

CITY OF IRWINDALE

5050 N. IRWINDALE AVE., IRWINDALE CA 91706 • PHONE: (626) 430-2200 • FACSIMILE: 962-4209



NOTICE AND AGENDA FOR THE SPECIAL AND REGULAR MEETING OF THE

CITY COUNCIL

SUCCESSOR AGENCY TO THE IRWINDALE COMMUNITY REDEVELOPMENT AGENCY

HOUSING AUTHORITY

NOVEMBER 10, 2021

SPECIAL MEETING – 5:30 P.M. - CLOSED SESSION

REGULAR MEETING - 6:30 P.M. - OPEN SESSION

IRWINDALE CITY COUNCIL CHAMBER

CLOSED SESSION / OPEN SESSION – CITY COUNCIL CHAMBER

Limited Public Access

Pursuant to Irwindale Resolution No. Resolution No. 2021-94-3306

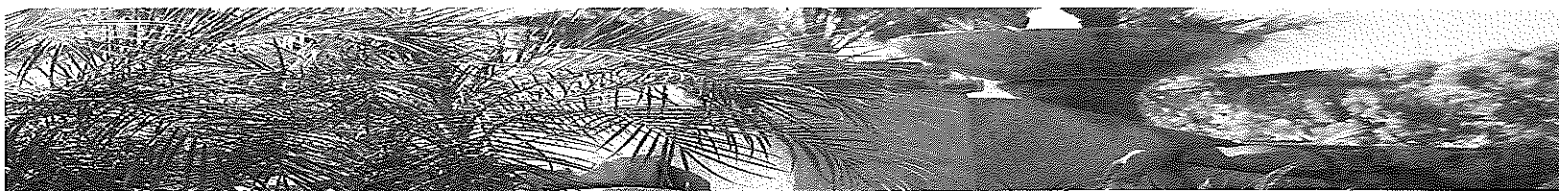
The Irwindale City Council has authorized the conduct of hybrid meetings of the City Council, including all City Commissions and committee meetings, and all regularly scheduled meetings that would normally take place in the City Council Chambers, under the provisions of Government Code Section 54956 § E, as authorized by AB 361.

The public's health and well-being are the top priority for the City, and you are urged to take all appropriate health safety precautions. To facilitate this process, the meeting and opportunities to participate are available through the following:

In-Person at the City Council Chambers (In-Chamber Attendance Limited to nine members of the public with overflow seating available in the Outer Council Chamber)

Via Zoom Webinar at <https://us02web.zoom.us/j/87104592389>

Webinar ID: 871 0459 2389



Spontaneous Communications: The public is encouraged to address the City Council on any matter listed on the agenda or on any other matter within its jurisdiction. The City Council will hear public comments on items listed on the agenda during discussion of the matter and prior to a vote. The City Council will hear public comments on matters not listed on the agenda during the Spontaneous Communications period.

Pursuant to provisions of the **Brown Act**, no action may be taken on a matter unless it is listed on the agenda, or unless certain emergency or special circumstances exist. The City Council may direct staff to investigate and/or schedule certain matters for consideration at a future City Council meeting.

Americans with Disabilities Act: In compliance with the ADA, if you need special assistance to participate in a City Council meeting or other services offered by this City, please contact City Hall at (626) 430-2200. Assisted listening devices are available at this meeting. Ask the Chief Deputy City Clerk if you desire to use this device. Upon request, the agenda and documents in the agenda packet can be made available in appropriate alternative formats to persons with disabilities. Notification of at least 48 hours prior to the meeting or time when services are needed will assist the City staff in assuring that reasonable arrangements can be made to provide accessibility to the meeting or service.

Note: Staff reports are available for inspection at the office of the Chief Deputy City Clerk, City Hall, 5050 N. Irwindale Avenue, during regular business hours (8:00 a.m. to 6:00 p.m., Monday through Thursday).

Code of Ethics

As City of Irwindale Council Members, our fundamental duty is to serve the public good. We are committed to the principle of an efficient and professional local government. We will be exemplary in obeying the letter and spirit of Local, State and Federal laws and City policies affecting the operation of the government and in our private life. We will be independent and impartial in our judgment and actions.

We will work for the common good of the City of Irwindale community and not for any private or personal interest. We will endeavor to treat all people with respect and civility. We will commit to observe the highest standards of morality and integrity, and to faithfully discharge the duties of our office regardless of personal consideration. We shall refrain from abusive conduct, personal charges or verbal attacks upon the character or motives of others.

We will inform ourselves on public issues, listen attentively to public discussions before the body, and focus on the business at hand. We will base our decisions on the merit and substance of that business. We will be fair and equitable in all actions, claims or transactions. We shall not use our official position to influence government decisions in which we have a financial interest or where we have a personal relationship that could present a conflict of interest, or create a perception of a conflict of interest.

We shall not take advantage of services or opportunities for personal gain by virtue of our public office that are not available to the public in general. We shall refrain from accepting gifts, favors or promises of future benefit that might compromise our independence of judgment or action or give the appearance of being compromised.

We will behave in a manner that does not bring discredit or embarrassment to the City of Irwindale. We will be honest in thought and deed in both our personal and official lives.

Ultimate responsibility for complying with this Code of Ethics rests with the individual elected official. In addition to any other penalty as provided by law, violation of this Code of Ethics may be used as a basis for disciplinary action or censure of a Council Member.

These things we hereby pledge to do in the interest and purposes for which our government has been established.

IRWINDALE CITY COUNCIL



SPECIAL MEETING - CLOSED SESSION – 5:30 P.M.

A. CALL TO ORDER

B. ROLL CALL: Councilmembers: Albert F. Ambriz, Mark A. Breceda, Manuel R. Garcia;
Mayor Pro Tem Larry G. Burrola; Mayor H. Manuel Ortiz

SPONTANEOUS COMMUNICATIONS

Spontaneous communications are limited to the special meeting agenda items only.

C. RECESS TO CLOSED SESSION

A. Conference with Labor Negotiator

Pursuant to California Government Code Section 54957.6

Agency Designated Representatives: William Tam, City Manager; Adrian Guerra, Legal Counsel; Mary Hull, Human Resources Manager; Eva Carreon, Director of Finance/City Treasurer

Employee Organizations: IMEA, ICEA, IPOA, and Unrepresented Employees

B. Conference with Legal Counsel—Anticipated Litigation

Significant Exposure to Litigation

[Pursuant to Government Code section 54956.9(c), (d)(2), e(3)]

A point has been reached where, in the opinion of the legislative body of the local agency, upon the advice of its legal counsel based on existing facts and circumstances, that there is significant exposure to litigation against the local agency. The existing facts and circumstances consist of a Litigation Hold Letter dated October 27, 2021 from attorney Matthew Hinks on behalf of Five Points LLC pertaining to the City Council's land use decisions pertaining to the proposed development at 5175 Vincent Avenue. The Litigation Hold Letter states, in part, "litigation is now likely." A copy of the Litigation Hold Letter is included in this agenda package for public review and available for review in the City Clerk's office upon request.

C. Public Employee Performance Evaluation (City Council and Housing Authority Item)

Pursuant to Government Code Section 54957(b)(1)

Title: City Manager/ Executive Director of the Housing Authority

D. RECONVENE IN OPEN SESSION

E. REPORT FROM CLOSED SESSION

F. ADJOURNMENT

OPEN SESSION – 6:30 P.M.

A. CALL TO ORDER

B. PLEDGE OF ALLEGIANCE

C. INVOCATION

**D. ROLL CALL: Councilmembers: Albert F. Ambriz, Mark A. Breceda, Manuel R. Garcia;
Mayor Pro Tem Larry G. Burrola; Mayor H. Manuel Ortiz**

E. REPORT FROM CLOSED SESSION

F. CHANGES TO THE AGENDA

G. COUNCIL MEMBER TRAVEL REPORTS

H. COUNCILMEMBER COMMENTS

I. INTRODUCTION OF NEW EMPLOYEES/PROMOTIONS

1. Introduction of Planning Technician Martin Romero

J. PROCLAMATIONS / PRESENTATIONS / COMMENDATIONS

Irwindale Chamber of Commerce Business of the Month – A Special Event

SPONTANEOUS COMMUNICATIONS

This is the time set aside for members of the audience to speak on items not on this agenda. State law prohibits any Council discussion or action on such communications unless 1) the Council by majority vote finds that a catastrophe or emergency exists; or 2) the Council by at least four votes finds that the matter (and need for action thereon) arose within the last five days. Since the Council cannot (except as stated) participate it is requested that all such communications be made in writing so as to be included on the next agenda for full discussion and action. If a member of the audience feels he or she must proceed tonight, then each speaker will be limited to 3 minutes unless such time limits are extended.

In the hybrid format, both in-person and hybrid audience members will participate in the following order:

Tier 1: In-person attendees

Tier 2: Teleconference attendees

Tier 3: In-person attendees who have not previously provide comments on the matter(s) being discussed by the legislative body

Tier 4: Teleconference attendees who have not previously provide comments on the matter(s) being discussed by the legislative body

Tier 5: Members of the audience (in-person or via teleconference) who have already addressed the legislative body on the matter being discussed may request to provide additional comments to the legislative body. This request will be approved or denied at the discretion of the legislative body.

1. CONSENT CALENDAR

The Consent Calendar contains matters of routine business and is to be approved with one motion unless a member of the City Council requests separate action on a specific item. At this time, members of the audience may ask to be heard regarding an item on the Consent Calendar.

A. Minutes

Recommendation: Approve the following minutes:

1. Special meeting held September 8, 2021
2. Regular meeting held September 8, 2021
3. Special meeting held September 22, 2021
4. Regular meeting held September 22, 2021

B. Warrants/Demands/Payroll

Recommendation: Approve

C. Approval of Library Code of Conduct, Chromebook & Hotspot Device Lending Policy and Agreement, Library of Things Lending Policy and Agreement

Recommendation: Approve the Library Code of Conduct, Chromebook & Hotspot Device Lending Policy and Agreement, Library of Things Policy and Agreement.

Department: Administration / Library

- D. A Resolution to Re-Ratify the Existence of a Local Emergency and Authorize Remote Hybrid Meetings of the Legislative Bodies of the City of Irwindale for the Month of December 2021 (Joint Item on the Successor Agency and Housing Authority)

Recommendation: That the City Council, Successor Agency and Housing Authority **adopt Joint Resolution No. 2021-100-3312, Resolution No. SA 2021-101-3313, and HA 2021-07-106** entitled, "A JOINT RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE, SUCCESSOR AGENCY TO THE IRWINDALE COMMUNITY REDEVELOPMENT AGENCY, AND THE BOARD OF THE HOUSING AUTHORITY OF THE CITY OF IRWINDALE, CALIFORNIA, RE-RATIFYING THE PROCLAMATION OF A STATE OF EMERGENCY BY GOVERNOR NEWSOM ON MARCH 4, 2020, AND AUTHORIZING REMOTE HYBRID MEETINGS OF THE LEGISLATIVE BODIES OF THE CITY OF IRWINDALE FOR THE 30-DAY PERIOD BEGINNING DECEMBER 1, 2021 THROUGH DECEMBER 30, 2021 PURSUANT TO THE RALPH M. BROWN ACT AND ASSEMBLY BILL NO. 361".

Department: Administration

- E. Compensation Study Update

Recommendation: Receive and file the 2021 Final Compensation Study Report.

Department: Administration / Human Resources

- F. Approve a Fee Waiver for the Tournament of Roses Waiving City Transportation / Oversized Vehicle Fees

Recommendation: **Adopt Resolution No. 2021-98-3310** entitled, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE RETROACTIVELY APPROVING A FEE WAIVER FOR THE PASADENA TOURNAMENT OF ROSES 501(c)(3) NONPROFIT ORGANIZATION, WAIVING CITY TRANSPORTATION / OVERSIZED VEHICLE FEES".

Department: Administration

- G. Approve Out of State Travel to the 2021 International Council of Shopping Centers Conference in Las Vegas, Nevada for Two City Councilmembers

Recommendation: **Adopt Resolution No. 2021-102-3314** entitled, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE APPROVING OUT-OF-STATE TRAVEL TO THE 2021 INTERNATIONAL COUNCIL OF SHOPPING CENTERS CONFERENCE IN LAS VEGAS, NEVADA FOR TWO CITY COUNCILMEMBERS".

Department: Administration

- H. Recovered Organic Waste Product Procurement Policy

Recommendation: **Adopt Resolution No. 2021-99-3311** entitled, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE ADOPTING A RECOVERED ORGANIC WASTE

PRODUCT PROCUREMENT POLICY RECOMMENDED BY SENATE BILL 1383 (LARA) AND CALRECYCLE REGULATIONS”.

Department: Public Services

- I. Amendment No. 1 to the Regional Food Recovery Program Memorandum of Agreement between the City of Irwindale and the San Gabriel Valley Council of Governments

Recommendation: **Adopt Resolution No. 2021-97-3309** entitled, “A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE APPROVING AMENDMENT NO. 1 TO THE MEMORANDUM OF AGREEMENT BETWEEN THE SAN GABRIEL VALEY COUNCIL OF GOVERNMENTS AND THE CITY OF IRWINDALE FOR PARTICIPATION IN THE SAN GABRIEL VALLEY REGIONAL FOOD RECOVERY PROGRAM, AUTHORIZING THE CITY MANAGER TO EXECUTE AMENDMENT NO. 1 TO THE MEMORANDUM OF AGREEMENT, AND APPROPRIATING ADDITIONAL FUNDS FOR THE REGIONAL FOOD RECOVERY PROGRAM AS REQUIRED BY SENATE BILL 1383 (LARA) AND CALRECYCLE REGULATIONS”.

2. NEW BUSINESS

At this time, members of the audience may ask to be heard regarding an item on New Business.

- A. Update – Signal on Arrow/Vincent (verbal)
- B. Update – Traffic Signal at Calle del Norte and Irwindale Avenue (verbal)
- C. Update on City Video Cameras (verbal)
- D. Discuss the City’s Response to United Rock Products Olive Pit Reclamation Plan Amendment
(continued from October 27, 2021)

Recommendation: Discuss and provide direction regarding the requests made in the United Rock Products (URP) Olive Pit Reclamation Plan Amendment letter.

Department: Administration

- E. Los Angeles County Redistricting

Recommendation: Receive and file the update on the Los Angeles County redistricting or provide direction.

Department: Administration

F. Alfred F. Herrera Softball Field Lighting

Recommendation: **Option 1: Adopt Resolution No. 2021-103-3315**, entitled "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE WAIVING FORMAL BIDDING PROCEDURES PURSUANT TO IRWINDALE MUNICIPAL CODE SECTION 3.44.080(E), AUTHORIZING THE ISSUANCE OF A PURCHASE ORDER AND AUTHORIZING THE CITY MANAGER TO ENTER INTO A PURCHASE AGREEMENT WITH MUSCO SPORTS LIGHTING, LLC, AND APPROPRIATING FUNDS TO RETRO-FIT THE EXISTING LIGHT POLES WITH A NEW LED LIGHTING SYSTEM AT THE ALFRED F. HERRERA SOFTBALL FIELD"; or **Option 2: Adopt Resolution No. 2021-104-3316**, entitled "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE WAIVING FORMAL BIDDING PROCEDURES PURSUANT TO IRWINDALE MUNICIPAL CODE SECTION 3.44.080(E), AUTHORIZING THE ISSUANCE OF A PURCHASE ORDER AND AUTHORIZING THE CITY MANAGER TO ENTER INTO A PURCHASE AGREEMENT WITH MUSCO SPORTS LIGHTING, LLC, AND APPROPRIATING FUNDS TO INSTALL SIX (6) NEW POLES AND A NEW LIGHTING SYSTEM AT THE ALFRED F. HERRERA SOFTBALL FIELD"; or **Option 3: Adopt Resolution No. 2021-105-3317**, entitled "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE WAIVING FORMAL BIDDING PROCEDURES PURSUANT TO IRWINDALE MUNICIPAL CODE SECTION 3.44.080(E), AUTHORIZING THE ISSUANCE OF A PURCHASE ORDER, AND AUTHORIZING THE CITY MANAGER TO ENTER INTO A PURCHASE AGREEMENT WITH MUSCO SPORTS LIGHTING, LLC, APPROPRIATING FUNDS TO INSTALL SIX (6) NEW POLES AND A NEW LIGHTING SYSTEM AT THE ALFRED F. HERRERA SOFTBALL FIELD, AND ADDITIONAL LIGHTING FOR THE AQUATICS CENTER/POOL AREA AND PLAYGROUND".

3. PUBLIC HEARINGS

At this time, members of the audience may ask to be heard regarding an item on Public Hearings.

A. Comprehensive Schedule of Fees and Charges Update for FY 2021-2022

Recommendation: Open and continue the public hearing to December 8, 2021.

Department: Finance

4. CITY MANAGER'S REPORT**5. AGENDA ITEMS REQUESTED BY COUNCIL MEMBERS****6. ADJOURN**

**SUCCESSOR AGENCY TO THE IRWINDALE
COMMUNITY REDEVELOPMENT AGENCY**

SPONTANEOUS COMMUNICATIONS

This is the time set aside for members of the audience to speak on items not on this agenda. Spontaneous Communications for the Successor Agency are subject to the same State prohibitions and City guidelines as cited on the City Council agenda.

1. CONSENT CALENDAR

A. Minutes

Recommendation: Approve the following minutes:

1. Regular meeting held September 8, 2021
2. Regular meeting held September 22, 2021

B. Warrants

None for approval

C. A Resolution to Re-Ratify the Existence of a Local Emergency and Authorize Remote Hybrid Meetings of the Legislative Bodies of the City of Irwindale for the Month of December 2021 (Joint Item on the Successor Agency and Housing Authority)

Recommendation: That the City Council, Successor Agency and Housing Authority **adopt Joint Resolution No. 2021-100-3312, Resolution No. SA 2021-101-3313, and HA 2021-07-106** entitled, "A JOINT RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE, SUCCESSOR AGENCY TO THE IRWINDALE COMMUNITY REDEVELOPMENT AGENCY, AND THE BOARD OF THE HOUSING AUTHORITY OF THE CITY OF IRWINDALE, CALIFORNIA, RE-RATIFYING THE PROCLAMATION OF A STATE OF EMERGENCY BY GOVERNOR NEWSOM ON MARCH 4, 2020, AND AUTHORIZING REMOTE HYBRID MEETINGS OF THE LEGISLATIVE BODIES OF THE CITY OF IRWINDALE FOR THE 30-DAY PERIOD BEGINNING DECEMBER 1, 2021 THROUGH DECEMBER 30, 2021 PURSUANT TO THE RALPH M. BROWN ACT AND ASSEMBLY BILL NO. 361".

2. NEW BUSINESS

At this time, members of the audience may ask to be heard regarding an item on New Business.

3. PUBLIC HEARINGS

At this time, members of the audience may ask to be heard regarding an item on Public Hearings.

4. ADJOURN**HOUSING AUTHORITY****SPONTANEOUS COMMUNICATIONS**

This is the time set aside for members of the audience to speak on items not on this agenda. Spontaneous Communications for the Housing Authority are subject to the same State prohibitions and City guidelines as cited on the City Council agenda.

1. CONSENT CALENDAR**A. Minutes**

Recommendation: Approve the following minutes:

1. Regular meeting held September 8, 2021
2. Regular meeting held September 22, 2021

B. A Resolution to Re-Ratify the Existence of a Local Emergency and Authorize Remote Hybrid Meetings of the Legislative Bodies of the City of Irwindale for the Month of December 2021
(Joint Item on the Successor Agency and Housing Authority)

Recommendation: That the City Council, Successor Agency and Housing Authority **adopt Joint Resolution No. 2021-100-3312, Resolution No. SA 2021-101-3313, and HA 2021-07-106** entitled, "A JOINT RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE, SUCCESSOR AGENCY TO THE IRWINDALE COMMUNITY REDEVELOPMENT AGENCY, AND THE BOARD OF THE HOUSING AUTHORITY OF THE CITY OF IRWINDALE, CALIFORNIA, RE-RATIFYING THE PROCLAMATION OF A STATE OF EMERGENCY BY GOVERNOR NEWSOM ON MARCH 4, 2020, AND AUTHORIZING REMOTE HYBRID MEETINGS OF THE LEGISLATIVE BODIES OF THE CITY OF IRWINDALE FOR THE 30-DAY PERIOD BEGINNING DECEMBER 1, 2021 THROUGH DECEMBER 30, 2021 PURSUANT TO THE RALPH M. BROWN ACT AND ASSEMBLY BILL NO. 361".

2. NEW BUSINESS

At this time, members of the audience may ask to be heard regarding an item on New Business.

A. Update on status of Las Casitas Vacancies (Verbal)

B. Amendment to the Guidelines, Policies and Procedures for Senior Low/Moderate Income Housing Apartment Rental Program

Recommendation: **Adopt Resolution No. HA 2021-08-107**, entitled, "A RESOLUTION OF THE BOARD OF DIRECTORS OF THE IRWINDALE HOUSING AUTHORITY APPROVING AN AMENDMENT TO THE GUIDELINES, POLICIES AND PROCEDURES FOR SENIOR LOW/MODERATE INCOME HOUSING APARTMENT RENTAL PROGRAM," reading by title only and waiving further reading thereof.

Department: Authority Counsel

C. Consideration of Financial Aspects of Request for Proposals for Development of Affordable Housing Units on Southern Three (3) Acres of Land Located at 5100 Allen Drive

Recommendation: Provide direction on financial aspects of Request for Proposals for development of affordable housing units on southern three (3) acres of land located at 5100 Allen Drive.

Department: Authority Counsel

D. Project Acceptance and Ratify the Contract Change Orders (CCOs) for the Mayans Housing Project Phase 2 (Irwindale Avenue), Phase 3 (Baca Avenue) and Phase 4 (Mountain Avenue/Ambriz Street)

Recommendation: 1) Ratify the Contract Change Orders for the Mayans Housing Project Phase 2 (Irwindale Avenue), Phase 3 (Baca Avenue), and Phase 4 (Mountain Avenue / Ambriz Street) and accept the project;

2) Approve the final construction contract change orders 1 through 3 for Phase 2 (Irwindale Avenue) in the amount of \$167,315.00;

3) Approve the final construction contract change orders 4 Phase 3 (Baca Avenue) in the amount of \$19,229.00;

4) Approve the final construction contract changes orders 5 for Phase 3 (Mountain Avenue / Ambriz Street) in the amount of \$386,909.00;

5) Accept a construction credit in the amount of \$125,032.00 issued by California American Water for the construction of a water main to service the seven new homes on Ambriz Street (Phase 4 Mountain Avenue);

6) Authorize the Chief Authority Assistant Secretary to file the notice of completion;

7) Authorize the Finance Director to release the project retention amount, including the approved contract change orders, for the Mayans Housing Project Phase 2 (Irwindale Avenue); Phase 3 (Baca Avenue); and Phase 4 (Mountain Avenue/Ambriz Street) at the close of escrow of 704 Ambriz Street.

Department: Administration

3. PUBLIC HEARINGS

At this time, members of the audience may ask to be heard regarding an item on Public Hearings.

4. ADJOURN

AFFIDAVIT OF POSTING

I, Laura M. Nieto, Chief Deputy City Clerk, certify that I caused the agenda for the regular meeting of the City Council, Irwindale Successor Agency to the Irwindale Community Redevelopment Agency, and Housing Authority, to be held on November 10, 2021, be posted at the City Hall, Library, and Post Office on November 4, 2021.

Laura M. Nieto, MMC

Laura M. Nieto, MMC
Chief Deputy City Clerk

Matthew D. Hinks
mhinks@jmbm.com

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(310) 203-8080 (310) 203-0567 Fax
www.jmbm.com

October 27, 2021

VIA ELECTRONIC MAIL (aguerra@awattorneys.com)

Adrian R. Guerra, Esq.
City Attorney, City of Irwindale
ALESHIRE & WYNDER, LLP
18881 Von Karman Avenue
Irvine, California 92612

Re: 5175 Vincent Avenue Project; Agreement for Purchase, Sale &
Development of Real Property and Joint Escrow Instructions

Dear Mr. Guerra:

This litigation hold letter is sent on behalf of Five Points, LLC (the “Developer”) regarding the project that is the subject of the Agreement for Purchase, Sale & Development of Real Property and Joint Escrow Instructions (the “Purchase and Development Agreement” or “Agreement”) by and between the City of Irwindale and M&A Gabae, a California limited partnership (“M&A”). M&A assigned its interest in the Purchase and Development Agreement to the Developer prior to the close of escrow.

On October 13, 2021, the City Council considered and refused to certify the Final Environmental Impact Report (SCH#2018121056), and denied General Plan Amendment No. 02-2017 and Site Plan and Design Review (DA) No. 04-2017 for the ±545,735 square-foot speculative concrete tilt-up building located at 5175 Vincent Avenue (APNs: 8417-034-015, 8417-034-016) (the “Project”).

In light of the City’s actions at the October 13, 2021, City Council hearing, litigation is now likely. Our office is therefore issuing this litigation hold letter to advise the City and all City employees, representatives, Commissioners, and Council members (collectively, the “City”) of its and their obligation to preserve, retain, and not destroy documents, materials and other evidence that may be relevant to legal proceedings regarding the Purchase and Development Agreement, the corresponding Project and the City’s actions. This obligation should be construed broadly. If there is any doubt regarding whether a document should be retained, the City should err on the side of caution and retain it. This obligation is ongoing and includes relevant materials existing now or created or received in the future.

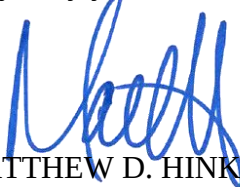
Adrian R. Guerra, Esq.
City Attorney, City of Irwindale
October 27, 2021
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This directive applies to records and documents in any form, wherever kept. Relevant materials include, but are not limited to, all letters, e-mails, instant messages, text messages, drafts, informal files, desk files, handwritten notes, faxes, memoranda, correspondences, forms, calendar entries, address book entries, voicemail, audio and video materials, and any other records stored in hard copy, or any electronic form (such as on an iPhone, tablet or laptop), or any other medium, whether at the office, home, or anywhere else, that relate in any way to the Purchase and Development Agreement and the Project. Both employee and personal devices as well as employee and personal email accounts are subject to this litigation hold letter to the extent that such personal devices were used for City business. This specifically includes work and personal e-mail in-boxes and e-mails and text messages on the personal devices of City Planning Commissioners and City Council members. All audio and video recordings from the Planning Commission and City Council meetings relating to the Project should be preserved as well.

You must identify and inform in writing all relevant employees, agents, consultants, representatives, and any other persons that acted on the City's behalf of the obligations to preserve the materials described herein. Such persons would include those involved in the matters relating to the Purchase and Development Agreement and the Project who are reasonably believed to possess potentially relevant materials, as well as IT or other employees charged with maintaining or backing up the City's electronic systems containing potentially relevant materials. All such persons should disable all auto delete features to ensure the preservation of relevant materials that might otherwise be deleted on a routine basis. Noticed employees should be asked to acknowledge in writing that they will comply with the hold. You must also monitor compliance with the litigation hold, including periodic follow-ups with employees and notices to new employees regarding the hold.

There will be significant ramifications if evidence is lost or destroyed. We appreciate your prompt attention and diligent effort to comply with this litigation hold letter.

Very truly yours,



MATTHEW D. HINKS of
Jeffer Mangels Butler & Mitchell LLP

MDH:mh2

**IRWINDALE CITY COUNCIL CHAMBERS
5050 N. IRWINDALE AVENUE
IRWINDALE, CALIFORNIA 91706**

CC Item 1A1

**SEPTEMBER 8, 2021
WEDNESDAY
5:33 P.M.**

The Irwindale **CITY COUNCIL** met in special session at the above time and place.

ROLL CALL:

Present: Councilmembers Albert F. Ambriz; Mark A. Breceda (arrived at 5:34 p.m.), Manuel R. Garcia; Mayor Pro Tem Larry G. Burrola; Mayor H. Manuel Ortiz

Present: Theresa Olivares, Assistant City Manager; and Adrian Guerra, City Attorney

**SPONTANEOUS
COMMUNICATIONS**

None.

**RECESS TO
CLOSED SESSION**

At 5:34 p.m., the City Council met in Closed Session to discuss the following:

A) Conference with Legal Counsel – Existing Litigation
Pursuant to California Government Code Section 54956.9

Case Name: Calmat Co. dba Vulcan Materials Company vs. City of Irwindale
Case Number: 21PSCV00700

ACTION: Update given, no action taken

B) Conference with Real Property Negotiators
Pursuant to California Government Code Section 54956.8

Property: Olive Pit (APN 8415-001-906, 908)
Agency Negotiator: William Tam, City Manager
Negotiating Parties: United Rock Products Corp.
Under Negotiation: Sublease Price and Terms

ACTION: City Attorney Guerra announced that City Manager Tam was not present for the matter; discussion was held with staff and no reportable action was taken.

ADJOURNMENT

There being no further business to conduct, the meeting was adjourned at 6:37 p.m.

Laura M. Nieto, MMC
Chief Deputy City Clerk

**IRWINDALE CITY COUNCIL CHAMBERS
5050 N. IRWINDALE AVENUE
IRWINDALE, CALIFORNIA 91706**

CC Item 1A2

**SEPTEMBER 8, 2021
WEDNESDAY
6:38 P.M.**

The Irwindale **CITY COUNCIL** met in regular session, beginning at the above time and place.

ROLL CALL:

Present: Councilmembers Albert F. Ambriz, Mark A. Breceda, Manuel R. Garcia; Mayor Pro Tem Larry G. Burrola; Mayor H. Manuel Ortiz

Present: Theresa Olivares, Assistant City Manager; Adrian Guerra, City Attorney; Ty Henshaw, Chief of Police; Arsanious Hanna, Director of Engineering / Building Official; Eva Carreon, Finance Director / City Treasurer; Jeanette Duran, Finance Manager; Marilyn Simpson, Community Development Director; Mary Hull, Human Resources Manager, Elizabeth Rodriguez, Public Services Director; Jeff Wagner, Information Technology Manager; Iris Espino, Assistant to the City Manager; and Laura Nieto, Chief Deputy City Clerk

MAYOR ORTIZ

Mayor Ortiz requested a minute of silence in memory of the victims of the terrorist attacks of September 11, 2001.

**CHANGES TO THE
AGENDA**

**ASSISTANT CITY
MANAGER OLIVARES**

Assistant City Manager Olivares reported that Consent Calendar Item No. 1D would be pulled for a report from staff.

**COUNCILMEMBER
TRAVEL REPORTS**

**MAYOR PRO TEM
BURROLA, MAYOR
ORTIZ, AND
COUNCILMEMBERS
BRECEDA AND GARCIA**

Mayor Pro Tem Burrola, Mayor Ortiz, and Councilmembers Breceda and Garcia reported on their recent attendance at the Independent Cities Association Conference.

**COUNCILMEMBER
COMMENTS**

MAYOR ORTIZ

Mayor Ortiz requested that the meeting be adjourned in memory of Jesse Gomez and Margaret Tapia.

**COUNCILMEMBER
BRECEDA**

Councilmember Breceda requested that the meeting also be adjourned in memory of Olivia Grijalva.

**COUNCILMEMBER
AMBRIZ**

Councilmember Ambriz spoke on the Ambriz Street dedication and Mayans Housing event, and noted the importance of housing projects for the Irwindale community.

MAYOR ORTIZ

Mayor Ortiz noted that he has requested sidewalk repairs on Irwindale Avenue near the Luis Vuitton building and the wash, and

noting that the management company has not made the repairs as of yet, he suggested that city staff perform the repairs and send an invoice for the associated costs to the management company.

**INTRODUCTION OF
NEW EMPLOYEES /
PROMOTIONS**

INTRODUCTION OF
NATHANIEL WOODARD,
ACCOUNT

INTRODUCTION OF NATHANIEL WOODARD, ACCOUNTANT

Finance Manager Duran provided brief background information and introduced Nathaniel Woodard as the new City Accountant.

**PROCLAMATIONS /
PRESENTATIONS /
COMMENDATIONS**

CERTIFICATES OF
RECOGNITION TO
IRWINDALE
BUSINESSES:
CALIFORNIA CUSTOM
FRUITS AND FLAVORS,
INC., DAVIS WIRE
CORPORATION, HUY
FONG IRWINDALE, LLC,
AND READY PAC
FOODS, INC., IN
HONOR OF THEIR
RECOGNITION BY THE
LOS ANGELES COUNTY
SANITATION DISTRICT

CERTIFICATES OF RECOGNITION TO IRWINDALE
BUSINESSES: CALIFORNIA CUSTOM FRUITS AND FLAVORS,
INC., DAVIS WIRE CORPORATION, HUY FONG IRWINDALE, LLC;
AND READY PAC FOODS, INC., IN HONOR OF THEIR
RECOGNITION BY THE LOS ANGELES COUNTY SANITATION
DISTRICT

The presentations were made.

**SPONTANEOUS
COMMUNICATIONS**

FRED BARBOSA

Fred Barbosa asked questions about the development of a site along Vincent Avenue. He also spoke against state requirements that apply to city housing developments.

DENA ZEPEDA

Dena Zepeda Congratulated the Ambriz family, congratulated the businesses recognized tonight, requested that the city budget be posted online, asked whether City Hall's former entryway will be reopened, and asked questions about conflicts of interest.

CONSENT CALENDAR

MOTION

A motion was made by Councilmember Breceda, seconded by Councilmember Garcia, to approve the Consent Calendar, with the

exception of Item No. 1D, which was removed for separate consideration. The motion was unanimously approved.

ITEM NO. 1A
MINUTES

MINUTES

The following minutes were approved:

- 1) Special meeting held July 14, 2021
- 2) Regular meeting held July 14, 2021

ITEM NO. 1B
WARRANTS
/ DEMANDS
/ PAYROLL

WARRANTS / DEMANDS / PAYROLL

The warrants / demands / payroll were approved.

ITEM NO. 1C
FEE WAIVER FOR USE
OF CITY FACILITY
FOR A ONE-DAY
FLEX VOTE CENTER

FEE WAIVER FOR USE OF CITY FACILITY FOR A ONE-DAY FLEX
VOTE CENTER

RESOLUTION NO.
2021-72-3284
ADOPTED

Resolution No. 2021-72-3284, entitled:

"A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE RATIFYING THE AUTHORIZATION FOR TEMPORARY USE OF THE IRWINDALE SENIOR CENTER DINING ROOM FOR THE 2021 GUBERNATORIAL RECALL ELECTION, AND APPROVING A CITY FACILITY FEE WAIVER FOR THE LOS ANGELES COUNTY REGISTRAR RECORDER," was adopted.

END OF CONSENT CALENDAR

ITEM NO. 1D
AWARD OF CONTRACT
FOR CONSTRUCTION
MANAGEMENT AND
INSPECTION SERVICES
FOR THE OFF-SITE
IMPROVEMENTS AT
THE PARK AT LIVE
OAK DEVELOPMENT

AWARD OF CONTRACT FOR CONSTRUCTION MANAGEMENT
AND INSPECTION SERVICES FOR THE OFF-SITE
IMPROVEMENTS AT THE PARK AT LIVE OAK DEVELOPMENT

DIRECTOR HANNA

Director Hanna presented the staff report.

MAYOR ORTIZ

Responding to several questions by Mayor Ortiz, to which Director Hanna advised that: 1) staff selects qualified firms to perform inspection services, 2) this specific firm does not conduct housing-related inspections for the city, 3) the inspectors would submit weekly reports, and 4) the developer will pay for the cost of the contract.

DENA ZEPEDA Dena Zepeda thanked Mayor Ortiz for asking his questions.

MOTION A motion was made by Mayor Ortiz, seconded by Councilmember Ambriz, to: 1) authorize the City Manager to enter into an agreement with FCG Consultants for As-Needed Construction Management and Inspection Services for the Off-Site Improvements at The Park at Live Oak Development in the amount of \$358,413.00; 2) approve a 20% contingency in the amount of \$71,683.00 to cover any additional Construction Management and Inspection Services needed to address unforeseeable work during the project. The motion was unanimously approved.

NEW BUSINESS

ITEM NO. 2A
INTRODUCTION AND
FIRST READING OF
ORDINANCE NO. 758
PERTAINING TO AN
AMENDMENT OF THE
RECLAMATION FUND
ANNUAL DEPOSIT INTRODUCTION AND FIRST READING OF ORDINANCE NO. 758
PERTAINING TO AN AMENDMENT OF THE RECLAMATION FUND
ANNUAL DEPOSIT (Joint Item with Reclamation Authority)

DIRECTOR CARREON Director Carreon presented the staff report.

MAYOR ORTIZ Responding to questions by Mayor Ortiz, Director Carreon clarified the reason for the reclamation fund cap reduction to \$13.4 million was due to three quarries either having been completed or near completion. She further explained how interest on the fund is earned.

ORDINANCE NO. 758
INTRODUCED FOR
FIRST READING **Ordinance No. 758**, entitled:

"AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF IRWINDALE APPROVING THE AMENDMENT OF SECTION 17.60.150 OF CHAPTER 17.60 OF TITLE 17 OF THE IRWINDALE MUNICIPAL CODE RELATED TO THE RECLAMATION FUND REQUIRED ANNUAL DEPOSIT," was introduced for first reading, reading by title only and waiving further reading thereof, on the motion of Councilmember Ambriz, seconded by Councilmember Garcia, and unanimously approved.

CITY MANAGER'S REPORT

CHIEF DEPUTY CITY
CLERK NIETO Chief Deputy City Clerk Nieto reported that the city will be hosting a one-day flex vote center at the Irwindale Senior Center on September 12.

DIRECTOR RODRIGUEZ Director Rodriguez reported on activities and programs from the Recreation, Senior Center, and Aquatics classes.

ASSISTANT CITY
MANAGER OLIVARES

Assistant City Manager Olivares advised that work on the Morada Street parking lots will begin on September 15 and is expected to be completed by October 14, provided an update on the Library's tutoring program, and provided an update on SB 9 and staff's recommendation to oppose.

DENA ZEPEDA

Dena Zepeda thanked staff for the wonderful programs but complained about program limitations.

**AGENDA ITEMS
REQUESTED BY
COUNCILMEMBERS**

COUNCILMEMBER
BRECEDA

Councilmember Breceda requested to place an item on an upcoming agenda to discuss potentially waiving fees for plan checks for residents that wish to remodel their residential properties.

MAYOR ORTIZ

Mayor Ortiz requested to place an item on an upcoming agenda to discuss the requirements for the Las Casitas apartment program to potentially be implemented after the current application process.

ADJOURNMENT

There being no further business to conduct, the meeting was adjourned at 7:32 p.m., in memory of Jesse Gomez, Margaret Tapia, and Olivia Grijalva.

Laura M. Nieto, MMC
Chief Deputy City Clerk

**IRWINDALE CITY COUNCIL CHAMBERS
5050 N. IRWINDALE AVENUE
IRWINDALE, CALIFORNIA 91706**

CC Item 1A3

**SEPTEMBER 22, 2021
WEDNESDAY
5:35 P.M.**

The Irwindale **CITY COUNCIL** met in special session at the above time and place.

ROLL CALL:

Present: Councilmembers Albert F. Ambriz; Mark A. Breceda;
Mayor Pro Tem Larry G. Burrola; Mayor H. Manuel Ortiz

Absent: Councilmember Manuel R. Garcia

Present: William Tam, City Manager, Mary Hull, Human Resources
Manager, and Adrian Guerra, City Attorney

**SPONTANEOUS
COMMUNICATIONS**

None.

**RECESS TO
CLOSED SESSION**

At 5:34 p.m., the City Council met in Closed Session to discuss the
following:

A) Conference with Labor Negotiator

Pursuant to California Government Code Section 54957.6

Agency Designated Representative: William Tam, City Manager;
Adrian Guerra, Legal Counsel, and Mary Hull, Human Resources
Manager

Employee Organizations: IMEA, ICEA, IPOA, and Unrepresented
Employees

ACTION: Update provided, no action taken

B) Conference with Real Property Negotiators

Pursuant to California Government Code Section 54956.8

Property: Olive Pit (APN 8415-001-906, 908)

Agency Negotiator: William Tam, City Manager

Negotiating Parties: United Rock Products Corp.

Under Negotiation: Sublease Price and Terms

ACTION: Discussed, direction provided to staff; no reportable action
taken

C) Conference with Legal Counsel – Exposure to Litigation

Significant Exposure to Litigation Pursuant to Government Code
Section 54956.9(d) (2), (e)(1)

Number of potential cases: One (1)

A point has been reached where, in the opinion of the City Council
and on the advice of its legal counsel, based on existing facts and
circumstances, here is a significant exposure to litigation against the

City, but the City believes are not yet known to a potential plaintiff or plaintiffs, which facts and circumstances need not be disclosed.

ACTION: Not discussed

ADJOURNMENT

There being no further business to conduct, the meeting was adjourned at 6:32 p.m.

Laura M. Nieto, MMC
Chief Deputy City Clerk

**IRWINDALE CITY COUNCIL CHAMBERS
5050 N. IRWINDALE AVENUE
IRWINDALE, CALIFORNIA 91706**

CC Item 1A4

**SEPTEMBER 22, 2021
WEDNESDAY
6:32 P.M.**

The Irwindale **CITY COUNCIL** met in regular session, beginning at the above time and place.

ROLL CALL:

Present: Councilmembers Albert F. Ambriz, Mark A. Breceda, Mayor Pro Tem Larry G. Burrola, Mayor H. Manuel Ortiz

Absent: Councilmember Manuel R. Garcia

Present: William Tam, City Manager; Theresa Olivares, Assistant City Manager; Adrian Guerra, City Attorney; Robert Avila, Police Sergeant; Arsanious Hanna, Director of Engineering / Building Official; Eva Carreon, Finance Director / City Treasurer; Jeanette Duran, Finance Manager; Marilyn Simpson, Community Development Director; Mary Hull, Human Resources Manager, Elizabeth Rodriguez, Public Services Director; Jeff Wagner, Information Technology Manager; Iris Espino, Assistant to the City Manager; and Laura Nieto, Chief Deputy City Clerk

**CHANGES TO THE
AGENDA**

CITY MANAGER TAM

City Manager Tam stated that Item No. 1D would be removed for separate consideration at the request of Mayor Ortiz, and that Item No. 2C would be pulled from tonight's meeting and will be considered at a later date.

**COUNCILMEMBER
TRAVEL REPORTS**

**COUNCILMEMBERS
AMBRIZ, BRECEDA,
MAYOR PRO TEM
BURROLA,
MAYOR ORTIZ**

Councilmembers Ambriz and Breceda, Mayor Pro Tem Burrola, and Mayor Ortiz each spoke on their attendance at the Contract Cities conference held recently in Indian Wells.

**COUNCILMEMBER
COMMENTS**

**COUNCILMEMBER
AMBRIZ**

Councilmember Ambriz congratulated Chief Henshaw on having been appointed President of the California Peace Officers Association and stated that he has requested that Chief Henshaw look into reports of illicit behavior near a city business.

**MAYOR PRO TEM
BURROLA**

Mayor Pro Tem Burrola requested that banners be placed on light poles along Irwindale Avenue to honor living and deceased military veterans.

**INTRODUCTION OF
NEW EMPLOYEES /
PROMOTIONS**

INTRODUCTION OF
DANIEL GRIJALVA,
AQUATICS
SUPERVISOR

INTRODUCTION OF DANIEL GRIJALVA, AQUATICS
SUPERVISOR

Director Rodriguez provided brief background information and introduced Daniel Grijalva as the new Aquatics Supervisor.

**PROCLAMATIONS /
PRESENTATIONS /
COMMENDATIONS**

IRWINDALE CHAMBER
OF COMMERCE
BUSINESS OF THE
MONTH – CALIFORNIA
CUSTOM FRUITS &
FLAVORS

IRWINDALE CHAMBER OF COMMERCE BUSINESS OF THE
MONTH – CALIFORNIA CUSTOM FRUITS & FLAVORS

The presentation was made.

GOLD LINE PROJECT
PRESENTATION –
REQUESTED BY
MAYOR ORTIZ

GOLD LINE PROJECT PRESENTATION – REQUESTED BY
MAYOR ORTIZ

The presentation was made.

**SPONTANEOUS
COMMUNICATIONS**

MEGAN ZEPEDA

Megan Zepeda congratulated Chief Henshaw and Daniel Grijalva on their appointments and requested that the city budget be made available online.

DENA ZEPEDA

Dena Zepeda congratulated staff and made allegations of impropriety by staff, Council, and the former City Attorney, and lamented that she has difficulty understanding Planning Commission staff reports.

TRACEY
COOPER-HARRIS

Tracey Cooper-Harris with Congresswoman Napolitano's Office introduced herself and presented a brief update on the Congresswoman's recent activities and upcoming events.

CARMEN ROMAN

Carmen Roman congratulated staff, requested more police visibility around city streets, and requested that residents be notified of job openings.

FRED BARBOSA

Fred Barbosa requested more than the customary three minutes for individuals to speak on agenda items.

CONSENT CALENDAR

MOTION

A motion was made by Councilmember Breceda, seconded by Councilmember Ambriz, to approve the Consent Calendar, with the exception of Item No. 1D, which was removed for separate consideration. The motion was unanimously approved; Councilmember Garcia absent and Mayor Ortiz abstaining on Check No. 74967 as part of Item No. 1B.

ITEM NO. 1A
MINUTES

MINUTES

The following minutes were approved:

ITEM NO. 1B
WARRANTS
/ DEMANDS
/ PAYROLL

WARRANTS / DEMANDS / PAYROLL

The warrants / demands / payroll were approved.

ITEM NO. 1C
APPROVE THE
OUT-OF-STATE
TRAVEL TO THE 57TH
ANNUAL CA
NARCOTIC OFFICERS'
ASSOC. TRAINING
INSTITUTE AND LAW
ENFORCEMENT
SERVICES EXPO

APPROVE THE OUT-OF-STATE TRAVEL TO THE 57TH ANNUAL CALIFORNIA NARCOTIC OFFICERS' ASSOCIATION (CNOA) TRAINING INSTITUTE AND LAW ENFORCEMENT SERVICES EXPO FOR DETECTIVE SERGEANT RUDY GATTO, DETECTIVE CORPORAL DIEGO CORNEJO, DETECTIVE RAYMOND GONZALES, DETECTIVE JORGE RODRIGUEZ, AND DETECTIVE NICHOLAS LOPEZ

RESOLUTION NO.
2021-73-3285
ADOPTED

Resolution No. 2021-73-3285, entitled:

"A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRVINDALE APPROVING THE OUT-OF-STATE TRAVEL TO THE CNOA INSTITUTE EQUIPMENT AND SERVICES EXPO IN RENO, NEVADA, FOR DETECTIVE SERGEANT RUDY GATTO, DETECTIVE CORPORAL DIEGO CORNEJO, DETECTIVE RAYMOND GONZALES, DETECTIVE JORGE RODRIGUEZ, AND DETECTIVE NICHOLAS LOPEZ," was adopted.

ITEM NO. 1E
PROPOSED END-OF
YEAR CLOSURE OF
CITY FACILITIES FOR
2021

PROPOSED END-OF-YEAR CLOSURE OF CITY FACILITIES FOR 2021

The closure of some city facilities during the period of Monday, December 20, 2021, through and including Sunday, January 2, 2022, was approved, and the City Manager was authorized to implement said closure.

ITEM NO. 1F
ADOPT RESOLUTION

ADOPT RESOLUTION NO. 2021-76-3288 APPOINTING A VOTING DELEGATE FOR 2021 LEAGUE OF CALIFORNIA CITIES ANNUAL

APPROVING A VOTING
DELEGATE FOR 2021
LEAGUE OF CA CITIES
ANNUAL CONF. -
ANNUAL BUSINESS
MEETING

CONFERENCE – ANNUAL BUSINESS MEETING; OPPOSE THE
ONLINE SALES TAX EQUITY RESOLUTION PROPOSED BY CAL
CITIES; AND SUPPORT THE SECURING RAILROAD PROPERTY
MAINTENANCE RESOLUTION PROPOSED BY CAL CITIES

RESOLUTION NO.
2021-76-3288
ADOPTED

Resolution No. 2021-76-3288, entitled:

“A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
IRWINDALE APPOINTING A VOTING DELEGATE FOR THE 2021
LEAGUE OF CALIFORNIA CITIES ANNUAL CONFERENCE,” was
adopted, opposed the proposed League of California Cities
Resolution regarding Online Sales Tax Equity Resolution and
directed the voting delegate to vote in opposition to the resolution,
and supported the proposed League of California Cities Resolution
regarding securing Railroad Property Maintenance and directed the
voting delegate to vote in support of the resolution.

ITEM NO. 1G
APPROVE THE
PURCHASE OF AN
ALTERNATIVE
RECREATION VEHICLE,
WAIVE FORMAL
BIDDING PROCEDURE
AND APPROPRIATE
ADDITIONAL FUNDS

APPROVE THE PURCHASE OF AN ALTERNATIVE RECREATION
VEHICLE, WAIVE FORMAL BIDDING PROCEDURE AND
APPROPRIATE ADDITIONAL FUNDS

RESOLUTION NO.
2021-77-3289
ADOPTED

Resolution No. 2021-77-3289, entitled:

“A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
IRWINDALE WAIVING FORMAL BIDDING PROCEDURES
PURSUANT TO IRWINDALE MUNICIPAL CODE SECTION
3.44.080(E), AUTHORIZING THE ISSUANCE OF A PURCHASE
ORDER, AND AUTHORIZING THE CITY MANAGER TO ENTER
INTO AN AGREEMENT FOR A CHEVROLET SUBURBAN FOR
THE RECREATION DIVISION, AND APPROPRIATING
ADDITIONAL FUNDS,” was adopted.

ITEM NO. 1H
REGIONAL FOOD
RECOVERY
PROGRAM MOA
BETWEEN THE CITY
OF IRWINDALE AND
THE SAN GABRIEL
VALLEY COUNCIL OF
GOVERNMENTS

REGIONAL FOOD RECOVERY PROGRAM MEMORANDUM OF
AGREEMENT BETWEEN THE CITY OF IRWINDALE AND THE
SAN GABRIEL VALLEY COUNCIL OF GOVERNMENTS

RESOLUTION NO.
2021-78-3290
ADOPTED

Resolution No. 2021-78-3290, entitled:

"A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE APPROVING THE MEMORANDUM OF AGREEMENT BETWEEN THE SAN GABRIEL VALLEY COUNCIL OF GOVERNMENTS AND THE CITY OF IRWINDALE FOR PARTICIPATION IN THE SAN GABRIEL VALLEY REGIONAL FOOD RECOVERY PROGRAM, AUTHORIZING THE CITY MANAGER TO EXECUTE THE MEMORANDUM OF AGREEMENT, AND APPROPRIATING FUNDS FOR THE REGIONAL FOOD RECOVERY PROGRAM AS REQUIRED BY SENATE BILL 1383 (LARA) AND CALRECYCLE REGULATIONS," was adopted.

ITEM NO. 1I
CALTRANS
LANDSCAPE
MAINTENANCE
AGREEMENT

CALTRANS LANDSCAPE MAINTENANCE AGREEMENT

The Mayor and the City Manager were authorized to execute a Landscape Maintenance Agreement between the City of Irwindale and the California Department of Transportation (CalTrans).

ITEM NO. 1J
ACCEPTANCE OF THE
2020-2021
RESURFACING
PROJECT; P-1026

ACCEPTANCE OF THE 2020-2021 RESURFACING PROJECT; P-1026

1) The changes to the original scope of work were ratified and the improvements and maintenance responsibilities for the constructed Improvements of the 2020-2021 Resurfacing Project, which includes Buena Vista Street from Avenida Barbosa to City limits and Avenida Barbosa, were accepted; 2) the final construction project amount of \$544,311.93 under the construction contract with Hardy and Harper was approved; 3) the final construction management and inspection services contract with SA Associates in the amount of \$43,920.38, was approved; 4) the City Clerk was authorized to record the Notice of Completion; and 5) the Finance Director was authorized to release the 5% retention amount for the construction project.

ITEM NO. 1K
CONSIDERATION OF
SETTLEMENT AGMT.
AND MUTUAL
RELEASE BETWEEN
BEADOR
CONSTRUCTION
COMPANY, INC., AND
CITY OF IRWINDALE

CONSIDERATION OF SETTLEMENT AGREEMENT AND MUTUAL RELEASE BETWEEN BEADOR CONSTRUCTION COMPANY, INC., AND CITY OF IRWINDALE, LOS ANGELES SUPERIOR COURT CASE NO. 21STCV14867

1) The Settlement Agreement and Mutual Release Between Beador Construction Company, Inc., and the City of Irwindale, was approved, and 2) the City Manager was authorized to execute same.

ITEM NO. 1L
JANUARY 3, 2006,
HANSON
AGGREGATES
WEST, INC.

JANUARY 3, 2006 HANSON AGGREGATES WEST, INC.
DEVELOPMENT AGREEMENT – LETTER OF CONSENT

The City Council authorized the Mayor to execute the letter of consent.

DEVELOPMENT
AGREEMENT –
LETTER OF CONSENT

END OF CONSENT CALENDAR

<u>ITEM NO. 1D</u> ACCEPTANCE OF CA OFFICE OF TRAFFIC SAFETY FEDERAL GRANT FUNDS IN THE AMOUNT OF \$90K FOR TRAFFIC SAFETY EDUCATION AND IMPAIRED DRIVING ENFORCEMENT	ACCEPTANCE OF CALIFORNIA OFFICE OF TRAFFIC SAFETY (OTS) FEDERAL GRANT FUNDS IN THE AMOUNT OF \$90,000.00 FOR TRAFFIC SAFETY EDUCATION AND IMPAIRED DRIVING ENFORCEMENT

MAYOR ORTIZ	Mayor Ortiz commended Police Department staff in working to obtain the grant, which would assist in accomplishing the goal of reducing injuries and deaths caused by drunk and impaired drivers.

SERGEANT AVILA	Sergeant Avila elaborated briefly on the goals that could be achieved with this grant.

CARMEN ROMAN	Carmen Roman asked about purchasing city vehicles.

SUZANNE GOMEZ	Suzanne Gomez congratulated Chief Henshaw and requested that consideration be given to implementing ongoing bike patrols and park patrols.

MOTION	A motion was made by Mayor Ortiz, seconded by Councilmember Ambriz, to: 1) approve and authorize the City Manager to sign the 2021-2022 Selective Traffic Enforcement Program (STEP) Grant Agreement between California Office of Traffic Safety (OTS) and the City of Irwindale, and 2): adopt:

RESOLUTION NO. 2021-75-3287 ADOPTED	Resolution No. 2021-75-3287 , entitled: "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE APPROVING THE ACCEPTANCE OF THE CALIFORNIA OFFICE OF TRAFFIC SAFETY FEDERAL GRANT FUNDS IN THE AMOUNT OF \$90,000.00 FOR THE SELECTIVE TRAFFIC ENFORCEMENT PROGRAM (STEP), AND APPROVING APPROPRIATIONS OF THESE FUNDS IN THE CITY'S FEDERAL GRANT FUND." The motion was unanimously approved.

NEW BUSINESS

<u>ITEM NO. 2A</u> IN-PERSON	IN-PERSON ATTENDANCE AT PUBLIC MEETINGS BEGINNING OCTOBER 2021

ATTENDANCE AT
PUBLIC MEETINGS
BEGINNING OCTOBER
2021

ASSISTANT CITY
MANAGER OLIVARES

Assistant City Manager Olivares presented the staff report.

SUZANNE GOMEZ,
DENA ZEPEDA, AND
CARMEN ROMAN

Suzanne Gomez, Dena Zepeda, and Carmen Roman suggested continuing to hold meetings virtually, opposed implementing speaker cards, and requested more than three minutes to speak on items of concern before city legislative bodies.

MAYOR ORTIZ

Responding to a question by Mayor Ortiz, Assistant City Manager Olivares elaborated on the options available, as detailed in the staff report.

Mayor Ortiz expressed his preference that meetings be held in person and via online webinars at least until the end of the year and evaluate the results. He also opposed implementing speaker cards.

MAYOR PRO TEM
BURROLA

Mayor Pro Tem Burrola suggested continuing to hold meetings virtually and opposed implementing speaker cards.

COUNCILMEMBER
AMBRIZ

Councilmember Ambriz requested that meetings continue being held virtually and opposed implementing speaker cards.

COUNCILMEMBER
BRECEDA

Councilmember Breceda concurred with Mayor Ortiz and agreed that speaker cards are not necessary.

ASSISTANT CITY
MANAGER OLIVARES

Assistant City Manager Olivares noted that virtual meetings would be permitted to be held if the City declares a local emergency every 30 days. She also noted that disruptions of internet service during virtual meetings would require the meeting to be stopped until service is restored. She also mentioned the possibility of holding meetings in person while also live-streaming the meeting online, though this would not permit individuals to participate while they are off-site. She requested that the Council clearly define its preferences.

COUNCILMEMBER
BRECEDA

Councilmember Breceda stated that he was fine with continuing to hold meetings virtually until the end of the year, as stated by Mayor Ortiz. He also noted that other cities that broadcast their meetings over cable tv do not have the ability for viewers to comment during the meetings.

CITY ATTORNEY
GUERRA

City Attorney Guerra clarified that the statute appears to only permit one alternative, and not a combination of options. Either the Council goes back to in-person meetings such as those that were held before the pandemic with the possibility of streaming it online with no public

participation while off-site, or hold meetings virtually with no in-person attendance by members of the public.

- MAYOR ORTIZ
Mayor Ortiz suggested holding in-person meetings with members of the public being able to make comments only while attending in-person, and streaming it over Zoom.
- COUNCILMEMBER BRECEDA
Councilmember Breceda suggested returning the meetings to the format they were held before the pandemic.
- COUNCILMEMBER AMBRIZ
Councilmember Ambriz noted higher participation rates by members of the public during virtual meetings and suggested to continue holding meetings virtually and reevaluate the matter in January.
- MAYOR ORTIZ
Mayor Ortiz noted the desire of many individuals to attend the meetings in person, and repeated his desire to hold meetings in-person and live streaming the meetings online.
- MEGAN ZEPEDA, DENA ZEPEDA, AND CARMEN ROMAN
Megan Zepeda, Dena Zepeda, and Carmen Roman suggested holding meetings in person and via Zoom.
- SUZANNE GOMEZ
Suzanne Gomez suggested contacting the city's lobbyists to see if they can help change the restriction on holding hybrid meetings. She also suggested amending the City Charter.
- CITY ATTORNEY GUERRA
City Attorney Guerra noted that the information that Assistant City Manager Olivares presented is derived directly from the Governor's Executive Order. He added that, even though Irwindale is a charter city, it is not exempt from the Executive Order. He further stated that many cities are hopeful that legislation will be enacted to allow for a combination/hybrid type of meeting, but as of now, that does not appear to be the case.
- COUNCILMEMBER AMBRIZ
Councilmember Ambriz voiced his displeasure at the inability of holding hybrid meetings.
- MAYOR PRO TEM BURROLA
Mayor Pro Tem Burrola stated his belief that the Council can enact a resolution that would overrule the state's edict.
- CITY ATTORNEY GALANTE
Responding to varying comments, City Attorney Guerra advised that, should the Council take no action, the meetings will revert to traditional Brown Act meetings, all in-person, with the possibility of broadcasting the meetings online but without the option for viewers to participate with comments. However, should the Council wish to maintain virtual meetings, then the Council would need to adopt a resolution declaring that there is an imminent harm by having members of the public attend.

MOTION A motion was made by Councilmember Ambriz, seconded by Councilmember Breceda, to direct staff to prepare a resolution as described by City Attorney Guerra in order to maintain virtual meetings as are currently being held, and revisit the matter in January. The motion was unanimously approved.

ITEM NO. 2B
DISCUSS WAIVER OF PLAN CHECK FEES FOR RESIDENTIAL PROJECTS PURSUANT TO THE CITY OF IRWINDALE'S FEE ADJUSTMENT POLICY **DISCUSS WAIVER OF PLAN CHECK FEES FOR RESIDENTIAL PROJECTS PURSUANT TO THE CITY OF IRWINDALE'S FEE ADJUSTMENT POLICY**

ASSISTANT CITY MANAGER OLIVARES Assistant City Manager Olivares presented the staff report.

COUNCILMEMBER BRECEDA Replying to a question by Councilmember Breceda, City Attorney Guerra advised that the request may raise questions if it gives the impression of benefitting private individuals. He stated that, if a program or policy is established to waive said fees, it would need to identify the benefit to the public. He stated his willingness to research the matter, should the Council request it.

CARMEN ROMAN Carmen Roman questioned Councilmember Breceda's suggestion.

DENA ZEPEDA Dena Zepeda stated that waiving fees for residents would benefit residents.

COUNCILMEMBER BRECEDA Councilmember Breceda requested for City Attorney Guerra to look into the request and present a detailed report to the Council.

MAYOR PRO TEM BURROLA Mayor Pro Tem Burrola suggested that the report include the cost of all associated permits that a typical homeowner may expect to pay for when constructing a home addition.

ITEM NO. 2C
ADOPTION OF RESOLUTION SUPPORTING INSTALLATION OF A SIGNALIZED BICYCLE CROSSING AT VINCENT AVENUE / BIG DALTON WASH BY LOS ANGELES COUNTY PUBLIC WORKS **ADOPTION OF RESOLUTION SUPPORTING INSTALLATION OF A SIGNALIZED BICYCLE CROSSING AT VINCENT AVENUE / BIG DALTON WASH BY LOS ANGELES COUNTY PUBLIC WORKS**

ADOPTION OF RESOLUTION SUPPORTING INSTALLATION OF A SIGNALIZED BICYCLE CROSSING AT VINCENT AVENUE / BIG DALTON WASH BY LOS ANGELES CO. PUBLIC WORKS This item was removed from the agenda at the request of staff.

ITEM NO. 2D
VERBAL UPDATE
ON SIDEWALK
REPAIRS

VERBAL UPDATE ON SIDEWALK REPAIRS

DIRECTOR SIMPSON

Director Simpson provided the verbal update. She advised that Code Enforcement staff contacted the new property management company, who have hired a contractor that has already begun work repairing the sidewalk on Irwindale Avenue, and should be finished with the area near the Big Dalton Wash by next week.

MAYOR ORTIZ

Mayor Ortiz thanked staff and expressed his hope that the repairs would be finalized by next week.

COUNCILMEMBER
AMBRIZ

Councilmember Ambriz thanked staff for addressing infrastructure concerns.

DENA ZEPEDA

Dena Zepeda thanked staff.

LEGISLATIVE UPDATE

ASSISTANT CITY
MANAGER OLIVARES

Assistant City Manager Olivares made a PowerPoint presentation with updates on SB8, SB9, and SB10.

CITY MANAGER'S
REPORT

DIRECTOR
RODRIGUEZ

Director Rodriguez presented an update on the activities and programs from the Irwindale Chamber of Commerce, and the Recreation, Aquatics, and Senior Center divisions.

AGENDA ITEMS
REQUESTED BY
COUNCILMEMBERS

None.

ADJOURNMENT

There being no further business to conduct, the meeting was adjourned at 8:45 p.m.

Laura M. Nieto, MMC
Chief Deputy City Clerk

CITY OF IRWINDALE
PAYROLL WARRANT REGISTER
October 2021

CC Item 1B

Payroll Batch DATE OF ISSUE 10/7/21	402-10-21, 403-10-21 DEPARTMENT	AMOUNT
	11 City Council	1,731.15
	13 City Administrative Office	43,761.84
	14 Finance Department	21,461.75
	15 Summer Youth	-
	35 Police Department	193,430.82
	40 Recreation Department	19,252.81
	41 Aquatics Department	4,488.29
	42 Senior Citizens' Center	13,147.90
	44 Library	11,086.43
	51 Planning & Community Development	19,933.53
	52 Public Works - Engineering	27,565.90
	57 Public Works - Services	46,606.89
	Gross Payroll	402,467.31
	Required Deductions	(112,557.01)
	Voluntary Deductions	(16,462.28)
	Net Payroll	273,448.02
Payroll Batch DATE OF ISSUE 10/21/21	416-10-21, 417-10-21 DEPARTMENT	AMOUNT
	11 City Council	5,056.15
	13 City Administrative Office	43,997.82
	14 Finance Department	20,505.40
	15 Summer Youth	-
	35 Police Department	177,156.14
	40 Recreation Department	19,836.00
	41 Aquatics Department	4,398.47
	42 Senior Citizens' Center	13,914.68
	44 Library	9,804.42
	51 Planning & Community Development	21,909.78
	52 Public Works - Engineering	27,312.53
	57 Public Works - Services	47,737.22
	Gross Payroll	391,628.61
	Required Deductions	(107,290.70)
	Voluntary Deductions	(16,680.11)
	Net Payroll	267,657.80
Payroll Batch DATE OF ISSUE 10/26/21	426-10-21 DEPARTMENT	AMOUNT
	52 Public Works - Engineering	3,374.22
	Gross Payroll	3,374.22
	Required Deductions	(716.78)
	Voluntary Deductions	-
	Net Payroll	2,657.44

Electronic Payments

October 2021

October 16 - 31, 2021



Number	Vendor Name	Date	Amount
ACH	CalPERS	10/22/2021	1.38
ACH	CalPERS	10/27/2021	73,814.40
ACH	EDD	10/27/2021	19,525.72
ACH	Federal Tax	10/27/2021	54,347.17
ACH	EDD	10/28/2021	234.58
ACH	Federal Tax	10/28/2021	417.65
ACH	Nationwide-457 Plan & Trust	10/21/2021	13,210.72
ACH	Nationwide-Roth Cotribution-457 Plan & Trust	10/21/2021	3,429.00
ACH	ICMA	10/21/2021	13.39
ACH	PARS-FT	10/21/2021	27,043.91
ACH	PARS-PT	10/21/2021	1,041.08
596	Vulcan Donation to ICF	10/18/2021	2,500.00
	Report Total:		<u>195,579.00</u>

- ☒ City Council
- ☐ Successor Agency
- ☐ Housing Authority
- ☐ Reclamation Authority
- ☐ Joint Powers Authority

City of
IRWINDALE
AGENDA REPORT

CC Item 1C

Date: November 10, 2021
To: Honorable Mayor and Members of the City Council
From: William K. Tam, City Manager
Issue: Approval of Library Code of Conduct, Chromebook & Hotspot Device Lending Policy and Agreement, Library of Things Lending Policy and Agreement

City Manager's Recommendation:

That the City Council approve the attached Library Code of Conduct, Chromebook & Hotspot Device Lending Policy and Agreement, Library of Things Policy and Agreement.

Administrative Action:

Submitted by:

Theresa Olivares, Assistant City Manager
(626) 430-2294



Prepared by:

Shayna Balli, City Librarian



Reviewed by:

Adrian R. Guerra, City Attorney

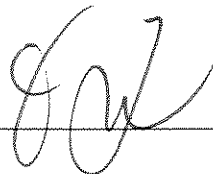
Electronically Approved

Eva Carreon, Finance Director / City Treasurer



Approved by:

William K. Tam, City Manager



Background and Analysis:

The attached Library Code of Conduct, Chromebook & Hotspot Device Lending Policy and Agreement, and the Library of Things Policy and Agreement have been prepared for the City Council's approval. These policies will be implemented immediately upon approval by the City Council.

Library Code of Conduct

The purpose of the Library Code of Conduct is to protect the rights and safety of library users, volunteers, and staff alike, ensuring a comfortable and safe environment to access ideas, information, and technology.

With public service being its highest priority, the Library has established certain rules and regulations governing its use, such that all persons may enjoy the benefits of the Library. All Library Staff are authorized and expected to enforce these rules and regulations and may intervene to stop prohibited activities or behaviors. Individuals visiting the Library or using its facilities or services must comply with this Code of Conduct.

Individuals who interfere with Library Staff in the performance of their duties or who fail to follow any instructions by a staff member to correct prohibited behavior will be subject to exclusion from Library property.

This Code of Conduct incorporates exclusion periods and other consequences that may be imposed by the Library but does not preclude or supersede other consequences or penalties that may be imposed by Federal, State or local law. Illegal activity, as well as willful or repeated violations of this Code of Conduct or other posted Library regulations may result in removal from the facility and/or suspension of Library privileges. In addition, where authorized by Federal, State or local law, violations of this Code of Conduct may also result in arrest. Repeated violations will result in longer periods of exclusion. Library users who wish to request a reasonable modification of this Code of Conduct due to a disability or health problem may contact Library Staff or City Administration.

Library Staff shall provide all persons who have been excluded from Library premises with a written notice informing the person of the specific nature of the code violation and of the appeal procedure available to people whose future access to the Library premises has been restricted. Library Staff will provide such notice in-person at the time a person is excluded from the premises or, by mail or email, within a reasonable time thereafter. The Notice of Exclusion shall be effective immediately upon issuance and failure or refusal of the excluded person to sign the notice shall not effect its validity.

Chromebook & Hotspot Device Lending Policy and Agreement

As previously reported to the City Council, staff secured Coronavirus Aid, Relief, and Economic Security (CARES) Act Funding from the State Library for the purchase of eight Chromebooks and ten Hotspot Devices to support ongoing efforts to help bridge the digital divide in communities. The Library, in receipt of these devices, desires to place them in circulation for patrons to check out. To ensure that these devices are used in a proper manner, it is necessary for the City Council to approve the attached Chromebook & Hotspot Device Lending Policy.

Library of Things Lending Policy and Agreement

A Library of Things is a collection of items for patrons to checkout - from tool kit sets to kitchen equipment to musical instruments - that expands the boundaries of traditionally defined library materials. With this collection, the Library aims to offer the physical tools needed to support lifelong learning and creativity by providing new ways for individuals to interact and explore. The collection supports the Library's mission to "provide access to ideas, knowledge and intellectual resources in various formats that satisfy the educational and recreational needs of the Community."

The Library of Things Lending Policy and Agreement has been established to further support the Library's operations and ensure consistent, high quality, library service that provides diverse opportunities for community learning and engagement, wise use of Library resources, and fair treatment of Library staff and Library users.

Fiscal Impact:

None

Attachment(s):

1. Library Code of Conduct
2. Library Notice of Exclusion
3. Library Chromebook & Hotspot Device Lending Policy and Agreement
4. Library of Things Lending Policy and Agreement



Irwindale Public Library

Policy: Library Code of Conduct

The City of Irwindale welcomes you to the Irwindale Public Library. The purpose of this policy is to protect the rights and safety of library users, volunteers and staff alike, ensuring a comfortable and safe environment to access ideas, information, and technology. Respectful use of the Library and its property is to be exercised at all times.

Practice: With public service being its highest priority, the Library has established certain rules and regulations governing its use, such that all persons may enjoy the benefits of the Library. All Library staff are authorized and expected to enforce these rules and regulations and may intervene to stop prohibited activities or behaviors. Individuals visiting the Library or using its facilities or services must comply with this Code of Conduct.

Individuals who interfere with Library Staff in the performance of their duties or who fail to follow any instructions by a staff member to correct prohibited behavior will be subject to exclusion from Library property. Individuals refusing to leave after receiving a notice of exclusion will be subject to arrest and prosecution under California Penal Code Section 602.1(b).

This Code of Conduct incorporates exclusion periods and other consequences that may be imposed by the Library but does not preclude or supersede other consequences or penalties that may be imposed by Federal, State or local law. Illegal activity, as well as willful or repeated violations of this Code of Conduct or other posted Library regulations may result in removal from the facility and/or suspension of Library privileges. In addition, where authorized by Federal, State or local law, violations of this Code of Conduct may also result in arrest. Repeated violations will result in longer periods of exclusion. Library users who wish to request a reasonable modification of this Code of Conduct due to a disability or health problem may contact Library staff or City Administration at 626-430-2200.

TO ENSURE ACCESS TO LIBRARY SERVICES AND FOR THE SAFETY OF ALL USERS, THE FOLLOWING BEHAVIORS ARE PROHIBITED ON LIBRARY PROPERTY.

Level One Minor Violations		Consequences (Exclusion Period)		
		1 st Offense	2 nd Offense	3 rd Offense
1	Entering the Library without clothing covering the upper and lower body or without shoes or other footwear.	Verbal warning only—Library user may correct or leave	1 Day	7 Days
2	Making any loud or disruptive noise, including the disruptive use of personal electronic devices.			
3	Eating or drinking in the Library, with the exception of non-alcoholic beverages in a bottle with secure top.			
4	Monopolizing Library space, seating, tables, or equipment to the exclusion of other patrons or staff. Occupying more than one space during peak times of Library use.			
5	Exiting the building with Library materials or taking Library materials into a restroom prior to check out.			
6	Using tobacco, tobacco products, or vaping devices in any form in the Library or within 20 feet of any entryway into the Library.			
7	Soliciting, petitioning, distributing written materials or canvassing for any purpose within the Library building.			
8	Blocking Library entrance areas, aisles or interfering with the free flow of pedestrian traffic in such areas. Large objects such as carts or luggage may not be brought into the Library.			
9	Leaving packages, backpacks, or any other personal items unattended for more than 15 minutes. Materials left longer than time limit may be removed by staff. The Library is not responsible for the loss of any personal possessions.			
10	Panhandling, selling or soliciting anything within the Library or using the Library facility to conduct a business or provide client services without prior permission from the City Librarian.			
11	Using Library facilities for bathing, shaving, washing hair, changing or laundering clothing.			
12	Emitting pervasive odors including, but not limited to, odors caused by food, drink, hygiene, perfume or cologne, that disturb others or damage Library property.			
13	Fraudulently using another Library patron's library card and/or account number for any purpose, including to reserve computers.			
14	Failing to comply with a staff request to cease a behavior that interferes with the effective operation of the Library.			

15	The Library's <i>Public Computer Use and Internet Policy</i> must be agreed to electronically prior to the commencement of use. In addition to this policy, Library users agree to abide by the following rules for any device, personal or otherwise, while in the Library: • Stop viewing an internet site if staff determines that the site may create a hostile environment for staff or patrons. • Not access sites that are inappropriate for minors if the user's device may be visible to minors. • Not view, print, upload, download or otherwise access material unlawfully. • Not intercept or receive data not specifically intended for you.	Verbal warning only—Library user may correct or leave	1 Day	7 Days
16	Refusing to leave building during an emergency evacuation or drill.			
17	Manipulating or interfering with Irwindale Public Library computers, catalogs, internet reservation system or print management system.			
18	Lying down or sleeping in the Library.			
19	Verbal communication or non-verbal attention that is willful, malicious, or repeated harassment.			
20	Roller skates, scooters, skateboards or other similar devices must not be used on Library property. Bicycles may not be brought into the Library.			
21	Leaving a child under 9 years of age unattended. Minor children visiting the Library are the responsibility of their parents or guardians. The Library is not responsible for the safety and supervision of minor children. See the Library's <i>Unattended Children Policy</i>	Notify Supervisor and follow <i>Unattended Children Policy</i>		
22	Bringing animals other than service animals into the Library. Only service animals (and service animals in training) or animals which are part of a Library program are permitted in the Library.	Leave building; may return without pet.		

Level Two Moderate Violations		Consequences (Exclusion Period)		
		1 st Offense	2 nd Offense	3 rd Offense
23	Unauthorized presence in designated staff-only areas; entering or remaining inside the Library before or after posted hours of operation.	30 Days	90 Days	1 Year
24	Intentionally clogging plumbing, or looking into an area designed to provide privacy to a person using the area.			
25	Exhibiting signs of or being under the influence of alcohol or any controlled substance.			
26	Using obscene or threatening language or words otherwise likely to provoke an immediate violent reaction.			
27	Possessing, consuming, distributing, or selling, any alcoholic beverage or controlled substance.			
Level Three Severe Violations		Consequences (Exclusion Period)		
		1 st Offense	2 nd Offense	3 rd Offense
28	Depositing bodily fluids or excrement on any Library property, including, but not limited to, Library collections, equipment, furnishings, walls and flooring.	Minimum 1 Year	Minimum 2 Years	Minimum 3 Years
29	Engaging in any physical altercation.			
30	Threatening or harassing Library users and/or staff by exhibiting abusive or threatening behavior, including the use of profanity or gestures.			
31	Carrying weapons of any kind, including firearms, blades or impact weapons in the Library, or at Library programs or events. Exemptions— recognized Law Enforcement Officers and individuals licensed to carry handguns in accordance with state law.			
32	Engaging in acts of sexual misconduct, including, but not limited to, indecent exposure, sexual contact and sexual intercourse and/or exhibiting lewd and lascivious acts, touching, annoying, harassing, or offending another person, or touching which constitutes assault, battery, or sexual battery, viewing or printing illegal materials.			
33	Committing theft of or vandalism to Library property, or personal property of another.	Double existing exclusion period.	Double existing exclusion period.	Double existing exclusion period.
34	Returning to the Library prior to expiration of the exclusion period, except when submitting a written appeal of the notice of exclusion.			

UNATTENDED CHILDREN POLICY

- The safety and security of children are the sole responsibility of the parent or adult caregiver. Library staff will not assume responsibility for children left unattended.
- Parents or caregivers should monitor all activities and behavior of their children while they are in the Library. For the safety and wellbeing of others, Library Staff may request that a child and their parent or caregiver leave the premises if the Library Rules are not followed.
- Children age 9 and under may not be left unattended in the library and must be accompanied by the person who assumes responsibility for him or her at all times.
- If a child wishes to leave the Library, the Library Staff cannot legally detain him or her.
- If a minor-anyone under the age of 18-is left at the Library at closing time or in the event of an emergency staff will notify the police.

Written Notice of Rule Violation AND Exclusion from Library Premises

Library Staff shall provide all persons who have been excluded from Library premises with a written notice informing the person of the specific nature of the code violation and of the appeal procedure available to people whose future access to the Library premises has been restricted. Library Staff will provide such notice in-person at the time a person is excluded from the premises or, by mail or email, within a reasonable time thereafter. The Notice of Exclusion shall be effective immediately upon issuance and failure or refusal of the excluded person to sign the notice shall not effect its validity.

Appeal Procedure

Patrons who have been issued a Notice of Exclusion may appeal this action by filing a written request with the City Manager at the City Manager's Office, (5050 N. Irwindale Ave., Irwindale, CA 91706) within fifteen (15) business days after receipt of Notice, setting forth the name and address of the appellant and the reasons why the Notice of Exclusion should be rescinded. Failure to file an appeal within such fifteen (15) business day period shall be a waiver of all rights to review the action, and any appeal filed after this time shall be dismissed by the City Manager or the City Manager's designee. The name and address set forth in the written request for appeal shall be deemed correct, and mailing to the person at such address, by first class mail, shall be deemed delivered three (3) days after the date of mailing. Failure of the person to actually receive notice of the appeal hearing or the City Manager or designee's decision if mailed to the address set forth in the written request shall not invalidate or otherwise affect the validity of any action or decision. If a request for an appeal is filed, the exclusion notice shall remain in effect until such time as the City Manager or designee has issued a final decision upholding or rescinding the exclusion.

Unless the appellant and the City agree to a longer period, an appeal shall be heard by the City Manager or designee within fifteen (15) business days of the filing of the request. At least five (5) business days prior to the hearing, the City shall mail notice of the time and location of the hearing to the appellant at the address set forth on the request.

The appellant must personally appear at any hearing regarding the appeal. Failure to appear at the hearing, absent good cause shown, shall result in the dismissal of the appeal.

The City Manager or his or her designee shall hear and determine the appeal on the basis of the appellant's written statement and any additional evidence the City Librarian or designee deems appropriate. The appellant has a right to be represented by counsel at appellant's sole expense. The hearing shall be informal in nature, and formal rules of evidence and discovery do not apply. Nothing herein shall preclude the use of telephonic or other electronic means of communication if deemed appropriate by the City Manager or designee. The City has the burden of proof to demonstrate, by a preponderance of the evidence, that the issuance of the exclusion notice was based upon the requisite prohibited conduct by the appellant.

The City Manager or his or her designee shall issue a written decision within ten (10) business days of the hearing date and such decision shall be final. A copy of the decision shall be mailed to the person's address as set forth on the request and shall be deemed effective upon actual receipt, or three (3) days after mailing, whichever is sooner. If issuance of the exclusion notice is upheld, a period of exclusion shall commence immediately upon the effective date of the decision.



NOTICE OF EXCLUSION

Name		
ID #	ID Type	DOB/Age
Address		
City, State, ZIP		
Email		
Library Code of Conduct #:		
Violation reason :		

YOU ARE HEREBY IMMEDIATELY PROHIBITED FROM ENTERING OR REMAINING ON THE FOLLOWING LOCATIONS
UNTIL THIS DATE _____

Irwindale Public Library, 5050 N. Irwindale Ave., Irwindale, CA 91706

YOU WILL BE REPORTED TO LAW ENFORCEMENT AS TRESPASSING if you violate the
aforementioned date. Failure or refusal to sign this notice shall not effect its validity.

I ACKNOWLEDGE RECEIVING THIS NOTICE AND HAVE BEEN PROVIDED A COPY.

SIGNATURE

DATE

STAFF SIGNATURE

DATE

Original: Library Administration

Copy: Excluded Persons, Risk Management

Date entered into Verso _____

Initials _____

Appeal Procedure

Patrons who have been issued a Notice of Exclusion may appeal this action by filing a written request with the City Manager at the City Manager's Office, (5050 N. Irwindale Ave., Irwindale, CA 91706) within fifteen (15) business days after receipt of Notice, setting forth the name and address of the appellant and the reasons why the Notice of Exclusion should be rescinded. Failure to file an appeal within such fifteen (15) business day period shall be a waiver of all rights to review the action, and any appeal filed after this time shall be dismissed by the City Manager or the City Manager's designee. The name and address set forth in the written request for appeal shall be deemed correct, and mailing to the person at such address, by first class mail, shall be deemed delivered three (3) days after the date of mailing. Failure of the person to actually receive notice of the appeal hearing or the City Manager or designee's decision if mailed to the address set forth in the written request shall not invalidate or otherwise affect the validity of any action or decision. If a request for an appeal is filed, the exclusion notice shall remain in effect until such time as the City Manager or designee has issued a final decision upholding or rescinding the exclusion.

Unless the appellant and the City agree to a longer period, an appeal shall be heard by the City Manager or designee within fifteen (15) business days of the filing of the request. At least five (5) business days prior to the hearing, the City shall mail notice of the time and location of the hearing to the appellant at the address set forth on the request.

The appellant must personally appear at any hearing regarding the appeal. Failure to appear at the hearing, absent good cause shown, shall result in the dismissal of the appeal.

The City Manager or his or her designee shall hear and determine the appeal on the basis of the appellant's written statement and any additional evidence the City Librarian or designee deems appropriate. The appellant has a right to be represented by counsel at appellant's sole expense. The hearing shall be informal in nature, and formal rules of evidence and discovery do not apply. Nothing herein shall preclude the use of telephonic or other electronic means of communication if deemed appropriate by the City Manager or designee. The City has the burden of proof to demonstrate, by a preponderance of the evidence, that the issuance of the exclusion notice was based upon the requisite prohibited conduct by the appellant.

The City Manager or his or her designee shall issue a written decision within ten (10) business days of the hearing date and such decision shall be final. A copy of the decision shall be mailed to the person's address as set forth on the request and shall be deemed effective upon actual receipt, or three (3) days after mailing, whichever is sooner. If issuance of the exclusion notice is upheld, a period of exclusion shall commence immediately upon the effective date of the decision.

Irwindale Public Library Chromebook & Hotspot Device Lending Policy and Agreement

The Irwindale Public Library is pleased to offer mobile devices (Chromebooks and hotspots) for check out and in-home use. Chromebooks are a simplified laptop computer based on Google's Chrome browser & operating system. Sign in with your Google account, or as a guest, and the web is at your fingertips. A hotspot is a portable wireless device that provides access the Internet. The device emits a Wi-Fi signal that users can connect their personal devices to, such as a laptop, tablet, or smart phone, in order to use the internet. Hotspots are recommended for basic internet browsing, email, and other small tasks.

Guidelines for Borrowing and Use

- A valid Irwindale Public Library card AND a current photo ID must be present at the time of checkout.
- Borrowers must be in good standing with the Library, with a current address on file, a Library account open for at least 60 days and no outstanding fines or fees totaling over \$5 dollars on the household's accounts.
- Chromebooks and hotspots with included power adapter and/or cable and carrying case ("Devices") may be borrowed for a three-week interval, and may be renewed once for an additional three-weeks (if the item is not on hold by other patrons).
- Borrower must be 18 years old or older. Limit of one Chromebook and one hotspot per household.
- Return the Device(s) fully charged with all parts and components.
- Borrowers must use ONLY the given power supply and charging unit with the Library Device.
- Devices can only be returned to the Library Service Desk. BORROWERS SHALL NOT USE BOOKDROP.
- Using these Devices in a manner or for a purpose that violates any applicable law, regulation or ordinance, or violates the Library's Code of Conduct, is strictly prohibited.
- Borrowers must read, understand, and sign this agreement at the Library Service Desk in the presence of a Library staff member every time the borrower checks out a Chromebook and/or hotspot.

Release of Liability

Irwindale Public Library is not responsible for any claims, liability, injuries, damages, costs, or expenses arising out of a Borrower's use of these Devices, including, but not limited to:

- Item operation, use, or misuse;
- Item connection to other electronic devices;
- Loss of data for any reason whatsoever, including malfunction;
- Loss, use, or misuse of private information; or
- Malware or virus.

Borrower agrees to indemnify and hold harmless the Irwindale Public Library, its officers, agents, employees, and representatives from any and all liability, injuries (including bodily injury, accidental death, or property damage), claims, lawsuits, losses, damages, penalties, fines, costs, and/or expenses directly or indirectly arising out of my use of devices I have borrowed, including:

- having, connecting, operating, using, or misusing the Devices that have been borrowed; or
- infringing, violating, or misappropriating an intellectual property right or proprietary right.

Replacement costs

- The Borrower shall be responsible for all costs associated with damage, theft or loss of Devices or any part thereof due to neglect or abuse. Replacement fees are as follows: Chromebook \$500; Hotspot \$90; power adapter and/or cable \$15; carrying case \$18; replacement processing fee \$5.

Proper Care and Use

Borrower agrees that they will not:

- Leave the Devices or any part thereof in a vehicle, in an area that is damp or wet, in direct sunlight, or in a public place where they might be stolen or damaged.
- Open, modify, or try to fix the Devices or any part thereof.
- Update or modify the operating system.
- Remove the battery, the SIM card, or any part of the Devices for any reason.

Policy Enforcement

- Violations of this Lending Agreement may result in having to pay one or more fees as explained and loss of use of Library, computer, and internet privileges under the Library's Code of Conduct.

I have read the entire document and my signature below indicates my agreement with the above statements.

Print Name: _____ Library Card # _____

Signature: _____ Date _____

STAFF USE ONLY - Confirm the following at checkout:

Photo ID checked against patron record, current address on file ☐ Case ☐

Device is charged and in working order ☐ Device use demonstrated to patron ☐

Power adapter and cord ☐ Instruction manual ☐ Due date receipt ☐

Last 6 digits of IMEA number (hotspot only): _____ Item Barcode: _____

Library of Things Lending Policy and Agreement

The Irwindale Public Library is pleased to offer a collection of things that complement our mission to provide access to ideas in various formats that satisfy the educational and recreational needs of the community.

Scope of Collection

The purpose of the Library of Things is to provide diverse opportunities for learning and engagement. The Library of Things is not intended to be comprehensive, as the Library is limited by a finite amount of funds and storage space for these items. The Library of Things may include, but is not limited to:

- Learning Kits
- Musical Instruments
- Kitchen Equipment
- Tools and other Home Materials
- Electronics (DVD player, microphone, scanner, wireless speaker)

Selection of Materials

Library staff will select materials for the Library of Things based on the needs and interests of Library patrons. The Library welcomes input from the community concerning the collection. All suggestions for purchase are evaluated using the same selections criteria as for other materials.

Not all Library materials may be suitable for all members of the community. Responsibility for a child's use of Library materials, regardless of format or content, lies with the parent or guardian, not with the Library. Due to limited storage space and the staff time necessary to evaluate, test and maintain each Thing, the Library cannot accept donations.

Guidelines for Borrowing and Use

- A valid Irwindale Public Library card AND a valid current photo ID must be present at the time of checkout.
- Borrowers must be in good standing with the Library, with a current address on file, a Library account open for at least 60 days and no outstanding fines or fees totaling over \$5 dollars on the household's accounts.
- Things may be borrowed for a three-week interval, and may be renewed once for an additional three-weeks (if the item is not on hold by other patrons).
- Borrower must be 18 years old or older. Limit of one Thing per household.
- Return the Things with all parts and components.
- Things can only be returned to the Library Service Desk. BORROWERS SHALL NOT USE BOOKDROP.
- Using these Things in a manner or for a purpose that violates any applicable law, regulation or ordinance, or violates the Library's Code of Conduct, is strictly prohibited.
- Borrowers must read, understand, and sign this agreement at the Library Service Desk in the presence of a Library staff member every time the borrower checks out an item for the Library of Things collection.

Release of Liability

Irwindale Public Library is not responsible for any claims, liability, injuries, damages, costs, or expenses arising out of a Borrower's use of these Things, including, but not limited to:

- Item operation, use, or misuse;
- Item connection to other electronic devices;
- Loss of data for any reason whatsoever, including malfunction;
- Loss, use, or misuse of private information; or
- Malware or virus.

Borrower agrees to indemnify and hold harmless the Irwindale Public Library, its officers, agents, employees, and representatives from any and all liability, injuries (including bodily injury, accidental death, or property damage), claims, lawsuits, losses, damages, penalties, fines, costs, and/or expenses directly or indirectly arising out of my use of devices I have borrowed, including:

- having, connecting, operating, using, or misusing the items have been borrowed; or
- infringing, violating, or misappropriating an intellectual property right or proprietary right.

Replacement costs

The borrower is responsible for all costs associated with damage, theft or loss of Things and/or peripherals due to neglect or abuse. A list of replacement costs of Things is maintained by the Library and is available upon request.

Proper Care and Use

Use care when handling the Thing.
Do not modify or try to fix the Thing.

Policy Enforcement

- Violating this Lending Agreement may result in having to pay one or more fees as explained and loss of use of Library, computer, and internet privileges under the Library's Code of Conduct.

I (Borrower) have read the entire document and my signature below indicates my agreement with the above statements.

Print Name: _____ Library Card # _____

Signature: _____ Date _____

STAFF USE ONLY - Confirm the following at checkout:

Photo ID checked against patron record, current address on file ☐ Thing is in working order ☐ Case ☐

Power adapter and cord, if applicable ☐ Instruction manual ☐ Due date receipt ☐

Thing Name/Description: _____ Thing Barcode: _____

Replacement Value of Thing: _____ Staff Initials: _____

- ☒ City Council
☒ Successor Agency
☒ Housing Authority
☐ Reclamation Authority
☐ Joint Powers Authority

City of
IRWINDALE
AGENDA REPORT

CC Item 1D
SA Item 1C
HA Item B

Date: November 10, 2021

To: Honorable Mayor and Members of the City Council
Honorable Chair and Members of the Successor Agency Board
Honorable Chair and Members of the Housing Authority Board

From: William K. Tam, City Manager/Executive Director

Issue: A RESOLUTION TO RE-RATIFY THE EXISTENCE OF A LOCAL
EMERGENCY AND AUTHORIZE REMOTE HYBRID MEETINGS OF THE
LEGISLATIVE BODIES OF THE CITY OF IRWINDALE FOR THE MONTH
OF DECEMBER 2021

City Manager/Executive Director's Recommendation:

That the City Council, Successor Agency and Housing Authority adopt Joint Resolution No. 2021-100-3312, Resolution No. SA 2021-101-3313, and HA 2021-07-106 entitled, "A JOINT RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE, SUCCESSOR AGENCY TO THE IRWINDALE COMMUNITY REDEVELOPMENT AGENCY, AND THE BOARD OF THE HOUSING AUTHORITY OF THE CITY OF IRWINDALE, CALIFORNIA, RE-RATIFYING THE PROCLAMATION OF A STATE OF EMERGENCY BY GOVERNOR NEWSOM ON MARCH 4, 2020, AND AUTHORIZING REMOTE HYBRID MEETINGS OF THE LEGISLATIVE BODIES OF THE CITY OF IRWINDALE FOR THE 30-DAY PERIOD BEGINNING DECEMBER 1, 2021 THROUGH DECEMBER 30, 2021 PURSUANT TO THE RALPH M. BROWN ACT AND ASSEMBLY BILL NO. 361".

Administrative Action:

Prepared /Submitted by:

Theresa Olivares, Assistant City Manager
(626) 430-2294



Reviewed by:

Adrian R. Guerra, City Attorney

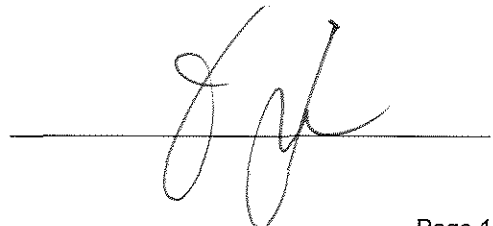
Eva Carreon, Finance Director / City Treasurer

Electronically Approved



Approved by:

William K. Tam, City Manager



Background and Analysis:

1. At its special meeting held September 29, 2021, the City Council adopted Resolution No. 2021-86-3298, declaring an exemption under AB 361 which allowed the legislative body to meet via teleconference and forego the Brown Act's traditional agenda posting, physical access, and quorum requirements for teleconferencing for the month of October 2021.
2. On October 13, 2021, the Successor Agency and Irwindale Housing Authority adopted Resolution Nos. SA 2021-92-3304 and HA 2021-05-104, which ratified the action taken by the City Council.
3. On October 13, 2021, the City Council directed staff to take the necessary steps to resume hybrid public meetings, thereby allowing the public to participate in a public meeting via teleconference or in-person, and foregoing the Brown Act's traditional agenda posting, physical access, and quorum requirements for teleconferencing for the month of November 2021.
4. On October 27, 2021, the City Council, Successor Agency and the Irwindale Housing Authority adopted Joint Resolution No. 2021-94-3306, Resolution No. SA 2021-95-3307, and HA 2021-06-105, respectively, which re-ratified the existence of a local emergency and authorized remote hybrid meetings for all legislative bodies of the City of Irwindale for the month on November.
5. The attached joint resolution for the City Council, Successor Agency, and Housing Authority reaffirms the legislative bodies declared exemption under AB 361 as (1) there is an existing state of emergency declared by the Governor, (2) the legislative bodies have reconsidered the circumstances of the state of emergency, and (3) the Los Angeles County Department of Public Health's guidance recommends to social distance (about 6 feet away) from people outside your household or when vaccination status is unknown.
6. As a result, the Resolutions modifies public meetings as follows:
 - a. AB 361, attached to the Resolution as Exhibit A, regarding teleconference requirements allowing City legislative bodies to hold public meetings by teleconferencing or electronically, and in-person, without noticing the teleconferenced locations on the agenda, without making teleconferenced locations accessible to the public, without making physical locations accessible to the public, without posting agendas at teleconferenced locations, without requiring members of the legislative bodies to be physically present at the meeting, and without requiring a quorum of the members of the legislative body to participate from locations with the City's jurisdiction, as long as the agenda that is posted at least 72 hours in advance indicates that members of the legislative body may be participating electronically, provides the teleconference

or webinar access information by which the public may participate electronically, and lists the procedure for individuals with disabilities to request reasonable accommodations;

- b. All public meeting agendas shall be posted at least 72 hours prior to a regular meeting and at least 24 hours prior to a special meeting;
- c. Members of the public will have the ability to access the meeting and directly address the legislative body via a call-in option, an internet-based service provider, or in-person. Members of the public who wish to access the meeting in-person shall comply with all health and safety protocols imposed for in-person attendance to promote social distancing;
- d. In the event of a service disruption that prevents broadcasting of the meeting, the meeting will stop and no further action on the agenda items will occur until (1) an attempt to restore service for a 10-minute period, and (2) adjourning the meeting to a new date and time when an unresolved issue exceeds the 10-minute time period.

Fiscal Impact:

Conducting hybrid public meetings will require city staff to assist with the meeting and public participation. The fiscal impact will be based on the amount of staff required and the duration of the meeting. The fiscal impact for all Council and Commission meetings for the month of December 2021 is estimated to be approximately \$900.

Attachment:

1. Resolution No. 2021-100-3312, Resolution No. SA 2021-101-3313 and Resolution No. HA 2021-07-106

**RESOLUTION NO. 2021-100-3312
RESOLUTION NO. SA 2021-101-3313
RESOLUTION NO. HA 2021-07-106**

**A JOINT RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE,
SUCCESSOR AGENCY TO THE IRWINDALE COMMUNITY REDEVELOPMENT
AGENCY, AND THE BOARD OF THE HOUSING AUTHORITY OF THE CITY OF
IRWINDALE, CALIFORNIA, RE-RATIFYING THE PROCLAMATION OF A STATE OF
EMERGENCY BY GOVERNOR NEWSOM ON MARCH 4, 2020, AND AUTHORIZING
REMOTE HYBRID MEETINGS OF THE LEGISLATIVE BODIES OF THE CITY OF
IRWINDALE FOR THE 30-DAY PERIOD BEGINNING DECEMBER 1, 2021
THROUGH DECEMBER 30, 2021 PURSUANT TO THE RALPH M. BROWN ACT
AND ASSEMBLY BILL NO. 361**

WHEREAS, all meetings of the legislative body are open and public, as required by the Ralph M. Brown Act, Government Code sections 54950 – 54963, so that any member of the public may attend, observe, and participate in a meaningful way; and

WHEREAS, the Brown Act under Government code section 54953(b)(3), allows a local legislative body to hold public meetings by teleconference and to make public meetings accessible telephonically or otherwise electronically to all members of the public seeking to attend and to address the local legislative body, as long as the following requirements are met: (1) each teleconference location from which a member is participating is noticed on the agenda; (2) each teleconference location is accessible to the public; (3) members of the public must be able to address the body at each teleconference location; (4) at least one member of the legislative body must be physically present at the location specified in the meeting agenda; and (5) during teleconference meetings, at least a quorum of the members of the local body must participate from locations within the local body's territorial jurisdiction; and

WHEREAS, on March 4, 2020, Governor Newsom declared the existence of a state of emergency for the State of California in response to the outbreak of a novel respiratory illness known as COVID-19; and

WHEREAS, on March 17, 2020 Governor Newsom issued Executive Order N-29-20, suspending the Brown Act teleconferencing requirements allowing legislative bodies to hold public meetings solely by teleconference, or otherwise electronically, without listing the teleconference locations and without any physical location, as long as the agenda that is posted 72 hours in advance indicates that the members of the legislative body will be participating by teleconference, provides the teleconference or webinar access

information by which the public may participate electronically, and lists the procedure for individuals with disabilities to request reasonable accommodations; and

WHEREAS, on March 21, 2021, Governor Newsom issued Executive Order N-35-20, allowing members of a local legislative body to receive updates relevant to the declared emergency and ask questions; and

WHEREAS, on September 16, 2021, Governor Newsom signed AB 361 into law, immediately amending the Brown Act to allow teleconference meetings during a state of emergency, without compliance with the requirements of Government Code section 54953(b)(3), subject to the existence of certain conditions; and

WHEREAS, on September 20, 2021, Governor Newsom signed Executive Order N-15-21 suspending AB 361 until October 1, 2021, allowing legislative bodies to hold teleconference meetings under Executive Order N-35-20; and

WHEREAS, AB 361 allows local agencies to continue to meet via teleconference without complying with the Brown Act's traditional agenda posting, physical access and quorum requirements for teleconferencing, but only during a state of emergency proclaimed by the Governor in which (1) state or local health officials have imposed or recommend measures to promote social distancing, or (2) the legislative body has determined by majority vote that meeting in person would present imminent risk to the health and safety to the attendees; and

WHEREAS, due to the COVID-19 pandemic the County of Los Angeles Department of Public Health recommends implementing policies and practices that support physical distancing amongst members of the public, resulting in the City Council's desire to adopt a resolution incorporating AB 361 and allowing for teleconference meetings; and

WHEREAS, at a special meeting held on September 29, 2021, the City Council adopted Resolution No. 2021-86-3298 declaring an exemption under the provisions of AB 361, allowing the legislative body to meet via teleconference and forego the Brown Act's traditional agenda posting, physical access and quorum requirements for teleconferencing for the month of October 2021; and

WHEREAS, on October 13, 2021, the Successor Agency and Irwindale Housing Authority adopted Resolution Nos. SA 2021-92-3304 and HA 2021-05-104, which ratified the action taken by the City Council; and

WHEREAS, on October 27, 2021, the City Council, Successor Agency Board, and Housing Authority Board adopted Joint Resolution No. 2021-94-3306, Resolution No. SA 2021-95-3307, and HA 2021-06-105, respectively, which re-ratified the existence of a local emergency and authorized remote hybrid meetings for all legislative bodies of the City of Irwindale for the month on November; and

Resolution No. 2021-100-3312
Resolution No. SA 2021-101-3313
Resolution No. HA 2021-07-106

WHEREAS, the City Council, Successor Agency Board, and Housing Authority Board desire to declare an exemption under AB 361, allowing the legislative body to meet via teleconference and forego the Brown Act's traditional agenda posting, physical access and quorum requirements for teleconferencing for the month of December 2021; and

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF IRWINDALE, SUCCESSOR AGENCY TO THE FORMER IRWINDALE COMMUNITY REDEVELOPMENT AGENCY, AND HOUSING AUTHORITY BOARD OF THE CITY OF IRWINDALE, CALIFORNIA DO HEREBY RESOLVE, DETERMINE, AND ORDER AS FOLLOWS:

SECTION 1. The City Council, Successor Agency Board, and Housing Authority Board determine that each of the findings set forth above is true and correct and incorporated herein by this reference.

SECTION 2. The City Council, Successor Agency Board, and Housing Authority Board hereby reconsider the conditions of the state of emergency as proclaimed by the Governor, the existence of emergency conditions in the City of Irwindale, and reaffirms, reauthorizes, and continues the existence of a local emergency throughout the City.

SECTION 3. The City Council, Successor Agency Board, and Housing Authority Board hereby find that the state of emergency declared by Governor Newsom on or about March 4, 2020 remains active and local health agencies continue to recommend measures to promote social distancing, and that the risk of infection due to the Delta variant of COVID-19 can cause an imminent risk to attendees to in-person meetings, despite vaccination status, but especially for unvaccinated attendees, and/or those who are immunocompromised, thereby prompting the City Council, Successor Agency Board, and Housing Authority Board to reaffirm, reauthorize, and maintain the existence of a local emergency, as required by Government Code section 54953(e) *et seq.*

SECTION 4. Due to the COVID-19 pandemic, the County of Los Angeles Department of Public Health recommends implementing policies and practices that support physical distancing. Based on such facts, findings, and determinations, the City Council Successor Agency Board, and Housing Authority Board authorize staff to conduct hybrid meetings for all public meetings regular and special, including City Council, Successor Agency to the Irwindale Community Redevelopment Agency, Irwindale Housing Authority Board of Commissioners, and the Reclamation Authority Board of Commissioners, all City Commission and committee meetings, and any other meetings that would normally take place in the City Council Chambers under the provisions of Government Code Section 54953 subsection E. As a result, the public meetings are modified as follows:

- a. AB 361, attached hereto as Exhibit A, regarding teleconference requirements allowing City legislative bodies to hold public meetings by teleconferencing or electronically, and in-person, without noticing the teleconferenced locations on the agenda, without making teleconferenced locations accessible to the public,

without making physical locations accessible to the public, without posting agendas at teleconferenced locations, without requiring members of the legislative bodies to be physically present at the meeting, and without requiring a quorum of the members of the legislative body to participate from locations with the City's jurisdiction, as long as the agenda that is posted at least 72 hours in advance indicates that members of the legislative body may be participating electronically, provides the teleconference or webinar access information by which the public may participate electronically, and lists the procedure for individuals with disabilities to request reasonable accommodations;

- b. All public meeting agendas shall be posted at least 72 hours prior to a regular meeting and at least 24 hours prior to a special meeting;
- c. Members of the public will have the ability to access the meeting and directly address the legislative body via a call-in option, an internet-based service provider, or in-person. Members of the public who wish to access the meeting in-person shall comply with all health and safety protocols imposed for in-person attendance to promote social distancing;
- d. In the event of a service disruption that prevents broadcasting of the meeting, the meeting will stop and no further action on the agenda items will occur until (1) an attempt to restore service for a 10-minute period, and (2) adjourning the meeting to a new date and time when an unresolved issue exceeds the 10-minute time period.

SECTION 5. The City Manager/Executive Director or his designee is authorized and directed to take all actions reasonably necessary to carry out the intent and purpose of this Resolution, including, continuing to conduct open and public meetings in-person and remotely in accordance with Government Code section 54953(e) *et seq.*, and other applicable provisions of the Brown Act, for all public meetings.

SECTION 6. Pursuant to Government Code section 54953(e)(4), the local legislative body will verify every 30 days that the exemption from traditional teleconference requirements under the Brown Act is still necessary. The legislative body must make findings no later than 30 days after the first teleconference and every 30 days thereafter that:

- a. The legislative body has reconsidered the state of emergency circumstances; and
- b. Either (1) the state of emergency continues to directly impact the ability to meet safely in person, or (2) state or local officials continue to impose or recommend measures to promote social distancing.

Resolution No. 2021-100-3312
Resolution No. SA 2021-101-3313
Resolution No. HA 2021-07-106

SECTION 7. The Chief Deputy City Clerk/Secretary to the Successor Agency/Authority Assistant Secretary shall certify the adoption of this resolution which shall take effect on December 1, 2021.

PASSED, APPROVED AND ADOPTED this 10th of November, 2021.

H. Manuel Ortiz, Mayor/Chair

ATTEST:

Laura M. Nieto, MMC
Chief Deputy City Clerk/Authority Assistant Secretary/Assistant Agency Secretary

STATE OF CALIFORNIA }
COUNTY OF LOS ANGELES } ss.
CITY OF IRWINDALE }

I, Laura M. Nieto, Chief Deputy City Clerk of the City of Irwindale, do hereby certify that the foregoing joint Resolution No. 2021-100-3312, Resolution No. SA 2021-101-3313, and Resolution No. HA 2021-07-106 was duly adopted by the City Council of the City of Irwindale at a regular scheduled meeting thereof held on the 10th day of November 2021, by the following vote:

AYES: Councilmembers/Agency Members:

NOES: Councilmembers/Agency Members:

ABSTAIN: Councilmembers/Agency Members:

ABSENT: Councilmembers/Agency Members:

Laura M. Nieto, MMC
Chief Deputy City Clerk

Resolution No. 2021-100-3312
Resolution No. SA 2021-101-3313
Resolution No. HA 2021-07-106
Page 5

- ☒ City Council
- ☐ Successor Agency
- ☐ Housing Authority
- ☐ Reclamation Authority
- ☐ Joint Powers Authority

City of
IRWINDALE
AGENDA REPORT

CC Item 1E

Date: November 10, 2021
To: Honorable Mayor and Members of the City Council
From: William K. Tam, City Manager
Issue: Compensation Study Update

City Manager's Recommendation:

That the City Council receive and file the 2021 Final Compensation Study Report.

Administrative Action:

Submitted by:

William K. Tam, City Manager

Prepared by:

Mary Hull, Human Resources/Risk Manager

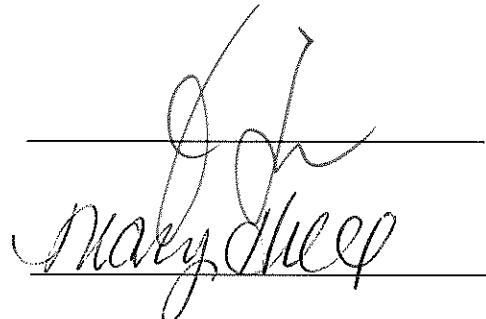
Reviewed by:

Adrian R. Guerra, City Attorney

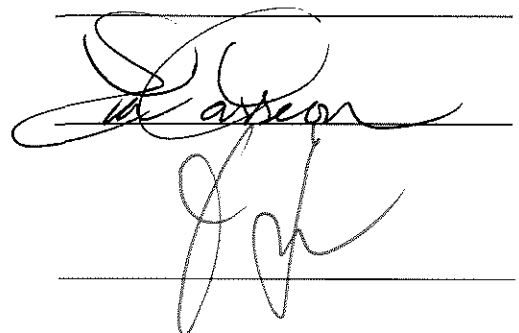
Eva Carreon, Finance Director/ City Treasurer

Approved by:

William K. Tam, City Manager



Electronically Approved



Background and Analysis:

At its meeting on April 28, 2021, City Council approved an agreement with Ralph Andersen & Associates to perform an update to the compensation study previously completed in 2017. The results are included in the attached 2021 Final Compensation Study Report and will be used to assist the City with current labor negotiations.

The primary objective of a compensation study is to provide a "picture" of wage practices in the labor market for comparable classifications. The compensation study results

provide a basis for compensating employees in a consistent, equitable, defensible, and competitive manner while balancing fiscal responsibility.

The compensation study performed by Ralph Andersen & Associates involved an assessment of several components, including comparing the City's base pay with the base pay for comparable classifications based on the agreed upon fifteen comparative agencies and an analysis of the City's employee benefits plan using a total compensation model (base pay + cash benefits + employer paid insurance).

Compensation Study Results

The 2021 Final Compensation Study Report yielded the following results summarized below:

On average, the base pay for full-time City classifications surveyed is 10.6% below the market median, with a majority of the classifications more than 5% below the market median. When cash supplements are added to base salary, most non-sworn classifications further lose market position and fall to 12.4% below the market median. This means the City's cash benefits are slightly lower than the market for most non-sworn classifications. However, trends for sworn classifications are different than non-sworn classifications when cash benefits are considered. Sworn classifications actually gain market position due to their higher than market cash benefits (education/POST incentive). When insurance benefits are cumulatively added to base and cash benefits, the City is on average 7.6% above the market median for both sworn and non-sworn classifications, indicating a significant gain in market position due to higher than market insurance benefits.

The 2021 Final Compensation Study Report is presented for informational purposes only. A final Compensation Plan will be presented to the City Council for approval following the conclusion of negotiations with the City's bargaining groups.

Fiscal Impact:

There is no fiscal impact to receive and file this report

Attachment: 2021 Final Compensation Study Report



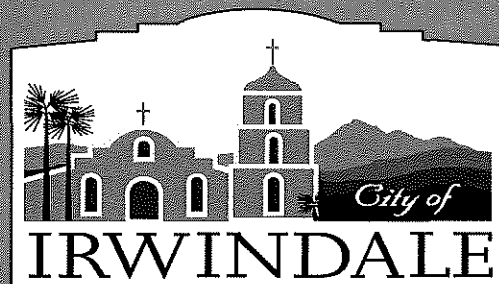
2021 Final Compensation Report

City of Irwindale





Base Salary Survey Data



Irwindale
Labor Market Summary

Class Title	Range Max	# of Obs.	50th Percentile	% +/- 50th P	% +/- Adj. 38 Hr Wk	Percentile
Administrative Secretary (Dept Head)	4,996	14	5,547	-11.0%	-5.5%	7
Assistant City Clerk (Drift)	Drift	3	7,326	--	--	--
Assistant City Engineer	10,479	7	10,365	1.1%	6.0%	56
Assistant City Manager	15,446	13	16,499	-6.8%	-1.5%	6
Assistant to the City Manager (Drift)	9,036	6	10,555	-16.8%	-11.0%	0
Associate Engineer	8,186	8	8,929	-9.1%	-3.6%	22
Associate Planner	6,887	15	7,500	-8.9%	-3.5%	11
Asst. Pool Mgr	3,051	7	3,664	-20.1%	-20.1%	10
Building Permit Technician	5,121	10	5,600	-9.3%	-3.9%	5
Captain	13,023	12	15,311	-17.6%	-11.7%	1
Chief Deputy City Clerk	8,601	7	9,461	-10.0%	-4.5%	26
Chief of Police	16,052	12	18,449	-14.9%	-9.2%	0
City Clerk (Drift)	Drift	6	10,444	--	--	--
City Librarian	8,601	7	10,427	-21.2%	-15.2%	6
City Manager	19,136	15	19,267	-0.7%	4.3%	48
Civil Engineer (Registered) Drift	Drift	3	7,992	--	--	--
Code Enforcement Officer	5,249	14	5,899	-12.4%	-6.8%	16
Community Development Director	13,327	12	15,367	-15.3%	-9.5%	2
Community Development Manager/City Planner	10,741	11	10,300	4.1%	8.9%	81
Community Services Officer	2,896	11	4,717	-62.9%	-62.9%	0
Crossing Guard	2,427	3	2,613	-7.7%	-7.7%	0
Deputy City Clerk	5,249	7	6,199	-18.1%	-12.2%	19
Director of Engineering/Building Official	14,044	15	16,058	-14.3%	-8.6%	7
Dispatcher/Clerk	5,302	12	5,696	-7.4%	-7.4%	28
Engineering Technician	5,121	9	6,022	-17.6%	-11.7%	3
Executive Assistant	5,652	9	6,414	-13.5%	-7.8%	5
Finance Analyst	6,087	13	6,754	-11.0%	-5.4%	8
Finance Assistant	3,217	8	4,807	-49.4%	-49.4%	0
Finance Director/City Treasurer	13,713	12	15,767	-15.0%	-9.2%	0
Finance Manager	9,262	8	12,118	-30.8%	-24.3%	0
Finance Technician	4,996	11	5,501	-10.1%	-4.6%	28
Human Resources Analyst (Drift)	Drift	9	7,159	--	--	--
Human Resources Specialist	5,121	8	5,722	-11.7%	-6.1%	3
Human Resources/Risk Manager	9,731	10	11,707	-20.3%	-14.3%	0
Information Technology Manager	9,731	11	10,705	-10.0%	-4.5%	28
Janitor	3,125	6	3,689	-18.0%	-12.1%	9
Librarian (Drift)	Drift	6	7,012	--	--	--
Library Page	2,427	6	3,206	-32.1%	-32.1%	0
Library Technician	4,100	4	4,566	-11.4%	-5.8%	8
Lieutenant	11,510	10	13,041	-13.3%	-7.6%	1
Lifeguard	2,427	9	3,013	-24.1%	-24.1%	0
Maintenance Aide	3,208	8	3,393	-5.8%	-0.5%	42
Maintenance Worker I	4,308	12	4,954	-15.0%	-9.2%	5
Maintenance Worker II	4,755	14	5,357	-12.7%	-7.0%	5
Management Analyst	6,087	13	7,074	-16.2%	-10.4%	0
Office Specialist	4,203	15	4,573	-8.8%	-3.4%	16
Planning Technician	5,121	10	5,509	-7.6%	-2.2%	16
Police Officer	7,528	12	8,279	-10.0%	-10.0%	7
Police Records Clerk	3,903	8	4,450	-14.0%	-8.3%	0

**Irwindale
Labor Market Summary**

Class Title	Range Max	# of Obs.	50th Percentile	% +/- 50th P	% +/- Adj. 38 Hr Wk	Percentile
Project Manager - Construction Compliance	6,239	4	7,302	-17.0%	-11.2%	0
Public Services Director	13,531	15	14,016	-3.6%	1.6%	25
Public Works Maint Supervisor	6,555	12	7,257	-10.7%	-5.2%	3
Public Works Services Manager	9,493	14	10,009	-5.4%	-0.2%	18
Rec Aide / Pool Cashier	2,427	9	2,950	-21.6%	-21.6%	0
Recreation Aide	2,427	15	2,954	-21.7%	-21.7%	0
Recreation Assistant	4,203	8	4,021	4.3%	9.1%	61
Recreation Manager	9,036	11	10,404	-15.1%	-9.4%	14
Recreation Supervisor	6,555	13	7,210	-10.0%	-4.5%	23
Senior Center Aide	2,163	12	2,845	-31.5%	-31.5%	0
Senior Center Assistant	4,203	4	3,910	7.0%	11.6%	78
Senior Center Specialist	5,121	12	4,408	13.9%	18.2%	91
Senior Management Analyst	7,059	7	8,437	-19.5%	-13.5%	0
Senior Recreation Leader	3,290	10	3,287	0.1%	0.1%	50
Sergeant	9,878	12	10,798	-9.3%	-9.3%	13
Sr Center Manager	6,887	10	6,995	-1.6%	3.5%	47
Average		10		-13.3%	-9.0%	16

Irwindale
Labor Market Summary

Class Title	Range Max	# of Obs.	45th Percentile	% +/- 45th P	% +/- Adj. 38 Hr Wk	Percentile
Administrative Secretary (Dept Head)	4,996	14	5,484	-9.8%	-4.3%	7
Assistant City Clerk (Drift)	Drift	3	7,241	--	--	--
Assistant City Engineer	10,479	7	10,342	1.3%	6.2%	56
Assistant City Manager	15,446	13	16,453	-6.5%	-1.2%	6
Assistant to the City Manager (Drift)	9,036	6	10,499	-16.2%	-10.4%	0
Associate Engineer	8,186	8	8,764	-7.1%	-1.7%	22
Associate Planner	6,887	15	7,489	-8.7%	-3.3%	11
Asst. Pool Mgr	3,051	7	3,581	-17.4%	-17.4%	10
Building Permit Technician	5,121	10	5,585	-9.1%	-3.6%	5
Captain	13,023	12	15,219	-16.9%	-11.0%	1
Chief Deputy City Clerk	8,601	7	9,451	-9.9%	-4.4%	26
Chief of Police	16,052	12	18,345	-14.3%	-8.6%	0
City Clerk (Drift)	Drift	6	10,220	--	--	--
City Librarian	8,601	7	10,254	-19.2%	-13.3%	6
City Manager	19,136	15	18,905	1.2%	6.1%	48
Civil Engineer (Registered) Drift	Drift	3	7,942	--	--	--
Code Enforcement Officer	5,249	14	5,822	-10.9%	-5.4%	16
Community Development Director	13,327	12	15,326	-15.0%	-9.3%	2
Community Development Manager/City Planner	10,741	11	10,241	4.7%	9.4%	81
Community Services Officer	2,896	11	4,639	-60.2%	-60.2%	0
Crossing Guard	2,427	3	2,595	-6.9%	-6.9%	0
Deputy City Clerk	5,249	7	5,990	-14.1%	-8.4%	19
Director of Engineering/Building Official	14,044	15	15,444	-10.0%	-4.5%	7
Dispatcher/Clerk	5,302	12	5,652	-6.6%	-6.6%	28
Engineering Technician	5,121	9	5,833	-13.9%	-8.2%	3
Executive Assistant	5,652	9	6,392	-13.1%	-7.4%	5
Finance Analyst	6,087	13	6,719	-10.4%	-4.9%	8
Finance Assistant	3,217	8	4,798	-49.1%	-49.1%	0
Finance Director/City Treasurer	13,713	12	15,397	-12.3%	-6.7%	0
Finance Manager	9,262	8	11,881	-28.3%	-21.9%	0
Finance Technician	4,996	11	5,396	-8.0%	-2.6%	28
Human Resources Analyst (Drift)	Drift	9	7,125	--	--	--
Human Resources Specialist	5,121	8	5,597	-9.3%	-3.8%	3
Human Resources/Risk Manager	9,731	10	11,686	-20.1%	-14.1%	0
Information Technology Manager	9,731	11	10,332	-6.2%	-0.9%	28
Janitor	3,125	6	3,636	-16.3%	-10.5%	9
Librarian (Drift)	Drift	6	7,002	--	--	--
Library Page	2,427	6	3,152	-29.9%	-29.9%	0
Library Technician	4,100	4	4,514	-10.1%	-4.6%	8
Lieutenant	11,510	10	12,955	-12.6%	-6.9%	1
Lifeguard	2,427	9	2,988	-23.1%	-23.1%	0
Maintenance Aide	3,208	8	3,282	-2.3%	2.8%	42
Maintenance Worker I	4,308	12	4,802	-11.5%	-5.9%	5
Maintenance Worker II	4,755	14	5,303	-11.5%	-6.0%	5
Management Analyst	6,087	13	7,039	-15.6%	-9.9%	0
Office Specialist	4,203	15	4,521	-7.6%	-2.2%	16
Planning Technician	5,121	10	5,462	-6.7%	-1.3%	16
Police Officer	7,528	12	8,259	-9.7%	-9.7%	7
Police Records Clerk	3,903	8	4,372	-12.0%	-6.4%	0

Irwindale
Labor Market Summary

Class Title	Range Max	# of Obs.	45th Percentile	% +/- 45th P	% +/- Adj. 38 Hr Wk	Percentile
Project Manager - Construction Compliance	6,239	4	7,206	-15.5%	-9.7%	0
Public Services Director	13,531	15	13,964	-3.2%	2.0%	25
Public Works Maint Supervisor	6,555	12	7,221	-10.2%	-4.7%	3
Public Works Services Manager	9,493	14	9,948	-4.8%	0.4%	18
Rec Aide / Pool Cashier	2,427	9	2,950	-21.6%	-21.6%	0
Recreation Aide	2,427	15	2,951	-21.6%	-21.6%	0
Recreation Assistant	4,203	8	3,954	5.9%	10.6%	61
Recreation Manager	9,036	11	10,400	-15.1%	-9.3%	14
Recreation Supervisor	6,555	13	7,103	-8.4%	-2.9%	23
Senior Center Aide	2,163	12	2,826	-30.6%	-30.6%	0
Senior Center Assistant	4,203	4	3,906	7.1%	11.7%	78
Senior Center Specialist	5,121	12	4,315	15.7%	20.0%	91
Senior Management Analyst	7,059	7	8,396	-18.9%	-13.0%	0
Senior Recreation Leader	3,290	10	3,237	1.6%	1.6%	50
Sergeant	9,878	12	10,769	-9.0%	-9.0%	13
Sr Center Manager	6,887	10	6,802	1.2%	6.2%	47
Average		10		-12.0%	-7.7%	16

IRWINDALE

LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Administrative Secretary (Dept Head)

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Office Administrator	\$ 4,431	\$ 5,938	34.0%
San Marino	Administrative Assistant	\$ 4,767	\$ 5,826	22.2%
Covina	Senior Administrative Technician	\$ 4,295	\$ 5,757	34.0%
Alhambra	Executive Assistant to the Finance Director	\$ 4,356	\$ 5,671	30.2%
Arcadia	Senior Administrative Assistant	\$ 4,498	\$ 5,616	24.9%
Duarte	Administrative Secretary	\$ 4,552	\$ 5,600	23.0%
Diamond Bar	Administrative Assistant	\$ 4,173	\$ 5,592	34.0%
Azusa	Administrative Technician	\$ 4,526	\$ 5,501	21.5%
Claremont	Senior Administrative Assistant	\$ 4,458	\$ 5,385	20.8%
San Dimas	Administrative Secretary	\$ 4,376	\$ 5,290	20.9%
La Verne	Administrative Secretary	\$ 4,348	\$ 5,285	21.6%
San Gabriel	Executive Assistant	\$ 4,263	\$ 5,182	21.6%
Glendora	Administrative Assistant	\$ 4,141	\$ 5,034	21.6%
Irwindale	Administrative Secretary (Dept Head)	\$ 4,110	\$ 4,996	21.6%
Montclair	Administrative Secretary	\$ 3,728	\$ 4,532	21.6%
Baldwin Park	No Comparable Class			
Irwindale Rank		14/15		
Coefficient of Variance		7%		
Number of Observations		14	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 5,444	-8.96%
Labor Market 50th Percentile			\$ 5,547	-11.02%
Adjusted % +/- for 38 Hour Work Week			\$ 5,547	-5.47%
45th Percentile			\$ 5,484	-9.76%
Percentile Rank			7	

IRWINDALE

LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Assistant City Clerk (Drift)

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Gabriel	Assistant City Clerk	\$ 7,758	\$ 9,430	21.6%
Alhambra	Assistant City Clerk	\$ 5,627	\$ 7,326	30.2%
Azusa	Assistant Chief Deputy City Clerk	\$ 5,333	\$ 6,482	21.5%
Arcadia	No Comparable Class			
Baldwin Park	No Comparable Class			
Claremont	No Comparable Class			
Covina	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
Glendora	No Comparable Class			
Irwindale	Assistant City Clerk (Drift)			
La Verne	No Comparable Class			
Monrovia	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		--		
Coefficient of Variance		20%		
Number of Observations		3	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 7,746	--
Labor Market 50th Percentile			\$ 7,326	--
				--
45th Percentile			\$ 7,241	--
Percentile Rank			--	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Assistant City Engineer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Dimas	Engineering Manager	\$ 9,395	\$ 11,419	21.5%
Arcadia	Principal Civil Engineer	\$ 8,571	\$ 10,705	24.9%
Azusa	Principal Civil Engineer	\$ 8,723	\$ 10,663	22.2%
Irwindale	Assistant City Engineer	\$ 8,621	\$ 10,479	21.6%
Glendora	Principal Civil Engineer	\$ 8,527	\$ 10,365	21.6%
Baldwin Park	Engineering Manager	\$ 7,677	\$ 10,288	34.0%
San Gabriel	Principal Civil Engineer	\$ 8,300	\$ 10,089	21.6%
Montclair	Engineering Division Manager	\$ 8,192	\$ 9,958	21.6%
Alhambra	No Comparable Class			
Claremont	No Comparable Class			
Covina	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
La Verne	No Comparable Class			
Monrovia	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		4/8		
Coefficient of Variance		5%		
Number of Observations		7	Market Value	Percent +/-
Variability		Low		
Labor Market Mean			\$ 10,498	-0.18%
Labor Market 50th Percentile			\$ 10,365	1.09%
Adjusted % +/- for 38 Hour Work Week			\$ 10,365	6.03%
45th Percentile			\$ 10,342	1.31%
Percentile Rank			56	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Assistant City Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Glendora	Assistant City Manager	\$ 15,382	\$ 19,210	24.9%
Monrovia	Assistant City Manager	\$ 13,239	\$ 17,741	34.0%
Alhambra	Assistant City Manager	\$ 13,522	\$ 17,603	30.2%
Claremont	Assistant City Manager	\$ 14,324	\$ 17,305	20.8%
Arcadia	Assistant City Manager/CD Dir	\$ 13,702	\$ 17,110	24.9%
Diamond Bar	Assistant City Manager	\$ 12,676	\$ 16,988	34.0%
La Verne	Assistant City Manager	\$ 13,574	\$ 16,499	21.5%
Covina	Assistant City Manager	\$ 12,608	\$ 16,423	30.3%
Montclair	Dep City Manager, Exec Dir of Econ and CD	\$ 13,292	\$ 16,156	21.5%
Duarte	Assistant City Manager	\$ 13,271	\$ 16,098	21.3%
San Gabriel	Assistant City Manager	\$ 12,874	\$ 15,648	21.5%
San Marino	Assistant City Manager	\$ 12,242	\$ 15,550	27.0%
Irwindale	Assistant City Manager	\$ 12,708	\$ 15,446	21.5%
San Dimas	Assistant City Manager	\$ 12,418	\$ 15,094	21.5%
Azusa	No Comparable Class			
Baldwin Park	No Comparable Class			
Irwindale Rank		13/14		
Coefficient of Variance		7%		
Number of Observations		13	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 16,725	-8.28%
Labor Market 50th Percentile			\$ 16,499	-6.81%
Adjusted % +/- for 38 Hour Work Week			\$ 16,499	-1.47%
45th Percentile			\$ 16,453	-6.52%
Percentile Rank			6	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Assistant to the City Manager (Drift)

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
La Verne	Assistant to the City Manager	\$ 10,517	\$ 12,784	21.6%
Diamond Bar	Assistant to the City Manager	\$ 8,128	\$ 10,892	34.0%
Claremont	Assistant to the City Manager	\$ 8,831	\$ 10,667	20.8%
Arcadia	Assistant to the City Manager	\$ 8,361	\$ 10,443	24.9%
Duarte	Assistant to the City Manager	\$ 8,695	\$ 10,230	17.7%
Covina	Assistant to the City Manager	\$ 7,793	\$ 10,200	30.9%
Irwindale	Assistant to the City Manager	\$ 7,434	\$ 9,036	21.5%
Alhambra	No Comparable Class			
Azusa	No Comparable Class			
Baldwin Park	No Comparable Class			
Glendora	No Comparable Class			
Monrovia	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
San Gabriel	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		7/7		
Coefficient of Variance		9%		
Number of Observations		6	Market Value	Percent +/-
Variability		Low		
Labor Market Mean			\$ 10,869	-20.29%
Labor Market 50th Percentile			\$ 10,555	-16.81%
Adjusted % +/- for 38 Hour Work Week			\$ 10,555	-10.97%
45th Percentile			\$ 10,499	-16.19%
Percentile Rank			0	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Associate Engineer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Duarte	Associate Civil Engineer	\$ 7,687	\$ 9,378	22.0%
Alhambra	Engineering Associate	\$ 7,104	\$ 9,248	30.2%
San Dimas	Associate Engineer	\$ 7,567	\$ 9,165	21.1%
Diamond Bar	Associate Engineer	\$ 6,838	\$ 9,163	34.0%
Azusa	Engineering Associate	\$ 7,153	\$ 8,694	21.5%
Claremont	Associate Engineer	\$ 7,197	\$ 8,694	20.8%
Irwindale	Associate Engineer	\$ 6,735	\$ 8,186	21.5%
Arcadia	Assistant Engineer	\$ 6,047	\$ 7,554	24.9%
Baldwin Park	Associate Engineer	\$ 5,421	\$ 7,265	34.0%
Covina	No Comparable Class			
Glendora	No Comparable Class			
La Verne	No Comparable Class			
Monrovia	No Comparable Class			
Montclair	No Comparable Class			
San Gabriel	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		7/9		
Coefficient of Variance		9%		
Number of Observations		8	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 8,645	-5.61%
Labor Market 50th Percentile			\$ 8,929	-9.07%
Adjusted % +/- for 38 Hour Work Week			\$ 8,929	-3.62%
45th Percentile			\$ 8,764	-7.07%
Percentile Rank			22	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Associate Planner

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Associate Planner	\$ 6,277	\$ 8,411	34.0%
Alhambra	Associate Planner	\$ 6,390	\$ 8,319	30.2%
Diamond Bar	Associate Planner	\$ 6,195	\$ 8,301	34.0%
Duarte	Associate Planner	\$ 6,887	\$ 8,291	20.4%
San Dimas	Associate Planner	\$ 6,407	\$ 7,788	21.6%
San Marino	Associate Planner	\$ 6,250	\$ 7,629	22.1%
Arcadia	Associate Planner	\$ 6,047	\$ 7,554	24.9%
Covina	Associate Planner	\$ 5,875	\$ 7,500	27.7%
Claremont	Associate Planner	\$ 6,196	\$ 7,484	20.8%
San Gabriel	Associate Planner	\$ 5,959	\$ 7,243	21.5%
La Verne	Associate Planner	\$ 5,931	\$ 7,209	21.6%
Azusa	Associate Planner	\$ 5,848	\$ 7,109	21.6%
Baldwin Park	Associate Planner	\$ 5,233	\$ 7,013	34.0%
Irwindale	Associate Planner	\$ 5,666	\$ 6,887	21.5%
Glendora	Associate Planner	\$ 5,571	\$ 6,771	21.5%
Montclair	Associate Planner	\$ 5,506	\$ 6,693	21.6%
Irwindale Rank		14/16		
Coefficient of Variance		8%		
Number of Observations		15	Market Value	Percent +/-
Variability		Low		
Labor Market Mean			\$ 7,554	-9.69%
Labor Market 50th Percentile			\$ 7,500	-8.90%
Adjusted % +/- for 38 Hour Work Week			\$ 7,500	-3.46%
45th Percentile			\$ 7,489	-8.74%
Percentile Rank			11	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Asst. Pool Mgr

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Dimas	Recreation Coordinator	\$ 5,049	\$ 6,097	20.8%
Duarte	Pool Manager	\$ 3,172	\$ 4,037	27.3%
Azusa	Assistant Pool Manager	\$ 3,084	\$ 3,747	21.5%
Alhambra	Pool Manager	\$ 3,014	\$ 3,664	21.6%
La Verne	Assistant Pool Manager	\$ 2,927	\$ 3,388	15.8%
San Gabriel	Assistant Pool Manager	\$ 2,702	\$ 3,285	21.6%
Irwindale	Asst. Pool Mgr		\$ 3,051	
Claremont	Assistant Pool Manager	\$ 2,447	\$ 2,676	9.3%
Arcadia	Assistant Aquatics Manager			
Baldwin Park	No Comparable Class			
Covina	No Comparable Class			
Diamond Bar	No Comparable Class			
Glendora	No Comparable Class			
Monrovia	No Comparable Class			
Montclair	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		7/8		
Coefficient of Variance		28%		
Number of Observations		7	Market	Percent
Variability		High	Value	+/-
Labor Market Mean			\$ 3,842	-25.94%
Labor Market 50th Percentile			\$ 3,664	-20.11%
				--
45th Percentile			\$ 3,581	-17.40%
Percentile Rank			10	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Building Permit Technician

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Dimas	Building Permit Technician II	\$ 5,049	\$ 6,097	20.8%
Diamond Bar	Planning Technician	\$ 4,494	\$ 6,022	34.0%
San Marino	Permit Technician	\$ 4,667	\$ 5,673	21.6%
Monrovia	Building Counter Technician	\$ 4,216	\$ 5,650	34.0%
Arcadia	Building Technician II	\$ 4,498	\$ 5,616	24.9%
Covina	Permit Technician	\$ 4,166	\$ 5,583	34.0%
Azusa	Building Technician	\$ 4,526	\$ 5,501	21.5%
Duarte	Community Development Technician	\$ 4,494	\$ 5,457	21.4%
Claremont	Building Permit Technician	\$ 4,458	\$ 5,385	20.8%
Irwindale	Building Permit Technician	\$ 4,213	\$ 5,121	21.6%
Glendora	Building Technician	\$ 4,022	\$ 4,889	21.6%
Alhambra	No Comparable Class			
Baldwin Park	No Comparable Class			
La Verne	No Comparable Class			
Montclair	No Comparable Class			
San Gabriel	No Comparable Class			
Irwindale Rank		10/11		
Coefficient of Variance		6%		
Number of Observations		10	Market Value	Percent +/-
Variability		Low		
Labor Market Mean			\$ 5,587	-9.11%
Labor Market 50th Percentile			\$ 5,600	-9.34%
Adjusted % +/- for 38 Hour Work Week			\$ 5,600	-3.88%
45th Percentile			\$ 5,585	-9.05%
Percentile Rank			5	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Captain

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Covina	Police Captain	\$ 12,682	\$ 16,600	30.9%
Arcadia	Captain	\$ 13,043	\$ 16,292	24.9%
Glendora	Police Captain	\$ 13,284	\$ 16,147	21.6%
Monrovia	Police Captain	\$ 11,985	\$ 16,061	34.0%
La Verne	Police Captain	\$ 12,767	\$ 15,518	21.5%
Azusa	Police Captain	\$ 12,642	\$ 15,366	21.6%
Claremont	Captain	\$ 12,627	\$ 15,255	20.8%
Alhambra	Assistant Police Chief	\$ 11,383	\$ 14,528	27.6%
San Marino	Police Commander	\$ 11,438	\$ 14,520	26.9%
San Gabriel	Police Captain	\$ 11,268	\$ 13,697	21.6%
Montclair	Captain	\$ 11,245	\$ 13,668	21.5%
Irwindale	Captain	\$ 10,714	\$ 13,023	21.6%
Baldwin Park	Police Commander		\$ 12,967	
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
San Dimas	No Comparable Class			
Irwindale Rank		12/13		
Coefficient of Variance		8%		
Number of Observations		12	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 15,052	-15.58%
Labor Market 50th Percentile			\$ 15,311	-17.57%
Adjusted % +/- for 38 Hour Work Week			\$ 15,311	-11.69%
45th Percentile			\$ 15,219	-16.86%
Percentile Rank			1	

IRWINDALE

LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Chief Deputy City Clerk

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Gabriel	Chief City Clerk	\$ 10,959	\$ 13,321	21.6%
Monrovia	Chief Deputy City Clerk	\$ 8,630	\$ 11,565	34.0%
Covina	Chief Deputy City Clerk	\$ 8,006	\$ 10,728	34.0%
Arcadia	Chief Deputy City Clerk/Records Manager	\$ 7,575	\$ 9,461	24.9%
Azusa	Chief Deputy City Clerk	\$ 7,680	\$ 9,429	22.8%
Irwindale	Chief Deputy City Clerk	\$ 7,076	\$ 8,601	21.6%
Baldwin Park	Chief Deputy City Clerk	\$ 5,595	\$ 7,498	34.0%
Montclair	Deputy City Clerk	\$ 4,589	\$ 5,578	21.6%
Alhambra	No Comparable Class			
Claremont	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
Glendora	No Comparable Class			
La Verne	No Comparable Class			
San Dimas	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		6/8		
Coefficient of Variance		27%		
Number of Observations		7	Market	Percent
Variability		High	Value	+/-
Labor Market Mean			\$ 9,654	-12.25%
Labor Market 50th Percentile			\$ 9,461	-10.00%
Adjusted % +/- for 38 Hour Work Week			\$ 9,461	-4.50%
45th Percentile			\$ 9,451	-9.89%
Percentile Rank			26	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Chief of Police

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Glendora	Police Chief	\$ 16,357	\$ 20,428	24.9%
Baldwin Park	Chief of Police	\$ 16,691	\$ 20,288	21.6%
Alhambra	Chief of Police	\$ 14,937	\$ 19,445	30.2%
Covina	Chief of Police	\$ 14,453	\$ 18,918	30.9%
La Verne	Police Chief	\$ 15,522	\$ 18,867	21.6%
Arcadia	Police Chief	\$ 14,832	\$ 18,526	24.9%
Claremont	Chief of Police	\$ 15,207	\$ 18,373	20.8%
Montclair	Executive Director Office of Public Safety	\$ 14,663	\$ 17,823	21.6%
Monrovia	Police Chief	\$ 13,239	\$ 17,741	34.0%
San Marino	Chief of Police	\$ 13,139	\$ 17,033	29.6%
San Gabriel	Police Chief	\$ 13,883	\$ 16,875	21.6%
Azusa	Chief of Police		\$ 16,641	
Irwindale	Chief of Police	\$ 13,207	\$ 16,052	21.5%
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
San Dimas	No Comparable Class			
Irwindale Rank		13/13		
Coefficient of Variance		7%		
Number of Observations		12	Market Value	Percent +/-
Variability		Low		
Labor Market Mean			\$ 18,413	-14.71%
Labor Market 50th Percentile			\$ 18,449	-14.93%
Adjusted % +/- for 38 Hour Work Week			\$ 18,449	-9.19%
45th Percentile			\$ 18,345	-14.29%
Percentile Rank			0	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

City Clerk (Drift)

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Glendora	City Clerk/Communications Director	\$ 11,985	\$ 14,968	24.9%
Alhambra	City Clerk	\$ 8,406	\$ 10,942	30.2%
Diamond Bar	City Clerk	\$ 8,128	\$ 10,892	34.0%
Claremont	City Clerk	\$ 8,275	\$ 9,996	20.8%
Duarte	City Clerk	\$ 8,268	\$ 9,707	17.4%
San Marino	City Clerk	\$ 7,072	\$ 8,769	24.0%
Arcadia	No Comparable Class			
Azusa	No Comparable Class			
Baldwin Park	No Comparable Class			
Covina	No Comparable Class			
Irwindale	City Clerk (Drift)			
La Verne	No Comparable Class			
Monrovia	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
San Gabriel	No Comparable Class			
Irwindale Rank		--		
Coefficient of Variance		20%		
Number of Observations		6	Market	Percent
Variability		High	Value	+/-
Labor Market Mean			\$ 10,879	--
Labor Market 50th Percentile			\$ 10,444	--
				--
45th Percentile			\$ 10,220	--
Percentile Rank			--	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

City Librarian

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Glendora	Library Director	\$ 11,165	\$ 13,943	24.9%
Monrovia	Library Manager	\$ 9,345	\$ 12,524	34.0%
Covina	Library Manager	\$ 7,868	\$ 10,544	34.0%
San Marino	City Librarian	\$ 8,363	\$ 10,427	24.7%
Alhambra	Library Services Manager	\$ 7,567	\$ 9,851	30.2%
Arcadia	Principal Librarian	\$ 7,188	\$ 8,977	24.9%
Irwindale	City Librarian	\$ 7,076	\$ 8,601	21.6%
Azusa	Library Services Manager	\$ 6,899	\$ 8,386	21.6%
Baldwin Park	No Comparable Class			
Claremont	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
La Verne	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
San Gabriel	No Comparable Class			
Irwindale Rank		7/8		
Coefficient of Variance		18%		
Number of Observations		7	Market	Percent
Variability		High	Value	+/-
Labor Market Mean			\$ 10,665	-23.99%
Labor Market 50th Percentile			\$ 10,427	-21.23%
Adjusted % +/- for 38 Hour Work Week			\$ 10,427	-15.17%
45th Percentile			\$ 10,254	-19.22%
Percentile Rank			6	

IRWINDALE
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

City Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
La Verne	City Manager	\$ 18,375	\$ 22,335	21.6%
Glendora	City Manager		\$ 21,888	
Alhambra	City Manager		\$ 21,788	
Montclair	City Manager	\$ 19,506	\$ 21,505	10.2%
Baldwin Park	Chief Executive Officer		\$ 20,895	
Claremont	City Manager		\$ 20,237	
Diamond Bar	City Manager		\$ 19,536	
Arcadia	City Manager	\$ 17,366	\$ 19,267	10.9%
Irwindale	City Manager		\$ 19,136	
Covina	City Manager		\$ 18,750	
Monrovia	City Manager		\$ 18,375	
San Dimas	City Manager		\$ 18,333	
Duarte	City Manager		\$ 17,850	
Azusa	City Manager		\$ 17,833	
San Marino	City Manager		\$ 17,706	
San Gabriel	City Manager		\$ 17,500	
Irwindale Rank		9/16		
Coefficient of Variance		9%		
Number of Observations		15	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 19,587	-2.36%
Labor Market 50th Percentile			\$ 19,267	-0.69%
Adjusted % +/- for 38 Hour Work Week			\$ 19,267	4.35%
45th Percentile			\$ 18,905	1.20%
Percentile Rank			48	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Civil Engineer (Registered) Drift

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Arcadia	Associate Civil Engineer	\$ 6,675	\$ 8,339	24.9%
San Gabriel	Associate Civil Engineer	\$ 6,575	\$ 7,992	21.6%
Glendora	Registered Associate Civil Engineer	\$ 6,166	\$ 7,495	21.6%
Alhambra	No Comparable Class			
Azusa	No Comparable Class			
Baldwin Park	No Comparable Class			
Claremont	No Comparable Class			
Covina	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
Irwindale	Civil Engineer (Registered) Drift			
La Verne	No Comparable Class			
Monrovia	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		--		
Coefficient of Variance		5%		
Number of Observations		3	Market	Percent
Variability		Low	Value	+/-
Labor Market Mean			\$ 7,942	--
Labor Market 50th Percentile			\$ 7,992	--
				--
45th Percentile			\$ 7,942	--
Percentile Rank			--	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Code Enforcement Officer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Alhambra	Code Enforcement Officer	\$ 5,226	\$ 6,803	30.2%
San Marino	Code Enforcement Officer	\$ 5,433	\$ 6,714	23.6%
Duarte	Code Compliance/Animal Control Officer	\$ 5,330	\$ 6,664	25.0%
Monrovia	Neighborhood Preservation Officer	\$ 4,943	\$ 6,625	34.0%
Diamond Bar	Neighborhood Improvement Officer	\$ 4,606	\$ 6,172	34.0%
San Dimas	Code Compliance Officer	\$ 5,049	\$ 6,097	20.8%
Covina	Neighborhood Preservation Officer	\$ 4,674	\$ 5,965	27.6%
Claremont	Community Improvement Officer	\$ 4,829	\$ 5,834	20.8%
Arcadia	Code Services Officer	\$ 4,609	\$ 5,757	24.9%
Montclair	Code Enforcement Officer	\$ 4,479	\$ 5,444	21.5%
Azusa	Community Improvement Inspector	\$ 4,474	\$ 5,438	21.5%
Irwindale	Code Enforcement Officer	\$ 4,318	\$ 5,249	21.6%
San Gabriel	NIS Officer	\$ 4,303	\$ 5,231	21.6%
Glendora	Community Preservation Officer	\$ 4,239	\$ 5,152	21.5%
Baldwin Park	Community Enhancement Officer	\$ 3,829	\$ 5,131	34.0%
La Verne	No Comparable Class			
Irwindale Rank		12/15		
Coefficient of Variance		10%		
Number of Observations		14	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 5,930	-12.98%
Labor Market 50th Percentile			\$ 5,899	-12.39%
Adjusted % +/- for 38 Hour Work Week			\$ 5,899	-6.77%
45th Percentile			\$ 5,822	-10.92%
Percentile Rank			16	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Community Development Director

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Community Development Director	\$ 13,239	\$ 17,741	34.0%
Glendora	Community Development Director	\$ 13,484	\$ 16,840	24.9%
Claremont	Community Development Director	\$ 13,160	\$ 15,899	20.8%
La Verne	Director of Community Development	\$ 13,065	\$ 15,880	21.6%
Alhambra	Director of Community Development	\$ 11,990	\$ 15,609	30.2%
Diamond Bar	Community Development Director	\$ 11,484	\$ 15,399	34.1%
Covina	Community Development Director	\$ 10,091	\$ 15,334	52.0%
San Marino	Community Development Director	\$ 11,958	\$ 15,181	27.0%
Duarte	Director of Community Development	\$ 12,308	\$ 15,162	23.2%
San Gabriel	Community Development Director	\$ 11,537	\$ 14,024	21.6%
Baldwin Park	Director of Community Development	\$ 11,463	\$ 13,933	21.5%
Irwindale	Community Development Director	\$ 10,964	\$ 13,327	21.6%
Azusa	Economic and Community Development Dir		\$ 13,167	
Arcadia	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
Irwindale Rank		12/13		
Coefficient of Variance		8%		
Number of Observations		12	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 15,347	-15.16%
Labor Market 50th Percentile			\$ 15,367	-15.30%
Adjusted % +/- for 38 Hour Work Week			\$ 15,367	-9.54%
45th Percentile			\$ 15,326	-15.00%
Percentile Rank			2	

IRWINDALE

LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Community Development Manager/City Planner

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Planning Division Manager	\$ 10,323	\$ 13,834	34.0%
Duarte	Planning Manager	\$ 9,824	\$ 11,698	19.1%
Irwindale	Community Development Manager/City Planner	\$ 8,837	\$ 10,741	21.5%
Glendora	City Planner	\$ 8,710	\$ 10,587	21.5%
Arcadia	Planning Services Manager	\$ 8,361	\$ 10,443	24.9%
La Verne	Principal Planner	\$ 8,480	\$ 10,308	21.6%
Claremont	Principal Planner	\$ 8,526	\$ 10,300	20.8%
Baldwin Park	City Planner	\$ 7,594	\$ 10,181	34.1%
San Gabriel	Planning Manager	\$ 8,300	\$ 10,089	21.6%
Montclair	City Planner	\$ 8,192	\$ 9,958	21.6%
Covina	City Planner	\$ 7,341	\$ 9,608	30.9%
Alhambra	Principal Planner	\$ 7,162	\$ 9,323	30.2%
Azusa	No Comparable Class			
Diamond Bar	No Comparable Class			
San Dimas	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		3/12		
Coefficient of Variance		12%		
Number of Observations		11	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 10,575	1.54%
Labor Market 50th Percentile			\$ 10,300	4.11%
Adjusted % +/- for 38 Hour Work Week			\$ 10,300	8.90%
45th Percentile			\$ 10,241	4.66%
Percentile Rank			81	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Community Services Officer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Community Services Officer	\$ 4,216	\$ 5,650	34.0%
Azusa	Community Services Officer - Field	\$ 4,251	\$ 5,168	21.6%
Covina	Community Service Officer	\$ 3,867	\$ 5,061	30.9%
Baldwin Park	Community Service Officer	\$ 4,135	\$ 5,027	21.6%
Claremont	Parking Enforcement Officer	\$ 4,111	\$ 4,967	20.8%
Glendora	Community Services Officer	\$ 3,881	\$ 4,717	21.5%
La Verne	Police Aide II	\$ 3,753	\$ 4,562	21.6%
Alhambra	Police Service Officer	\$ 3,497	\$ 4,552	30.2%
Duarte	Community Services Officer	\$ 2,851	\$ 3,513	23.2%
San Gabriel	Police Assistant	\$ 2,728	\$ 3,318	21.6%
San Marino	Police Cadet	\$ 2,831	\$ 3,122	10.3%
Irwindale	Community Services Officer	\$ 2,896	\$ 2,896	0.0%
Arcadia	No Comparable Class			
Diamond Bar	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
Irwindale Rank		12/12		
Coefficient of Variance		18%		
Number of Observations		11	Market	Percent
Variability		High	Value	+/-
Labor Market Mean			\$ 4,514	-55.86%
Labor Market 50th Percentile			\$ 4,717	-62.86%
				--
45th Percentile			\$ 4,639	-60.18%
Percentile Rank			0	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Crossing Guard

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Alhambra	Crossing Guard	\$ 2,427	\$ 2,950	21.6%
La Verne	Crossing Guard	\$ 2,427	\$ 2,613	7.7%
Claremont	Crossing Guard		\$ 2,434	
Irwindale	Crossing Guard		\$ 2,427	
Arcadia	No Comparable Class			
Azusa	No Comparable Class			
Baldwin Park	No Comparable Class			
Covina	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
Glendora	No Comparable Class			
Monrovia	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
San Gabriel	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		4/4		
Coefficient of Variance		10%		
Number of Observations		3	Market Value	Percent +/-
Variability		Low		
Labor Market Mean			\$ 2,666	-9.85%
Labor Market 50th Percentile			\$ 2,613	-7.69%
45th Percentile			\$ 2,595	-6.95%
Percentile Rank			0	

IRWINDALE

LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Deputy City Clerk

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Glendora	Deputy City Clerk/Records Manager	\$ 6,653	\$ 8,087	21.6%
La Verne	Assistant City Clerk	\$ 5,652	\$ 6,870	21.6%
Claremont	Deputy City Clerk	\$ 5,257	\$ 6,351	20.8%
Arcadia	Deputy City Clerk	\$ 4,967	\$ 6,199	24.8%
Azusa	Deputy City Clerk II	\$ 4,526	\$ 5,501	21.5%
Irwindale	Deputy City Clerk	\$ 4,318	\$ 5,249	21.6%
Covina	Administrative Technician	\$ 3,888	\$ 5,210	34.0%
Monrovia	Administrative Assistant	\$ 3,631	\$ 4,866	34.0%
Alhambra	No Comparable Class			
Baldwin Park	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
San Gabriel	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		6/8		
Coefficient of Variance		18%		
Number of Observations		7	Market	Percent
Variability		High	Value	+/-
Labor Market Mean			\$ 6,155	-17.26%
Labor Market 50th Percentile			\$ 6,199	-18.10%
Adjusted % +/- for 38 Hour Work Week			\$ 6,199	-12.19%
45th Percentile			\$ 5,990	-14.11%
Percentile Rank			19	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Director of Engineering/Building Official

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Public Works Director	\$ 13,239	\$ 17,741	34.0%
Glendora	Public Works Director	\$ 13,484	\$ 16,840	24.9%
Diamond Bar	City Engineer/Public Works Director	\$ 12,367	\$ 16,573	34.0%
La Verne	Public Works Director	\$ 13,542	\$ 16,461	21.6%
Arcadia	Public Works Services Director	\$ 13,041	\$ 16,286	24.9%
Covina	Director of Public Works	\$ 11,943	\$ 16,236	35.9%
Alhambra	Director of Public Works & Utilities	\$ 12,394	\$ 16,134	30.2%
Claremont	Community Services Director	\$ 13,292	\$ 16,058	20.8%
San Marino	Parks and Public Works Director/City Eng	\$ 11,958	\$ 15,181	27.0%
Duarte	Director of Community Development	\$ 12,308	\$ 15,162	23.2%
Montclair	Public Works Director/City Engineer	\$ 12,246	\$ 14,885	21.5%
San Gabriel	Public Works Director/City Engineer	\$ 12,113	\$ 14,724	21.6%
Baldwin Park	Director of Public Works	\$ 12,036	\$ 14,630	21.6%
Irwindale	Director of Engineering/Building Official	\$ 11,553	\$ 14,044	21.6%
San Dimas	Director of Public Works	\$ 11,531	\$ 14,016	21.6%
Azusa	Director of Public Works/City Engineer		\$ 13,333	
Irwindale Rank		14/16		
Coefficient of Variance		8%		
Number of Observations		15	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 15,617	-11.20%
Labor Market 50th Percentile			\$ 16,058	-14.34%
Adjusted % +/- for 38 Hour Work Week			\$ 16,058	-8.62%
45th Percentile			\$ 15,444	-9.97%
Percentile Rank			7	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Dispatcher/Clerk

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Covina	Public Safety Dispatcher	\$ 4,584	\$ 6,000	30.9%
Monrovia	Police Communications Operator	\$ 4,431	\$ 5,938	34.0%
Claremont	Communications Officer II	\$ 4,823	\$ 5,827	20.8%
Alhambra	Dispatcher	\$ 4,441	\$ 5,781	30.2%
Azusa	Police Dispatcher	\$ 4,748	\$ 5,771	21.6%
La Verne	Communications Officer	\$ 4,720	\$ 5,738	21.6%
San Marino	Dispatcher/Clerk	\$ 4,652	\$ 5,654	21.5%
Arcadia	Dispatcher II	\$ 4,498	\$ 5,615	24.8%
Irwindale	Dispatcher/Clerk	\$ 4,362	\$ 5,302	21.5%
San Gabriel	Dispatcher	\$ 4,332	\$ 5,266	21.6%
Montclair	Dispatcher	\$ 4,159	\$ 5,055	21.5%
Glendora	Police Service Rep I	\$ 4,154	\$ 5,050	21.6%
Baldwin Park	Civilian Dispatcher	\$ 4,038	\$ 4,908	21.5%
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
San Dimas	No Comparable Class			
Irwindale Rank		9/13		
Coefficient of Variance		7%		
Number of Observations		12	Market	Percent
Variability		Low	Value	+/-
Labor Market Mean			\$ 5,550	-4.68%
Labor Market 50th Percentile			\$ 5,696	-7.43%
				--
45th Percentile			\$ 5,652	-6.60%
Percentile Rank			28	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Engineering Technician

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Alhambra	Engineering Technician	\$ 6,504	\$ 8,467	30.2%
Arcadia	Senior Engineering Assistant	\$ 5,481	\$ 6,843	24.8%
San Gabriel	Engineering Technician	\$ 5,286	\$ 6,426	21.6%
Duarte	Civil Engineering Technician	\$ 4,934	\$ 6,173	25.1%
Diamond Bar	Engineering Technician	\$ 4,494	\$ 6,022	34.0%
Claremont	Engineering Aide	\$ 4,595	\$ 5,551	20.8%
Glendora	Engineering Technician	\$ 4,446	\$ 5,404	21.5%
Monrovia	Engineering Technician	\$ 4,011	\$ 5,375	34.0%
Irwindale	Engineering Technician	\$ 4,213	\$ 5,121	21.6%
Azusa	Engineering Technician	\$ 4,158	\$ 5,054	21.5%
Baldwin Park	No Comparable Class			
Covina	No Comparable Class			
La Verne	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		9/10		
Coefficient of Variance		17%		
Number of Observations		9	Market	Percent
Variability		High	Value	+/-
Labor Market Mean			\$ 6,146	-20.02%
Labor Market 50th Percentile			\$ 6,022	-17.59%
Adjusted % +/- for 38 Hour Work Week			\$ 6,022	-11.71%
45th Percentile			\$ 5,833	-13.91%
Percentile Rank			3	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Executive Assistant

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Alhambra	Executive Assistant to the City Manager	\$ 5,143	\$ 6,695	30.2%
La Verne	Executive Assistant to the City Manager	\$ 5,435	\$ 6,606	21.6%
Arcadia	Executive Assistant for the City Manager	\$ 5,216	\$ 6,513	24.9%
San Gabriel	Executive Assistant to the City Manager	\$ 5,332	\$ 6,481	21.5%
Claremont	Executive Assistant to the CM	\$ 5,309	\$ 6,414	20.8%
Covina	Executive Assistant to the City Manager	\$ 4,746	\$ 6,360	34.0%
Azusa	Executive Assistant to the City Manager	\$ 5,180	\$ 6,296	21.5%
Glendora	Executive Assistant	\$ 4,996	\$ 6,073	21.6%
Irwindale	Executive Assistant	\$ 4,650	\$ 5,652	21.5%
Baldwin Park	Executive Secretary	\$ 3,973	\$ 5,325	34.0%
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
Monrovia	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		9/10		
Coefficient of Variance		7%		
Number of Observations		9	Market Value	Percent +/-
Variability		Low		
Labor Market Mean			\$ 6,307	-11.59%
Labor Market 50th Percentile			\$ 6,414	-13.48%
Adjusted % +/- for 38 Hour Work Week			\$ 6,414	-7.80%
45th Percentile			\$ 6,392	-13.10%
Percentile Rank			5	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Finance Analyst

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Accountant	\$ 6,403	\$ 8,581	34.0%
Azusa	Budget Administrator	\$ 6,436	\$ 7,822	21.5%
La Verne	Accountant/Payroll Specialist	\$ 6,280	\$ 7,633	21.6%
Arcadia	Accountant	\$ 5,772	\$ 7,210	24.9%
San Marino	Management Analyst	\$ 5,868	\$ 7,159	22.0%
Duarte	Accountant	\$ 5,817	\$ 6,984	20.1%
Glendora	Senior Accountant	\$ 5,557	\$ 6,754	21.5%
San Gabriel	Accountant	\$ 5,509	\$ 6,696	21.5%
Claremont	Accountant	\$ 5,524	\$ 6,674	20.8%
Diamond Bar	Accountant	\$ 4,960	\$ 6,467	30.4%
Covina	Accountant	\$ 4,791	\$ 6,422	34.0%
Irwindale	Finance Analyst	\$ 5,008	\$ 6,087	21.5%
Baldwin Park	Accountant	\$ 4,541	\$ 6,084	34.0%
Montclair	Accountant	\$ 4,332	\$ 5,266	21.6%
Alhambra	No Comparable Class			
San Dimas	No Comparable Class			
Irwindale Rank		12/14		
Coefficient of Variance		12%		
Number of Observations		13	Market	Percent
Variability		High	Value	+/-
Labor Market Mean			\$ 6,904	-13.42%
Labor Market 50th Percentile			\$ 6,754	-10.96%
Adjusted % +/- for 38 Hour Work Week			\$ 6,754	-5.41%
45th Percentile			\$ 6,719	-10.39%
Percentile Rank			8	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Finance Assistant

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
La Verne	Account Clerk III	\$ 4,123	\$ 5,011	21.6%
Monrovia	Accounting Assistant	\$ 3,631	\$ 4,866	34.0%
Claremont	Accounting Assistant	\$ 3,996	\$ 4,826	20.8%
Alhambra	Account Clerk	\$ 3,702	\$ 4,819	30.2%
Covina	Account Clerk II	\$ 3,756	\$ 4,794	27.6%
San Marino	Account Clerk	\$ 3,865	\$ 4,698	21.6%
San Gabriel	Accounting Technician II	\$ 3,813	\$ 4,635	21.6%
Baldwin Park	Finance Clerk	\$ 2,964	\$ 3,972	34.0%
Irwindale	Finance Assistant		\$ 3,217	
Arcadia	No Comparable Class			
Azusa	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
Glendora	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
Irwindale Rank		9/9		
Coefficient of Variance		7%		
Number of Observations		8	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 4,703	-46.18%
Labor Market 50th Percentile			\$ 4,807	-49.41%
				--
45th Percentile			\$ 4,798	-49.13%
Percentile Rank			0	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Finance Director/City Treasurer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Administrative Services Director/ACM	\$ 13,239	\$ 17,741	34.0%
Glendora	Administrative Services Director/City Treasure	\$ 13,974	\$ 17,452	24.9%
Arcadia	Administrative Services Director	\$ 13,365	\$ 16,694	24.9%
Covina	Director of Administrative Services	\$ 11,943	\$ 16,236	35.9%
Claremont	Finance Director	\$ 13,425	\$ 16,219	20.8%
Alhambra	Director of Finance	\$ 12,394	\$ 16,134	30.2%
Diamond Bar	Finance Director	\$ 11,484	\$ 15,399	34.1%
Baldwin Park	Director of Finance		\$ 15,355	
San Marino	Finance Director	\$ 11,958	\$ 15,181	27.0%
San Gabriel	Finance Director	\$ 12,113	\$ 14,724	21.6%
Azusa	Director of Administrative Services		\$ 14,591	
Montclair	Finance Director	\$ 11,662	\$ 14,175	21.5%
Irwindale	Finance Director/City Treasurer	\$ 11,282	\$ 13,713	21.5%
Duarte	No Comparable Class			
La Verne	No Comparable Class			
San Dimas	No Comparable Class			
Irwindale Rank		13/13		
Coefficient of Variance		7%		
Number of Observations		12	Market Value	Percent +/-
Variability		Low		
Labor Market Mean			\$ 15,825	-15.40%
Labor Market 50th Percentile			\$ 15,767	-14.97%
Adjusted % +/- for 38 Hour Work Week			\$ 15,767	-9.23%
45th Percentile			\$ 15,397	-12.28%
Percentile Rank			0	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Finance Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Deputy Admin Svcs Dir/Finance Div Mgr	\$ 10,323	\$ 13,834	34.0%
Glendora	Assistant Finance Director	\$ 10,731	\$ 13,044	21.6%
Arcadia	Financial Services Manager/Treasurer	\$ 10,188	\$ 12,724	24.9%
Alhambra	Assistant Finance Director	\$ 9,568	\$ 12,456	30.2%
Covina	Finance Manager	\$ 8,790	\$ 11,779	34.0%
Duarte	Financial Services Manager	\$ 8,788	\$ 10,550	20.1%
San Gabriel	Financial Services Manager	\$ 8,300	\$ 10,089	21.6%
Azusa	Finance Manager	\$ 7,634	\$ 9,280	21.6%
Irwindale	Finance Manager	\$ 7,620	\$ 9,262	21.5%
Baldwin Park	No Comparable Class			
Claremont	No Comparable Class			
Diamond Bar	No Comparable Class			
La Verne	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		9/9		
Coefficient of Variance		14%		
Number of Observations		8	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 11,720	-26.53%
Labor Market 50th Percentile			\$ 12,118	-30.83%
Adjusted % +/- for 38 Hour Work Week			\$ 12,118	-24.29%
45th Percentile			\$ 11,881	-28.27%
Percentile Rank			0	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Finance Technician

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Alhambra	Accounting Technician	\$ 4,728	\$ 6,155	30.2%
Covina	Payroll Technician	\$ 4,510	\$ 6,044	34.0%
Duarte	Accounting Specialist	\$ 5,014	\$ 6,044	20.5%
Diamond Bar	Accounting Technician II	\$ 4,494	\$ 6,022	34.0%
Monrovia	Senior Accounting Systems Technician	\$ 4,431	\$ 5,938	34.0%
Azusa	Account Specialist III	\$ 4,526	\$ 5,501	21.5%
San Dimas	Accounting Technician	\$ 4,376	\$ 5,290	20.9%
San Gabriel	Payroll Specialist	\$ 4,162	\$ 5,059	21.6%
Irwindale	Finance Technician	\$ 4,110	\$ 4,996	21.6%
Arcadia	Accounting Technician II	\$ 3,785	\$ 4,724	24.8%
Montclair	Accounting Specialist	\$ 3,691	\$ 4,487	21.6%
Glendora	Accounting Technician	\$ 3,640	\$ 4,424	21.5%
Baldwin Park	No Comparable Class			
Claremont	No Comparable Class			
La Verne	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		9/12		
Coefficient of Variance		12%		
Number of Observations		11	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 5,426	-8.61%
Labor Market 50th Percentile			\$ 5,501	-10.11%
Adjusted % +/- for 38 Hour Work Week			\$ 5,501	-4.60%
45th Percentile			\$ 5,396	-8.00%
Percentile Rank			28	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Human Resources Analyst (Drift)

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Dimas	Human Resources Senior Admin Analyst	\$ 6,732	\$ 8,183	21.6%
Alhambra	Human Resources Analyst	\$ 6,245	\$ 8,130	30.2%
Arcadia	Human Resources Analyst	\$ 6,372	\$ 7,959	24.9%
San Gabriel	Human Resources Analyst	\$ 5,959	\$ 7,243	21.5%
San Marino	Management Analyst	\$ 5,868	\$ 7,159	22.0%
Covina	Human Resources Analyst	\$ 5,278	\$ 7,074	34.0%
Baldwin Park	Human Resources Analyst II	\$ 5,233	\$ 7,013	34.0%
Glendora	Human Resources Analyst	\$ 5,464	\$ 6,642	21.6%
Azusa	Human Resources/Risk Management Analyst	\$ 5,367	\$ 6,524	21.6%
Claremont	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
Irwindale	Human Resources Analyst (Drift)			
La Verne	No Comparable Class			
Monrovia	No Comparable Class			
Montclair	No Comparable Class			
Irwindale Rank		--		
Coefficient of Variance		8%		
Number of Observations		9	Market Value	Percent +/-
Variability		Low		
Labor Market Mean			\$ 7,325	--
Labor Market 50th Percentile			\$ 7,159	--
				--
45th Percentile			\$ 7,125	--
Percentile Rank			--	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Human Resources Specialist

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Benefits Coordinator	\$ 4,943	\$ 6,625	34.0%
Azusa	Human Resources Specialist II	\$ 4,978	\$ 6,051	21.6%
Diamond Bar	Human Resources Technician	\$ 4,494	\$ 6,022	34.0%
Arcadia	Human Resources Technician	\$ 4,724	\$ 5,899	24.9%
Glendora	Human Resources Technician	\$ 4,561	\$ 5,544	21.6%
Baldwin Park	Human Resources Technician	\$ 4,053	\$ 5,431	34.0%
Montclair	Benefits Coordinator	\$ 4,399	\$ 5,347	21.6%
Irwindale	Human Resources Specialist	\$ 4,213	\$ 5,121	21.6%
San Gabriel	Human Resources Specialist	\$ 4,162	\$ 5,059	21.6%
Alhambra	No Comparable Class			
Claremont	No Comparable Class			
Covina	No Comparable Class			
Duarte	No Comparable Class			
La Verne	No Comparable Class			
San Dimas	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		8/9		
Coefficient of Variance		9%		
Number of Observations		8	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 5,747	-12.23%
Labor Market 50th Percentile			\$ 5,722	-11.73%
Adjusted % +/- for 38 Hour Work Week			\$ 5,722	-6.14%
45th Percentile			\$ 5,597	-9.30%
Percentile Rank			3	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Human Resources/Risk Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Glendora	Assistant Human Resources Director	\$ 10,731	\$ 13,044	21.6%
Arcadia	Human Resources Administrator	\$ 10,188	\$ 12,724	24.9%
Monrovia	Human Resources Manager	\$ 9,345	\$ 12,524	34.0%
Covina	Human Resources Manager	\$ 8,790	\$ 11,779	34.0%
Diamond Bar	Human Resources & Risk Manager	\$ 8,753	\$ 11,729	34.0%
Baldwin Park	Human Resources/Risk Manager	\$ 8,718	\$ 11,684	34.0%
Claremont	Personnel Services Manager	\$ 9,422	\$ 11,382	20.8%
La Verne	Personnel Officer	\$ 9,190	\$ 11,171	21.5%
San Marino	Human Resources Manager	\$ 8,363	\$ 10,427	24.7%
Alhambra	Human Resources Manager	\$ 7,569	\$ 9,853	30.2%
Irwindale	Human Resources/Risk Manager	\$ 8,006	\$ 9,731	21.5%
Azusa	No Comparable Class			
Duarte	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
San Gabriel	No Comparable Class			
Irwindale Rank		11/11		
Coefficient of Variance		9%		
Number of Observations		10	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 11,632	-19.53%
Labor Market 50th Percentile			\$ 11,707	-20.30%
Adjusted % +/- for 38 Hour Work Week			\$ 11,707	-14.29%
45th Percentile			\$ 11,686	-20.09%
Percentile Rank			0	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Information Technology Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Glendora	Information Technology Officer	\$ 10,731	\$ 13,044	21.6%
La Verne	Information Systems Manager	\$ 9,546	\$ 11,604	21.6%
Claremont	Information Systems Officer	\$ 9,189	\$ 11,101	20.8%
Azusa	Information Technology Systems and Network	\$ 9,123	\$ 11,090	21.6%
Covina	Information Technology Services Manager	\$ 8,026	\$ 10,754	34.0%
Arcadia	Information Technology Manager	\$ 8,571	\$ 10,705	24.9%
Montclair	Information Technology Manager	\$ 8,192	\$ 9,958	21.6%
Diamond Bar	Network/Systems Administrator	\$ 7,363	\$ 9,867	34.0%
Irwindale	Information Technology Manager	\$ 8,006	\$ 9,731	21.5%
Alhambra	Information Technology Specialist	\$ 7,076	\$ 9,211	30.2%
San Dimas	Information Systems Administrator	\$ 7,567	\$ 9,165	21.1%
Baldwin Park	Information Systems Supervisor	\$ 6,574	\$ 8,809	34.0%
Duarte	No Comparable Class			
Monrovia	No Comparable Class			
San Gabriel	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		9/12		
Coefficient of Variance		12%		
Number of Observations		11	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 10,483	-7.72%
Labor Market 50th Percentile			\$ 10,705	-10.01%
Adjusted % +/- for 38 Hour Work Week			\$ 10,705	-4.51%
45th Percentile			\$ 10,332	-6.17%
Percentile Rank			28	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Janitor

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Duarte	Custodian	\$ 3,770	\$ 4,639	23.1%
Alhambra	Custodian	\$ 3,416	\$ 4,447	30.2%
Montclair	Custodian	\$ 3,122	\$ 3,795	21.6%
San Gabriel	Custodian	\$ 2,948	\$ 3,583	21.5%
Covina	Custodian	\$ 2,728	\$ 3,316	21.5%
Irwindale	Janitor	\$ 2,571	\$ 3,125	21.5%
Azusa	Custodian	\$ 2,451	\$ 2,980	21.6%
Arcadia	No Comparable Class			
Baldwin Park	No Comparable Class			
Claremont	No Comparable Class			
Diamond Bar	No Comparable Class			
Glendora	No Comparable Class			
La Verne	No Comparable Class			
Monrovia	No Comparable Class			
San Dimas	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		6/7		
Coefficient of Variance		17%		
Number of Observations		6	Market	Percent
Variability		High	Value	+/-
Labor Market Mean			\$ 3,793	-21.38%
Labor Market 50th Percentile			\$ 3,689	-18.04%
Adjusted % +/- for 38 Hour Work Week			\$ 3,689	-12.14%
45th Percentile			\$ 3,636	-16.35%
Percentile Rank			9	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Librarian (Drift)

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Marino	Librarian III	\$ 6,092	\$ 7,404	21.5%
Arcadia	Librarian II	\$ 5,757	\$ 7,188	24.9%
Monrovia	Librarian	\$ 5,248	\$ 7,032	34.0%
Alhambra	Librarian II	\$ 5,371	\$ 6,992	30.2%
Azusa	Senior Librarian	\$ 5,750	\$ 6,989	21.5%
Glendora	Librarian II	\$ 4,726	\$ 5,744	21.5%
Baldwin Park	No Comparable Class			
Claremont	No Comparable Class			
Covina	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
Irwindale	Librarian (Drift)			
La Verne	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
San Gabriel	No Comparable Class			
Irwindale Rank		--		
Coefficient of Variance		8%		
Number of Observations		6	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 6,892	--
Labor Market 50th Percentile			\$ 7,012	--
				--
45th Percentile			\$ 7,002	--
Percentile Rank			--	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Library Page

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Library Clerk	\$ 2,642	\$ 3,539	34.0%
Glendora	Library Aide II	\$ 2,791	\$ 3,396	21.7%
Covina	Library Clerk	\$ 2,727	\$ 3,314	21.6%
Azusa	Library Aide	\$ 2,548	\$ 3,097	21.6%
San Marino	Library Clerk	\$ 2,631	\$ 2,902	10.3%
Arcadia	Library Aide II	\$ 2,427	\$ 2,678	10.4%
Irwindale	Library Page		\$ 2,427	
Alhambra	No Comparable Class			
Baldwin Park	No Comparable Class			
Claremont	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
La Verne	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
San Gabriel	No Comparable Class			
Irwindale Rank		7/7		
Coefficient of Variance		10%		
Number of Observations		6	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 3,154	-29.99%
Labor Market 50th Percentile			\$ 3,206	-32.11%
				--
45th Percentile			\$ 3,152	-29.88%
Percentile Rank			0	

IRWINDALE

LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Library Technician

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Alhambra	Library Assistant	\$ 3,979	\$ 5,180	30.2%
Covina	Library Assistant	\$ 3,713	\$ 4,739	27.6%
Azusa	Library Assistant III	\$ 3,614	\$ 4,393	21.6%
Irwindale	Library Technician	\$ 3,373	\$ 4,100	21.6%
Glendora	Library Technician	\$ 3,302	\$ 4,014	21.6%
Arcadia	No Comparable Class			
Baldwin Park	No Comparable Class			
Claremont	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
La Verne	No Comparable Class			
Monrovia	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
San Gabriel	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		4/5		
Coefficient of Variance		11%		
Number of Observations		4	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 4,582	-11.74%
Labor Market 50th Percentile			\$ 4,566	-11.37%
Adjusted % +/- for 38 Hour Work Week			\$ 4,566	-5.80%
45th Percentile			\$ 4,514	-10.10%
Percentile Rank			8	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Lieutenant

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Covina	Police Lieutenant	\$ 11,255	\$ 14,732	30.9%
Arcadia	Lieutenant	\$ 11,530	\$ 14,398	24.9%
Glendora	Police Lieutenant	\$ 11,636	\$ 14,144	21.6%
Monrovia	Police Lieutenant	\$ 10,323	\$ 13,834	34.0%
Claremont	Lieutenant	\$ 10,872	\$ 13,135	20.8%
Azusa	Police Lieutenant	\$ 10,651	\$ 12,946	21.6%
Alhambra	Police Commander	\$ 9,941	\$ 12,688	27.6%
La Verne	Police Lieutenant	\$ 10,405	\$ 12,648	21.6%
Montclair	Lieutenant	\$ 9,832	\$ 11,951	21.6%
Irwindale	Lieutenant	\$ 9,470	\$ 11,510	21.5%
San Gabriel	Police Lieutenant	\$ 9,443	\$ 11,478	21.6%
Baldwin Park	Police Lieutenant			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
San Dimas	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		10/11		
Coefficient of Variance		8%		
Number of Observations		10	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 13,195	-14.64%
Labor Market 50th Percentile			\$ 13,041	-13.30%
Adjusted % +/- for 38 Hour Work Week			\$ 13,041	-7.63%
45th Percentile			\$ 12,955	-12.56%
Percentile Rank			1	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Lifeguard

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Dimas	Swim Instructor	\$ 2,884	\$ 3,513	21.8%
San Gabriel	Lifeguard Instructor	\$ 2,548	\$ 3,097	21.6%
Baldwin Park	Lifeguard	\$ 2,747	\$ 3,094	12.6%
Alhambra	Lifeguard	\$ 2,534	\$ 3,080	21.5%
Arcadia	Activity Leader II	\$ 2,728	\$ 3,013	10.4%
Azusa	Lifeguard	\$ 2,427	\$ 2,950	21.6%
La Verne	Lifeguard	\$ 2,475	\$ 2,865	15.8%
Duarte	Lifeguard	\$ 2,427	\$ 2,813	15.9%
Claremont	Lifeguard		\$ 2,434	
Irwindale	Lifeguard		\$ 2,427	
Covina	No Comparable Class			
Diamond Bar	No Comparable Class			
Glendora	No Comparable Class			
Monrovia	No Comparable Class			
Montclair	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		10/10		
Coefficient of Variance		10%		
Number of Observations		9	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 2,984	-22.98%
Labor Market 50th Percentile			\$ 3,013	-24.14%
				--
45th Percentile			\$ 2,988	-23.11%
Percentile Rank			0	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Maintenance Aide

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Covina	General Maintenance Worker	\$ 3,389	\$ 4,324	27.6%
Baldwin Park	Maintenance Worker I	\$ 3,039	\$ 4,073	34.0%
Glendora	Maintenance Aide II	\$ 3,221	\$ 3,917	21.6%
San Marino	Maintenance Assistant	\$ 3,221	\$ 3,552	10.3%
Claremont	Senior Maintenance Assistant	\$ 2,676	\$ 3,234	20.9%
Irwindale	Maintenance Aide	\$ 2,640	\$ 3,208	21.5%
San Dimas	Building Maintenance Aide	\$ 2,427	\$ 2,955	21.8%
La Verne	Laborer	\$ 2,427	\$ 2,809	15.8%
Arcadia	Laborer	\$ 2,427	\$ 2,678	10.4%
Alhambra	No Comparable Class			
Azusa	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
Monrovia	No Comparable Class			
Montclair	No Comparable Class			
San Gabriel	No Comparable Class			
Irwindale Rank		6/9		
Coefficient of Variance		18%		
Number of Observations		8	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 3,443	-7.31%
Labor Market 50th Percentile			\$ 3,393	-5.75%
Adjusted % +/- for 38 Hour Work Week			\$ 3,393	-0.47%
45th Percentile			\$ 3,282	-2.29%
Percentile Rank			42	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Maintenance Worker I

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Dimas	Landscape Maintenance Worker II	\$ 4,593	\$ 5,551	20.9%
Azusa	Park Maintenance Worker III	\$ 4,526	\$ 5,501	21.5%
La Verne	Maintenance Worker III	\$ 4,427	\$ 5,381	21.5%
Alhambra	Parks Worker II	\$ 3,933	\$ 5,120	30.2%
Monrovia	Maintenance Worker	\$ 3,817	\$ 5,115	34.0%
San Marino	Maintenance Worker II	\$ 4,200	\$ 5,104	21.5%
Claremont	Groundskeeper II	\$ 3,976	\$ 4,803	20.8%
Covina	Parks Worker	\$ 3,753	\$ 4,788	27.6%
San Gabriel	Maintenance Worker II	\$ 3,924	\$ 4,770	21.6%
Glendora	Maintenance Worker	\$ 3,699	\$ 4,496	21.5%
Baldwin Park	Maintenance Worker II	\$ 3,343	\$ 4,481	34.0%
Irwindale	Maintenance Worker I	\$ 3,544	\$ 4,308	21.6%
Montclair	Parks Maintenance Worker	\$ 3,359	\$ 4,083	21.6%
Arcadia	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
Irwindale Rank		12/13		
Coefficient of Variance		9%		
Number of Observations		12	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 4,933	-14.50%
Labor Market 50th Percentile			\$ 4,954	-14.99%
Adjusted % +/- for 38 Hour Work Week			\$ 4,954	-9.24%
45th Percentile			\$ 4,802	-11.48%
Percentile Rank			5	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Maintenance Worker II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Senior Maintenance Worker	\$ 4,431	\$ 5,938	34.0%
San Marino	Maintenance Worker III	\$ 4,716	\$ 5,752	22.0%
Montclair	Facilities Specialist	\$ 4,671	\$ 5,678	21.6%
Duarte	Senior Maintenance Technician	\$ 4,525	\$ 5,564	23.0%
San Dimas	Facilities Maintenance Worker II	\$ 4,593	\$ 5,551	20.9%
Arcadia	Building Maintenance Technician	\$ 4,440	\$ 5,544	24.9%
La Verne	Maintenance Worker III	\$ 4,427	\$ 5,381	21.5%
Covina	Building Maintenance Worker	\$ 4,179	\$ 5,333	27.6%
Alhambra	Building Maintenance Worker	\$ 3,945	\$ 5,135	30.2%
San Gabriel	Maintenance Specialist	\$ 4,201	\$ 5,107	21.6%
Diamond Bar	Senior Maintenance Worker	\$ 3,780	\$ 5,066	34.0%
Glendora	Senior Maintenance Worker	\$ 4,068	\$ 4,945	21.6%
Claremont	Maintenance Craftsworker II	\$ 4,077	\$ 4,925	20.8%
Irwindale	Maintenance Worker II	\$ 3,912	\$ 4,755	21.5%
Baldwin Park	Maintenance Worker II	\$ 3,343	\$ 4,481	34.0%
Azusa	No Comparable Class			
Irwindale Rank		14/15		
Coefficient of Variance		7%		
Number of Observations		14	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 5,314	-11.76%
Labor Market 50th Percentile			\$ 5,357	-12.66%
Adjusted % +/- for 38 Hour Work Week			\$ 5,357	-7.03%
45th Percentile			\$ 5,303	-11.53%
Percentile Rank			5	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Management Analyst

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Alhambra	Management Analyst	\$ 6,245	\$ 9,130	46.2%
Arcadia	Management Analyst	\$ 6,532	\$ 8,159	24.9%
Monrovia	Management Analyst	\$ 5,796	\$ 7,768	34.0%
San Gabriel	Management Analyst	\$ 5,959	\$ 7,243	21.5%
San Marino	Management Analyst	\$ 5,868	\$ 7,159	22.0%
Diamond Bar	Management Analyst	\$ 5,341	\$ 7,158	34.0%
Covina	Management Analyst	\$ 5,278	\$ 7,074	34.0%
Claremont	Management Analyst	\$ 5,807	\$ 7,016	20.8%
La Verne	Management Analyst	\$ 5,521	\$ 6,712	21.6%
Glendora	Management Analyst	\$ 5,491	\$ 6,675	21.6%
Azusa	Management Analyst	\$ 5,153	\$ 6,442	25.0%
Baldwin Park	Management Analyst	\$ 4,689	\$ 6,284	34.0%
Montclair	Administrative Analyst	\$ 5,099	\$ 6,198	21.6%
Irwindale	Management Analyst	\$ 5,008	\$ 6,087	21.5%
Duarte	No Comparable Class			
San Dimas	No Comparable Class			
Irwindale Rank		14/14		
Coefficient of Variance		11%		
Number of Observations		13	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 7,155	-17.55%
Labor Market 50th Percentile			\$ 7,074	-16.21%
Adjusted % +/- for 38 Hour Work Week			\$ 7,074	-10.40%
45th Percentile			\$ 7,039	-15.64%
Percentile Rank			0	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Office Specialist

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Administrative Assistant	\$ 3,631	\$ 4,866	34.0%
Claremont	Administrative Assistant	\$ 3,996	\$ 4,826	20.8%
San Dimas	Departmental Assistant	\$ 3,921	\$ 4,765	21.5%
Azusa	Senior Office Specialist	\$ 3,894	\$ 4,734	21.6%
Diamond Bar	Senior Office Specialist	\$ 3,510	\$ 4,704	34.0%
Alhambra	Clerical Assistant II	\$ 3,573	\$ 4,651	30.2%
San Gabriel	Administrative Assistant II	\$ 3,813	\$ 4,635	21.6%
Duarte	Clerk/Typist Receptionist	\$ 3,753	\$ 4,573	21.8%
Arcadia	Office Assistant	\$ 3,602	\$ 4,498	24.9%
San Marino	Clerk Typist II	\$ 3,613	\$ 4,391	21.5%
Covina	Office Assistant II	\$ 3,394	\$ 4,332	27.6%
Glendora	Senior Office Assistant	\$ 3,558	\$ 4,324	21.5%
Irwindale	Office Specialist	\$ 3,458	\$ 4,203	21.5%
La Verne	Administrative Clerk II	\$ 3,420	\$ 4,158	21.6%
Montclair	Office Specialist	\$ 3,177	\$ 3,862	21.6%
Baldwin Park	Administrative Clerk II	\$ 2,684	\$ 3,597	34.0%
Irwindale Rank		13/16		
Coefficient of Variance		8%		
Number of Observations		15	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 4,461	-6.14%
Labor Market 50th Percentile			\$ 4,573	-8.80%
Adjusted % +/- for 38 Hour Work Week			\$ 4,573	-3.36%
45th Percentile			\$ 4,521	-7.55%
Percentile Rank			16	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Planning Technician

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Marino	Building and Planning Assistant	\$ 5,056	\$ 6,171	22.1%
Diamond Bar	Planning Technician	\$ 4,494	\$ 6,022	34.0%
Monrovia	Planning Technician	\$ 4,216	\$ 5,650	34.0%
Covina	Planning Technician	\$ 4,359	\$ 5,564	27.6%
Alhambra	Planning Aide	\$ 4,271	\$ 5,560	30.2%
Duarte	Community Development Technician	\$ 4,494	\$ 5,457	21.4%
Claremont	Planning Aide	\$ 4,458	\$ 5,385	20.8%
Baldwin Park	Police Technician	\$ 4,276	\$ 5,197	21.5%
Irwindale	Planning Technician	\$ 4,213	\$ 5,121	21.6%
Azusa	Planning Technician	\$ 4,158	\$ 5,054	21.5%
Glendora	Planning Technician	\$ 4,152	\$ 5,047	21.6%
Arcadia	No Comparable Class			
La Verne	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
San Gabriel	No Comparable Class			
Irwindale Rank		9/11		
Coefficient of Variance		7%		
Number of Observations		10	Market	Percent
Variability		Low	Value	+/-
Labor Market Mean			\$ 5,511	-7.61%
Labor Market 50th Percentile			\$ 5,509	-7.57%
Adjusted % +/- for 38 Hour Work Week			\$ 5,509	-2.19%
45th Percentile			\$ 5,462	-6.66%
Percentile Rank			16	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Police Officer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Covina	Police Officer	\$ 6,713	\$ 8,787	30.9%
Alhambra	Police Officer	\$ 6,843	\$ 8,734	27.6%
Azusa	Police Officer	\$ 6,725	\$ 8,599	27.9%
Monrovia	Police Officer	\$ 6,403	\$ 8,581	34.0%
Arcadia	Police Officer	\$ 6,666	\$ 8,326	24.9%
La Verne	Police Officer	\$ 6,821	\$ 8,291	21.6%
San Marino	Police Officer	\$ 8,202	\$ 8,268	0.8%
Glendora	Police Officer	\$ 6,661	\$ 8,096	21.5%
Claremont	Officer	\$ 6,504	\$ 7,858	20.8%
Montclair	Police Officer	\$ 6,369	\$ 7,741	21.5%
Baldwin Park	Police Officer	\$ 6,301	\$ 7,659	21.6%
Irwindale	Police Officer	\$ 6,193	\$ 7,528	21.6%
San Gabriel	Police Officer	\$ 5,897	\$ 7,168	21.6%
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
San Dimas	No Comparable Class			
Irwindale Rank		12/13		
Coefficient of Variance		6%		
Number of Observations		12	Market	Percent
Variability		Low	Value	+/-
Labor Market Mean			\$ 8,176	-8.60%
Labor Market 50th Percentile			\$ 8,279	-9.98%
				--
45th Percentile			\$ 8,259	-9.72%
Percentile Rank			7	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Police Records Clerk

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Marino	Police Records Clerk	\$ 4,406	\$ 5,373	21.9%
Monrovia	Police Services Representative	\$ 3,631	\$ 4,866	34.0%
San Gabriel	Police Records Specialist	\$ 3,813	\$ 4,635	21.6%
La Verne	Police Clerk II	\$ 3,753	\$ 4,562	21.6%
Covina	Police Records Clerk	\$ 3,399	\$ 4,338	27.6%
Claremont	Records Clerk	\$ 3,423	\$ 4,135	20.8%
Azusa	Office Specialist II	\$ 3,387	\$ 4,117	21.6%
Montclair	Police Service Specialist	\$ 3,292	\$ 4,002	21.6%
Irwindale	Police Records Clerk	\$ 3,211	\$ 3,903	21.6%
Alhambra	No Comparable Class			
Arcadia	No Comparable Class			
Baldwin Park	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
Glendora	No Comparable Class			
San Dimas	No Comparable Class			
Irwindale Rank		9/9		
Coefficient of Variance		10%		
Number of Observations		8	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 4,503	-15.38%
Labor Market 50th Percentile			\$ 4,450	-14.01%
Adjusted % +/- for 38 Hour Work Week			\$ 4,450	-8.31%
45th Percentile			\$ 4,372	-12.00%
Percentile Rank			0	

IRWINDALE

LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Project Manager - Construction Compliance

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Duarte	Assistant Civil Engineer	\$ 6,725	\$ 8,006	19.0%
Alhambra	Project Manager	\$ 5,854	\$ 7,621	30.2%
Diamond Bar	Assistant Engineer	\$ 5,211	\$ 6,983	34.0%
Montclair	Project Manager	\$ 5,401	\$ 6,565	21.6%
Irwindale	Project Manager - Construction Compliance	\$ 5,133	\$ 6,239	21.5%
Arcadia	No Comparable Class			
Azusa	No Comparable Class			
Baldwin Park	No Comparable Class			
Claremont	No Comparable Class			
Covina	No Comparable Class			
Glendora	No Comparable Class			
La Verne	No Comparable Class			
Monrovia	No Comparable Class			
San Dimas	No Comparable Class			
San Gabriel	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		5/5		
Coefficient of Variance		9%		
Number of Observations		4	Market	Percent
Variability		Low	Value	+/-
Labor Market Mean			\$ 7,294	-16.91%
Labor Market 50th Percentile			\$ 7,302	-17.04%
Adjusted % +/- for 38 Hour Work Week			\$ 7,302	-11.19%
45th Percentile			\$ 7,206	-15.50%
Percentile Rank			0	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Public Services Director

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Community Services Director	\$ 13,239	\$ 17,741	34.0%
Baldwin Park	Director of Recreation & Community Services		\$ 15,327	
Glendora	Director of Community Services	\$ 11,985	\$ 14,968	24.9%
Claremont	Human Services Director	\$ 12,029	\$ 14,534	20.8%
Alhambra	Director of Parks and Recreation	\$ 10,987	\$ 14,304	30.2%
Covina	Director of Parks & Rec & Library Services	\$ 10,601	\$ 14,215	34.1%
La Verne	Community Services Director	\$ 11,587	\$ 14,084	21.6%
San Dimas	Director of Parks & Recreation	\$ 11,531	\$ 14,016	21.6%
Duarte	Director of Parks and Recreation	\$ 11,665	\$ 13,941	19.5%
Diamond Bar	Parks and Recreation Director	\$ 10,398	\$ 13,934	34.0%
Arcadia	Director of Recreation and Community Service	\$ 10,972	\$ 13,702	24.9%
Irwindale	Public Services Director	\$ 11,132	\$ 13,531	21.6%
San Gabriel	Community Services Director	\$ 10,959	\$ 13,321	21.6%
San Marino	Community Services Director	\$ 10,522	\$ 13,304	26.4%
Montclair	Director of Human Services	\$ 11,455	\$ 13,261	15.8%
Azusa	Director of Recreation and Family Services		\$ 12,177	
Irwindale Rank		12/16		
Coefficient of Variance		9%		
Number of Observations		15	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 14,189	-4.86%
Labor Market 50th Percentile			\$ 14,016	-3.58%
Adjusted % +/- for 38 Hour Work Week			\$ 14,016	1.59%
45th Percentile			\$ 13,964	-3.20%
Percentile Rank			25	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Public Works Maint Supervisor

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Diamond Bar	Facilities Maintenance Supervisor	\$ 6,508	\$ 8,721	34.0%
Covina	Parks Maintenance Supervisor	\$ 6,110	\$ 8,188	34.0%
Duarte	Field Services Supervisor	\$ 5,905	\$ 7,675	30.0%
Monrovia	Maintenance Supervisor	\$ 5,515	\$ 7,391	34.0%
San Dimas	Public Works Maintenance Supervisor	\$ 6,097	\$ 7,378	21.0%
Alhambra	Landscape Supervisor	\$ 5,595	\$ 7,284	30.2%
Claremont	Maintenance Supervisor	\$ 5,984	\$ 7,229	20.8%
San Marino	Foreman	\$ 5,752	\$ 7,063	22.8%
La Verne	Maintenance Supervisor	\$ 5,761	\$ 7,002	21.6%
Glendora	Parks Supervisor	\$ 5,583	\$ 6,786	21.5%
Azusa	Parks Maintenance Supervisor	\$ 5,576	\$ 6,777	21.5%
Irwindale	Public Works Maint Supervisor	\$ 5,393	\$ 6,555	21.5%
Arcadia	Building Maintenance Crew Supervisor	\$ 5,151	\$ 6,429	24.8%
Baldwin Park	No Comparable Class			
Montclair	No Comparable Class			
San Gabriel	No Comparable Class			
Irwindale Rank		12/13		
Coefficient of Variance		9%		
Number of Observations		12	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 7,327	-11.78%
Labor Market 50th Percentile			\$ 7,257	-10.71%
Adjusted % +/- for 38 Hour Work Week			\$ 7,257	-5.17%
45th Percentile			\$ 7,221	-10.16%
Percentile Rank			3	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Public Works Services Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Public Works Operations Manager	\$ 9,345	\$ 12,524	34.0%
La Verne	Maintenance Manager	\$ 9,546	\$ 11,604	21.6%
Duarte	Public Works Manager	\$ 9,279	\$ 11,037	18.9%
Covina	Public Works Manager	\$ 8,105	\$ 10,862	34.0%
Arcadia	Streets/Utilities Superintendent	\$ 8,361	\$ 10,443	24.9%
San Marino	Public Works Division Manager	\$ 8,355	\$ 10,439	24.9%
Glendora	PW Maintenance & Operations Manager	\$ 8,277	\$ 10,060	21.5%
Montclair	Public Works Manager	\$ 8,192	\$ 9,958	21.6%
San Dimas	Public Works Maintenance Superintendent	\$ 8,140	\$ 9,894	21.5%
Claremont	Maintenance Superintendent	\$ 8,071	\$ 9,749	20.8%
Alhambra	Public Works Superintendent	\$ 7,420	\$ 9,659	30.2%
Irwindale	Public Works Services Manager	\$ 7,810	\$ 9,493	21.5%
San Gabriel	Field Operations Manager	\$ 7,758	\$ 9,430	21.6%
Azusa	Public Works Superintendent	\$ 7,550	\$ 9,177	21.5%
Baldwin Park	Public Works Operations Manager	\$ 6,429	\$ 8,615	34.0%
Diamond Bar	No Comparable Class			
Irwindale Rank		12/15		
Coefficient of Variance		10%		
Number of Observations		14	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 10,247	-7.94%
Labor Market 50th Percentile			\$ 10,009	-5.44%
Adjusted % +/- for 38 Hour Work Week			\$ 10,009	-0.16%
45th Percentile			\$ 9,948	-4.80%
Percentile Rank			18	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Rec Aide / Pool Cashier

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Azusa	Cashier	\$ 2,774	\$ 3,372	21.6%
San Dimas	Cashier	\$ 2,614	\$ 3,182	21.8%
Covina	Community Resources Assistant II	\$ 2,572	\$ 3,127	21.6%
Arcadia	Activity Leader II	\$ 2,728	\$ 3,013	10.4%
Alhambra	Cashier - Aquatics	\$ 2,427	\$ 2,950	21.6%
San Gabriel	Pool Cashier	\$ 2,427	\$ 2,950	21.6%
Duarte	Recreation Leader	\$ 2,513	\$ 2,831	12.6%
La Verne	Pool Cashier	\$ 2,427	\$ 2,809	15.8%
Baldwin Park	Cashier	\$ 2,439	\$ 2,538	4.1%
Irwindale	Rec Aide / Pool Cashier		\$ 2,427	
Claremont	No Comparable Class			
Diamond Bar	No Comparable Class			
Glendora	No Comparable Class			
Monrovia	No Comparable Class			
Montclair	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		10/10		
Coefficient of Variance		8%		
Number of Observations		9	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 2,975	-22.58%
Labor Market 50th Percentile			\$ 2,950	-21.57%
				--
45th Percentile			\$ 2,950	-21.57%
Percentile Rank			0	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Recreation Aide

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Recreation Leader	\$ 2,439	\$ 3,269	34.0%
Covina	Community Resources Assistant II	\$ 2,572	\$ 3,127	21.6%
Azusa	Recreation Leader	\$ 2,548	\$ 3,097	21.6%
San Gabriel	Recreation Leader	\$ 2,548	\$ 3,097	21.6%
La Verne	Recreation Leader II	\$ 2,675	\$ 3,097	15.8%
Alhambra	Recreation Leader II	\$ 2,534	\$ 3,080	21.5%
San Dimas	Recreation Leader	\$ 2,487	\$ 3,030	21.8%
Glendora	Recreation Aide	\$ 2,427	\$ 2,954	21.7%
Montclair	Recreation Leader	\$ 2,427	\$ 2,950	21.6%
Diamond Bar	Recreation Leader II	\$ 2,427	\$ 2,860	17.9%
Duarte	Recreation Leader	\$ 2,513	\$ 2,831	12.6%
San Marino	Program Leader	\$ 2,475	\$ 2,730	10.3%
Baldwin Park	Recreation Leader II	\$ 2,439	\$ 2,694	10.4%
Arcadia	Activity Leader I	\$ 2,427	\$ 2,678	10.4%
Claremont	Human Services Leader		\$ 2,434	
Irwindale	Recreation Aide		\$ 2,427	
Irwindale Rank		16/16		
Coefficient of Variance		8%		
Number of Observations		15	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 2,929	-20.68%
Labor Market 50th Percentile			\$ 2,954	-21.71%
				--
45th Percentile			\$ 2,951	-21.61%
Percentile Rank			0	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Recreation Assistant

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Gabriel	Administrative Assistant II	\$ 3,813	\$ 4,635	21.6%
Arcadia	Office Assistant	\$ 3,602	\$ 4,498	24.9%
Alhambra	Clerical Assistant I	\$ 3,394	\$ 4,418	30.2%
Irwindale	Recreation Assistant	\$ 3,458	\$ 4,203	21.5%
Azusa	Office Specialist II	\$ 3,387	\$ 4,117	21.6%
Glendora	Office Assistant	\$ 3,229	\$ 3,925	21.6%
San Dimas	Office Assistant	\$ 3,235	\$ 3,895	20.4%
La Verne	Administrative Clerk I	\$ 3,102	\$ 3,771	21.5%
Claremont	Receptionist	\$ 2,666	\$ 3,221	20.8%
Baldwin Park	No Comparable Class			
Covina	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
Monrovia	No Comparable Class			
Montclair	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		4/9		
Coefficient of Variance		11%		
Number of Observations		8	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 4,060	3.40%
Labor Market 50th Percentile			\$ 4,021	4.33%
Adjusted % +/- for 38 Hour Work Week			\$ 4,021	9.11%
45th Percentile			\$ 3,954	5.93%
Percentile Rank			61	

IRWINDALE

LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Recreation Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Library/Recreation Division Manager	\$ 9,345	\$ 12,524	34.0%
La Verne	Community Services Manager	\$ 9,546	\$ 11,604	21.6%
Alhambra	Deputy Director of Recreation and Comm Svcs	\$ 8,248	\$ 10,737	30.2%
Covina	Parks and Recreation Manager	\$ 7,868	\$ 10,544	34.0%
San Marino	Recreation Manager	\$ 8,363	\$ 10,427	24.7%
Claremont	Human Services Manager	\$ 8,613	\$ 10,404	20.8%
San Dimas	Recreation Manager	\$ 8,552	\$ 10,395	21.6%
Diamond Bar	Recreation Services Superintendent	\$ 7,184	\$ 9,627	34.0%
San Gabriel	Community Services Manager	\$ 7,758	\$ 9,430	21.6%
Irwindale	Recreation Manager	\$ 7,434	\$ 9,036	21.5%
Glendora	Recreation Superintendent	\$ 7,239	\$ 8,800	21.6%
Azusa	Recreation Superintendent	\$ 6,709	\$ 8,155	21.6%
Arcadia	No Comparable Class			
Baldwin Park	No Comparable Class			
Duarte	No Comparable Class			
Montclair	No Comparable Class			
Irwindale Rank		10/12		
Coefficient of Variance		12%		
Number of Observations		11	Market	Percent
Variability		High	Value	+/-
Labor Market Mean			\$ 10,241	-13.33%
Labor Market 50th Percentile			\$ 10,404	-15.14%
Adjusted % +/- for 38 Hour Work Week			\$ 10,404	-9.38%
45th Percentile			\$ 10,400	-15.09%
Percentile Rank			14	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Recreation Supervisor

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Covina	Parks and Recreation Supervisor	\$ 6,110	\$ 8,188	34.0%
Claremont	Human Services Supervisor II	\$ 6,577	\$ 7,945	20.8%
San Marino	Recreation Supervisor	\$ 6,392	\$ 7,919	23.9%
Duarte	Recreation Supervisor	\$ 6,147	\$ 7,564	23.1%
San Dimas	Recreation Supervisor	\$ 6,097	\$ 7,378	21.0%
San Gabriel	Recreation Supervisor	\$ 5,959	\$ 7,243	21.5%
Arcadia	Recreation Supervisor	\$ 5,772	\$ 7,210	24.9%
Monrovia	Recreation Supervisor	\$ 5,247	\$ 7,032	34.0%
La Verne	Community Services Supervisor	\$ 5,671	\$ 6,893	21.5%
Glendora	Recreation Supervisor	\$ 5,475	\$ 6,655	21.6%
Irwindale	Recreation Supervisor	\$ 5,393	\$ 6,555	21.5%
Baldwin Park	Program Supervisor	\$ 4,691	\$ 6,286	34.0%
Alhambra	Recreation Supervisor	\$ 4,669	\$ 6,078	30.2%
Montclair	Recreation Supervisor	\$ 4,028	\$ 4,896	21.5%
Azusa	No Comparable Class			
Diamond Bar	No Comparable Class			
Irwindale Rank		11/14		
Coefficient of Variance		13%		
Number of Observations		13	Market	Percent
Variability		High	Value	+/-
Labor Market Mean			\$ 7,022	-7.13%
Labor Market 50th Percentile			\$ 7,210	-9.99%
Adjusted % +/- for 38 Hour Work Week			\$ 7,210	-4.49%
45th Percentile			\$ 7,103	-8.36%
Percentile Rank			23	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Senior Center Aide

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Covina	Community Resources Assistant II	\$ 2,572	\$ 3,127	21.6%
Alhambra	Recreation Leader II	\$ 2,534	\$ 3,080	21.5%
San Dimas	Recreation Leader	\$ 2,487	\$ 3,030	21.8%
Glendora	Recreation Aide	\$ 2,427	\$ 2,954	21.7%
Azusa	Home Delivered Meal Assistant	\$ 2,427	\$ 2,950	21.6%
Diamond Bar	Recreation Leader II	\$ 2,427	\$ 2,860	17.9%
Duarte	Recreation Leader	\$ 2,513	\$ 2,831	12.6%
San Marino	Program Leader	\$ 2,475	\$ 2,730	10.3%
Arcadia	Activity Leader I	\$ 2,427	\$ 2,678	10.4%
Baldwin Park	Nutrition Assistant	\$ 2,439	\$ 2,588	6.1%
Montclair	Program Aide		\$ 2,467	
Claremont	Human Services Leader		\$ 2,434	
Irwindale	Senior Center Aide		\$ 2,163	
La Verne	No Comparable Class			
Monrovia	No Comparable Class			
San Gabriel	No Comparable Class			
Irwindale Rank		13/13		
Coefficient of Variance		8%		
Number of Observations		12	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 2,811	-29.93%
Labor Market 50th Percentile			\$ 2,845	-31.53%
				--
45th Percentile			\$ 2,826	-30.62%
Percentile Rank			0	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Senior Center Assistant

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Arcadia	Senior Citizens Project Specialist	\$ 3,785	\$ 4,724	24.8%
Irwindale	Senior Center Assistant	\$ 3,458	\$ 4,203	21.5%
Glendora	Office Assistant	\$ 3,229	\$ 3,925	21.6%
San Dimas	Office Assistant	\$ 3,235	\$ 3,895	20.4%
Azusa	Home Delivered Meal Manager	\$ 2,669	\$ 3,245	21.6%
Alhambra	No Comparable Class			
Baldwin Park	No Comparable Class			
Claremont	No Comparable Class			
Covina	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
La Verne	No Comparable Class			
Monrovia	No Comparable Class			
Montclair	No Comparable Class			
San Gabriel	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		2/5		
Coefficient of Variance		15%		
Number of Observations		4	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 3,947	6.09%
Labor Market 50th Percentile			\$ 3,910	6.97%
Adjusted % +/- for 38 Hour Work Week			\$ 3,910	11.62%
45th Percentile			\$ 3,906	7.08%
Percentile Rank			78	

IRWINDALE

LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Senior Center Specialist

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Diamond Bar	Recreation Coordinator	\$ 4,494	\$ 6,022	34.0%
Alhambra	Program Coordinator	\$ 3,935	\$ 5,122	30.2%
Irwindale	Senior Center Specialist	\$ 4,213	\$ 5,121	21.6%
Covina	Recreation Coordinator	\$ 3,904	\$ 4,983	27.6%
Baldwin Park	Program Coordinator	\$ 3,716	\$ 4,979	34.0%
Arcadia	Recreation Coordinator	\$ 3,785	\$ 4,724	24.8%
Azusa	Recreation Coordinator	\$ 3,696	\$ 4,492	21.5%
Glendora	Senior Office Assistant	\$ 3,558	\$ 4,324	21.5%
Claremont	Program Specialist	\$ 3,423	\$ 4,135	20.8%
Monrovia	Recreation Specialist	\$ 2,642	\$ 3,539	34.0%
San Dimas	Recreation Specialist	\$ 2,884	\$ 3,513	21.8%
San Marino	Recreation Specialist	\$ 3,044	\$ 3,354	10.2%
Montclair	Recreation Specialist	\$ 2,451	\$ 2,980	21.6%
Duarte	No Comparable Class			
La Verne	No Comparable Class			
San Gabriel	No Comparable Class			
Irwindale Rank		3/13		
Coefficient of Variance		20%		
Number of Observations		12	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 4,347	15.11%
Labor Market 50th Percentile			\$ 4,408	13.92%
Adjusted % +/- for 38 Hour Work Week			\$ 4,408	18.23%
45th Percentile			\$ 4,315	15.75%
Percentile Rank			91	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Senior Management Analyst

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monrovia	Senior Management Analyst	\$ 7,287	\$ 9,765	34.0%
Arcadia	Senior Management Analyst	\$ 7,210	\$ 9,005	24.9%
Covina	Senior Management Analyst	\$ 6,316	\$ 8,463	34.0%
Claremont	Senior Management Analyst	\$ 6,984	\$ 8,437	20.8%
Diamond Bar	Senior Management Analyst	\$ 6,194	\$ 8,301	34.0%
La Verne	Senior Management Analyst	\$ 6,712	\$ 8,158	21.6%
Azusa	Senior Management Analyst	\$ 5,669	\$ 7,086	25.0%
Irwindale	Senior Management Analyst	\$ 5,807	\$ 7,059	21.6%
Alhambra	No Comparable Class			
Baldwin Park	No Comparable Class			
Duarte	No Comparable Class			
Glendora	No Comparable Class			
Montclair	No Comparable Class			
San Dimas	No Comparable Class			
San Gabriel	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		8/8		
Coefficient of Variance		10%		
Number of Observations		7	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 8,459	-19.84%
Labor Market 50th Percentile			\$ 8,437	-19.52%
Adjusted % +/- for 38 Hour Work Week			\$ 8,437	-13.54%
45th Percentile			\$ 8,396	-18.94%
Percentile Rank			0	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Senior Recreation Leader

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
La Verne	Recreation Specialist II	\$ 3,097	\$ 3,585	15.8%
Monrovia	Recreation Specialist	\$ 2,642	\$ 3,539	34.0%
Azusa	Senior Recreation Leader	\$ 2,886	\$ 3,508	21.6%
Glendora	Recreation Leader	\$ 2,870	\$ 3,491	21.6%
San Dimas	Senior Recreation Leader	\$ 2,746	\$ 3,344	21.8%
Irwindale	Senior Recreation Leader	\$ 2,706	\$ 3,290	21.6%
Montclair	Senior Recreation Leader	\$ 2,659	\$ 3,231	21.5%
San Gabriel	Senior Recreation Leader	\$ 2,600	\$ 3,160	21.5%
Baldwin Park	Recreation Leader V	\$ 2,588	\$ 3,033	17.2%
Arcadia	Activity Leader II	\$ 2,550	\$ 2,815	10.4%
Claremont	Human Services Senior Leader		\$ 2,434	
Alhambra	No Comparable Class			
Covina	No Comparable Class			
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		6/11		
Coefficient of Variance		11%		
Number of Observations		10	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 3,214	2.31%
Labor Market 50th Percentile			\$ 3,287	0.08%
				--
45th Percentile			\$ 3,237	1.62%
Percentile Rank			50	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Sergeant

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Glendora	Police Sergeant	\$ 9,598	\$ 11,667	21.6%
Covina	Police Sergeant	\$ 8,847	\$ 11,581	30.9%
Monrovia	Police Sergeant	\$ 8,630	\$ 11,565	34.0%
Arcadia	Sergeant	\$ 8,747	\$ 10,926	24.9%
Azusa	Police Sergeant	\$ 8,925	\$ 10,848	21.6%
La Verne	Police Sergeant	\$ 8,906	\$ 10,826	21.6%
Alhambra	Police Sergeant	\$ 8,439	\$ 10,770	27.6%
Claremont	Sergeant	\$ 8,906	\$ 10,759	20.8%
San Marino	Police Sergeant	\$ 8,546	\$ 10,388	21.6%
Montclair	Sergeant	\$ 8,466	\$ 10,290	21.5%
Irwindale	Sergeant	\$ 8,126	\$ 9,878	21.6%
Baldwin Park	Police Sergeant	\$ 7,894	\$ 9,595	21.5%
San Gabriel	Police Sergeant	\$ 7,530	\$ 9,153	21.6%
Diamond Bar	No Comparable Class			
Duarte	No Comparable Class			
San Dimas	No Comparable Class			
Irwindale Rank		11/13		
Coefficient of Variance		7%		
Number of Observations		12	Market	Percent
Variability		Moderate	Value	+/-
Labor Market Mean			\$ 10,697	-8.29%
Labor Market 50th Percentile			\$ 10,798	-9.31%
				--
45th Percentile			\$ 10,769	-9.02%
Percentile Rank			13	

**IRWINDALE
LABOR MARKET SALARY SURVEY**

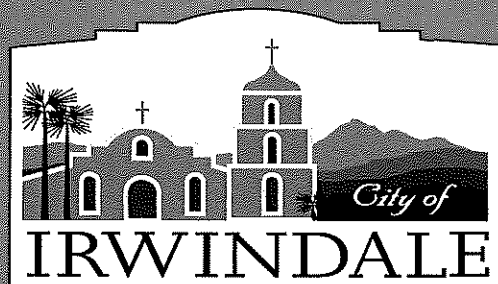
Statistics computed using range Control Point/Max

Sr Center Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Covina	Parks and Recreation Supervisor	\$ 6,110	\$ 8,188	34.0%
Claremont	Human Services Supervisor II	\$ 6,577	\$ 7,945	20.8%
Duarte	Recreation Supervisor	\$ 6,147	\$ 7,564	23.1%
San Dimas	Recreation Supervisor	\$ 6,097	\$ 7,378	21.0%
Arcadia	Recreation Supervisor	\$ 5,772	\$ 7,210	24.9%
Irwindale	Sr Center Manager	\$ 5,666	\$ 6,887	21.5%
Azusa	Recreation Supervisor - Senior Services	\$ 5,578	\$ 6,780	21.5%
Baldwin Park	Program Supervisor	\$ 4,691	\$ 6,286	34.0%
Alhambra	Senior Services Supervisor	\$ 4,672	\$ 6,082	30.2%
Montclair	Senior Citizens Supervisor	\$ 3,949	\$ 4,800	21.5%
Glendora	Community Services Coordinator	\$ 3,902	\$ 4,743	21.6%
Diamond Bar	No Comparable Class			
La Verne	No Comparable Class			
Monrovia	No Comparable Class			
San Gabriel	No Comparable Class			
San Marino	No Comparable Class			
Irwindale Rank		6/11		
Coefficient of Variance		18%		
Number of Observations		10	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 6,698	2.75%
Labor Market 50th Percentile			\$ 6,995	-1.57%
Adjusted % +/- for 38 Hour Work Week			\$ 6,995	3.51%
45th Percentile			\$ 6,802	1.24%
Percentile Rank			47	



Total Compensation Survey Data



Irwindale**Labor Market Summary - Median Total Compensation**

Class Title	# of Obs.	Base	Base + Cash	Gain/ Loss	Base + Cash + Insurance	Gain/ Loss	Total Comp (Cash + Ins. + Ret.)	Gain/ Loss	Total Gain/ Loss
Administrative Secretary (Dept Head)	14	-11.0%	-13.3%	-2.3%	12.1%	25.4%	4.4%	-7.6%	15.4%
Assistant City Clerk (Drift)	3								
Assistant City Engineer	7	1.1%	0.4%	-0.7%	11.6%	11.2%	10.8%	-0.8%	9.7%
Assistant City Manager	13	-6.8%	-9.8%	-3.0%	-0.6%	9.2%	-9.4%	-8.8%	-2.6%
Assistant to the City Manager (Drift)	6	-16.8%	-19.4%	-2.5%	-1.8%	17.6%	-21.6%	-19.8%	-4.8%
Associate Engineer	8	-9.1%	-11.7%	-2.7%	5.2%	16.9%	-6.5%	-11.7%	2.5%
Associate Planner	15	-8.9%	-10.8%	-1.9%	9.4%	20.2%	-3.0%	-12.5%	5.9%
Building Permit Technician	10	-9.3%	-10.6%	-1.2%	11.9%	22.5%	-1.0%	-13.0%	8.3%
Chief Deputy City Clerk	7	-10.0%	-17.2%	-7.2%	-0.3%	16.9%	-14.2%	-13.9%	-4.2%
Chief of Police	12	-14.9%	-17.3%	-2.4%	-6.3%	11.0%	-9.3%	-2.9%	5.7%
City Clerk (Drift)	6								
City Librarian	7	-21.2%	-21.2%	0.0%	-2.2%	19.1%	-15.6%	-13.4%	5.7%
City Manager	15	-0.7%	-3.3%	-2.7%	3.3%	6.7%	-6.4%	-9.7%	-5.7%
Civil Engineer (Registered) Drift	3								
Code Enforcement Officer	14	-12.4%	-13.4%	-1.0%	11.1%	24.5%	-1.7%	-12.8%	10.7%
Community Development Director	12	-15.3%	-16.3%	-1.0%	-4.1%	12.2%	-12.8%	-8.6%	2.5%
Community Development Manager/City Planner	11	4.1%	3.6%	-0.5%	14.0%	10.5%	6.6%	-7.4%	2.5%
Deputy City Clerk	7	-18.1%	-21.6%	-3.5%	8.4%	30.0%	-9.2%	-17.7%	8.9%
Director of Engineering/Building Official	15	-14.3%	-14.9%	-0.5%	-2.4%	12.5%	-9.0%	-6.6%	5.3%
Dispatcher/Clerk	12	-7.4%	-8.6%	-1.2%	14.3%	22.9%	7.5%	-6.8%	14.9%
Engineering Technician	9	-17.6%	-17.6%	0.0%	6.2%	23.8%	-0.3%	-6.5%	17.3%
Executive Assistant	9	-13.5%	-16.9%	-3.4%	9.1%	26.0%	-8.5%	-17.6%	5.0%
Finance Analyst	13	-11.0%	-14.7%	-3.8%	7.6%	22.3%	2.2%	-5.4%	13.2%
Finance Director/City Treasurer	12	-15.0%	-17.5%	-2.6%	-5.6%	12.0%	-11.7%	-6.1%	3.3%
Finance Manager	8	-30.8%	-32.4%	-1.6%	-10.8%	21.6%	-17.9%	-7.1%	12.9%
Finance Technician	11	-10.1%	-18.9%	-8.7%	7.9%	26.7%	0.3%	-7.6%	10.4%
Human Resources Analyst (Drift)	9								
Human Resources Specialist	8	-11.7%	-12.9%	-1.2%	13.4%	26.3%	9.5%	-3.9%	21.2%
Human Resources/Risk Manager	10	-20.3%	-21.3%	-1.0%	-3.7%	17.6%	-9.5%	-5.8%	10.8%
Information Technology Manager	11	-10.0%	-10.5%	-0.5%	5.3%	15.8%	-10.8%	-16.1%	-0.8%
Janitor	6	-18.0%	-18.0%	0.0%	15.6%	33.6%	14.1%	-1.5%	32.2%
Librarian (Drift)	6								
Library Technician	4	-11.4%	-16.2%	-4.9%	12.6%	28.9%	-2.9%	-15.6%	8.4%
Maintenance Aide	8	-5.8%	-9.9%	-4.2%	39.1%	49.0%	36.3%	-2.9%	42.0%

Irwindale

Labor Market Summary - Median Total Compensation

Class Title	# of Obs.	Base	Base + Cash	Gain/ Loss	Base + Cash + Insurance	Gain/ Loss	Total Comp (Cash + Ins. + Ret.)	Gain/ Loss	Total Gain/ Loss
Maintenance Worker I	12	-15.0%	-15.0%	0.0%	11.8%	26.7%	3.6%	-8.2%	18.6%
Maintenance Worker II	14	-12.7%	-12.7%	0.0%	12.5%	25.2%	5.1%	-7.4%	17.8%
Management Analyst	13	-16.2%	-17.6%	-1.4%	4.8%	22.4%	1.6%	-3.2%	17.8%
Office Specialist	15	-8.8%	-10.3%	-1.5%	17.1%	27.3%	9.8%	-7.3%	18.6%
Planning Technician	10	-7.6%	-8.6%	-1.0%	13.3%	21.9%	3.4%	-9.9%	11.0%
Police Records Clerk	8	-14.0%	-16.3%	-2.3%	12.8%	29.1%	5.1%	-7.7%	19.1%
Project Manager - Construction Compliance	4	-17.0%	-17.0%	0.0%	5.2%	22.2%	-4.0%	-9.1%	13.1%
Public Services Director	15	-3.6%	-4.1%	-0.5%	5.5%	9.6%	-1.9%	-7.4%	1.7%
Public Works Maint Supervisor	12	-10.7%	-11.9%	-1.2%	8.8%	20.8%	-0.4%	-9.2%	10.3%
Public Works Services Manager	14	-5.4%	-9.5%	-4.1%	4.5%	14.0%	-4.7%	-9.2%	0.7%
Recreation Assistant	8	4.3%	-6.3%	-10.6%	19.6%	25.9%	8.8%	-10.8%	4.4%
Recreation Manager	11	-15.1%	-16.7%	-1.5%	0.5%	17.2%	-11.2%	-11.7%	3.9%
Recreation Supervisor	13	-10.0%	-10.5%	-0.5%	6.4%	16.9%	6.1%	-0.3%	16.1%
Senior Center Assistant	4	7.0%	-0.6%	-7.6%	22.9%	23.5%	16.6%	-6.3%	9.6%
Senior Center Specialist	12	13.9%	9.9%	-4.0%	27.3%	17.4%	20.2%	-7.1%	6.3%
Senior Management Analyst	7	-19.5%	-19.9%	-0.4%	1.3%	21.2%	-7.0%	-8.2%	12.6%
Sr Center Manager	10	-1.6%	-6.1%	-4.5%	10.6%	16.7%	2.1%	-8.5%	3.7%
Captain	12	-17.6%	-9.4%	8.1%	1.1%	10.6%	-0.6%	-1.8%	16.9%
Lieutenant	10	-13.3%	-9.8%	3.5%	0.9%	10.7%	0.5%	-0.4%	13.8%
Sergeant	12	-9.3%	-5.8%	3.5%	6.4%	12.3%	4.0%	-2.5%	13.3%
Police Officer	12	-10.0%	-9.0%	1.0%	6.8%	15.8%	5.6%	-1.2%	15.6%
Average		-10.6%	-12.4%	-1.8%	7.6%	20.0%	-0.5%	-8.1%	10.0%

Irwindale

Administrative Secretary (Dept Head)

Administrative Secretary (Dept Head)			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Executive Assistant to the Finance Director	\$5,671			\$5,671	\$1,245	inc	inc	inc	\$21	\$6,937
Arcadia	Senior Administrative Assistant	\$5,616	\$182		\$5,798	\$1,072	inc	\$32	\$4	\$4	\$6,911
Azusa	Administrative Technician	\$5,501	\$300	\$100	\$5,901	\$1,500	inc				\$7,401
Baldwin Park	No Comparable Class										
Claremont	Senior Administrative Assistant	\$5,385		\$269	\$5,655	\$1,014	inc	inc	\$12	\$12	\$6,693
Covina	Senior Administrative Technician	\$5,757			\$5,757	\$1,253	inc	inc			\$7,010
Diamond Bar	Administrative Assistant	\$5,592			\$5,592	\$1,420	\$58	\$21	\$11	\$21	\$7,123
Duarte	Administrative Secretary	\$5,600			\$5,600	\$1,689	\$148	\$27			\$7,464
Glendora	Administrative Assistant	\$5,034			\$5,034	\$963	inc		\$20		\$6,017
La Verne	Administrative Secretary	\$5,285			\$5,285	\$1,300	\$33				\$6,618
Monrovia	Office Administrator	\$5,938			\$5,938	\$1,320	inc	inc	\$18	\$28	\$7,304
Montclair	Administrative Secretary	\$4,532			\$4,532	\$1,200	inc	inc	\$15	\$22	\$5,769
San Dimas	Administrative Secretary	\$5,290	\$529	\$250	\$6,069	\$1,545	inc	inc	\$5	\$36	\$7,655
San Gabriel	Executive Assistant	\$5,182			\$5,182	\$1,568	inc	inc	\$13	\$45	\$6,808
San Marino	Administrative Assistant	\$5,826			\$5,826	\$1,500	inc	inc	inc	inc	\$7,326
Irwindale	Administrative Secretary (Dept Head)	\$4,996			\$4,996	\$2,694	\$178	\$46	\$16		\$7,930
	Average	\$5,444			\$5,560						\$6,931
	% +/-	-9.0%			-11.3%						12.6%
	Median	\$5,547			\$5,663						\$6,974
	% +/-	-11.0%			-13.3%						12.1%

-2.3%

25.4%

Irwindale

Assistant City Clerk (Drift)

Assistant City Clerk (Drift)			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Assistant City Clerk	\$7,326			\$7,326	\$1,245	inc	inc	inc	\$21	\$8,592
Arcadia	No Comparable Class										
Azusa	Assistant Chief Deputy City Clerk	\$6,482	\$400	\$250	\$7,132	\$1,500	inc				\$8,632
Baldwin Park	No Comparable Class										
Claremont	No Comparable Class										
Covina	No Comparable Class										
Diamond Bar	No Comparable Class										
Duarte	No Comparable Class										
Glendora	No Comparable Class										
La Verne	No Comparable Class										
Monrovia	No Comparable Class										
Montclair	No Comparable Class										
San Dimas	No Comparable Class										
San Gabriel	Assistant City Clerk	\$9,430			\$9,430	\$1,568	inc	inc	\$24	\$82	\$11,104
San Marino	No Comparable Class										
Irwindale	Assistant City Clerk (Drift)										
	Average % +/-	\$7,746			\$7,963						\$9,442
	Median % +/-	\$7,326			\$7,326						\$8,632

**Irwindale
Assistant City Engineer**

Survey Agency	Comparable Class	Range Max.	Cash Supplements			Insurance Benefits					
			Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	No Comparable Class										
Arcadia	Principal Civil Engineer	\$10,705	\$182	\$54	\$10,941	\$1,402	inc	\$32	\$27	\$4	\$12,406
Azusa	Principal Civil Engineer	\$10,663	\$400	\$250	\$11,313	\$1,500	inc				\$12,813
Baldwin Park	Engineering Manager	\$10,288		\$150	\$10,438	\$1,400	inc	\$38			\$11,875
Claremont	No Comparable Class										
Covina	No Comparable Class										
Diamond Bar	No Comparable Class										
Duarte	No Comparable Class										
Glendora	Principal Civil Engineer	\$10,365			\$10,365	\$963	inc		\$20		\$11,348
La Verne	No Comparable Class										
Monrovia	No Comparable Class										
Montclair	Engineering Division Manager	\$9,958		\$398	\$10,356	\$1,350	inc	inc	\$72	\$49	\$11,827
San Dimas	Engineering Manager	\$11,419	\$1,142	\$250	\$12,811	\$1,545	inc	inc	\$5	\$77	\$14,438
San Gabriel	Principal Civil Engineer	\$10,089			\$10,089	\$1,568	inc	inc	\$25	\$88	\$11,770
San Marino	No Comparable Class										
Irwindale	Assistant City Engineer	\$10,479			\$10,479	\$2,694	\$178	\$46	\$34		\$13,431
	Average	\$10,498			\$10,902						\$12,354
	% +/-	-0.2%			-4.0%						8.0%
	Median	\$10,365			\$10,438						\$11,875
	% +/-	1.1%			0.4%						11.6%

-0.7%

11.2%

Irwindale

Assistant City Manager

Survey Agency	Comparable Class	Range Max.	Cash Supplements			Insurance Benefits					
			Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Assistant City Manager	\$17,603			\$17,603	\$1,245	inc	inc	inc	\$21	\$18,869
Arcadia	Assistant City Manager/CD Dir	\$17,110	\$182	\$86	\$17,378	\$1,504	inc	\$32	\$40	\$4	\$18,959
Azusa	No Comparable Class										
Baldwin Park	No Comparable Class										
Claremont	Assistant City Manager	\$17,305		\$865	\$18,171	\$1,014	inc	inc	\$12	\$39	\$19,235
Covina	Assistant City Manager	\$16,423	\$292		\$16,714	\$1,253	inc	inc			\$17,967
Diamond Bar	Assistant City Manager	\$16,988			\$16,988	\$1,450	\$58	\$21	\$28	\$65	\$18,610
Duarte	Assistant City Manager	\$16,098			\$16,098	\$1,689	\$148	\$27			\$17,962
Glendora	Assistant City Manager	\$19,210		\$755	\$19,965	\$820	inc		\$29		\$20,815
La Verne	Assistant City Manager	\$16,499			\$16,499	\$1,300	\$33				\$17,832
Monrovia	Assistant City Manager	\$17,741		\$200	\$17,941	\$1,320	inc	inc	\$18	\$28	\$19,307
Montclair	Dep City Manager, Exec Dir of Econ and CD	\$16,156		\$808	\$16,964	\$1,350	inc	inc	\$116	\$80	\$18,510
San Dimas	Assistant City Manager	\$15,094	\$1,509	\$250	\$16,853	\$1,545	inc	inc	\$5	\$102	\$18,505
San Gabriel	Assistant City Manager	\$15,648			\$15,648	\$1,568	inc	inc	\$79	\$136	\$17,431
San Marino	Assistant City Manager	\$15,550			\$15,550	\$1,500	inc	inc	inc	inc	\$17,050
Irwindale	Assistant City Manager	\$15,446			\$15,446	\$2,694	\$178	\$46	\$27		\$18,391
	Average	\$16,725			\$17,106						\$18,542
	% +/-	-8.3%			-10.7%						-0.8%
	Median	\$16,499			\$16,964						\$18,510
	% +/-	-6.8%			-9.8%						-0.6%

-3.0%

9.2%

Irwindale

Assistant to the City Manager (Drift)

Survey Agency	Comparable Class	Range Max.	Cash Supplements			Insurance Benefits					
			Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	No Comparable Class										
Arcadia	Assistant to the City Manager	\$10,443	\$182	\$52	\$10,677	\$1,402	inc	\$32	\$26	\$4	\$12,142
Azusa	No Comparable Class										
Baldwin Park	No Comparable Class										
Claremont	Assistant to the City Manager	\$10,667		\$533	\$11,201	\$1,014	inc	inc	\$12	\$24	\$12,251
Covina	Assistant to the City Manager	\$10,200	\$292		\$10,492	\$1,253	inc	inc			\$11,745
Diamond Bar	Assistant to the City Manager	\$10,892			\$10,892	\$1,450	\$58	\$21	\$11	\$41	\$12,473
Duarte	Assistant to the City Manager	\$10,230			\$10,230	\$1,689	\$148	\$27			\$12,094
Glendora	No Comparable Class										
La Verne	Assistant to the City Manager	\$12,784			\$12,784	\$1,300	\$33				\$14,117
Monrovia	No Comparable Class										
Montclair	No Comparable Class										
San Dimas	No Comparable Class										
San Gabriel	No Comparable Class										
San Marino	No Comparable Class										
Irwindale	Assistant to the City Manager	\$9,036			\$9,036	\$2,694	\$178	\$46	\$27		\$11,981
	Average	\$10,869			\$11,046						\$12,470
	% +/-	-20.3%			-22.2%						-4.1%
	Median	\$10,555			\$10,785						\$12,196
	% +/-	-16.8%			-19.4%						-1.8%

-2.5%

17.6%

**Irwindale
Associate Engineer**

Survey Agency	Comparable Class	Range Max.	Cash Supplements			Insurance Benefits					
			Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Engineering Associate	\$9,248			\$9,248	\$1,245	inc	inc	inc	\$21	\$10,514
Arcadia	Assistant Engineer	\$7,554	\$182		\$7,736	\$1,072	inc	\$32	\$4	\$4	\$8,849
Azusa	Engineering Associate	\$8,694	\$300	\$100	\$9,094	\$1,500	inc				\$10,594
Baldwin Park	Associate Engineer	\$7,265		\$100	\$7,365	\$1,200	inc	\$34			\$8,599
Claremont	Associate Engineer	\$8,694		\$435	\$9,128	\$1,014	inc	inc	\$12	\$20	\$10,174
Covina	No Comparable Class										
Diamond Bar	Associate Engineer	\$9,163			\$9,163	\$1,450	\$58	\$21	\$11	\$35	\$10,738
Duarte	Associate Civil Engineer	\$9,378			\$9,378	\$1,689	\$148	\$27			\$11,242
Glendora	No Comparable Class										
La Verne	No Comparable Class										
Monrovia	No Comparable Class										
Montclair	No Comparable Class										
San Dimas	Associate Engineer	\$9,165	\$917	\$250	\$10,332	\$1,545	inc	inc	\$5	\$62	\$11,943
San Gabriel	No Comparable Class										
San Marino	No Comparable Class										
Irwindale	Associate Engineer	\$8,186			\$8,186	\$2,694	\$178	\$46	\$27		\$11,130
	Average	\$8,645			\$8,930						\$10,332
	% +/-	-5.6%			-9.1%						7.2%
	Median	\$8,929			\$9,146						\$10,554
	% +/-	-9.1%			-11.7%						5.2%

-2.7%

16.9%

**Irwindale
Associate Planner**

Survey Agency	Comparable Class	Range Max.	Cash Supplements			Insurance Benefits					
			Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Associate Planner	\$8,319			\$8,319	\$1,245	inc	inc	inc	\$21	\$9,585
Arcadia	Associate Planner	\$7,554	\$182		\$7,736	\$1,072	inc	\$32	\$4	\$4	\$8,849
Azusa	Associate Planner	\$7,109	\$300	\$100	\$7,509	\$1,500	inc				\$9,009
Baldwin Park	Associate Planner	\$7,013		\$100	\$7,113	\$1,200	inc	\$34			\$8,347
Claremont	Associate Planner	\$7,484		\$374	\$7,858	\$1,014	inc	inc	\$12	\$17	\$8,901
Covina	Associate Planner	\$7,500			\$7,500	\$1,253	inc	inc			\$8,753
Diamond Bar	Associate Planner	\$8,301			\$8,301	\$1,450	\$58	\$21	\$11	\$32	\$9,872
Duarte	Associate Planner	\$8,291			\$8,291	\$1,689	\$148	\$27			\$10,155
Glendora	Associate Planner	\$6,771			\$6,771	\$1,050	inc		\$10		\$7,831
La Verne	Associate Planner	\$7,209			\$7,209	\$1,300	\$33				\$8,542
Monrovia	Associate Planner	\$8,411			\$8,411	\$1,320	inc	inc	\$18	\$28	\$9,777
Montclair	Associate Planner	\$6,693			\$6,693	\$1,200	inc	inc	\$15	\$33	\$7,941
San Dimas	Associate Planner	\$7,788	\$779	\$250	\$8,817	\$1,545	inc	inc	\$5	\$53	\$10,419
San Gabriel	Associate Planner	\$7,243			\$7,243	\$1,568	inc	inc	\$18	\$63	\$8,892
San Marino	Associate Planner	\$7,629			\$7,629	\$1,500	inc	inc	inc	inc	\$9,129
Irwindale	Associate Planner	\$6,887			\$6,887	\$2,694	\$178	\$46	\$22		\$9,827
	Average	\$7,554			\$7,693						\$9,067
	% +/-	-9.7%			-11.7%						7.7%
	Median	\$7,500			\$7,629						\$8,901
	% +/-	-8.9%			-10.8%						9.4%

-1.9%

20.2%

Irwindale

Building Permit Technician

Survey Agency	Comparable Class	Range Max.	Cash Supplements			Insurance Benefits					Base + Cash + Ins.
			Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	
Alhambra	No Comparable Class										
Arcadia	Building Technician II	\$5,616	\$182		\$5,798	\$1,072	inc	\$32	\$4	\$4	\$6,911
Azusa	Building Technician	\$5,501	\$300	\$100	\$5,901	\$1,500	inc				\$7,401
Baldwin Park	No Comparable Class										
Claremont	Building Permit Technician	\$5,385			\$5,385	\$1,014	inc	inc	\$12	\$12	\$6,423
Covina	Permit Technician	\$5,583			\$5,583	\$1,253	inc	inc			\$6,836
Diamond Bar	Planning Technician	\$6,022			\$6,022	\$1,420	\$58	\$21	\$11	\$23	\$7,555
Duarte	Community Development Technician	\$5,457			\$5,457	\$1,689	\$148	\$27			\$7,321
Glendora	Building Technician	\$4,889			\$4,889	\$1,050	inc		\$10		\$5,949
La Verne	No Comparable Class										
Monrovia	Building Counter Technician	\$5,650			\$5,650	\$1,320	inc	inc	\$18	\$28	\$7,016
Montclair	No Comparable Class										
San Dimas	Building Permit Technician II	\$6,097	\$610	\$250	\$6,957	\$1,545	inc	inc	\$5	\$41	\$8,548
San Gabriel	No Comparable Class										
San Marino	Permit Technician	\$5,673			\$5,673	\$1,500	inc	inc	inc	inc	\$7,173
Irwindale	Building Permit Technician	\$5,121			\$5,121	\$2,694	\$178	\$46	\$17		\$8,055
	Average	\$5,587			\$5,732						\$7,113
	% +/-	-9.1%			-11.9%						11.7%
	Median	\$5,600			\$5,662						\$7,094
	% +/-	-9.3%			-10.6%						11.9%

-1.2%

22.5%

Irwindale

Chief Deputy City Clerk

Survey Agency	Comparable Class	Range Max.	Cash Supplements			Insurance Benefits					
			Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	No Comparable Class										
Arcadia	Chief Deputy City Clerk/Records Manager	\$9,461	\$182	\$47	\$9,690	\$1,402	inc	\$32	\$24	\$4	\$11,153
Azusa	Chief Deputy City Clerk	\$9,429	\$400	\$250	\$10,079	\$1,500	inc				\$11,579
Baldwin Park	Chief Deputy City Clerk	\$7,498		\$150	\$7,648	\$1,400	inc	\$38			\$9,086
Claremont	No Comparable Class										
Covina	Chief Deputy City Clerk	\$10,728	\$292		\$11,020	\$1,253	inc	inc			\$12,273
Diamond Bar	No Comparable Class										
Duarte	No Comparable Class										
Glendora	No Comparable Class										
La Verne	No Comparable Class										
Monrovia	Chief Deputy City Clerk	\$11,565		\$100	\$11,665	\$1,320	inc	inc	\$18	\$28	\$13,031
Montclair	Deputy City Clerk	\$5,578			\$5,578	\$1,200	inc	inc	\$15	\$28	\$6,821
San Dimas	No Comparable Class										
San Gabriel	Chief City Clerk	\$13,321			\$13,321	\$1,568	inc	inc	\$67	\$116	\$15,072
San Marino	No Comparable Class										
Irwindale	Chief Deputy City Clerk	\$8,601			\$8,601	\$2,694	\$178	\$46	\$28		\$11,546
	Average	\$9,654			\$9,857						\$11,288
	% +/-	-12.2%			-14.6%						2.2%
	Median	\$9,461			\$10,079						\$11,579
	% +/-	-10.0%			-17.2%						-0.3%
											-7.2%
											16.9%

**Irwindale
Chief of Police**

Survey Agency	Comparable Class	Range Max.	Cash Supplements			Insurance Benefits					
			Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Chief of Police	\$19,445			\$19,445	\$1,245	inc	inc	inc	\$21	\$20,711
Arcadia	Police Chief	\$18,526	\$182	\$93	\$18,801	\$1,323	inc	\$32	\$43	\$4	\$20,203
Azusa	Chief of Police	\$16,641	\$999	\$480	\$18,120	\$1,600	inc	inc		\$57	\$19,777
Baldwin Park	Chief of Police	\$20,288		\$750	\$21,038	\$1,625	inc	\$38			\$22,701
Claremont	Chief of Police	\$18,373		\$919	\$19,291	\$1,014	inc	inc	\$12	\$41	\$20,358
Covina	Chief of Police	\$18,918			\$18,918	\$1,253	inc	inc			\$20,171
Diamond Bar	No Comparable Class										
Duarte	No Comparable Class										
Glendora	Police Chief	\$20,428		\$755	\$21,183	\$820	inc		\$29		\$22,033
La Verne	Police Chief	\$18,867			\$18,867	\$1,300	\$33				\$20,200
Monrovia	Police Chief	\$17,741		\$200	\$17,941	\$1,320	inc	inc	\$18	\$28	\$19,307
Montclair	Executive Director Office of Public Safety	\$17,823		\$891	\$18,714	\$1,350	inc	inc	\$128	\$88	\$20,281
San Dimas	No Comparable Class										
San Gabriel	Police Chief	\$16,875			\$16,875	\$1,568	inc	inc	\$85	\$147	\$18,675
San Marino	Chief of Police	\$17,033			\$17,033	\$1,500	inc	inc	inc	inc	\$18,533
Irwindale	Chief of Police	\$16,052			\$16,052	\$2,694	\$178	\$46	\$27		\$18,997
	Average	\$18,413			\$18,852						\$20,246
	% +/-	-14.7%			-17.4%						-6.6%
	Median	\$18,449			\$18,834						\$20,201
	% +/-	-14.9%			-17.3%						-6.3%

-2.4%

11.0%

**Irwindale
City Clerk (Drift)**

Survey Agency	Comparable Class	Range Max.	Cash Supplements			Insurance Benefits					
			Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	City Clerk	\$10,942			\$10,942	\$1,245	inc	inc	inc	\$21	\$12,208
Arcadia	No Comparable Class										
Azusa	No Comparable Class										
Baldwin Park	No Comparable Class										
Claremont	City Clerk	\$9,996		\$500	\$10,496	\$1,014	inc	inc	\$12	\$22	\$11,544
Covina	No Comparable Class										
Diamond Bar	City Clerk	\$10,892			\$10,892	\$1,450	\$58	\$21	\$21	\$41	\$12,484
Duarte	City Clerk	\$9,707			\$9,707	\$1,689	\$148	\$27			\$11,571
Glendora	City Clerk/Communications Director	\$14,968		\$755	\$15,723	\$820	inc		\$29		\$16,573
La Verne	No Comparable Class										
Monrovia	No Comparable Class										
Montclair	No Comparable Class										
San Dimas	No Comparable Class										
San Gabriel	No Comparable Class										
San Marino	City Clerk	\$8,769			\$8,769	\$1,500	inc	inc	inc	inc	\$10,269
Irwindale	City Clerk (Drift)										
	Average	\$10,879			\$11,088						\$12,441
	% +/-										
	Median	\$10,444			\$10,694						\$11,890
	% +/-										

**Irwindale
City Librarian**

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Library Services Manager	\$9,851			\$9,851	\$1,245	inc	inc	inc	\$21	\$11,117
Arcadia	Principal Librarian	\$8,977	\$182		\$9,159	\$1,072	inc	\$32	\$4	\$4	\$10,272
Azusa	Library Services Manager	\$8,386	\$400	\$250	\$9,036	\$1,500	inc				\$10,536
Baldwin Park	No Comparable Class										
Claremont	No Comparable Class										
Covina	Library Manager	\$10,544			\$10,544	\$1,253	inc	inc			\$11,797
Diamond Bar	No Comparable Class										
Duarte	No Comparable Class										
Glendora	Library Director	\$13,943			\$13,943	\$963	inc		\$20		\$14,926
La Verne	No Comparable Class										
Monrovia	Library Manager	\$12,524		\$100	\$12,624	\$1,320	inc	inc	\$18	\$28	\$13,990
Montclair	No Comparable Class										
San Dimas	No Comparable Class										
San Gabriel	No Comparable Class										
San Marino	City Librarian	\$10,427			\$10,427	\$1,500	inc	inc	inc	inc	\$11,927
Irwindale	City Librarian	\$8,601			\$8,601	\$2,694	\$178	\$46	\$28		\$11,546
	Average	\$10,665			\$10,798						\$12,081
	% +/-	-24.0%			-25.5%						-4.6%
	Median	\$10,427			\$10,427						\$11,797
	% +/-	-21.2%			-21.2%						-2.2%

0.0%

19.1%

**Irwindale
City Manager**

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	City Manager	\$21,788			\$21,788	\$1,245	inc	inc	inc	\$21	\$23,054
Arcadia	City Manager	\$19,267	\$182	\$325	\$19,774	\$1,504	inc	\$32	\$45	\$4	\$21,360
Azusa	City Manager	\$17,833		\$500	\$18,333	\$1,346	inc	inc	\$20	\$61	\$19,760
Baldwin Park	Chief Executive Officer	\$20,895		\$750	\$21,645	\$1,625	inc	\$38			\$23,308
Claremont	City Manager	\$20,237		\$1,000	\$21,237	\$1,294	inc	inc	\$12	\$46	\$22,588
Covina	City Manager	\$18,750			\$18,750	\$1,253	inc	inc			\$20,003
Diamond Bar	City Manager	\$19,536			\$19,536	\$1,450	\$58	\$21	\$28	\$74	\$21,168
Duarte	City Manager	\$17,850			\$17,850	\$1,689	\$148	\$27			\$19,714
Glendora	City Manager	\$21,888		\$755	\$22,643	\$820	inc		\$10		\$23,473
La Verne	City Manager	\$22,335			\$22,335	\$1,300	\$33				\$23,668
Monrovia	City Manager	\$18,375		\$200	\$18,575	\$1,320	inc	inc	\$18	\$28	\$19,941
Montclair	City Manager	\$21,505		\$1,625	\$23,130	\$3,381	\$169	\$27	\$155	\$106	\$26,968
San Dimas	City Manager	\$18,333	\$1,833	\$250	\$20,416	\$1,545	inc	inc	\$5	\$124	\$22,090
San Gabriel	City Manager	\$17,500			\$17,500	\$1,568	inc	inc	\$88	\$152	\$19,308
San Marino	City Manager	\$17,706		\$708	\$18,414	\$1,500	inc	inc	inc	inc	\$19,914
Irwindale	City Manager	\$19,136			\$19,136	\$2,694	\$178	\$46	\$41		\$22,094
	Average	\$19,587			\$20,128						\$21,754
	% +/-	-2.4%			-5.2%						1.5%
	Median	\$19,267			\$19,774						\$21,360
	% +/-	-0.7%			-3.3%						3.3%

-2.7%

6.7%

Irwindale

Civil Engineer (Registered) Drift

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	No Comparable Class										
Arcadia	Associate Civil Engineer	\$8,339	\$182		\$8,521	\$1,072	inc	\$32	\$4	\$4	\$9,634
Azusa	No Comparable Class										
Baldwin Park	No Comparable Class										
Claremont	No Comparable Class										
Covina	No Comparable Class										
Diamond Bar	No Comparable Class										
Duarte	No Comparable Class										
Glendora	Registered Associate Civil Engineer	\$7,495			\$7,495	\$1,050	inc		\$10		\$8,555
La Verne	No Comparable Class										
Monrovia	No Comparable Class										
Montclair	No Comparable Class										
San Dimas	No Comparable Class										
San Gabriel	Associate Civil Engineer	\$7,992			\$7,992	\$1,568	inc	inc	\$20	\$70	\$9,650
San Marino	No Comparable Class										
Irwindale	Civil Engineer (Registered) Drift										
	Average	\$7,942			\$8,003						\$9,279
	% +/-										
	Median	\$7,992			\$7,992						\$9,634
	% +/-										

Irwindale

Code Enforcement Officer

Survey Agency	Comparable Class	Range Max.	Cash Supplements			Insurance Benefits					
			Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Code Enforcement Officer	\$6,803			\$6,803	\$1,245	inc	inc	inc	\$21	\$8,069
Arcadia	Code Services Officer	\$5,757	\$182		\$5,939	\$1,072	inc	\$32	\$4	\$4	\$7,052
Azusa	Community Improvement Inspector	\$5,438	\$300	\$100	\$5,838	\$1,500	inc				\$7,338
Baldwin Park	Community Enhancement Officer	\$5,131		\$100	\$5,231	\$1,200	inc	\$34			\$6,465
Claremont	Community Improvement Officer	\$5,834			\$5,834	\$1,014	inc	inc	\$12	\$13	\$6,873
Covina	Neighborhood Preservation Officer	\$5,965			\$5,965	\$1,253	inc	inc			\$7,218
Diamond Bar	Neighborhood Improvement Officer	\$6,172			\$6,172	\$1,420	\$58	\$21	\$11	\$23	\$7,705
Duarte	Code Compliance/Animal Control Officer	\$6,664			\$6,664	\$1,689	\$148	\$27			\$8,528
Glendora	Community Preservation Officer	\$5,152			\$5,152	\$1,050	inc		\$10		\$6,212
La Verne	No Comparable Class										
Monrovia	Neighborhood Preservation Officer	\$6,625			\$6,625	\$1,320	inc	inc	\$18	\$28	\$7,991
Montclair	Code Enforcement Officer	\$5,444			\$5,444	\$1,200	inc	inc	\$15	\$27	\$6,686
San Dimas	Code Compliance Officer	\$6,097	\$610	\$250	\$6,957	\$1,545	inc	inc	\$5	\$41	\$8,548
San Gabriel	NIS Officer	\$5,231			\$5,231	\$1,568	inc	inc	\$13	\$46	\$6,858
San Marino	Code Enforcement Officer	\$6,714			\$6,714	\$1,500	inc	inc	inc	inc	\$8,214
Irwindale	Code Enforcement Officer	\$5,249			\$5,249	\$2,694	\$178	\$46	\$17		\$8,184
	Average	\$5,930			\$6,041						\$7,411
	% +/-	-13.0%			-15.1%						9.4%
	Median	\$5,899			\$5,952						\$7,278
	% +/-	-12.4%			-13.4%						11.1%

-1.0%

24.5%

**Irwindale
Community Development Director**

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Director of Community Development	\$15,609			\$15,609	\$1,245	inc	inc	inc	\$21	\$16,875
Arcadia	No Comparable Class										
Azusa	Economic and Community Development Dir	\$13,167		\$180	\$13,347	\$1,346	inc	inc		\$45	\$14,738
Baldwin Park	Director of Community Development	\$13,933		\$750	\$14,683	\$1,625	inc	\$38			\$16,346
Claremont	Community Development Director	\$15,899		\$795	\$16,694	\$1,014	inc	inc	\$12	\$36	\$17,756
Covina	Community Development Director	\$15,334	\$292		\$15,626	\$1,253	inc	inc			\$16,879
Diamond Bar	Community Development Director	\$15,399			\$15,399	\$1,450	\$58	\$21	\$28	\$59	\$17,015
Duarte	Director of Community Development	\$15,162			\$15,162	\$1,689	\$148	\$27			\$17,026
Glendora	Community Development Director	\$16,840		\$755	\$17,595	\$820	inc		\$29		\$18,445
La Verne	Director of Community Development	\$15,880			\$15,880	\$1,300	\$33				\$17,213
Monrovia	Community Development Director	\$17,741		\$200	\$17,941	\$1,320	inc	inc	\$18	\$28	\$19,307
Montclair	No Comparable Class										
San Dimas	No Comparable Class										
San Gabriel	Community Development Director	\$14,024			\$14,024	\$1,568	inc	inc	\$71	\$122	\$15,785
San Marino	Community Development Director	\$15,181			\$15,181	\$1,500	inc	inc	inc	inc	\$16,681
Irwindale	Community Development Director	\$13,327			\$13,327	\$2,694	\$178	\$46	\$27		\$16,272
	Average	\$15,347			\$15,595						\$17,005
	% +/-	-15.2%			-17.0%						-4.5%
	Median	\$15,367			\$15,504						\$16,947
	% +/-	-15.3%			-16.3%						-4.1%

-1.0%

12.2%

Irwindale

Community Development Manager/City Planner

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Principal Planner	\$9,323			\$9,323	\$1,245	inc	inc	inc	\$21	\$10,589
Arcadia	Planning Services Manager	\$10,443	\$182	\$52	\$10,677	\$1,402	inc	\$32	\$26	\$4	\$12,142
Azusa	No Comparable Class										
Baldwin Park	City Planner	\$10,181		\$150	\$10,331	\$1,400	inc	\$38			\$11,769
Claremont	Principal Planner	\$10,300		\$515	\$10,815	\$1,014	inc	inc	\$12	\$23	\$11,864
Covina	City Planner	\$9,608			\$9,608	\$1,253	inc	inc			\$10,861
Diamond Bar	No Comparable Class										
Duarte	Planning Manager	\$11,698			\$11,698	\$1,689	\$148	\$27			\$13,562
Glendora	City Planner	\$10,587			\$10,587	\$963	inc		\$20		\$11,570
La Verne	Principal Planner	\$10,308			\$10,308	\$1,300	\$33				\$11,641
Monrovia	Planning Division Manager	\$13,834		\$100	\$13,934	\$1,320	inc	inc	\$18	\$28	\$15,300
Montclair	City Planner	\$9,958		\$398	\$10,356	\$1,350	inc	inc	\$72	\$49	\$11,827
San Dimas	No Comparable Class										
San Gabriel	Planning Manager	\$10,089			\$10,089	\$1,568	inc	inc	\$25	\$88	\$11,770
San Marino	No Comparable Class										
Irwindale	Community Development Manager/City Planner	\$10,741			\$10,741	\$2,694	\$178	\$46	\$35		\$13,693
	Average	\$10,575			\$10,702						\$12,081
	% +/-	1.5%			0.4%						11.8%
	Median	\$10,300			\$10,356						\$11,770
	% +/-	4.1%			3.6%						14.0%

-0.5%

10.5%

Irwindale

Deputy City Clerk

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	No Comparable Class										
Arcadia	Deputy City Clerk	\$6,199	\$182		\$6,381	\$1,072	inc	\$32	\$4	\$4	\$7,494
Azusa	Deputy City Clerk II	\$5,501	\$300	\$100	\$5,901	\$1,500	inc				\$7,401
Baldwin Park	No Comparable Class										
Claremont	Deputy City Clerk	\$6,351		\$318	\$6,668	\$1,014	inc	inc	\$12	\$14	\$7,708
Covina	Administrative Technician	\$5,210			\$5,210	\$1,253	inc	inc			\$6,463
Diamond Bar	No Comparable Class										
Duarte	No Comparable Class										
Glendora	Deputy City Clerk/Records Manager	\$8,087			\$8,087	\$963	inc		\$20		\$9,070
La Verne	Assistant City Clerk	\$6,870			\$6,870	\$1,300	\$33				\$8,203
Monrovia	Administrative Assistant	\$4,866			\$4,866	\$1,320	inc	inc	\$18	\$28	\$6,232
Montclair	No Comparable Class										
San Dimas	No Comparable Class										
San Gabriel	No Comparable Class										
San Marino	No Comparable Class										
Irwindale	Deputy City Clerk	\$5,249			\$5,249	\$2,694	\$178	\$46	\$17		\$8,184
	Average	\$6,155			\$6,283						\$7,510
	% +/-	-17.3%			-19.7%						8.2%
	Median	\$6,199			\$6,381						\$7,494
	% +/-	-18.1%			-21.6%						8.4%

-3.5%

30.0%

Irwindale

Director of Engineering/Building Official

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Director of Public Works & Utilities	\$16,134			\$16,134	\$1,245	inc	inc	inc	\$21	\$17,400
Arcadia	Public Works Services Director	\$16,286	\$182	\$81	\$16,550	\$1,504	inc	\$32	\$39	\$4	\$18,129
Azusa	Director of Public Works/City Engineer	\$13,333		\$330	\$13,663	\$1,346	inc	inc	\$27	\$45	\$15,082
Baldwin Park	Director of Public Works	\$14,630		\$750	\$15,380	\$1,625	inc	\$38			\$17,043
Claremont	Community Services Director	\$16,058		\$803	\$16,861	\$1,014	inc	inc	\$12	\$36	\$17,923
Covina	Director of Public Works	\$16,236	\$292		\$16,528	\$1,253	inc	inc			\$17,781
Diamond Bar	City Engineer/Public Works Director	\$16,573			\$16,573	\$1,450	\$58	\$21	\$28	\$63	\$18,193
Duarte	Director of Community Development	\$15,162			\$15,162	\$1,689	\$148	\$27			\$17,026
Glendora	Public Works Director	\$16,840		\$755	\$17,595	\$820	inc		\$29		\$18,445
La Verne	Public Works Director	\$16,461			\$16,461	\$1,300	\$33				\$17,794
Monrovia	Public Works Director	\$17,741		\$200	\$17,941	\$1,320	inc	inc	\$18	\$28	\$19,307
Montclair	Public Works Director/City Engineer	\$14,885		\$744	\$15,629	\$1,350	inc	inc	\$107	\$74	\$17,160
San Dimas	Director of Public Works	\$14,016	\$1,402	\$250	\$15,668	\$1,545	inc	inc	\$5	\$95	\$17,312
San Gabriel	Public Works Director/City Engineer	\$14,724			\$14,724	\$1,568	inc	inc	\$74	\$128	\$16,494
San Marino	Parks and Public Works Director/City Eng	\$15,181			\$15,181	\$1,500	inc	inc	inc	inc	\$16,681
Irwindale	Director of Engineering/Building Official	\$14,044			\$14,044	\$2,694	\$178	\$46	\$27		\$16,989
	Average	\$15,617			\$16,003						\$17,451
	% +/-	-11.2%			-14.0%						-2.7%
	Median	\$16,058			\$16,134						\$17,400
	% +/-	-14.3%			-14.9%						-2.4%

-0.5%

12.5%

Irwindale
Dispatcher/Clerk

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Dispatcher	\$5,781			\$5,781	\$1,245	inc	inc	inc	\$21	\$7,047
Arcadia	Dispatcher II	\$5,615	\$182		\$5,797	\$1,049	inc	\$32	\$4	\$4	\$6,887
Azusa	Police Dispatcher	\$5,771	\$300	\$100	\$6,171	\$1,500	inc	inc			\$7,671
Baldwin Park	Civilian Dispatcher	\$4,908	\$400	\$98	\$5,406	\$1,400	inc	\$32			\$6,838
Claremont	Communications Officer II	\$5,827			\$5,827	\$1,294	inc	inc	\$12	\$13	\$7,146
Covina	Public Safety Dispatcher	\$6,000			\$6,000	\$1,253	inc	inc			\$7,253
Diamond Bar	No Comparable Class										
Duarte	No Comparable Class										
Glendora	Police Service Rep I	\$5,050			\$5,050	\$1,050	inc		\$10		\$6,110
La Verne	Communications Officer	\$5,738			\$5,738	\$1,300	\$33				\$7,071
Monrovia	Police Communications Operator	\$5,938			\$5,938	\$1,320	inc	inc	\$18	\$28	\$7,304
Montclair	Dispatcher	\$5,055			\$5,055	\$1,200	inc	inc	\$15	\$25	\$6,295
San Dimas	No Comparable Class										
San Gabriel	Dispatcher	\$5,266			\$5,266	\$1,568	inc	inc	\$13	\$46	\$6,893
San Marino	Dispatcher/Clerk	\$5,654			\$5,654	\$1,500	inc	inc	inc	inc	\$7,154
Irwindale	Dispatcher/Clerk	\$5,302			\$5,302	\$2,694	\$178	\$46	\$17		\$8,237
	Average	\$5,550			\$5,640						\$6,972
	% +/-	-4.7%			-6.4%						15.4%
	Median	\$5,696			\$5,759						\$7,059
	% +/-	-7.4%			-8.6%						14.3%

-1.2%

22.9%

**Irwindale
Engineering Technician**

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Engineering Technician	\$8,467			\$8,467	\$1,245	inc	inc	inc	\$21	\$9,733
Arcadia	Senior Engineering Assistant	\$6,843	\$182		\$7,025	\$1,072	inc	\$32	\$4	\$4	\$8,138
Azusa	Engineering Technician	\$5,054	\$300	\$100	\$5,454	\$1,500	inc				\$6,954
Baldwin Park	No Comparable Class										
Claremont	Engineering Aide	\$5,551			\$5,551	\$1,014	inc	inc	\$12	\$12	\$6,589
Covina	No Comparable Class										
Diamond Bar	Engineering Technician	\$6,022			\$6,022	\$1,420	\$58	\$21	\$11	\$23	\$7,555
Duarte	Civil Engineering Technician	\$6,173			\$6,173	\$1,689	\$148	\$27			\$8,037
Glendora	Engineering Technician	\$5,404			\$5,404	\$1,050	inc		\$10		\$6,464
La Verne	No Comparable Class										
Monrovia	Engineering Technician	\$5,375			\$5,375	\$1,320	inc	inc	\$18	\$28	\$6,741
Montclair	No Comparable Class										
San Dimas	No Comparable Class										
San Gabriel	Engineering Technician	\$6,426			\$6,426	\$1,568	inc	inc	\$16	\$56	\$8,066
San Marino	No Comparable Class										
Irwindale	Engineering Technician	\$5,121			\$5,121	\$2,694	\$178	\$46	\$17		\$8,055
	Average	\$6,146			\$6,211						\$7,586
	% +/-	-20.0%			-21.3%						5.8%
	Median	\$6,022			\$6,022						\$7,555
	% +/-	-17.6%			-17.6%						6.2%

0.0%

23.8%

Executive Assistant			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Executive Assistant to the City Manager	\$6,695			\$6,695	\$1,245	inc	inc	inc	\$21	\$7,961
Arcadia	Executive Assistant for the City Manager	\$6,513	\$182		\$6,695	\$1,072	inc	\$32	\$4	\$4	\$7,808
Azusa	Executive Assistant to the City Manager	\$6,296	\$300	\$100	\$6,696	\$1,500	inc				\$8,196
Baldwin Park	Executive Secretary	\$5,325		\$100	\$5,425	\$1,200	inc	\$34			\$6,659
Claremont	Executive Assistant to the CM	\$6,414		\$321	\$6,734	\$1,014	inc	inc	\$12	\$14	\$7,775
Covina	Executive Assistant to the City Manager	\$6,360			\$6,360	\$1,253	inc	inc			\$7,613
Diamond Bar	No Comparable Class										
Duarte	No Comparable Class										
Glendora	Executive Assistant	\$6,073			\$6,073	\$963	inc		\$20		\$7,056
La Verne	Executive Assistant to the City Manager	\$6,606			\$6,606	\$1,300	\$33				\$7,939
Monrovia	No Comparable Class										
Montclair	No Comparable Class										
San Dimas	No Comparable Class										
San Gabriel	Executive Assistant to the City Manager	\$6,481			\$6,481	\$1,568	inc	inc	\$16	\$56	\$8,122
San Marino	No Comparable Class										
Irwindale	Executive Assistant	\$5,652			\$5,652	\$2,694	\$178	\$46	\$18		\$8,588
	Average	\$6,307			\$6,418						\$7,681
	% +/-	-11.6%			-13.6%						10.6%
	Median	\$6,414			\$6,606						\$7,808
	% +/-	-13.5%			-16.9%						9.1%
					-3.4%						26.0%

**Irwindale
Finance Analyst**

Finance Analyst			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	No Comparable Class										
Arcadia	Accountant	\$7,210	\$182	\$36	\$7,428	\$1,402	inc	\$32	\$20	\$4	\$8,886
Azusa	Budget Administrator	\$7,822	\$300	\$100	\$8,222	\$1,500	inc				\$9,722
Baldwin Park	Accountant	\$6,084		\$100	\$6,184	\$1,200	inc	\$34			\$7,418
Claremont	Accountant	\$6,674		\$334	\$7,007	\$1,014	inc	inc	\$12	\$15	\$8,048
Covina	Accountant	\$6,422			\$6,422	\$1,253	inc	inc			\$7,675
Diamond Bar	Accountant	\$6,467			\$6,467	\$1,450	\$58	\$21	\$11	\$25	\$8,031
Duarte	Accountant	\$6,984			\$6,984	\$1,689	\$148	\$27			\$8,848
Glendora	Senior Accountant	\$6,754			\$6,754	\$963	inc		\$20		\$7,737
La Verne	Accountant/Payroll Specialist	\$7,633			\$7,633	\$1,300	\$33				\$8,966
Monrovia	Accountant	\$8,581			\$8,581	\$1,320	inc	inc	\$18	\$28	\$9,947
Montclair	Accountant	\$5,266			\$5,266	\$1,200	inc	inc	\$15	\$26	\$6,507
San Dimas	No Comparable Class										
San Gabriel	Accountant	\$6,696			\$6,696	\$1,568	inc	inc	\$17	\$58	\$8,339
San Marino	Management Analyst	\$7,159			\$7,159	\$1,500	inc	inc	inc	inc	\$8,659
Irwindale	Finance Analyst	\$6,087			\$6,087	\$2,694	\$178	\$46	\$20		\$9,024
	Average	\$6,904			\$6,985						\$8,368
	% +/-	-13.4%			-14.8%						7.3%
	Median	\$6,754			\$6,984						\$8,339
	% +/-	-11.0%			-14.7%						7.6%

-3.8%

22.3%

Irwindale

Finance Director/City Treasurer

Survey Agency	Comparable Class	Range Max.	Cash Supplements			Insurance Benefits					
			Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Director of Finance	\$16,134			\$16,134	\$1,245	inc	inc	inc	\$21	\$17,400
Arcadia	Administrative Services Director	\$16,694	\$182	\$83	\$16,960	\$1,504	inc	\$32	\$39	\$4	\$18,540
Azusa	Director of Administrative Services	\$14,591		\$330	\$14,921	\$1,346	inc	inc	\$29	\$50	\$16,346
Baldwin Park	Director of Finance	\$15,355		\$750	\$16,105	\$1,625	inc	\$38			\$17,768
Claremont	Finance Director	\$16,219		\$811	\$17,030	\$1,014	inc	inc	\$12	\$36	\$18,092
Covina	Director of Administrative Services	\$16,236	\$292		\$16,528	\$1,253	inc	inc			\$17,781
Diamond Bar	Finance Director	\$15,399			\$15,399	\$1,450	\$58	\$21	\$28	\$59	\$17,015
Duarte	No Comparable Class										
Glendora	Administrative Services Director/City Treasurer	\$17,452		\$755	\$18,207	\$820	inc		\$29		\$19,057
La Verne	No Comparable Class										
Monrovia	Administrative Services Director/ACM	\$17,741		\$200	\$17,941	\$1,320	inc	inc	\$18	\$28	\$19,307
Montclair	Finance Director	\$14,175		\$709	\$14,884	\$1,350	inc	inc	\$102	\$70	\$16,406
San Dimas	No Comparable Class										
San Gabriel	Finance Director	\$14,724			\$14,724	\$1,568	inc	inc	\$74	\$128	\$16,494
San Marino	Finance Director	\$15,181			\$15,181	\$1,500	inc	inc	inc	inc	\$16,681
Irwindale	Finance Director/City Treasurer	\$13,713			\$13,713	\$2,694	\$178	\$46	\$27		\$16,658
	Average	\$15,825			\$16,168						\$17,574
	% +/-	-15.4%			-17.9%						-5.5%
	Median	\$15,767			\$16,120						\$17,584
	% +/-	-15.0%			-17.5%						-5.6%

-2.6%

12.0%

Irwindale
Finance Manager

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Assistant Finance Director	\$12,456			\$12,456	\$1,245	inc	inc	inc	\$21	\$13,722
Arcadia	Financial Services Manager/Treasurer	\$12,724	\$182	\$64	\$12,970	\$1,402	inc	\$32	\$31	\$4	\$14,439
Azusa	Finance Manager	\$9,280	\$400	\$250	\$9,930	\$1,500	inc				\$11,430
Baldwin Park	No Comparable Class										
Claremont	No Comparable Class										
Covina	Finance Manager	\$11,779	\$292		\$12,071	\$1,253	inc	inc			\$13,324
Diamond Bar	No Comparable Class										
Duarte	Financial Services Manager	\$10,550			\$10,550	\$1,689	\$148	\$27			\$12,414
Glendora	Assistant Finance Director	\$13,044			\$13,044	\$963	inc		\$20		\$14,027
La Verne	No Comparable Class										
Monrovia	Deputy Admin Svcs Dir/Finance Div Mgr	\$13,834		\$100	\$13,934	\$1,320	inc	inc	\$18	\$28	\$15,300
Montclair	No Comparable Class										
San Dimas	No Comparable Class										
San Gabriel	Financial Services Manager	\$10,089			\$10,089	\$1,568	inc	inc	\$25	\$88	\$11,770
San Marino	No Comparable Class										
Irwindale	Finance Manager	\$9,262			\$9,262	\$2,694	\$178	\$46	\$30		\$12,210
	Average	\$11,720			\$11,880						\$13,303
	% +/-	-26.5%			-28.3%						-9.0%
	Median	\$12,118			\$12,263						\$13,523
	% +/-	-30.8%			-32.4%						-10.8%

-1.6%

21.6%

**Irwindale
Finance Technician**

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Accounting Technician	\$6,155			\$6,155	\$1,245	inc	inc	inc	\$21	\$7,421
Arcadia	Accounting Technician II	\$4,724	\$182		\$4,906	\$1,072	inc	\$32	\$4	\$4	\$6,019
Azusa	Account Specialist III	\$5,501	\$300	\$100	\$5,901	\$1,500	inc				\$7,401
Baldwin Park	No Comparable Class										
Claremont	No Comparable Class										
Covina	Payroll Technician	\$6,044			\$6,044	\$1,253	inc	inc			\$7,297
Diamond Bar	Accounting Technician II	\$6,022			\$6,022	\$1,420	\$58	\$21	\$11	\$23	\$7,555
Duarte	Accounting Specialist	\$6,044			\$6,044	\$1,689	\$148	\$27			\$7,908
Glendora	Accounting Technician	\$4,424			\$4,424	\$1,050	inc		\$10		\$5,484
La Verne	No Comparable Class										
Monrovia	Senior Accounting Systems Technician	\$5,938			\$5,938	\$1,320	inc	inc	\$18	\$28	\$7,304
Montclair	Accounting Specialist	\$4,487			\$4,487	\$1,200	inc	inc	\$15	\$22	\$5,724
San Dimas	Accounting Technician	\$5,290	\$529	\$250	\$6,069	\$1,545	inc	inc	\$5	\$36	\$7,655
San Gabriel	Payroll Specialist	\$5,059			\$5,059	\$1,568	inc	inc	\$13	\$44	\$6,684
San Marino	No Comparable Class										
Irwindale	Finance Technician	\$4,996			\$4,996	\$2,694	\$178	\$46	\$16		\$7,930
	Average	\$5,426			\$5,550						\$6,950
	% +/-	-8.6%			-11.1%						12.4%
	Median	\$5,501			\$5,938						\$7,304
	% +/-	-10.1%			-18.9%						7.9%

-8.7%

26.7%

Irwindale

Human Resources Analyst (Drift)

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Human Resources Analyst	\$8,130			\$8,130	\$1,245	inc	inc	inc	\$21	\$9,396
Arcadia	Human Resources Analyst	\$7,959	\$182	\$40	\$8,181	\$1,402	inc	\$32	\$21	\$4	\$9,641
Azusa	Human Resources/Risk Management Analyst	\$6,524	\$300	\$100	\$6,924	\$1,500	inc				\$8,424
Baldwin Park	Human Resources Analyst II	\$7,013		\$100	\$7,113	\$1,200	inc	\$34			\$8,347
Claremont	No Comparable Class										
Covina	Human Resources Analyst	\$7,074			\$7,074	\$1,253	inc	inc			\$8,327
Diamond Bar	No Comparable Class										
Duarte	No Comparable Class										
Glendora	Human Resources Analyst	\$6,642			\$6,642	\$963	inc		\$20		\$7,625
La Verne	No Comparable Class										
Monrovia	No Comparable Class										
Montclair	No Comparable Class										
San Dimas	Human Resources Senior Admin Analyst	\$8,183	\$818	\$250	\$9,251	\$1,545	inc	inc	\$5	\$55	\$10,857
San Gabriel	Human Resources Analyst	\$7,243			\$7,243	\$1,568	inc	inc	\$18	\$63	\$8,892
San Marino	Management Analyst	\$7,159			\$7,159	\$1,500	inc	inc	inc	inc	\$8,659
Irwindale	Human Resources Analyst (Drift)										
	Average	\$7,325			\$7,524						\$8,907
	% +/-										
	Median	\$7,159			\$7,159						\$8,659
	% +/-										

**Irwindale
Human Resources Specialist**

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	No Comparable Class										
Arcadia	Human Resources Technician	\$5,899	\$182		\$6,081	\$1,072	inc	\$32	\$4	\$4	\$7,194
Azusa	Human Resources Specialist II	\$6,051	\$300	\$100	\$6,451	\$1,500	inc				\$7,951
Baldwin Park	Human Resources Technician	\$5,431		\$100	\$5,531	\$1,200	inc	\$34			\$6,765
Claremont	No Comparable Class										
Covina	No Comparable Class										
Diamond Bar	Human Resources Technician	\$6,022			\$6,022	\$1,420	\$58	\$21	\$11	\$23	\$7,555
Duarte	No Comparable Class										
Glendora	Human Resources Technician	\$5,544			\$5,544	\$963	inc		\$20		\$6,527
La Verne	No Comparable Class										
Monrovia	Benefits Coordinator	\$6,625			\$6,625	\$1,320	inc	inc	\$18	\$28	\$7,991
Montclair	Benefits Coordinator	\$5,347			\$5,347	\$1,200	inc	inc	\$15	\$26	\$6,588
San Dimas	No Comparable Class										
San Gabriel	Human Resources Specialist	\$5,059			\$5,059	\$1,568	inc	inc	\$13	\$44	\$6,684
San Marino	No Comparable Class										
Irwindale	Human Resources Specialist	\$5,121			\$5,121	\$2,694	\$178	\$46	\$17		\$8,055
	Average	\$5,747			\$5,833						\$7,157
	% +/-	-12.2%			-13.9%						11.2%
	Median	\$5,722			\$5,783						\$6,980
	% +/-	-11.7%			-12.9%						13.4%

-1.2%

26.3%

Irwindale

Human Resources/Risk Manager

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Human Resources Manager	\$9,853			\$9,853	\$1,245	inc	inc	inc	\$21	\$11,119
Arcadia	Human Resources Administrator	\$12,724	\$182	\$64	\$12,970	\$1,402	inc	\$32	\$31	\$4	\$14,439
Azusa	No Comparable Class										
Baldwin Park	Human Resources/Risk Manager	\$11,684		\$150	\$11,834	\$1,400	inc	\$38			\$13,272
Claremont	Personnel Services Manager	\$11,382		\$569	\$11,951	\$1,014	inc	inc	\$12	\$26	\$13,003
Covina	Human Resources Manager	\$11,779			\$11,779	\$1,253	inc	inc			\$13,032
Diamond Bar	Human Resources & Risk Manager	\$11,729			\$11,729	\$1,450	\$58	\$21	\$21	\$45	\$13,324
Duarte	No Comparable Class										
Glendora	Assistant Human Resources Director	\$13,044			\$13,044	\$963	inc		\$20		\$14,027
La Verne	Personnel Officer	\$11,171			\$11,171	\$1,300	\$33				\$12,504
Monrovia	Human Resources Manager	\$12,524		\$100	\$12,624	\$1,320	inc	inc	\$18	\$28	\$13,990
Montclair	No Comparable Class										
San Dimas	No Comparable Class										
San Gabriel	No Comparable Class										
San Marino	Human Resources Manager	\$10,427			\$10,427	\$1,500	inc	inc	inc	inc	\$11,927
Irwindale	Human Resources/Risk Manager	\$9,731			\$9,731	\$2,694	\$178	\$46	\$32		\$12,680
	Average	\$11,632			\$11,738						\$13,064
	% +/-	-19.5%			-20.6%						-3.0%
	Median	\$11,707			\$11,807						\$13,152
	% +/-	-20.3%			-21.3%						-3.7%

-1.0%

17.6%

**Irwindale
Information Technology Manager**

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Information Technology Specialist	\$9,211			\$9,211	\$1,245	inc	inc	inc	\$21	\$10,477
Arcadia	Information Technology Manager	\$10,705	\$182	\$54	\$10,941	\$1,402	inc	\$32	\$27	\$4	\$12,406
Azusa	Information Technology Systems and Network	\$11,090	\$400	\$250	\$11,740	\$1,500	inc				\$13,240
Baldwin Park	Information Systems Supervisor	\$8,809		\$150	\$8,959	\$1,400	inc	\$38			\$10,397
Claremont	Information Systems Officer	\$11,101		\$555	\$11,656	\$1,014	inc	inc	\$12	\$25	\$12,707
Covina	Information Technology Services Manager	\$10,754			\$10,754	\$1,253	inc	inc			\$12,007
Diamond Bar	Network/Systems Administrator	\$9,867			\$9,867	\$1,450	\$58	\$21	\$11	\$37	\$11,444
Duarte	No Comparable Class										
Glendora	Information Technology Officer	\$13,044			\$13,044	\$963	inc		\$20		\$14,027
La Verne	Information Systems Manager	\$11,604			\$11,604	\$1,300	\$33				\$12,937
Monrovia	No Comparable Class										
Montclair	Information Technology Manager	\$9,958		\$398	\$10,356	\$1,350	inc	inc	\$72	\$49	\$11,827
San Dimas	Information Systems Administrator	\$9,165	\$917	\$250	\$10,332	\$1,545	inc	inc	\$5	\$62	\$11,943
San Gabriel	No Comparable Class										
San Marino	No Comparable Class										
Irwindale	Information Technology Manager	\$9,731			\$9,731	\$2,694	\$178	\$46	\$32		\$12,680
	Average	\$10,483			\$10,769						\$12,128
	% +/-	-7.7%			-10.7%						4.4%
	Median	\$10,705			\$10,754						\$12,007
	% +/-	-10.0%			-10.5%						5.3%

-0.5%

15.8%

**Irwindale
Janitor**

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Custodian	\$4,447			\$4,447	\$1,245	inc	inc	inc	\$21	\$5,713
Arcadia	No Comparable Class										
Azusa	Custodian	\$2,980			\$2,980						\$2,980
Baldwin Park	No Comparable Class										
Claremont	No Comparable Class										
Covina	Custodian	\$3,316			\$3,316						\$3,316
Diamond Bar	No Comparable Class										
Duarte	Custodian	\$4,639			\$4,639	\$1,689	\$148	\$27			\$6,503
Glendora	No Comparable Class										
La Verne	No Comparable Class										
Monrovia	No Comparable Class										
Montclair	Custodian	\$3,795			\$3,795	\$1,200	inc	inc	\$15	\$19	\$5,029
San Dimas	No Comparable Class										
San Gabriel	Custodian	\$3,583			\$3,583	\$1,568	inc	inc	\$9	\$31	\$5,191
San Marino	No Comparable Class										
Irwindale	Janitor	\$3,125			\$3,125	\$2,694	\$178	\$46	\$10		\$6,053
	Average	\$3,793			\$3,793						\$4,789
	% +/-	-21.4%			-21.4%						20.9%
	Median	\$3,689			\$3,689						\$5,110
	% +/-	-18.0%			-18.0%						15.6%

0.0%

33.6%

**Irwindale
Librarian (Drift)**

Librarian (Drift)			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Librarian II	\$6,992			\$6,992	\$1,245	inc	inc	inc	\$21	\$8,258
Arcadia	Librarian II	\$7,188	\$182		\$7,370	\$1,072	inc	\$32	\$4	\$4	\$8,483
Azusa	Senior Librarian	\$6,989	\$300	\$100	\$7,389	\$1,500	inc				\$8,889
Baldwin Park	No Comparable Class										
Claremont	No Comparable Class										
Covina	No Comparable Class										
Diamond Bar	No Comparable Class										
Duarte	No Comparable Class										
Glendora	Librarian II	\$5,744			\$5,744	\$1,050	inc		\$10		\$6,804
La Verne	No Comparable Class										
Monrovia	Librarian	\$7,032			\$7,032	\$1,320	inc	inc	\$18	\$28	\$8,398
Montclair	No Comparable Class										
San Dimas	No Comparable Class										
San Gabriel	No Comparable Class										
San Marino	Librarian III	\$7,404			\$7,404	\$1,500	inc	inc	inc	inc	\$8,904
Irwindale	Librarian (Drift)										
	Average	\$6,892			\$6,989						\$8,289
	% +/-										
	Median	\$7,012			\$7,201						\$8,440
	% +/-										

Irwindale
Library Technician

Survey Agency	Comparable Class	Range Max.	Cash Supplements			Insurance Benefits					Base + Cash + Ins.
			Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	
Alhambra	Library Assistant	\$5,180			\$5,180	\$1,245	inc	inc	inc	\$21	\$6,446
Arcadia	No Comparable Class										
Azusa	Library Assistant III	\$4,393	\$300	\$100	\$4,793	\$1,500	inc				\$6,293
Baldwin Park	No Comparable Class										
Claremont	No Comparable Class										
Covina	Library Assistant	\$4,739			\$4,739	\$1,253	inc	inc			\$5,992
Diamond Bar	No Comparable Class										
Duarte	No Comparable Class										
Glendora	Library Technician	\$4,014			\$4,014	\$1,050	inc		\$10		\$5,074
La Verne	No Comparable Class										
Monrovia	No Comparable Class										
Montclair	No Comparable Class										
San Dimas	No Comparable Class										
San Gabriel	No Comparable Class										
San Marino	No Comparable Class										
Irwindale	Library Technician	\$4,100			\$4,100	\$2,694	\$178	\$46	\$13		\$7,031
	Average	\$4,582			\$4,682						\$5,951
	% +/-	-11.7%			-14.2%						15.4%
	Median	\$4,566			\$4,766						\$6,143
	% +/-	-11.4%			-16.2%						12.6%
											-4.9%
											28.9%

**Irwindale
Maintenance Aide**

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	No Comparable Class										
Arcadia	Laborer	\$2,678	\$91		\$2,769	\$536	inc	\$32	\$4	\$4	\$3,346
Azusa	No Comparable Class										
Baldwin Park	Maintenance Worker I	\$4,073	\$125		\$4,198	\$1,200	\$52	\$34			\$5,484
Claremont	Senior Maintenance Assistant	\$3,234			\$3,234						\$3,234
Covina	General Maintenance Worker	\$4,324			\$4,324	\$1,253	inc	inc			\$5,577
Diamond Bar	No Comparable Class										
Duarte	No Comparable Class										
Glendora	Maintenance Aide II	\$3,917			\$3,917						\$3,917
La Verne	Laborer	\$2,809			\$2,809						\$2,809
Monrovia	No Comparable Class										
Montclair	No Comparable Class										
San Dimas	Building Maintenance Aide	\$2,955	\$296	\$250	\$3,501	\$1,545	inc	inc	\$5	\$20	\$5,071
San Gabriel	No Comparable Class										
San Marino	Maintenance Assistant	\$3,552			\$3,552						\$3,552
Irwindale	Maintenance Aide	\$3,208			\$3,208	\$2,694	\$178	\$46	\$10		\$6,136
	Average	\$3,443			\$3,538						\$4,124
	% +/-	-7.3%			-10.3%						32.8%
	Median	\$3,393			\$3,526						\$3,734
	% +/-	-5.8%			-9.9%						39.1%

-4.2%

49.0%

Irwindale

Maintenance Worker I

Survey Agency	Comparable Class	Range Max.	Cash Supplements			Insurance Benefits					Base + Cash + Ins.
			Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	
Alhambra	Parks Worker II	\$5,120			\$5,120	\$1,245	inc	inc	inc	\$21	\$6,386
Arcadia	No Comparable Class										
Azusa	Park Maintenance Worker III	\$5,501	\$300	\$100	\$5,901	\$1,500	inc				\$7,401
Baldwin Park	Maintenance Worker II	\$4,481	\$125		\$4,606	\$1,200	\$52	\$34			\$5,892
Claremont	Groundskeeper II	\$4,803			\$4,803	\$1,014	inc	inc	\$12	\$11	\$5,840
Covina	Parks Worker	\$4,788			\$4,788	\$1,253	inc	inc			\$6,041
Diamond Bar	No Comparable Class										
Duarte	No Comparable Class										
Glendora	Maintenance Worker	\$4,496			\$4,496	\$1,050	inc		\$10		\$5,556
La Verne	Maintenance Worker III	\$5,381			\$5,381	\$1,300	\$33				\$6,714
Monrovia	Maintenance Worker	\$5,115			\$5,115	\$1,320	inc	inc	\$18	\$28	\$6,481
Montclair	Parks Maintenance Worker	\$4,083			\$4,083	\$1,200	inc	inc	\$15	\$20	\$5,318
San Dimas	Landscape Maintenance Worker II	\$5,551	\$555	\$250	\$6,356	\$1,545	inc	inc	\$5	\$37	\$7,944
San Gabriel	Maintenance Worker II	\$4,770			\$4,770	\$1,568	inc	inc	\$12	\$41	\$6,392
San Marino	Maintenance Worker II	\$5,104			\$5,104	\$1,500	inc	inc	inc	inc	\$6,604
Irwindale	Maintenance Worker I	\$4,308			\$4,308	\$2,694	\$178	\$46	\$14		\$7,240
	Average	\$4,933			\$5,044						\$6,381
	% +/-	-14.5%			-17.1%						11.9%
	Median	\$4,954			\$4,954						\$6,389
	% +/-	-15.0%			-15.0%						11.8%

0.0%

26.7%

**Irwindale
Maintenance Worker II**

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Building Maintenance Worker	\$5,135			\$5,135	\$1,245	inc	inc	inc	\$21	\$6,401
Arcadia	Building Maintenance Technician	\$5,544	\$182		\$5,726	\$1,107	inc	\$32	\$4	\$4	\$6,874
Azusa	No Comparable Class										
Baldwin Park	Maintenance Worker II	\$4,481	\$125		\$4,606	\$1,200	\$52	\$34			\$5,892
Claremont	Maintenance Craftsworker II	\$4,925			\$4,925	\$1,014	inc	inc	\$12	\$11	\$5,962
Covina	Building Maintenance Worker	\$5,333			\$5,333	\$1,253	inc	inc			\$6,586
Diamond Bar	Senior Maintenance Worker	\$5,066			\$5,066	\$1,420	\$58	\$21	\$11	\$19	\$6,595
Duarte	Senior Maintenance Technician	\$5,564			\$5,564	\$1,689	\$148	\$27			\$7,428
Glendora	Senior Maintenance Worker	\$4,945			\$4,945	\$1,050	inc		\$10		\$6,005
La Verne	Maintenance Worker III	\$5,381			\$5,381	\$1,300	\$33				\$6,714
Monrovia	Senior Maintenance Worker	\$5,938			\$5,938	\$1,320	inc	inc	\$18	\$28	\$7,304
Montclair	Facilities Specialist	\$5,678			\$5,678	\$1,200	inc	inc	\$15	\$28	\$6,921
San Dimas	Facilities Maintenance Worker II	\$5,551	\$555	\$250	\$6,356	\$1,545	inc	inc	\$5	\$37	\$7,944
San Gabriel	Maintenance Specialist	\$5,107			\$5,107	\$1,568	inc	inc	\$13	\$44	\$6,732
San Marino	Maintenance Worker III	\$5,752			\$5,752	\$1,500	inc	inc	inc	inc	\$7,252
Irwindale	Maintenance Worker II	\$4,755			\$4,755	\$2,694	\$178	\$46	\$15		\$7,688
	Average	\$5,314			\$5,394						\$6,758
	% +/-	-11.8%			-13.4%						12.1%
	Median	\$5,357			\$5,357						\$6,723
	% +/-	-12.7%			-12.7%						12.5%

0.0%

25.2%

Irwindale

Management Analyst

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Management Analyst	\$9,130			\$9,130	\$1,245	inc	inc	inc	\$21	\$10,396
Arcadia	Management Analyst	\$8,159	\$182	\$41	\$8,382	\$1,402	inc	\$32	\$22	\$4	\$9,842
Azusa	Management Analyst	\$6,442	\$400	\$250	\$7,092	\$1,500	inc				\$8,592
Baldwin Park	Management Analyst	\$6,284		\$100	\$6,384	\$1,200	inc	\$34			\$7,618
Claremont	Management Analyst	\$7,016		\$351	\$7,367	\$1,014	inc	inc	\$12	\$16	\$8,408
Covina	Management Analyst	\$7,074			\$7,074	\$1,253	inc	inc			\$8,327
Diamond Bar	Management Analyst	\$7,158			\$7,158	\$1,450	\$58	\$21	\$11	\$27	\$8,725
Duarte	No Comparable Class										
Glendora	Management Analyst	\$6,675			\$6,675	\$963	inc		\$20		\$7,658
La Verne	Management Analyst	\$6,712			\$6,712	\$1,300	\$33				\$8,045
Monrovia	Management Analyst	\$7,768			\$7,768	\$1,320	inc	inc	\$18	\$28	\$9,134
Montclair	Administrative Analyst	\$6,198			\$6,198	\$1,200	inc	inc	\$15	\$31	\$7,444
San Dimas	No Comparable Class										
San Gabriel	Management Analyst	\$7,243			\$7,243	\$1,568	inc	inc	\$18	\$63	\$8,892
San Marino	Management Analyst	\$7,159			\$7,159	\$1,500	inc	inc	inc	inc	\$8,659
Irwindale	Management Analyst	\$6,087			\$6,087	\$2,694	\$178	\$46	\$20		\$9,024
	Average	\$7,155			\$7,257						\$8,595
	% +/-	-17.5%			-19.2%						4.8%
	Median	\$7,074			\$7,158						\$8,592
	% +/-	-16.2%			-17.6%						4.8%

-1.4%

22.4%

Irwindale
Office Specialist

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Clerical Assistant II	\$4,651			\$4,651	\$1,245	inc	inc	inc	\$21	\$5,917
Arcadia	Office Assistant	\$4,498	\$182		\$4,680	\$1,072	inc	\$32	\$4	\$4	\$5,793
Azusa	Senior Office Specialist	\$4,734	\$300	\$100	\$5,134	\$1,500	inc				\$6,634
Baldwin Park	Administrative Clerk II	\$3,597		\$100	\$3,697	\$1,200	inc	\$34			\$4,931
Claremont	Administrative Assistant	\$4,826		\$241	\$5,068	\$1,014	inc	inc	\$12	\$11	\$6,104
Covina	Office Assistant II	\$4,332			\$4,332	\$1,253	inc	inc			\$5,585
Diamond Bar	Senior Office Specialist	\$4,704			\$4,704	\$1,420	\$58	\$21	\$11	\$18	\$6,232
Duarte	Clerk/Typist Receptionist	\$4,573			\$4,573	\$1,689	\$148	\$27			\$6,437
Glendora	Senior Office Assistant	\$4,324			\$4,324	\$1,050	inc		\$10		\$5,384
La Verne	Administrative Clerk II	\$4,158			\$4,158	\$1,300	\$33				\$5,491
Monrovia	Administrative Assistant	\$4,866			\$4,866	\$1,320	inc	inc	\$18	\$28	\$6,232
Montclair	Office Specialist	\$3,862			\$3,862	\$1,200	inc	inc	\$15	\$19	\$5,096
San Dimas	Departmental Assistant	\$4,765	\$477	\$250	\$5,492	\$1,545	inc	inc	\$5	\$32	\$7,074
San Gabriel	Administrative Assistant II	\$4,635			\$4,635	\$1,568	inc	inc	\$12	\$40	\$6,255
San Marino	Clerk Typist II	\$4,391			\$4,391	\$1,500	inc	inc	inc	inc	\$5,891
Irwindale	Office Specialist	\$4,203			\$4,203	\$2,694	\$178	\$46	\$14		\$7,134
	Average	\$4,461			\$4,571						\$5,937
	% +/-	-6.1%			-8.8%						16.8%
	Median	\$4,573			\$4,635						\$5,917
	% +/-	-8.8%			-10.3%						17.1%

-1.5%

27.3%

**Irwindale
Planning Technician**

Survey Agency	Comparable Class	Range Max.	Cash Supplements			Insurance Benefits					
			Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Planning Aide	\$5,560			\$5,560	\$1,245	inc	inc	inc	\$21	\$6,826
Arcadia	No Comparable Class										
Azusa	Planning Technician	\$5,054	\$300	\$100	\$5,454	\$1,500	inc				\$6,954
Baldwin Park	Police Technician	\$5,197	\$400	\$104	\$5,701	\$1,400	inc	\$32			\$7,133
Claremont	Planning Aide	\$5,385			\$5,385	\$1,014	inc	inc	\$12	\$12	\$6,423
Covina	Planning Technician	\$5,564			\$5,564	\$1,253	inc	inc			\$6,817
Diamond Bar	Planning Technician	\$6,022			\$6,022	\$1,420	\$58	\$21	\$11	\$23	\$7,555
Duarte	Community Development Technician	\$5,457			\$5,457	\$1,689	\$148	\$27			\$7,321
Glendora	Planning Technician	\$5,047			\$5,047	\$1,050	inc		\$10		\$6,107
La Verne	No Comparable Class										
Monrovia	Planning Technician	\$5,650			\$5,650	\$1,320	inc	inc	\$18	\$28	\$7,016
Montclair	No Comparable Class										
San Dimas	No Comparable Class										
San Gabriel	No Comparable Class										
San Marino	Building and Planning Assistant	\$6,171			\$6,171	\$1,500	inc	inc	inc	inc	\$7,671
Irwindale	Planning Technician	\$5,121			\$5,121	\$2,694	\$178	\$46	\$17		\$8,055
	Average	\$5,511			\$5,601						\$6,982
	% +/-	-7.6%			-9.4%						13.3%
	Median	\$5,509			\$5,562						\$6,985
	% +/-	-7.6%			-8.6%						13.3%

-1.0%

21.9%

**Irwindale
Police Records Clerk**

Survey Agency	Comparable Class	Range Max.	Cash Supplements			Insurance Benefits					
			Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	No Comparable Class										
Arcadia	No Comparable Class										
Azusa	Office Specialist II	\$4,117	\$300	\$100	\$4,517	\$1,500	inc				\$6,017
Baldwin Park	No Comparable Class										
Claremont	Records Clerk	\$4,135			\$4,135	\$1,014	inc	inc	\$12	\$9	\$5,170
Covina	Police Records Clerk	\$4,338			\$4,338	\$1,253	inc	inc			\$5,591
Diamond Bar	No Comparable Class										
Duarte	No Comparable Class										
Glendora	No Comparable Class										
La Verne	Police Clerk II	\$4,562			\$4,562	\$1,300	\$33				\$5,895
Monrovia	Police Services Representative	\$4,866			\$4,866	\$1,320	inc	inc	\$18	\$28	\$6,232
Montclair	Police Service Specialist	\$4,002			\$4,002	\$1,200	inc	inc	\$15	\$20	\$5,237
San Dimas	No Comparable Class										
San Gabriel	Police Records Specialist	\$4,635			\$4,635	\$1,568	inc	inc	\$12	\$40	\$6,255
San Marino	Police Records Clerk	\$5,373			\$5,373	\$1,500	inc	inc	inc	inc	\$6,873
Irwindale	Police Records Clerk	\$3,903			\$3,903	\$2,694	\$178	\$46	\$13		\$6,833
	Average	\$4,503			\$4,553						\$5,909
	% +/-	-15.4%			-16.7%						13.5%
	Median	\$4,450			\$4,539						\$5,956
	% +/-	-14.0%			-16.3%						12.8%

-2.3%

29.1%

Irwindale

Project Manager - Construction Compliance

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Project Manager	\$7,621			\$7,621	\$1,245	inc	inc	inc	\$21	\$8,887
Arcadia	No Comparable Class										
Azusa	No Comparable Class										
Baldwin Park	No Comparable Class										
Claremont	No Comparable Class										
Covina	No Comparable Class										
Diamond Bar	Assistant Engineer	\$6,983			\$6,983	\$1,420	\$58	\$21	\$11	\$27	\$8,519
Duarte	Assistant Civil Engineer	\$8,006			\$8,006	\$1,689	\$148	\$27			\$9,870
Glendora	No Comparable Class										
La Verne	No Comparable Class										
Monrovia	No Comparable Class										
Montclair	Project Manager	\$6,565			\$6,565	\$1,200	inc	inc	\$15	\$32	\$7,812
San Dimas	No Comparable Class										
San Gabriel	No Comparable Class										
San Marino	No Comparable Class										
Irwindale	Project Manager - Construction Compliance	\$6,239			\$6,239	\$2,694	\$178	\$46	\$20		\$9,177
	Average	\$7,294			\$7,294						\$8,772
	% +/-	-16.9%			-16.9%						4.4%
	Median	\$7,302			\$7,302						\$8,703
	% +/-	-17.0%			-17.0%						5.2%

0.0%

22.2%

Irwindale

Public Services Director

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Director of Parks and Recreation	\$14,304			\$14,304	\$1,245	inc	inc	inc	\$21	\$15,570
Arcadia	Director of Recreation and Community Services	\$13,702	\$182	\$69	\$13,953	\$1,504	inc	\$32	\$33	\$4	\$15,526
Azusa	Director of Recreation and Family Services	\$12,177		\$330	\$12,507	\$1,346	inc	inc		\$41	\$13,894
Baldwin Park	Director of Recreation & Community Services	\$15,327		\$750	\$16,077	\$1,625	inc	\$38			\$17,740
Claremont	Human Services Director	\$14,534		\$727	\$15,260	\$1,014	inc	inc	\$12	\$33	\$16,319
Covina	Director of Parks & Rec & Library Services	\$14,215	\$292		\$14,507	\$1,253	inc	inc			\$15,760
Diamond Bar	Parks and Recreation Director	\$13,934			\$13,934	\$1,450	\$58	\$21	\$28	\$53	\$15,544
Duarte	Director of Parks and Recreation	\$13,941			\$13,941	\$1,689	\$148	\$27			\$15,805
Glendora	Director of Community Services	\$14,968		\$755	\$15,723	\$820	inc		\$29		\$16,573
La Verne	Community Services Director	\$14,084			\$14,084	\$1,300	\$33				\$15,417
Monrovia	Community Services Director	\$17,741		\$200	\$17,941	\$1,320	inc	inc	\$18	\$28	\$19,307
Montclair	Director of Human Services	\$13,261		\$663	\$13,924	\$1,350	inc	inc	\$95	\$66	\$15,435
San Dimas	Director of Parks & Recreation	\$14,016	\$1,402	\$250	\$15,668	\$1,545	inc	inc	\$5	\$95	\$17,312
San Gabriel	Community Services Director	\$13,321			\$13,321	\$1,568	inc	inc	\$67	\$116	\$15,072
San Marino	Community Services Director	\$13,304			\$13,304	\$1,500	inc	inc	inc	inc	\$14,804
Irwindale	Public Services Director	\$13,531			\$13,531	\$2,694	\$178	\$46	\$27		\$16,476
	Average	\$14,189			\$14,563						\$16,005
	% +/-	-4.9%			-7.6%						2.9%
	Median	\$14,016			\$14,084						\$15,570
	% +/-	-3.6%			-4.1%						5.5%

-0.5%

9.6%

Irwindale

Public Works Maint Supervisor

			Cash Supplements			Insurance Benefits					Base + Cash + Ins.
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	
Alhambra	Landscape Supervisor	\$7,284			\$7,284	\$1,245	inc	inc	inc	\$21	\$8,550
Arcadia	Building Maintenance Crew Supervisor	\$6,429	\$182		\$6,611	\$1,107	inc	\$32	\$4	\$4	\$7,759
Azusa	Parks Maintenance Supervisor	\$6,777	\$300	\$100	\$7,177	\$1,500	inc				\$8,677
Baldwin Park	No Comparable Class										
Claremont	Maintenance Supervisor	\$7,229		\$361	\$7,591	\$1,014	inc	inc	\$12	\$16	\$8,633
Covina	Parks Maintenance Supervisor	\$8,188			\$8,188	\$1,253	inc	inc			\$9,441
Diamond Bar	Facilities Maintenance Supervisor	\$8,721			\$8,721	\$1,450	\$58	\$21	\$11	\$33	\$10,294
Duarte	Field Services Supervisor	\$7,675			\$7,675	\$1,689	\$148	\$27			\$9,539
Glendora	Parks Supervisor	\$6,786			\$6,786	\$963	inc		\$20		\$7,769
La Verne	Maintenance Supervisor	\$7,002			\$7,002	\$1,300	\$33				\$8,335
Monrovia	Maintenance Supervisor	\$7,391			\$7,391	\$1,320	inc	inc	\$18	\$28	\$8,757
Montclair	No Comparable Class										
San Dimas	Public Works Maintenance Supervisor	\$7,378	\$738	\$250	\$8,366	\$1,545	inc	inc	\$5	\$50	\$9,966
San Gabriel	No Comparable Class										
San Marino	Foreman	\$7,063			\$7,063	\$1,500	inc	inc	inc	inc	\$8,563
Irwindale	Public Works Maint Supervisor	\$6,555			\$6,555	\$2,694	\$178	\$46	\$21		\$9,494
	Average	\$7,327			\$7,488						\$8,857
	% +/-	-11.8%			-14.2%						6.7%
	Median	\$7,257			\$7,338						\$8,655
	% +/-	-10.7%			-11.9%						8.8%

-1.2%

20.8%

Irwindale

Public Works Services Manager

Survey Agency	Comparable Class	Range Max.	Cash Supplements			Insurance Benefits					
			Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Public Works Superintendent	\$9,659			\$9,659	\$1,245	inc	inc	inc	\$21	\$10,925
Arcadia	Streets/Utilities Superintendent	\$10,443	\$182	\$52	\$10,677	\$1,402	inc	\$32	\$26	\$4	\$12,142
Azusa	Public Works Superintendent	\$9,177	\$300	\$100	\$9,577	\$1,500	inc				\$11,077
Baldwin Park	Public Works Operations Manager	\$8,615		\$150	\$8,765	\$1,400	inc	\$38			\$10,203
Claremont	Maintenance Superintendent	\$9,749		\$487	\$10,237	\$1,014	inc	inc	\$12	\$22	\$11,285
Covina	Public Works Manager	\$10,862			\$10,862	\$1,253	inc	inc			\$12,115
Diamond Bar	No Comparable Class										
Duarte	Public Works Manager	\$11,037			\$11,037	\$1,689	\$148	\$27			\$12,901
Glendora	PW Maintenance & Operations Manager	\$10,060			\$10,060	\$963	inc		\$20		\$11,043
La Verne	Maintenance Manager	\$11,604			\$11,604	\$1,300	\$33				\$12,937
Monrovia	Public Works Operations Manager	\$12,524		\$100	\$12,624	\$1,320	inc	inc	\$18	\$28	\$13,990
Montclair	Public Works Manager	\$9,958		\$398	\$10,356	\$1,350	inc	inc	\$72	\$49	\$11,827
San Dimas	Public Works Maintenance Superintendent	\$9,894	\$989	\$250	\$11,133	\$1,545	inc	inc	\$5	\$67	\$12,750
San Gabriel	Field Operations Manager	\$9,430			\$9,430	\$1,568	inc	inc	\$24	\$82	\$11,104
San Marino	Public Works Division Manager	\$10,439			\$10,439	\$1,500	inc	inc	inc	inc	\$11,939
Irwindale	Public Works Services Manager	\$9,493			\$9,493	\$2,694	\$178	\$46	\$31		\$12,441
	Average	\$10,247			\$10,461						\$11,874
	% +/-	-7.9%			-10.2%						4.6%
	Median	\$10,009			\$10,398						\$11,883
	% +/-	-5.4%			-9.5%						4.5%

-4.1%

14.0%

Irwindale
Recreation Assistant

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Clerical Assistant I	\$4,418			\$4,418	\$1,245	inc	inc	inc	\$21	\$5,684
Arcadia	Office Assistant	\$4,498	\$182		\$4,680	\$1,072	inc	\$32	\$4	\$4	\$5,793
Azusa	Office Specialist II	\$4,117	\$300	\$100	\$4,517	\$1,500	inc				\$6,017
Baldwin Park	No Comparable Class										
Claremont	Receptionist	\$3,221			\$3,221	\$1,014	inc	inc	\$12	\$7	\$4,254
Covina	No Comparable Class										
Diamond Bar	No Comparable Class										
Duarte	No Comparable Class										
Glendora	Office Assistant	\$3,925			\$3,925	\$1,050	inc		\$10		\$4,985
La Verne	Administrative Clerk I	\$3,771			\$3,771	\$1,300	\$33				\$5,104
Monrovia	No Comparable Class										
Montclair	No Comparable Class										
San Dimas	Office Assistant	\$3,895	\$390	\$250	\$4,535	\$1,545	inc	inc	\$5	\$26	\$6,111
San Gabriel	Administrative Assistant II	\$4,635			\$4,635	\$1,568	inc	inc	\$12	\$40	\$6,255
San Marino	No Comparable Class										
Irwindale	Recreation Assistant	\$4,203			\$4,203	\$2,694	\$178	\$46	\$14		\$7,134
	Average	\$4,060			\$4,213						\$5,525
	% +/-	3.4%			-0.2%						22.6%
	Median	\$4,021			\$4,468						\$5,739
	% +/-	4.3%			-6.3%						19.6%

-10.6%

25.9%

**Irwindale
Recreation Manager**

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Deputy Director of Recreation and Comm Svcs	\$10,737			\$10,737	\$1,245	inc	inc	inc	\$21	\$12,003
Arcadia	No Comparable Class										
Azusa	Recreation Superintendent	\$8,155	\$400	\$250	\$8,805	\$1,500	inc				\$10,305
Baldwin Park	No Comparable Class										
Claremont	Human Services Manager	\$10,404		\$520	\$10,924	\$1,014	inc	inc	\$12	\$23	\$11,974
Covina	Parks and Recreation Manager	\$10,544			\$10,544	\$1,253	inc	inc			\$11,797
Diamond Bar	Recreation Services Superintendent	\$9,627			\$9,627	\$1,450	\$58	\$21	\$11	\$37	\$11,203
Duarte	No Comparable Class										
Glendora	Recreation Superintendent	\$8,800			\$8,800	\$963	inc		\$20		\$9,783
La Verne	Community Services Manager	\$11,604			\$11,604	\$1,300	\$33				\$12,937
Monrovia	Library/Recreation Division Manager	\$12,524		\$100	\$12,624	\$1,320	inc	inc	\$18	\$28	\$13,990
Montclair	No Comparable Class										
San Dimas	Recreation Manager	\$10,395	\$1,040	\$250	\$11,685	\$1,545	inc	inc	\$5	\$70	\$13,305
San Gabriel	Community Services Manager	\$9,430			\$9,430	\$1,568	inc	inc	\$24	\$82	\$11,104
San Marino	Recreation Manager	\$10,427			\$10,427	\$1,500	inc	inc	inc	inc	\$11,927
Irwindale	Recreation Manager	\$9,036			\$9,036	\$2,694	\$178	\$46	\$29		\$11,983
	Average	\$10,241			\$10,473						\$11,848
	% +/-	-13.3%			-15.9%						1.1%
	Median	\$10,404			\$10,544						\$11,927
	% +/-	-15.1%			-16.7%						0.5%

-1.5%

17.2%

**Irwindale
Recreation Supervisor**

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Recreation Supervisor	\$6,078			\$6,078	\$1,245	inc	inc	inc	\$21	\$7,344
Arcadia	Recreation Supervisor	\$7,210	\$182	\$36	\$7,428	\$1,402	inc	\$32	\$20	\$4	\$8,886
Azusa	No Comparable Class										
Baldwin Park	Program Supervisor	\$6,286		\$100	\$6,386	\$1,200	inc	\$34			\$7,620
Claremont	Human Services Supervisor II	\$7,945		\$397	\$8,343	\$1,014	inc	inc	\$12	\$18	\$9,386
Covina	Parks and Recreation Supervisor	\$8,188			\$8,188	\$1,253	inc	inc			\$9,441
Diamond Bar	No Comparable Class										
Duarte	Recreation Supervisor	\$7,564			\$7,564	\$1,689	\$148	\$27			\$9,428
Glendora	Recreation Supervisor	\$6,655			\$6,655	\$963	inc		\$20		\$7,638
La Verne	Community Services Supervisor	\$6,893			\$6,893	\$1,300	\$33				\$8,226
Monrovia	Recreation Supervisor	\$7,032			\$7,032	\$1,320	inc	inc	\$18	\$28	\$8,398
Montclair	Recreation Supervisor	\$4,896			\$4,896	\$1,200	inc	inc	\$15	\$24	\$6,135
San Dimas	Recreation Supervisor	\$7,378	\$738	\$250	\$8,366	\$1,545	inc	inc	\$5	\$50	\$9,966
San Gabriel	Recreation Supervisor	\$7,243			\$7,243	\$1,568	inc	inc	\$18	\$63	\$8,892
San Marino	Recreation Supervisor	\$7,919			\$7,919	\$1,500	inc	inc	inc	inc	\$9,419
Irwindale	Recreation Supervisor	\$6,555			\$6,555	\$2,694	\$178	\$46	\$21		\$9,494
	Average	\$7,022			\$7,153						\$8,522
	% +/-	-7.1%			-9.1%						10.2%
	Median	\$7,210			\$7,243						\$8,886
	% +/-	-10.0%			-10.5%						6.4%

-0.5%

16.9%

Irwindale

Senior Center Assistant

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	No Comparable Class										
Arcadia	Senior Citizens Project Specialist	\$4,724	\$182		\$4,906	\$1,072	inc	\$32	\$4	\$4	\$6,019
Azusa	Home Delivered Meal Manager	\$3,245			\$3,245						\$3,245
Baldwin Park	No Comparable Class										
Claremont	No Comparable Class										
Covina	No Comparable Class										
Diamond Bar	No Comparable Class										
Duarte	No Comparable Class										
Glendora	Office Assistant	\$3,925			\$3,925	\$1,050	inc		\$10		\$4,985
La Verne	No Comparable Class										
Monrovia	No Comparable Class										
Montclair	No Comparable Class										
San Dimas	Office Assistant	\$3,895	\$390	\$250	\$4,535	\$1,545	inc	inc	\$5	\$26	\$6,111
San Gabriel	No Comparable Class										
San Marino	No Comparable Class										
Irwindale	Senior Center Assistant	\$4,203			\$4,203	\$2,694	\$178	\$46	\$14		\$7,134
	Average	\$3,947			\$4,153						\$5,090
	% +/-	6.1%			1.2%						28.7%
	Median	\$3,910			\$4,230						\$5,502
	% +/-	7.0%			-0.6%						22.9%

-7.6%

23.5%

Irwindale

Senior Center Specialist

Survey Agency	Comparable Class	Range Max.	Cash Supplements			Insurance Benefits					Base + Cash + Ins.
			Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	
Alhambra	Program Coordinator	\$5,122			\$5,122	\$1,245	inc	inc	inc	\$21	\$6,388
Arcadia	Recreation Coordinator	\$4,724	\$182		\$4,906	\$1,072	inc	\$32	\$4	\$4	\$6,019
Azusa	Recreation Coordinator	\$4,492	\$400	\$250	\$5,142	\$1,500	inc				\$6,642
Baldwin Park	Program Coordinator	\$4,979		\$100	\$5,079	\$1,200	inc	\$34			\$6,313
Claremont	Program Specialist	\$4,135			\$4,135	\$1,014	inc	inc	\$12	\$9	\$5,170
Covina	Recreation Coordinator	\$4,983			\$4,983	\$1,253	inc	inc			\$6,236
Diamond Bar	Recreation Coordinator	\$6,022			\$6,022	\$1,420	\$58	\$21	\$11	\$23	\$7,555
Duarte	No Comparable Class										
Glendora	Senior Office Assistant	\$4,324			\$4,324	\$1,050	inc		\$10		\$5,384
La Verne	No Comparable Class										
Monrovia	Recreation Specialist	\$3,539			\$3,539						\$3,539
Montclair	Recreation Specialist	\$2,980			\$2,980						\$2,980
San Dimas	Recreation Specialist	\$3,513	\$351	\$250	\$4,115	\$1,545	inc	inc	\$5	\$24	\$5,689
San Gabriel	No Comparable Class										
San Marino	Recreation Specialist	\$3,354			\$3,354						\$3,354
Irwindale	Senior Center Specialist	\$5,121			\$5,121	\$2,694	\$178	\$46	\$17		\$8,055
	Average	\$4,347			\$4,475						\$5,439
	% +/-	15.1%			12.6%						32.5%
	Median	\$4,408			\$4,615						\$5,854
	% +/-	13.9%			9.9%						27.3%

-4.0%

17.4%

Irwindale

Senior Management Analyst

Cash Supplements

Insurance Benefits

Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	No Comparable Class										
Arcadia	Senior Management Analyst	\$9,005	\$182	\$45	\$9,232	\$1,402	inc	\$32	\$23	\$4	\$10,694
Azusa	Senior Management Analyst	\$7,086	\$400	\$250	\$7,736	\$1,500	inc				\$9,236
Baldwin Park	No Comparable Class										
Claremont	Senior Management Analyst	\$8,437		\$422	\$8,859	\$1,014	inc	inc	\$12	\$19	\$9,904
Covina	Senior Management Analyst	\$8,463			\$8,463	\$1,253	inc	inc			\$9,716
Diamond Bar	Senior Management Analyst	\$8,301			\$8,301	\$1,450	\$58	\$21	\$11	\$32	\$9,872
Duarte	No Comparable Class										
Glendora	No Comparable Class										
La Verne	Senior Management Analyst	\$8,158			\$8,158	\$1,300	\$33				\$9,491
Monrovia	Senior Management Analyst	\$9,765			\$9,765	\$1,320	inc	inc	\$18	\$28	\$11,131
Montclair	No Comparable Class										
San Dimas	No Comparable Class										
San Gabriel	No Comparable Class										
San Marino	No Comparable Class										
Irwindale	Senior Management Analyst	\$7,059			\$7,059	\$2,694	\$178	\$46	\$23		\$9,999
	Average	\$8,459			\$8,645						\$10,006
	% +/-	-19.8%			-22.5%						-0.1%
	Median	\$8,437			\$8,463						\$9,872
	% +/-	-19.5%			-19.9%						1.3%

-0.4%

21.2%

Irwindale
Sr Center Manager

			Cash Supplements			Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Senior Services Supervisor	\$6,082			\$6,082	\$1,245	inc	inc	inc	\$21	\$7,348
Arcadia	Recreation Supervisor	\$7,210	\$182	\$36	\$7,428	\$1,402	inc	\$32	\$20	\$4	\$8,886
Azusa	Recreation Supervisor - Senior Services	\$6,780	\$300	\$100	\$7,180	\$1,500	inc				\$8,680
Baldwin Park	Program Supervisor	\$6,286		\$100	\$6,386	\$1,200	inc	\$34			\$7,620
Claremont	Human Services Supervisor II	\$7,945		\$397	\$8,343	\$1,014	inc	inc	\$12	\$18	\$9,386
Covina	Parks and Recreation Supervisor	\$8,188			\$8,188	\$1,253	inc	inc			\$9,441
Diamond Bar	No Comparable Class										
Duarte	Recreation Supervisor	\$7,564			\$7,564	\$1,689	\$148	\$27			\$9,428
Glendora	Community Services Coordinator	\$4,743			\$4,743	\$1,050	inc		\$10		\$5,803
La Verne	No Comparable Class										
Monrovia	No Comparable Class										
Montclair	Senior Citizens Supervisor	\$4,800			\$4,800	\$1,200	inc	inc	\$15	\$24	\$6,039
San Dimas	Recreation Supervisor	\$7,378	\$738	\$250	\$8,366	\$1,545	inc	inc	\$5	\$50	\$9,966
San Gabriel	No Comparable Class										
San Marino	No Comparable Class										
Irwindale	Sr Center Manager	\$6,887			\$6,887	\$2,694	\$178	\$46	\$22		\$9,827
	Average	\$6,698			\$6,908						\$8,260
	% +/-	2.7%			-0.3%						15.9%
	Median	\$6,995			\$7,304						\$8,783
	% +/-	-1.6%			-6.1%						10.6%

-4.5%

16.7%

**Irwindale
Captain**

Captain			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	POST	Educ. Inc.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Assistant Police Chief	\$14,528	\$300	\$69		\$1,453		\$16,350	\$1,245	inc	inc	inc	\$21	\$17,616
Arcadia	Captain	\$16,292	\$182	\$54			\$81	\$16,610	\$1,323	inc	\$32	\$39	\$11	\$18,014
Azusa	Police Captain	\$15,366	\$600	\$83		\$600	\$325	\$16,975	\$1,600	inc	inc			\$18,575
Baldwin Park	Police Commander	\$12,967	\$675	\$75	\$750	\$1,556		\$16,023	\$1,400	inc	\$32			\$17,455
Claremont	Captain	\$15,255	\$763	\$15		\$500	\$763	\$17,296	\$1,294	inc	inc	\$12	\$34	\$18,636
Covina	Police Captain	\$16,600		\$125		\$900		\$17,625	\$1,253	inc	inc			\$18,878
Diamond Bar	No Comparable Class													
Duarte	No Comparable Class													
Glendora	Police Captain	\$16,147	\$400	\$88	\$600	\$888		\$18,123	\$1,400	inc	inc	\$20		\$19,542
La Verne	Police Captain	\$15,518		\$21				\$15,539	\$1,300	\$33				\$16,872
Monrovia	Police Captain	\$16,061			\$975	\$44	\$100	\$17,180	\$1,320	inc	inc	\$18	\$28	\$18,546
Montclair	Captain	\$13,668					\$547	\$14,215	\$1,350	inc	inc	\$98	\$68	\$15,731
San Dimas	No Comparable Class													
San Gabriel	Police Captain	\$13,697		\$100				\$13,797	\$1,568	inc	inc	\$35	\$119	\$15,519
San Marino	Police Commander	\$14,520						\$14,520	\$1,500	inc	inc	inc	inc	\$16,020
Irwindale	Captain	\$13,023		\$83	\$1,302	\$651		\$15,060	\$2,694	\$178	\$46	\$42		\$18,020
	Average	\$15,052						\$16,187						\$17,617
	% +/-	-15.6%						-7.5%						2.2%
	Median	\$15,311						\$16,480						\$17,815
	% +/-	-17.6%						-9.4%						1.1%

8.1%

10.6%

**Irwindale
Lieutenant**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits					
			Long.	Uniform	POST	Educ. Inc.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Police Commander	\$12,688	\$300	\$69		\$1,269		\$14,326	\$1,245	inc	inc	inc	\$21	\$15,592
Arcadia	Lieutenant	\$14,398	\$182	\$54			\$72	\$14,706	\$1,323	inc	\$32	\$35	\$11	\$16,106
Azusa	Police Lieutenant	\$12,946	\$600	\$83		\$600	\$325	\$14,554	\$1,600	inc	inc			\$16,154
Baldwin Park	Police Lieutenant													
Claremont	Lieutenant	\$13,135	\$657	\$15		\$500	\$657	\$14,964	\$1,294	inc	inc	\$12	\$30	\$16,299
Covina	Police Lieutenant	\$14,732		\$125		\$900		\$15,757	\$1,253	inc	inc			\$17,010
Diamond Bar	No Comparable Class													
Duarte	No Comparable Class													
Glendora	Police Lieutenant	\$14,144	\$400	\$88	\$600	\$778		\$16,009	\$1,400	inc	inc	\$20		\$17,429
La Verne	Police Lieutenant	\$12,648		\$67				\$12,714	\$1,300	\$33				\$14,047
Monrovia	Police Lieutenant	\$13,834			\$975	\$44	\$100	\$14,953	\$1,320	inc	inc	\$18	\$28	\$16,319
Montclair	Lieutenant	\$11,951					\$478	\$12,429	\$1,350	inc	inc	\$86	\$59	\$13,924
San Dimas	No Comparable Class													
San Gabriel	Police Lieutenant	\$11,478		\$125	\$1,033			\$12,636	\$1,568	inc	inc	\$29	\$100	\$14,333
San Marino	No Comparable Class													
Irwindale	Lieutenant	\$11,510		\$83	\$1,151	\$576		\$13,320	\$2,694	\$178	\$46	\$37		\$16,275
	Average	\$13,195						\$14,305						\$15,721
	% +/-	-14.6%						-7.4%						3.4%
	Median	\$13,041						\$14,630						\$16,130
	% +/-	-13.3%						-9.8%						0.9%

3.5%

10.7%

**Irwindale
Sergeant**

Sergeant			Cash Supplements						Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	POST	Educ. Inc.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Alhambra	Police Sergeant	\$10,770	\$200	\$69		\$550		\$11,589	\$1,245	inc	inc	inc	\$21	\$12,855
Arcadia	Sergeant	\$10,926	\$182		\$1,202			\$12,310	\$1,240	inc	\$32	\$4	\$14	\$13,601
Azusa	Police Sergeant	\$10,848	\$600	\$83		\$500	\$275	\$12,306	\$1,600	inc	inc			\$13,906
Baldwin Park	Police Sergeant	\$9,595	\$675	\$75	\$1,060	\$560		\$11,965	\$1,400	inc	\$32			\$13,397
Claremont	Sergeant	\$10,759	\$538	\$15		\$500	\$538	\$12,350	\$1,294	inc	inc	\$12	\$24	\$13,680
Covina	Police Sergeant	\$11,581		\$125	\$900			\$12,606	\$1,253	inc	inc			\$13,859
Diamond Bar	No Comparable Class													
Duarte	No Comparable Class													
Glendora	Police Sergeant	\$11,667	\$400	\$88	\$600	\$642		\$13,396	\$1,400	inc	inc	\$20		\$14,816
La Verne	Police Sergeant	\$10,826		\$75	\$1,083			\$11,983	\$1,300	\$44				\$13,327
Monrovia	Police Sergeant	\$11,565			\$850	\$44		\$12,459	\$1,410	inc	inc	\$18	\$28	\$13,915
Montclair	Sergeant	\$10,290		\$45	\$250			\$10,585	\$1,100	inc	inc	\$14	\$51	\$11,749
San Dimas	No Comparable Class													
San Gabriel	Police Sergeant	\$9,153		\$125	\$824			\$10,102	\$1,568	inc	inc	\$23	\$80	\$11,772
San Marino	Police Sergeant	\$10,388		\$71	\$448			\$10,906	\$1,500	inc	inc	inc	inc	\$12,406
Irwindale	Sergeant	\$9,878		\$117	\$741	\$741		\$11,476	\$2,694	\$178	\$46	\$32		\$14,426
	Average	\$10,697						\$11,880						\$13,274
	% +/-	-8.3%						-3.5%						8.0%
	Median	\$10,798						\$12,145						\$13,499
	% +/-	-9.3%						-5.8%						6.4%

3.5%

12.3%

**Irwindale
Police Officer**

Police Officer			Cash Supplements						Insurance Benefits						
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	POST	Educ. Inc.	Def. Comp.	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.	
Alhambra	Police Officer	\$8,734	\$200	\$69		\$550		\$9,553	\$1,245	inc	inc	inc	\$21	\$10,819	
Arcadia	Police Officer	\$8,326	\$182		\$916			\$9,424	\$1,240	inc	\$32	\$4	\$14	\$10,715	
Azusa	Police Officer	\$8,599	\$400	\$83	\$300		\$50	\$9,433	\$1,500	inc	inc			\$10,933	
Baldwin Park	Police Officer	\$7,659	\$675	\$75	\$465	\$465		\$9,339	\$1,400	inc	\$32			\$10,771	
Claremont	Officer	\$7,858		\$30	\$350			\$8,238	\$1,294	inc	inc	\$12	\$18	\$9,562	
Covina	Police Officer	\$8,787		\$125	\$791			\$9,703	\$1,253	inc	inc			\$10,956	
Diamond Bar	No Comparable Class														
Duarte	No Comparable Class														
Glendora	Police Officer	\$8,096	\$200	\$88	\$550	\$445		\$9,379	\$1,400	inc	inc	\$20		\$10,798	
La Verne	Police Officer	\$8,291		\$75	\$829			\$9,195	\$1,300	\$44				\$10,539	
Monrovia	Police Officer	\$8,581			\$750	\$44		\$9,375	\$1,410	inc	inc	\$18	\$28	\$10,831	
Montclair	Police Officer	\$7,741		\$45	\$175			\$7,961	\$1,100	inc	inc	\$14	\$38	\$9,113	
San Dimas	No Comparable Class														
San Gabriel	Police Officer	\$7,168		\$100	\$573			\$7,841	\$1,568	inc	inc	\$18	\$62	\$9,490	
San Marino	Police Officer	\$8,268		\$71	\$375			\$8,714	\$1,500	inc	inc	inc	inc	\$10,214	
Irwindale	Police Officer	\$7,528		\$117	\$376	\$565		\$8,586	\$2,694	\$178	\$46	\$24		\$11,528	
	Average	\$8,176							\$9,013						\$10,395
	% +/-	-8.6%							-5.0%						9.8%
	Median	\$8,279							\$9,357						\$10,743
	% +/-	-10.0%							-9.0%						6.8%

1.0%

15.8%

- ☒ City Council
- ☐ Successor Agency
- ☐ Housing Authority
- ☐ Reclamation Authority
- ☐ Joint Powers Authority

City of
IRWINDALE
AGENDA REPORT

CC Item 1F

Date: November 10, 2021
To: Honorable Mayor and Members of the City Council
From: William K. Tam, City Manager
Issue: Approve a Fee Waiver for the Tournament of Roses Waiving City Transportation/Oversized Vehicle Fees

City Manager's Recommendation:

That the City Council of the City of Irwindale approve Resolution No. 2021-98-3310 entitled:
"A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE RETROACTIVELY APPROVING A FEE WAIVER FOR THE PASADENA TOURNAMENT OF ROSES 501(c)(3) NONPROFIT ORGANIZATION, WAIVING CITY TRANSPORTATION/OVERSIZED VEHICLE FEES."

Administrative Action:

Submitted by:

Assistant City Manager, Theresa Olivares



Prepared by:

Iris Espino, Assistant to the City Manager

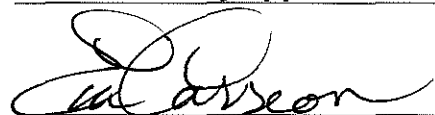
Electronically approved

Reviewed by:

Adrian Guerra, City Attorney

Electronically approved

Eva Carreon, Finance Director / City Treasurer



Approved by:

William Tam, City Manager



Background and Analysis:

The City of Irwindale is home to 75% of the Rose Parade float builders making Irwindale the Rose Float Building Capital. Each year the rose floats travel through Irwindale on route to the Pasadena Tournament of Roses Parade. The convoy event draws large crowds of spectators to Irwindale, which line the streets along the route to get a sneak peek at what the world will see on New Year's Day 2022.

The Pasadena Tournament of Roses is an established 501(c)(3) non-profit charitable organization and is requesting a fee waiver for the 2021 float convoy event that will require 86 transportation permits, which covers both travel to the Rose Parade and the return trip to Irwindale. The Tournament of Roses had an early convoy of three floats that were transported from Irwindale to Pasadena on October 12, 2021. The remaining floats will be transported on various dates in November and December. Each transportation permit costs \$16 totaling \$1,376 in fees.

The city has waived these fees in the past due to the benefits to our community. The benefits include the outstanding partnerships the float builders supply to our residents and businesses. Some of the benefits include the pre-parade type event where our community can get up close and personal with the rose floats. This includes the community engagement that is generated through the pre-parade events that the various float builders host for our community. Additionally, the surrounding businesses benefit from increased revenues due to the large crowds of spectators the event attracts, who visit these business the week leading up to and including New Year's Eve.

The applicant's request to waive transportation permit fees meets the criteria for consideration of a fee waiver according to the City of Irwindale's Fee Adjustment Policy by way of investing in the community event that this procession creates for our residents and local businesses.

Fiscal Impact:

The approval of this item will result in a fee waiver of \$1,376.00, which is retroactive to October 12, 2021. This fee would have otherwise been collected as revenue to the General Fund.

Attachment(s): Resolution No. 2021-98-3310
2021 Transportation Permit List
Fee Waiver Form

RESOLUTION NO. 2021-98-3310

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE
RETROACTIVELY APPROVING A FEE WAIVER FOR THE PASADENA
TOURNAMENT OF ROSES 501(c)(3) NONPROFIT ORGANIZATION, WAIVING CITY
TRANSPORTATION/OVERSIZED VEHICLE FEES**

WHEREAS, the City of Irwindale is home to 75% of the Rose Parade float builders making Irwindale the Rose Float Building Capital; and

WHEREAS, each year the rose floats travel through Irwindale on route to the Pasadena Tournament of Roses Parade; and

WHEREAS, this convoy event draws large crowds of spectators to Irwindale, which line the streets along the route to get a sneak peek at what the world will see on New Year's Day 2022; and

WHEREAS, The Tournament of Roses had an early convoy of three floats that were transported from Irwindale to Pasadena on October 12, 2021. The remaining floats will be transported on various dates in November and December; and

WHEREAS, this event qualifies for a fee waiver according to the approved "City of Irwindale Fee Adjustment Policy" insofar as a way of investing in the community event that this procession creates for our residents and surrounding businesses.

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

SECTION 1. The City Council finds that retroactively waiving the fee of \$1,376.00 for 86 transportation permits, covering travel to the Rose Parade and return trip to Irwindale serves the valid public purposes described in the above recitals; and

SECTION 2. Based on the above finding, the City Council hereby retroactively approves the City of Irwindale Application for Fee Adjustment by waiving the fee of \$1,376.00; and

SECTION 3. That the Chief Deputy City Clerk shall attest to the adoption of this resolution, which shall, in turn, have immediate effect.

PASSED, APPROVED and ADOPTED this 10th day of November 2021.

H. Manuel Ortiz, Mayor

ATTEST:

Laura M. Nieto, MMC
Chief Deputy City Clerk

STATE OF CALIFORNIA }
COUNTY OF LOS ANGELES } ss.
CITY OF IRWINDALE }

I, Laura M. Nieto, Chief Deputy City Clerk of the City of Irwindale, do hereby certify that the foregoing Resolution No. 2021-98-3310 as duly adopted by the City Council of the City of Irwindale, at a regular meeting held on the 10th day of November 2021, by the following vote:

AYES: Councilmembers:

NOES: Councilmembers:

ABSENT: Councilmembers:

ABSTAIN: Councilmembers:

Laura M. Nieto, MMC
Chief Deputy City Clerk



CONFIDENTIAL

Float Participants by Float Builder - 2022 Parade - As of October 12, 2021

	Float Participant	Float Builder	Staff Liaison	T2 Inspectors Date
1	China Airlines	AES	Monique Sims	
2	Rose Bowl University #1	AES	Mariela Spillari	
3	Rose Bowl University #2	AES	Mariela Spillari	
4	Blue Diamond Growers	AES	Monique Sims	
5	American Honda	AES	Monique Sims	
6	American Association of Physical Therapists	AES	Mariela Spillari	
7	Saluting America's Band Directors	AES	Monique Sims	
8	San Diego Zoo Global	AES	Mariela Spillari	
9	Lundquist Institute	AES	Mariela Spillari	
10	The Bachelor - ABC Television	AES	Monique Sims	
11	Fox Entertainment - The Masked Singer	AES	Monique Sims	
12	Reese's	AES	Monique Sims	
13	Wetzel's Pretzels	AES	Monique Sims	
14	AIDS Healthcare Foundation	FPF	Mariela Spillari	
15	Torrance Rose Float Association	FPF	Mariela Spillari	
16	Donate Life	FPF	Mariela Spillari	
17	Kaiser Permanente	FPF	Monique Sims	
18	The UPS Store	FPF	Monique Sims	
19	Louisiana Travel	FPF	Mariela Spillari	
20	The Royal Court	PHX	Mariela Spillari	
21	City of Alhambra	PHX	Mariela Spillari	
22	City of Hope	PHX	Mariela Spillari	
23	Farmers Insurance Group	PHX	Monique Sims	
24	Kiwanis International	PHX	Mariela Spillari	
25	Lions Clubs International	PHX	Mariela Spillari	
26	Lutheran Laymen's League	PHX	Mariela Spillari	
27	Odd Fellows Rebekahs Rose Float	PHX	Mariela Spillari	
28	Rotary Rose Parade Float Committee	PHX	Mariela Spillari	
29	Shriners Hospitals for Children	PHX	Mariela Spillari	
30	Trader Joe's	PHX	Monique Sims	
31	Western Asset Management Company	PHX	Monique Sims	
32	Rose Parade Opening Unit (Theme)	PHX	Mariela Spillari	
33	Rose Parade Closing Unit (Pod and Float)	PHX	Mariela Spillari	
34	Mrs. Meyer's Clean Day	PHX	Monique Sims	
35	RFD-TV	PHX	Monique Sims	
36	Medically Home	PHX	Monique Sims	
37	Cal Poly Universities	SB	Bryan Stewart	
38	Burbank Tournament of Roses	SB	Bryan Stewart	
39	Downey Roses Float Association	SB	Bryan Stewart	
40	La Canada Flintridge Tournament of Roses Assoc.	SB	Bryan Stewart	
41	Sierra Madre Rose Float Association	SB	Bryan Stewart	
42	South Pasadena Tournament of Roses Assoc.	SB	Bryan Stewart	
43	AMC Theatres	TBD	Monique Sims	

inbound and outbound permit needed for each float:

43x2 = 86 permits

Floats:
New
Pending

Builder Abbreviations:

AES - Artistic Entertainment Services FPF - Fiesta Parade Floats PHX - Phoenix Decorating SB - Self Built

**City of Irwindale
Application for Fee Adjustment**

Property Owner City of Irwindale

Address Irwindale City Streets

Phone _____

Location of property to be improved/developed: Irwindale Ave to Arrow Hwy to Live Oak Ave.

Request is to move floats to/from Pasadena for 2022 Rose Parade on streets of Irwindale

Name and description of organization (if applicable):

Pasadena Tournament of Roses (ToR) - A non-profit 501(c) organization with all proceeds supporting
higher education and other related charities. ToR maintains float building operations in Irwindale where
over 75% of the floats are constructed.

Improvement or development to the property:

N/A

Fee(s) requesting to be waived:

\$1,376

Public purpose served by improvement or development (attach documents that establish the benefit to the community or the promotion of the public health, safety, and welfare, or the public service that will be provided):

This convoy event draws large crowds of spectators to Irwindale and increases business activity for the
surrounding businesses.

- ☒ City Council
- ☐ Successor Agency
- ☐ Housing Authority
- ☐ Reclamation Authority
- ☐ Joint Powers Authority

City of
IRWINDALE
AGENDA REPORT

CC Item 1G

Date: November 10, 2021
To: Honorable Mayor and Members of the City Council
From: William K. Tam, City Manager
Issue: Approve Out-of-State Travel to the 2021 International Council of Shopping Centers Conference in Las Vegas, Nevada for Two City Councilmembers

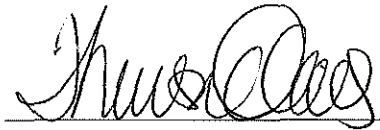
City Manager's Recommendation:

That the City Council of the City of Irwindale adopt Resolution No. 2021-102-3314 entitled: "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE APPROVING THE OUT-OF-STATE- TRAVEL TO THE 2021 INTERNATIONAL COUNCIL OF SHOPPING CENTERS CONFERENCE IN LAS VEGAS, NEVADA FOR TWO CITY COUNCILMEMBERS."

Administrative Action:

Submitted by:

Theresa Olivares, Assistant City Manager



Prepared by:

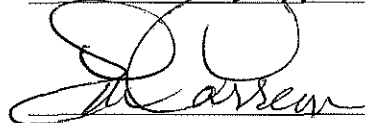
Berlyn Aguila, Management Analyst



Reviewed by:

Adrian Guerra, City Attorney

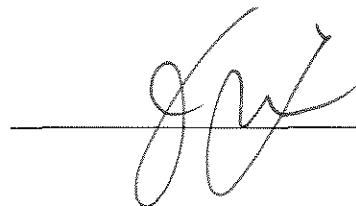
Electronically Approved



Eva Carreon, Finance Director / City Treasurer

Approved by:

William Tam, City Manager



Background and Analysis:

Every year in May, the International Council of Shopping Centers (ICSC) holds their annual conference in Las Vegas, Nevada to advance the shopping center industry and promote its role in commercial distribution of consumer goods and services. Cities throughout the nation send representatives to promote retail opportunities and attract quality businesses and jobs. Due to COVID-19, however, the conference was postponed from May to December 2021.

The conference provides educational programs and publications in all aspects of shopping center development, finance, management, marketing and other specialized areas of professional interest; holds meetings and other programs designed to promote the exchange of ideas among members and to facilitate the conduct of their business; collects and disseminates information pertaining to the shopping center industry, including statistical data and other statistical research; develops and maintains professional certification programs to encourage high standards for shopping center professionals; advocates the interest of the shopping center industry to local, state/provincial, federal and international governmental bodies; and publicizes to the general public promotional and educational shopping center business information.

The City Council will be represented at the conference by Councilmember Mark A. Breceda and Councilmember Manuel R. Garcia. The City's previous participation in the conference has allowed it to sell former redevelopment sites and attract commercial opportunities. The City's participation in the ICSC 2021 annual conference serves the valid public purpose of promoting the City's economic and business development.

Fiscal Impact:

The approximate cost to attend the conference is \$2,200.28, which includes registration and travel accommodations. Funding for this conference has already been appropriated in the FY 2021-2022 General Fund Budget.

Attachment(s):

1. Resolution 2021-102-3314
2. ICSC Here, We Go. 2021 Program

RESOLUTION 2021-102-3314

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE APPROVING THE OUT-OF-STATE TRAVEL TO THE 2021 INTERNATIONAL COUNCIL OF SHOPPING CENTERS CONFERENCE IN LAS VEGAS, NEVADA FOR TWO CITY COUNCILMEMBERS

WHEREAS, every year in May, the International Council of Shopping Centers (ICSC) holds their annual conference in Las Vegas, Nevada to advance the shopping center industry and promote its role in the commercial distribution of consumer goods and services; and

WHEREAS, cities throughout the nation send representatives to promote retail opportunities and attract quality businesses and jobs; and

WHEREAS, due to COVID-19, the ICSC was postpone from May to December 2021;
and

WHEREAS, the conference provides educational programs and publications in all aspects of shopping center development, finance, management, marketing and other specialized areas of professional interest; holds meetings and other programs designed to promote the exchange of ideas among members and to facilitate the conduct of their businesses; collects and disseminates information pertaining to the shopping center industry, including statistical data and other statistical research; develops and maintains professional certification programs to encourage high standards for shopping center professionals; advocates the interest of the shopping center industry to local, state/provincial, federal and international governmental bodies; and publicizes to the general public promotional and educational shopping center business information; and

WHEREAS, the City of Irwindale desires to be represented at the conference by two City Councilmembers;

WHEREAS, attending the conference will benefit the City and the community it serves by promoting the City's economic and business development.

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

SECTION 1. The City Council finds the above recitals true and correct and they are hereby incorporated herein.

SECTION 2. The City Council hereby finds that the City's participation in the 2021 International Council of Shopping Centers (ICSC) Conference in Las Vegas, Nevada serves the valid public purpose of promoting the City's economic and business development and approves out-of-state travel for two City Councilmembers to represent the City at the 2021

ICSC Conference. This Resolution shall take effect immediately and the Chief Deputy City Clerk shall certify to the passage and adoption of this Resolution.

SECTION 3. The Chief Deputy City Clerk shall certify the adoption of this Resolution which shall take effect immediately

PASSED, APPROVED AND ADOPTED this 10th day of November 2021.

H. Manuel Ortiz, Mayor

ATTEST:

Laura M. Nieto, MMC
Chief Deputy City Clerk

STATE OF CALIFORNIA }
COUNTY OF LOS ANGELES } ss.
CITY OF IRWINDALE }

I, Laura M. Nieto, Chief Deputy City Clerk of the City of Irwindale, do hereby certify that the foregoing Resolution No. 2021-102-3314 was adopted by the City Council of the City of Irwindale, at a regular meeting held on the 10th day of November 2021, by the following vote:

AYES: Councilmembers:

NOES: Councilmembers:

ABSENT: Councilmembers:

ABSTAIN: Councilmembers:

Laura M. Nieto, MMC
Chief Deputy City Clerk



HERE, WE GO. 2021

Get back on track at ICSC – Here, We Go, 2021, our biggest live event this year.

At Here, We Go, 2021 you will experience:

- Networking with industry leaders and thought leaders
- Educational sessions and expert advice on the latest in retail and e-commerce
- Entertainment and fun activities for the whole family

Schedule of Events

ICSC - Here, We Go. 2021

December 5-7, 2021

Las Vegas Convention Center

Nevada United States

ICSC - Here, We Go. 2021

[Register Another Person](#)



HERE, WE GO. 2021

Get back on track at ICSC — Here, We Go. 2021, our biggest live event this year.

At Here, We Go. 2021 you will experience:

- Networking with dealmakers, changemakers and innovators
- Gatherings and meetups with like-minded professionals
- Interactive content from across the Marketplaces Industry

Schedule of Events

Sunday, December 5

By Invitation Only Events

Monday, December 6

9:00 am – 5:00 pm • Exhibit Hall Open

5:30 pm – 7:30 pm • Opening Reception

Tuesday, December 7

9:00 am – 3:00 pm • Exhibit Hall Open

Registration Fees:

Advance Rate

(ends November 5, 2021)

- Member | **\$395**
- Non-member | **\$795**
- Retailer Member | **\$0**
- Public Sector/Student | **\$50**

Standard Rate* (begins November 6 through event day)

- Member | **\$750**
- Non-member | **\$1,095**
- Retailer Member | **N/A**
- Public Sector/Student* | **N/A**

(Badge pickup and registration for Standard Rate tickets will start December 4, 2021 in Las Vegas)

***On-site registration will not be available.**

****Only active student members can register for this event.**

All attendees must be fully vaccinated to participate in ICSC — Here, We Go. 2021.

Instructions on how to submit proof of full vaccination will be sent to all registrants before the event starts. A negative COVID-19 test 48 hours prior to this event will no longer be accepted.

Registration will close December 2 at 4:00 pm ET to allow for attendees to upload their proof of vaccination.

NOTE:

- Complimentary registration for retailer members; registrations must be received by November 19, 2021. No on-site registrations will be accepted.
- Member/Non-member cancellation subject to a \$100 fee and must be received in writing 30 days prior to the event start date (Friday, November 5, 2021).
- Public Sector/Student cancellation subject to a \$25 fee and must be received in writing 30 days prior to the event start date (Friday, November 5, 2021).

Hotel Reservations:

In partnership with onPeak, we are offering discounted rates at select Las Vegas hotels for ICSC — Here, We Go. 2021. onPeak is the only official hotel provider endorsed by ICSC, and we encourage you to book through them early for the best selection and price.

[**Book Hotel**](#)

- ☒ City Council
- ☐ Successor Agency
- ☐ Housing Authority
- ☐ Reclamation Authority
- ☐ Joint Powers Authority

City of
IRWINDALE
AGENDA REPORT

Date: November 10, 2021
To: Honorable Mayor and Members of the City Council
From: William K. Tam, City Manager
Issue: Recovered Organic Waste Product Procurement Policy

City Manager's Recommendation:

- 1) Adopt Resolution No. 2021-99-3311, entitled, "A Resolution of the City Council of the City of Irwindale Adopting a Recovered Organic Waste Product Procurement Policy Recommended by Senate Bill 1383 (Lara) and CalRecycle Regulations."

Administrative Action:

Submitted & Prepared by:

Elizabeth Rodriguez, Public Services Director



Reviewed by:

Electronically Approved

Adrian R. Guerra, City Attorney

Eva Carreon, Finance Director / City Treasurer



Approved by:

William Tam, City Manager



Background and Analysis:

1. CalRecycle guidelines for SB 1383 require jurisdictions to conduct education and outreach on organics recycling to all residents, businesses, haulers, solid waste facilities, and local food banks and other food recovery organizations. Jurisdictions are also required to (1) update their city ordinances to include mandatory Organic Waste Disposal Reduction; (2) Revise their Franchise Agreements and Exhibits with Waste Haulers to include Mandatory Organic Waste Disposal Reduction; (3)

Adopt a Recovered Organic Waste Procurement Policy; and (4) Create and Implement an Edible Food Recovery Program.

2. Staff has developed, with assistance from the CalRecycle Tools, a Recovered Organic Waste Product Procurement Policy (The Policy) for adoption by City Council. While adopting a recovered organic waste product procurement policy is not an SB 1383 regulatory requirement, adopting this policy will help jurisdictions, like the City of Irwindale, meet their obligated annual recovered organic waste product procurement target, as well as the recycled-content paper procurement requirements as described in SB 1383 regulations (14 Division 7, Chapter 12, Article 12).
3. SB 1383 regulations (14 CCR Section 18993.1(a)), require a jurisdiction, as of January 1, 2022, to annually procure a CalRecycle-assigned quantity of recovered organic waste products. Each jurisdiction's annual recovered organic waste product procurement target will be calculated by multiplying the jurisdiction's population by 0.08 tons of organic waste per California resident. According to the most recent annual data reported by the California Department of Finance, the City of Irwindale has a population of 1,422. Therefore, the City is required to procure 113.8 tons of recovered organic waste annually.
4. Additionally, SB 1383 requires the City of Irwindale to purchase recycled-content paper products and printing and writing paper for all departments that purchase such paper. This applies City-wide and is not limited to the department tasked with obtaining records to confirm compliance with the SB 1383 regulatory requirements and the City's procurement policy.
5. Jurisdictions are also flexible in how they meet their annual recovered organic waste product procurement targets. Jurisdiction targets can be reached through the procurement of four product types: (i) Compost; (ii) Renewable gas derived from organic waste at an in-vessel digestion facility used for transportation fuel, electricity, or heating; (iii) Electricity from biomass conversion; and, (iv) SB 1383 Eligible Mulch. A jurisdiction may meet their annual procurement target with one product or through a combination of the four allowable recovered organic waste products. The City of Irwindale will concentrate on three of the four product types. They include: compost, renewable gas, and SB 1383 eligible mulch.
6. The procurement of recovered organic waste products is not limited to the purchase of material by the jurisdiction itself. It can also include production or acquisition and end use by the jurisdiction or direct service providers through an agreement with the jurisdiction. Athens Services, the City's exclusive waste hauler, has showed interest in assisting the City of Irwindale in meeting its procurement requirements for recovered organic waste products through the use of renewable natural gas (RNG) utilized in Athens' collection vehicles and through the compost produced at American Organics. As of 2019, Athens' renewable natural gas composed 89% of its total natural gas fuel use. It is anticipated that

the percentage will only increase in the coming years. Each year, Athens provides the City of Irwindale and its residents with 10 tons of compost from its American Organics Facility. The use of Athens' natural gas procurement and free compost giveaway can be used toward the City meeting its recovered organic waste products procurement; however, the use must be memorialized in an amendment to the exclusive franchise agreement, which is set to come before council at a later date.

7. Jurisdictions are also required to maintain records to show that they have met their annual recovered organic waste product procurement target, and that they have purchased paper meeting the specified recycled-content and recyclability standards. The recycled-content section of the Policy refers back to the City of Irwindale's Purchasing Policy that was received by City Council on December 10, 2012 and updated by City Council on June 26, 2019.
8. The Policy includes language on reporting requirements related to obtaining the information necessary to demonstrate compliance.
9. The City Attorney has reviewed the City of Irwindale Recovered Organic Waste Product Procurement Policy.

Fiscal Impact:

There is no fiscal impact to implementing this policy at this time. Staff currently purchases recycled-content as demonstrated in the City of Irwindale Purchasing Policy. Athens Services provides 10 tons of free compost to the City's residents each year as stated in the 3rd Amendment to the Exclusive Franchise Waste Hauler Contract Agreement between the City of Irwindale and Athens Services.

Attachment(s):

1. City of Irwindale Recovered Organic Waste Product Procurement Policy
2. Resolution No. 2021-99-3311

RESOLUTION NO. 2021-99-3311

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE ADOPTING
A RECOVERED ORGANIC WASTE PRODUCT PROCUREMENT POLICY
RECOMMENDED BY SENATE BILL 1383 (LARA)
AND CALRECYCLE REGULATIONS**

WHEREAS, CalRecycle guidelines for SB 1383 recommend jurisdictions such as the City of Irwindale adopt a Recovered Organic Waste Product Procurement Policy; and

WHEREAS, SB 1383 regulations (14 CCR Section 18993.1(a)), requires the City of Irwindale, as of January 1, 2022, to annually procure a CalRecycle-assigned quantity of recovered organic waste products; and

WHEREAS, each jurisdiction's annual recovered organic waste product procurement target will be calculated by multiplying the jurisdiction's population by 0.08 tons of organic waste per California resident. According to the most recent annual data reported by the California Department of Finance, the City of Irwindale has a population of 1,422. Therefore, the City is required to procure 113.8 tons of recovered organic waste annually; and

WHEREAS, SB 1383 requires the City to purchase recycled-content paper products and printing and writing paper for all departments in the City of Irwindale that purchase such paper. This applies City-wide and is not limited to the department tasked with obtaining records to confirm compliance with the SB 1383 regulatory requirements and the City of Irwindale's procurement policy; and

WHEREAS, the City of Irwindale has flexibility in how it may meet its annual recovered organic waste product procurement targets, which can be reached through the procurement of four product types: (i) Compost; (ii) Renewable gas derived from organic waste at an in-vessel digestion facility used for transportation fuel, electricity, or heating; (iii) Electricity from biomass conversion; and, (iv) SB 1383 Eligible Mulch;

WHEREAS, the City of Irwindale may meet its annual procurement target with one product or through a combination of the four allowable recovered organic waste products;

WHEREAS, the City of Irwindale will fulfill its obligation based on any one or combination of the following three product types: compost, renewable gas, and SB 1383 eligible mulch; and

WHEREAS, the procurement of recovered organic waste products can be provided by the production or acquisition and end use by the City of Irwindale or any of its direct service providers through an agreement with the City of Irwindale; and

WHEREAS, the City of Irwindale is also required to maintain records to show that it has met its annual recovered organic waste product procurement target, and has purchased paper meeting the specified recycled-content and recyclability standards; and

WHEREAS, the City wishes to adopt a Recovered Organic Waste Product Procurement Policy in order to meet its obligated annual recovered organic waste product procurement target, as well as the recycled-content paper procurement requirements as described in SB 1383 regulations (14 Division 7, Chapter 12, Article 12). The recycled-content section of the Policy refers back to the City of Irwindale's Purchasing Policy that was received by City Council on December 10, 2012 and updated by City Council on June 26, 2019.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF IRWINDALE DOES HEREBY RESOLVE, DETERMINE, AND ORDER AS FOLLOWS:

SECTION 1. The City Council hereby adopts the Recitals above as true and correct and incorporates them herein by reference.

SECTION 2. The City Council hereby approves and adopts the Recovered Organic Waste Product Procurement Policy, attached hereto as Exhibit "A."

SECTION 3. If any section, subsection, sentence, clause, phrase, or portion of this Resolution, or the application thereof to any person or circumstances, is, for any reason, held invalid or unconstitutional by any court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the application of any other section, subsection, sentence, clause, phrase, or portion of this Resolution, and to this end the invalid or unconstitutional section, subsection, sentence, clause, phrase of this Resolution are declared to be severable. The City Council hereby declares that it would have adopted this Resolution and each section, subsection, sentence, clause, phrase, part or portion thereof, irrespective of the fact that any one or more sections, subsections, sentences, clauses, phrases, parts or portions thereof be declared invalid or unconstitutional.

SECTION 4. The Chief Deputy City Clerk shall certify the adoption of this Resolution which shall, in turn, have immediate effect.

PASSED, APPROVED and ADOPTED this 10th day of November 2021.

H. Manuel Ortiz, Mayor

ATTEST:

Laura M. Nieto, MMC
Chief Deputy City Clerk

STATE OF CALIFORNIA }
COUNTY OF LOS ANGELES } ss.
CITY OF IRWINDALE }

I, Laura M. Nieto, Chief Deputy City Clerk of the City of Irwindale, do hereby certify that the foregoing Resolution No. 2021-99-3311 duly adopted by the City Council of the City of Irwindale, at a regular meeting held on the 10th day of November 2021, by the following vote:

AYES: Councilmembers:

NOES: Councilmembers:

ABSENT: Councilmembers:

ABSTAIN: Councilmembers:

Laura M. Nieto, MMC
Chief Deputy City Clerk



EXHIBIT "A"

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RECOVERED ORGANIC WASTE PRODUCT PROCUREMENT POLICY

SECTION 1. PURPOSE

- A. It is the policy of the City of Irwindale, applicable to all departments and divisions, to incorporate environmental considerations including recycled-content and recovered Organic Waste product use into purchasing practices and procurement. This Recovered Organic Waste Product Procurement Policy (Policy) will help the City of Irwindale to:
1. Protect and conserve natural resources, water, and energy;
 2. Minimize the City of Irwindale's contribution to climate change, pollution, and solid waste disposal; and
 3. Comply with State requirements as contained in 14 CCR Division 7, Chapter 12, Article 12 (SB 1383 procurement regulations) to procure a specified amount of Recovered Organic Waste Products to support Organic Waste disposal reduction targets and markets for products made from recycled and recovered Organic Waste materials, and to purchase Recycled-Content Paper Products and Recycled-Content Printing and Writing Paper.

SECTION 2. DEFINITIONS

- A. "Annual Recovered Organic Waste Product Procurement Target" means the amount of Organic Waste in the form of a Recovered Organic Waste Product that the Jurisdiction is required to procure annually under 14 CCR Section 18993.1. This target shall be calculated by multiplying the per capita procurement target, which shall be 0.08 tons of Organic Waste per California resident per year, times the City of Irwindale's residential population using the most recent annual data reported by the California Department of Finance. Annually, CalRecycle will provide notice to each Jurisdiction of its Annual Recovered Organic Waste Product Procurement Target by posting such information on CalRecycle's website and providing written notice directly to the Jurisdiction.
- B. "Compost" means the product resulting from the controlled biological decomposition of organic solid wastes that are source separated from the municipal solid waste stream or which are separated at a centralized facility or as otherwise defined in 14 CCR Section 17896.2(a)(4).

Compost eligible for meeting the Annual Recovered Organic Waste Product Procurement Target must be produced at a compostable material handling operation or facility permitted or authorized under 14 CCR Chapter 3.1 of Division

7 or produced at a large volume in-vessel digestion facility that composts on-site as defined and permitted under 14 CCR Chapter 3.2 of Division 7. Compost shall meet the State's composting operations regulatory requirements.

- C. "Direct Service Provider" means a person, company, agency, district, or other entity that provides a service or services to the City of Irwindale pursuant to a contract or other written agreement or as otherwise defined in 14 CCR Section 18982(a)(17).
- D. "Organic Waste" means solid wastes containing material originated from living organisms and their metabolic waste products including, but not limited to, food, yard trimmings, organic textiles and carpets, lumber, wood, Paper Products, Printing And Writing Paper, manure, biosolids, digestate, and sludges, or as otherwise defined in 14 CCR Section 18982(a)(46). Biosolids and digestate are as defined in 14 CCR Section 18982(a)(4) and 14 CCR Section 18982(a)(16.5), respectively.
- E. "Paper Products" include, but are not limited to, paper janitorial supplies, cartons, wrapping, packaging, file folders, hanging files, corrugated boxes, tissue, and toweling; or as otherwise defined in 14 CCR Section 18982(a)(51).
- F. "Printing and Writing Papers" include, but are not limited to, copy, xerographic, watermark, cotton fiber, offset, forms, computer printout paper, white wove envelopes, manila envelopes, book paper, note pads, writing tablets, newsprint, and other uncoated writing papers, posters, index cards, calendars, brochures, reports, magazines, and publications; or as otherwise defined in 14 CCR Section 18982(a)(54).
- G. "Procurement of Recovered Organic Waste Products" shall mean purchase or acquisition (e.g., free delivery or free distribution from a hauler or other entity via a written agreement or contract), and end use by the City of Irwindale or others. The City of Irwindale's Annual Recovered Organic Waste Product Procurement Target can be fulfilled directly by the City of Irwindale or by Direct Service Providers through written contracts or agreements for Procurement of Recovered Organic Waste Products at the City of Irwindale's behest.
- H. "Recovered Organic Waste Products" means products made from California, landfill-diverted recovered Organic Waste processed at a permitted or otherwise authorized operation or facility, or as otherwise defined in 14 CCR Section 18982(a)(60). Products that can be used to meet the Annual Recovered Organic Waste Product Procurement Target shall include Compost, SB 1383 Eligible Mulch, and Renewable Gas from an in-vessel digestion facility as described herein and provided that such products meet requirements of 14 CCR, Division 7, Chapter 12, Article 12.
- I. "Recordkeeping Designee" means the public employee appointed by the City Manager or the designee of the City Manager to track procurement and maintain

records of Recovered Organic Waste Product procurement efforts both by the City of Irwindale and others, if applicable, as required by 14 CCR, Division 7, Chapter 12, Articles 12 and 13.

- J. "Recyclability" means that the Paper Products and Printing and Writing Paper offered or sold to the City of Irwindale are eligible to be labeled with an unqualified recyclable label as defined in 16 Code of Federal Regulations Section 260.12 (2013).
- K. "Recycled-Content Paper Products and Recycled-Content Printing and Writing Paper" means such products that consist of at least thirty percent (30%), by fiber weight, postconsumer fiber, consistent with the requirements of Sections 22150 to 22154 and Sections 12200 and 12209 of the Public Contract Code, and as amended.
- L. "Renewable Gas" means gas derived from Organic Waste that has been diverted from a landfill and processed at an in-vessel digestion facility that is permitted or otherwise authorized by 14 CCR to recover Organic Waste, or as otherwise defined in 14 CCR Section 18982(a)(62).
- M. "SB 1383" means Senate Bill 1383 of 2016 approved by the Governor on September 19, 2016, which added Sections 39730.5, 39730.6, 39730.7, and 39730.8 to the Health and Safety Code, and added Chapter 13.1 (commencing with Section 42652) to Part 3 of Division 30 of the Public Resources Code, establishing methane emissions reduction targets in a statewide effort to reduce emissions of short-lived climate pollutants, as amended, supplemented, superseded, and replaced from time to time.
- N. "SB 1383 Regulations" or "SB 1383 Regulatory" means or refers to, for the purposes of this policy, the Short-Lived Climate Pollutants (SLCP): Organic Waste Reductions regulations developed by CalRecycle and adopted in 2020 that created Chapter 12 of 14 CCR, Division 7 and amended portions of regulations of 14 CCR and 27 CCR.
- O. "SB 1383 Eligible Mulch" means mulch eligible to meet the Annual Recovered Organic Waste Product Procurement Target, pursuant to 14 CCR Chapter 12 of Division 7. This SB 1383 Eligible Mulch shall meet the following conditions for the duration of the applicable procurement compliance year, as specified by 14 CCR Section 18993.1(f)(4):
 - 1. Produced at one of the following facilities:
 - i. A compostable material handling operation or facility as defined in 14 CCR Section 17852(a)(12), that is permitted or authorized under 14 CCR Division 7, other than a chipping and grinding operation or facility as defined in 14 CCR Section 17852(a)(10);

- ii. A transfer/processing facility or transfer/processing operation as defined in 14 CCR Sections 17402(a)(30) and (31), respectively, that is permitted or authorized under 14 CCR Division 7; or,
 - iii. A solid waste landfill as defined in Public Resources Code Section 40195.1 that is permitted under 27 CCR Division 2.
 - 2. Meet or exceed the physical contamination, maximum metal concentration, and pathogen density standards for land application specified in 14 CCR Sections 17852(a)(24.5)(A)1 through 3, as enforced by Irwindale Municipal Code Sections 15.30 Water Efficient Landscape Standards and Guidelines and 17.68.120 Landscape Requirements.
- P. "State" means the State of California.

SECTION 3. RECOVERED ORGANIC WASTE PRODUCT PROCUREMENT

3.1 Procurement Target

- A. The City of Irwindale will annually procure for use or giveaway a quantity of Recovered Organic Waste Products that meets or exceeds its Annual Recovered Organic Waste Product Procurement Target through the implementation of Sections 3 through 5 of this Policy.
- B. To be eligible to meet the Annual Recovered Organic Waste Product Procurement Target, products that may be procured include the following (provided that each product meets the criteria included in their respective definition in Section 2 of this Policy):
 - 1. Compost (as defined in Section 2.B).
 - 2. SB 1383 Eligible Mulch (as defined in Section 2.O).
 - 3. Renewable Gas (in the form of transportation fuel, electricity, or heat) (as defined in Section 2.L).

3.2 Requirements for City of Irwindale Departments

- A. Compost and SB 1383 Eligible Mulch procurement. Divisions and departments responsible for landscaping maintenance, renovation, or construction shall:
 - 1. Use Compost and SB 1383 Eligible Mulch produced from recovered Organic Waste, as defined in Section 2.B and 2.O of this Policy, for landscaping maintenance, renovation, or construction, as practicable, whenever available, and capable of meeting quality standards and criteria specified. SB 1383 Eligible Mulch used for land application must meet or exceed the physical contamination, maximum metal concentration and pathogen density standards specified in 14 CCR Section

17852(a)(24.5)(A)(1) through (3).

2. When the City of Irwindale uses Compost and SB 1383 Eligible Mulch and the applications are subject to the City of Irwindale's Water Efficient Landscaping Ordinance (WELO), pursuant to Irwindale Municipal Code Section 15.30, comply with one of the following, whichever is more stringent, which requires the submittal of a landscape design plan with a "Soil Preparation, Mulch, and Amendments Section" to include the following:
 - a. For landscape installations, Compost at a rate of a minimum of 4 cubic yards per 1,000 square feet of permeable area shall be incorporated to a depth of six (6) inches into the soil. Soils with greater than six percent (6%) organic matter in the top six (6) inches of soil are exempt from adding Compost and tilling.
 - b. Apply a minimum three- (3-) inch layer of mulch on all exposed soil surfaces of planting areas except in turf areas, creeping or rooting groundcovers, or direct seeding applications where mulch is contraindicated. To provide habitat for beneficial insects and other wildlife, leave up to five percent (5%) of the landscape area without mulch. Designated insect habitat must be included in the landscape design plan as such.
 - c. Procure organic mulch materials made from recycled or post-consumer materials rather than inorganic materials or virgin forest products unless the recycled post-consumer organic products are not locally available. Organic mulches are not required where prohibited by local Fuel Modification Plan Guidelines or other applicable local ordinances.
 - d. For all mulch that is land applied, procure SB 1383 Eligible Mulch that meets or exceeds the physical contamination, maximum metal concentration, and pathogen density standards for land applications specified in 14 CCR Section 17852(a)(24.5)(A)(1) through (3).
3. Keep records, including invoices or proof of Recovered Organic Waste Product procurement (either through purchase or acquisition), and submit records to the Recordkeeping Designee, on a schedule to be determined by the Recordkeeping Designee.

Records shall include:

- a. General procurement records, including:
 - (i) General description of how and where the product was used and applied, if applicable;

- (ii) Source of product, including name, physical location, and contact information for each entity, operation, or facility from whom the Recovered Organic Waste Products were procured;
 - (iii) Type of product;
 - (iv) Quantity of each product; and
 - (v) Invoice or other record demonstrating purchase or procurement.
 - b. For Compost provided to residents through giveaway events or other types of distribution methods, keep records of the Compost to residents. Records shall be maintained and submitted to the Recordkeeping Designee in accordance with the requirements specified in Section 3.2.A.3.
 - c. For procurement of SB 1383 Eligible Mulch, maintain an updated copy of the ordinance or enforceable mechanism(s) requiring that the mulch procured by the City of Irwindale or Direct Service Provider meets the land application standards specified in 14 CCR Section 18993.1, as it may be amended from time to time, as currently reflected in Irwindale Municipal Code Section 15.30.
4. When Procurement of Recovered Organic Waste Products occurs through a Direct Service Provider, enter into a written contract or agreement or execute a purchase order with enforceable provisions that includes: (i) definitions and specifications for SB 1383 Eligible Mulch, Compost, Renewable Gas; and, (ii) an enforcement mechanism (e.g., termination, liquidated damages) in the event the Direct Service Provider is not compliant with the requirements.
- B. Renewable Gas procurement (used for fuel for transportation, electricity, or heating applications). For Renewable Gas procurement, the City of Irwindale shall:
- 1. Procure Renewable Gas made from recovered Organic Waste for transportation fuel, electricity, and heating applications to the degree that it is appropriate and available for the City of Irwindale and to help meet the Annual Recovered Organic Waste Product Procurement Target, which requires compliance with criteria specified in 14 CCR Section 18993.1.
 - 2. Keep records in the same manner indicated in Section 3.2.A.3 for the amount of Renewable Gas procured and used by the City of Irwindale, including the general procurement record information specified in Section 3.2.A.3.a, and submit records to the Recordkeeping Designee on a quarterly schedule. The quarterly schedule shall be as follows: Renewable

Gas records are to be provided to the Recordkeeping Designee by April 30 for January 1 through March 31, July 31 for April 1 through June 30, October 31 for July 1 through September 30, and January 31 for October 1 through December 31. The City of Irwindale shall additionally obtain the documentation and submit records specified in Section 3.2.B.3 below, if applicable.

3.3 Requirements for Direct Service Providers

A. Direct Service Providers of landscaping maintenance, renovation, and construction shall:

1. Use Compost and SB 1383 Eligible Mulch, as practicable, produced from recovered Organic Waste, as defined in Section 2.B and 2.O of this Policy, for all landscaping renovations, construction, or maintenance performed for the City of Irwindale, whenever available, and capable of meeting quality standards and criteria specified. SB 1383 Eligible Mulch used for land application shall comply with 14 CCR, Division 7, Chapter 12, Article 12 and must meet or exceed the physical contamination, maximum metal concentration and pathogen density standards specified in 14 CCR Section 17852(a)(24.5)(A)(1) through (3).
2. If Direct Service Provider is subject to the City of Irwindale's WELO pursuant to Irwindale Municipal Code Section 15.30, then the Direct Service Provider must comply with one of the following, whichever is more stringent: (i) the locally-adopted WELO that is more stringent than the State's MWELo, or (ii) Sections 492.6 (a)(3)(B), (C), (D), and (G) of the State's MWELo, Title 23, Division 2, Chapter 2.7 of the CCR, as amended September 15, 2015, which requires the submittal of a landscape design plan with a "Soil Preparation, Mulch, and Amendments Section" to include the following:
 - a. For landscape installations, Compost at a rate of a minimum of 4 cubic yards per 1,000 square feet of permeable area shall be incorporated to a depth of six (6) inches into the soil. Soils with greater than six percent (6%) organic matter in the top six (6) inches of soil are exempt from adding Compost and tilling.
 - b. Apply a minimum three- (3-) inch layer of mulch on all exposed soil surfaces of planting areas except in turf areas, creeping or rooting groundcovers, or direct seeding applications where mulch is contraindicated. To provide habitat for beneficial insects and other wildlife, leave up to five percent (5%) of the landscape area without mulch. Designated insect habitat must be included in the landscape design plan as such.
 - c. Procure organic mulch materials made from recycled or post-consumer materials rather than inorganic materials or virgin forest

products unless the recycled post-consumer organic products are not locally available. Organic mulches are not required where prohibited by local Fuel Modification Plan Guidelines or other applicable local ordinances.

- d. For all mulch that is land applied, procure SB 1383 Eligible Mulch that meets or exceeds the physical contamination, maximum metal concentration, and pathogen density standards for land applications specified in 14 CCR Section 17852(a)(24.5)(A)(1) through (3).
3. Keep and provide records of Procurement of Recovered Organic Waste Products (either through purchase or acquisition) to Recordkeeping Designee, on a schedule to be determined by the Recordkeeping Designee. Information to be provided shall include:
 - a. General description of how and where the product was used and if applicable, applied;
 - b. Source of product, including name, physical location, and contact information for each entity, operation, or facility from whom the Recovered Organic Waste Products were procured;
 - c. Type of product;
 - d. Quantity of each product; and
 - e. Invoice or other record demonstrating purchase or procurement.
- B. Direct Service Provider of Organic Waste collection services shall:
1. Provide a specified quantity of Compost or SB 1383 Eligible Mulch to the City of Irwindale and its residents via a "giveaway event" as specified in a franchise agreement or amendments.
 2. Keep and provide records to the City of Irwindale including the following:
 - a. Date(s) provided
 - b. Source of product including name, physical location and contact information for each entity, operation or facility from whom the Recovered Organic Waste Products were procured;
 - c. Type of product;
 - d. Quantity provided; and
 - e. Invoice or other record or documentation demonstrating purchase, procurement, or transfer of material to giveaway location.

C. Renewable Gas procurement by Direct Service Providers

1. The City of Irwindale shall be able to use Direct Service Providers transporting solid waste, organic materials, and/or recyclable materials who procure renewable gas as part of their alternate fuel for their transportation vehicles to help meet its Annual Recovered Organic Waste Product Procurement Target
2. Departments releasing RFPs and RFQs for contractors that procure renewable gas as alternative fuel in the course of their services to the City of Irwindale shall provide the total amount of renewable gas used to provide service to the City of Irwindale and to help the City of Irwindale meet its Annual Recovered Organic Waste Product Procurement Target. Such use, if it occurs, shall be documented in a written contract or agreement.
3. If Renewable Gas made from recovered Organic Waste is used by Direct Service Providers, Direct Service Providers shall submit information listed in Section 3.3.B.2.a-e on a schedule to be determined by the City of Irwindale, but not less than annually to the Recordkeeping Designee.
4. Renewable Gas used by Direct Service Providers under Sections 3.3.A and 3.3.B shall comply with criteria specified in 14 CCR Section 18993.1.

SECTION 4. RECYCLED-CONTENT PAPER PROCUREMENT

4.1 Requirements for City of Irwindale Departments

- A. As per the City of Irwindale's Purchasing Policy revised on June 26, 2019 and listed under Section 1(3)(i), recycled-content paper procurement is based on price preference. If fitness and quality of Recycled-Content Paper Products and Recycled-Content Printing and Writing Paper are equal to that of non-recycled items, all departments and divisions of the City of Irwindale shall purchase Recycled-Content Paper Products and Recycled-Content Printing and Writing Paper that consists of at least thirty percent (30%), by fiber weight, postconsumer fiber, whenever the total cost is the same or a lesser total cost than non-recycled items or whenever the total cost is no more than ten percent (10%) of the total cost for the non-recycled items, consistent with the requirements of the Public Contract Code, Sections 22150 through 22154 and Sections 12200 and 12209, as amended.
- B. All Paper Products and Printing and Writing Paper shall be eligible to be labeled with an unqualified recyclable label as defined in Title 16 Code of Federal Regulations Section 260.12 (2013).
- C. Provide records to the Recordkeeping Designee of all Paper Products and Printing and Writing Paper purchases on a schedule to be determined by the City of Irwindale, but not less than annually to the Recordkeeping Designee (both

recycled-content and non-recycled content, if any is purchased) made by a division or department or employee of the City of Irwindale. Records shall include a copy of the invoice or other documentation of purchase such as a summary report from the vendor, written certifications as required in Section 4.2.A.3-4 for recycled-content purchases, vendor name, purchaser name, quantity purchased, date purchased, and recycled content (including products that contain none), and if non-Recycled-Content Paper Products and/or non-Recycled-Content Printing and Writing Paper are provided, include a description of why Recycled-Content Paper Products and/or Recycled-Content Printing and Writing Paper were not provided.

4.2 Requirements for Vendors

A. All vendors that provide Paper Products (including janitorial Paper Products) and Printing and Writing Paper to the City of Irwindale shall:

1. Provide Recycled-Content Paper Products and Recycled-Content Printing and Writing Paper that consists of at least thirty percent (30%), by fiber weight, postconsumer fiber, if fitness and quality are equal to that of non-recycled item, and "available at equal or lesser price or available at no more than ten percent (10%) of the total cost for non-recycled Paper Products". This requirement shall be listed in any new RFPs/RFQs or contract agreements with new vendors.
2. Provide Paper Products and Printing and Writing Papers that meet Federal Trade Commission Recyclability standard as defined in Title 16 Code of Federal Regulations Section 260.12 (2013).
3. Certify in writing, under penalty of perjury, the minimum percentage of postconsumer material in the Paper Products and Printing and Writing Paper offered or sold to the City of Irwindale. This certification requirement may be waived if the percentage of postconsumer material in the Paper Products, Printing and Writing Paper, or both can be verified by a product label, catalog, invoice, or a manufacturer or vendor internet website.
4. Certify in writing, under penalty of perjury, that the Paper Products and Printing and Writing Paper offered or sold to the City of Irwindale is eligible to be labeled with an unqualified recyclable label as defined in Title 16 Code of Federal Regulations Section 260.12 (2013).
5. Provide records to the Recordkeeping Designee of all Paper Products and Printing and Writing Paper purchased from the vendor on a schedule to be determined by the City of Irwindale, but not less than annually to the Recordkeeping Designee (both recycled-content and non-recycled content, if any is purchased) made by a division or department or employee of the City of Irwindale. Records shall include a copy of the invoice or other documentation of purchase such as a summary report from the vendor, written certifications as required in Section 4.2.A.3-4 for recycled-content

purchases, purchaser name, quantity purchased, date purchased, and recycled content (including products that contain none), and if non-Recycled-Content Paper Products and/or non- Recycled-Content Printing and Writing Paper are provided, include a description of why Recycled-Content Paper Products and/or Recycled-Content Printing and Writing Paper were not provided.

- B. All vendors providing printing services to the City of Irwindale via a printing contract or written agreement, shall use Printing and Writing Paper that consists of at least thirty percent (30%), by fiber weight, postconsumer fiber, or as amended by Public Contract Code Section 12209.

SECTION 5. RECORDKEEPING RESPONSIBILITIES

- A. The Public Services Department will be the responsible department and will select an employee to act as the Recordkeeping Designee that will be responsible for obtaining records pertaining to Procurement of Recovered Organic Waste Products and Recycled-Content Paper Products and Recycled-Content Printing and Writing Paper.
- B. The Recordkeeping Designee will do the following to track Procurement of Recovered Organic Waste Products, Recycled-Content Paper Products, and Recycled-Content Printing and Writing Paper:
 - 1. Collect and collate copies of invoices or receipts (paper or electronic) or other proof of purchase that describe the procurement of Printing and Writing Paper and Paper Products, including the volume and type of all paper purchases; and, copies of certifications and other required verifications from all departments and/or divisions procuring Paper Products and Printing and Writing Paper (whether or not they contain recycled content) and/or from the vendors providing Printing and Writing Paper and Paper Products. These records must be kept as part of the City of Irwindale's documentation of its compliance with 14 CCR Section 18993.3.
 - 2. Collect and collate copies of invoices or receipts or documentation evidencing procurement from all departments and divisions procuring Recovered Organic Waste Products and invoices or similar records from vendors/contractors/others procuring Recovered Organic Waste Products on behalf of the City of Irwindale to develop evidence of the City of Irwindale meeting its Annual Recovered Organic Waste Product Procurement Target. These records must be kept as part of the City of Irwindale's documentation of its compliance with 14 CCR Section 18993.1.
 - 3. Collect, collate, and maintain documentation submitted by the City of Irwindale, Direct Service Providers, and/or vendors, including the information reported to the Recordkeeping Designee in accordance with

Sections 3.2.A.3, 3.2.B.2, 3.3.A.3, 3.3.B.2, 3.3.C.3, 4.1.C, and 4.2.A.5.

4. Compile an annual report on the City of Irwindale's direct procurement, and vendor/other procurement on behalf of the City of Irwindale, of Recovered Organic Waste Products, Recycled-Content Paper Products, and Recycled-Content Printing and Writing Paper, consistent with the recordkeeping requirements contained in 14 CCR Section 18993.2 for the Annual Recovered Organic Waste Product Procurement Target and 14 CCR Section 18993.4 for Recycled-Content Paper Products and Recycled-Content Printing and Writing Paper procurement. This report shall be made available to the City of Irwindale's responsible entity for compiling the annual report to be submitted to CalRecycle (which will include a description of compliance on many other SB 1383 regulatory requirements) pursuant to 14 CCR Division 7, Chapter 12, Article 13.

SECTION 6. EFFECTIVE DATE OF POLICY

This Policy shall go into effect immediately after approval from the City Council of the City of Irwindale.

- ☒ City Council
- ☐ Successor Agency
- ☐ Housing Authority
- ☐ Reclamation Authority
- ☐ Joint Powers Authority

City of
IRWINDALE
AGENDA REPORT

Date: November 10, 2021

To: Honorable Mayor and Members of the City Council

From: William K. Tam, City Manager

Issue: Amendment No. 1 to the Regional Food Recovery Program Memorandum of Agreement between the City of Irwindale and the San Gabriel Valley Council of Government.

City Manager's Recommendation:

- 1) Adopt Resolution No. 2021-97-3309, entitled, "A Resolution of the City Council of the City of Irwindale Approving Amendment No. 1 to the Memorandum of Agreement Between the San Gabriel Valley Council of Governments and the City of Irwindale for Participation in the San Gabriel Valley Regional Food Recovery Program, Authorizing the City Manager to Execute Amendment No. 1 to the Memorandum of Agreement, and Appropriating Additional Funds for the Regional Food Recovery Program as Required by Senate Bill 1383 (Lara) and CalRecycle Regulations."

Administrative Action:

Submitted & Prepared by:

Elizabeth Rodriguez, Public Services Director



Reviewed by:

Adrian R. Guerra, City Attorney

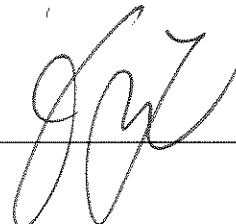
Electronically Approved

Eva Carreon, Finance Director / City Treasurer



Approved by:

William Tam, City Manager



Background and Analysis:

1. On September 22, 2021, the City Council adopted Resolution No. 2021-78-3290, which approved and authorized the City Manager to enter into a Memorandum of Agreement with the San Gabriel Valley Council of Governments for participation in Tasks 1-4 of the San Gabriel Valley Regional Food Recovery Program and appropriated \$20,000 from the AB 939 Reserves.
2. Participation in the San Gabriel Valley Regional Food Recovery Program ("Program") is crucial for the City of Irwindale in order to meet compliance regulations set forth under Senate Bill No. 1383 ("SB 1383"), the Short-lived Climate Pollutant Reduction Act of 2016, which focuses on monitoring and regulating the sources of emissions contributing to greenhouse gases. Jurisdictions are not only required to create and implement an Edible Food Recovery Program but they are also required to inspect and enforce Program requirements on businesses to ensure that they are in compliance with, and abiding by the Mandatory Organic Waste Recycling and Edible Food Recovery Programs. Furthermore, local jurisdictions may be required, by CalRecycle, to impose penalties for noncompliance on regulated entities starting January 1, 2024.
3. In order to meet the required deadlines, Tasks 1-4 were brought forth before City Council for approval at the September 22, 2021 meeting. The San Gabriel Valley Council of Governments and its consultant SCS Engineers were still in discussions regarding the costs of Tasks 5-6, which establishes and implements an inspection and enforcement program for Tier 1 and Tier 2 commercial edible food generators and food recovery organizations under the SB 1383 regulations. Tasks 5-6 are scheduled to begin January 1, 2022 and will extend participating cities' contract timeline for this Program until August 1, 2024.
4. Per the CalRecycle Regulations under SB 1383, the inspection and enforcement program is the responsibility of the jurisdictions, not the waste haulers. The City does not have sufficient staff available to conduct inspections and enforcement services. Therefore, the City of Irwindale is requesting to participate in Tasks 5-6 of the Regional Food Recovery Program with a cost not to exceed \$17,607 for the first year, \$15,307 for the second year, and \$15,707 for the third year.
5. The City Attorney has reviewed and approved Amendment No. 1 to the Memorandum of Agreement which adds Tasks 5-6 to the Program's Scope of Work, extends the contract deadline to August 1, 2024, outlines the costs of the services for Tasks 5-6 for the next three years, and reiterates the already approved costs for Tasks 1-4.

Fiscal Impact:

The cost for participating in Tasks 5-6 of the Regional Food Recovery Program is \$17,607 for the first year, \$15,307 for the second year, and \$15,707 for the third year. This amount includes the SGVCOG's 5% administration fee. Staff is requesting to appropriate \$18,000

from the AB 939 Reserves to fund Tasks 5-6 for Fiscal Year 2021-2022. The costs for the subsequent years will be added during the budgeting process.

Attachment(s):

1. Regional Food Recovery Program Amendment No. 1 to Memorandum of Agreement between the City of Irwindale and the San Gabriel Valley Council of Government.
2. Resolution No. 2021-97-3309

RESOLUTION NO. 2021-97-3309

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE
APPROVING AMENDMENT NO. 1 TO THE MEMORANDUM OF AGREEMENT
BETWEEN THE SAN GABRIEL VALLEY COUNCIL OF GOVERNMENTS AND THE
CITY OF IRWINDALE FOR PARTICIPATION IN THE SAN GABRIEL VALLEY
REGIONAL FOOD RECOVERY PROGRAM, AUTHORIZING THE CITY MANAGER
TO EXECUTE AMENDMENT NO. 1 TO THE MEMORANDUM OF AGREEMENT, AND
APPROPRIATING ADDITIONAL FUNDS FOR THE REGIONAL FOOD RECOVERY
PROGRAM AS REQUIRED BY SENATE BILL 1383 (LARA)
AND CALRECYCLE REGULATIONS**

WHEREAS, on September 22, 2021, the City Council adopted Resolution No. 2021-78-3290 to enter into a Memorandum of Agreement ("MOA") with the San Gabriel Valley Council of Governments for participation in Tasks 1-4 of the San Gabriel Valley Regional Food Recovery Program ("Program") and appropriated \$20,000 from the AB 939 Reserves; and

WHEREAS, participation in this Program is crucial for the City of Irwindale in order to meet organic waste reduction compliance regulations set forth under Senate Bill No. 1383 ("SB 1383"), the Short-lived Climate Pollutant Reduction Act of 2016; and

WHEREAS, under SB 1383, local jurisdictions are required to create and implement an Edible Food Recovery Program. Jurisdictions are also required to inspect and enforce Program requirements on businesses to ensure that they are in compliance with, and abiding by the Mandatory Organic Waste Recycling and Edible Food Recovery Program; and

WHEREAS, local jurisdictions may be required, by CalRecycle, to impose penalties for noncompliance on regulated entities starting January 1, 2024; and

WHEREAS, Program Tasks 1-4 were brought forth before city council for approval at the September 22, 2021 meeting through the MOA; and

WHEREAS, Amendment No. 1 to the MOA authorizes the City to participate in Program Tasks 5-6, which establishes and implements an inspection and enforcement program for Tier 1 and Tier 2 commercial edible food generators and food recovery organizations under the SB 1383 regulations. Tasks 5-6 are scheduled to begin January 1, 2022 and will extend participating cities' MOA timeline for this Program until August 1, 2024; and

WHEREAS, the City of Irwindale will be participating in Tasks 5-6 of the Regional Food Recovery Program with a cost not to exceed \$17,607 for the first year, \$15,307 for the second year, and \$15,707 for the third year; and

WHEREAS, an appropriation of funds in the amount of \$18,000 from the AB 939 Reserves is required to fund Tasks 5-6 of the Regional Food Recovery Program for Fiscal Year 2021-2022.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF IRWINDALE
DOES HEREBY RESOLVE, DETERMINE, AND ORDER AS FOLLOWS:**

SECTION 1. The City Council hereby adopts the Recitals above as true and correct and incorporates them herein by reference.

SECTION 2. The City Council hereby approves Amendment No. 1, attached hereto as Exhibit A, which includes the City of Irwindale's participation in Tasks 5-6 of the Regional Food Recovery Program as presented by the San Gabriel Valley Council of Government, and authorizes the City Manager to execute the same.

SECTION 3. The City Council of the City of Irwindale hereby appropriates additional funding in the amount of \$18,000 from the AB 939 Fund Reserves to fund Tasks 5-6 of the Regional Food Recovery Program for Fiscal Year 2021-2022.

SECTION 4. If any section, subsection, sentence, clause, phrase, or portion of this Resolution, or the application thereof to any person or circumstances, is, for any reason, held invalid or unconstitutional by any court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the application of any other section, subsection, sentence, clause, phrase, or portion of this Resolution, and to this end the invalid or unconstitutional section, subsection, sentence, clause, phrase of this Resolution are declared to be severable. The City Council hereby declares that it would have adopted this Resolution and each section, subsection, sentence, clause, phrase, part or portion thereof, irrespective of the fact that any one or more sections, subsections, sentences, clauses, phrases, parts or portions thereof be declared invalid or unconstitutional.

SECTION 5. The Chief Deputy City Clerk shall certify the adoption of this Resolution which shall, in turn, have immediate effect.

PASSED, APPROVED and ADOPTED this 10th day of November 2021.

H. Manuel Ortiz, Mayor

ATTEST:

Laura M. Nieto, MMC
Chief Deputy City Clerk

STATE OF CALIFORNIA }
COUNTY OF LOS ANGELES } ss.
CITY OF IRWINDALE }

I, Laura M. Nieto, Chief Deputy City Clerk of the City of Irwindale, do hereby certify that the foregoing Resolution No. 2021-97-3309 duly adopted by the City Council of the City of Irwindale, at a regular meeting held on the 10th day of November 2021, by the following vote:

AYES: Councilmembers:

NOES: Councilmembers:

ABSENT: Councilmembers:

ABSTAIN: Councilmembers:

Laura M. Nieto, MMC
Chief Deputy City Clerk

**AMENDMENT NO. 1
TO
MEMORANDUM OF AGREEMENT BETWEEN THE SAN GABRIEL VALLEY
COUNCIL OF GOVERNMENTS AND THE CITY OF IRWINDALE FOR
PARTICIPATION IN THE SAN GABRIEL VALLEY
REGIONAL FOOD RECOVERY PROGRAM**

This Amendment No. 1 (“Amendment”) to the Memorandum of Agreement (“MOA”) Between the San Gabriel Valley Council of Governments (the “SGVCOG”) and the City of Irwindale (the “City”) for Participation in the San Gabriel Valley Regional Food Recovery Program, dated November 11, 2021, shall be effective upon the date executed by both Parties hereto (“Effective Date”).

RECITALS

- A. SGVCOG and City entered into the MOA under which SGVCOG retained a consultant to perform specified tasks (Tasks 1-4 of the MOA’s Scope of Work) toward the development of a regional approach toward compliance with SB 1383’s food recovery components; and
- B. City seeks to establish and implement an inspection and enforcement program (“Inspection Program”) for Tier 1 and Tier 2 commercial edible food generators and food recovery organizations and services to comply with Title 14, California Code of Regulations, Sections 18995.1, 18995.3, and 18995.4; and
- C. SGVCOG and City desire to amend the MOA to develop and implement an Inspection Program (Tasks 5-6 of the MOA’s Scope of Work), revise the invoice submittal process, and extend the term of the MOA to August 1, 2024.

NOW THEREFORE, the Parties agree to amend the MOA as follows:

- I. Article II. Term, shall be deleted in its entirety and replaced with the following:
“The term of this MOA shall commence upon execution of the MOA by the Parties and shall continue through August 1, 2024. The term of the MOA may be extended by mutual written agreement of the Parties.”
- II. The Scope of Work shall be amended to include Tasks 5-6 of the Program’s Scope of Work as set forth in Attachment A to this Amendment No. 1. SGVCOG shall cause its consultant to perform all tasks in the Scope of Work, as amended by this Amendment No. 1.
- III. Article III. Responsibilities of the Parties, Section A. Subsection 7 shall be deleted in its entirety and replaced with the following:
“7. Submit four invoices to the City, in a total amount that does not exceed \$68,406.00 (includes consultant, SGVCOG administrative fees and all payments due from City), as follows:

- Invoice the City for Tasks 1-4 of the Scope of Work in an amount not to exceed **\$19,785.00** after execution of the MOA. Payment of the first invoice will be due within forty-five (45) days of the City's receipt thereof.
- On or about the Effective Date, invoice the City for the work to be performed under Tasks 5-6 of the Scope of Work from the Effective Date to December 31, 2022, in an amount that does not exceed **\$17,607.00**. Payment of the second invoice will be due within forty-five (45) days of the City's receipt thereof.
- On or about November 1, 2022, invoice the City for the work to be performed under Tasks 5-6 of the Scope of Work from January 1, 2023 to December 31, 2023, in an amount that does not exceed **\$15,307.00**. Payment of the third invoice will be due within forty-five (45) days of the City's receipt thereof.
- On or about November 1, 2023, invoice the City for the work to be performed under Task 6 of the Scope of Work from January 1, 2024 to August 1, 2024 in an amount that does not exceed **\$15,707.00**. Payment of the fourth invoice will be due within forty-five (45) days of the City's receipt thereof.
- Any amounts paid by the City under this Amendment that are not expended in performance of Tasks 1-6 by August 1, 2024, will be refunded to the City by September 15, 2024, unless City and SGVCOG agree to extend the term of the MOA beyond August 1, 2024. SGVCOG shall provide to the City an itemized accounting of funds at the same time of the refund, if any.

IV. Except as otherwise defined herein, all capitalized terms used herein shall have the meanings set forth for such terms in the MOA.

V. This Amendment integrates all of the terms and conditions mentioned herein and supersedes all negotiations with respect to matters referenced herein. Except as specifically amended hereby, the MOA shall remain in full force and effect. To the extent there is any conflict or inconsistency between the terms and provisions of this Amendment and the MOA, this Amendment shall control. From and after the date of this Amendment No. 1, whenever the term "Memorandum of Agreement," or "MOA" appears in the MOA, it shall mean the MOA, as amended by Amendment No. 1.

The Parties hereby enter into this Amendment upon the Effective Date as is set forth above.

FOR THE CITY OF IRWINDALE:

FOR THE SAN GABRIEL VALLEY
COUNCIL OF GOVERNMENTS:

By: _____
William K. Tam
City Manager

By: _____
Marisa Creter
Executive Director

Date: _____

Date: _____

ATTEST:

Laura M. Nieto, MMC
City Clerk

APPROVED AS TO FORM:

APPROVED AS TO FORM:

Adrian R. Guerra
City Attorney

David DeBerry
General Counsel

ATTACHMENT A – TASK 5 & 6 SCOPE OF WORK
SAN GABRIEL VALLEY REGIONAL FOOD RECOVERY PROGRAM

Task 5 Inspection Program Development

Task 5.1 Develop Inspection Schedule and Plan

Based on the information identified in Task 2, the Consultant shall develop a schedule and plan to implement a program, including a mechanism that allows for the submission of anonymous complaints and determining the validity of those complaints based on Section 18995.3 of the adopted guidelines, to conduct inspections of participating cities' Tier 1 commercial edible food generators and food recovery organizations and services for compliance with the adopted SB 1383 guidelines. Please note that cities must conduct inspections of Tier 1 commercial edible food generators and food recovery organizations and services for compliance beginning January 1, 2022. Inspections of Tier 2 commercial edible food generators for compliance with the adopted guidelines must begin on January 1, 2024. By law, the Consultant does not have authority to issue citations; however, the Consultant shall develop an effective method to quickly and effectively inform participating cities to issue educational materials and/or citations in the event that noncompliance is identified during inspections. Between January 1, 2022 and December 31, 2023, cities must provide educational materials describing the applicable requirements of the adopted guidelines in response to violations. Starting on January 1, 2024, cities must enforce the adopted guidelines pursuant to Sections 18995.4 and 18997.2 of the adopted guidelines in response to violations.

Deliverable: A report detailing the proposed schedule and plan to implement an inspection program in participating cities, including details of an effective method to quickly and effectively inform participating cities to issue educational materials and/or citations in the event that noncompliance is identified during inspections. The report must be presented to the SGVCOG and participating cities for review before November 29, 2021.

Task 6 Inspection Program Implementation

Task 6.1 Project Team Coordination

Monthly 30-minute project team meetings, regular phone and e-mail correspondence, and other communications with the SGVCOG to ensure that the tasks listed in this SOW stay on schedule and within budget.

Deliverable: Meeting notifications, agendas, and notes.

Task 6.2

Implement Inspection Schedule and Plan

Upon the approval by the SGVCOG and participating cities, the Consultant shall begin implementing the inspections beginning January 1, 2022 and until August 1, 2024. The Consultant shall document the number of inspections conducted by type for commercial edible food generators and food recovery organizations, the number of complaints pursuant to Section 18995.3 of the adopted guidelines that were received and investigated, and the number of Notices of Violations issued (in partnership with participating cities) based on investigation of those complaints. Additionally, the Consultant shall, in partnership with participating cities, document the number of Notices of Violation, penalty orders, and enforcement actions that were resolved, categorized by type of entity subject to the adopted guidelines. Each of the following 14 cities shall receive the following inspection allocations if they decide to participate in this Task:

- Alhambra
 - Up to 21 first-visit Tier 1 generator inspections per calendar year
 - Up to 21 second-visit Tier 1 generator inspections per calendar year
 - Up to 24 first-visit Tier 2 generator inspections per calendar year
 - Includes 3 visits to the food recovery agencies/organizations that are located in the City's jurisdiction per calendar year
- Azusa
 - Up to 14 first-visit Tier 1 generator inspections per calendar year
 - Up to 14 second-visit Tier 1 generator inspections per calendar year
 - Up to 10 first-visit Tier 2 generator inspections per calendar year
 - Includes 1 visit to the food recovery agencies/organizations that are located in the City's jurisdiction per calendar year
- Covina
 - Up to 12 first-visit Tier 1 generator inspections per calendar year
 - Up to 12 second-visit Tier 1 generator inspections per calendar year
 - Up to 16 first-visit Tier 2 generator inspections per calendar year
 - Includes 4 visits to the food recovery agencies/organizations that are located in the City's jurisdiction per calendar year
- Duarte
 - Up to 6 first-visit Tier 1 generator inspections per calendar year
 - Up to 6 second-visit Tier 1 generator inspections per calendar year
 - Up to 18 first-visit Tier 2 generator inspections per calendar year
 - Includes 2 visits to the food recovery agencies/organizations that are located in the City's jurisdiction per calendar year
- Glendora
 - Up to 15 first-visit Tier 1 generator inspections per calendar year
 - Up to 15 second-visit Tier 1 generator inspections per calendar year

- Up to 18 first-visit Tier 2 generator inspections per calendar year
 - Includes 3 visits to the food recovery agencies/organizations that are located in the City's jurisdiction per calendar year
- Irwindale
 - Up to 10 first-visit Tier 1 generator inspections per calendar year
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 - Up to 4 first-visit Tier 2 generator inspections per calendar year
 - Includes 2 visits to the food recovery agencies/organizations that are located in the City's jurisdiction per calendar year
- La Canada Flintridge
 - Up to 7 first-visit Tier 1 generator inspections per calendar year
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 - Includes 1 visit to the food recovery agencies/organizations that are located in the City's jurisdiction per calendar year
- Monrovia
 - Up to 11 first-visit Tier 1 generator inspections per calendar year
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 - Up to 13 first-visit Tier 2 generator inspections per calendar year
 - Includes 3 visits to the food recovery agencies/organizations that are located in the City's jurisdiction per calendar year
- Monterey Park
 - Up to 16 first-visit Tier 1 generator inspections per calendar year
 - Up to 16 second-visit Tier 1 generator inspections per calendar year
 - Up to 18 first-visit Tier 2 generator inspections per calendar year
 - Includes 1 visit to the food recovery agencies/organizations that are located in the City's jurisdiction per calendar year
- Pomona
 - Up to 36 first-visit Tier 1 generator inspections per calendar year
 - Up to 36 second-visit Tier 1 generator inspections per calendar year
 - Up to 41 first-visit Tier 2 generator inspections per calendar year
 - Includes 17 visits to the food recovery agencies/organizations that are located in the City's jurisdiction per calendar year
- San Marino
 - Up to 3 first-visit Tier 1 generator inspections per calendar year
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 - Includes 1 visit to the food recovery agencies/organizations that are located in the City's jurisdiction per calendar year
- South Pasadena
 - Up to 8 first-visit Tier 1 generator inspections per calendar year
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- Includes 2 visits to the food recovery agencies/organizations that are located in the City's jurisdiction per calendar year
- Temple City
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 - Includes 2 visits to the food recovery agencies/organizations that are located in the City's jurisdiction per calendar year
- Walnut
 - Up to 9 first-visit Tier 1 generator inspections per calendar year
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Deliverable: Documentation of the number of inspections conducted by type for commercial edible food generators and food recovery organizations, the number of complaints pursuant to Section 18995.3 of the adopted guidelines that were received and investigated, and the number of Notices of Violations issued (in partnership with participating cities) based on investigation of those complaints. Additionally, the Consultant shall, in partnership with participating cities, provide documentation of the number of Notices of Violation, penalty orders, and enforcement actions that were resolved, categorized by the type of entity subject to the adopted guidelines. Such documents shall be provided on a monthly basis.

***Not all 14 participating cities that participate in Tasks 1-4 of the San Gabriel Valley Regional Food Recovery Program will participate in Tasks 5-6. The final contract amount will depend on the number of cities that choose to participate in Tasks 5-6.**

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RECITALS

- A. SGVCOG and City entered into the MOA under which SGVCOG retained a consultant to perform specified tasks (Tasks 1-4 of the MOA's Scope of Work) toward the development of a regional approach toward compliance with SB 1383's food recovery components; and
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The Parties hereby enter into this Amendment upon the Effective Date as is set forth above.

FOR THE CITY OF IRWINDALE:

FOR THE SAN GABRIEL VALLEY
COUNCIL OF GOVERNMENTS:

By: _____
William K. Tam
City Manager

By: _____
Marisa Creter
Executive Director

Date: _____

Date: _____

ATTEST:

Laura M. Nieto, MMC
City Clerk

APPROVED AS TO FORM:

APPROVED AS TO FORM:

Adrian R. Guerra
City Attorney

David DeBerry
General Counsel

ATTACHMENT A – TASK 5 & 6 SCOPE OF WORK
SAN GABRIEL VALLEY REGIONAL FOOD RECOVERY PROGRAM

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Deliverable: Documentation of the number of inspections conducted by type for commercial edible food generators and food recovery organizations, the number of complaints pursuant to Section 18995.3 of the adopted guidelines that were received and investigated, and the number of Notices of Violations issued (in partnership with participating cities) based on investigation of those complaints. Additionally, the Consultant shall, in partnership with participating cities, provide documentation of the number of Notices of Violation, penalty orders, and enforcement actions that were resolved, categorized by the type of entity subject to the adopted guidelines. Such documents shall be provided on a monthly basis.

***Not all 14 participating cities that participate in Tasks 1-4 of the San Gabriel Valley Regional Food Recovery Program will participate in Tasks 5-6. The final contract amount will depend on the number of cities that choose to participate in Tasks 5-6.**

- ☒ City Council
- ☐ Successor Agency
- ☐ Housing Authority
- ☐ Reclamation Authority
- ☐ Joint Powers Authority

City of
IRWINDALE
AGENDA REPORT

Date: October 27, 2021
To: Honorable Mayor and Members of the City Council
From: William K. Tam, City Manager
Issue: Discuss the City's Response to United Rock Products Olive Pit Reclamation Plan Amendment

City Manager's Recommendation:

Staff recommends City Council to discuss and provide direction regarding requests made in the United Rock Products (URP) Olive Pit Reclamation Plan Amendment letter.

Administrative Action:

Submitted by:

William Tam, City Manager
(626) 430-2200

Prepared by:

Berlyn Aguila, Management Analyst

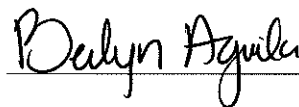
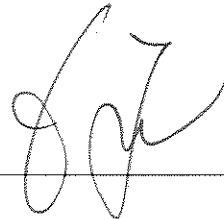
Reviewed by:

Adrian Guerra, City Attorney

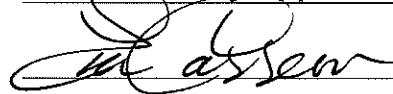
Eva Carreon, Finance Director / City Treasurer

Approved by:

William Tam, City Manager



Electronically Approved



Background and Analysis:

On July 28, 2021, Mark Pachura, General Manager, from United Rock Products (URP) submitted an entitlement application requesting that the City Council, in its capacity as property owner of the Olive Pit, authorize the City Manager to approve the Reclamation Plan Amendment application.

Based on the letter dated August 20, 2021, URP is requesting the following:

- 1) Royalty for aggregate extracted beyond 25 million tons of two dollars and ten cents (\$2.10) per ton, plus annual Consumer Price Index ("CPI") adjustments, with the first adjustment measured from the CPI year immediately prior to the commencement of extraction beyond the initial 25 million tons against the then-current CPI.
- 2) Revise the Development Agreement (DA) to include the annual increase in production from 1.5 million tons to 2 million tons.
- 3) Approve an updated mining and reclamation schedule for the completion of Phase 1 mining and reclamation. The updated schedule will be included in the revised Development Agreement.
- 4) Relocate the site access to Azusa Canyon Road and Cypress Street and modify Phase I mining to include the additional mining area as Phase I-B. The additional volume of mining in this area is approximately 5.5 million tons (3.7 million cubic yards). This phase modification will all be for the construction of the East Shelf Embankment to accommodate the proposed relocated access point.
- 5) The City to provide a summary of the anticipated costs and work with URP to minimize the costs associated with this minor modification request of the License Agreement to relocate site access to Azusa Canyon Road/Cypress Street.
- 6) A southbound deceleration lane north of Cypress Street will be constructed.
- 7) A mining modification that will extend the existing access ramp and modify the traffic signal at the intersection of Azusa Canyon Road
- 8) Landscaping improvements shall be constructed on Azusa Canyon Road, pursuant to City standards.
- 9) URP will be responsible for the estimated total cost to construct a traffic signal at the intersection of Los Angeles Street and Azusa Canyon Road.

10) URP will equally share costs associated with use permits and Reclamation Plan Amendment.

11) Agree to equally share with the City the profits associated with the market-tipping fees as outlined in the Development Agreement Section 8.3.

As a reminder, land use entitlements to be processed by the Planning Department (which would be the case here) require the authorization of the property owner. Here, because the City is the property owner of the Olive Pit, the City Council is required to give its authorization before URP can proceed with its entitlement requests. Accordingly, staff requests that the City Council, in its capacity as property owner, provide staff direction with respect to URP's request.

Fiscal Impact:

This report is for the City Council to provide City Staff direction regarding the United Rock Products Olive Pit Reclamation Plan Amendment letter. There is no fiscal impact at this time.

- ☒ City Council
- ☐ Successor Agency
- ☐ Housing Authority
- ☐ Reclamation Authority
- ☐ Joint Powers Authority

City of
IRWINDALE
AGENDA REPORT

CC Item 2E

Date: November 10, 2021
To: Honorable Mayor and Members of the City Council
From: William K. Tam, City Manager
Issue: Los Angeles County Redistricting

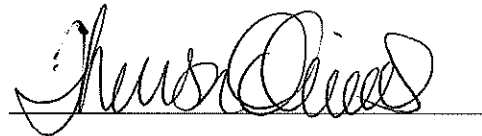
City Manager's Recommendation:

Receive and file the update on the Los Angeles County redistricting or provide direction.

Administrative Action:

Prepared /Submitted by:

Theresa Olivares, Assistant City Manager
(626) 430-2294



Reviewed by:

Adrian R. Guerra, City Attorney

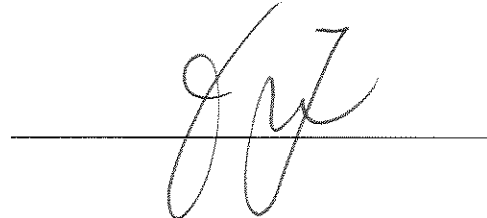
Electronically Approved

Eva Carreon, Finance Director / City Treasurer



Approved by:

William K. Tam, City Manager



Background:

In 2016, the California Legislature passed Senate Bill 958 requiring Los Angeles County (LAC) to assemble an independent commission following the Federal Decennial Census. As a result of this legislation, the LAC Citizens Redistricting Commission (CRC) was formed as an independent commission to draw the boundary lines for the five LAC supervisorial districts for the next 10 years.

On October 7, the CRC invited individuals and community groups to submit their proposed redistricting maps via its public mapping software. Several supervisorial district maps have been submitted, and the CRC continues to accept map submissions through

November. The proposed maps must include contiguous districts, reasonably equal resident population in each district (approximately 2 million people per district), and the geographic city, neighborhood council, and community of interest boundaries remain intact. The CRC is hosting public hearings throughout November to gather feedback on the proposed district maps. The CRC must choose which map to adopt by December 15, 2021.

The SGVCOG Governing Board held a Special Meeting on October 28 to discuss the LAC CRC redistricting process and its implications to the San Gabriel Valley (SGV). As a result of the meeting discussion, a SGVCOG redistricting working group was formed to recommending LAC redistricting maps that best represent the SGV. This working group may also provide input on recommendations on the Statewide redistricting maps and process. A letter including the redistricting mapping recommendation will be prepared for the SGVCOG's Governing Board approval, to submit to the LAC CRC.

The CRC is considering four draft maps (Attachment "A"). The attached chart (Attachment "B") identifies the current supervisorial districts by SGV city and shows the proposed redistricting map changes. The redistricting working group has presented a proposed map that keeps the majority of the SGV cities in a single supervisorial district, mainly District 5. Population balancing requirements prevent all cities (Diamond Bar, Industry, La Puente, and Montebello) of the SGV cities from being included in a single map.

The SGVCOG will hold a special meeting on November 10, 2021 to consider the redistricting working group's recommendations:

1. Submit a comment letter supporting a supervisorial district map that encompasses a majority of the SGV cities, and
2. Submit comments that the maps considered ensure the SGV's districts are not tied with Central LA.

The two maps that have received the most public comments in support by the CRC are Map A (submitted by the People's Bloc) and Map C (submitted by MALDEF).

Fiscal Impact:

None

Attachment(s):

A: Los Angeles County Redistricting Maps (A-D)
B: SGV Supervisorial District Breakdown

Attachment “A”



LOS ANGELES COUNTY **REDISTRICTING 2021**

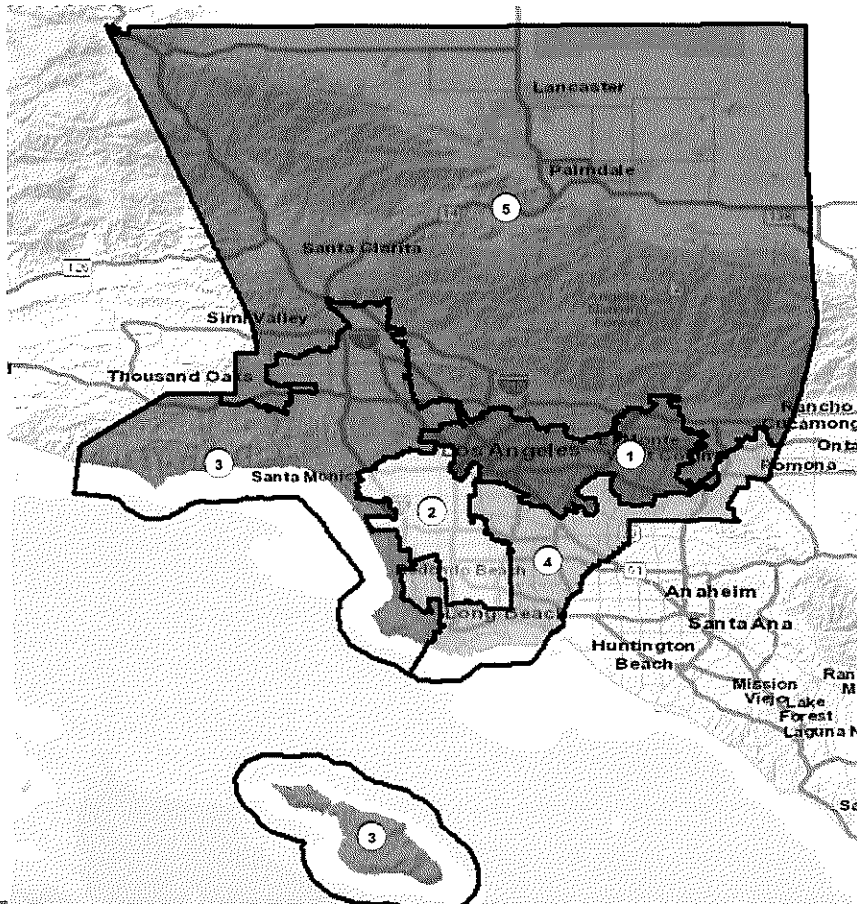
ANALYSIS OF Draft Plan
Name: Draft Map A

Presentation to the County of LOS ANGELES
CITIZENS REDISTRICTING COMMISSION

ARCBridge Consulting & Training Inc.
www.arcbridge.com



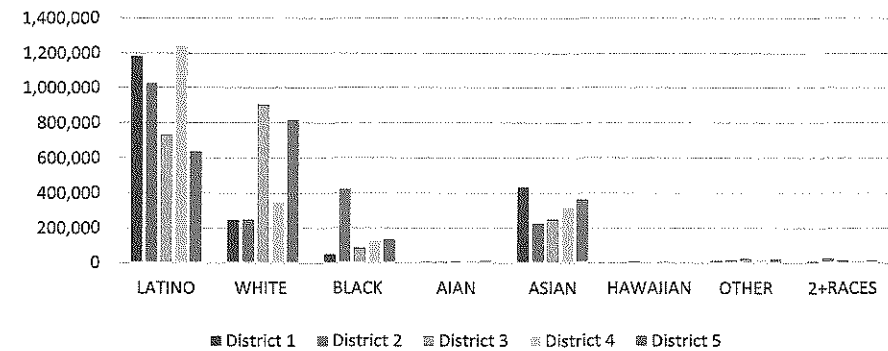
Plan Name: Draft Map A



Maximum Deviation – 7.23%			
Name	Total Pop	Deviation	Deviation %
1	1,942,986	-66,599	-3.31%
2	1,980,711	-28,874	-1.44%
3	2,031,020	21,435	1.07%
4	2,088,372	78,787	3.92%
5	2,004,837	-4,748	-0.24%

District	Latino	%	White	%	Black	%	Asian	%
1	1,180,718	60.77%	245,646	12.64%	52,993	2.73%	432,100	22.24%
2	1,026,064	51.80%	247,249	12.48%	421,915	21.30%	227,137	11.47%
3	731,615	36.02%	905,494	44.58%	87,481	4.31%	252,292	12.42%
4	1,246,664	59.70%	349,027	16.71%	125,648	6.02%	316,878	15.17%
5	636,642	31.76%	818,525	40.83%	134,794	6.72%	359,685	17.94%

Ethnic and Racial Information by District



CENSUS 2020 POPULATION AND CITIZEN VOTING AGE POPULATION

TOTAL POPULATION

	District 1	District 2	District 3	District 4	District 5
LATINO	1,180,718	1,026,064	731,615	1,246,664	636,642
LATINO %	60.77%	51.80%	36.02%	59.70%	31.76%
WHITE	245,646	247,249	905,494	349,027	818,525
WHITE %	12.64%	12.48%	44.58%	16.71%	40.83%
BLACK	52,993	421,915	87,481	125,648	134,794
BLACK %	2.73%	21.30%	4.31%	6.02%	6.72%
AIAN	7,145	6,719	10,637	10,537	14,221
AIAN %	0.37%	0.34%	0.52%	0.50%	0.71%
ASIAN	432,100	227,137	252,292	316,878	359,685
ASIAN %	22.24%	11.47%	12.42%	15.17%	17.94%
HAWAIIAN	2,142	8,224	3,374	8,690	3,209
HAWAIIAN %	0.11%	0.42%	0.17%	0.42%	0.16%
OTHER	13,043	19,149	27,191	16,893	22,183
OTHER %	0.67%	0.97%	1.34%	0.81%	1.11%
2+RACES	9,199	24,254	12,936	14,035	15,578
2+RACES %	0.47%	1.22%	0.64%	0.67%	0.78%
TOTAL	1,942,986	1,980,711	2,031,020	2,088,372	2,004,837

VOTING AGE POPULATION

	District 1	District 2	District 3	District 4	District 5
	899,314	748,420	551,969	918,011	461,981
	57.50%	48.19%	33.24%	56.46%	29.05%
	222,865	217,148	783,874	308,691	695,549
	14.25%	13.98%	47.21%	18.99%	43.73%
	46,331	344,521	73,393	99,635	102,500
	2.96%	22.18%	4.42%	6.13%	6.44%
	6,065	5,602	9,201	9,124	11,902
	0.39%	0.36%	0.55%	0.56%	0.75%
	371,509	197,808	209,270	261,541	288,515
	23.75%	12.74%	12.60%	16.09%	18.14%
	1,712	6,481	2,668	6,852	2,560
	0.11%	0.42%	0.16%	0.42%	0.16%
	9,636	14,421	20,773	12,253	16,626
	0.62%	0.93%	1.25%	0.75%	1.05%
	6,613	18,576	9,224	9,766	10,813
	0.42%	1.20%	0.56%	0.60%	0.68%
	1,564,045	1,552,977	1,660,372	1,625,873	1,590,446

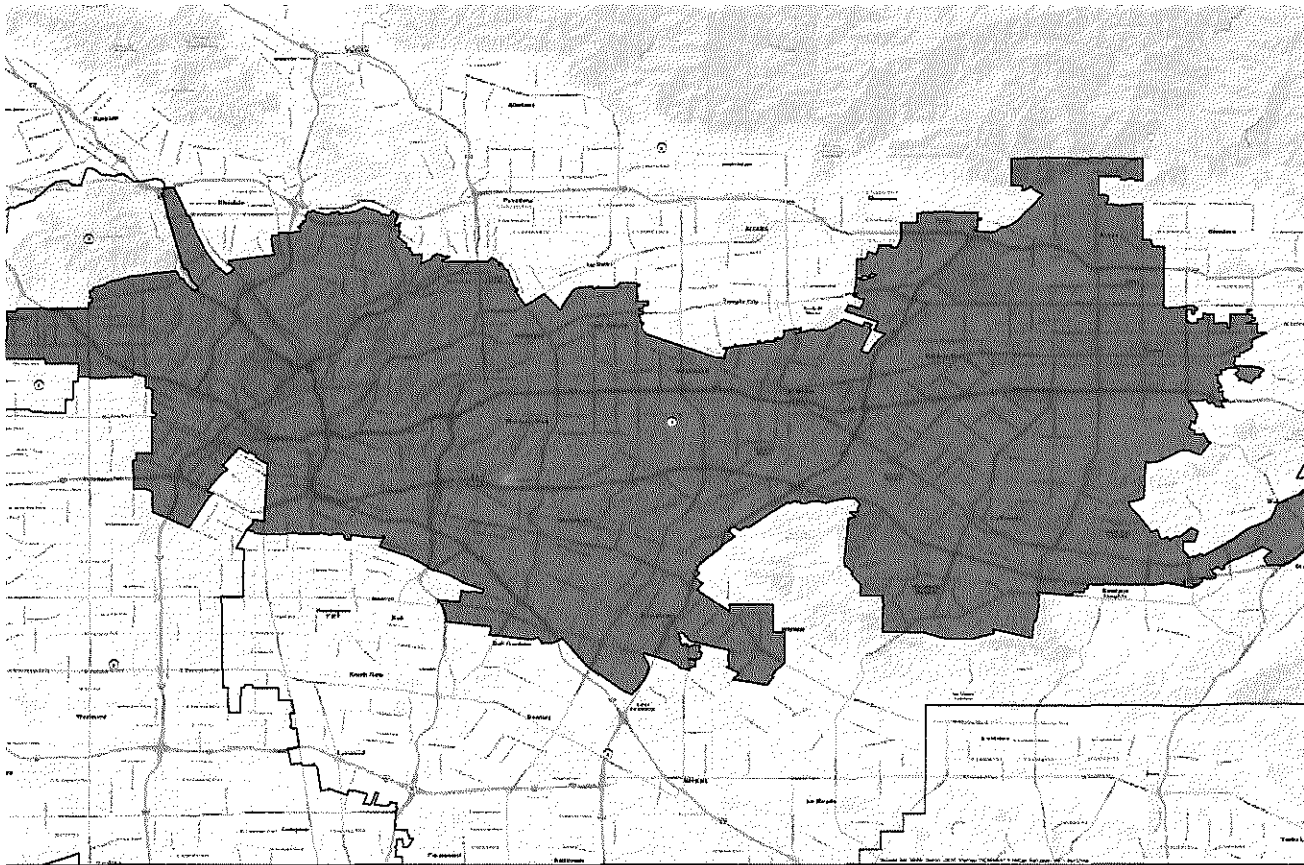
CITIZEN VOTING AGE POPULATION

	District 1	District 2	District 3	District 4	District 5
	654,108	435,607	377,060	641,289	343,705
	54.52%	38.33%	27.73%	50.15%	25.64%
	214,221	193,892	744,143	324,506	667,039
	17.85%	17.06%	54.73%	25.38%	49.76%
	43,226	350,614	65,533	94,362	96,371
	3.60%	30.85%	4.82%	7.38%	7.19%
	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A
	275,558	135,032	157,316	200,178	213,725
	22.97%	11.88%	11.57%	15.65%	15.94%
	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A
	12,718	21,221	15,574	18,471	19,730
	1.06%	1.87%	1.15%	1.44%	1.47%
	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A
	1,199,831	1,136,366	1,359,626	1,278,806	1,340,570

NUMBER OF SPLIT CITIES/CSAS, LA CITY NEIGHBORHOOD COUNCILS, COIS

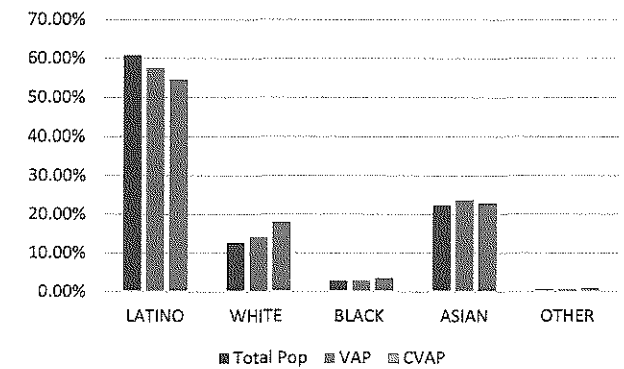
	Number of Districts with Polsby Popper-Compactness Score of >.2	# Majority Minority Districts		Splits		Community of Interest Models (COI)		
		Based on Total Population	Based on CVAP	Consolidated Statistical Areas (CSAs) # CSAs	Neighborhood Councils	COI A	COI B	COI C
Max Deviation								
7.23	2	3	2	29	12	13	12	14

District 1



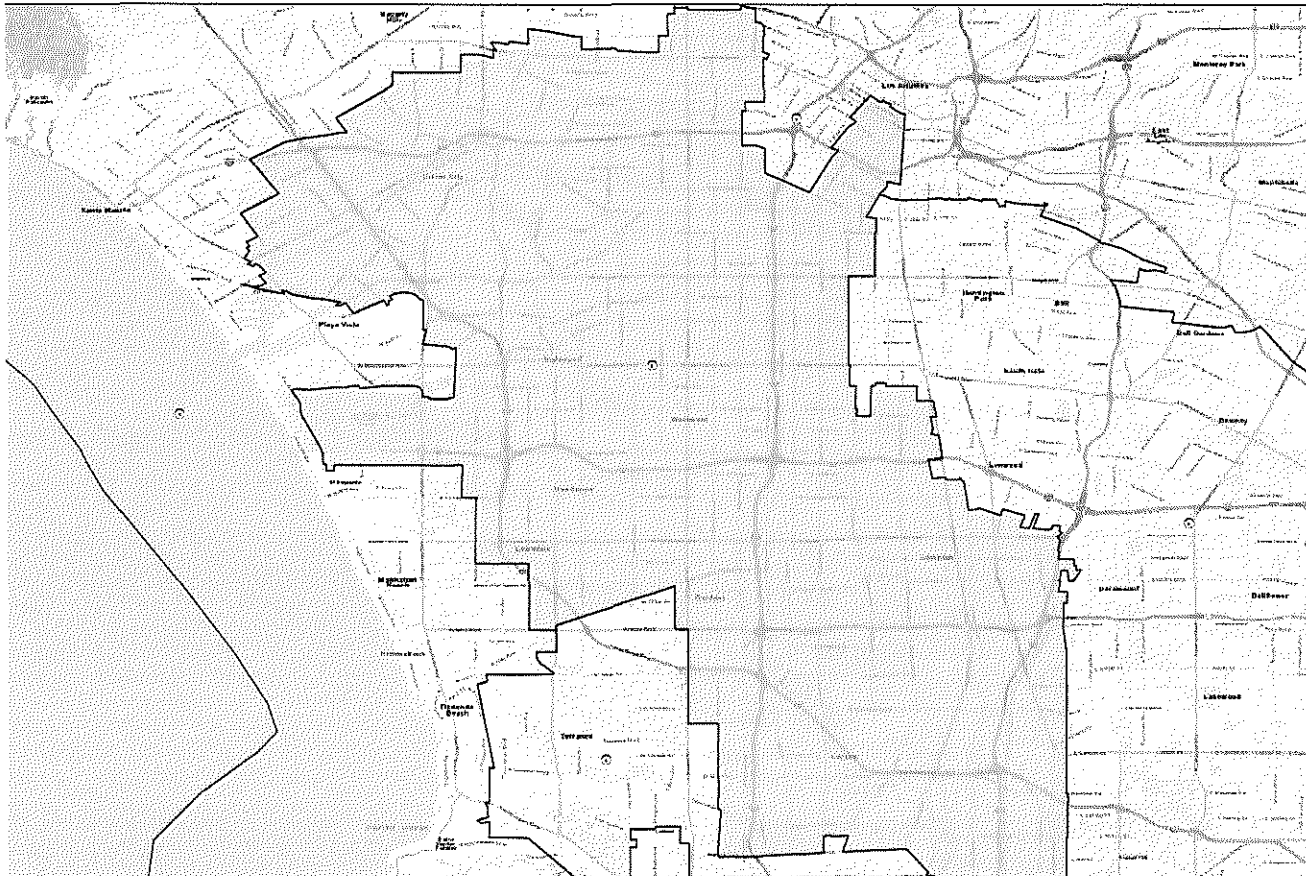
Name	Total Pop	Deviation	Deviation %
1	1,942,986	-66599	-3.31%

Total Pop, VAP, CVAP



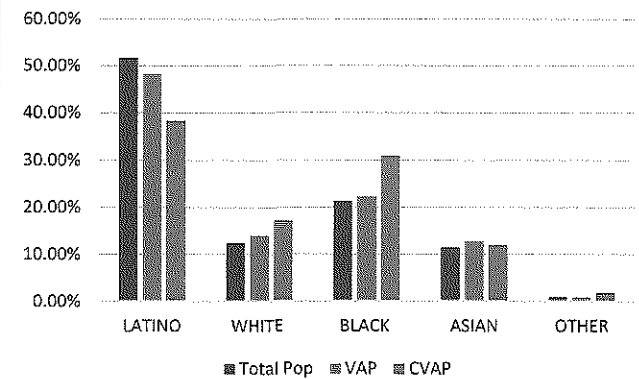
District 1	Total Pop	VAP	CVAP
LATINO	60.77%	57.50%	54.52%
WHITE	12.64%	14.25%	17.85%
BLACK	2.73%	2.96%	3.60%
ASIAN	22.24%	23.75%	22.97%
OTHER	0.67%	0.62%	1.06%

District 2



Name	Total Pop	Deviation	Deviation %
2	1,980,711	-28,874	-1.44%

Total Pop, VAP, CVAP



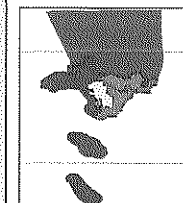
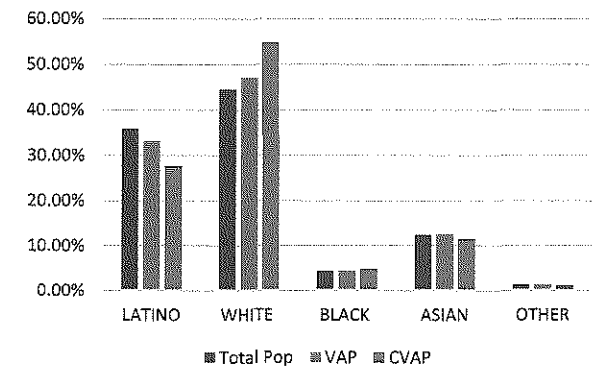
District 2	Total Pop	VAP	CVAP
LATINO	51.80%	48.19%	38.33%
WHITE	12.48%	13.98%	17.06%
BLACK	21.30%	22.18%	30.85%
ASIAN	11.47%	12.74%	11.88%
OTHER	0.97%	0.93%	1.87%

District 3



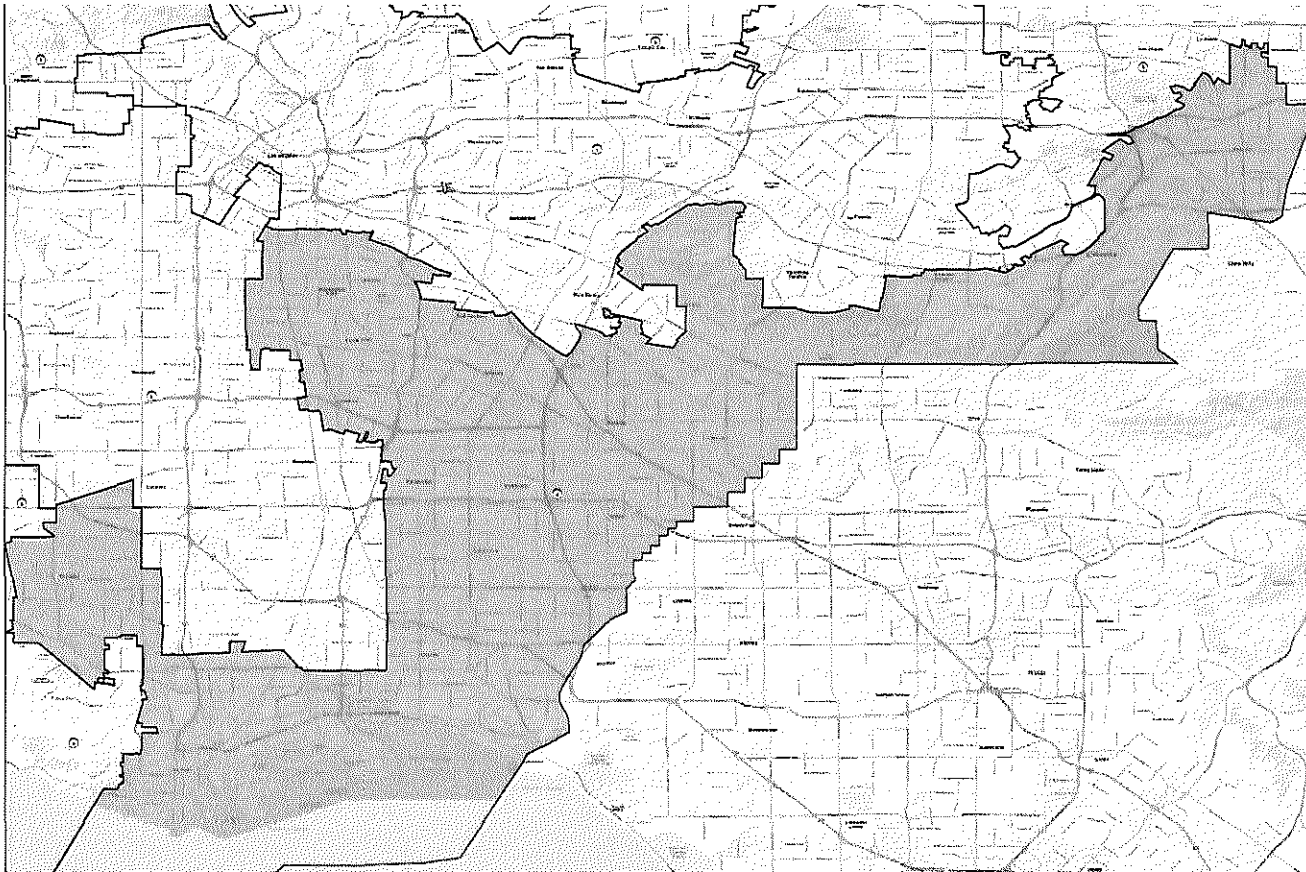
Name	Total Pop	Deviation	Deviation %
3	2,031,020	21,435	1.07%

Total Pop, VAP, CVAP



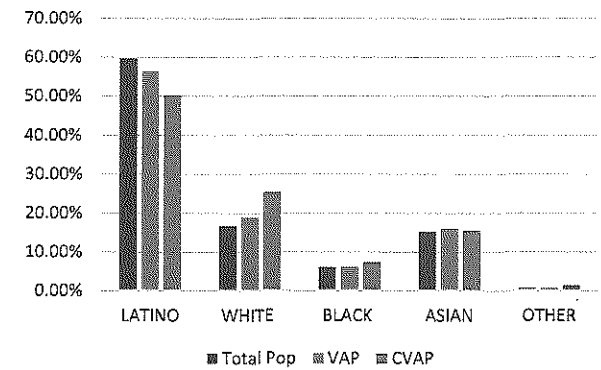
District 3	Total Pop	VAP	CVAP
LATINO	36.02%	33.24%	27.73%
WHITE	44.58%	47.21%	54.73%
BLACK	4.31%	4.42%	4.82%
ASIAN	12.42%	12.60%	11.57%
OTHER	1.34%	1.25%	1.15%

District 4



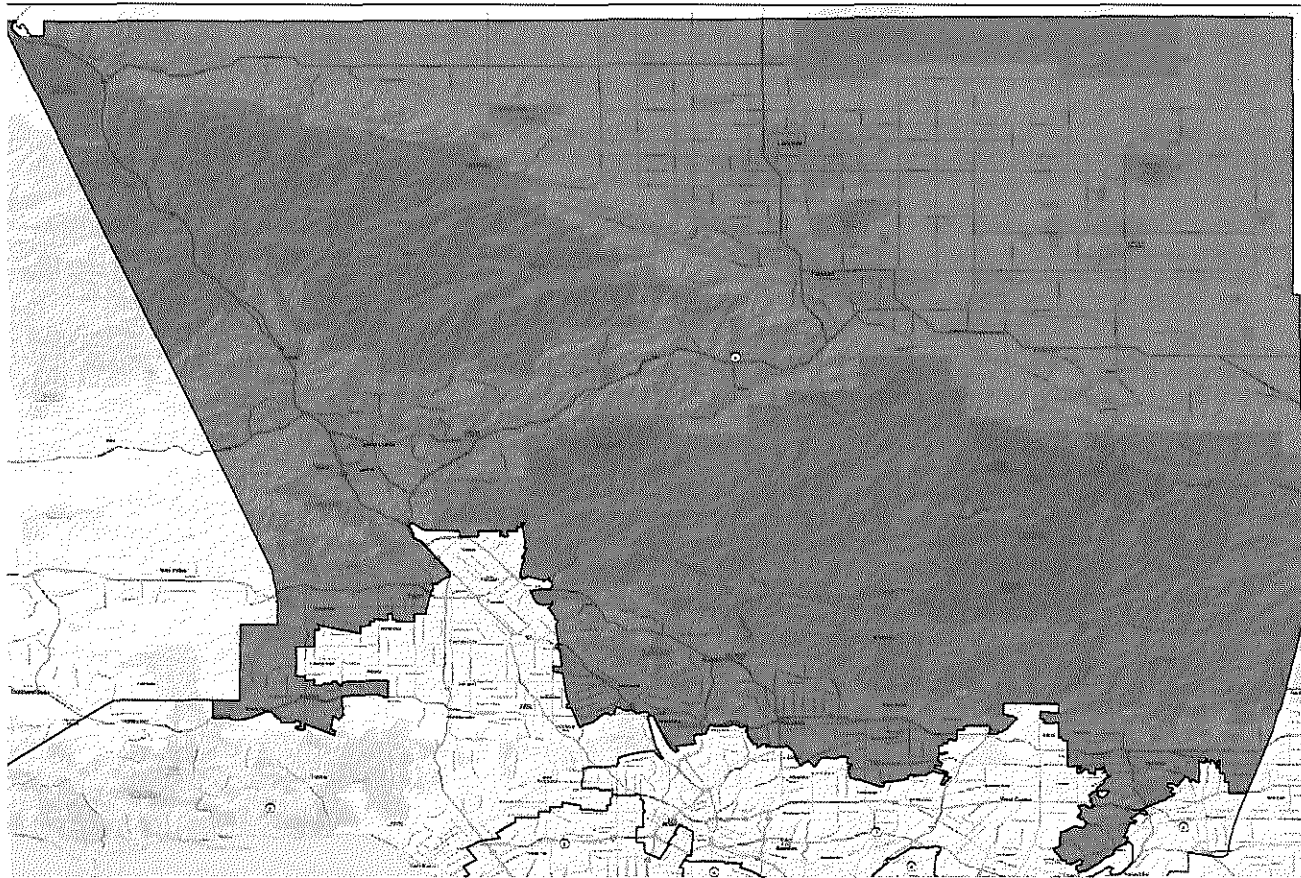
Name	Total Pop	Deviation	Deviation %
4	2,088,372	78,787	3.92%

Total Pop, VAP, CVAP



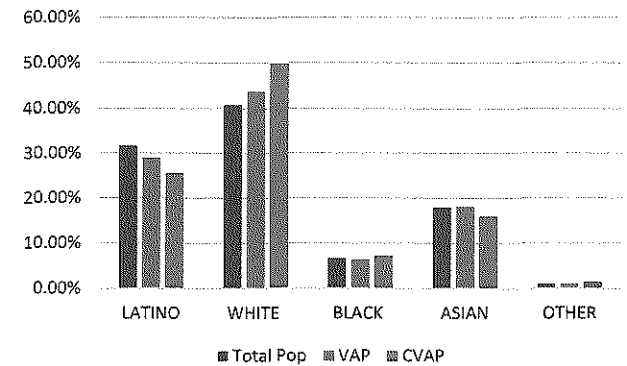
District 4	Total Pop	VAP	CVAP
LATINO	59.70%	56.46%	50.15%
WHITE	16.71%	18.99%	25.38%
BLACK	6.02%	6.13%	7.38%
ASIAN	15.17%	16.09%	15.65%
OTHER	0.81%	0.75%	1.44%

District 5



Name	Total Pop	Deviation	Deviation %
5	2,004,837	-4,748	-0.24%

Total Pop, VAP, CVAP



District 5	Total Pop	VAP	CVAP
LATINO	31.76%	29.05%	25.64%
WHITE	40.83%	43.73%	49.76%
BLACK	6.72%	6.44%	7.19%
ASIAN	17.94%	18.14%	15.94%
OTHER	1.11%	1.05%	1.47%



LOS ANGELES COUNTY **REDISTRICTING 2021**

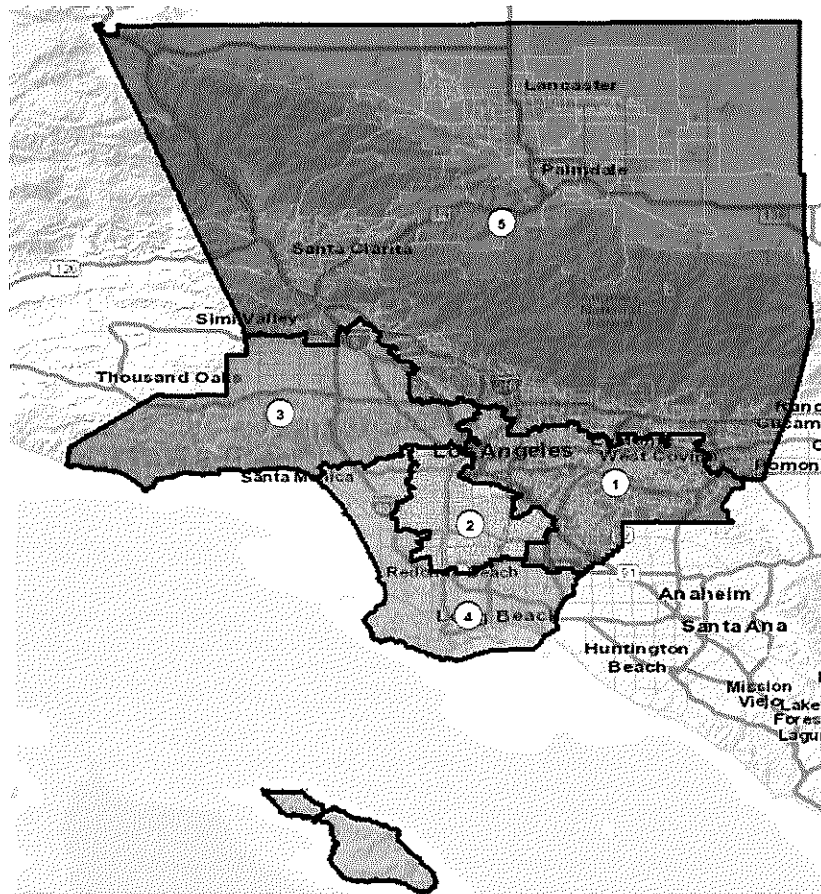
ANALYSIS OF Draft Plan
Name: Draft Map B

Presentation to the County of LOS ANGELES
CITIZENS REDISTRICTING COMMISSION

ARCBridge Consulting & Training Inc.
www.arcbridge.com



Plan Name: Draft Map B

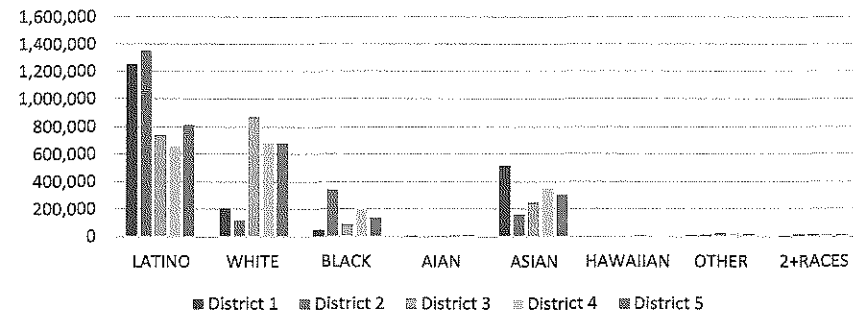


Maximum Deviation – 4.57%

Name	Total Pop	Deviation	Deviation %
1	2,063,488	53,903	2.68%
2	2,020,611	11,026	0.55%
3	2,004,374	-5,211	-0.26%
4	1,971,558	-38,027	-1.89%
5	1,987,895	-21,690	-1.08%

District	Latino	%	White	%	Black	%	Asian	%
1	1,252,297	60.69%	208,008	10.08%	53,333	2.58%	517,245	25.07%
2	1,352,459	66.93%	120,365	5.96%	344,560	17.05%	161,160	7.98%
3	740,331	36.94%	873,500	43.58%	89,112	4.45%	251,423	12.54%
4	662,919	33.62%	684,188	34.70%	199,986	10.14%	352,169	17.86%
5	813,697	40.93%	679,880	34.20%	135,840	6.83%	306,095	15.40%

Ethnic and Racial Information by District



CENSUS 2020 POPULATION AND CITIZEN VOTING AGE POPULATION

TOTAL POPULATION

	District 1	District 2	District 3	District 4	District 5
LATINO	1,252,297	1,352,459	740,331	662,919	813,697
LATINO %	60.69%	66.93%	36.94%	33.62%	40.93%
WHITE	208,008	120,365	873,500	684,188	679,880
WHITE %	10.08%	5.96%	43.58%	34.70%	34.20%
BLACK	53,333	344,560	89,112	199,986	135,840
BLACK %	2.58%	17.05%	4.45%	10.14%	6.83%
AIAN	7,825	5,208	9,730	12,360	14,136
AIAN %	0.38%	0.26%	0.49%	0.63%	0.71%
ASIAN	517,245	161,160	251,423	352,169	306,095
ASIAN %	25.07%	7.98%	12.54%	17.86%	15.40%
HAWAIIAN	3,453	3,855	2,844	12,332	3,155
HAWAIIAN %	0.17%	0.19%	0.14%	0.63%	0.16%
OTHER	11,960	14,737	24,861	26,703	20,198
OTHER %	0.58%	0.73%	1.24%	1.35%	1.02%
2+RACES	9,367	18,267	12,573	20,901	14,894
2+RACES %	0.45%	0.90%	0.63%	1.06%	0.75%
TOTAL	2,063,488	2,020,611	2,004,374	1,971,558	1,987,895

VOTING AGE POPULATION

	District 1	District 2	District 3	District 4	District 5
	946,447	986,335	563,811	492,845	590,257
	57.76%	63.61%	34.17%	30.84%	37.92%
	185,941	107,253	758,798	598,323	577,812
	11.35%	6.92%	45.99%	37.44%	37.12%
	44,623	280,189	75,579	162,261	103,728
	2.72%	18.07%	4.58%	10.15%	6.66%
	6,703	4,243	8,390	10,687	11,871
	0.41%	0.27%	0.51%	0.67%	0.76%
	436,751	145,163	212,953	288,764	245,012
	26.66%	9.36%	12.91%	18.07%	15.74%
	2,785	2,994	2,271	9,715	2,508
	0.17%	0.19%	0.14%	0.61%	0.16%
	8,518	10,386	19,107	20,709	14,989
	0.52%	0.67%	1.16%	1.30%	0.96%
	6,712	14,131	9,039	14,765	10,345
	0.41%	0.91%	0.55%	0.92%	0.66%
	1,638,480	1,550,694	1,649,948	1,598,069	1,556,522

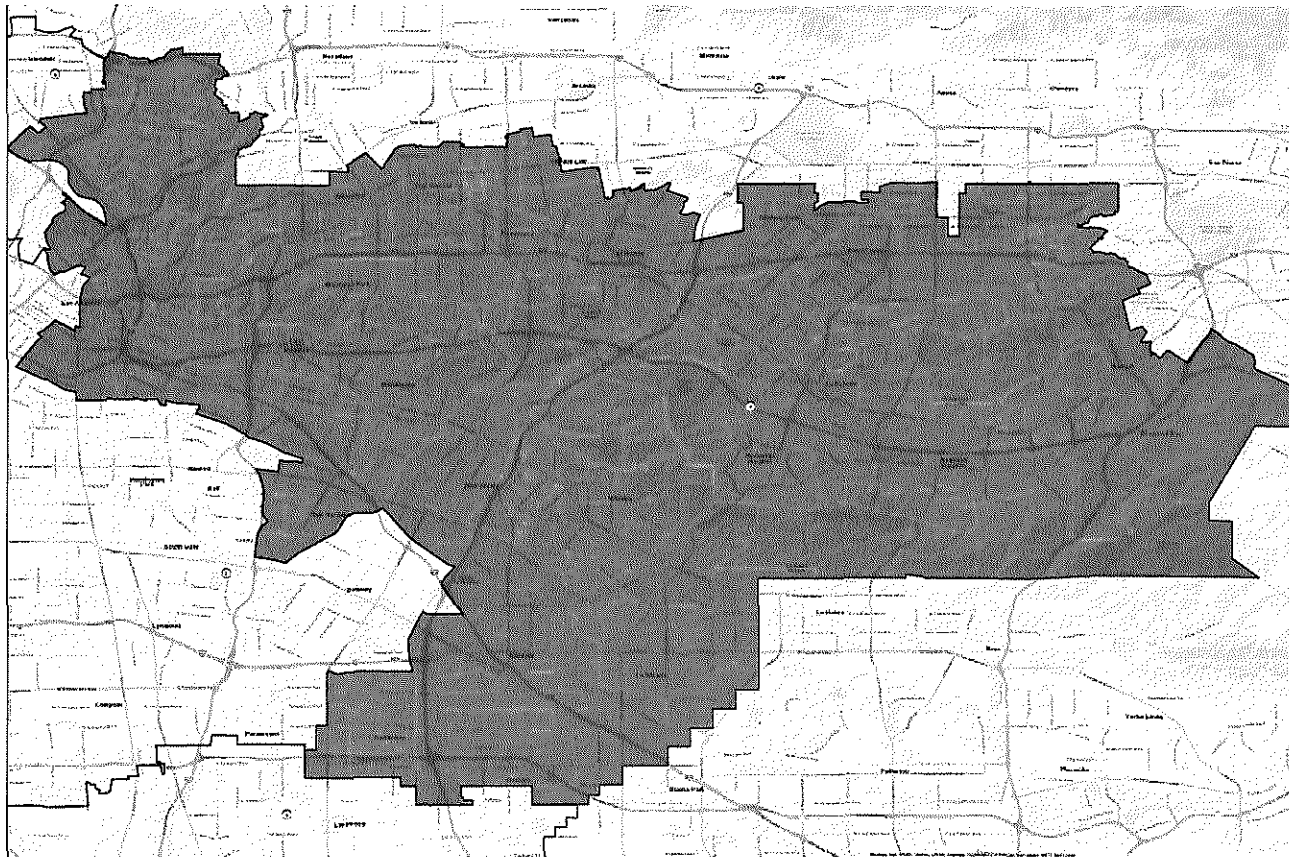
CITIZEN VOTING AGE POPULATION

	District 1	District 2	District 3	District 4	District 5
	719,516	573,312	380,732	346,769	431,439
	55.05%	54.15%	28.50%	26.30%	33.31%
	197,233	97,292	713,149	569,816	566,190
	15.09%	9.19%	53.38%	43.22%	43.72%
	44,036	281,285	69,109	158,547	97,164
	3.37%	26.57%	5.17%	12.02%	7.50%
	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A
	332,694	93,850	157,744	216,639	180,842
	25.45%	8.86%	11.81%	16.43%	13.96%
	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A
	13,535	13,016	15,149	26,773	19,480
	1.04%	1.23%	1.13%	2.03%	1.50%
	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A
	1,307,014	1,058,755	1,335,883	1,318,544	1,295,115

NUMBER OF SPLIT CITIES/CSAS, LA CITY NEIGHBORHOOD COUNCILS, COIS

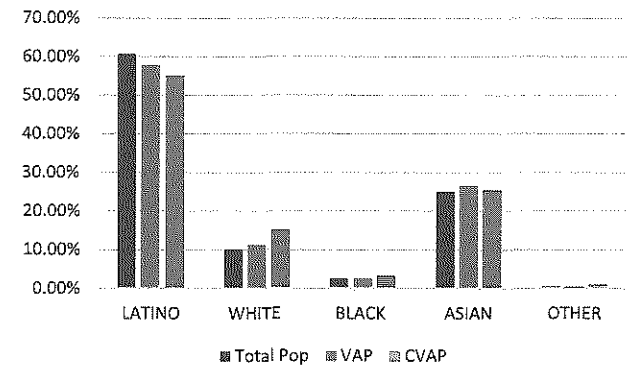
		# Majority Minority Districts		Splits		Community of Interest Models (COI)		
	Number of Districts with Polsby Popper-Compactness Score of >.2			Consolidated Statistical Areas (CSAs) # CSAs	Neighborhood Councils			
Max Deviation		Based on Total Population	Based on CVAP			COI A	COI B	COI C
4.57%	4	2	2	21	19	11	10	12

District 1



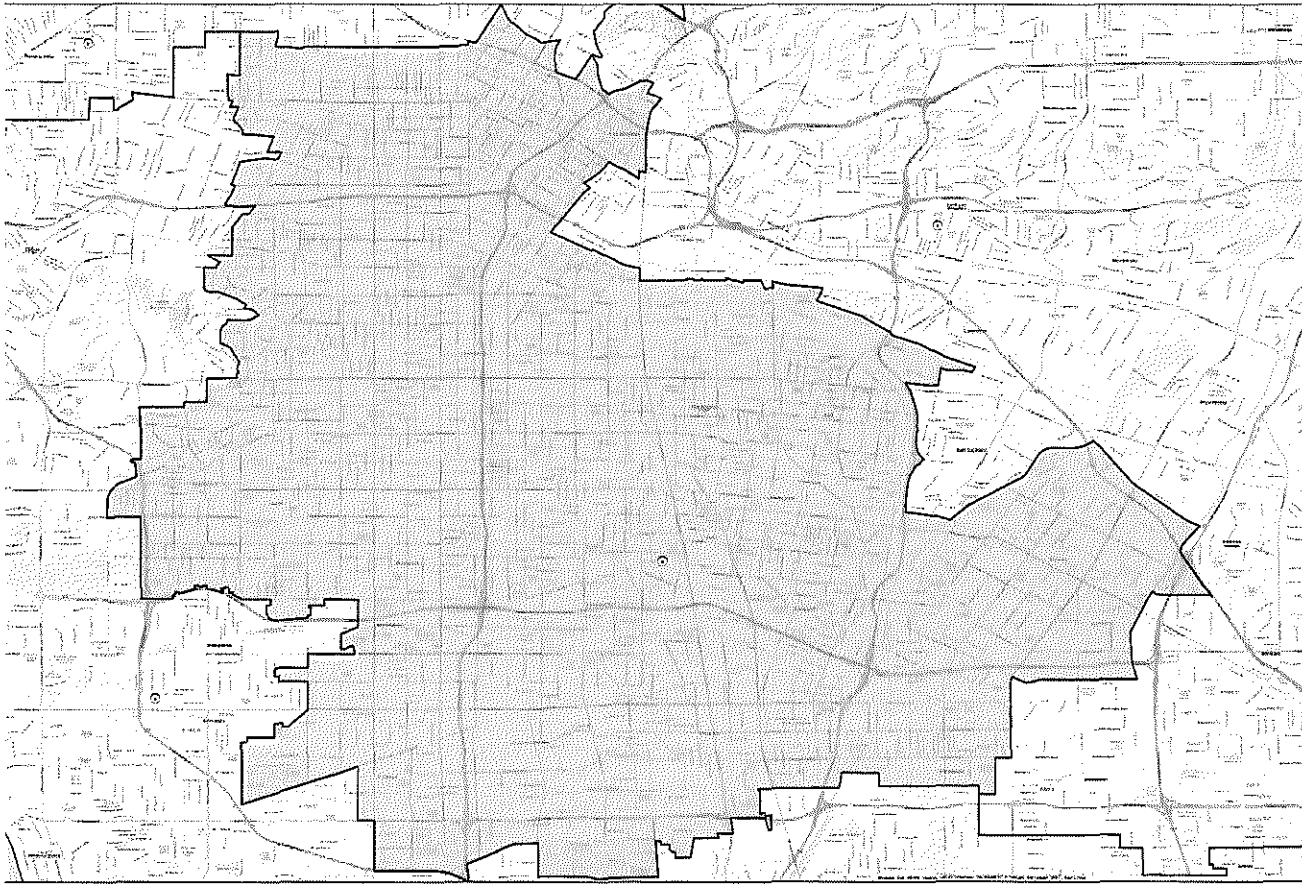
Name	Total Pop	Deviation	Deviation %
1	2,063,488	53,903	2.68%

Total Pop, VAP, CVAP



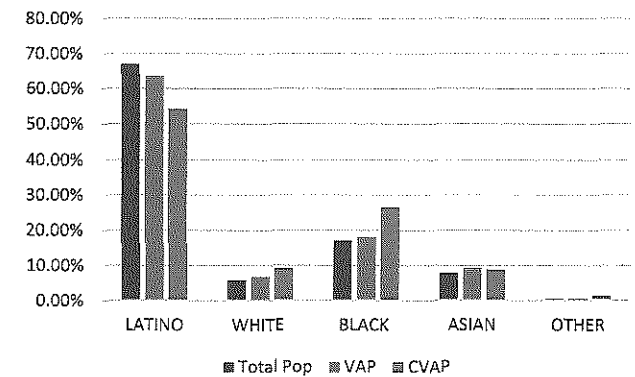
District 1	Total Pop	VAP	CVAP
LATINO	60.69%	57.76%	55.05%
WHITE	10.08%	11.35%	15.09%
BLACK	2.58%	2.72%	3.37%
ASIAN	25.07%	26.66%	25.45%
OTHER	0.58%	0.52%	1.04%

District 2



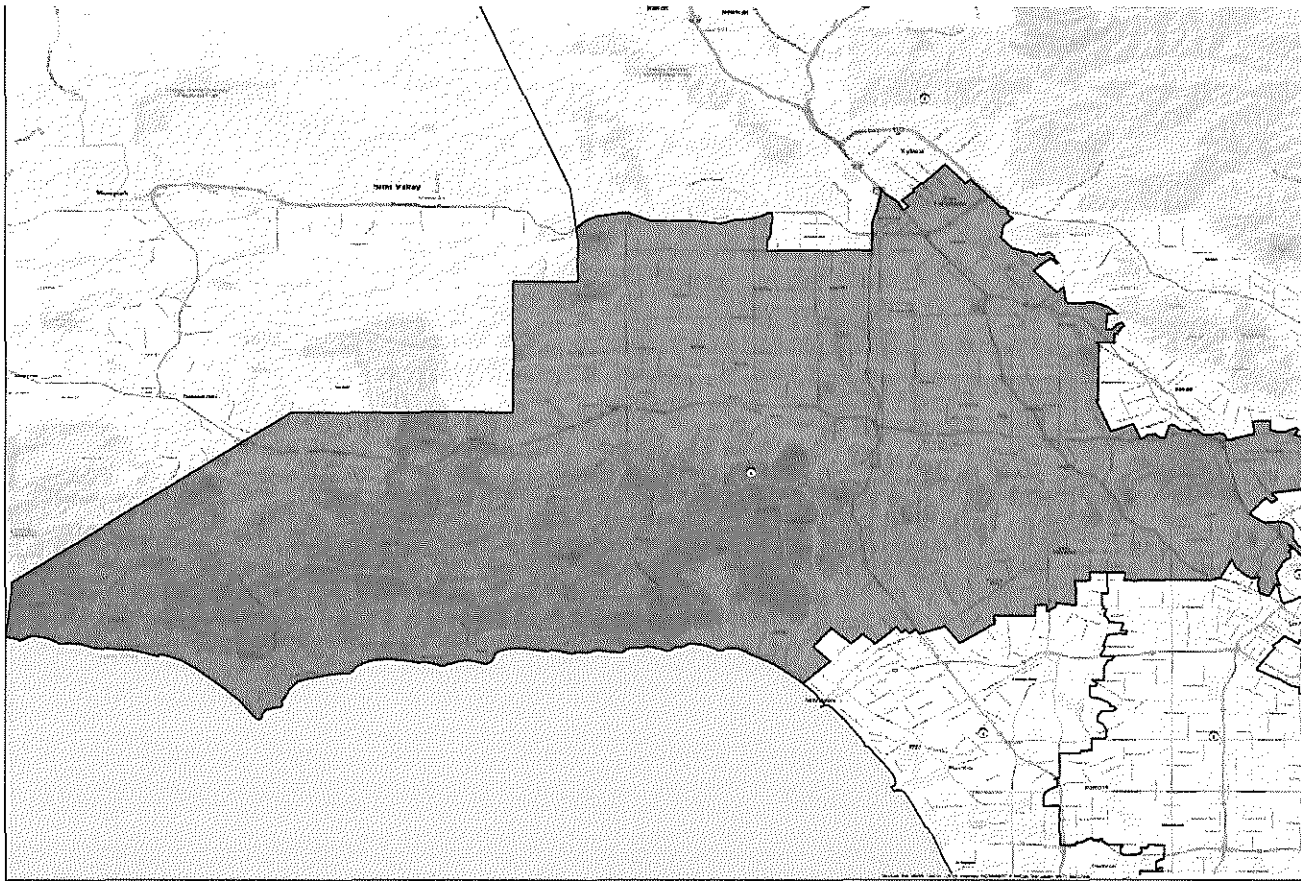
Name	Total Pop	Deviation	Deviation %
2	2,020,611	11,026	0.55%

Total Pop, VAP, CVAP



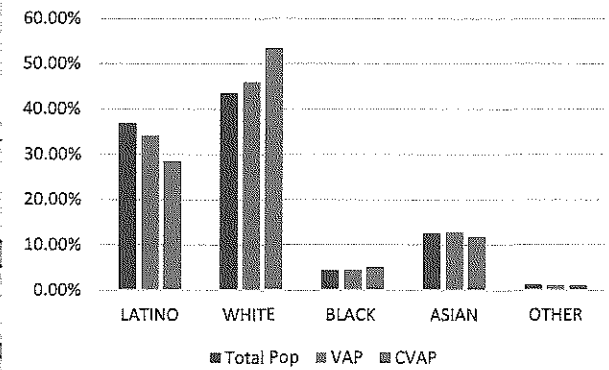
District 2	Total Pop	VAP	CVAP
LATINO	66.93%	63.61%	54.15%
WHITE	5.96%	6.92%	9.19%
BLACK	17.05%	18.07%	26.57%
ASIAN	7.98%	9.36%	8.86%
OTHER	0.73%	0.67%	1.23%

District 3



Name	Total Pop	Deviation	Deviation %
3	2,004,374	-5,211	-0.26%

Total Pop, VAP, CVAP



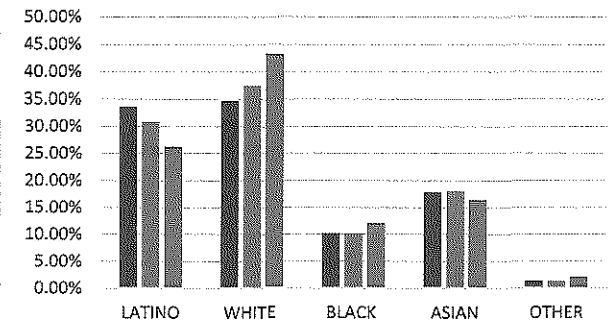
District 3	Total Pop	VAP	CVAP
LATINO	36.94%	34.17%	28.50%
WHITE	43.58%	45.99%	53.38%
BLACK	4.45%	4.58%	5.17%
ASIAN	12.54%	12.91%	11.81%
OTHER	1.24%	1.16%	1.13%

District 4



Name	Total Pop	Deviation	Deviation %
4	1,971,558	-38,027	-1.89%

Total Pop, VAP, CVAP

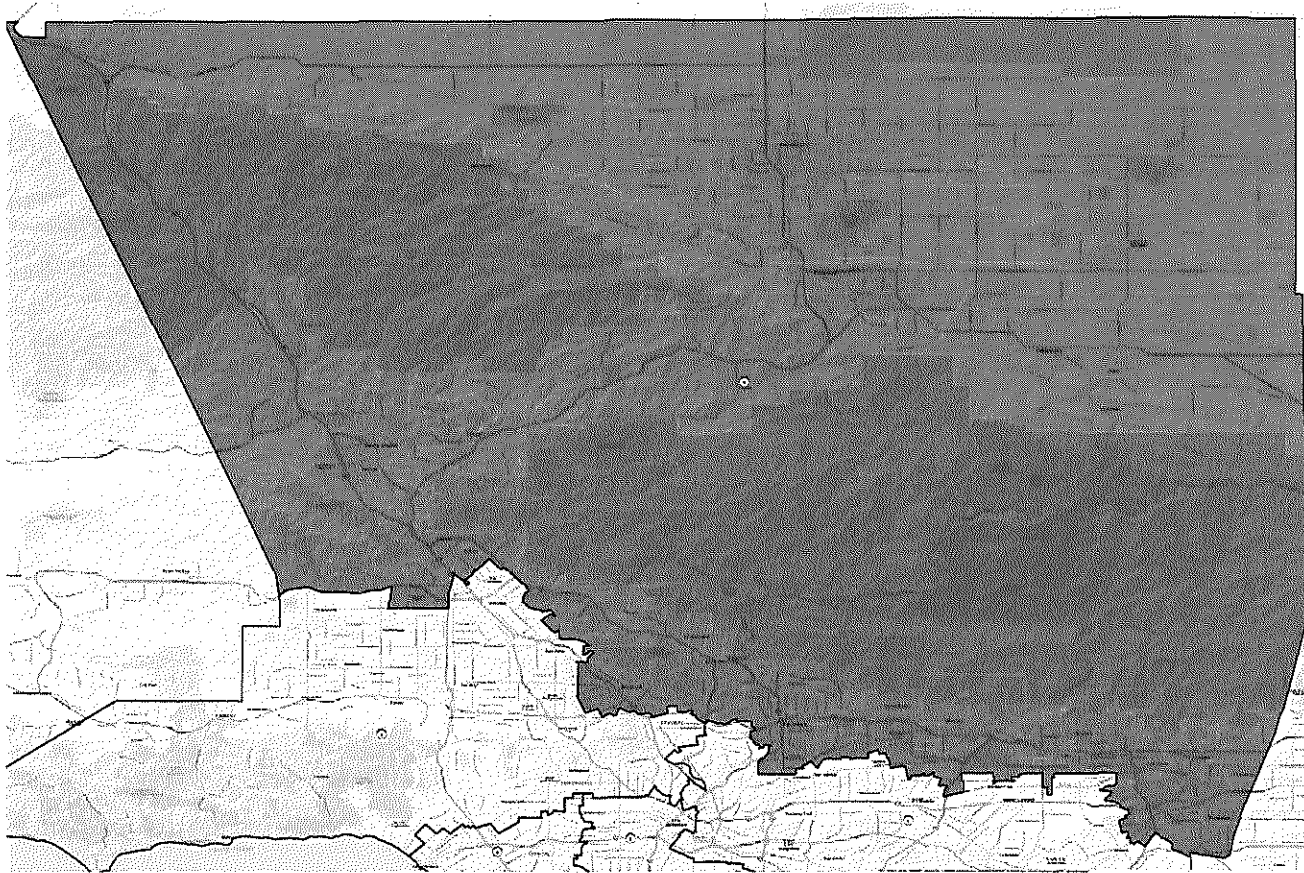


■ Total Pop ■ VAP ■ CVAP



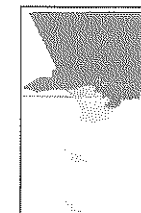
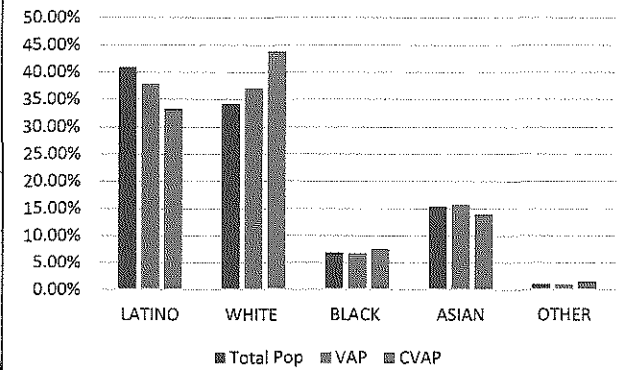
District 4	Total Pop	VAP	CVAP
LATINO	33.62%	30.84%	26.30%
WHITE	34.70%	37.44%	43.22%
BLACK	10.14%	10.15%	12.02%
ASIAN	17.86%	18.07%	16.43%
OTHER	1.35%	1.30%	2.03%

District 5



Name	Total Pop	Deviation	Deviation %
5	1,987,895	-21,690	-1.08%

Total Pop, VAP, CVAP



District 5	Total Pop	VAP	CVAP
LATINO	40.93%	37.92%	33.31%
WHITE	34.20%	37.12%	43.72%
BLACK	6.83%	6.66%	7.50%
ASIAN	15.40%	15.74%	13.96%
OTHER	1.02%	0.96%	1.50%



LOS ANGELES COUNTY **REDISTRICTING 2021**

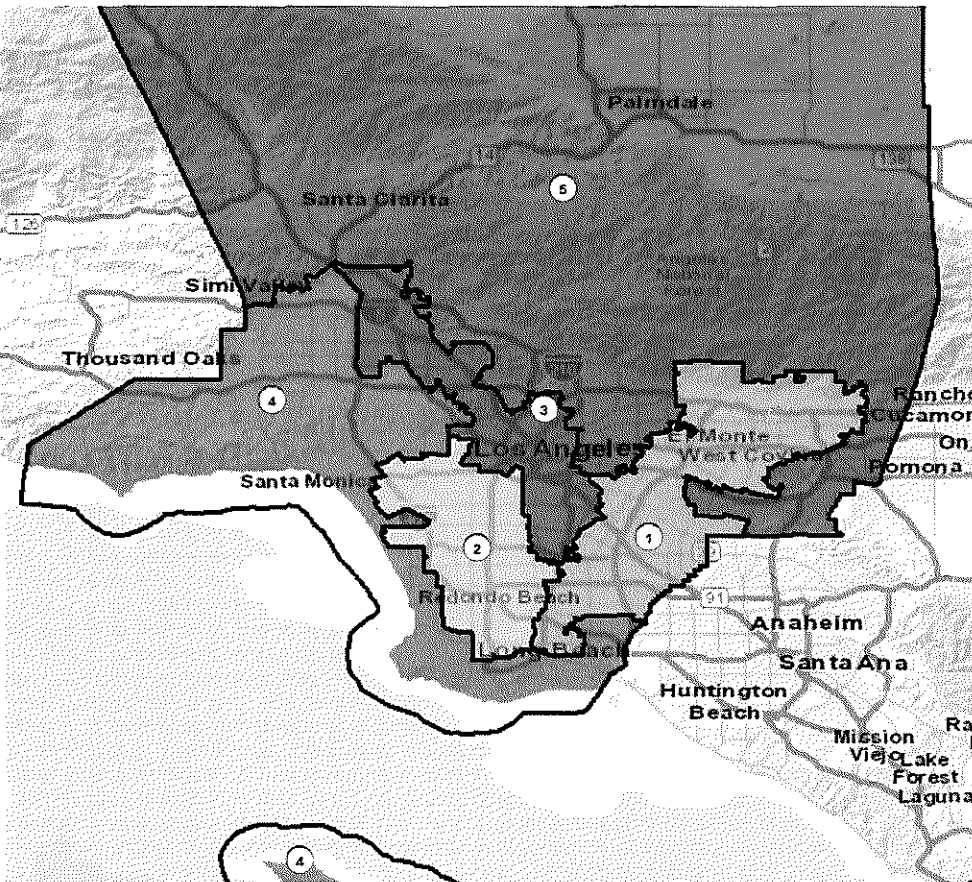
ANALYSIS OF Draft Plan
Name: Draft Map C

Presentation to the County of LOS ANGELES
CITIZENS REDISTRICTING COMMISSION

ARCBridge Consulting & Training Inc.
www.arcbridge.com



Plan Name: Draft Map C

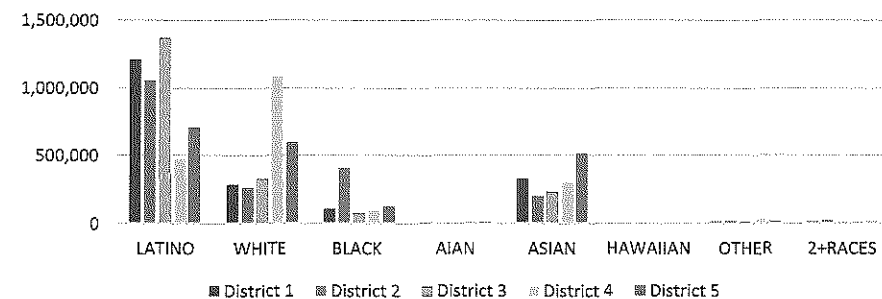


Maximum Deviation – 3.61%

Name	Total Pop	Deviation	Deviation %
1	1,977,715	-31,870	-1.59%
2	1,993,817	-15,768	-0.78%
3	2,050,335	40,750	2.03%
4	2,033,004	23,419	1.17%
5	1,993,055	-16,530	-0.82%

District	Latino	%	White	%	Black	%	Asian	%
1	1,210,333	61.20%	287,372	14.53%	108,079	5.46%	328,125	16.59%
2	1,057,310	53.03%	265,157	13.30%	409,959	20.56%	203,619	10.21%
3	1,370,936	66.86%	331,506	16.17%	77,333	3.77%	235,305	11.48%
4	472,596	23.25%	1,087,347	53.48%	102,131	5.02%	306,029	15.05%
5	710,528	35.65%	594,559	29.83%	125,329	6.29%	515,014	25.84%

Ethnic and Racial Information by District



CENSUS 2020 POPULATION AND CITIZEN VOTING AGE POPULATION

TOTAL POPULATION

	District 1	District 2	District 3	District 4	District 5
LATINO	1,210,333	1,057,310	1,370,936	472,596	710,528
LATINO %	61.20%	53.03%	66.86%	23.25%	35.65%
WHITE	287,372	265,157	331,506	1,087,347	594,559
WHITE%	14.53%	13.30%	16.17%	53.48%	29.83%
BLACK	108,079	409,959	77,333	102,131	125,329
BLACK %	5.46%	20.56%	3.77%	5.02%	6.29%
AIAN	9,552	6,690	7,665	13,261	12,091
AIAN %	0.48%	0.34%	0.37%	0.65%	0.61%
ASIAN	328,125	203,619	235,305	306,029	515,014
ASIAN %	16.59%	10.21%	11.48%	15.05%	25.84%
HAWAIIAN	7,974	7,593	2,161	4,874	3,037
HAWAIIAN %	0.40%	0.38%	0.11%	0.24%	0.15%
OTHER	14,017	19,708	15,458	31,394	17,882
OTHER %	0.71%	0.99%	0.75%	1.54%	0.90%
2+RACES	12,263	23,781	9,971	15,372	14,615
2+RACES%	0.62%	1.19%	0.49%	0.76%	0.73%
TOTAL	1,977,715	1,993,817	2,050,335	2,033,004	1,993,055

VOTING AGE POPULATION

	District 1	District 2	District 3	District 4	District 5
	896,249	762,948	1,027,734	360,083	515,719
	58.18%	49.63%	63.37%	21.36%	32.76%
	252,948	229,893	294,224	943,062	505,694
	16.42%	14.95%	18.14%	55.94%	32.12%
	83,524	326,794	65,352	83,032	94,628
	5.42%	21.26%	4.03%	4.93%	6.01%
	8,271	5,585	6,515	11,441	10,036
	0.54%	0.36%	0.40%	0.68%	0.64%
	274,823	173,804	207,942	249,420	422,623
	17.84%	11.30%	12.82%	14.79%	26.84%
	6,239	5,999	1,720	3,874	2,402
	0.40%	0.39%	0.11%	0.23%	0.15%
	9,950	14,228	10,939	24,078	12,968
	0.65%	0.93%	0.67%	1.43%	0.82%
	8,511	18,158	7,246	10,868	10,267
	0.55%	1.18%	0.45%	0.64%	0.65%
	1,540,515	1,537,409	1,621,672	1,685,858	1,574,337

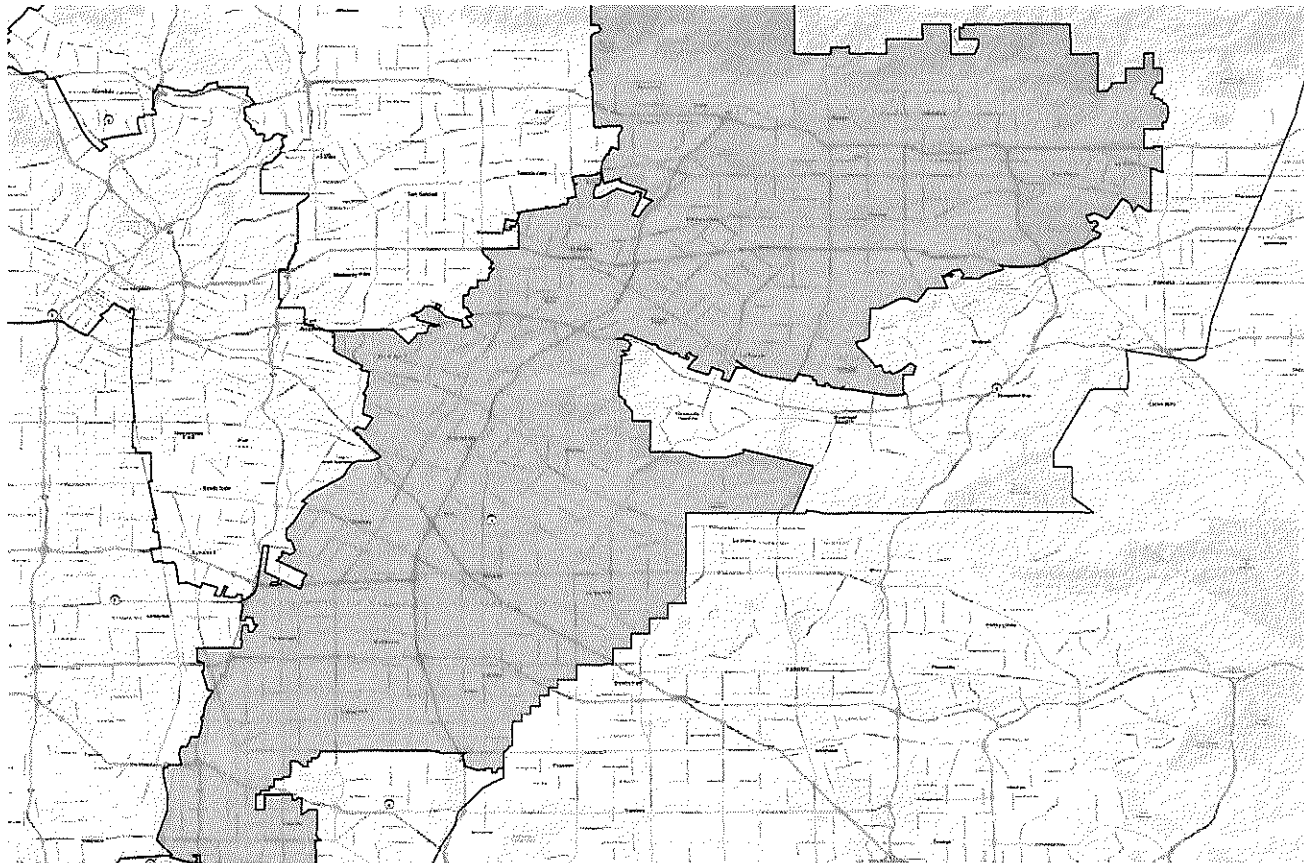
CITIZEN VOTING AGE POPULATION

	District 1	District 2	District 3	District 4	District 5
	682,668	456,284	661,235	269,631	381,953
	54.09%	39.72%	57.56%	18.44%	29.53%
	271,546	210,487	264,996	908,372	488,277
	21.52%	18.32%	23.07%	62.11%	37.76%
	81,163	338,362	61,711	78,903	90,004
	6.43%	29.45%	5.37%	5.40%	6.96%
	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A
	208,197	124,101	148,741	185,625	315,106
	16.50%	10.80%	12.95%	12.69%	24.37%
	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A
	18,476	19,509	12,158	19,883	17,925
	1.46%	1.70%	1.06%	1.36%	1.39%
	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A
	1,262,050	1,148,743	1,148,840	1,462,414	1,293,264

NUMBER OF SPLIT CITIES/CSAS, LA CITY NEIGHBORHOOD COUNCILS, COIS

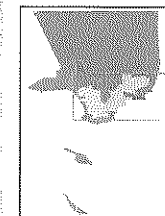
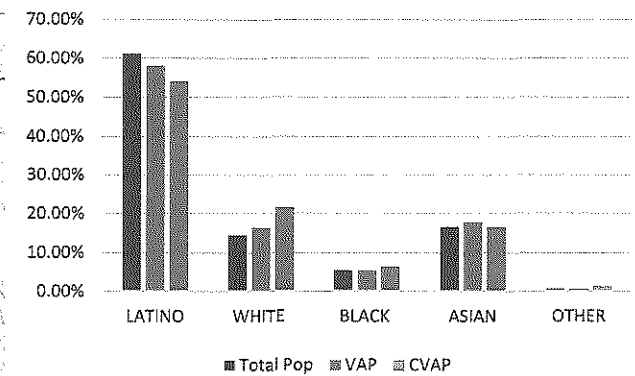
	Number of Districts with Polsby Popper-Compactness Score of >.2	# Majority Minority Districts		Splits		Community of Interest Models (COI)		
		Based on Total Population	Based on CVAP	Consolidated Statistical Areas (CSAs) # CSAs	Neighborhood Councils	COI A	COI B	COI C
Max Deviation								
3.61	2	3	2	43	30	17	16	19

District 1



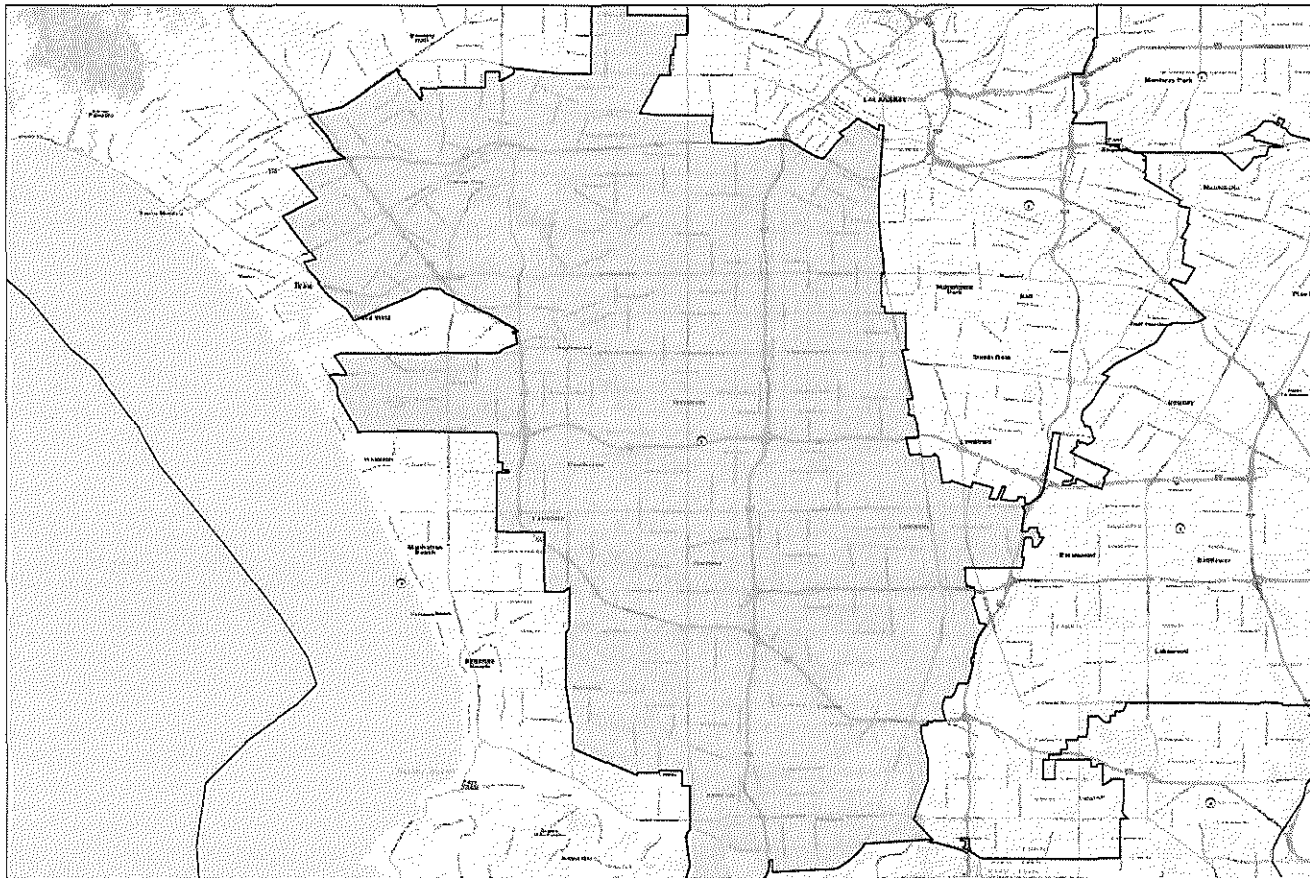
Name	Total Pop	Deviation	Deviation %
1	1,977,715	-31,870	-1.59%

Total Pop, VAP, CVAP



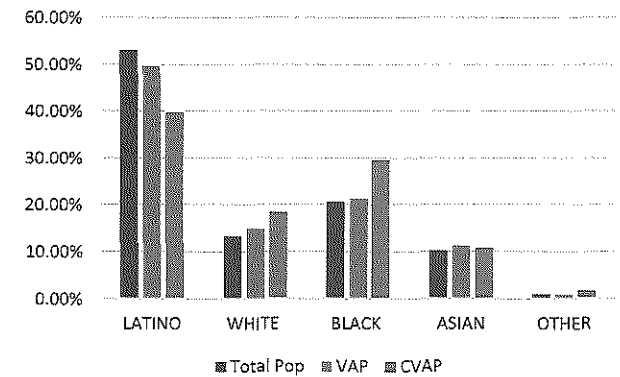
District 1	Total Pop	VAP	CVAP
LATINO	61.20%	58.18%	54.09%
WHITE	14.53%	16.42%	21.52%
BLACK	5.46%	5.42%	6.43%
ASIAN	16.59%	17.84%	16.50%
OTHER	0.71%	0.65%	1.46%

District 2



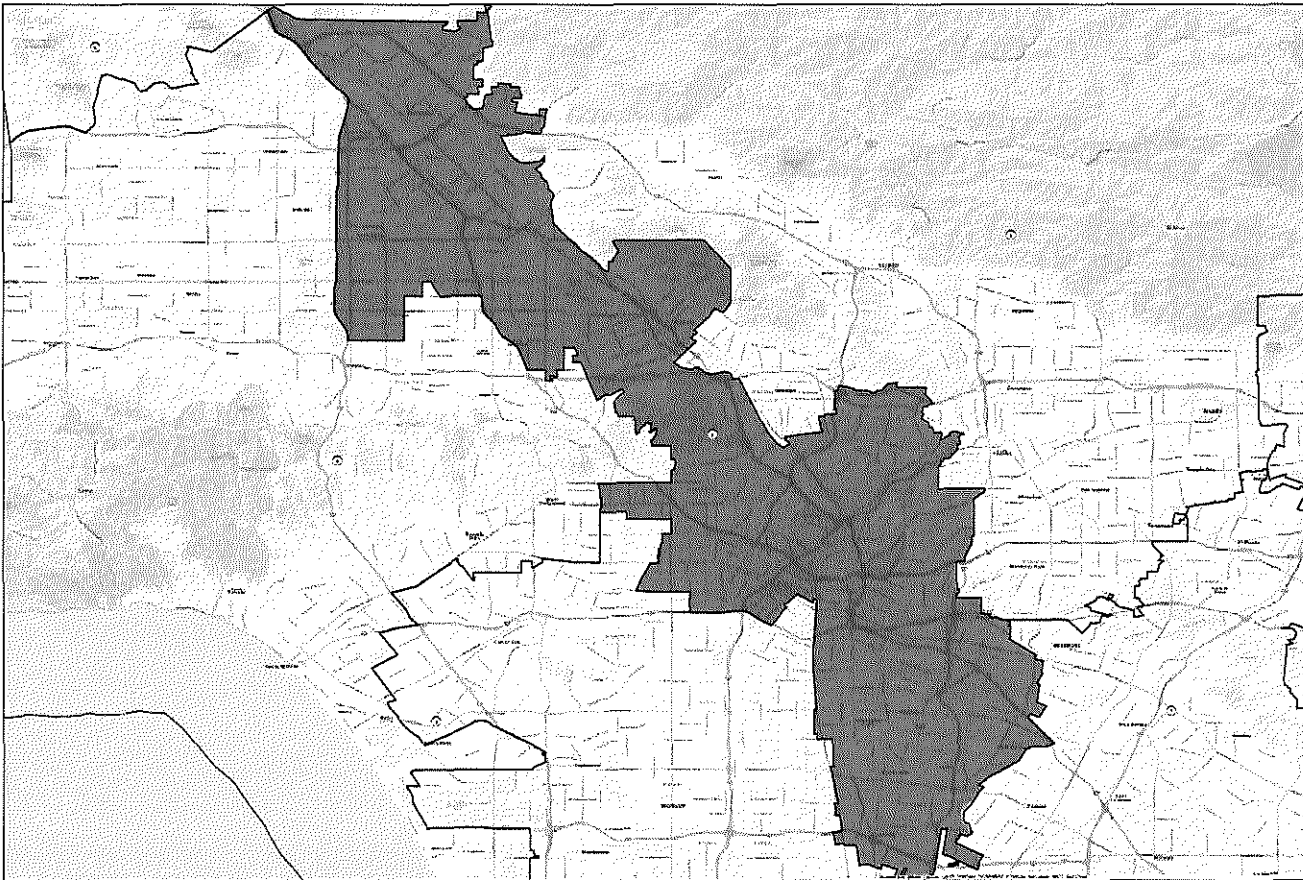
Name	Total Pop	Deviation	Deviation %
2	1,993,817	-15,768	-0.78%

Total Pop, VAP, CVAP



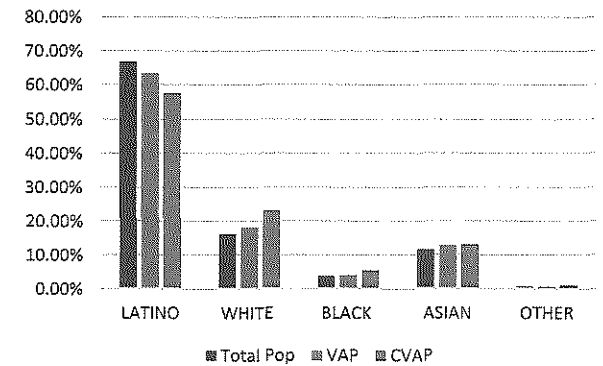
District 2	Total Pop	VAP	CVAP
LATINO	53.03%	49.63%	39.72%
WHITE	13.30%	14.95%	18.32%
BLACK	20.56%	21.26%	29.45%
ASIAN	10.21%	11.30%	10.80%
OTHER	0.99%	0.93%	1.70%

District 3



Name	Total Pop	Deviation	Deviation %
3	2,050,335	40,750	2.03%

Total Pop, VAP, CVAP



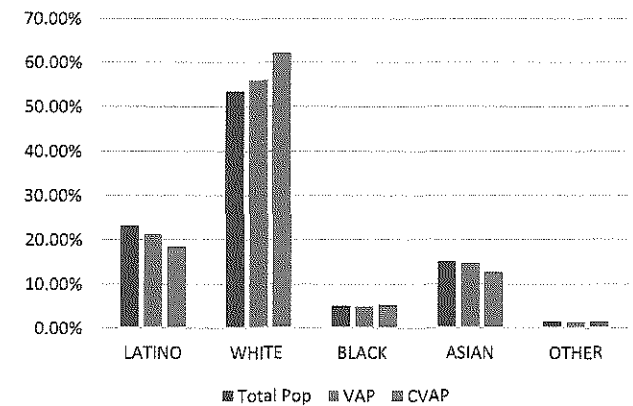
District 3	Total Pop	VAP	CVAP
LATINO	66.86%	63.37%	57.56%
WHITE	16.17%	18.14%	23.07%
BLACK	3.77%	4.03%	5.37%
ASIAN	11.48%	12.82%	12.95%
OTHER	0.75%	0.67%	1.06%

District 4



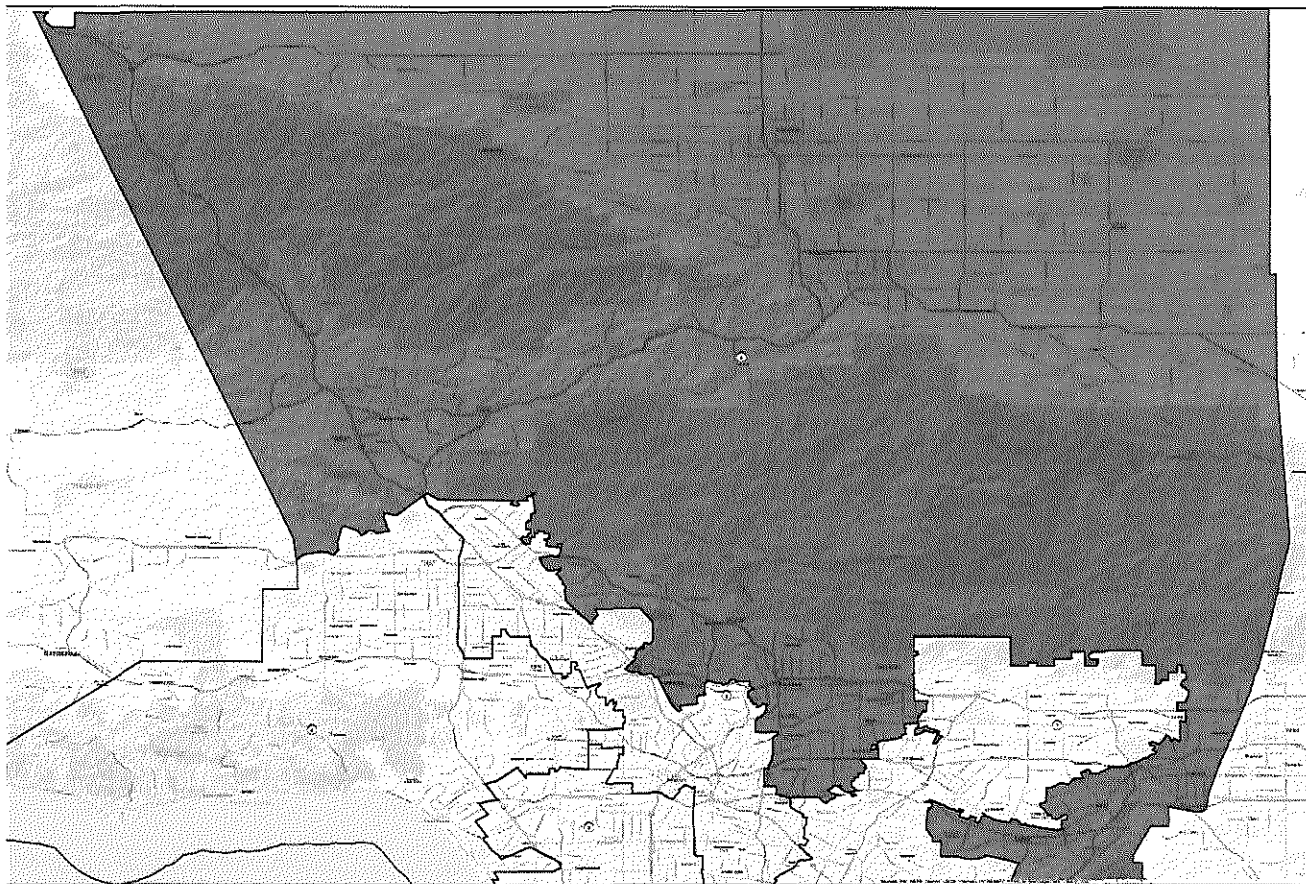
Name	Total Pop	Deviation	Deviation %
4	2,033,004	23,419	1.17%

Total Pop, VAP, CVAP



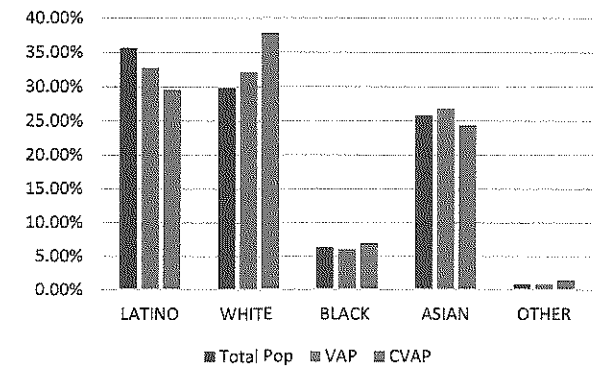
District 4	Total Pop	VAP	CVAP
LATINO	23.25%	21.36%	18.44%
WHITE	53.48%	55.94%	62.11%
BLACK	5.02%	4.93%	5.40%
ASIAN	15.05%	14.79%	12.69%
OTHER	1.54%	1.43%	1.36%

District 5



Name	Total Pop	Deviation	Deviation %
5	1,993,055	-16,530	-0.82%

Total Pop, VAP, CVAP



District 5	Total Pop	VAP	CVAP
LATINO	35.65%	32.76%	29.53%
WHITE	29.83%	32.12%	37.76%
BLACK	6.29%	6.01%	6.96%
ASIAN	25.84%	26.84%	24.37%
OTHER	0.90%	0.82%	1.39%

Attachment “B”

City	Current	A	B	C	D	New Map
Alhambra	5	1	1	5	1	5
Arcadia	5	5	5	5	1	5
Azusa	1	1	5	1	1	5
Baldwin Park	1	1	1	1	1	5
Bradbury	5	5	5	1	1	5
Claremont	1	5	5	5	5	5
Covina	5	1	1	1	1	5
Diamond Bar	4	4	1	5	1	1
Duarte	5	5	5	1	1	5
El Monte	1	1	1	1	1	5
Glendora	5	5	5	1	1	5
Industry	1	1	1	5	5	1
Irwindale	1	1	5	1	1	5
La Canada Flintridge	5	5	5	5	5	5
La Puente	1	1	1	1	1	1
La Verne	5	5	5	1	5	5
Monrovia	5	5	5	1	1	5
Montebello	1	1	1	1	1	1
Monterey Park	1	1	1	5	1	5
Pasadena	5	5	5	5	5	5
Pomona	1	4	5	5	1	5
Rosemead	1	1	1	5	1	5
San Dimas	5	5	5	1	5	5
San Gabriel	5	1	1	5	1	5
San Marino	5	5	5	5	1	5
Sierra Madre	5	5	5	5	5	5
South El Monte	1	1	1	1	1	5
South Pasadena	5	1	5	5	5	5
Temple City	5	5	1	5	1	5
Walnut	1	5	1	5	1	5
West Covina	1	1	1	1	1	5
District 1	14	15	15	15	23	4
District 4	1	2	0	0	0	0
District 5	16	14	16	16	8	27

Cities that would change current district based on new maps

No Changes (Maps A-D)	A (7)	B (9)	C (14)	D (13)	New Map (12)
Baldwin Park (1)	Alhambra	Alhambra	Bradbury	Alhambra	Azusa
El Monte (1)	Claremont	Azusa	Claremont	Arcadia	Baldwin Park
La Canada Flintridge (5)	Covina	Claremont	Covina	Bradbury	Claremont
La Puente (1)	Pomona	Covina	Diamond Bar	Claremont	Diamond Bar
Montebello (1)	San Gabriel	Diamond Bar	Duarte	Covina	El Monte
Pasadena (5)	South Pasadena	Irwindale	Glendora	Diamond Bar	Irwindale
Sierra Madre (5)	Walnut	Pomona	Industry	Duarte	Monterey Park
South El Monte (1)		San Gabriel	La Verne	Glendora	Pomona
West Covina (1)		Temple City	Monrovia	Industry	Rosemead
			Monterey Park	Monrovia	South El Monte
			Pomona	San Gabriel	Walnut
			Rosemead	San Marino	West Covina
			San Dimas	Temple City	
			Walnut		

- ☒ City Council
- ☐ Successor Agency
- ☐ Housing Authority
- ☐ Reclamation Authority
- ☐ Joint Powers Authority

City of
IRWINDALE
AGENDA REPORT

Date: November 10, 2021
To: Honorable Mayor and Members of the City Council
From: William K. Tam, City Manager
Issue: Alfred F. Herrera Softball Field Lighting

City Manager's Recommendation:

Option 1: Adopt Resolution No. 2021-103-3315, entitled "A Resolution of the City Council of the City of Irwindale Waiving Formal Bidding Procedures Pursuant to Irwindale Municipal Code Section 3.44.080(E), Authorizing the Issuance of a Purchase Order and Authorizing the City Manager to Enter into a Purchase Agreement with Musco Sports Lighting, LLC, and Appropriating Funds to Retro-fit the Existing Light Poles with a New LED Lighting System at the Alfred F. Herrera Softball Field."

-Or-

Option 2: Adopt Resolution No. 2021-104-3316, entitled "A Resolution of the City Council of the City of Irwindale Waiving Formal Bidding Procedures Pursuant to Irwindale Municipal Code Section 3.44.080(E), Authorizing the Issuance of a Purchase Order and Authorizing the City Manager to Enter into a Purchase Agreement with Musco Sports Lighting, LLC, and Appropriating Funds to Install Six (6) New Poles and a New Lighting System at the Alfred F. Herrera Softball Field"

-Or-

Option 3: Adopt Resolution No. 2021-105-3317, entitled "A Resolution of the City Council of the City of Irwindale Waiving Formal Bidding Procedures Pursuant to Irwindale Municipal Code Section 3.44.080(E), Authorizing the Issuance of a Purchase Order, and Authorizing the City Manager to Enter into a Purchase Agreement with Musco Sports Lighting, LLC, Appropriating Funds to Install Six (6) New Poles and a New Lighting System at the Alfred F. Herrera Softball Field, and Additional Lighting for the Aquatics Center/Pool Area and Playground.

Administrative Action:

Prepared/Submitted by:

Elizabeth Rodriguez, Public Services Director
(626) 430-2211

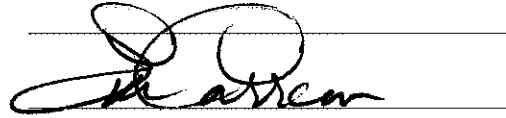


Reviewed by:

Adrian R. Guerra, City Attorney

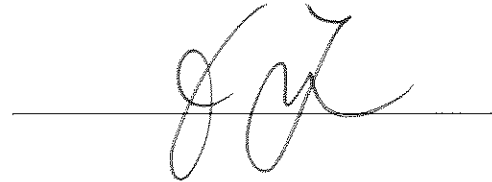
Electronically Approved

Eva Carreon, Finance Director / City Treasurer



Approved by:

William Tam, City Manager



Background and Analysis:

1. The current lighting system at the Alfred F. Herrera Softball Field (Softball Field) is extremely outdated and approximately half of the light bulbs are not working.

The current lighting system consists of the following:

- Six (6) light poles with a total of 50 light fixtures/bulbs;
 - Two (2) light poles are approximately 80' high. Each pole has two rows of six (6) light fixtures/bulbs.
 - Two (2) light poles are approximately 70' high with two rows of fixtures. One (1) row has four (4) light fixtures/bulbs and the other row has three (3) light fixtures/bulbs.
 - Another two (2) light poles are approximately 70' high with one row of six (6) light fixtures.
 - An electrical panel is installed on each of the light poles.
 - An electrical box consisting of the light switches that enables staff to turn the lights on and off, three contactors that keep the breakers on when in use, and an area that identifies the voltage and function of the lighting system is located on the north side of the Softball Field just east of the north dugout.
2. The existing light poles in the Softball Field were installed in the 1960s. The lighting fixtures on these poles were last updated in 2003. In 2004, an annual budget of \$1,500 was allocated to replace the light bulbs. For the past 17 years, the light bulbs on these fixtures have had to be replaced almost every year and the cost dramatically increased to \$9,611.16 in 2019, which included the cost for the bulbs, required repairs, labor, use of a lift and increased liability. To date, the three contactors located in the electrical box are extremely loud, outdated and need to be replaced/upgraded, 23 of the 50 light bulbs are out and need to be replaced; and four (4) of the six (6) electrical panels need to be replaced/updated. The required repairs to the existing system are extensive and costly. New technology has made the lighting system obsolete and staff has not been able to replace many of the light bulbs in the past few of years due to the extensive repairs required. As such, staff is unable to rent out this facility for night use.
 3. In 2019, staff received a quote to retrofit the lighting to LED and the lighting was going to be part of the Irwindale Park Improvement Project. However, the cost to retrofit the lighting is required to go to the lowest bidder, which also meant the possibility of getting the lowest quality lighting system. Additionally, the softball field lighting is parallel and adjacent to City residents. It is important that any lighting system installed in this area have a low glare and controlled spill so that there is

not an adverse effect on the daily lives of the City's residents located in this area. Therefore, the softball lighting retrofit was pulled from the project and staff reached out to Musco Sports Lighting, LLC due to their specialized design, manufacture experience, and the award of contract #071619-MSL on Sourcwell, a cooperative purchasing organization for governments, nonprofits, and many more organizations.

4. Musco Sports Lighting has been in business since 1976 and is known worldwide for providing energy efficient and cost effective lighting solutions with controlled spill light and glare for Little League fields, local parks, airports, football stadiums and more. Musco Sports Lighting has an innovative easy system management program called Control-Link that allows for 24/7/365 monitoring. Authorized City staff are able to schedule, control, and manage the softball field lights from a smart phone, through Musco Sports Lighting's website, by email or by phone. The system will provide staff with usage data reports that will assist with understanding the City's energy cost savings as well as high usage times.
5. Irwindale Municipal Code Section 3.44.080(E) states that the city council can dispense with bidding when "through cooperative purchasing with the state, the county, and other public agencies, the advantages of large-scale buying may be obtained." Here, staff proposes the purchase and installation of a softball field lighting system by a cooperative purchase through Sourcwell, a service cooperative created by the Minnesota legislature as a local unit of government (Minn. Const. art. XII, sec. 3). All education and government entities, as well as nonpublic schools and nonprofit organizations, may participate with Sourcwell as a participating agency for cooperative purchases.
6. Musco Sports Lighting provided staff with a quote to retrofit to LED lighting or install a completely new LED system including new poles. The costs are outlined below:

	OPTION 1	OPTION 2
	Retrofit to LED Costs	New Poles/LED Costs
Musco Materials	\$135,000.00	\$212,000.00
Estimated Taxes (10.25%)	\$ 13,837.00	\$ 21,730.00
Installation	\$ 58,500.00	\$268,800.00
Soils Report	N/A	\$ 10,000.00
Total	\$207,337.00	\$512,530.00
Payment/Performance Bond	\$ 1,420.00	\$ 1,420.00
10% Contingency	\$ 20,734	\$ 51,253.00
Grand Total	\$229,491	\$565,203.00

7. Under the Retrofit to LED option, or Option 1, the product assurance and warranty program includes materials and onsite labor, eliminating 100% of the City's maintenance costs for 10 years. It should be noted that the age of the poles might determine that the existing poles may require replacement long before the light fixtures will require upgrading.

8. The product assurance and warranty program for the New Poles/LED option, Options 2 and 3, includes materials and onsite labor, eliminating 100% of the City's maintenance costs for 25 years. The furthest pole located on the northeast side and the furthest pole on the southwest side of the Softball Field will be eliminated. The new locations of these two poles will be near the Outside Volleyball Court and the far northwest end of the Playground. Both new poles will be located just outside the Softball Field area, south of the fencing.
9. Due to the new placement of the two new poles and the existing four poles remaining in the same location, there are additional add-ons available with the New Poles/LED option. The additional costs are outlined below should the City Council decide to move forward with any additional add-ons at this time:

Additional Add-ons	Costs
Outdoor Volleyball Court:	\$16,000
Playground:	\$ 8,000
Aquatics Center/Pool Area:	\$20,000

The conduit and wiring will already be in place should the City Council decide to add lighting to these areas in the future.

10. This report was presented to the Parks & Recreation Commission at its regular scheduled meeting on October 6, 2021. The Commission recommends the installation of new poles, a LED lighting system, and the additional lighting for the Aquatics Center/Pool Area and Playground. Should the City Council decide to move forward with this option (Option 3), the following outlines the total cost:

	OPTION 3
	New Poles/LED Costs
Musco Materials	\$212,000.00
Estimated Taxes (10.25%)	\$ 21,730.00
Installation	\$268,800.00
Soils Report	\$ 10,000.00
Aquatics Center/Pool Area	\$ 20,000.00
Playground	\$ 8,000.00
Total	\$540,530.00
Payment/Performance Bond	\$ 1,420.00
10% Contingency	\$ 54,053.00
Grand Total	\$596,003.00

Fiscal Impact:

Funding is not budgeted for any improvements included in Options 1, 2 or 3, and therefore an appropriation would be required to fund the chosen option. The table below summarizes the costs for each Option for the Council's consideration. All options require

the installation of new LED lighting, which will provide some cost savings to the City's energy bill.

	OPTION 1	OPTION 2	OPTION 3
	Retrofit to LED Costs	New Poles/ LED Costs	New Poles, LED, Additional Lighting
Musco Materials	\$135,000.00	\$212,000.00	\$212,000.00
Estimated Taxes (10.25%)	\$ 13,837.00	\$ 21,730.00	\$ 21,730.00
Installation	\$ 58,500.00	\$268,800.00	\$268,800.00
Soils Report	N/A	\$ 10,000.00	\$ 10,000.00
Aquatics Center/Pool Area	N/A	N/A	\$ 20,000.00
Playground	N/A	N/A	\$ 8,000.00
Total	\$207,337.00	\$512,530.00	\$540,530.00
Payment/Performance Bond	\$ 1,420.00	\$ 1,420.00	\$ 1,420.00
10% Contingency	\$ 20,734.00	\$ 51,253.00	\$ 54,053.00
Grand Total	\$229,491.00	\$565,203.00	\$596,003.00

The State of California Department of Parks and Recreation Office of Grants and Local Services (OGALS) has allocated to the City of Irwindale \$178,846 in grant funding from the California Drought, Water, Parks, Climate, Coastal Protection, and Outdoor Access for All Act of 2018.

The project costs for each option above are eligible to be subsidized by this grant funding up to the allocation amount of \$178,846. Therefore, the appropriations required for each Option are listed in the table below:

	Option 1	Option 2	Option 3
Total Project Cost	229,491	565,203	596,003
State Grant Fund	178,846	178,846	178,846
General Fund	50,645	386,357	417,157
Total Appropriation	229,491	565,203	596,003

This is a reimbursement grant, which means the funds must be expended first, then submitted for reimbursement. Additionally, there is a local match requirement of 25% of the grant funds, or \$44,711.50. The General Fund portion for each of the options listed is sufficient to meet the match requirement.

Attachment(s):

1. Resolution No. 2021-103-3315
2. Resolution No. 2021-104-3316
3. Resolution No. 2021-105-3317

RESOLUTION NO. 2021-103-3315

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE WAIVING
FORMAL BIDDING PROCEDURES PURSUANT TO IRWINDALE MUNICIPAL CODE
SECTION 3.44.080(E), AUTHORIZING THE ISSUANCE OF A PURCHASE ORDER
AND AUTHORIZING THE CITY MANAGER TO ENTER INTO A PURCHASE
AGREEMENT WITH MUSCO SPORTS LIGHTING, LLC, AND APPROPRIATING
FUNDS TO RETRO-FIT THE EXISTING LIGHT POLES
WITH A NEW LED LIGHTING SYSTEM AT THE
ALFRED F. HERRERA SOFTBALL FIELD**

WHEREAS, the current lighting system at the Alfred F. Herrera Softball Field is extremely outdated and approximately half of the light bulbs are not working. This system consists of six (6) light poles, 50 light fixtures/bulbs, six (6) electrical panels on each light pole, and an electrical box that houses the light switches, three (3) contactors, and identifies voltage and function of the lighting system; and

WHEREAS, the existing light poles in the Softball Field were installed in the 1960s. The lighting fixtures were last updated in 2003 and an annual budget of \$1,500 was allocated in 2004 to replace the light bulbs each year. In 2019, after 17 years of cost increases to replace these light bulbs, the cost dramatically increased to almost \$10,000 due to the cost of bulbs, required repairs, labor, use of a lift and increased liability. The contactors are extremely loud, outdated and require replacement/update; and

WHEREAS, new technology has made the current lighting system obsolete; and

WHEREAS, the Softball Field lighting is parallel and adjacent to City residents, therefore, the lighting system installed should be low glare and controlled spill as to not have an adverse effect on the daily lives of these residents; and

WHEREAS, Irwindale Municipal Code ("IMC") Section 3.44.080(E) states that the City Council can dispense with bidding when "through cooperative purchasing with the state, the county, and other public agencies, the advantages of large-scale buying may be obtained"; and

WHEREAS, staff proposes to hire Musco Sports Lighting, LLC to retro-fit the lighting system to LED using the existing poles by a cooperative purchase through Sourcewell, a service cooperative created by the Minnesota legislature as a local unit of government (Minn. Const. art. XII, sec. 3); and

WHEREAS, education and government entities, as well as nonpublic schools and nonprofit organizations, may participate with Sourcewell as a participating agency for cooperative purchases; and

WHEREAS, the selection of Musco Sports Lighting, LLC was made based on its award of contract #071619-MSL from Sourcewell on August 29, 2019 and a quote obtained by staff; and

WHEREAS, the City Council now desires to dispense with formal bidding procedures pursuant to IMC section 3.44.080(E), authorize the issuance of a purchase order to, and execution of a purchase agreement with, Musco Sports Lighting, LLC to retro-fit the lighting system to LED using the existing poles, and appropriate \$229,491, which includes a 10% contingency, for the purchase and retro-fit to a new LED lighting system; and

WHEREAS, the State of California Department of Parks and Recreation Office of Grants and Local Services (OGALS) has allocated to the City of Irwindale \$178,846 in grant funding from the California Drought, Water, Parks, Climate, Coastal Protection, and Outdoor Access for All Act of 2018 for which this project cost is eligible.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF IRWINDALE DOES HEREBY RESOLVE, DETERMINE, AND ORDER AS FOLLOWS:

SECTION 1. The City Council hereby finds the Recitals above true and correct and incorporates them herein by this reference.

SECTION 2. The City Council hereby finds that a cooperative purchase through Sourcewell, a service cooperative created by the Minnesota legislature as a local unit of government (Minn. Const. art. XII, sec. 3), is authorized pursuant to Irwindale Municipal Code Section 3.44.080(E).

SECTION 3. The City Council of the City of Irwindale hereby waives the formal bidding process pursuant to Irwindale Municipal Code Section 3.44.080(E) and authorizes the issuance of a purchase order to Musco Sports Lighting, LLC.

SECTION 4. The City Council of the City of Irwindale hereby authorizes and appropriates funding in the amount of \$178,846 to the State Grant Fund's revenue and expenditure budget. The remaining amount of \$50,645 shall be appropriated from the General Fund reserves into the General Fund Transfers Out account. The entire cost of the project of \$229,491, for the purchase and retro-fit a new LED lighting system using the existing poles at the Alfred F. Herrera Softball Field, shall also be appropriated in the Capital Projects Fund 48, as this is where all capital projects are accounted for.

SECTION 5. The City Council of the City of Irwindale hereby authorizes the City Manager to enter into a purchase agreement with Musco Sports Lighting, LLC, in the amount of \$208,757 with a 10% contingency in the amount of \$20,734, which totals \$229,491 to purchase and retro-fit a new LED lighting system using the existing poles at the Alfred F. Herrera Softball Field.

SECTION 6. If any section, subsection, sentence, clause, phrase, or portion of this Resolution, or the application thereof to any person or circumstances, is, for any reason, held invalid or unconstitutional by any court of competent jurisdiction, such invalidity or

unconstitutionality shall not affect the application of any other section, subsection, sentence, clause, phrase, or portion of this Resolution, and to this end the invalid or unconstitutional section, subsection, sentence, clause, phrase of this Resolution are declared to be severable. The City Council hereby declares that it would have adopted this Resolution and each section, subsection, sentence, clause, phrase, part or portion thereof, irrespective of the fact that any one or more sections, subsections, sentences, clauses, phrases, parts or portions thereof be declared invalid or unconstitutional.

SECTION 7. The Chief Deputy City Clerk shall certify the adoption of this Resolution which shall, in turn, have immediate effect.

PASSED, APPROVED and ADOPTED this 10th day of November 2021.

H. Manuel Ortiz, Mayor

ATTEST:

Laura M. Nieto, MMC
Chief Deputy City Clerk

STATE OF CALIFORNIA }
COUNTY OF LOS ANGELES } ss.
CITY OF IRWINDALE }

I, Laura M. Nieto, Chief Deputy City Clerk of the City of Irwindale, do hereby certify that the foregoing Resolution No. 2021-103-3315 duly adopted by the City Council of the City of Irwindale, at a regular meeting held on the 10th day of November 2021, by the following vote:

AYES: Councilmembers:

NOES: Councilmembers:

ABSENT: Councilmembers:

ABSTAIN: Councilmembers:

Laura M. Nieto, MMC
Chief Deputy City Clerk

RESOLUTION NO. 2021-104-3316

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE WAIVING FORMAL BIDDING PROCEDURES PURSUANT TO IRWINDALE MUNICIPAL CODE SECTION 3.44.080(E), AUTHORIZING THE ISSUANCE OF A PURCHASE ORDER AND AUTHORIZING THE CITY MANAGER TO ENTER INTO A PURCHASE AGREEMENT WITH MUSCO SPORTS LIGHTING, LLC, AND APPROPRIATING FUNDS TO INSTALL SIX (6) NEW POLES AND A NEW LED LIGHTING SYSTEM AT THE ALFRED F. HERRERA SOFTBALL FIELD

WHEREAS, the current lighting system at the Alfred F. Herrera Softball Field is extremely outdated and approximately half of the light bulbs are not working. This system consists of six (6) light poles, 50 light fixtures/bulbs, six (6) electrical panels on each light pole, and an electrical box that houses the light switches, three (3) contactors, and identifies voltage and function of the lighting system; and

WHEREAS, the existing light poles in the Softball Field were installed in the 1960s. The lighting fixtures were last updated in 2003 and an annual budget of \$1,500 was allocated in 2004 to replace the light bulbs each year. In 2019, after 17 years of cost increases to replace these light bulbs, the cost dramatically increased to almost \$10,000 due to the cost of bulbs, required repairs, labor, use of a lift and increased liability. The contactors are extremely loud, outdated and require replacement/update; and

WHEREAS, new technology has made the current lighting system obsolete; and

WHEREAS, the Softball Field lighting is parallel and adjacent to City residents, therefore, the lighting system installed should be low glare and controlled spill as to not have an adverse effect on the daily lives of these residents; and

WHEREAS, Irwindale Municipal Code ("IMC") Section 3.44.080(E) states that the City Council can dispense with bidding when "through cooperative purchasing with the state, the county, and other public agencies, the advantages of large-scale buying may be obtained"; and

WHEREAS, staff proposes to hire Musco Sports Lighting, LLC to retro-fit the lighting system to LED using the existing poles by a cooperative purchase through Sourcewell, a service cooperative created by the Minnesota legislature as a local unit of government (Minn. Const. art. XII, sec. 3); and

WHEREAS, education and government entities, as well as nonpublic schools and nonprofit organizations, may participate with Sourcewell as a participating agency for cooperative purchases; and

WHEREAS, the selection of Musco Sports Lighting, LLC was made based on its award of contract #071619-MSL from Sourcewell on August 29, 2019 and a quote obtained by staff; and

WHEREAS, the City Council now desires to dispense with formal bidding procedures pursuant to IMC section 3.44.080(E), authorize the issuance of a purchase order to, and execution of a purchase agreement with, Musco Sports Lighting, LLC to purchase and install six (6) new poles and a new LED lighting system, and appropriate \$565,203, which includes a 10% contingency, for the purchase and installation of six (6) new poles and a new LED lighting system; and

WHEREAS, the State of California Department of Parks and Recreation Office of Grants and Local Services (OGALS) has allocated to the City of Irwindale \$178,846 in grant funding from the California Drought, Water, Parks, Climate, Coastal Protection, and Outdoor Access for All Act of 2018 for which this project cost is eligible.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF IRWINDALE DOES HEREBY RESOLVE, DETERMINE, AND ORDER AS FOLLOWS:

SECTION 1. The City Council hereby finds the Recitals above true and correct and incorporates them herein by this reference.

SECTION 2. The City Council hereby finds that a cooperative purchase through Sourcewell, a service cooperative created by the Minnesota legislature as a local unit of government (Minn. Const. art. XII, sec. 3), is authorized pursuant to Irwindale Municipal Code Section 3.44.080(E).

SECTION 3. The City Council of the City of Irwindale hereby waives the formal bidding process pursuant to Irwindale Municipal Code Section 3.44.080(E) and authorizes the issuance of a purchase order to Musco Sports Lighting, LLC.

SECTION 4. The City Council of the City of Irwindale hereby authorizes and appropriates funding in the amount of \$178,846 to the State Grant Fund's revenue and expenditure budget. The remaining amount of \$386,357 shall be appropriated from the General Fund reserves into the General Fund Transfers Out account. The entire cost of the project of \$565,203, for the purchase and installation of six (6) new poles and a new LED lighting system at the Alfred F. Herrera Softball Field, shall also be appropriated in the Capital Projects Fund 48, as this is where all capital projects are accounted for.

SECTION 5. The City Council of the City of Irwindale hereby authorizes the City Manager to enter into a purchase agreement with Musco Sports Lighting, LLC, in the amount of \$513,950 with a 10% contingency in the amount of \$51,253, which totals \$565,203 to purchase and install six (6) new poles and a new LED lighting system at the Alfred F. Herrera Softball Field.

SECTION 6. If any section, subsection, sentence, clause, phrase, or portion of this Resolution, or the application thereof to any person or circumstances, is, for any reason, held invalid or unconstitutional by any court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the application of any other section, subsection, sentence, clause, phrase, or portion of this Resolution, and to this end the invalid or

unconstitutional section, subsection, sentence, clause, phrase of this Resolution are declared to be severable. The City Council hereby declares that it would have adopted this Resolution and each section, subsection, sentence, clause, phrase, part or portion thereof, irrespective of the fact that any one or more sections, subsections, sentences, clauses, phrases, parts or portions thereof be declared invalid or unconstitutional.

SECTION 7. The Chief Deputy City Clerk shall certify the adoption of this Resolution which shall, in turn, have immediate effect.

PASSED, APPROVED and ADOPTED this 10th day of November 2021.

H. Manuel Ortiz, Mayor

ATTEST:

Laura M. Nieto, MMC
Chief Deputy City Clerk

STATE OF CALIFORNIA }
COUNTY OF LOS ANGELES } ss.
CITY OF IRWINDALE }

I, Laura M. Nieto, Chief Deputy City Clerk of the City of Irwindale, do hereby certify that the foregoing Resolution No. 2021-104-3316 duly adopted by the City Council of the City of Irwindale, at a regular meeting held on the 10th day of November 2021, by the following vote:

AYES: Councilmembers:

NOES: Councilmembers:

ABSENT: Councilmembers:

ABSTAIN: Councilmembers:

Laura M. Nieto, MMC
Chief Deputy City Clerk

RESOLUTION NO. 2021-105-3317

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRWINDALE WAIVING FORMAL BIDDING PROCEDURES PURSUANT TO IRWINDALE MUNICIPAL CODE SECTION 3.44.080(E), AUTHORIZING THE ISSUANCE OF A PURCHASE ORDER AND AUTHORIZING THE CITY MANAGER TO ENTER INTO A PURCHASE AGREEMENT WITH MUSCO SPORTS LIGHTING, LLC, APPROPRIATING FUNDS TO INSTALL SIX (6) NEW POLES AND A NEW LED LIGHTING SYSTEM AT THE ALFRED F. HERRERA SOFTBALL FIELD AND ADDITIONAL LIGHTING FOR THE AQUATICS CENTER/POOL AREA AND PLAYGROUND.

WHEREAS, the current lighting system at the Alfred F. Herrera Softball Field is extremely outdated and approximately half of the light bulbs are not working. This system consists of six (6) light poles, 50 light fixtures/bulbs, six (6) electrical panels on each light pole, and an electrical box that houses the light switches, three (3) contactors, and identifies voltage and function of the lighting system; and

WHEREAS, the existing light poles in the Softball Field were installed in the 1960s. The lighting fixtures were last updated in 2003 and an annual budget of \$1,500 was allocated in 2004 to replace the light bulbs each year. In 2019, after 17 years of cost increases to replace these light bulbs, the cost dramatically increased to almost \$10,000 due to the cost of bulbs, required repairs, labor, use of a lift and increased liability. The contactors are extremely loud, outdated and require replacement/update; and

WHEREAS, new technology has made the current lighting system obsolete; and

WHEREAS, the Softball Field lighting is parallel and adjacent to City residents; therefore, the lighting system installed should be low glare and controlled spill as to not have an adverse effect on the daily lives of these residents; and

WHEREAS, Irwindale Municipal Code ("IMC") Section 3.44.080(E) states that the City Council can dispense with bidding when "through cooperative purchasing with the state, the county, and other public agencies, the advantages of large-scale buying may be obtained"; and

WHEREAS, staff proposes to hire Musco Sports Lighting, LLC to retro-fit the lighting system to LED using the existing poles by a cooperative purchase through Sourcewell, a service cooperative created by the Minnesota legislature as a local unit of government (Minn. Const. art. XII, sec. 3); and

WHEREAS, education and government entities, as well as nonpublic schools and nonprofit organizations, may participate with Sourcewell as a participating agency for cooperative purchases; and

WHEREAS, the selection of Musco Sports Lighting, LLC was made based on its award of contract #071619-MSL from Sourcewell on August 29, 2019 and a quote obtained by staff; and

WHEREAS, the City Council now desires to dispense with formal bidding procedures pursuant to IMC section 3.44.080(E), authorize the issuance of a purchase order to, and execution of a purchase agreement with, Musco Sports Lighting, LLC to purchase and install six (6) new poles and a new LED lighting system for the Alfred F. Herrera Softball Field and additional lighting for the Aquatics Center/Pool Area and Playground, and appropriate \$596,003, which includes a 10% contingency, for the purchase and installation of six (6) new poles and a new LED lighting system, and additional lighting for the Aquatics Center/Pool Area and Playground, and

WHEREAS, the State of California Department of Parks and Recreation Office of Grants and Local Services (OGALS) has allocated to the City of Irwindale \$178,846 in grant funding from the California Drought, Water, Parks, Climate, Coastal Protection, and Outdoor Access for All Act of 2018 for which this project cost is eligible.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF IRWINDALE DOES HEREBY RESOLVE, DETERMINE, AND ORDER AS FOLLOWS:

SECTION 1. The City Council hereby finds the Recitals above true and correct and incorporates them herein by this reference.

SECTION 2. The City Council hereby finds that a cooperative purchase through Sourcewell, a service cooperative created by the Minnesota legislature as a local unit of government (Minn. Const. art. XII, sec. 3), is authorized pursuant to Irwindale Municipal Code Section 3.44.080(E).

SECTION 3. The City Council of the City of Irwindale hereby waives the formal bidding process pursuant to Irwindale Municipal Code Section 3.44.080(E) and authorizes the issuance of a purchase order to Musco Sports Lighting, LLC.

SECTION 4. The City Council of the City of Irwindale hereby authorizes and appropriates funding in the amount of \$178,846 to the State Grant Fund's revenue and expenditure budget. The remaining amount of \$417,157 shall be appropriated from the General Fund reserves into the General Fund Transfers Out account. The entire cost of the project of \$596,003, for the purchase and installation of six (6) new poles and a new LED lighting system at the Alfred F. Herrera Softball Field and additional lighting for the Aquatics Center/Pool Area and Playground.

SECTION 5. The City Council of the City of Irwindale hereby authorizes the City Manager to enter into a purchase agreement with Musco Sports Lighting, LLC, in the amount of \$541,940 with a 10% contingency in the amount of \$54,053, which totals \$596,003 to purchase and install six (6) new poles and a new LED lighting system at the

Alfred F. Herrera Softball Field and additional lighting for the Aquatics Center/Pool Area and Playground.

SECTION 6. If any section, subsection, sentence, clause, phrase, or portion of this Resolution, or the application thereof to any person or circumstances, is, for any reason, held invalid or unconstitutional by any court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the application of any other section, subsection, sentence, clause, phrase, or portion of this Resolution, and to this end the invalid or unconstitutional section, subsection, sentence, clause, phrase of this Resolution are declared to be severable. The City Council hereby declares that it would have adopted this Resolution and each section, subsection, sentence, clause, phrase, part or portion thereof, irrespective of the fact that any one or more sections, subsections, sentences, clauses, phrases, parts or portions thereof be declared invalid or unconstitutional.

SECTION 7. The Chief Deputy City Clerk shall certify the adoption of this Resolution which shall, in turn, have immediate effect.

PASSED, APPROVED and ADOPTED this 10th day of November 2021.

H. Manuel Ortiz, Mayor

ATTEST:

Laura M. Nieto, MMC
Chief Deputy City Clerk

STATE OF CALIFORNIA }
COUNTY OF LOS ANGELES } ss.
CITY OF IRWINDALE }

I, Laura M. Nieto, Chief Deputy City Clerk of the City of Irwindale, do hereby certify that the foregoing Resolution No. 2021-105-3317 duly adopted by the City Council of the City of Irwindale, at a regular meeting held on the 10th day of November 2021, by the following vote:

AYES: Councilmembers:

NOES: Councilmembers:

ABSENT: Councilmembers:

ABSTAIN: Councilmembers:

Laura M. Nieto, MMC
Chief Deputy City Clerk

IRWINDALE CITY COUNCIL CHAMBERS
5050 N. IRWINDALE AVENUE
IRWINDALE, CALIFORNIA 91706

SA Item 1A1

SEPTEMBER 8, 2021
WEDNESDAY
7:32 P.M.

The Irwindale **SUCCESSOR AGENCY TO THE IRWINDALE COMMUNITY REDEVELOPMENT AGENCY** met in regular session at the above time and place.

ROLL CALL:

Present: Councilmembers Albert F. Ambriz, Mark A. Breceda, Manuel R. Garcia; Mayor Pro Tem Larry G. Burrola; Mayor H. Manuel Ortiz

Present: Theresa Olivares, Assistant City Manager; Adrian Guerra, City Attorney; Ty Henshaw, Chief of Police; Arsanious Hanna, Director of Engineering / Building Official; Eva Carreon, Finance Director / City Treasurer; Jeanette Duran, Finance Manager; Marilyn Simpson, Community Development Director; Mary Hull, Human Resources Manager, Elizabeth Rodriguez, Public Services Director; Jeff Wagner, Information Technology Manager; Iris Espino, Assistant to the City Manager; and Laura Nieto, Chief Deputy City Clerk

SPONTANEOUS COMMUNICATIONS

There were no speakers.

CONSENT CALENDAR

MOTION

A motion was made by Councilmember Breceda, seconded by Councilmember Garcia, to approve Consent Calendar, reading resolutions and ordinances by title only and waiving further reading thereof. The motion was unanimously approved.

ITEM NO. 1A1
MINUTES

MINUTES

The following minutes were approved:

- 1) Regular meeting held June 23, 2021.

END OF CONSENT CALENDAR

NEW BUSINESS

None.

PUBLIC HEARINGS

None.

ADJOURNMENT

There being no further business to conduct, the meeting was adjourned at 7:33 p.m.

Laura M. Nieto, MMC
Chief Deputy City Clerk

IRWINDALE CITY COUNCIL CHAMBERS
5050 N. IRWINDALE AVENUE
IRWINDALE, CALIFORNIA 91706

SA Item 1A2

SEPTEMBER 22, 2021
WEDNESDAY
8:45 P.M.

The Irwindale **SUCCESSOR AGENCY TO THE IRWINDALE COMMUNITY REDEVELOPMENT AGENCY** met in regular session at the above time and place.

ROLL CALL:

Present: Councilmembers Albert F. Ambriz, Mark A. Breceda, Mayor Pro Tem Larry G. Burrola, Mayor H. Manuel Ortiz

Absent: Councilmember Manuel R. Garcia

Present: William Tam, City Manager; Theresa Olivares, Assistant City Manager; Adrian Guerra, City Attorney; Robert Avila, Police Sergeant; Arsanious Hanna, Director of Engineering / Building Official; Eva Carreon, Finance Director / City Treasurer; Jeanette Duran, Finance Manager; Marilyn Simpson, Community Development Director; Mary Hull, Human Resources Manager, Elizabeth Rodriguez, Public Services Director; Jeff Wagner, Information Technology Manager; Iris Espino, Assistant to the City Manager; and Laura Nieto, Chief Deputy City Clerk

SPONTANEOUS COMMUNICATIONS

DENA ZEPEDA

Dena Zepeda thanked the Recreation, Public Works Services, and Senior Center Department for their wonderful programs.

CARMEN ROMAN

Carmen Roman asked about purchasing city vehicles.

SUZANNE GOMEZ

Suzanne Gomez also thanked the Recreation and Aquatics Departments and commended them for the Healthy Irwindale program. She also suggested having the city's lobbyists work to improve the city's housing programs.

CONSENT CALENDAR

MOTION

A motion was made by Councilmember Breceda, seconded by Mayor Pro Tem Burrola, to approve Consent Calendar, reading resolutions and ordinances by title only and waiving further reading thereof. The motion was unanimously approved; Councilmember Garcia absent.

ITEM NO. 1A1
MINUTES

MINUTES

The following minutes were approved:

1) Regular meeting held July 28, 2021.

ITEM 1B
WARRANTS

WARRANTS

The warrants were approved.

END OF CONSENT CALENDAR

NEW BUSINESS

None.

PUBLIC HEARINGS

None.

ADJOURNMENT

There being no further business to conduct, the meeting was adjourned at 8:52 p.m.

Laura M. Nieto, MMC
Chief Deputy City Clerk

**IRWINDALE CITY COUNCIL CHAMBERS
5050 N. IRWINDALE AVENUE
IRWINDALE, CALIFORNIA 91706**

HA Item 1A1

**SEPTEMBER 8, 2021
WEDNESDAY
7:33 P.M.**

The Irwindale **HOUSING AUTHORITY** met in regular session at the above time and place.

ROLL CALL:

Present: Board Members Albert F. Ambriz, Mark A. Breceda, Manuel R. Garcia; Vice Chair Larry G. Burrola; Chair H. Manuel Ortiz

Also present: Theresa Olivares, Assistant Executive Director; Adrian Guerra, Board Attorney; Ty Henshaw, Police Chief; Arsanious Hanna, Director of Engineering / Building Official; Eva Carreon, Finance Director / City Treasurer; Jeanette Duran, Finance Manager; Marilyn Simpson, Community Development Director; Mary Hull, Human Resources Manager, Elizabeth Rodriguez, Public Services Director; Jeff Wagner, Information Technology Manager; Iris Espino, Assistant to the City Manager; and Laura Nieto, Chief Assistant Authority Secretary

**SPONTANEOUS
COMMUNICATIONS**

DENA ZEPEDA

Dena Zepeda complained about current requirements under the Las Casitas Senior Apartment rental program, and about non Irwindale residents having received Las Casitas apartments in the past.

CONSENT CALENDAR

MOTION

A motion was made by Board Member Breceda, seconded by Chair Ortiz, to approve Consent Calendar, reading resolutions and ordinances by title only and waiving further reading thereof, with the exception of Item No. 1C, which Board Member Breceda abstained on.

BOARD ATTORNEY
GUERRA

Board Attorney Guerra suggested that, in light of Board Member Breceda's abstention on Item No. 1C, the motion to approve the Consent Calendar be made by a different Board Member.

MOTION

A motion was made by Vice Chair Burrola, seconded by Chair Ortiz, to approve the Consent Calendar, reading resolutions and ordinances by title only and waiving further reading thereof. The motion was unanimously approved; Board Member Breceda abstaining on Item No. 1C.

**ITEM NO. 1A
MINUTES**

MINUTES

The following minutes were approved:

- 1) Regular meeting held July 14, 2021

ITEM NO. 1B
INVESTMENT
QUARTERLY REPORT

INVESTMENT QUARTERLY REPORT

The Investment Quarterly Report for December 31, 2020, was received and filed.

ITEM NO. 1C
CONSIDERATION OF
APPROVAL –
SUBORDINATION OF
HOME PURCHASE
LOAN AT 2409 ALICE
RODRIGUEZ CIRCLE

CONSIDERATION OF APPROVAL – SUBORDINATION OF HOME
PURCHASE LOAN AT 2409 ALICE RODRIGUEZ CIRCLE

1) The request by Diane Martino for the Housing Authority to subordinate its loan to a new loan made in a refinancing was approved, subject to all conditions established by the Irwindale Housing Authority's Guidelines, Policies, and Procedures for the Olson Housing Purchase Program, and 2) the Executive Director was Authorized to execute the Subordination Agreement subject to Authority Counsel approval as to form.

ITEM NO. 1D
AMENDMENT OF
OLSON GUIDELINES
TO ADD
SUBORDINATION
PROCEDURES

AMENDMENT OF OLSON GUIDELINES TO ADD SUBORDINATION
PROCEDURES

The amendment of the "Olson" Irwindale Housing Authority Guidelines, Policies, and Procedures to add procedures for subordination of agency loans was approved.

NEW BUSINESS

None.

PUBLIC HEARINGS

None.

ADJOURNMENT

There being no further business to conduct, the meeting was adjourned at 7:37 p.m.

Laura M. Nieto, MMC
Chief Assistant Authority Secretary

**IRWINDALE CITY COUNCIL CHAMBERS
5050 N. IRWINDALE AVENUE
IRWINDALE, CALIFORNIA 91706**

HA Item 1A2

**SEPTEMBER 22, 2021
WEDNESDAY
8:52 P.M.**

The Irwindale **HOUSING AUTHORITY** met in regular session at the above time and place.

ROLL CALL:

Present: Board Members Albert F. Ambriz, Mark A. Breceda,
Vice Chair Larry G. Burrola; Chair H. Manuel Ortiz

Absent: Board Member Manuel R. Garcia

Also present: William Tam, Executive Director; Theresa Olivares, Assistant Executive Director; Adrian Guerra, Board Attorney; Robert Avila, Police Sergeant; Arsanious Hanna, Director of Engineering / Building Official; Eva Carreon, Finance Director / City Treasurer; Jeanette Duran, Finance Manager; Marilyn Simpson, Community Development Director; Mary Hull, Human Resources Manager, Elizabeth Rodriguez, Public Services Director; Jeff Wagner, Information Technology Manager; Iris Espino, Assistant to the City Manager; and Laura Nieto, Chief Assistant Authority Secretary

**SPONTANEOUS
COMMUNICATIONS**

SUZANNE GOMEZ

Suzanne Gomez asked about the possibility of providing internet options for all residents.

DENA ZEPEDA

Dena Zepeda asked if low-income households can have fees waived to build pools in their houses. She also asked for cable "hook ups".

CONSENT CALENDAR

MOTION

A motion was made by Board Member Breceda, seconded by Chair Ortiz, to approve Consent Calendar, reading resolutions and ordinances by title only and waiving further reading thereof. The motion was unanimously approved; Board Member Garcia absent.

BOARD ATTORNEY
GUERRA

Board Attorney Guerra suggested that, in light of Board Member Breceda's abstention on Item No. 1C, the motion to approve the Consent Calendar be made by a different Board Member.

MOTION

A motion was made by Vice Chair Burrola, seconded by Chair Ortiz, to approve the Consent Calendar, reading resolutions and ordinances by title only and waiving further reading thereof. The motion was unanimously approved; Board Member Breceda abstaining on Item No. 1C.

ITEM NO. 1A
MINUTES

MINUTES

The following minutes were approved:

1) Regular meeting held July 28, 2021

NEW BUSINESS

ITEM NO. 2A LAS CASITAS SENIOR AFFORDABLE HOUSING APARTMENT
LAS CASITAS SENIOR COMPLEX
AFFORDABLE HOUSING
APARTMENT COMPLEX

BOARD MEMBER Board Member Breceda declared a potential conflict of interest,
BRECEDA recused himself from discussing this item, and exited the Council
Chambers at 8:56 p.m.

EXECUTIVE DIRECTOR Executive Director Tam presented the staff report.
TAM

BOARD MEMBER Board Member Ambriz spoke on his preference of purchasing the
AMBRIZ lease agreement for Las Casitas Senior Apartments, to which
Executive Director Tam advised that direction from the Board would
be required in order for staff to look into the requested purchase. He
spoke on various issues the tenants are currently experiencing under
Northridge Management.

MOTION A motion was made by Board Member Ambriz to direct staff to
research the feasibility of purchasing the lease agreement for Las
Casitas Senior Apartments.

VICE CHAIR Vice Chair Burrola concurred with Board Member Ambriz and
BURROLA requested for the Board Attorney to investigate the feasibility of the
proposed purchase.

DENA ZEPEDA Dena Zepeda expressed her belief that Northridge Management is not
addressing the tenants' concerns and concurred with Board Member
Ambriz's request.

ROLL CALL The above-mentioned motion was seconded by Vice Chair Burrola
and unanimously approved on roll call vote; Board Members Breceda
and Garcia absent.

PUBLIC HEARINGS None.

ADJOURNMENT There being no further business to conduct, the meeting was
adjourned at 9:03 p.m.

Laura M. Nieto, MMC
Chief Assistant Authority Secretary

☐ City Council
☐ Successor Agency
☒ Housing Authority
☐ Reclamation Authority
☐ Joint Powers Authority

City of
IRWINDALE
AGENDA REPORT

Date: November 10, 2021
To: Honorable Chair and Members of the Housing Authority
From: William K. Tam, Executive Director
Issues: Amendment to the Guidelines, Policies and Procedures for Senior Low/Moderate Income Housing Apartment Rental Program

Executive Director's Recommendation:

1. Adopt Resolution No. HA 2021-08-107, entitled, "A RESOLUTION OF THE BOARD OF DIRECTORS OF THE IRWINDALE HOUSING AUTHORITY APPROVING AN AMENDMENT TO THE GUIDELINES, POLICIES AND PROCEDURES FOR SENIOR LOW/MODERATE INCOME HOUSING APARTMENT RENTAL PROGRAM," reading by title only and waiving further reading thereof.

Prepared and Submitted by:

Jamie Traxler, Assistant Authority Counsel

Electronically Approved

Reviewed by:

Adrian R. Guerra, Authority Counsel

Electronically Approved

Approved by:

William K. Tam, Executive Director



BACKGROUND AND ANALYSIS:

There are currently three (3) units at the Las Casitas Senior Apartment Complex that are available for rent. All three (3) units are designated as extremely low income units. Irwindale Housing Authority staff have been in the process of reviewing applications for eligibility and have put together a preliminary ranking list, based on the priority ranking requirements of the Guidelines, Policies and Procedures For Senior Low/Moderate Income Housing Apartment Rental Program ("Guidelines").

The Guidelines provide detailed requirements for tenant selection and break down the process into four priority categories listed below:

First Priority:

- Must be a senior age 62 or older; and
- income eligible based on the designated income level for the available apartment unit.

Second Priority:

- Disabled – Priority 1
- Veteran – Priority 2
- None of the above - Priority 3

Third Priority:

- Shared Renter for longer than one (1) year prior to Application - Priority 1.
- Shared Renter for less than (1) year prior to Application - Priority 2.
- Persons residing in rental accommodations (single/married) for longer than one (1) year prior to Application - Priority 3.
- Persons residing in rental accommodations (single/married) for less than one (1) year prior to Application - Priority 4.
- Persons owning residence or other residential real property - Priority 5.

Final Priority:

- Category A Continuous Irwindale Resident - Priority 1
- Category B Continuous Resident - Priority 2
- Interrupted Resident - Priority 3
- Former Resident - Priority 4
- Immediate Family Member-Priority 5
- None of the above - Priority 6

These priorities can also be described as preferences. They work by giving applicants a priority or preference for fitting into the above-described categories. The applicant who receives the greatest number of priorities scores the lowest total number of points and would be awarded a unit.

Priority Ranking

While processing applications for the three (3) available units, Staff have been unable to rank all of the applications because the Priority categories do not provide a way to rank applicants who do not qualify for any of the preferences.

For example, for applicants who claim that they are homeless or more generally, claim that they are neither renting nor a homeowner, there is no way to achieve a total ranked score because the Third Priority category assumes that the applicant is either a renter or homeowner and doesn't provide an alternative.

Authority Staff are now recommending an amendment to the Third Priority category to provide for a "None of the above" option, which would be a "catch-all" option and allow the Authority to rank those applicants who do not qualify for any of the preferences listed.

Alternatively, the Authority Board may adopt a priority or preference for homeless individuals, and direct staff to amend the Third Priority criteria with a priority number of the Board's choosing.

Affidavit Procedure

Similar to the First Time Homebuyer's Program, Housing Authority Staff are now recommending an amendment to the Guidelines for applicants to submit affidavits signed and submitted under penalty of perjury in order to verify information that cannot be verified through Documentation as described in Section (D)(1)(j) of the Guidelines, such as birth certificates, current pay check stubs, income tax returns, employment/salary verification, bank statements for all checking and/or savings accounts, telephone records and utility records, hospital admittance records, medical care records, and records of educational institutions and public agencies as the same are relevant to matters pertaining to verification of information submitted.

A formal amendment to the Guidelines would authorize Staff to accept affidavits signed and submitted under penalty of perjury in order to verify information which cannot be readily verified through other means of Documentation.

Administrative Hearing Procedure

The Guidelines require ineligible applicants to be notified, in writing, with a statement why the Applicant has been denied and advising the Applicant of his or her right to appeal the determination in writing within ten (10) days of the letter of denial. Appeals will be heard by the Authority Board and the Authority Board's determination shall be final. In the next few weeks, Staff will be sending letters of ineligibility to many applicants. The Guidelines do not currently provide an appeal procedure for applicants to appeal their ineligibility determination.

Authority Staff are now recommending the adoption of administrative hearing guidelines which will provide a framework for the Board to hold quasi-judicial appeal

hearings. Due process requires at a minimum, sufficient notice of Staff's proposed action and a reasonable opportunity to be heard and present objections to the proposed action by the Board.

In adopting these guidelines, the Authority is ensuring that if a decision of the Board is challenged in court, the proceedings are preserved for the court to review, including a transcript of the hearing and that the relevant party was afforded adequate due process. On judicial review of a decision pursuant to these guidelines, a court would determine whether the relevant party was afforded due process, and whether the Board abused its discretion in making its decision.

Abuse of discretion is determined by an inquiry into whether the decision was supported by substantial evidence. By issuing a written decision that is based on substantial evidence presented at the Board hearing and relevant legal authority, the court is able to determine the whether the reasoning behind the Board's decision was sound. Well-reasoned decisions of the Board which apply the facts of the evidence presented at the hearing to applicable legal authority are less likely to be overturned based on a finding of an abuse of discretion. These guidelines provide a framework and record for the Board to be able to defend the basis and reasoning for its final decision.

Conclusion

It is therefore recommended that the Board Adopt Resolution No. HA 2021-XX-XXX, entitled, "A RESOLUTION OF THE IRWINDALE HOUSING AUTHORITY APPROVING AN AMENDMENT TO THE GUIDELINES, POLICIES AND PROCEDURES FOR SENIOR LOW/MODERATE INCOME HOUSING APARTMENT RENTAL PROGRAM."

FISCAL IMPACT:

None.

ATTACHMENTS:

1. Resolution No. HA 2021-08-107, entitled, "A RESOLUTION OF THE BOARD OF DIRECTORS OF THE IRWINDALE HOUSING AUTHORITY APPROVING AN AMENDMENT TO THE GUIDELINES, POLICIES, AND PROCEDURES FOR SENIOR LOW/MODERATE INCOME HOUSING APARTMENT RENTAL PROGRAM."
2. Redlined Guidelines, Policies and Procedures For Senior Low/Moderate Income Housing Apartment Rental Program

Attachment 1

RESOLUTION NO. HA 2021-08-107

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE IRWINDALE HOUSING AUTHORITY APPROVING AN AMENDMENT TO THE GUIDELINES, POLICIES, AND PROCEDURES FOR SENIOR LOW/MODERATE INCOME HOUSING APARTMENT RENTAL PROGRAM

WHEREAS, pursuant to California Health & Safety Code § 34310 *et seq.*, the Authority has the power to make any by-laws and regulations to carry into the effect of the powers and purposes of the Authority; and

WHEREAS, the Senior Low/Moderate Income Housing Apartment Rental Program provides priorities to those applicants who meet certain criteria listed in the Guidelines, Policies, and Procedures For Senior Low/Moderate Income Housing Apartment Rental Program ("Guidelines"); and

WHEREAS, Staff have been unable to rank all of the applications for the Program because the priority categories do not provide a way to rank applicants who do not qualify for any of the priorities listed; and

WHEREAS, the Irwindale Housing Authority Board wishes to amend the Guidelines to provide a way to rank those applicants who do not qualify for any of the priorities listed; and

WHEREAS, the Irwindale Housing Authority Board wishes to amend the Guidelines to authorize Authority Staff to accept affidavits signed and submitted under penalty of perjury by applicants in order to verify information which cannot be readily verified through other means of Documentation, as defined in the Guidelines; and

WHEREAS, the Irwindale Housing Authority Board wishes to amend the Guidelines, to allow the Irwindale Housing Authority Board to hold administrative hearings on, *inter alia*, appeals by applicants and further review of applications and determinations of eligibility; and

WHEREAS, the adoption of administrative hearing guidelines and procedures is necessary to ensure that applicants are afforded due process and in order to establish and preserve the Authority's administrative record upon judicial review.

NOW, THEREFORE, THE BOARD OF DIRECTORS OF THE IRWINDALE HOUSING AUTHORITY DOES HEREBY RESOLVE, DETERMINE, AND ORDER AS FOLLOWS:

SECTION 1. The Board of Directors of the Irwindale Housing Authority hereby approves the Guidelines, Policies and Procedures For Senior Low/Moderate Income Housing Apartment Rental Program, attached hereto as **Exhibit "A"**.

SECTION 2. The Executive Director is hereby directed to make available to interested persons copies of said Guidelines for use by such persons in the application or administrative hearing process.

SECTION 3. The Chief Authority Assistant Secretary shall certify to the passage and adoption of this Resolution, and the same shall thereupon take immediate effect.

PASSED, APPROVED, AND ADOPTED this 10th day of November, 2021.

H. Manuel Ortiz, Authority Chair

ATTEST

Laura M. Nieto, MMC
Chief Authority Assistant Secretary

STATE OF CALIFORNIA }
COUNTY OF LOS ANGELES } ss.
CITY OF IRWINDALE }

I, Laura M. Nieto, Chief Authority Assistant Secretary of the Irwindale Housing Authority, do hereby certify that the foregoing Resolution No. HA 2021-08-107 was adopted at a regular meeting of the Irwindale Housing Authority held on November 10, 2021, by the following vote:

AYES: Authority Member:

NOES: Authority Member:

ABSENT: Authority Member:

ABSTAIN: Authority Member:

Laura M. Nieto, MMC
Chief Authority Assistant Secretary
Irwindale Housing Authority

Resolution No. HA 2021-08-107

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ATTACHMENT 2

**IRWINDALE HOUSING AUTHORITY
GUIDELINES, POLICIES AND
PROCEDURES FOR
SENIOR LOW/MODERATE INCOME
HOUSING APARTMENT RENTAL
PROGRAM**

Adopted by the:

Irwindale Housing Authority

Approved: March 9, 2011

Revised: May 26, 2021

Revised: November 10, 2021

GUIDELINES, POLICIES, AND PROCEDURES

SECTION 1. GENERAL

The Irwindale Housing Authority (“Authority”) has a goal of providing a multi-family housing stock for Irwindale residents to replace existing substandard housing units and to create safe and sanitary rental opportunities for seniors.

SECTION 2. PROGRAM GUIDELINES, POLICIES AND PROCEDURES

A. Definitions

1. Applicant

A person/family submitting a formal application for consideration and determination of eligibility to rent an apartment hereunder.

2. Application Deadline

The Application Deadline shall be the date established by the Authority as the deadline for submitting Applications for each apartment unit that becomes available.

3. Conflict of Interest

Authority Board members and officers, or management level employees of the Authority are deemed to have a conflict of interest and may not participate in this program. Persons who exercise operational responsibilities relative to any financing pertaining to the apartment project are similarly deemed to have a conflict of interest.

4. Continuous Resident

A “Continuous Resident(s)” shall be placed in two (2) subcategories thereof: Those persons/families continuously residing in Irwindale since at least fifteen (15) year period immediately preceding the Application Deadline shall be identified as “Category A” Continuous Resident. Those persons/families continuously residing in Irwindale for at least thirty-six (36) months but establishing residence on or after fifteen (15) year period immediately preceding the Application Deadline shall be identified as “Category B” Continuous Resident.

5. Disabled Family

- (a) Any person or his/her family member who has a disability or handicap recognized under the Americans with Disabilities Act of 1990, as amended, which includes:
 - (i) a physical or mental impairment that substantially limits one or more of the major life activities of such individual; .
 - (ii) a record of such an impairment; or
 - (iii) being regarded as having such an impairment (42 U.S.C. §12102.)
- (b) A handicap does not include current, illegal use of or addiction to a controlled substance. For purposes of this part, an individual shall not be considered to have a handicap solely because that individual is a transvestite. (24 C.F.R. § 100.201) As used in this definition:
- (c) "Physical or mental impairment" includes:
 - (i) Any physiological disorder or condition, cosmetic; disfigurement, or anatomical loss affecting one or more of the following body systems: Neurological; musculoskeletal; special sense organs; respiratory, including speech organs, cardiovascular; reproductive; digestive; genitourinary; hemic and lymphatic; skin; and endocrine; or
 - (ii) Any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness; and specific learning disabilities. The term "physical or mental impairment" includes, but is not limited to, such diseases and conditions as orthopedic, visual, speech and hearing impairments, cerebral palsy, autism, epilepsy, muscular dystrophy, multiple sclerosis, cancer, heart disease, diabetes, Human Immunodeficiency Virus infection, mental retardation, emotional illness, drug addiction (other than addiction caused by current, illegal use of a controlled substance) and alcoholism.
- (d) "Major life activities" means functions such as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning and working.
- (e) "Has a record of such an impairment" means has a history of, or has been misclassified as having, a mental or physical . impairment that substantially limits one or more major life activities.
- (f) "Is regarded as having an impairment" means:

- (i) Has a physical or mental impairment that does not substantially limit one or more major life activities but that is treated by another person as constituting such a limitation;
- (ii) Has a physical or mental impairment that substantially limits one or more major life activities only as a result of the attitudes of other toward such impairment; or
- (iii) Has none of the impairments defined in paragraph (i) of this definition but is treated by another person as having such an impairment.

Medical certification of a disability or handicap is required from persons claiming disability who are not recipients of benefits under either 42 U.S.C. § 423 (Social Security Act) or § 102 (b) (5) of the Development Services and Facilities Construction Amendments of 1970. The laws and regulations cited in this Section may be amended from time to time by the appropriate governmental authority. Any such amendments that modify the definitions contained herein shall be automatically incorporated without formal action by the Authority.

6. Former Resident

Persons who previously resided within Irwindale for at least thirty-six (36) consecutive months within the fifteen (15) year period immediately preceding the Application Deadline, but who do not currently reside in Irwindale, shall be considered to be Former Residents.

7. Handicapped Person

A person having a disability or handicap, which (a) is expected to be of long continued and indefinite duration, (b) substantially impedes the person's ability to live independently, and (c) is of such a nature that such ability could not be improved by more suitable housing. Any member of a family who is handicapped qualifies that family as a Disabled Family, (See: "*Disabled Family*".)

8. Immediate Family Member

Parents, grandparents, siblings, or children of Continuous Residents are considered to be Immediate Family Members.

9. Income Qualification Criteria

Extremely low, very low, low and moderate income qualification criteria shall be as set forth in Exhibit "A" hereto, which may be amended from time to time without formal action by the Authority or CRA to be consistent with state laws and regulations (Subchapter 2 of Chapter 6.5 of Division 1

of Title 25, California Code of Regulations; see also: California Health and Safety Code §§ 50106, 50105, 50079.5 and 50093.)

10. Interrupted Resident

Any person (or family) who resided in Irwindale for at least thirty-six (36) consecutive months within the fifteen (15) year period immediately preceding the Application Deadline, moved away for a period of time, but has reestablished a bona fide residence within the City limits of Irwindale for at least one year prior to the Application Deadline shall be considered to be an Interrupted Resident.

11. Non-resident

Any person (or family) who is not now and has not been a resident of Irwindale for at least thirty-six (36) consecutive months within the fifteen (15) year period immediately preceding the Application Deadline.

12. Renter

An applicant successfully completing the application process and renting an apartment hereunder.

13. Senior

A Senior is a person who is at least sixty-two (62) years of age or older.

14. Shared Renter

Persons sharing rental accommodations with unrelated persons.

15. Veteran

Any person who has been honorably discharged from one of the military services of the United States shall be considered a Veteran.

B. Eligibility Criteria

Since the Senior Apartment Rental Program is an apartment rental program, there are two (2) primary criteria which must be met to determine eligibility:

1. Income eligibility under § 2.A.9, above.
2. Be a Senior as specified in § 2.A.12, above.

C. Priorities

Eligible applications from persons/families meeting basic income (extremely low, very low, low or moderate income) criteria, shall be processed based upon the following priority schedule and the application procedures in Section 2.D:

1. First Priority Criteria

- (a) Extremely low income persons/family - nine (9) apartment units
[subject to modification]
- (b) Very low income persons/family - six (6) apartment units
[subject to modification]
- (c) Low income persons/families - five (5) apartment units
[subject to modification]
- (d) Moderate income persons/families - five (5) apartment units
[subject to modification]

A primary goal of the Authority is to create, to the extent feasible, sufficient new rental units to meet the projected needs of Irwindale Seniors. Accordingly, and notwithstanding the initial allocations established in § 2. C.1, above, pertaining to the number of units allocated among the income categories, the Authority reserves the right to reallocate the final number of units specified for each income category, if deemed necessary and appropriate, to meet the quantified needs of Irwindale Seniors.

2. Second Priority Criteria

- (a) Disabled Family Priority 1
- (b) Veteran Priority 2
- (c) None of the above Priority 3

3. Third Priority Criteria

- (a) Shared Renter for longer than one (1) year prior to Application - Priority 1.
- (b) Shared Renter for less than (1) year prior to Application - Priority 2.
- (c) Persons residing in rental accommodations (single/married) for longer than one (1) year prior to Application - Priority 3.
- (d) Persons residing in rental accommodations (single/married) for less than one (1) year prior to Application - Priority 4.

(e) Persons owning residence or other residential real property - Priority 5.

(e)(f) None of the above – Priority 6.

4. Final Priority Criteria

- (a) Category A Continuous Irwindale Resident - Priority 1
- (b) Category B Continuous Resident - Priority 2
- (c) Interrupted Resident - Priority 3
- (d) Former Resident - Priority 4
- (e) Immediate Family Member - Priority 5
- (f) None of the above - Priority 6

D. Application Procedure

1. Applications

- (a) Upon commencement of the application process, interested persons will be required to complete and sign an Application. As a material part of the Application, interested persons will be required to execute an authorization and waiver form for release of information from persons, firms, public entities and others who may retain data necessary for a complete analysis of the Application. Data needed will include name, address, telephone number, family composition and ages, declaration of income and assets, declaration of outstanding financial obligations, veteran status, declaration of physical status (with appropriate medical confirmation), declaration of home ownership status. (See: § 2.D.1(i)). Appropriate assistance in completing the Application will be provided to interested persons, if requested.
- (b) Applications shall be submitted for review and screening.
- (c) Applications will then be assigned to the appropriate First Priority classification under § 2.C.1.
- (d) Within each primary eligibility classification (or priority), the Applications will be further prioritized according to the Second Priority Criteria set forth in § 2.C.2, above.
- (e) Applications will be further prioritized with each category by the Third Priority Criteria set forth in § 2.C.3, above.

- (f) Applications will be finally prioritized within each classification by the Final Eligibility Criteria set forth in § 2.C.4.
- (g) Within the numerical allotments provided by the First Eligibility Criteria (§ 2.C.1), the final order of priority will be established by adding the numerical priority rating assigned to each Application. The Applications will be ranked, in order of descending priority, with the smallest total number assigned being the highest priority. For example, an Applicant who is a Displaced Person (Priority 1), Shared Renter (Priority 1) and a Continuous Resident (Priority 1) will have a total Priority Rating of 3 and would be ranked higher than a person who is a “none of the above” (Priority 4), Property Owner (Priority 5) and an Immediate Family Member (Priority 5) with a total Priority Rating of 13.
- (h) The Executive Director shall be vested with the authority to make the final determination of priority ratings. In the event a tie occurs between two (2) or more Applicants, the total Priority Rating rank order will be assigned by a random blind drawing publicly conducted by the Board during a duly noticed Board meeting.
- (i) The Authority staff will verify the following data:
 - (i) name and address
 - (ii) residence requirement
 - (iii) employment
 - (iv) income
 - (v) existing equity/assets (if applicable)
 - (vi) credit history
 - (vii) property ownership
- (j) Documentation necessary to verify income, age, handicap (disability), and residency requirements shall be submitted with application documents and may include, but is not limited to: birth certificates, current pay check stubs, income tax returns, employment/salary verification, bank statements for all checking and/or savings accounts, telephone records and utility records, hospital admittance records, medical care records, and records of educational institutions and public agencies as the same are relevant to matters pertaining to verification of information submitted.

~~(j)~~(k) If Authority staff is unable to verify necessary information through Documentation as described in Section (D)(1)(j) herein, Authority staff may request and accept a submitted affidavit signed under penalty of perjury to verify any such required information.

~~(k)~~(l) All data submitted shall be verified as true and correct under penalty of perjury of the laws of the State of California. Failure to so verify shall result in application rejection.

~~(l)~~(m) Ineligible Applicants shall be notified, in writing, with a statement indicating why the Applicant has been denied and advising the Applicant of his or her right to appeal the determination in writing within ten (10) days of the letter of denial. Appeals will be heard by the Authority Board and the Authority Board's determination shall be final.

~~(m)~~(n) Eligible Applicants shall be mailed the necessary rental agreement documents to begin processing the rental application. The Authority will provide such assistance as may be necessary to ensure timely and complete submissions.

2. Insufficient Eligible Applications

(a) If there are insufficient eligible Applicants during the first thirty (30) days of the Application Deadline, the Board may authorize additional time for further applications which will be processed in accordance with the procedures set forth in § 2.D.1, above.

(b) Priority for Applicants shall be strictly maintained in accordance with the application period during which submittal occurred. Additional Applicants authorized by the Board after the first thirty (30) days shall not be included with the first group of Applicants.

(c) Once rental agreement documents have been approved, then a move-in date will be established.

3. Hearing Procedures

(a) **Matters Subject to a Hearing.** The following matters shall be subject to a hearing under these guidelines:

(i) Appeals by an Applicant whom has been deemed ineligible for the housing Program;

(ii) Revocation or Termination of any housing award given under this housing program due to improper determinations of Applicant eligibility including:

- (A) Failure to provide accurate statements of all information requested in the application, including, but not limited to, address, residency, income, assets, expenses, and family composition at the time of the application such that, the Applicant was ineligible for the housing program at the time of the award;
 - (B) Housing awards that are inconsistent with, or not authorized by, policy.
- (b) **Notice Requirements.** Irwindale Housing Authority staff is authorized and shall provide an Applicant a minimum ten (10) calendar days written notice of a hearing scheduled to take place under these Guidelines. Notice shall include the date, time, and place of the public hearing, the identity of the hearing body, a general explanation of the matter to be considered or action to be taken by the Irwindale Housing Authority, and a general description of the location of the real property, if any, that is the subject of the hearing.
- The Irwindale Housing Authority will provide reasonable accommodation for persons with disabilities to participate in the hearing. The Housing Authority must be notified within three (3) calendar days of the scheduled time of the hearing if special accommodations are required.
- (c) **Administrative Hearing Panel.** The Irwindale Housing Authority Board shall be the designated Hearing Panel presiding over a hearing under this section. In order to conduct a hearing under these guidelines, a quorum of the Irwindale Housing Authority Board must be present on the Hearing Panel at all times in accordance with Irwindale Municipal Code section 2.32.050. The Board shall have the option, in its sole discretion, to designate a different hearing officer or panel. All procedures described herein shall apply to the designated hearing officer or panel.
- (d) **Hearing Procedures and Evidence.** The hearing shall be informal in nature, and formal rules of evidence and discovery do not apply. The hearing shall be open to public observation and nothing herein shall preclude the use of telephonic or other electronic means of communication if deemed appropriate by the Hearing Panel.
 - (i) The Irwindale Housing Authority shall make available a copy of these governing procedures to the Applicant whom the action is directed.

- (ii) Each party shall have the opportunity to provide testimony and evidence in support of his or her case. The evidentiary record submitted by the parties shall be accepted by the Hearing Panel as prima facie evidence of the respective facts contained in therein. Any document or evidence not submitted at the hearing may not be relied upon by the Hearing Panel in rendering a decision. The Hearing Panel may only consider evidence that is made part of the record at the hearing and relevant to the issues raised in the notice and may disregard any other matter.
- (iii) The failure of any applicant to appear at the hearing will constitute a forfeiture of the hearing, a failure to exhaust administrative remedies, and the order of the Hearing Panel will become the final determination.
- (iv) An audio recording or transcript shall be taken of any hearing which takes place under these guidelines. A copy of any such audio recording or transcript shall be provided to the Appellant upon request, and the Irwindale Housing Authority may charge a fee sufficient to cover the actual cost of copying said transcript or audio recording.
- (e) **Written Decision.** After considering all of the testimony and evidence submitted at the hearing, the Hearing Panel must issue a written decision within seven (7) business days of the hearing. The written decision may be in the form of a resolution adopted by the Housing Authority Board. The Hearing Panel will use preponderance of the evidence as the standard of evidence in deciding issues. The written decision shall include a statement of the factual and legal basis for the decision.
 - (i) The statement of the factual basis for the decision shall be based exclusively on the evidence of record in the proceeding and on matters officially noticed in the proceeding. The written decision shall include a reference to judicial review of the Hearing Panel's final decision pursuant to California Code of Civil Procedure Sections 1094.5 and 1094.6. The decision of the Hearing Panel shall be final when issued.
 - (ii) The written decision shall be sent to all parties by certified mail, return receipt requested. The written decision shall be deemed issued and final when adopted by the Board, or in the case of a designated hearing officer or panel, when mailed.

(e)(f) **Judicial Review.** A final decision issued by the Hearing Panel may be subject to judicial review within ninety (90) days following the date of the final decision pursuant to California Code of Civil Procedure sections 1094.5 and 1094.6. Computation of the time to appeal shall be governed by the Code of Civil Procedure.

- ☐ City Council
- ☐ Successor Agency
- ☒ Housing Authority
- ☐ Reclamation Authority
- ☐ Joint Powers Authority

City of
IRWINDALE
AGENDA REPORT

Date: November 10, 2021
To: Honorable Chair and Members of the Housing Authority
From: William K. Tam, Executive Director
Issue: Consideration of Financial Aspects of Request for Proposals for Development of Affordable Housing Units on Southern Three (3) Acres of Land Located at 5100 Allen Drive.

Executive Director's Recommendation:

Provide direction on financial aspects of Request for Proposals (RFP) for development of affordable housing units on southern three (3) acres of land located at 5100 Allen Drive.

Prepared and Submitted by:

Robert J. Lee, Assistant Authority Counsel

Electronically Approved

Reviewed by:

Adrian R. Guerra, Authority Counsel

Electronically Approved

Approved by:

William K. Tam, Executive Director



BACKGROUND AND ANALYSIS:

The Irwindale Housing Authority ("Authority") is planning to issue an RFP to seek proposals from qualified developers for development of affordable long-term rental housing and/or first-time homebuyer housing for affordable housing residents of extremely low, very low, low, and moderate income residents through long-term affordability covenants. The RFP will also invite proposals that include market-rate housing units although the Authority will reserve the right to restrict all development to affordable housing units and to restrict development to rental units only.

Development will occur on approximately three (3) acres of land ("Property") located as part of the southern-most portion of the property located at 5100 Allen Drive, Irwindale, California, having Assessor's Parcel Number 8417-034-912, which is a 10.204 acre vacant parcel owned by Authority located east of Allen Drive and south of Arrow Highway. There will be a maximum of 21 units per acre for a maximum of 63 units developed upon the Property; the Authority will seek development of a maximum number of units at the lowest cost while ensuring that quality of construction is not sacrificed. Priority will be given for proposals which include a higher percentage of units reserved for the extremely low, very low, and low income categories, and the Authority will require a minimum 45-year period affordability covenants for all owner-occupied units provided under this program and a minimum period of affordability for all rental units of 55 years, both enforced through regulatory agreements. The Authority will likely enter into a ground lease with the selected developer.

The Board's input is now being sought to provide direction on the deal and financial structure of the development. For example, will the Authority enter into a ground lease with developer or a disposition and development agreement? What will be the financial terms? Will the Authority provide a loan or grant and what will be the amount? If a loan, will the loan be secured (this is recommended)? For any financial assistance provided, will the assistance be for a set amount or perhaps as a percentage of cost of each unit to be developed not to exceed a certain dollar amount? Will there be any restrictions on use of the monies toward certain costs, such as construction or permitting or will developer be free to use at it sees fit without any restrictions? Finally, rather than the Board making the above determinations, will the Board prefer that the Authority retain a financial consultant to assist with such determinations?

As a final note, the proposed transaction may fall under the purview of the Surplus Land Act thereby triggering certain procedural and other requirements associated with disposition of the Property.

FISCAL IMPACT:

None at this time. If the Board elects to retain a financial consultant to assist with the financial structure, the fiscal impact of that decision will be the cost to retain the consultant.

- ☐ City Council
☐ Successor Agency
☒ Housing Authority
☐ Reclamation Authority
☐ Joint Powers Authority

City of
IRWINDALE
AGENDA REPORT

HA Item 2D

Date: November 10, 2021
To: Honorable Chair and Members of the Housing Authority
From: William K. Tam, Executive Director
Issue: Project Acceptance and Ratify the Contract Change Orders (CCOs) for the Mayans Housing Project Phase 2 (Irwindale Avenue), Phase 3 (Baca Avenue) and Phase 4 (Mountain Avenue/Ambriz Street)

Executive Director's Recommendation:

That the Irwindale Housing Authority:

1. Ratify the Contract Change Orders for the Mayans Housing Project Phase 2 (Irwindale Avenue), Phase 3 (Baca Avenue) and Phase 4 (Mountain Avenue/Ambriz Street) and accept the project;
2. Approve the final construction contract change orders 1 thru 3 for Phase 2 (Irwindale Avenue) in the amount of \$ 167,315.00;
3. Approve the final construction contract change orders 4 for Phase 3 (Baca Avenue) in the amount of \$ 19,229.00;
4. Approve the final construction contract change orders 5 for Phase 3 (Mountain Avenue/Ambriz Street) in the amount of \$ 386,909.00;
5. Accept a construction credit in the amount of \$125,032.00 issued by California American Water for the construction of a water main to service the seven new homes on Ambriz Street (Phase 4 Mountain Avenue);
6. Authorize the Chief Authority Assistant Secretary to file the notice of completion;
7. Authorize the Finance Director to release the project retention amount, including the approved contract change orders, for the Mayans Housing Project Phase 2 (Irwindale Avenue), Phase 3 (Baca Avenue) and Phase 4 (Mountain Avenue/Ambriz Street) at the close of escrow of 704 Ambriz Street.

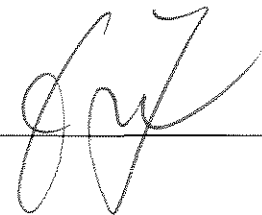
Administrative Action:

Prepared and submitted by:

William K. Tam, Executive Director
(626) 430-2217

Reviewed by:

Adrian Guerra, Authority Board Counsel



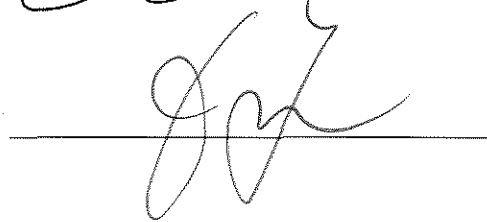
Electronically Approved

Eva Carreon, Finance Director / Authority Treasurer

A handwritten signature in cursive script, appearing to read 'Eva Carreon', written over a horizontal line.

Approved by:

William K. Tam, Executive Director

A handwritten signature in cursive script, appearing to read 'W. K. Tam', written over a horizontal line.

Background and Analysis:

- 1) On December 18, 2013, a Disposition and Development Agreement ("DDA") was entered into by and between the Irwindale Housing Authority ("Authority") and IMD Enterprises, LLC ("IMD") for the development of sixteen (16) new single-family homes and rehabilitation of two (2) existing single-family homes as affordable housing units ("Mayans Housing Project").
- 2) On October 14, 2015, the Authority approved the First Addendum to the DDA, which provided for the development of one (1) additional unit and two (2) units to be rehabilitated.
- 3) A Second Addendum was approved on April 11, 2018 and added the development of two additional housing units on the property located at 5134 Irwindale Avenue. The construction of the additional homes on Irwindale Avenue is designated as Phase 2 of the Mayans Housing Project.
- 4) Addendum No. 4 was approved on September 12, 2018 to include the development of 4826 Baca Avenue (4 additional units), and 2424 & 2428 Mountain Avenue (7 additional units). The construction of the four additional homes on Baca Avenue is designated as Phase 3 of the Mayans Housing Project, and the construction of the seven additional homes on Mountain Avenue/Ambriz Street is designated as Phase 4 of the Mayans Housing Project.
- 5) With the completion of the phase 4 construction in late July 2021, IMD submitted 5 CCOs requesting approval from IHA before the close of escrow of the 7 homes on Mountain Avenue/Ambriz Street. CCOs 1 thru 3 were changes associated with Phase 2 of the Project. CCO No. 4 was changes made to Phase 3, and CCO No. 5 was changes made to Phase 4 of the Project. Below is a summary of these five CCOs.
 - A) Contract Change Order No. 1 was for changes made to Phase 2 of the Mayans Housing Project. The additional work performed included replacement of stamped concrete pavement on Irwindale Avenue, repaved sections of Irwindale Avenue, and construction of a new block wall for Phase 2. The CCO amount for the additional work is \$ 146,744.00.

- B) Contract Change Order No. 2 was to add a wrought iron fence and a motorized gate to the two homes on Irwindale Avenue. The CCO amount for this additional work is \$12,113.00.
- C) Contract Change Order No. 3 was to add a wrought iron fence and a motorized gate at 5130 Irwindale Avenue. The CCO amount for this additional work is \$8,458.00.
- D) Contract Change Order No 4 was for changes made to Phase 3 of the Mayans Housing Project. The additional work performed included grind and pave sections of Baca Avenue and Sabre Lane, and demolition and removal of existing fence, shrub and trees. The CCO amount for the additional work is \$19,229.00.
- E) Contract Change Order No. 5 was for changes pertaining to Phase 4 of the Mayans Housing Project. The additional work performed included modification of the northerly block wall with new drainage system, modification to the southerly block wall, a new prefabricated dry well storm drain system, minor modification of street work on Ambriz Street, a redesign of the water main on Mountain Avenue/Ambriz Street to be transferred to California American Water, and a cost adjustment due to the construction material pricing impacted by COVID. The CCO amount for this additional work is \$ 386,909.00.
- F) As a part of the water main construction, IHA will receive a credit from the California American Water in the amount of \$125,032.00. This credit will be paid to IHA with 40 annual payments.

The changes that were listed above are additional work necessary to complete the Mayans Housing Project. As such, it is recommended that the Authority Board ratify these changes orders and accept the construction credit.

Additionally, staff is requesting that the Board authorize the Chief Authority Assistant Secretary to file the notice of completion and for the Finance Director to release the project retention amount, including the approved contract change orders, for the Mayans Housing Project Phase 2 (Irwindale Avenue), Phase 3 (Baca Avenue) and Phase 4 (Mountain Avenue/Ambriz Street) at the close of escrow of 704 Ambriz Street.

Fiscal Impact:

There are sufficient funds budgeted to cover the remaining costs and all change orders for this housing program. The retention amount will be based on the escrow settlement statement when the sale of the last home is completed.

Attachments:

Contract Change Order 1 thru 5

CCO No. 1

12/10/19

IMD Enterprises	
CHANGE ORDER NO. 1 (Phase 3)	INVOICE # 1902

CITY OF IRWINDALE

LOCATION	DESCRIPTION	QTY.	U/C	TOTAL
5134 & 5138 Irwindale Ave.				
	Block Walls			
	Remove existing block walls and footings on the north and east perimeters of property	230 LF	\$ 50	11,500
				46,000
	block non-retaining walls on the north and east sides of property	230 LF	\$ 85.42	19,692.60
	Install 230 LF of 6 FT. High temporary fence with green screen.	1	\$ 1,200	1,200
	Plans / engineering / processing	1	\$ 3,000	3,000
	Plan Check and Permits	1	\$ 1,798	1,798
	ITEM SUB-TOTAL DIRECT			47,898
	GEN. CONTR. (6% Direct Cost)	6%		2,874
	G&A / OH / INS. BOND (8% of Direct Cost/GC)	8%		4,019.33
	FINANCE CHARGES	0%		
	TOTAL (Not Including Dev. Fee)			54,792
	DEVELOPER'S FEE (12% of Total Cost)	12%		6,513
	TOTAL ITEM AMOUNT DUE			60,772

30,240.62
18,174.44
25,686.64
34,676.68
4,161.20
38,837.88

①

Grind and Replace Asphalt on Northbound Lanes of Irwindale Ave. Fronting Development

1. Traffic control equipment set up, maintain and tear down	
2. Excavate 7" temporary asphalt on approx. 600 sq. ft. of exist trench	
3. Load and haul away removal to legal dump site	
7"	
of 3/4" rock 864-10 asphalt base in 3 lifts	
5. Power roll flush with the final AC grade (Subtotal Items 1-5)	13,500
6. Traffic control equipment set up, maintain and tear down	850
7. Cold plane an average of 2" in depth on approx 3,655 sq. ft. Including trench area of approx 2,272 sq ft	
8. Load and haul away grindings to a legal dump site approx 1,655 sq ft placed in one move in (per inspector)	
10. Power roll to compact and flush with final AC grade	
11. Striping (no charge)	
12. Clean and sweep area after completion (Subtotal Items 7-12)	17,250
Plan Check and Permits	1 \$ 14,200 14,200
ITEM SUB-TOTAL DIRECT	45,600
GEN. CONTR. (6% Direct Cost)	6% 2,748
G&A / OH / INS. BOND (8% of Direct Cost/GC)	8% 3,984
FINANCE CHARGES	0%
ITEM TOTAL (Not Including Dev. Fee)	52,492
DEVELOPER'S FEE (12% of Total Cost)	12% 6,292
TOTAL ITEM AMOUNT DUE	58,724 \$ 58,724

Per discussion on 8/2/2021
IMD & JHA agreed
w/ this C/O

✓ ②

Demo and Replace Stamped Concrete on Irwindale Ave. for the Gas Company

1. Traffic control for two weekends	
2. Concrete saw on two Saturdays	
3. Concrete demo on two Saturdays	
4. Concrete pour on two Saturdays	36,600
Plan Check and Permits	1 \$ 4,060 4,060
ITEM SUB-TOTAL DIRECT	40,660

GEN. CONTR. (6% Direct Cost)	0%	-
G&A / OH / INS. BOND (8% of Direct Cost/GC)	8%	3,253
FINANCE CHARGES	0%	-
ITEM TOTAL (Not Including Dev. Fee)		<u>49,913</u>
DEVELOPER'S FEE (12% of Total Cost)	12%	5,270
TOTAL ITEM AMOUNT DUE		<u>49,182 \$</u>

Per discussion on 8/2/2021
 LMD/HA agreed w/
 this C/O
 ✓ — (3)

Install New 4 ft. high Wrought Iron Fence in front of 3 Homes on Irwindale Ave.

Install new 4 ft. high wrought iron fence in front of 2 homes on Irwindale Ave.		10,000
ITEM SUB-TOTAL DIRECT		<u>10,000</u>
GEN. CONTR. (6% Direct Cost)	6%	600
G&A / OH / INS. BOND (8% of Direct Cost/GC)	8%	848
FINANCE CHARGES	0%	-
TOTAL (Not Including Dev. Fee)		<u>11,448</u>
DEVELOPER'S FEE (12% of Total Cost)	12%	1,374
TOTAL ITEM AMOUNT DUE		<u>12,822 \$</u>

Part of
 Add #2

Install a New Fire Hydrant on the East Side of Irwindale Avenue

Install a new Fire Hydrant on the East Side of Irwindale Avenue		~~14,932~~
ITEM SUB-TOTAL DIRECT		<u>~~14,932~~</u>
GEN. CONTR. (6% Direct Cost)	0%	-
G&A / OH / INS. BOND (8% of Direct Cost)	8%	1,147
FINANCE CHARGES	0%	-
TOTAL (Not Including Dev. Fee)		<u>15,479</u>
DEVELOPER'S FEE (12% of Total Cost)	12%	1,857
TOTAL ITEM AMOUNT DUE		<u>17,336 \$</u>

Part of
 Add #2

TOTAL CHANGE ORDER AMOUNT DUE

\$ 19,182

$$\textcircled{1} = 38,837.88 + \textcircled{2} = 58,724 + \textcircled{3} = 49,182$$

$$\Sigma = \$146,743.88$$

CCO No. 2.

IMD Enterprises

CHANGE ORDER NO. 2 (Phase 3)

INVOICE # 1903

Date Submitted

Dec. 30, 2019

CITY OF IRWINDALE

LOCATION	DESCRIPTION	QTY.	U/C	TOTAL
5134 & 5138 Irwindale Ave.				
	Wrought Iron Fences			
	Electric remote Operated Gate Motor	2	\$ 2,800	5,600
	110v Electrical service for motor from home to gate (trenching, conduit, junction box at front bedroom)	2	\$ 1,500	3,000
	Fire Safety (Knox Box, \$495 each if required)	2		-
	City/Fire Department Review/Processing	1	\$ 980	980
	Plan Check & Permits (To Be Determined)	1-		-
	ITEM SUB-TOTAL DIRECT			9,580
	GEN. CONTR. (6% Direct Cost)		6%	575
	G&A / OH / INS. (6.5% of Direct Cost/GC)		6.5%	660.06
	FINANCE CHARGES		0%	
	TOTAL (Not Including Dev. Fee)			10,815
	DEVELOPER'S FEE (12% of Total Cost)		12%	1,298
	TOTAL ITEM AMOUNT DUE		12,113	\$ 12,113

TOTAL CHANGE ORDER AMOUNT DUE

\$ 12,113

CCO No 2 \$ 12,113.00

CCO No. 3.

IMD Enterprises

CHANGE ORDER NO. 3 (Phase 3)

INVOICE # 1904

Date Submitted

2.5.20

CITY OF IRWINDALE

LOCATION	DESCRIPTION	QTY.	U/C	TOTAL
5130 Irwindale Ave.				
	Wrought Iron Fence		\$ 5,550	\$ 5,550
	Concrete Pad Extension		\$ 535	\$ 535
	Electric remote Operated Gate Motor	1	\$ 3,110	\$ 3,110
	110v Electrical service for motor from home to gate (trenching, conduit, dedicated circuit at panel)	1	\$ 1,650	\$ 1,650
	City PC/Fire Department Review/Processing	1	\$ 590	590
	Plan Check & Permits (To Be Determined)	1		-
	ITEM SUB-TOTAL DIRECT			11,435
	GEN. CONTR. (6% Direct Cost)		6%	686
	G&A / OH / INS. (6.5% of Direct Cost/GC)		6.5%	787.87
	FINANCE CHARGES		0%	
	TOTAL (Not including Dev. Fee)			12,909
	DEVELOPER'S FEE (12% of Total Cost)		12%	1,549
	TOTAL ITEM AMOUNT DUE			14,458 \$ 14,458
	Credit from Change Order 1 (Omission of 3rd gate)			(6,000) (4,000)

Per discussion on 8/2/2021
agreed by IMD.

TOTAL CHANGE ORDER AMOUNT DUE \$ 10,458

\$ 8,458.00

CCO No. 3. \$ 8,458.00

CCO No. 4

Received
11/3/2021

IMD Enterprises													
CHANGE ORDER NO. 4 (Phase 4)				Invoice		1905		CITY			IMD FINAL		
								COUNTER OFFER			ACCEPTABLE AMOUNT		
CITY OF IRWINDALE								Aug. 4, 2021			Aug. 13, 2021		
LOCATION	DESCRIPTION	QTY.		U/C	TOTAL	QTY.		U/C	TOTAL	QTY.		U/C	TOTAL
4824-4828 Baca Ave / 4833-4841 Sabre Ave													
Additional Work:													
Requested by city: Saw, cut, grind, remove and replace 5,490 SQ.FT of public street asphalt (curb to curb and across the entire frontage of the 4 new homes) \$39,485*													
		5,490		7	39,485	-		7	-	2,745		7	19,215
	Permits *	1		13,643	13,643	-		13,643	-	1		13,643	13,643
	Credit: Street asphalt patch 608 SQ.FT as budgeted in proforma **	608		(10)	(5,776)	-		(10)	-	608		(10)	(5,776)
	Credit: PW Permits/Fees**	1		(4,000)	(4,000)	-		(4,000)	-	1		(4,000)	(4,000)
Sub-Total Curb to Curb Street Resurfacing					43,352			-		23,082			
Engineering work: Preparation and recordation of Public Street Light Easement*													
		1		1,160	1,160	1		1,160	1,160	1		1,160	1,160
Additional mobilization/pour concrete driveway due to street light relocation scheduling*													
		1		1,000	1,000	-		1,000	-			1,000	-
Additional Permits/Fees Costs (TBD)*													
				-	-			-	-			-	-
Reciprocal access agreement with neighbor (neighbors garage sits on property line)*													
		1		800	800	1		800	800	1		800	800.00
Block Walls Gates and Fences													
	Demo and clearance of existing fence, shrubs & tree	1		2,450	750	-		2,450	750	1		2,450	2,450
	New Gates and Fences	8		600	5,900	-		600	-	-		600	-
	New 6 FT high Block Wall per new wall specs*	423		124	52,452	-		124	-	-		124	-
	Engineering cost for new block wall specs*	1		3,000	3,000	-		3,000	-	-		3,000	-
	Plan check fees*	1		1,623	1,623	-		1,623	-	-		1,623	-
	Permits*	1		2,088	2,088	-		2,088	-	-		2,088	-
	Credit: New 6 FT high Block Walls/Demo/Fence (approved old specs) **	423		(120)	(50,760)	-		(120)	-	-		(120)	-
	Credit: miscellaneous block wall permit **	1		(485)	(485)	-		(485)	-	-		(485)	-
Sub-Total Block Walls / Fence					14,568			750		2,450			
SUB-TOTAL ADDITIONAL WORK/COSTS					60,880			2,710		27,492			
G&A / OH / INS. (6% of Direct Cost)					6%	3,653		6%	163		6%	1,649	
PERFORMANCE BONDS (2% of Total Direct)					2%	1,218		2%	54		2%	550	
FINANCE CHARGES (TBD)					0%	-		0%	-		0%	-	
TOTAL ADDITIONAL WORK/COSTS (less Dev. Fee)					65,750			2,927		29,691			
DEVELOPER'S FEE (12% of Total Cost)					12%	7,890		12%	351		12%	3,563	
TOTAL ADDITIONAL WORK AMOUNT DUE					73,640			3,278		33,254			
*Additional work required by City - NOT a part of our scope and budget													
** Credit for work and Permits/Fees - Part of our scope and budget													

CCO No. 5.

Received
Revised 11/3/2021

IMD Enterprises

CITY OF IRVINDALE CHANGE ORDERS BREAKDOWN No. 5

		7.21.21	
Mountain Ave (new street and 7 homes)		CITY	
ITEM DESCRIPTION	QTY	U/C	TOTAL
ADDITIONAL SITE IMPROVEMENTS			
North side Block Wall (Mt. Diaz) (Lots 1, 2 & 3)			
Remove 35 LN FT of damaged block wall and tree on North side of the property	0	50	-
Replace 35 LN FT of damaged 6" block wall on North side of the property	0	125	-
Removal of trees on property line	0	900	-
Remove 110 LN FT of 6" high block wall and footings on North side of the property	110	50	5,500
Replace 110 LN FT of 6" high block wall and footings on North side of the property (ROCKY SURFACE)	110	135.00	14,850
Install large weep holes 8" on with screen on 235 LN FT block wall.	1	2,300	2,300
Install 230 LN R. of new 24" V gutter along the North side of property line.	230	31	7,130
Install 2 new 18" X 18" open inlet concrete catch basins along the North side of property line.	2	500	1,000
Install 73 LN FT of 6" storm drain PVC (SCH 80) from rear catch basins to the street storm on A St.	145	52	7,540
			38,320
East side block wall (Lots 3 & 4)			
Remove 95 LN FT existing 6 FT high block wall	95	50	4,750
Credit: Replace 95 LN FT 6" high block wall	95	(110)	(10,450)
Replace 95 LN FT 6" high block wall with new deepened footing to accommodate new piping drain sy	95	135	12,825
Install 85 LN FT of 10" storm drain PVC (SCH 80) with 4" inlets from neighboring property to Shrode	85	71	6,035
			13,160
South side block wall (Lot 4)			
Remove 97 LN FT existing 6 FT high block wall	97	50	4,850
Credit: Replace 95 LN FT 6" high block wall	97	(110)	(10,670)
Replace 97 LN FT 6" high block wall with new deepened footing to accommodate new piping drain sy	97	135	13,095
Install 97 LN FT of 10" storm drain PVC (SCH 80) with 4" inlets from neighboring property out to Shrode	97	71	6,887
			14,162
East side block wall (Lot 5)			
Remove 103 LN FT existing fencing	0	20	-
Install 103 LN FT 6" high block wall with new deepened footing and retaining to accommodate new	103	145	14,935
Credit: the construction of a new 103 LN FT 6" high block wall	103	(115)	(11,845)
Install 103 LN FT of 10" storm drain PVC (SCH 80) with 4" inlets from neighboring property out to Shrode	103	71	7,313
Install a new 3' X 3' concrete catch junction box	1	5,000	5,000
Install a new curb-o-let 3' X 27" rectangular steel pipe (from junction box to Shrode Ave)	1	2,000	2,000
Install a new curb-o-let TCD327-MS assembly with new curb	1	1,500	1,500
			18,903
South side block wall (Lot 5, 6 & 7)			
Install 145 LN FT 6" high retaining block wall with 6" high on lot side	145	160.00	23,200
Credit: construction of a new 145 LN FT 6" high block wall	145	(110.00)	(15,950)
			7,250
Additional Rough Grade work			
Soil import and additional grading to provide proper drainage to A St. (lots 5, 6 & 7)	1	12,500	12,500
Removal and dump of 2 under ground septic wells, foundation footing/concrete.	1	1,700	1,700
Removal of large Pine trees	0	3,000	-
			14,200
Dry well in Street / infiltration basin per city's request			
Dry well / infiltration basin per city's request			81,912
Credit for original Site Storm Drain design and installation	1	(32,000)	(32,000)
			49,912
Additional work on A Street			
Install 17 7" drains at rolled curb	1	5,800	5,800
Install additional street light	1	7,500	7,500
Install 3 bollards in front of SCE transformer	3	500	1,500
			14,800
Additional offsite work on Mountain Ave and Shrode Ave			
Additional removal, grind and repair with rubberized asphalt	1	10,050	10,050
Removal of wheelchair ramp and sidewalk/platform at Mountain Ave and Shrode Ave	1	900	900
Install new ADA ramp, curb and walk	1	6,800	6,800
Installation of new fire hydrant on our side of the street	1	7,500	7,500
Install vines on Shrode	1	650	650
Removal of 2 large palm trees	2	-	-
Install 2 New 24" box Street trees	2	500	1,000
			25,900
Water Main relocation under culver/rerouting/re-designed/Installation	1	210,303	210,303
Credit for Water Main original design and installation	1	(77,000)	(77,000)
			133,303
Additional Engineering / Consulting work			
Additional Engineering and consulting work: neighboring drainage/owne walls/utilities and access	0	75,000	-
			75,000
Additional Plan Check, Permits and Fees (TBD)			
block wall, PW, County plan checks, permits and fees (TBD)	0	-	-
			-
Additional work and cost			
Additional 24 hour watchman (Fire Watch for 4 months) in order to start vertical construction on lot	0	20,000	-
Time delay costs, caring cost, loan extension due to negotiation with neighbors, and approval delay	0	-	-
			-

SUBTOTAL ADDITIONAL SITE IMPROVEMENT COSTS

330,910

FINANCE COST

G&A / OH / GEN. CONDITIONS

6% 19,855

SUBTOTAL COST (less Dev. Fee)

350,765

DEVELOPER'S FEE 12% of all costs

12% 42,092

TOTAL ADDITIONAL SITE IMPROVEMENT COSTS

392,856

ADDITIONAL VERTICAL CONSTRUCTION COSTS (DUE TO COVID)

Cost Increase due to Covid 19 / Vertical Construction

Cost Increase due to Material and Labor

Covid Cost Related Increases (10% of total Shell/Hard Cost \$1,371,139) Total Hard Cost \$2,773,230

SUBTOTAL ADDITIONAL VERTICAL CONSTRUCTION COSTS (DUE TO COVID)

137,114

FINANCE COST

G&A / OH / GEN. CONDITIONS

6% 8,227

SUBTOTAL COST (less Dev. Fee)

145,341

DEVELOPER'S FEE 12% of all costs

12% -

TOTAL ADDITIONAL VERTICAL CONSTRUCTION COSTS (DUE TO COVID)

145,341

TOTAL COMBINED ADDITIONAL SCOPE OF WORK SITE IMPROVEMENTS CHANGE ORDERS AND CO 538,197

IMD and CITY FINAL

ACCEPTABLE AMOUNT

		10.12.21	
		CITY	
ITEM DESCRIPTION	QTY	U/C	TOTAL
ADDITIONAL SITE IMPROVEMENTS			
North side Block Wall (Mt. Diaz) (Lots 1, 2 & 3)			
Remove 35 LN FT of damaged block wall and tree on North side of the property	0	50	-
Replace 35 LN FT of damaged 6" block wall on North side of the property	0	125	-
Removal of trees on property line	0	900	-
Remove 110 LN FT of 6" high block wall and footings on North side of the property	110	20	2,200
Replace 110 LN FT of 6" high block wall and footings on North side of the property (ROCKY SURFACE)	110	85.62	9,418
Install large weep holes 8" on with screen on 235 LN FT block wall.	1	2,300	2,300
Install 230 LN R. of new 24" V gutter along the North side of property line.	230.00	18.42	4,267
Install 2 new 18" X 18" open inlet concrete catch basins along the North side of property line.	2	500	1,000
Install 73 LN FT of 6" storm drain PVC (SCH 80) from rear catch basins to the street storm on A St.	145	25	3,625
			23,010
East side block wall (Lots 3 & 4)			
Remove 95 LN FT existing 6 FT high block wall	0	-	-
Credit: Replace 95 LN FT 6" high block wall	0	-	-
Replace 95 LN FT 6" high block wall with new deepened footing to accommodate new piping drain sy	0	(110)	-
Install 85 LN FT of 10" storm drain PVC (SCH 80) with 4" inlets from neighboring property to Shrode	0	135	-
			-
South side block wall (Lot 4)			
Remove 97 LN FT existing 6 FT high block wall	0	-	-
Credit: Replace 95 LN FT 6" high block wall	0	-	-
Replace 97 LN FT 6" high block wall with new deepened footing to accommodate new piping drain sy	0	(110)	-
Install 97 LN FT of 10" storm drain PVC (SCH 80) with 4" inlets from neighboring property out to Shrode	0	135	-
			-
East side block wall (Lot 5)			
Remove 103 LN FT existing fencing	0	-	-
Install 103 LN FT 6" high block wall with new deepened footing and retaining to accommodate new	0	20	-
Credit: the construction of a new 103 LN FT 6" high block wall	0	-	-
Install 103 LN FT of 10" storm drain PVC (SCH 80) with 4" inlets from neighboring property out to Shrode	0	145	-
Install a new 3' X 3' concrete catch junction box	0	(115)	-
Install a new curb-o-let 3' X 27" rectangular steel pipe (from junction box to Shrode Ave)	0	71	-
Install a new curb-o-let TCD327-MS assembly with new curb	0	5,000	-
			-
South side block wall (Lot 5, 6 & 7)			
Install 145 LN FT 6" high retaining block wall with 6" high on lot side	0	-	-
Credit: construction of a new 145 LN FT 6" high block wall	0	-	-
			-
Additional Rough Grade work			
Soil import and additional grading to provide proper drainage to A St. (lots 5, 6 & 7)	0	-	-
Removal and dump of 2 under ground septic wells, foundation footing/concrete.	0	12,500	-
Removal of large Pine trees	0	1,700	-
			-
Dry well in Street / infiltration basin per city's request			
Dry well / infiltration basin per city's request	0	-	-
Credit for original Site Storm Drain design and installation	0	-	-
			-
Additional work on A Street			
Install 17 7" drains at rolled curb	0	-	-
Install additional street light	0	-	-
Install 3 bollards in front of SCE transformer	0	-	-
			-
Additional offsite work on Mountain Ave and Shrode Ave			
Additional removal, grind and repair with rubberized asphalt	0	-	-
Removal of wheelchair ramp and sidewalk/platform at Mountain Ave and Shrode Ave	0	10,050	-
Install new ADA ramp, curb and walk	0	900	-
Installation of new fire hydrant on our side of the street	0	6,800	-
Install vines on Shrode	0	7,500	-
Removal of 2 large palm trees	0	650	-
Install 2 New 24" box Street trees	0	500	-
			-
Water Main relocation under culver/rerouting/re-designed/Installation	0	-	-
Credit for Water Main original design and installation	0	-	-
			-
Additional Engineering / Consulting work			
Additional Engineering and consulting work: neighboring drainage/owne walls/utilities and access	0	-	-
			-
Additional Plan Check, Permits and Fees (TBD)			
block wall, PW, County plan checks, permits and fees (TBD)	0	-	-
			-
Additional work and cost			
Additional 24 hour watchman (Fire Watch for 4 months) in order to start vertical construction on lot	0	-	-
Time delay costs, caring cost, loan extension due to negotiation with neighbors, and approval delay	0	-	-
			-

225,807.00

6% 13,548.00

243,014

12% 29,162

272,175

100,997

100,997

6% 6,006

107,014

12% 12,842

119,856

382,032

225,807.00

13,548.00

239,355.00

268,078.00

100,093.00

6,006

106,099.00

12,732.00

119,831.00

Σ = 386,909.00



Scott Parker <scott@mayansdevelopment.com>

FW: Rebate Agreement

Bob Morrison <bob@mayansdevelopment.com>

Wed, Nov 3, 2021 at 1:51 PM

To: Ismael Mayans <ismael@mayansdevelopment.com>, Scott Parker <scott@mayansdevelopment.com>

From: Richard A Saldivar <Richard.Saldivar@amwater.com>

Sent: Wednesday, July 28, 2021 11:02 AM

To: Bob Morrison <bob@mayansdevelopment.com>

Cc: Ismael Mayans <ismael@mayansdevelopment.com>

Subject: RE: Rebate Agreement

Bob – I don't have the draft ready to share with you yet, but I confirm your statements.

1. Rebate amount is \$125,032: Confirmed
2. 1/40 (2.5%) of the amount is paid yearly for 40 years: Confirmed. 40 annual payments of \$3,125.80
3. No interest included: Confirmed
4. The payee needs to be identified to complete the final rebate paperwork for signature: Confirmed

Rick Saldivar

Project Manager

California American Water
655 W. Broadway, Suite 1410
San Diego, CA 92101

Office: (619) 446-4787

Cell: (805) 551-5307

Email: richard.saldivar@amwater.com