

**2/17/15**  
**City Council Meeting**

**Handouts received after  
agenda posted**

**RESOLUTION NO. 2015-03**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LEMOORE  
ADOPTING UPDATED SALARY SCHEDULES FOR 2012-2013, 2013-2014, AND  
2014-2015 TO MEET CALIFORNIA CODE OF REGULATIONS SECTION 570.5**

At a Regular Meeting of the City Council of the City of Lemoore duly called and held on February 17, 2015, at 7:30 p.m. on said day, it was moved by Council Member \_\_\_\_\_, seconded by Council Member \_\_\_\_\_ and carried that the following Resolution be adopted:

**WHEREAS**, Section 570.5 of the California Code of Regulations establishes certain requirements for a Publicly Available Pay Schedule; and

**WHEREAS**, the City of Lemoore has determined that Classification Pay Ranges adopted as part of the City Operations and Maintenance Budgets did not meet all of these requirements.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Lemoore as follows:

1. Salary Schedules for 2012-2013, 2013-2014, and 2014-2015 have been updated to meet all of the requirements of California Code of Regulations Section 570.5.
2. The updated Salary Schedules are included as attachments to this Resolution.
3. That any future salary increases will result in an update to the Salary Schedule, which will be adopted by Resolution by the City Council.

**PASSED AND ADOPTED** at a Regular Meeting of the City Council of the City of Lemoore held on the 17<sup>th</sup> day of February 2015 by the following vote:

AYES:

NOES:

ABSTAINING:

ABSENT:

ATTEST:

\_\_\_\_\_  
Mary J. Venegas, City Clerk

\_\_\_\_\_  
Lois Wynne, Mayor

**CITY OF LEMOORE  
SALARY SCHEDULE  
2012-2013**

Effective 7/1/2012

<b>CLASSIFICATION</b>	<b>Monthly Salary Range</b>
Office Assistant I	246 (\$2,229 - \$2,859)
Police Records Technician	264 (\$2,438 - \$3,127)
Maintenance Worker I	264 (\$2,438 - \$3,127)
Community Service Officer	270 (\$2,510 - \$3,223)
Office Assistant II	270 (\$2,510 - \$3,223)
Account Clerk I	271 (\$2,523 - \$3,239)
Maintenance Worker II	284 (\$2,692 - \$3,456)
Secretary	288 (\$2,747 - \$3,525)
Recreation Specialist	288 (\$2,747 - \$3,525)
Police Evidence Technician	289 (\$2,761 - \$3,543)
Utility Operator I	289 (\$2,761 - \$3,543)
Account Clerk II	291 (\$2,789 - \$3,579)
Utility Operator II	309 (\$3,051 - \$3,914)
Senior Maintenance Worker	310 (\$3,066 - \$3,934)
Code Enforcement Officer	314 (\$3,127 - \$4,014)
Equipment Mechanic	314 (\$3,127 - \$4,014)
Senior Account Clerk	315 (\$3,143 - \$4,034)
Police Records Supervisor	320 (\$3,223 - \$4,135)
Office Manager	320 (\$3,223 - \$4,135)
Housing Specialist	328 (\$3,354 - \$4,303)
City Clerk/Admin. Sec.	327 (\$3,337 - \$4,282)
Police Officer	331 (\$3,405 - \$4,369)

<b>CLASSIFICATION</b>	<b>Monthly Salary Range</b>
Senior Utility Operator	332 (\$3,422 - \$4,391)
Senior Equipment Mechanic	338 (\$3,525 - \$4,524)
Building Inspector	339 (\$3,543 - \$4,547)
Police Officer & AA/AS Degree	341 (\$3,579 - \$4,593)
Bldg. Maint.-Const. Coordinator	342 (\$3,597 - \$4,616)
Collection System Coordinator	342 (\$3,597 - \$4,616)
Accountant	345 (\$3,651 - \$4,685)
Senior Police Officer	345 (\$3,651 - \$4,685)
Police Officer & BA/BS	351 (\$3,762 - \$4,828)
Assistant Planner	353 (\$3,800 - \$4,876)
Senior Police Officer & AA/AS Degree	355 (\$3,838 - \$4,925)
Senior Police Officer & BA/BS Degree	365 (\$4,034 - \$5,178)
Administrative Analyst	369 (\$4,114 - \$5,282)
Police Sergeant	371 (\$4,156 - \$5,335)
Superintendent	374 (\$4,219 - \$5,416)
Police Sergeant & AA/AS Degree	381 (\$4,369 - \$5,608)
Police Sergeant & BA/BS Degree	391 (\$4,593 - \$5,894)
Project Manager	398 (\$4,756 - \$6,103)
Police Commander	422 (\$5,362 - \$6,881)
Parks/Recreation Director	439 (\$5,836 - \$7,492)
Planning Director	446 (\$6,043 - \$7,758)
Public Works Director	452 (\$6,227 - \$7,994)
Finance Director	454 (\$6,289 - \$8,074)
Chief of Police	467 (\$6,711 - \$8,615)
City Manager	513 (\$8,445 - \$10,838)

**PART-TIME CLASSIFICATIONS**

**Hourly Rate**

<b>Accounting Technician</b>	<b>\$19.00 - \$25.00</b>
<b>Assistant Day Camp Director</b>	<b>\$10.00 - \$12.00</b>
<b>Cashier</b>	<b>\$8.00 - \$11.00</b>
<b>Crossing Guard</b>	<b>\$8.00 - \$10.00</b>
<b>Day Camp Director</b>	<b>\$12.00 - \$15.00</b>
<b>Finance Clerk</b>	<b>\$12.00 - \$14.00</b>
<b>Instructor</b>	<b>\$8.00 - \$15.00</b>
<b>Laborer</b>	<b>\$8.00 - \$28.00</b>
<b>Lifeguard</b>	<b>\$8.00 - \$11.00</b>
<b>Pool Manager</b>	<b>\$10.00 - \$12.00</b>
<b>Recreation Leader</b>	<b>\$8.00 - \$11.00</b>

**CITY OF LEMOORE  
SALARY SCHEDULE  
2012-2013**

Updated 4/1/2013

<b>CLASSIFICATION</b>	<b>Monthly Salary Range</b>
Office Assistant I	246 (\$2,229 - \$2,859)
Police Records Technician	264 (\$2,438 - \$3,127)
Maintenance Worker I	264 (\$2,438 - \$3,127)
Community Service Officer	270 (\$2,510 - \$3,223)
Office Assistant II	270 (\$2,510 - \$3,223)
Account Clerk I	271 (\$2,523 - \$3,239)
Maintenance Worker II	284 (\$2,692 - \$3,456)
Secretary	288 (\$2,747 - \$3,525)
Recreation Specialist	288 (\$2,747 - \$3,525)
Police Evidence Technician	289 (\$2,761 - \$3,543)
Utility Operator I	289 (\$2,761 - \$3,543)
Account Clerk II	291 (\$2,789 - \$3,579)
Utility Operator II	309 (\$3,051 - \$3,914)
Senior Maintenance Worker	310 (\$3,066 - \$3,934)
Code Enforcement Officer	314 (\$3,127 - \$4,014)
Equipment Mechanic	314 (\$3,127 - \$4,014)
Senior Account Clerk	315 (\$3,143 - \$4,034)
Police Records Supervisor	320 (\$3,223 - \$4,135)
Office Manager	320 (\$3,223 - \$4,135)
Housing Specialist	328 (\$3,354 - \$4,303)
City Clerk/Admin. Sec.	327 (\$3,337 - \$4,282)
Police Officer	341 (\$3,579 - \$4,593)

<b><u>CLASSIFICATION</u></b>	<b><u>Monthly Salary Range</u></b>
Senior Utility Operator	332 (\$3,422 - \$4,391)
Senior Equipment Mechanic	338 (\$3,525 - \$4,524)
Building Inspector	339 (\$3,543 - \$4,547)
Police Officer & AA/AS Degree	351 (\$3,762 - \$4,828)
Bldg. Maint.-Const. Coordinator	342 (\$3,597 - \$4,616)
Collection System Coordinator	342 (\$3,597 - \$4,616)
Accountant	345 (\$3,651 - \$4,685)
Corporal	355 (\$3,838 - \$4,925)
Police Officer & BA/BS	361 (\$3,954 - \$5,075)
Assistant Planner	353 (\$3,800 - \$4,876)
Corporal & AA/AS Degree	365 (\$4,034 - \$5,178)
Corporal & BA/BS Degree	375 (\$4,240 - \$5,443)
Administrative Analyst	369 (\$4,114 - \$5,282)
Police Sergeant	380 (\$4,347 - \$5,580)
Superintendent	374 (\$4,219 - \$5,416)
Police Sergeant & AA/AS Degree	390 (\$4,570 - \$5,865)
Police Sergeant & BA/BS Degree	400 (\$4,804 - \$6,165)
Project Manager	398 (\$4,756 - \$6,103)
Police Commander	422 (\$5,362 - \$6,881)
Parks/Recreation Director	439 (\$5,836 - \$7,492)
Planning Director	446 (\$6,043 - \$7,758)
Public Works Director	452 (\$6,227 - \$7,994)
Finance Director	454 (\$6,289 - \$8,074)
Chief of Police	467 (\$6,711 - \$8,615)
City Manager	513 (\$8,445 - \$10,838)

**PART-TIME CLASSIFICATIONS**

**Hourly Rate**

<b>Accounting Technician</b>	<b>\$19.00 - \$25.00</b>
<b>Assistant Day Camp Director</b>	<b>\$10.00 - \$12.00</b>
<b>Cashier</b>	<b>\$8.00 - \$11.00</b>
<b>Crossing Guard</b>	<b>\$8.00 - \$10.00</b>
<b>Day Camp Director</b>	<b>\$12.00 - \$15.00</b>
<b>Finance Clerk</b>	<b>\$12.00 - \$14.00</b>
<b>Instructor</b>	<b>\$8.00 - \$15.00</b>
<b>Laborer</b>	<b>\$8.00 - \$28.00</b>
<b>Lifeguard</b>	<b>\$8.00 - \$11.00</b>
<b>Pool Manager</b>	<b>\$10.00 - \$12.00</b>
<b>Recreation Leader</b>	<b>\$8.00 - \$11.00</b>

**CITY OF LEMOORE  
SALARY SCHEDULE  
2013-2014**

Effective 7/1/2013

<b>CLASSIFICATION</b>	<b>Monthly Salary Range</b>
Office Assistant I	246 (\$2,229 - \$2,859)
Police Records Technician	264 (\$2,438 - \$3,127)
Maintenance Worker I	264 (\$2,438 - \$3,127)
Community Service Officer	270 (\$2,510 - \$3,223)
Office Assistant II	270 (\$2,510 - \$3,223)
Account Clerk I	271 (\$2,523 - \$3,239)
Maintenance Worker II	284 (\$2,692 - \$3,456)
Secretary	288 (\$2,747 - \$3,525)
Recreation Specialist	288 (\$2,747 - \$3,525)
Police Evidence Technician	289 (\$2,761 - \$3,543)
Utility Operator I	289 (\$2,761 - \$3,543)
Account Clerk II	291 (\$2,789 - \$3,579)
Admin Assistant/City Clerk	299 (\$2,901 - \$3,724)
Utility Operator II	309 (\$3,051 - \$3,914)
Senior Maintenance Worker	310 (\$3,066 - \$3,934)
Equipment Mechanic	314 (\$3,127 - \$4,014)
Recreation Coordinator	314 (\$3,127 - \$4,014)
Senior Account Clerk	315 (\$3,143 - \$4,034)
Police Records Supervisor	326 (\$3,320 - \$4,261)
Office Manager	326 (\$3,320 - \$4,261)

<b><u>CLASSIFICATION</u></b>	<b><u>Monthly Salary Range</u></b>
Senior Utility Operator	332 (\$3,422 - \$4,391)
Senior Equipment Mechanic	338 (\$3,525 - \$4,524)
Executive Secretary/Housing Specialist	339 (\$3,543 - \$4,547)
Building Inspector	339 (\$3,543 - \$4,547)
Police Officer	341 (\$3,579 - \$4,593)
Bldg. Maint.-Const. Coordinator	342 (\$3,597 - \$4,616)
Collection System Coordinator	342 (\$3,597 - \$4,616)
Accountant	351 (\$3,762 - \$4,828)
Police Officer & AA/AS Degree	351 (\$3,762 - \$4,828)
Corporal	355 (\$3,838 - \$4,925)
Police Officer & BA/BS Degree	361 (\$3,954 - \$5,075)
Corporal & AA/AS Degree	365 (\$4,034 - \$5,178)
Corporal & BA/BS Degree	375 (\$4,240 - \$5,443)
Administrative Analyst	375 (\$4,240 - \$5,443)
Superintendent	380 (\$4,347 - \$5,580)
Police Sergeant	380 (\$4,347 - \$5,580)
Police Sergeant & AA/AS Degree	390 (\$4,570 - \$5,865)
Police Sergeant & BA/BS Degree	400 (\$4,804 - \$6,165)
Project Manager	404 (\$4,900 - \$6,289)
Police Commander	428 (\$5,524 - \$7,090)
Parks/Recreation Director	445 (\$6,013 - \$7,719)
Public Works/Planning Director	458 (\$6,416 - \$8,237)
Finance Director	460 (\$6,481 - \$8,320)
Chief of Police	473 (\$6,916 - \$8,877)
City Manager	513 (\$8,445 - \$10,838)

**PART-TIME CLASSIFICATIONS****Hourly Rate**

<b>Accounting Technician</b>	<b>\$19.00 - \$25.00</b>
<b>Assistant Day Camp Director</b>	<b>\$10.00 - \$12.00</b>
<b>Cashier</b>	<b>\$8.00 - \$11.00</b>
<b>Crossing Guard</b>	<b>\$8.00 - \$10.00</b>
<b>Day Camp Director</b>	<b>\$12.00 - \$15.00</b>
<b>Finance Clerk</b>	<b>\$12.00 - \$14.00</b>
<b>Instructor</b>	<b>\$8.00 - \$15.00</b>
<b>Laborer</b>	<b>\$8.00 - \$28.00</b>
<b>Lifeguard</b>	<b>\$8.00 - \$11.00</b>
<b>Pool Manager</b>	<b>\$10.00 - \$12.00</b>
<b>Recreation Leader</b>	<b>\$8.00 - \$11.00</b>

CITY OF LEMOORE  
SALARY SCHEDULE  
2014-2015

Effective 7/1/2014

<u>CLASSIFICATION</u>	<u>Monthly Salary Range</u>
Office Assistant I	246 (\$2,229 - \$2,859)
Police Records Technician	264 (\$2,438 - \$3,127)
Maintenance Worker I	264 (\$2,438 - \$3,127)
Office Assistant II	270 (\$2,510 - \$3,223)
Account Clerk I	271 (\$2,523 - \$3,239)
Maintenance Worker II	284 (\$2,692 - \$3,456)
Recreation Specialist	288 (\$2,747 - \$3,525)
Secretary	288 (\$2,747 - \$3,525)
Police Evidence Technician	289 (\$2,761 - \$3,543)
Utility Operator I	289 (\$2,761 - \$3,543)
Account Clerk II	291 (\$2,789 - \$3,579)
Community Service Officer	292 (\$2,803 - \$3,597)
Utility Operator II	309 (\$3,051 - \$3,914)
Senior Maintenance Worker	310 (\$3,066 - \$3,934)
Equipment Mechanic	314 (\$3,127 - \$4,014)
Recreation Coordinator	314 (\$3,127 - \$4,014)
Police Record Supervisor	326 (\$3,320 - \$4,261)
Office Manager	326 (\$3,320 - \$4,261)
Accounting Technician	330 (\$3,3388 - \$4,347)
Senior Utility Operator	332 (\$3,422 - \$4,391)
Senior Equipment Mechanic	338 (\$3,525 - \$4,524)
Executive Sec / Housing Specialist	339 (\$3,543 - \$4,547)

CLASSIFICATION	Monthly Salary Range
Building Inspector	339 (\$3,543 - \$4,547)
Police Officer	341 (\$3,579 - \$4,593)
Bldg. Maint.-Const. Coordinator	342 (\$3,597 - \$4,616)
Collection System Coordinator	342 (\$3,597 - \$4,616)
Accountant	351 (\$3,762 - \$4,828)
Police Officer & AA/AS Degree	351 (\$3,762 - \$4,828)
Police Corporal	355 (\$3,838 - \$4,925)
Police Officer & BA/BS Degree	361 (\$3,954 - \$5,075)
Police Corporal & AA/AS Degree	365 (\$4,034 - \$5,178)
Police Corporal & BA/BS Degree	375 (\$4,240 - \$5,443)
Administrative Analyst	375 (\$4,240 - \$5,443)
City Clerk/Administrative Secretary	375 (\$4,240 - \$5,443)
Superintendent	380 (\$4,347 - \$5,580)
Police Sergeant	380 (\$4,347 - \$5,580)
Police Sergeant & AA/AS Degree	390 (\$4,570 - \$5,865)
Police Sergeant & BA/BS Degree	400 (\$4,804 - \$6,165)
Project Manager	404 (\$4,900 - \$6,289)
Police Commander	428 (\$5,524 - \$7,090)
Parks/Recreation Director	445 (\$6,013 - \$7,719)
Public Works/Planning Director	458 (\$6,416 - \$8,237)
Finance Director	460 (\$6,481 - \$8,320)
Chief of Police	473 (\$6,916 - \$8,877)
City Manager	513 (\$8,445 - \$10,838)

PART-TIME CLASSIFICATIONS

Hourly Rate

Accounting Technician	\$19.00 - \$25.00
Assistant Day Camp Director	\$10.00 - \$12.00
Cashier	\$9.00 - \$11.00
Crossing Guard	\$9.00 - \$11.00
Day Camp Director	\$12.00 - \$15.00
Finance Clerk	\$12.00 - \$14.00
Instructor	\$9.00 - \$15.00
Laborer	\$9.00 - \$28.00
Lifeguard	\$9.00 - \$11.00
Pool Manager	\$10.00 - \$12.00
Recreation Leader	\$9.00 - \$11.00
Golf Course Food Prep I	\$9.00 - \$11.00
Golf Course Food Prep II	\$10.00 - \$12.00
Golf Course Maintenance Worker I	\$9.00 - \$13.00
Golf Course Maintenance Worker II	\$10.00 - \$16.00
Golf Course Mechanic	\$10.00 - \$16.00
Golf Course Shop Assistant I	\$9.00 - \$13.00
Golf Course Shop Assistant II	\$10.00 - \$16.00

CITY OF LEMOORE  
SALARY SCHEDULE  
2014-2015

Updated 9/16/2014

<u>CLASSIFICATION</u>	<u>Monthly Salary Range</u>
Office Assistant I	246 (\$2,229 - \$2,859)
Police Records Technician	264 (\$2,438 - \$3,127)
Maintenance Worker I	264 (\$2,438 - \$3,127)
Office Assistant II	270 (\$2,510 - \$3,223)
Account Clerk I	271 (\$2,523 - \$3,239)
Maintenance Worker II	284 (\$2,692 - \$3,456)
Recreation Specialist	288 (\$2,747 - \$3,525)
Secretary	288 (\$2,747 - \$3,525)
Police Evidence Technician	289 (\$2,761 - \$3,543)
Utility Operator I	289 (\$2,761 - \$3,543)
Account Clerk II	291 (\$2,789 - \$3,579)
Community Service Officer	292 (\$2,803 - \$3,597)
Utility Operator II	309 (\$3,051 - \$3,914)
Senior Maintenance Worker	310 (\$3,066 - \$3,934)
Equipment Mechanic	314 (\$3,127 - \$4,014)
Recreation Coordinator	314 (\$3,127 - \$4,014)
Police Record Supervisor	330 (\$3,388 - \$4,347)
Office Manager	330 (\$3,388 - \$4,347)
Accounting Technician	330 (\$3,388 - \$4,347)
Senior Utility Operator	332 (\$3,422 - \$4,391)
Senior Equipment Mechanic	338 (\$3,525 - \$4,524)
Executive Sec / Housing Specialist	343 (\$3,615 - \$4,639)

CLASSIFICATION	Monthly Salary Range
Building Inspector	339 (\$3,543 - \$4,547)
Police Officer	341 (\$3,579 - \$4,593)
Bldg. Maint.-Const. Coordinator	342 (\$3,597 - \$4,616)
Collection System Coordinator	342 (\$3,597 - \$4,616)
Accountant	355 (\$3,838 - \$4,925)
Police Officer & AA/AS Degree	351 (\$3,762 - \$4,828)
Police Corporal	355 (\$3,838 - \$4,925)
Police Officer & BA/BS Degree	361 (\$3,954 - \$5,075)
Police Corporal & AA/AS Degree	365 (\$4,034 - \$5,178)
Police Corporal & BA/BS Degree	375 (\$4,240 - \$5,443)
Administrative Analyst	379 (\$4,325 - \$5,552)
City Clerk/Administrative Secretary	379 (\$4,325 - \$5,552)
Superintendent	384 (\$4,435 - \$5,692)
Police Sergeant	380 (\$4,347 - \$5,580)
Police Sergeant & AA/AS Degree	390 (\$4,570 - \$5,865)
Police Sergeant & BA/BS Degree	400 (\$4,804 - \$6,165)
Project Manager	408 (\$5,000 - \$6,416)
Police Commander	432 (\$5,636 - \$7,234)
Parks/Recreation Director	449 (\$6,134 - \$7,875)
Public Works/Planning Director	462 (\$6,546 - \$8,403)
Finance Director	464 (\$6,611 - \$8,488)
Chief of Police	477 (\$7,055 - \$9,056)
City Manager	517 (\$8,615 - \$11,056)

PART-TIME CLASSIFICATIONS

Hourly Rate

Accounting Technician	\$19.00 - \$25.00
Assistant Day Camp Director	\$10.00 - \$12.00
Cashier	\$9.00 - \$11.00
Crossing Guard	\$9.00 - \$11.00
Day Camp Director	\$12.00 - \$15.00
Finance Clerk	\$12.00 - \$14.00
Instructor	\$9.00 - \$15.00
Laborer	\$9.00 - \$28.00
Lifeguard	\$9.00 - \$11.00
Pool Manager	\$10.00 - \$12.00
Recreation Leader	\$9.00 - \$11.00
Golf Course Food Prep I	\$9.00 - \$11.00
Golf Course Food Prep II	\$10.00 - \$12.00
Golf Course Maintenance Worker I	\$9.00 - \$13.00
Golf Course Maintenance Worker II	\$10.00 - \$16.00
Golf Course Mechanic	\$10.00 - \$16.00
Golf Course Shop Assistant I	\$9.00 - \$13.00
Golf Course Shop Assistant II	\$10.00 - \$16.00

CITY OF LEMOORE  
SALARY SCHEDULE  
2014-2015

Updated 1/1/2015

<u>CLASSIFICATION</u>	<u>Monthly Salary Range</u>
Office Assistant I	246 (\$2,229 - \$2,859)
Police Records Technician	264 (\$2,438 - \$3,127)
Maintenance Worker I	264 (\$2,438 - \$3,127)
Office Assistant II	270 (\$2,510 - \$3,223)
Account Clerk I	271 (\$2,523 - \$3,239)
Maintenance Worker II	284 (\$2,692 - \$3,456)
Recreation Specialist	288 (\$2,747 - \$3,525)
Secretary	288 (\$2,747 - \$3,525)
Police Evidence Technician	289 (\$2,761 - \$3,543)
Utility Operator I	289 (\$2,761 - \$3,543)
Account Clerk II	291 (\$2,789 - \$3,579)
Community Service Officer	292 (\$2,803 - \$3,597)
Utility Operator II	309 (\$3,051 - \$3,914)
Senior Maintenance Worker	310 (\$3,066 - \$3,934)
Equipment Mechanic	314 (\$3,127 - \$4,014)
Recreation Coordinator	314 (\$3,127 - \$4,014)
Accounting Technician	330 (\$3,388 - \$4,347)
Police Record Supervisor	330 (\$3,388 - \$4,347)
Office Manager	330 (\$3,388 - \$4,347)
Senior Utility Operator	332 (\$3,422 - \$4,391)
Senior Equipment Mechanic	338 (\$3,525 - \$4,524)
Executive Secretary/Housing Specialist	343 (\$3,615 - \$4,639)

CLASSIFICATION	Monthly Salary Range
Building Inspector	339 (\$3,543 - \$4,547)
Bldg. Maint.-Const. Coordinator	342 (\$3,597 - \$4,616)
Collection System Coordinator	342 (\$3,597 - \$4,616)
Police Officer	347 (\$3,687 - \$4,732)
Accountant	355 (\$3,838 - \$4,925)
Police Officer & AA/AS Degree	357 (\$3,876 - \$4,975)
Police Officer & BA/BS Degree	367 (\$4,074 - \$5,230)
Police Corporal	367 (\$4,074 - \$5,230)
Police Corporal & AA/AS Degree	377 (\$4,282 - \$5,497)
Administrative Analyst	379 (\$4,325 - \$5,552)
City Clerk / Administrative Secretary	379 (\$4,325 - \$5,552)
Superintendent	384 (\$4,435 - \$5,692)
Police Corporal & BA/BS Degree	387 (\$4,501 - \$5,778)
Police Sergeant	392 (\$4,616 - \$5,923)
Police Sergeant & AA/AS Degree	402 (\$4,852 - \$6,227)
Project Manager	408 (\$5,000 - \$6,416)
Police Sergeant & BA/BS Degree	412 (\$5,100 - \$6,546)
Police Commander	432 (\$5,636 - \$7,234)
Parks/Recreation Director	449 (\$6,134 - \$7,875)
Public Works/Planning Director	462 (\$6,546 - \$8,403)
Finance Director	464 (\$6,611 - \$8,488)
Chief of Police	485 (\$7,343 - \$9,425)
City Manager	517 (\$8,615 - \$11,056)

PART-TIME CLASSIFICATIONS\*

Hourly Rate

Accounting Technician	\$19.00 - \$25.00
Assistant Day Camp Director	\$10.00 - \$12.00
Cashier	\$9.00 - \$11.00
Crossing Guard	\$10.00 - \$11.00
Day Camp Director	\$12.00 - \$15.00
Finance Clerk	\$12.00 - \$14.00
Instructor	\$9.00 - \$15.00
Laborer	\$9.00 - \$16.00
Lifeguard	\$9.00 - \$11.00
Pool Manager	\$10.00 - \$12.00
Recreation Leader	9.00 - \$11.00
Golf Course Maintenance Worker I	\$9.00 - \$13.00
Golf Course Maintenance Worker II	\$10.00 - \$16.00
Golf Course Mechanic	\$10.00 - \$16.00
Golf Course Shop Assistant I	\$9.00 - \$13.00
Golf Course Shop Assistant II	\$10.00 - \$16.00

\*Part-Time Classifications not listed here will be paid an hourly rate equal to Step A of the appropriate range for that Classification.

**AGREEMENT BY AND BETWEEN  
THE LEMOORE DISTRICT CHAMBER OF COMMERCE  
AND THE CITY OF LEMOORE  
TO PROVIDE ECONOMIC DEVELOPMENT SERVICES**

**THIS AGREEMENT**, is made and entered into in duplicate as of the 17<sup>th</sup> day of February, 2015, by and between the City of Lemoore, a municipality, hereinafter called "CITY", and the Lemoore District Chamber of Commerce, a non-profit corporation, duly organized and existing under and by virtue of the laws of the State of California, hereinafter called "CHAMBER".

**WITNESSETH**

**WHEREAS**, CHAMBER and CITY, desire to combine efforts to maintain and enhance the economic vitality of Lemoore, and

**WHEREAS**, the CHAMBER is organized for the purpose of promoting economic development and business welfare in the City and vicinity; and

**WHEREAS**, the CITY is tasked with preserving and enhancing the economic prosperity of the community, aiding in business development and retention, and developing sales tax generating activities; and

**WHEREAS**, the CITY is authorized by law, to expend funds for the promotion of such activities; and

**WHEREAS**, the CHAMBER desires to perform the services herein provided for the benefit of the CITY and the community;

**NOW THEREFORE, IT IS HEREBY AGREED** by and between the CITY and CHAMBER as follows:

1. **TERM.** The initial term of this AGREEMENT shall commence on July 1, 2015, and continue until the 30<sup>th</sup> day of June, 2017, unless either party notifies the other of its intention to terminate the Agreement by giving thirty (30) days written notice.

Beginning July 1, 2016, the CITY will have the option to renew the AGREEMENT each year for the following two years, to commence at the end of the term, with the annual allotment for services increasing by \$1,000 for each successive year for inflation, unless renegotiated by the CITY. The CITY shall notify the CHAMBER by March 31<sup>st</sup> of the year prior to the end of the term of its intension to renegotiate the AGREEMENT.

2. **SERVICES.** During the term hereof, the CHAMBER shall undertake to A) promote the community and the quality of life in Lemoore, provide for the benefit of the CITY those services that will advertise, exploit and publicize the resources and advantages of the CITY and B) assist the City in its business and industrial marketing and outreach efforts. In addition to these services, the Chamber will deliver the following events:
  - a. Showcase Lemoore's offerings by hosting and coordinating a minimum of 13 public events annually and two business training seminars, with the intent that at least two events will attract over 2,000 participants and all other events will attract over 100 participants each. Events and activities may include festivals, celebrations, banquets, parades, concerts or other mutually agreed upon activities. Every event will have separate committees to include 1-4 Chamber board members, community volunteers and the Chamber CEO. While the Chamber reserves the right to make substitutions, following are the events scheduled for 2015:

- i. 1 - Central Valley Pizza Festival- April, estimated attendance 2,000
  - ii. 10 – Summer Concerts – June-August, estimated total attendance 600-800
  - iii. 1 – Kings County Salute to Agriculture Banquet – September, estimated attendance 350
  - iv. 1 – Christmas Parade – December, estimated attendance 2,500
  - v. Host or coordinate two or more local business-training seminars or workshops annually
- b. Maintain current information in the community information kiosks. All contents, including city produced maps, paper backing, etc. are to be replaced bi-annually.
  - c. Assist the Downtown Merchants Association with their Holiday Stroll in November.
  - d. Provide an acceptable workspace and access to Chamber computers and printer for carrying out the job duties of the potential Downtown Coordinator position for the Downtown Merchants Association retained by the City.

**FUNDING FOR SERVICES.** CITY shall fund the CHAMBER for economic development services according to the table below, provided that such funding is identified in the CITY’S annual budget and that the conditions above are met.

The first annual allotment for services is \$54,000 and will increase by \$1,000 each year for inflation and expanded services. Such funding is identified in items #1 and #2 below.

- 1. One-half of the allotment will supplement the staffing, planning, advertising, expenses and over-head to deliver the Chamber sponsored events listed above. The Chamber may substitute an event for a comparable event. If the Chamber has not completed 13 comparable events by the fiscal year end, \$2,500 will be deducted per missed event, up to one-half of the annual allotment.
- 2. One-half of the allotment will support the Services identified above as item #2.

The following table illustrated the annual compensation and shall be paid according to the Funding terms listed below:

	<u>SERVICES</u>
Fiscal Year 2015-2016	\$ 54,000.00
Fiscal Year 2016-2017	\$ 55,000.00
<u>Total</u>	<u>\$ 109,000.00</u>

**FUNDING TERMS.**

- A. A written request for payment (invoice) shall be submitted to the CITY following the end of each quarter and shall include:
  - a. Submittal of the Quarterly Update of the Lemoore District Chamber of Commerce to the CITY for services performed.
  - b. A listing of the upcoming quarter’s events and activities.

- B. CITY shall be recognized for participation in all CHAMBER events.
  - C. The CITY may require an audit be performed, by an accredited auditing firm, on CHAMBER financial activities, where CITY funds are used, to demonstrate where and how CITY funds have been spent. The cost of the audit shall be funded by the CITY.
3. **PRORATED FUNDING.** Should the Agreement be terminated prior to the end of the term, funding will be prorated through the terminating agency and any excess funding received by the Chamber will be returned to the CITY.
  4. **VOTING MEMBERSHIP.** The CITY shall appoint one voting member and one alternate member to the CHAMBER Board of Directors. Subject to approval of the CHAMBER Board of Directors.
  5. **INDEMNIFICATION.** CHAMBER agrees to indemnify, defend and hold harmless the CITY and its officials, officers, employees, agents and volunteers from and against all claims, demands, actions, injuries, liabilities, losses, costs or damages, direct or indirect, and any and all attorneys fees and other expenses which CITY or its officials, officers, employees, agents or volunteers may sustain or incur as a consequence of or anyway relate to CHAMBER, or its employees, agents and subcontractor's performance of the services and CHAMBER'S responsibilities and obligation or responsibilities contained in this Agreement. This indemnification shall survive the termination of the Agreement.
  6. **NOTICES.** All notices herein required shall be in writing and shall be sent by certified mail, postage prepaid, addressed as follows:
    - Chief Executive Officer  
Lemoore District Chamber of Commerce  
300 E Street  
Lemoore, CA 93245
    - City Manager  
City of Lemoore  
119 Fox Street  
Lemoore, CA 93245
  7. **CONFORMANCE TO APPLICABLE LAWS.** CHAMBER shall comply with all applicable federal, state and city laws, rules and ordinances. No discrimination shall be made by CHAMBER in the employment of persons to work under this Agreement because of race, color, national origin ancestry, sex or religion of such person.
  8. **SOLE AND ONLY AGREEMENT.** Each party to this Agreement acknowledges that no representations, inducements, promises or agreements, orally or in writing, have been made by any party or anyone acting on behalf of any party, which are not embodied in the Agreement and no other agreement, statement or promise shall be valid or binding with regard to economic development services.
  9. **INVALIDITY.** If any provision of this Agreement is held by court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions shall nevertheless continue in full force and effect without being impaired or invalidated in any way.

10. **AMENDMENT.** No change, amendment or modification of the Agreement shall be valid unless the same be in writing and signed by the parties hereto.

**IN WITNESS WHEREOF**, the parties hereto have caused this AGREEMENT BY AND BETWEEN THE LEMOORE DISTRICT CHAMBER OF COMMERCE AND THE CITY OF LEMOORE TO PROVIDE ECONOMIC DEVELOPMENT SERVICES to be executed on the day and year first above written and written below.

**EXECUTED** this 17<sup>th</sup> day of February, 2015.

CITY OF LEMOORE,  
A municipality,

By: \_\_\_\_\_  
Jeff Laws, City Manager Date

ATTEST:

By: \_\_\_\_\_  
Mary J. Venegas, City Secretary Date

LEMOORE DISTRICT  
CHAMBER OF COMMERCE,  
A Non-Profit Corporation,

By: \_\_\_\_\_  
Victor Rosa, Chairman Date

LEMOORE DISTRICT  
CHAMBER OF COMMERCE,  
A Non-Profit Corporation,

By: \_\_\_\_\_  
Jennifer M. MacMurdo, CEO Date

**AGREEMENT BY AND BETWEEN  
THE LEMOORE DISTRICT CHAMBER OF COMMERCE  
AND THE CITY OF LEMOORE  
TO PROVIDE ECONOMIC DEVELOPMENT SERVICES**

**THIS AGREEMENT**, is made and entered into in duplicate as of the 17<sup>th</sup> day of February, 2015, by and between the City of Lemoore, a municipality, hereinafter called "CITY", and the Lemoore District Chamber of Commerce, a non-profit corporation, duly organized and existing under and by virtue of the laws of the State of California, hereinafter called "CHAMBER".

**WITNESSETH**

**WHEREAS**, CHAMBER and CITY, desire to combine efforts to maintain and enhance the economic vitality of Lemoore, and

**WHEREAS**, the CHAMBER is organized for the purpose of promoting economic development and business welfare in the City and vicinity; and

**WHEREAS**, the CITY is tasked with preserving and enhancing the economic prosperity of the community, aiding in business development and retention, and developing sales tax generating activities; and

**WHEREAS**, the CITY is authorized by law, to expend funds for the promotion of such activities; and

**WHEREAS**, the CHAMBER desires to perform the services herein provided for the benefit of the CITY and the community;

**NOW THEREFORE, IT IS HEREBY AGREED** by and between the CITY and CHAMBER as follows:

1. **TERM.** The term of this AGREEMENT shall be from the first day of July, 2015, until the 31<sup>st</sup> day of December, 2015, unless either party notifies the other of its intention to terminate the AGREEMENT by giving thirty (30) days written notice.
2. **SERVICES.** During the term hereof, the CHAMBER shall undertake to A) promote the community and the quality of life in Lemoore, provide for the benefit of the CITY those services that will advertise, exploit and publicize the resources and advantages of the CITY and B) assist the City in its business and industrial marketing and outreach efforts. In addition to these services, the Chamber will deliver the following events:
  - a. Showcase Lemoore's offerings by hosting and coordinating a minimum of 13 public events annually and two business training seminars, with the intent that at least two events will attract over 2,000 participants and all other events will attract over 100 participants each. Events and activities may include festivals, celebrations, banquets, parades, concerts or other mutually agreed upon activities. Every event will have separate committees to include 1-4 Chamber board members, community volunteers and the Chamber CEO. While the Chamber reserves the right to make substitutions, following are the events scheduled for 2015:
    - i. 1 - Central Valley Pizza Festival- April, estimated attendance 2,000
    - ii. 10 – Summer Concerts – June-August, estimated total attendance 600-800
    - iii. 1 – Kings County Salute to Agriculture Banquet – September, estimated attendance 350

- iv. 1 – Christmas Parade – December, estimated attendance 2,500
- v. Host or coordinate two or more local business-training seminars or workshops annually
- b. Maintain current information in the community information kiosks. All contents, including city produced maps, paper backing, etc. are to be replaced bi-annually.
- c. Assist the Downtown Merchants Association with their Holiday Stroll in November.
- d. Provide an acceptable workspace and access to Chamber computers and printer for carrying out the job duties of the potential Downtown Coordinator position for the Downtown Merchants Association retained by the City.

**FUNDING FOR SERVICES.** CITY shall fund the CHAMBER for economic development services according to the table below, provided that such funding is identified in the CITY’S annual budget and that the conditions above are met.

The allotment for services is \$27,000. Funding is identified in items #1 and #2 below.

- 1. One-half of the allotment will supplement the staffing, planning, advertising, expenses and over-head to deliver the Chamber sponsored events listed above. The Chamber may substitute an event for a comparable event. If the Chamber has not completed 13 comparable events by the fiscal year end, \$2,500 will be deducted per missed event, up to one-half of the annual allotment.
- 2. One-half of the allotment will support the Services identified above as item #2.

The following table illustrated the annual compensation and shall be paid according to the Funding terms listed below:

	<u>SERVICES</u>
1 <sup>st</sup> Quarter	\$ 13,500.00
2 <sup>nd</sup> Quarter	\$ 13,500.00
<u>Total</u>	<u>\$ 27,000.00</u>

**FUNDING TERMS.**

- A. A written request for payment (invoice) shall be submitted to the CITY following the end of each quarter and shall include:
  - a. Submittal of the Quarterly Update of the Lemoore District Chamber of Commerce to the CITY for services performed.
  - b. A listing of the upcoming quarter’s events and activities.
- B. CITY shall be recognized for participation in all CHAMBER events.

- C. The CITY may require an audit be performed, by an accredited auditing firm, on CHAMBER financial activities, where CITY funds are used, to demonstrate where and how CITY funds have been spent. The cost of the audit shall be funded by the CITY.
3. **PRORATED FUNDING.** Should the Agreement be terminated prior to December 31st, 2015, funding will be prorated through the terminating agency and any excess funding received by the Chamber will be returned to the CITY.
  4. **VOTING MEMBERSHIP.** The CITY shall appoint one voting member and one alternate member to the CHAMBER Board of Directors. Subject to approval of the CHAMBER Board of Directors.
  5. **INDEMNIFICATION.** CHAMBER agrees to indemnify, defend and hold harmless the CITY and its officials, officers, employees, agents and volunteers from and against all claims, demands, actions, injuries, liabilities, losses, costs or damages, direct or indirect, and any and all attorneys fees and other expenses which CITY or its officials, officers, employees, agents or volunteers may sustain or incur as a consequence of or anyway relate to CHAMBER, or its employees, agents and subcontractor's performance of the services and CHAMBER'S responsibilities and obligation or responsibilities contained in this Agreement. This indemnification shall survive the termination of the Agreement.
  6. **NOTICES.** All notices herein required shall be in writing and shall be sent by certified mail, postage prepaid, addressed as follows:  
  
Chief Executive Officer  
Lemoore District Chamber of Commerce  
300 E Street  
Lemoore, CA 93245  
  
City Manager  
City of Lemoore  
119 Fox Street  
Lemoore, CA 93245
  7. **CONFORMANCE TO APPLICABLE LAWS.** CHAMBER shall comply with all applicable federal, state and city laws, rules and ordinances. No discrimination shall be made by CHAMBER in the employment of persons to work under this Agreement because of race, color, national origin ancestry, sex or religion of such person.
  8. **SOLE AND ONLY AGREEMENT.** Each party to this Agreement acknowledges that no representations, inducements, promises or agreements, orally or in writing, have been made by any party or anyone acting on behalf of any party, which are not embodied in the Agreement and no other agreement, statement or promise shall be valid or binding with regard to economic development services.
  9. **INVALIDITY.** If any provision of this Agreement is held by court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions shall nevertheless continue in full force and effect without being impaired or invalidated in any way.
  10. **AMENDMENT.** No change, amendment or modification of the Agreement shall be valid unless the same be in writing and signed by the parties hereto.

IN WITNESS WHEREOF, the parties hereto have caused this AGREEMENT BY AND BETWEEN THE LEMOORE DISTRICT CHAMBER OF COMMERCE AND THE CITY OF LEMOORE TO PROVIDE ECONOMIC DEVELOPMENT SERVICES to be executed on the day and year first above written and written below.

EXECUTED this 17<sup>th</sup> day of February, 2015.

CITY OF LEMOORE,  
A municipality,

By: \_\_\_\_\_  
Jeff Laws, City Manager Date

ATTEST:

By: \_\_\_\_\_  
Mary J. Venegas, City Secretary Date

LEMOORE DISTRICT  
CHAMBER OF COMMERCE,  
A Non-Profit Corporation,

By: \_\_\_\_\_  
Victor Rosa, Chairman Date

LEMOORE DISTRICT  
CHAMBER OF COMMERCE,  
A Non-Profit Corporation,

By: \_\_\_\_\_  
Jennifer M. MacMurdo, CEO Date