundo City Employees' Association, El Segundo Police Support Services Association and El Segundo Supervisory and Professional Employees' Association. (Fiscal Impact: Included in Adopted Budget)**

Recommendation – (1) Adopt the required Resolutions; (2) Alternatively discuss and take other action related to this item.

- 8. Consideration and possible action regarding a Resolution providing for salary increases and benefit changes to Chapter 1A2 (Management-Confidential Series - includes all non-represented employees except the City Manager) of the El Segundo Administrative Code. (Fiscal Impact: \$235,294 salary and benefit increases for Executive Management, Mid-Management/Confidential Employees; plus \$190,419 in Salary Increases to resolve Salary Compaction in Public Safety for a grand total of \$425,713.)**

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

- 9. Consideration and possible action to award a standard Public Works Contract to Southwest Pipeline and Trenchless Corporation for trenchless rehabilitation of the sanitary sewer main on Imperial Highway from east to west City limit. Approved Capital Improvement Project. Project No. PW 08-10 (Fiscal Impact: \$465,795.00)**

Recommendation – (1) Authorize the City Manager to execute a standard Public Works Contract in a form as approved by the City Attorney with Southwest Pipeline and Trenchless Corporation, in the amount of \$465,795.00; (2) Alternatively, discuss and take other action related to this item.

10. Consideration and possible action to allow banners from the Young Americans Workshop Committee to be hung over Main Street at no cost. (Fiscal Impact: \$178.00)

Recommendation – (1) Approve the request from the Young Americans Workshop Committee regarding its banners; (2) Alternatively, discuss and take other action related to this item.

CALL ITEMS FROM CONSENT AGENDA

NEW BUSINESS

REPORTS – CITY MANAGER

REPORTS – CITY ATTORNEY

REPORTS – CITY CLERK

11. Consideration and possible action regarding Council consensus to cancel the January 6, 2009 City Council Meeting. (Fiscal Impact: None)

Recommendation – (1) Approve cancellation of the January 6, 2009 City Council Meeting; (2) Alternatively, discuss and take other action related to this item.

REPORTS – CITY TREASURER

REPORTS – CITY COUNCIL MEMBERS

Council Member Brann –

Council Member Fisher –

12. Consideration and possible action to review and either uphold, overturn or modify the Traffic Committee decision regarding the proposed placement of stop signs on Hillcrest Street at Sycamore Avenue. (Fiscal Impact: \$1,000)

Recommendation - (1) Review the Traffic Committee decision of October 2, 2008 regarding the placement of stop signs at the intersection of Hillcrest Street and Sycamore Avenue; (2) Alternatively, discuss and take other action related to this item.

Council Member Jacobson –

Mayor Pro Tem Busch –

Mayor McDowell –

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MEMORIALS –

CLOSED SESSION

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

REPORT OF ACTION TAKEN IN CLOSED SESSION (if required)

ADJOURNMENT

POSTED:

DATE: *Nov. 25, 2008*

TIME: *3:30 p.m.*

NAME: *S. M. Aley*

AGENDA DESCRIPTION:

Consideration and possible action regarding a Resolution providing for salary increases and benefit changes to Chapter 1A2 (Management-Confidential Series - includes all non-represented employees except the City Manager) of the El Segundo Administrative Code.

(Fiscal Impact: \$235,294 salary and benefit increases for Executive Management, Mid-Management/Confidential Employees; plus \$190,419 in Salary Increases to resolve Salary Compaction in Public Safety for a grand total of \$425,713.)

RECOMMENDED COUNCIL ACTION:

1. Adopt the attached Resolution.
2. Alternatively, discuss and take other action related to this item.

ATTACHED SUPPORTING DOCUMENTS:

1. Resolution
2. Attachment A - Salary Tables

FISCAL IMPACT: (\$235,294 Executive Management, Mid-Management/Confidential Employees, and \$190,419 Public Safety)

Amount Budgeted: \$ 235,294
Additional Appropriation: \$190,419
Account Number(s): 001-400-3101-4101 and 001-400-3201-4101

ORIGINATED BY: Bob Hyland, Director of Human Resources

REVIEWED BY: Bob Hyland, Director of Human Resources

APPROVED BY: Jack Wayt, City Manager

BACKGROUND AND DISCUSSION:

Executive Management and Mid-Management/Confidential Job Classifications are periodically reviewed by the City Council for possible salary and/or benefit adjustments. The last salary increase received by this group of unrepresented, non-bargaining unit employees was 3.5%, effective June 7, 2007.

At Council's direction, staff initiated the review process for possible July 1, 2008 salary and/or benefit adjustments in June, 2008.

Adoption of the attached Resolution providing for changes to Chapter 1A2 (Management-Confidential Series) of the El Segundo Administrative Code would result in the following:

1. A 4.0% salary increase for all Executive Management, Mid-Management/Confidential Employees, with the exception of the City Manager, effective 7/5/2008.

For reference purposes, the Consumer Price Index (CPI-U) for the Los Angeles-Riverside-Orange County area averaged 3.52% for the twelve month period from July 2007 – June 2008.

2. An increase in additional pay from \$1,000 per month to \$1,200 per month. This compensation is used principally for the purchase of PERS Medical Insurance and was last increased in July, 2004, from \$900 to \$1,000.
3. An increase in Executive Leave Days for Department Head Employees, from eight days to ten days per year.
4. An increase in Executive Leave Days for Mid-Management/Confidential Employees from five days to seven days per year.
5. An increase in the maximum number of Vacation Days, following completion of 14 years service, from 22 days to 25 days per year.
- 6(a). Updated language regarding Jury Duty Service, providing for two weeks of paid Jury Duty Service, and a variety of new Administrative Procedures.
- 6(b). Revised City of El Segundo Substance Abuse Policy and Drug-Free Workplace Statement.
7. Provision that the maximum future City contribution for medical insurance, for both active employees and retirees, shall be \$1,800 per month.
8. For Deputy Fire Chief and Battalion Chief, conversion of 5% Chief Officer Certification Pay to a flat dollar amount.
9. For Deputy Fire Chief and Battalion Chief, conversion of 6% Masters Degree Pay to a flat dollar amount.
10. For the Police Chief, elimination of 5% Master's Degree Pay.
11. For Deputy Fire Chief and Battalion Chiefs, deletion of Administrative Code Section 1A2.122, entitled "Contingency Compensation."
12. Amendment to the City's contract with the California Public Employees Retirement System (PERS) to provide Section 21548 (Pre-Retirement Option 2W Death Benefit) for the Police Chief, Fire Chief, Deputy Fire Chief and Battalion Chiefs. This benefit provides the Retirement-Eligible Employees' spouse a monthly allowance equal to the highest possible allowance the employee would have been eligible to receive at the time of their death. This benefit has been available to the City's civilian, non-safety employees since April, 2008.

Salary Compaction in the Police and Fire Departments

In order to address salary compaction issues between management job classifications and bargaining unit job classifications, the following salary increases establish 5% compensation differentials between supervisors and subordinates, and result in the Police Chief and Fire Chief being assigned to the same salary range. Salary Compaction Pay Adjustments, with the exception of the Fire Chief, effective July 1, 2008, will be effective October 1, 2008. The percentage

increases listed below include the 4% salary increase provided to all Management/Confidential Employees.

13. An increase of 16.9% to the Salary Range for Battalion Chief (Salary Range 60f).
14. An increase of 14.9% to the Salary Range for Deputy Fire Chief (Salary Range 69f).
15. An increase of 32.3% to the Salary Range for Fire Chief (Salary Range 70f).
16. An increase of 23% to the Salary Range for Police Chief (Salary Range 70p).

RESOLUTION NO. _____

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

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

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

Section 2: Section 1A2.100, of the El Segundo Administrative Code, entitled "Executive Leave" is amended as follows:

"Mid-Management/Confidential employees shall be granted seven days of Executive Leave with pay per calendar year. Department Head and Executive Employees shall be granted ten days of Executive Leave with pay per calendar year. Executive Leave may be used for personal business, attendance at educational courses, or vacation.

Section 3: Section 1A2.105 of the El Segundo Administrative Code, entitled "Flexible Benefit Plan" is amended as follows:

"Effective with the payroll deduction for the month of July, 2008, the monthly contribution by the City will increase by \$200 per month to \$1,200 per month. These benefits will be used principally for the purchase of employee medical insurance. All other terms and conditions in Section 1A2.105(A) remain in effect.

The maximum future City contribution for medical insurance, for both active employees and retirees, shall be \$1,800 per month."

Section 4: Section 1A2.115.2 of the El Segundo Administrative Code, entitled "Educational Incentive," is amended as follows:

"Effective October 1, 2008, the Police Chief shall no longer receive 5% Educational Incentive Pay for possessing a Master's Degree from an accredited college or university.

Effective July 1, 2008, a Battalion Chief, upon obtaining a Master's Degree from an accredited college or university, shall receive Educational Incentive Compensation in an amount of \$702.11 per month.

Effective October 1, 2008, the Deputy Fire Chief, upon obtaining a Master's Degree from an accredited college or university, shall receive Educational Incentive Compensation in an amount of \$791.78 per month.

Section 5: Section 1A2.122 of the El Segundo Administrative Code, entitled "Contingency Compensation," shall be deleted in its entirety.

Section 6: Section 1A2.123 of the El Segundo Administrative Code, entitled "Chief Officer Certification" shall be amended as follows:

"Effective July 1, 2008, Battalion Chiefs, upon obtaining Chief Officer Certification from the Office of the State Fire Marshal, shall receive Certification Compensation in an amount of \$585.09 per month.

Effective October 1, 2008, the Deputy Fire Chief, upon obtaining Chief Officer Certification from the Office of the State Fire Marshal, shall receive Certification Compensation in an amount of \$659.82 per month."

Section 7: Section 1A2.144 of the El Segundo Administrative Code, entitled "Vacations" shall be amended as follows:

"3. Twenty-Five working days per year after fourteen years of continuous service."

All other terms and conditions in Section 1A2.144 (1) and (2) remain in effect.

Section 8: Section 1A2.149, entitled "Jury Duty," shall be added to the El Segundo Administrative Code as follows:

A. The employee must provide written notice of the expected Jury Duty to his or her supervisor as soon as possible, but in no case later than 14 days before the beginning of Jury Duty.

B. During the first two weeks of Jury Duty, an employee shall be entitled to receive his or her regular compensation.

C. For any portion of Jury Duty that extends beyond the first two weeks, such extended Jury Duty period shall be without pay.

D. Any compensation for the first two weeks of Jury Duty, except Travel Reimbursement Pay, must be deposited with the Director of Human Resources.

E. While on Jury Duty, the employee must report to work during any portion of a day that the employee is relieved of Jury Duty for three or more consecutive hours.

F. The employee must provide documentation of his or her daily attendance on Jury Duty.

Section 9: Section 1A2.151, entitled "Section 21548 - Pre-Retirement Option 2W Death Benefit," is added to the El Segundo Administrative Code as follows:

"The City shall amend the contract between the Board of Administration of the California Public Employees Retirement System (PERS) and the El Segundo City Council in order to provide Section 21548 – Pre-Employment Option 2W Death Benefit for Sworn Safety Management Employees."

Section 10: Section 1A2.152, entitled "City of El Segundo Substance Abuse Policy" and "Drug-Free Workplace Statement," is added to the El Segundo Administrative Code as follows:

"The City of El Segundo Substance Abuse Policy and Drug-Free Workplace Statement, dated July 1, 2008 shall be applicable to all Department Heads, Mid-Management and Confidential Employees."

PASSED AND ADOPTED this 2nd day of December, 2008.

Kelly McDowell,
Mayor

CERTIFICATION

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

I, Cindy Mortesen, City Clerk of the City of El Segundo, California, do hereby certify that the whole number of members of the City Council of said City is five; that the foregoing Resolution No. _____ was duly passed and adopted by said City Council, approved and signed by the Mayor, and attested to by the City Clerk, all at a regular meeting of said Council held on the 2nd day of December, 2008, and the same was so passed and adopted by the following vote:

- AYES:
- NOES:
- ABSENT:
- ABSTAIN:
- NOT PARTICIPATING:

WITNESS MY HAND THE OFFICIAL SEAL OF SAID CITY this _____ day of _____, 2008.

Cindy Mortesen, City Clerk
of the City of El Segundo,
California
(SEAL)

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

By: _____
Karl H. Berger
Assistant City Attorney

**ATTACHMENT A
CITY OF EL SEGUNDO
PROPOSED SALARY TABLES
MANAGEMENT/CONFIDENTIAL GROUP
EFFECTIVE PAYROLL BEGINNING JULY 5, 2008**

GRADE	STEP A	STEP B	STEP C	STEP D	STEP E
1m	2,101.24	2,207.62	2,319.38	2,436.79	2,560.16
2m	2,153.77	2,262.81	2,377.36	2,497.71	2,624.16
3m	2,207.62	2,319.38	2,436.79	2,560.16	2,689.77
4m	2,262.81	2,377.36	2,497.71	2,624.16	2,757.01
5m	2,319.38	2,436.79	2,560.16	2,689.77	2,825.93
6m	2,377.36	2,497.71	2,624.16	2,757.01	2,896.58
7m	2,436.79	2,560.16	2,689.77	2,825.93	2,969.00
8m	2,497.71	2,624.16	2,757.01	2,896.58	3,043.22
9m	2,560.16	2,689.77	2,825.93	2,969.00	3,119.30
10m	2,624.16	2,757.01	2,896.58	3,043.22	3,197.29
11m	2,689.77	2,825.93	2,969.00	3,119.30	3,277.22
12m	2,757.01	2,896.58	3,043.22	3,197.29	3,359.15
13m	2,825.93	2,969.00	3,119.30	3,277.22	3,443.13
14m	2,896.58	3,043.22	3,197.29	3,359.15	3,529.21
15m	2,969.00	3,119.30	3,277.22	3,443.13	3,617.44
16m	3,043.22	3,197.29	3,359.15	3,529.21	3,707.87
17m	3,119.30	3,277.22	3,443.13	3,617.44	3,800.57
18m	3,197.29	3,359.15	3,529.21	3,707.87	3,895.58
19m	3,277.22	3,443.13	3,617.44	3,800.57	3,992.97
20m	3,359.15	3,529.21	3,707.87	3,895.58	4,092.80
21m	3,443.13	3,617.44	3,800.57	3,992.97	4,195.12
22m	3,529.21	3,707.87	3,895.58	4,092.80	4,299.99
23m	3,617.44	3,800.57	3,992.97	4,195.12	4,407.49
24m	3,707.87	3,895.58	4,092.80	4,299.99	4,517.68
25m	3,800.57	3,992.97	4,195.12	4,407.49	4,630.62
26m	3,895.58	4,092.80	4,299.99	4,517.68	4,746.39
27m	3,992.97	4,195.12	4,407.49	4,630.62	4,865.05
28m	4,092.80	4,299.99	4,517.68	4,746.39	4,986.67
29m	4,195.12	4,407.49	4,630.62	4,865.05	5,111.34
30m	4,299.99	4,517.68	4,746.39	4,986.67	5,239.12
31m	4,407.49	4,630.62	4,865.05	5,111.34	5,370.10
32m	4,517.68	4,746.39	4,986.67	5,239.12	5,504.36
33m	4,630.62	4,865.05	5,111.34	5,370.10	5,641.96
34m	4,746.39	4,986.67	5,239.12	5,504.36	5,783.01
35m	4,865.05	5,111.34	5,370.10	5,641.96	5,927.59
36m	4,986.67	5,239.12	5,504.36	5,783.01	6,075.78
37m	5,111.34	5,370.10	5,641.96	5,927.59	6,227.67
38m	5,239.12	5,504.36	5,783.01	6,075.78	6,383.36
39m	5,370.10	5,641.96	5,927.59	6,227.67	6,542.95
40m	5,504.36	5,783.01	6,075.78	6,383.36	6,706.52
41m	5,641.96	5,927.59	6,227.67	6,542.95	6,874.19
42m	5,783.01	6,075.78	6,383.36	6,706.52	7,046.04
43m	5,927.59	6,227.67	6,542.95	6,874.19	7,222.19
44m	6,075.78	6,383.36	6,706.52	7,046.04	7,402.75
45m	6,227.67	6,542.95	6,874.19	7,222.19	7,587.81
46m	6,383.36	6,706.52	7,046.04	7,402.75	7,777.51
47m	6,542.95	6,874.19	7,222.19	7,587.81	7,971.95
48m	6,706.52	7,046.04	7,402.75	7,777.51	8,171.25
49m	6,874.19	7,222.19	7,587.81	7,971.95	8,375.53

**ATTACHMENT A
CITY OF EL SEGUNDO
PROPOSED SALARY TABLES
MANAGEMENT/CONFIDENTIAL GROUP
EFFECTIVE PAYROLL BEGINNING JULY 5, 2008**

GRADE	STEP A	STEP B	STEP C	STEP D	STEP E
50m	7,046.04	7,402.75	7,777.51	8,171.25	8,584.92
51m	7,222.19	7,587.81	7,971.95	8,375.53	8,799.54
52m	7,402.75	7,777.51	8,171.25	8,584.92	9,019.53
53m	7,587.81	7,971.95	8,375.53	8,799.54	9,245.02
54m	7,777.51	8,171.25	8,584.92	9,019.53	9,476.14
55m	7,971.95	8,375.53	8,799.54	9,245.02	9,713.04
56m	8,171.25	8,584.92	9,019.53	9,476.14	9,955.87
57m	8,375.53	8,799.54	9,245.02	9,713.04	10,204.77
58m	8,584.92	9,019.53	9,476.14	9,955.87	10,459.89
59m	8,799.54	9,245.02	9,713.04	10,204.77	10,721.38
60m	9,019.53	9,476.14	9,955.87	10,459.89	10,989.42
61m	9,245.02	9,713.04	10,204.77	10,721.38	11,264.15
62m	9,476.14	9,955.87	10,459.89	10,989.42	11,545.76
63m	9,713.04	10,204.77	10,721.38	11,264.15	11,834.40
64m	9,955.87	10,459.89	10,989.42	11,545.76	12,130.26
65m	10,204.77	10,721.38	11,264.15	11,834.40	12,433.52
66m	10,459.89	10,989.42	11,545.76	12,130.26	12,744.36
67m	10,721.38	11,264.15	11,834.40	12,433.52	13,062.96
68m	10,989.42	11,545.76	12,130.26	12,744.36	13,389.54
69m	11,264.15	11,834.40	12,433.52	13,062.96	13,724.28
70m	11,545.76	12,130.26	12,744.36	13,389.54	14,067.38
71m	11,834.40	12,433.52	13,062.96	13,724.28	14,419.07
72m	12,130.26	12,744.36	13,389.54	14,067.38	14,779.55
73m	12,433.52	13,062.96	13,724.28	14,419.07	15,149.03
74m	12,744.36	13,389.54	14,067.38	14,779.55	15,527.76
75m	13,062.96	13,724.28	14,419.07	15,149.03	15,915.95
76m	13,389.54	14,067.38	14,779.55	15,527.76	16,313.85
77m	13,724.28	14,419.07	15,149.03	15,915.95	16,721.70
78m	14,067.38	14,779.55	15,527.76	16,313.85	17,139.74
79m	14,419.07	15,149.03	15,915.95	16,721.70	17,568.24
80m	14,779.55	15,527.76	16,313.85	17,139.74	18,007.44
60f	11,230.13	11,798.66	12,395.96	13,023.51	13,682.82
69f	12,446.85	13,076.97	13,738.99	14,434.53	15,165.28
70f	14,334.34	15,060.01	15,822.43	16,623.44	17,465.00
70p	14,334.34	15,060.01	15,822.43	16,623.44	17,465.00