

ORDINANCE NO. 20-04

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

AN ORDINANCE OF THE CITY OF INGLEWOOD, CALIFORNIA, ESTABLISHING PAY RANGE ASSIGNMENT AND CONDITIONS OF EMPLOYMENT FOR THE VARIOUS OFFICERS, EMPLOYEES AND POSITIONS IN THE SERVICE OF THE CITY; AND REPEALING ALL PREVIOUS ORDINANCES OF THE CITY IN CONFLICT OR AT VARIANCE HEREWITH; THE CITY COUNCIL OF THE CITY OF INGLEWOOD, CALIFORNIA, DOES ORDAIN AS FOLLOWS:

SECTION 1. The following schedules of pay range assignments, special compensation provisions, conditions of employment and employee benefits are hereby established and shall be paid and implemented for the various designated officers, employees and positions in the service of the City of Inglewood.

SECTION 2. Salary adjustment criteria for all pay plans shall be as follows:

- A. Internal classification relationships
- B. Total compensation analysis
- C. Labor market conditions
- D. Financial condition of the City
- E. Cost of living analysis

SECTION 3. The Pay Plan for Part-Time/Hourly employees is hereby amended as shown on Exhibit 'A';

SECTION 4. The Pay Plan for General Bi-Weekly full-time employees, exclusive of fringe benefits, is hereby amended as shown on Exhibit 'B';

SECTION 5. The Pay Plan for General Management and Professional employees, exclusive of fringe benefits, is hereby amended as shown on Exhibit 'C';

SECTION 6. The Pay Plan for Confidential General Management and Professional employees, exclusive of fringe benefits, is hereby amended as shown on Exhibit 'D';

1 **SECTION 7.** The Pay Plan for the Police Civilian Management employees, exclusive of
2 fringe benefits, does not have any changes and should read as shown on Exhibit 'E';

3 **SECTION 8.** The Pay Plan for Police Officers (Sworn) and Police Management (Sworn),
4 both exclusive of fringe benefits, does not have any changes and should read as shown on
5 Exhibit 'F';

6 **SECTION 9.** The Pay Plan for Executive Employees, exclusive of fringe benefits, is
7 hereby amended as shown on Exhibit 'G';

8 **SECTION 10.** The Pay Plan for the Mayor and City Council Members, exclusive of fringe
9 benefits, does not have any changes and should read as shown on Exhibit 'H';

10 **SECTION 11.** The Pay Plan for the Permanent Part-Time employees, exclusive of fringe
11 benefits, does not have any changes and should read as shown on Exhibit 'I';

12 **SECTION 12. CITY CLERK – DUTIES**

13 The incumbent City Clerk is hereby assigned the following duties:

14 A. Serve as Escrow Officer for the City in connection with the purchase of sale of real
15 property;

16 B. Serve as City Records Management Officer;

17 C. Place and keep official records of all advertisements regarding all bids for materials,
18 equipment, improvements and supplies when formal bids are called for and be present at the
19 opening of all bids;

20 D. Serve as secretary of each of the Successor Agency, Parking Authority, Housing
21 Authority, Public Financing Authority and Regional Fire Training Authority and maintain all
22 records and files thereof;

23 E. Serve as a member of the Permits and Licenses Committee;

24 F. Serve as Director of the City Clerk's Department;

25 G. Serve as a member of the City's Liability Insurance Claims Committee.

26 As full remuneration for performing the foregoing duties, the City Clerk shall receive as
27 compensation the sum of \$8,694.54 (Salary Range 344.5) per month along with all other

28

1 applicable benefits contained within the Inglewood Executive Organization (IEO) Memorandum
2 of Understanding (MOU).

3 **SECTION 13. CITY TREASURER – DUTIES**

4 The incumbent City Treasurer is hereby assigned the following duties:

- 5 A. Serve as a member of the City's Liability Claims Review Committee;
- 6 B. Serve as a member of the City's Investment Committee;
- 7 C. Be appointed as an officer to represent the City in Small Claims Court;
- 8 D. Review, along with the Chief Financial Officer the City's bank reconciliation system;
- 9 E. Along with the Chief Financial Officer approve and sign all City warrants;
- 10 F. Attend all meetings of the Inglewood Parking Authority;

11 As full remuneration for performing the duties enumerated in paragraphs A - F the City Treasurer
12 shall receive as compensation the sum of \$8,355.27 (Salary Range 340.5) per month.

13 **SECTION 14.** Prior compensation allocations, agreements, retention incentive payments
14 and other benefits, monetary and otherwise, previously accorded to or payable to employees of
15 the City in prior years pursuant to agreements with employees in accordance with meet and
16 confer law, or otherwise, shall be continued in full force and effect and accorded and paid to the
17 respective employees as though fully set forth in the herein ordinance, except insofar as such
18 benefits or prior provisions are expressly repealed or amended by the herein ordinance or
19 through negotiations with various bargaining units.

20 ///
21 ///
22 ///
23 ///
24 ///
25 ///
26 ///

27 **SECTION 15.** The City Clerk shall certify to the passage and adoption of this ordinance
28 and to its approval by the City Council and shall cause the same to be published in accordance

1 with the City Charter; and thirty days from the final passage and adoption, this ordinance shall
2 be in full force and effect.

3

4 PASSED, APPROVED AND ADOPTED THIS 19th DAY OF November 2019

5

6 
James T. Butts, Jr., Mayor

7

8

9

ATTEST:

10

11

12 
Yvonne Horton, City Clerk

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

28

Salary Ordinance Exhibits

Exhibit - A
 FY 2019-20 Part-Time/Hourly Job Classifications

Updated 10/29/2019

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
100	Office Assistant	FLAT	RATE	228.5	\$ 15.82
102	Park Maintenance Trainee	FLAT	RATE	223.5	\$ 15.05
104	Librarian Trainee	FLAT	RATE	233.5	\$ 16.62
105	Fleet ASE Mechanic Trainee	FLAT	RATE	257.5	\$ 21.11
108	Library Support Aide	FLAT	RATE	223.5	\$ 15.05
110	Senior Lifeguard	FLAT	RATE	253.5	\$ 20.28
113	Food Service Assistant	FLAT	RATE	223.5	\$ 15.05
115	Recreation Aide	FLAT	RATE	223.5	\$ 15.05
116	Transportation Assistant	FLAT	RATE	223.5	\$ 15.05
118	School Crossing Guard	FLAT	RATE	223.5	\$ 15.05
120	Traffic Control Officer	FLAT	RATE	223.5	\$ 15.05
121	Swimming Pool Supervisor	FLAT	RATE	273.5	\$ 24.75
123	Lifeguard	FLAT	RATE	243.5	\$ 18.36
124	Maintenance Worker Trainee	FLAT	RATE	223.5	\$ 15.05
125	Reserve Police Officer Level I (Sworn)	FLAT	RATE	298.5	\$ 31.74
126	Reserve Police Officer Level II (Sworn)	FLAT	RATE	293.5	\$ 30.20
127	Reserve Police Officer Level III (Sworn)	FLAT	RATE	288.5	\$ 28.73
129	Community Center Liaison	FLAT	RATE	223.5	\$ 15.05
130	Elections Coordinator	FLAT	RATE	284.5	\$ 27.61
140	Police Cadet	FLAT	RATE	258.5	\$ 21.32
231	Civilian Investigative Specialist	FLAT	RATE	344.5	\$ 50.16
346	Police Officer Trainee	FLAT	RATE	288.5	\$ 28.73
122	Vocational Trainee	FLAT	RATE	223.5	\$ 15.05

Salary Ordinance Exhibits

Exhibit - B
FY 2019-20 General Bi-Weekly Job Classifications

Updated 10/29/2019

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
201	Account Clerk	247.5	\$ 3,311.87	282.5	\$ 4,691.60
219	Backflow Prevention/Plumbing Technician	262.5	\$ 3,844.98	297.5	\$ 5,446.81
210	Building Inspector	287.5	\$ 4,930.92	322.5	\$ 6,985.16
211	Building Inspector Trainee	277.5	\$ 4,463.90	312.5	\$ 6,323.57
226	Building Permit Technician	262.5	\$ 3,844.98	297.5	\$ 5,446.81
218	Buyer	281.5	\$ 4,645.15	316.5	\$ 6,580.33
207	Cashier	247.5	\$ 3,311.87	282.5	\$ 4,691.60
337	Code Enforcement Officer	273.5	\$ 4,289.72	308.5	\$ 6,076.83
239	Code Enforcement Trainee	236.5	\$ 2,968.51	271.5	\$ 4,205.20
232	Communications Technician	271.5	\$ 4,205.20	306.5	\$ 5,957.09
225	Community Outreach Coordinator	252.5	\$ 3,480.81	287.5	\$ 4,930.92
390	Community Services Officer-Community Affairs	253.5	\$ 3,515.62	288.5	\$ 4,980.23
247	Community Services Officer-Desk	253.5	\$ 3,515.62	288.5	\$ 4,980.23
366	Community Services Officer-Jail	253.5	\$ 3,515.62	288.5	\$ 4,980.23
343	Community Services Officer-Property	253.5	\$ 3,515.62	288.5	\$ 4,980.23
341	Community Services Officer-Records	253.5	\$ 3,515.62	288.5	\$ 4,980.23
220	Concrete Finisher	256.5	\$ 3,622.14	291.5	\$ 5,131.14
222	Construction Assistant	267.5	\$ 4,041.11	302.5	\$ 5,724.65
212	Construction Inspector	277.5	\$ 4,463.90	312.5	\$ 6,323.57
229	Construction Technician	284.5	\$ 4,785.90	319.5	\$ 6,779.73
101	Cook	223.5	\$ 2,608.32	258.5	\$ 3,694.95
401	Courier	231.5	\$ 2,824.43	266.5	\$ 4,001.10
310	Custodian	231.5	\$ 2,824.43	266.5	\$ 4,001.10
242	Customer Service Representative	247.5	\$ 3,311.87	282.5	\$ 4,691.60
200	Driver	223.5	\$ 2,608.32	258.5	\$ 3,694.95
224	Engineering Technician	284.5	\$ 4,785.90	319.5	\$ 6,779.73
314	Enterprise Services Representative	256.5	\$ 3,622.14	291.5	\$ 5,131.14
214	Facilities Construction & Repair Technician	266.5	\$ 4,001.10	301.5	\$ 5,667.97
216	Facilities Construction & Repair Worker	242.5	\$ 3,151.13	277.5	\$ 4,463.90
228	Field Operations Representative	285.5	\$ 4,833.76	320.5	\$ 6,847.52
261	Fleet Maintenance Mechanic Assistant	242.5	\$ 3,151.13	277.5	\$ 4,463.90
270	Fleet Maintenance Mechanic I	266.5	\$ 4,001.10	301.5	\$ 5,667.97
370	Fleet Maintenance Mechanic II	271.5	\$ 4,205.20	306.5	\$ 5,957.09
470	Fleet Maintenance Mechanic III	281.5	\$ 4,645.15	316.5	\$ 6,580.33
295	Food Services Delivery Coordinator	233.5	\$ 2,881.20	268.5	\$ 4,081.52
204	Forensic Specialist	282.5	\$ 4,691.60	317.5	\$ 6,646.14
213	GIS Technician	262.5	\$ 3,844.98	297.5	\$ 5,446.81
272	Graffiti Abatement Worker	242.5	\$ 3,151.13	277.5	\$ 4,463.90
265	Heavy Equipment Operator	262.5	\$ 3,844.98	297.5	\$ 5,446.81
275	Housing Inspector	262.5	\$ 3,844.98	297.5	\$ 5,446.81
324	Human Resources Assistant *	271.5	\$ 4,205.20	306.5	\$ 5,957.09

Salary Ordinance Exhibits

Exhibit - B
FY 2019-20 General Bi-Weekly Job Classifications

Updated 10/29/2019

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
381	Human Services Program Liaison	258.5	\$ 3,694.95	293.5	\$ 5,234.27
301	HVAC Mechanic	271.5	\$ 4,205.20	306.5	\$ 5,957.09
398	Inventory Control Specialist	260.5	\$ 3,769.22	295.5	\$ 5,339.48
399	Inventory Control Worker	231.5	\$ 2,824.43	266.5	\$ 4,001.10
286	Lead Facilities Construction & Repair Technician	275.5	\$ 4,375.94	310.5	\$ 6,198.97
382	Lead Housing Inspector	271.5	\$ 4,205.20	306.5	\$ 5,957.09
383	Lead Maintenance Worker	275.5	\$ 4,375.94	310.5	\$ 6,198.97
300	Lead Park Maintenance Worker	275.5	\$ 4,375.94	310.5	\$ 6,198.97
269	Lead Stormwater Runoff Investigator	284.5	\$ 4,785.90	319.5	\$ 6,779.73
287	Lead Street Repair Worker	275.5	\$ 4,375.94	310.5	\$ 6,198.97
391	Lead Traffic Paint Worker	275.5	\$ 4,375.94	310.5	\$ 6,198.97
393	Lead Traffic Signal & Street Lighting Technician	275.5	\$ 4,375.94	310.5	\$ 6,198.97
415	Lead Tree Trimmer	275.5	\$ 4,375.94	310.5	\$ 6,198.97
418	Lead Water Operations Worker	275.5	\$ 4,375.94	310.5	\$ 6,198.97
289	Library Assistant	256.5	\$ 3,622.14	291.5	\$ 5,131.14
290	Library Support Clerk	237.5	\$ 2,998.19	272.5	\$ 4,247.25
302	Maintenance Worker	242.5	\$ 3,151.13	277.5	\$ 4,463.90
411	Network & Telecommunications Technician	256.5	\$ 3,622.14	291.5	\$ 5,131.14
288	Paint Projects Coordinator	275.5	\$ 4,375.94	310.5	\$ 6,198.97
308	Painter	263.5	\$ 3,883.43	298.5	\$ 5,501.27
312	Park Maintenance Technician	247.5	\$ 3,311.87	282.5	\$ 4,691.60
313	Park Maintenance Worker	242.5	\$ 3,151.13	277.5	\$ 4,463.90
223	Parking Meter Technician	247.5	\$ 3,311.87	282.5	\$ 4,691.60
320	Payroll Technician	271.5	\$ 4,205.20	306.5	\$ 5,957.09
227	Planning Technician	262.5	\$ 3,844.98	297.5	\$ 5,446.81
230	Public Safety Dispatcher	278.5	\$ 4,508.54	313.5	\$ 6,386.81
217	Public Works Inspector	295.5	\$ 5,339.48	330.5	\$ 7,563.93
338	Public Works Service Worker	242.5	\$ 3,151.13	277.5	\$ 4,463.90
249	Purchasing Assistant	261.5	\$ 3,806.91	296.5	\$ 5,392.88
367	Receptionist	228.5	\$ 2,741.37	263.5	\$ 3,883.43
274	Recreation Facilities Assistant	228.5	\$ 2,741.37	263.5	\$ 3,883.43
348	Recreation Leader I	233.5	\$ 2,881.20	268.5	\$ 4,081.52
349	Recreation Leader II	243.5	\$ 3,182.64	278.5	\$ 4,508.54
328	Recreation Specialist/Preschool Teacher	243.5	\$ 3,182.64	278.5	\$ 4,508.54
250	Reprographics Operator	245.5	\$ 3,246.61	280.5	\$ 4,599.16
376	Residential Sound Insulation Eligibility Inspector	285.5	\$ 4,833.76	320.5	\$ 6,847.52
208	Residential Sound Insulation Program Assistant	235.5	\$ 2,939.12	270.5	\$ 4,163.56
350	Revenue Inspector	270.5	\$ 4,163.56	305.5	\$ 5,898.11
369	Sanitation Services Assistant	273.5	\$ 4,289.72	308.5	\$ 6,076.83
202	Senior Account Clerk	261.5	\$ 3,806.91	296.5	\$ 5,392.88
345	Senior Building Inspector	297.5	\$ 5,446.81	332.5	\$ 7,715.96

Salary Ordinance Exhibits

Exhibit - B
FY 2019-20 General Bi-Weekly Job Classifications

Updated 10/29/2019

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
255	Senior Center Assistant	223.5	\$ 2,608.32	258.5	\$ 3,694.95
385	Senior Code Enforcement Officer	285.5	\$ 4,833.76	320.5	\$ 6,847.52
396	Senior Community Services Officer	263.5	\$ 3,883.43	298.5	\$ 5,501.27
251	Senior Construction Inspector	285.5	\$ 4,833.76	320.5	\$ 6,847.52
221	Senior Custodian	241.5	\$ 3,119.93	276.5	\$ 4,419.70
416	Senior Customer Service Representative	257.5	\$ 3,658.36	292.5	\$ 5,182.45
368	Senior Engineering Technician	295.5	\$ 5,339.48	330.5	\$ 7,563.93
203	Senior Forensic Specialist	302.5	\$ 5,724.65	337.5	\$ 8,109.55
307	Senior HVAC Mechanic	281.5	\$ 4,645.15	316.5	\$ 6,580.33
361	Senior Library Support Clerk	253.5	\$ 3,515.62	288.5	\$ 4,980.23
388	Senior Public Safety Dispatcher	258.5	\$ 3,694.95	293.5	\$ 5,234.27
380	Senior Recreation Leader	253.5	\$ 3,515.62	288.5	\$ 4,980.23
378	Senior Reprographics Operator	255.5	\$ 3,586.28	290.5	\$ 5,080.33
352	Senior Revenue Inspector	281.5	\$ 4,645.15	316.5	\$ 6,580.33
395	Senior Tree Trimmer	252.5	\$ 3,480.81	287.5	\$ 4,930.92
394	Senior Water Treatment Plant Operator	275.5	\$ 4,375.94	310.5	\$ 6,198.97
209	Staff Assistant	252.5	\$ 3,480.81	287.5	\$ 4,930.92
238	Stormwater Runoff Investigator	273.5	\$ 4,289.72	308.5	\$ 6,076.83
262	Street Sweeper Operator	262.5	\$ 3,844.98	297.5	\$ 5,446.81
205	Technical Support Specialist I	253.5	\$ 3,515.62	288.5	\$ 4,980.23
215	Technical Support Specialist II	263.5	\$ 3,883.43	298.5	\$ 5,501.27
246	Technical Support Specialist III	273.5	\$ 4,289.72	308.5	\$ 6,076.83
408	Traffic Paint Worker	258.5	\$ 3,694.95	293.5	\$ 5,234.27
404	Traffic Systems and Street Lights Technician	271.5	\$ 4,205.20	306.5	\$ 5,957.09
412	Traffic Systems and Street Lights Worker	242.5	\$ 3,151.13	277.5	\$ 4,463.90
362	Transportation Scheduler	233.5	\$ 2,881.20	268.5	\$ 4,081.52
413	Tree Trimmer	247.5	\$ 3,311.87	282.5	\$ 4,691.60
371	Volunteer Coordinator	228.5	\$ 2,741.37	263.5	\$ 3,883.43
421	Water Meter Repair Technician	246.5	\$ 3,279.08	281.5	\$ 4,645.15
422	Water Meter Service Worker	242.5	\$ 3,151.13	277.5	\$ 4,463.90
254	Water Operations Worker I	256.5	\$ 3,622.14	291.5	\$ 5,131.14
256	Water Operations Worker II	261.5	\$ 3,806.91	296.5	\$ 5,392.88
353	Water Treatment Plant Mechanic	273.5	\$ 4,289.72	308.5	\$ 6,076.83
425	Water Treatment Plant Operator	261.5	\$ 3,806.91	296.5	\$ 5,392.88

* Depending on the assigned department, job classification/position maybe confidential due to access to privileged information as it relates to labor negotiations.

Salary Ordinance Exhibits

Exhibit - C

FY 2019-20 Management / Professional Job Classifications (IMEO)

Updated 10/29/2019

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
600	Accountant	297.0	\$ 5,419.65	332.0	\$ 7,677.50
611	Accounts Payable Supervisor	305.0	\$ 5,868.71	340.0	\$ 8,313.63
603	Administrative Analyst	295.0	\$ 5,312.86	330.0	\$ 7,526.22
854	Administrative Operations & Outreach Coordinator	306.0	\$ 5,927.39	341.0	\$ 8,396.76
654	Affordable Housing Specialist	286.0	\$ 4,857.76	321.0	\$ 6,881.52
608	Assistant City Attorney	339.0	\$ 8,231.31	374.0	\$ 11,660.50
655	Assistant Engineer	305.0	\$ 5,868.71	340.0	\$ 8,313.63
651	Assistant Housing Manager	316.0	\$ 6,547.53	351.0	\$ 9,275.25
689	Assistant Plan Check Engineer	305.0	\$ 5,868.71	340.0	\$ 8,313.63
813	Assistant Planner	282.0	\$ 4,668.22	317.0	\$ 6,613.01
695	Assistant Public Works Director	354.0	\$ 9,556.30	394.0	\$ 14,228.03
809	Assistant to Department Director	301.0	\$ 5,639.71	336.0	\$ 7,989.23
692	Assistant Transportation Engineer	305.0	\$ 5,868.71	340.0	\$ 8,313.63
618	Associate Engineer	318.0	\$ 6,679.14	353.0	\$ 9,461.68
620	Associate Librarian	278.0	\$ 4,486.06	313.0	\$ 6,354.97
863	Building Inspector Supervisor	313.0	\$ 6,354.97	348.0	\$ 9,002.47
628	Building Official	349.0	\$ 9,092.49	384.0	\$ 12,880.45
839	Business Development Specialist	283.0	\$ 4,714.90	318.0	\$ 6,679.14
605	Chief Public Works Superintendent	349.0	\$ 9,092.49	384.0	\$ 12,880.45
895	City Traffic Engineer	349.0	\$ 9,092.49	384.0	\$ 12,880.45
876	Code Enforcement Manager	318.0	\$ 6,679.14	353.0	\$ 9,461.68
841	Computer Training Coordinator	282.0	\$ 4,668.22	317.0	\$ 6,613.01
624	Construction Manager	304.0	\$ 5,810.60	339.0	\$ 8,231.31
849	Construction Projects Supervisor	297.0	\$ 5,419.65	332.0	\$ 7,677.50
626	Cross Connection Control Specialist	296.0	\$ 5,365.99	331.0	\$ 7,601.48
640	Deputy City Attorney	318.0	\$ 6,679.14	353.0	\$ 9,461.68
678	Deputy City Clerk	294.0	\$ 5,260.26	329.0	\$ 7,451.70
847	Economic Development Manager	349.0	\$ 9,092.49	384.0	\$ 12,880.45
685	Emergency Preparedness Coordinator	282.0	\$ 4,668.22	317.0	\$ 6,613.01
660	Emergency Services Manager	349.0	\$ 9,092.49	384.0	\$ 12,880.45
614	Enterprise Services Specialist	286.0	\$ 4,857.76	321.0	\$ 6,881.52
637	Environmental Services Manager	318.0	\$ 6,679.14	353.0	\$ 9,461.68
865	Finance Supervisor	305.0	\$ 5,868.71	340.0	\$ 8,313.63
644	Fleet Maintenance Coordinator	282.0	\$ 4,668.22	317.0	\$ 6,613.01
821	GIS Analyst	295.0	\$ 5,312.86	330.0	\$ 7,526.22
851	GIS Manager	322.0	\$ 6,950.34	357.0	\$ 9,845.87
884	Graffiti Abatement Supervisor	285.0	\$ 4,809.67	320.0	\$ 6,813.39
845	Grants Coordinator	282.0	\$ 4,668.22	317.0	\$ 6,613.01
830	Grants Manager	349.0	\$ 9,092.49	384.0	\$ 12,880.45

Salary Ordinance Exhibits

Exhibit - C

FY 2019-20 Management / Professional Job Classifications (IMEO)

Updated 10/29/2019

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
650	Housing Specialist	276.0	\$ 4,397.67	311.0	\$ 6,229.75
645	HUD Programs Manager	349.0	\$ 9,092.49	384.0	\$ 12,880.45
896	Human Services Program Manager- Transit Operations	307.0	\$ 5,986.67	342.0	\$ 8,480.73
652	Human Services Program Manager-Care Management	307.0	\$ 5,986.67	342.0	\$ 8,480.73
635	Human Services Program Manager-Food Services	307.0	\$ 5,986.67	342.0	\$ 8,480.73
858	Human Services Program Manager-Grants Administration	307.0	\$ 5,986.67	342.0	\$ 8,480.73
601	Human Services Program Manager-Operations	307.0	\$ 5,986.67	342.0	\$ 8,480.73
811	Human Services Superintendent	341.0	\$ 8,396.76	376.0	\$ 11,894.88
838	Internal Auditor	318.0	\$ 6,679.14	353.0	\$ 9,461.68
631	Warehouse Supervisor	282.0	\$ 4,668.22	317.0	\$ 6,613.01
867	ITC Manager	349.0	\$ 9,092.49	384.0	\$ 12,880.45
669	Lead Webmaster	307.0	\$ 5,986.67	342.0	\$ 8,480.73
630	Legal Secretary	276.0	\$ 4,397.67	311.0	\$ 6,229.75
657	Legal Services Administrative Supervisor	296.0	\$ 5,365.99	331.0	\$ 7,601.48
658	Librarian	273.0	\$ 4,268.34	308.0	\$ 6,046.54
649	Library Manager	349.0	\$ 9,092.49	384.0	\$ 12,880.45
616	Library Support Supervisor	276.0	\$ 4,397.67	311.0	\$ 6,229.75
835	Maintenance Supervisor	293.0	\$ 5,208.18	328.0	\$ 7,377.92
602	Management Assistant	276.0	\$ 4,397.67	311.0	\$ 6,229.75
879	Network & Telecom Analyst	295.0	\$ 5,312.86	330.0	\$ 7,526.22
856	Network Administrator	302.0	\$ 5,696.11	337.0	\$ 8,069.13
664	Paralegal	282.0	\$ 4,668.22	317.0	\$ 6,613.01
619	Park Maintenance Supervisor	293.0	\$ 5,208.18	328.0	\$ 7,377.92
861	Parking and Enterprise Services Manager	349.0	\$ 9,092.49	384.0	\$ 12,880.45
886	Parking Program Superintendent	341.0	\$ 8,396.76	376.0	\$ 11,894.88
887	Parking Program Supervisor	306.0	\$ 5,927.39	341.0	\$ 8,396.76
648	Parks Administration Superintendent	341.0	\$ 8,396.76	376.0	\$ 11,894.88
693	Payroll Supervisor	305.0	\$ 5,868.71	340.0	\$ 8,313.63
642	Plan Check Engineer	320.0	\$ 6,813.39	355.0	\$ 9,651.86
866	Plan Check Engineer Supervisor	339.0	\$ 8,231.31	374.0	\$ 11,660.50
622	Planner	304.0	\$ 5,810.60	339.0	\$ 8,231.31
632	Planning Manager	349.0	\$ 9,092.49	384.0	\$ 12,880.45
610	Principal Civil Engineer / Assistant City Engineer	349.0	\$ 9,092.49	384.0	\$ 12,880.45
697	Principal Engineer - Water Resources	349.0	\$ 9,092.49	384.0	\$ 12,880.45
686	Principal Librarian	290.0	\$ 5,055.01	325.0	\$ 7,160.94
877	Procurement & Contracts Coordinator	282.0	\$ 4,668.22	317.0	\$ 6,613.01
890	Program Specialist-Finance	282.0	\$ 4,668.22	317.0	\$ 6,613.01
892	Program Specialist-Parks & Recreation	282.0	\$ 4,668.22	317.0	\$ 6,613.01
829	Program Specialist-Public Works	282.0	\$ 4,668.22	317.0	\$ 6,613.01

Salary Ordinance Exhibits

Exhibit - C

FY 2019-20 Management / Professional Job Classifications (IMEO)

Updated 10/29/2019

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
656	Program Specialist-RSI	282.0	\$ 4,668.22	317.0	\$ 6,613.01
673	Project Development Coordinator	318.0	\$ 6,679.14	353.0	\$ 9,461.68
814	Public Safety Supervisor	287.0	\$ 4,906.34	322.0	\$ 6,950.34
894	Public Safety Systems Analyst	322.0	\$ 6,950.34	357.0	\$ 9,845.87
875	Public Works Field Operations Manager	325.0	\$ 7,160.94	360.0	\$ 10,144.21
646	Public Works Superintendent - Fleet Services	341.0	\$ 8,396.76	376.0	\$ 11,894.88
613	Public Works Supervisor-Construction & Repair	302.0	\$ 5,696.11	337.0	\$ 8,069.13
625	Public Works Supervisor-Energy Operations	302.0	\$ 5,696.11	337.0	\$ 8,069.13
615	Public Works Supervisor-Fleet Services	302.0	\$ 5,696.11	337.0	\$ 8,069.13
639	Public Works Supervisor-Street Maintenance	302.0	\$ 5,696.11	337.0	\$ 8,069.13
606	Public Works Supervisor-Traffic Paint	302.0	\$ 5,696.11	337.0	\$ 8,069.13
627	Public Works Supervisor-Traffic Systems	302.0	\$ 5,696.11	337.0	\$ 8,069.13
868	Public Works Supervisor-Water Operations	302.0	\$ 5,696.11	337.0	\$ 8,069.13
636	Public Works Supervisor-Water Treatment Plant	302.0	\$ 5,696.11	337.0	\$ 8,069.13
670	Purchasing & Contracts Services Manager	349.0	\$ 9,092.49	384.0	\$ 12,880.45
802	Recreation Superintendent	341.0	\$ 8,396.76	376.0	\$ 11,894.88
690	Recreation Supervisor	306.0	\$ 5,927.39	341.0	\$ 8,396.76
676	Revenue Manager	349.0	\$ 9,092.49	384.0	\$ 12,880.45
817	Revenue Supervisor	305.0	\$ 5,868.71	340.0	\$ 8,313.63
668	Risk Manager	318.0	\$ 6,679.14	353.0	\$ 9,461.68
827	RSI Program Manager - Administration	320.0	\$ 6,813.39	355.0	\$ 9,651.86
612	RSI Program Planning & Fiscal Coordinator	318.0	\$ 6,679.14	353.0	\$ 9,461.68
663	Sanitation Services Coordinator	293.0	\$ 5,208.18	328.0	\$ 7,377.92
683	Senior Accountant	318.0	\$ 6,679.14	353.0	\$ 9,461.68
604	Senior Administrative Analyst	307.0	\$ 5,986.67	342.0	\$ 8,480.73
681	Senior Assistant City Attorney	349.0	\$ 9,092.49	384.0	\$ 12,880.45
882	Senior Assistant to Department Director	311.0	\$ 6,229.75	346.0	\$ 8,825.08
609	Senior Construction Manager	315.0	\$ 6,482.70	350.0	\$ 9,183.42
682	Senior Deputy City Attorney	328.0	\$ 7,377.92	363.0	\$ 10,451.59
667	Senior Economic & Community Development Manager	359.0	\$ 10,043.77	394.0	\$ 14,228.03
808	Senior Engineer	327.0	\$ 7,304.87	362.0	\$ 10,348.10
836	Senior ERP Analyst	331.0	\$ 7,601.48	366.0	\$ 10,768.28
815	Senior Grants Coordinator	294.0	\$ 5,260.26	329.0	\$ 7,451.70
653	Senior Housing Specialist	286.0	\$ 4,857.76	321.0	\$ 6,881.52
832	Senior Management Assistant	286.0	\$ 4,857.76	321.0	\$ 6,881.52
846	Senior Network and Telecommunications Analyst	307.0	\$ 5,986.67	342.0	\$ 8,480.73
659	Senior Plan Check Engineer	325.0	\$ 7,160.94	360.0	\$ 10,144.21
643	Senior Planner	325.0	\$ 7,160.94	360.0	\$ 10,144.21
662	Senior Program Specialist-Emergency Services	307.0	\$ 5,986.67	342.0	\$ 8,480.73

Salary Ordinance Exhibits

Exhibit - C

FY 2019-20 Management / Professional Job Classifications (IMEO)

Updated 10/29/2019

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
878	Senior Program Specialist-Parking Programs	307.0	\$ 5,986.67	342.0	\$ 8,480.73
801	Senior Program Specialist-Public Works	307.0	\$ 5,986.67	342.0	\$ 8,480.73
891	Senior Projects Coordinator	308.0	\$ 6,046.54	343.0	\$ 8,565.54
848	Senior Transportation Engineer	327.0	\$ 7,304.87	362.0	\$ 10,348.10
671	Stormwater Runoff Coordinator	327.0	\$ 7,304.87	362.0	\$ 10,348.10
843	Stormwater Runoff Investigator Supervisor	296.0	\$ 5,365.99	331.0	\$ 7,601.48
674	Successor Agency Manager	349.0	\$ 9,092.49	384.0	\$ 12,880.45
638	System Development Coordinator	325.0	\$ 7,160.94	360.0	\$ 10,144.21
812	Systems Administrator	322.0	\$ 6,950.34	357.0	\$ 9,845.87
694	Systems Analyst	295.0	\$ 5,312.86	330.0	\$ 7,526.22
870	Systems Analyst II	307.0	\$ 5,986.67	342.0	\$ 8,480.73
633	Systems Implementation & Development Manager	327.0	\$ 7,304.87	362.0	\$ 10,348.10
634	Transit Demand Management-Coordinator	325.0	\$ 7,160.94	360.0	\$ 10,144.21
833	Telecommunication Manager	292.0	\$ 5,156.61	327.0	\$ 7,304.87
831	Traffic Operations Manager	325.0	\$ 7,160.94	360.0	\$ 10,144.21
696	Transportation Engineer	318.0	\$ 6,679.14	353.0	\$ 9,461.68
617	Transportation Engineer Planner	315.0	\$ 6,482.70	350.0	\$ 9,183.42
629	Tree Maintenance Supervisor	293.0	\$ 5,208.18	328.0	\$ 7,377.92
824	Video and Social Media Assistant	259.0	\$ 3,713.29	294.0	\$ 5,260.26
837	Video and Social Media Manager	307.0	\$ 5,986.67	342.0	\$ 8,480.73
883	Water Operations Manager	325.0	\$ 7,160.94	360.0	\$ 10,144.21
864	Webmaster	282.0	\$ 4,668.22	317.0	\$ 6,613.01

Salary Ordinance Exhibits

Exhibit - D

FY 2019-20 Confidential Management / Professional Job Classifications

Updated 10/29/2019

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
825	Accounting Manager	349.0	\$ 9,092.49	384.0	\$ 12,880.45
672	Assistant Finance Director	354.0	\$ 9,556.30	394.0	\$ 14,228.03
889	Assistant Human Resources Director	354.0	\$ 9,556.30	394.0	\$ 14,228.03
820	Assistant to City Council	304.0	\$ 5,810.60	339.0	\$ 8,231.31
897	Assistant to Mayor	304.0	\$ 5,810.60	339.0	\$ 8,231.31
823	Budget Analyst	297.0	\$ 5,419.65	332.0	\$ 7,677.50
607	Budget Manager	349.0	\$ 9,092.49	384.0	\$ 12,880.45
800	City Controller	354.0	\$ 9,556.30	394.0	\$ 14,228.03
810	Deputy to the City Manager	341.0	\$ 8,396.76	376.0	\$ 11,894.88
621	Human Resources Analyst	297.0	\$ 5,419.65	332.0	\$ 7,677.50
859	Human Resources Specialist	276.0	\$ 4,397.67	311.0	\$ 6,229.75
898	Payroll Specialist	276.0	\$ 4,397.67	311.0	\$ 6,229.75
826	Senior Assistant to City Council	313.0	\$ 6,354.97	348.0	\$ 9,002.47
880	Senior Assistant to the Mayor	313.0	\$ 6,354.97	348.0	\$ 9,002.47
641	Senior Budget Analyst	318.0	\$ 6,679.14	353.0	\$ 9,461.68
687	Senior Human Resources Analyst	318.0	\$ 6,679.14	353.0	\$ 9,461.68

Salary Ordinance Exhibits

Exhibit - E

FY 2019-20 Police Civilian Management Job Classifications (IPCMA)

Updated 10/29/2019

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
804	Community Affairs Program Specialist	282.0	\$ 4,668.22	317.0	\$ 6,613.01
806	Crime Analyst	282.0	\$ 4,668.22	317.0	\$ 6,613.01
874	Forensic Supervisor	312.0	\$ 6,292.05	347.0	\$ 8,913.33
834	Jail Manager	291.0	\$ 5,105.56	326.0	\$ 7,232.55
828	Jail Supervisor	276.0	\$ 4,397.67	311.0	\$ 6,229.75
842	Police Executive Secretary	286.0	\$ 4,857.76	321.0	\$ 6,881.52
818	Police Fiscal Services Analyst	318.0	\$ 6,679.14	353.0	\$ 9,461.68
850	Police Grants Coordinator	282.0	\$ 4,668.22	317.0	\$ 6,613.01
885	Police Records & Property Administrator	316.0	\$ 6,547.53	351.0	\$ 9,275.25
623	Police Records & Property Supervisor	276.0	\$ 4,397.67	311.0	\$ 6,229.75
816	Public Safety Dispatch Manager	316.0	\$ 6,547.53	351.0	\$ 9,275.25
819	Public Safety Dispatch Supervisor	294.0	\$ 5,260.26	329.0	\$ 7,451.70
881	Senior Community Affairs Liaison	294.0	\$ 5,260.26	329.0	\$ 7,451.70
807	Senior Crime Analyst	294.0	\$ 5,260.26	329.0	\$ 7,451.70

Salary Ordinance Exhibits

Exhibit - F
 FY 2019-20 Inglewood Police Officer Employees (IPOA)

Updated 10/29/2019

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
514	Police Officer	312.0	\$ 6,292.05	332.0	\$ 7,677.50
516	Police Investigator	320.0	\$ 6,813.39	340.0	\$ 8,313.63

FY 2019-20 Inglewood Police Management Employees (IPMA)

Updated 10/29/2019

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
699	Police Sergeant	350.0	\$ 9,183.42	365.0	\$ 10,661.66
666	Police Lieutenant	370.0	\$ 11,205.51	382.5	\$ 12,689.91
665	Police Captain	387.5	\$ 13,337.23	400.0	\$ 15,103.34
698	Deputy Police Chief	405.0	\$ 15,873.76	408.0	\$ 16,354.75

Salary Ordinance Exhibits

Exhibit - G
 FY 2019-20 Executive Job Classifications (IEO)

Updated 10/29/2019

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
934	Assistant City Manager	378.0	\$ 12,133.97	433.0	\$ 20,973.86
931	Assistant City Manager - Chief Financial Officer	378.0	\$ 12,133.97	433.0	\$ 20,973.86
940	Chief Assistant City Attorney	356.0	\$ 9,748.38	396.0	\$ 14,514.01
916	City Attorney	378.0	\$ 12,133.97	433.0	\$ 20,973.86
914	City Manager	437.5	\$ 21,934.83	457.5	\$ 26,764.66
930	Deputy City Manager	340.0	\$ 8,313.63	380.0	\$ 12,377.86
921	Economic & Community Development Director	354.0	\$ 9,556.30	409.0	\$ 16,518.30
943	Executive Assistant to the Mayor & City Manager	366.0	\$ 10,768.28	421.0	\$ 18,613.23
918	Finance Director	354.0	\$ 9,556.30	409.0	\$ 16,518.30
928	Human Resources Director	354.0	\$ 9,556.30	409.0	\$ 16,518.30
939	Information Technology & Communications Director	354.0	\$ 9,556.30	409.0	\$ 16,518.30
924	Library Director	354.0	\$ 9,556.30	409.0	\$ 16,518.30
948	Parks, Recreation & Library Services Director	354.0	\$ 9,556.30	409.0	\$ 16,518.30
932	Police Chief	404.5	\$ 15,795.34	419.0	\$ 18,246.48
922	Public Works Director	368.0	\$ 10,984.72	423.0	\$ 18,987.36
919	Residential Sound Insulation Program Director	354.0	\$ 9,556.30	409.0	\$ 16,518.30

Exhibit - H
 FY 2019-20 Mayor and City Council Members

Updated 10/29/2019

CODE	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
703	Mayor	FLAT	RATE	351.0	\$ 9,275.25
704	Council Member	FLAT	RATE	290.0	\$ 5,055.01

Salary Ordinance Exhibits

Exhibit - I

FY 2019-20 Part-Time/Hourly Job Classifications

Updated 10/29/2019

JOB CODE & NUMBER	CLASSIFICATION TITLE	Minimum Range	Minimum Dollar	Maximum Range	Maximum Dollar
401-001	Courier	227.5	\$ 2,714.22	262.5	\$ 3,844.98
401-002	Courier	227.5	\$ 2,714.22	262.5	\$ 3,844.98
242-008	Customer Service Representative	232.5	\$ 2,852.68	267.5	\$ 4,041.11
381-003	Human Services Program Liasion	258.5	\$ 3,694.95	293.5	\$ 5,234.27
997-057	Library Assistant	256.5	\$ 3,622.14	291.5	\$ 5,131.14
108-005	Library Support Aide	182.0	\$ 1,725.89	217.0	\$ 2,444.90
290-005	Library Support Clerk	219.5	\$ 2,506.54	254.5	\$ 3,550.77
290-004	Library Support Clerk	219.5	\$ 2,506.54	254.5	\$ 3,550.77
290-008	Library Support Clerk	219.5	\$ 2,506.54	254.5	\$ 3,550.77
313-015	Park Maintenance Worker	242.5	\$ 3,151.13	277.5	\$ 4,463.90
313-016	Park Maintenance Worker	242.5	\$ 3,151.13	277.5	\$ 4,463.90
328-005	Recreation Specialist	209.5	\$ 2,269.14	244.5	\$ 3,214.47
380-017	Senior Recreation Leader	228.5	\$ 2,741.37	263.5	\$ 3,883.43
380-018	Senior Recreation Leader	228.5	\$ 2,741.37	263.5	\$ 3,883.43
870-001	Systems Analyst II	307.0	\$ 5,986.67	342.0	\$ 8,480.73

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS.
CITY OF INGLEWOOD)

I, YVONNE HORTON, City Clerk of the City of Inglewood, California do hereby certify that the whole number of members of the CITY COUNCIL of said city is five; that the foregoing ordinance being Ordinance No. 20-04 is the full, true and correct original of Ordinance No. 20-04 of the said City of Inglewood, California entitled;

AN ORDINANCE OF THE CITY OF INGLEWOOD, CALIFORNIA, ESTABLISHING PAY RANGE ASSIGNMENT AND CONDITIONS OF EMPLOYMENT FOR THE VARIOUS OFFICERS, EMPLOYEES AND POSITIONS IN THE SERVICE OF THE CITY; AND REPEALING ALL PREVIOUS ORDINANCES OF THE CITY IN CONFLICT OR AT VARIANCE HEREWITH; THE CITY COUNCIL OF THE CITY OF INGLEWOOD, CALIFORNIA, DOES ORDAIN AS FOLLOWS:

which was duly passed and adopted by the said City Council, approved and signed by the Mayor of said city, and attested by the City Clerk of said City, all at a meeting of said Council held on the 19th day of November, 2019 and that the same was so passed and adopted by the following vote:

Ayes: Council Members, Dotson, Padilla, Morales, Franklin and Mayor Butts, Jr.; and

Noes: None.

WITNESS my hand and the seal of said City the 22nd day of November, 2019.

(SEAL)



City Clerk of the City of Inglewood