



CITY OF RIVERBANK
**REGULAR CITY COUNCIL AND THE
LOCAL REDEVELOPMENT AUTHORITY MEETINGS**
(The City Council also serves as the LRA Board)
City Hall North • Council Chambers
6707 Third Street • Suite B • Riverbank • CA • 95367

AGENDA

TUESDAY, AUGUST 11, 2015 – 6:00 P.M.

(THE AGENDA PACKET IS POSTED AT THE CITY CLERK'S OFFICE AND AT WWW.RIVERBANK.ORG)

<u>CALL TO ORDER:</u>	Mayor/Chair Richard D. O'Brien
<u>FLAG SALUTE:</u>	Mayor/Chair Richard D. O'Brien
<u>INVOCATION:</u>	Riverbank Ministerial Association
<u>ROLL CALL:</u>	Mayor/Chair Richard D. O'Brien Vice Mayor/Chair Darlene Barber-Martinez Council/Authority Member Cal Campbell Council/Authority Member Leanne Jones Cruz Council/Authority Member Jeanine Tucker

CONFLICT OF INTEREST

Any Council/Authority Member or Staff who has a direct Conflict of Interest on any scheduled agenda item to be considered is to declare their conflict at this time.
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1. PRESENTATIONS There are no presentations.

2. PUBLIC COMMENTS (No Action Can Be Taken)

At this time, members of the public may comment on any item not appearing on the agenda, and within the subject matter jurisdiction of the City Council/LRA Board. Individual comments will be limited to a **maximum of 5 minutes** per person and each person may speak once during this time; time cannot be yielded to another person. Under State Law, matters presented during the public comment period cannot be discussed or acted upon. For record purposes, state your name and City of residence. Please make your comments directly to the City Council/LRA Board.

3. CONSENT CALENDAR

All items listed on the Consent Calendar are to be acted upon by a single action of the City Council/LRA Board unless otherwise requested by an individual Council/Authority Member for special consideration. Otherwise, the recommendation of staff will be accepted and acted upon by roll call vote.

Item 3.A: Waive Readings. All Readings of ordinances and resolutions, except by title, are waived.

Item 3.B: Approval of the July 28, 2015, City Council and Local Redevelopment Authority Minutes.

Item 3.C: A **Resolution** of the City Council of the City of Riverbank, California, Endorsing the Designation of SR 132 (Yosemite Boulevard) as The John Muir Highway and an Alternate Scenic Route to Yosemite National Park.

Item 3.D: Acceptance of the Morrill Road Pavement Resurfacing and Rehabilitation Project and Authorization to File a Notice of Completion.

Item 3.E: A **Resolution** of the City Council of the City of Riverbank, California, Authorizing the City Manager to Enter into a Purchase Agreement for the Acquisition of Real Property and Appropriating Up to \$10,500 in General Fund Reserves for Said Purchase.

Item 3.F: A **Resolution** of the City Council of the City of Riverbank, California, Adopting Pay Schedules (Compensation Plans) for January 5, 2015, January 8, 2016, and July 8, 2016.

Recommendation: It is recommended that City Council/LRA Board approve the Consent Calendar items by roll call vote.

4. UNFINISHED BUSINESS

Item 4.1: **Second Reading by Title Only and Adoption of Proposed Ordinance No. 2015-013 of the City Council of the City of Riverbank, California, Amending Title III: Administration; By Repealing Chapter 37: Emergency Services, Organization and Functions in its Entirety and Replacing it with a New Chapter 37 of the City of Riverbank Code of Ordinances** – It is recommended that the City Council conduct the second reading by title only of the proposed Ordinance and consider its adoption by roll call vote.

5. PUBLIC HEARINGS

The Public Hearing Notice was published in the local newspaper of general circulation on July 1, 2015. The Notice for Continuance of the Public Hearing for the following Item for 5.1 was posted within 24 hours of July 28, 2015, as required by the Brown Act.

- Item 5.1:** **Continuance of the Public Hearing to Consider a Resolution of the City Council of the City of Riverbank, California, Approving and Adopting a 5-Year Capital Improvement Plan (CIP) For Fiscal Years 2015-2020 of the City Of Riverbank** – Due to needed consideration of ADA improvement projects to be included in the CIP, it is recommended that the City Council continue the public hearing to consider the 5-year Capital Improvement Plan for Fiscal Years 2015-2020 by:
1. Opening the public hearing
 2. Receive comments
 3. Close the Public Hearing, and
 4. By roll call vote, continue the public hearing to the next regular City Council meeting on August 25, 2015.

6. NEW BUSINESS

- Item 6.1:** **Status Report And Update on the Steps Necessary to Expand the Sphere of Influence for the City of Riverbank Including Processing an Application with Stanislaus County LAFCO** – It is recommended that the City Council provide direction to staff after a review of expansion options and a briefing on the steps necessary to expand the Sphere of Influence (“SOI”) and gain its approval by the Stanislaus County LAFCO.

7. COMMENTS (Information only – No action)

- Item 7.1:** Staff Comments
- Item 7.2:** Council/Authority Member Comments
- Item 7.3:** Mayor/Chair Comments

8. CLOSED SESSION

The public will have a limit of 5 minutes to comment on Closed Session item(s) as set forth on the agenda prior to the City Council/LRA Board recessing into Closed Session.

- Item 8.1:** **CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION**
Pursuant to Government Code § 54956.9(a)
Name of Case: Barham Construction, Inc. v. City of Riverbank
Court of Appeals of California, Fifth District
Case No. F058692 and Case No. F059499

Recommendation:

It is recommended that City Council /LRA Board provide direction to Staff on the Closed Session item(s).

9. REPORT FROM CLOSED SESSION

Item 9.1: Report on Closed Session Item 8.1: **CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION**

ADJOURNMENT (The next regular City Council meeting –**Tuesday**, August 25th @ 6 pm)

UPCOMING EVENTS:

Open Until Filled	▪ <u>Budget Advisory Committee:</u> Applications are currently being accepted. Visit www.riverbank.org or Contact Marisela Garcia at 863-7110.
Friday Closures	▪ <u>City Offices are Closed Alternating Fridays:</u> - o Friday, August 14 and August 28: CLOSED - o Friday, August 7 and August 21 : Hours 8:00 am – 5:00 pm
August 25	▪ City Council will conduct a Public Hearing to consider Water and Sewer Rate Increases at 6:00 p.m. or soon thereafter. Contact Director of Finance Marisela Garcia for more information or visit www.riverbank.org to review the Water and Sewer Rates Study.
Cancelled 2015 Regular City Council Meetings	▪ Tuesday, May 26, 2015; Tuesday, July 14, 2015; Tuesday, September 8, 2015; and Tuesday, December 22, 2015.

AFFIDAVIT OF POSTING

I, Annabelle Aguilar, do hereby certify under penalty of perjury, under the laws of the State of California that the foregoing agenda was posted 72 hours prior to the meeting in accordance to the Brown Act.

Posted this 6th day of August, 2015

/s/Annabelle H. Aguilar, CMC, City Clerk /LRA Recorder

Notice Regarding Americans with Disabilities Act: In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the City Clerk's Office at (209) 863-7122 or cityclerk@riverbank.org. Notification 72-hours before the meeting will enable the City to make reasonable arrangements to ensure any special needs are met. [28 CFR 35.102-35.104 ADA Title II].

Notice Regarding Non-English Speakers: Pursuant to California Constitution Article III, Section IV, establishing English as the official language for the State of California, and in accordance with California Code of Civil Procedures Section 185, which requires proceedings before any State Court to be in English, notice is hereby given that all proceedings before the City of Riverbank City Council/LRA Board shall be in English and anyone wishing to address the Council is required to have a translator present who will take an oath to make an accurate translation from any language not English into the English language.

GENERAL INFORMATION

Meeting Schedule	The City Council Members also serve as the LRA Board Members. The Riverbank City Council/LRA Board meets in the City Hall North Council Chambers. Regular City Council meetings are held on the 2nd and 4th Tuesdays of each month at 6:00 p.m. The Local Redevelopment Authority Board meets on an "as needed" basis. Meetings are held as indicated, unless otherwise noticed.
City Council / LRA Agenda & Reports	The City Council/LRA Board agenda is posted pursuant to the California Brown Act, which only requires these agenda title pages to be posted near the entrance of the location where the meeting is to be held and, when available, on the City's website. Additional documents may be provided by the City in its efforts of transparency to keep the public well informed. The agenda packet (agenda plus supporting documents) are posted for public review at the City Clerk's Office, 6707 Third Street, Riverbank, CA and at www.riverbank.org upon distribution to a majority of the City Council/LRA Board. A subscription to receive the agenda can be purchased for a nominal fee through the City Clerk's Office.
Public Hearings	In general, a public hearing is an open consideration within a regular meeting of the City Council or a meeting of the LRA, for which special notice has been given and may be required. During a specified portion of the hearing, any resident or concerned individual is invited to present protests or offer support for the subject under consideration.
Televised / Video of Meetings	City Council/LRA meetings are televised on Charter Channel 2 and AT&T Uverse Channel 99. Video of the meeting and the schedule of replays may be seen on the City's website, under the "Action 2" Icon. (Note: Technical difficulty occurs on occasion preventing the televising or recording of the meeting.)
Questions	Contact the City Clerk at (209) 863-7122 or aaguilar@riverbank.org

RIVERBANK CITY COUNCIL / LRA AGENDA ITEM NO. 3.A

SECTION 3: CONSENT CALENDAR

Meeting Date:	August 11, 2015
Subject:	Waiver of Readings
From:	Jill Anderson, City Manager
Submitted by:	Annabelle Aguilar, CMC, City Clerk / LRA Recorder

RECOMMENDATION

It is recommended that the City Council / LRA Board approve the waiver of readings of Ordinances and Resolutions, except by title.

SUMMARY

The approval of the waiver of readings will allow Ordinances and Resolutions to be introduced by title only and acted upon without the need to read the entire text of the item into the public record. The documents related to proposed Ordinances and Resolutions are available for review by the public on the City's website and in the City Clerk's office at City Hall (North).

FINANCIAL IMPACT

There is no financial impact to this item.

ATTACHMENTS

There are no attachments to this report.

**RIVERBANK CITY COUNCIL / LOCAL REDEVELOPMENT AUTHORITY
AGENDA ITEM NO. 3.B**

SECTION 3: CONSENT CALENDAR

Meeting Date:	August 11, 2015
Subject:	Approval of the July 28, 2015, City Council and Local Redevelopment Authority Minutes
From:	Jill Anderson, City Manager
Submitted by:	Annabelle Aguilar, CMC, City Clerk / LRA Recorder

RECOMMENDATION

It is recommended that the City Council / Local Redevelopment Authority Board approve the City Council /LRA Meeting Minutes as presented.

SUMMARY

The Draft Minutes of the July 28, 2015, regular City Council and the Local Redevelopment Authority Board meetings have been prepared for review and approval.

FINANCIAL IMPACT

There is no financial impact to this item.

ATTACHMENT

1. July 28, 2015, City Council and LRA Minutes



City of Riverbank
REGULAR CITY COUNCIL AND
LOCAL REDEVELOPMENT AUTHORITY MEETINGS
(The City Council also serves as the LRA Board)

MINUTES
TUESDAY, JULY 28, 2015

The following minutes reflect action minutes, which may contain added clarification for the record. A copy of the verbatim recording may be obtained for a fee, by contacting the Administration Department at (209) 863-7122.

CALL TO ORDER:

The City Council and Local Redevelopment Authority Board of the City of Riverbank met at 6:00 p.m. on this date at the Riverbank City Council Chambers, 6707 Third Street, Suite B, Riverbank, California, with Mayor/Chair Richard D. O'Brien presiding.

FLAG SALUTE: Mayor Richard D. O'Brien

INVOCATION: Reverend Charles Neal

ROLL CALL:

Present Mayor/Chair Richard D. O'Brien
Vice Mayor/Chair Darlene Barber-Martinez
Council/Authority Members: Cal Campbell, Leanne Jones Cruz,
and Jeanine Tucker

CONFLICT OF INTEREST

Any Council/Authority Member and Staff who would have a direct Conflict of Interest on any scheduled agenda item to be considered are to declare their conflict.

No one declared a conflict.

1. PRESENTATIONS

Item 1.1: Howard Training Center Presentation.

Ms. Carla Strong, Director of the Center made the presentation.

Item 1.2: Stanislaus Alliance Innovation Challenge 2015 Presentation.

This presentation was cancelled.

Item 1.3: Update on the Planning for the 2015 Riverbank Cheese & Wine Festival.

Mr. Chris Ricci, of Chris Ricci Presents, made the presentation; City Council discussed the item.

2. PUBLIC COMMENTS (No Action Can Be Taken)

At this time, members of the public may comment on any item not appearing on the agenda, and within the subject matter jurisdiction of the City Council/LRA Board. Individual comments will be limited to a **maximum of 5 minutes** per person and each person may speak once during this time; time cannot be yielded to another person. Under State Law, matters presented during the public comment period cannot be discussed or acted upon. For record purposes, state your name and City of residence. Please make your comments directly to the City Council/LRA Board.

John Foley, Riverbank, spoke in regards to requesting City Council's action, a year ago, on the policy and process of water shut-offs and the removal of the City Manager.

Vance Calton, Riverbank, spoke in regards to the need to deal with the several unsafe issues arising from the homeless people camping near his home, and awareness of the homeless relocating to other neighborhoods when asked to move out of a location.

Evelyn Halbert, Riverbank, spoke in regards to the continued issues of unfair meter billing, the lack of policy on water connections, and the difference in billing properties; during a time that the City is considering raising water and sewer rates.

City Manager Jill Anderson and Mayor O'Brien responded to the comments.

Councilmember Leanne Jones Cruz commented on the written comments received by Mr. Scott McRitchie in regards to his concerns and suggestions of determining water use and monthly readings; requesting that his suggestions be considered.

3. CONSENT CALENDAR

All items listed on the Consent Calendar are to be acted upon by a single action of the City Council/LRA Board unless otherwise requested by an individual Council/Authority Member for special consideration. Otherwise, the recommendation of staff will be accepted and acted upon by roll call vote.

Item 3.A: Waive Readings. All Readings of ordinances and resolutions, except by title, are waived.

Item 3.B: Approval of the March 31, 2015, Special City Council Minutes.

Item 3.B-1 Approval of the May 12, 2015, Special City Council Minutes.

Item 3.B-2 Approval of the June 2, 2015, Special City Council Minutes.

Item 3.B-3: Approval of the June 23, 2015, City Council and Local Redevelopment Authority Minutes.

Item 3.C: A **Resolution (No. 2015-068)** of the City Council of the City of Riverbank Authorizing the Mayor to Execute a Lease with Chris Ricci Presents, Inc. for the Riverbank Cheese and Wine Festival.

Item 3.D: Extension of a General Lease for Continued Use and Maintenance of the Santa Fe Road Bridge Crossing the Stanislaus River.

Item 3.E: Memorandum of Agreement for the Claribel Road at Roselle Avenue Signalization Project Acquisition, Certification, and Construction Phase.

Item 3.F: A **Resolution (No. 2015-069)** of the City Council of the City of Riverbank Authorizing the Submittal of the Annual Program Income Report for the Community Development Block Grant Program Income Revolving Loan Account Funds.

Item 3.G: A **Resolution (No. 2015-070)** of the City Council of the City of Riverbank Authorizing the Submittal of the 2014-2015 Community Development Block Annual Performance Reports.

Item 3.H: A **Resolution (No. 2015-071)** of the City Council of the City of Riverbank Declaring Certain Property Surplus As Listed in Exhibit A and Authorizing Its Disposition.

Mrs. Evelyn Halbert requested to pull Item 3.C from the Consent Calendar for discussion.

ACTION: *By motion moved/seconded (Tucker / Jones Cruz / passed 5-0) to approve Consent Calendar Items 3.A through 3.B-3 and Items 3.D through 3.H as presented.*

Motion carried by unanimous City Council and LRA Board roll call vote.

AYES: *Campbell, Jones Cruz, Tucker, Barber-Martinez, and Mayor/Chair O'Brien*

NAYS: *None*

ABSENT: *None*

ABSTAINED: *None*

Item 3.C: *Mrs. Evelyn Halbert inquired about the street closures indicated on the maps provided. Parks and Recreation Director Sue Fitzpatrick stated she would address Mrs. Halbert's concerns with the maps.*

ACTION: *By motion moved/seconded (Tucker / Barber-Martinez / passed 5-0) to approve Consent Calendar Item 3.C as presented.*

Motion carried by unanimous City Council roll call vote.

AYES: *Campbell, Jones Cruz, Tucker, Barber-Martinez, and Mayor O'Brien*

NAYS: *None*

ABSENT: *None*

ABSTAINED: *None*

4. UNFINISHED BUSINESS

Item 4.1: **Update on the Community Outreach Plan Regarding the Potential Options for Creating City Council Districts in the City of Riverbank Pursuant to the California Voting Rights Act** – It is recommended that the City Council consider a verbal report on the plans being made to conduct additional workshops related to the potential options for creating City Council districts in the City of Riverbank. information regarding the a the feedback received at the community workshop held on March 14, 2015 regarding the draft maps that identify options for the potential implementation of district elections in Riverbank and provide direction on the scheduling of additional workshops.

City Manager Jill Anderson presented the staff report; there were no public comments.

City Council directed staff to proceed with the process to consider changing Riverbank's electoral system to [by] District Elections with the services provided by National Demographics Corporation.

5. PUBLIC HEARINGS

Item 5.1: **First reading and Introduction by Title Only of an Ordinance (No. 2015-013) of the City Council of the City of Riverbank, California, Amending Title III: Administration; By Repealing Chapter 37: Emergency Services, Organization and Functions in its Entirety and Replacing it with a New Chapter 37 of the City of Riverbank Code of Ordinances** – It is recommended that the City Council conduct the first reading and introduction by title only of the proposed ordinance and consider its approval as presented, which will then be scheduled for its second reading to consider its adoption at the August 11, 2015 regular City Council meeting.

Administrative Analyst Norma Torres-Manriquez presented the staff report.

Mayor O'Brien opened the public hearing at 7:08 p.m.; there were no public comments, the hearing was closed.

ACTION: *By motion moved/seconded (Barber-Martinez / Campbell / passed 5-0) to approve the first reading and introduction by title only of the proposed Ordinance (No. 2015-013) as presented, and schedule its second reading to consider its adoption at the August 11, 2015 regular City Council meeting.*

Motion carried by unanimous City Council roll call vote.

AYES: *Campbell, Jones Cruz, Tucker, Barber-Martinez, and Mayor O'Brien*

NAYS: *None*

ABSENT: *None*

ABSTAINED: *None*

Item 5.2: **A Resolution (No. 2015-072) of the City Council of the City of Riverbank, California, Approving the General Plan Amendment for the Riverbank General Plan Safety Element** – It is recommended that the City Council adopt a Resolution to find the proposed General Plan Amendment project exempt under Article 12 Section 15183 of the CEQA Guidelines and approve the modifications to the City's General Plan Safety Element to provide information relating to floodplain hazards and new policies and implementation measures relating to 200-year floodplain protection Safety.

David Niskanen, Assistant Planner, JB Anderson Associates, presented the report.

Mayor O'Brien opened the public hearing at 7:18 p.m.; there were no public comments, the hearing was closed.

ACTION: *By motion moved/seconded (Barber-Martinez / Jones Cruz / passed 5-0) to approve the General Plan Amendment for the Riverbank General Plan Safety Element as presented by adoption of Resolution No. 2015-072.*

Motion carried by unanimous City Council roll call vote.

AYES: *Campbell, Jones Cruz, Tucker, Barber-Martinez, and Mayor O'Brien*

NAYS: *None*

ABSENT: *None*

ABSTAINED: *None*

Item 5.3: **Continuance of the Public Hearing to Consider a Resolution of the City Council of the City of Riverbank, California, Approving and Adopting a 5-Year Capital Improvement Plan (CIP) For Fiscal Years 2015-2020 of the City Of Riverbank** – It is recommended that the City Council continue the public hearing to consider the 5-year Capital Improvement Plan for Fiscal Years 2015-2020 by:

1. Opening the public hearing
2. Receive comments
3. Close the Public Hearing, and
4. By roll call vote, continue the public hearing to the next regular City Council meeting on August 11, 2015.

City Manager Jill Anderson presented the staff report.

Mayor O'Brien opened the public hearing at 7:20 p.m.; there were no public comments, the hearing was closed.

ACTION: *By motion moved/seconded (O'Brien / Jones Cruz / passed 5-0) to approve the continuance of the public hearing item to the regular City Council meeting on August 11, 2015.*

Motion carried by unanimous City Council roll call vote.

AYES: *Campbell, Jones Cruz, Tucker, Barber-Martinez, and Mayor O'Brien*

NAYS: *None*

ABSENT: *None*

ABSTAINED: *None*

6. NEW BUSINESS

Item 6.1: **Designation of Voting Delegate and Alternate to Attend the 2015 League of California Cities Annual Conference** - It is recommended that City Council designate a Voting Delegate and appoint one or two alternates to attend the 2015 League of California Cities Annual Conference on September 30 – October 2 at the San Jose Convention Center to participate in the process of considering issues and taking action on resolutions that establish League policy.

City Manager Jill Anderson presented the staff report.

Councilmember Tucker recommended the Mayor and Vice Mayor serve as the Voting Delegate and alternate Delegate; no one objected.

Public Comment: *Mrs. Evelyn Halbert inquired about the need for the City to pay for all five City Council Members and two Staff members to attend the Conference.*

Each Member of the City Council responded in regards to the training, networking, and various other benefits received from attending the Conference.

ACTION: *By motion moved/seconded (Jones Cruz / Campbell / passed 5-0) to approve the designation of Mayor O'Brien and Vice Mayor Barber-Martinez as Riverbank's League of California Cities Voting Delegate and Alternate Delegate, respectively.*

Motion carried by unanimous City Council roll call vote.

AYES: *Campbell, Jones Cruz, Tucker, Barber-Martinez, and Mayor O'Brien*

NAYS: *None*

ABSENT: *None*

ABSTAINED: *None*

Item 6.2: **Progress Report on the Activities Related to the Update on the Potential Expansion of the City's Sphere of Influence** – It is recommended that the City Council receive the verbal update on the

progress being made to meet the strategic objective to evaluate an expanded Sphere of Influence as part of the City's work to meet the strategic goal to "Achieve and Maintain Financial Stability."

Planning and Building Manager Donna Kenney presented the staff report.

Vice Mayor Barber-Martinez inquired about the CEQA process, and Mayor O'Brien commented on the importance of this topic.

7. COMMENTS (Information only – No action)

Item 7.1: Staff Comments

Police Chief Erin Kiely: 1) announced that the Junior Police Academy has begun with 25 youth participants, 2) announced a presentation of gang awareness on Thursday, at the Community Center, 3) commented on the positive use of Next Door and the Riverbank Police Services Facebook page to reach out to a younger audience, and 4) announced the annual National Night Out event on August 4th.

Administrative Analyst Norma Torres-Manriquez announced the availability of the City's cooling zones for public use during the days of excessive heat.

Director of Finance Marisela Garcia announced the scheduled Budget Advisory Committee meeting and current vacancy.

City Manager Jill Anderson announced the resignation of Planning Commissioner John Degele and preparations to fill the vacancy.

Item 7.2: Council/Authority Member Comments

Council/Authority Member Jones Cruz: 1) encouraged the public to get involved and to consider serving on the Jacob Myers Park Committee, 2) encouraged the public to participate in the National Night Out event, and 3) announced the life jacket loan program offered by the local Fire Department.

Council/Authority Member Campbell announced that according to local Fire Chief Bradley, the tanker [train] cars going through Stanislaus County are not carrying the oil from North and South Dakota.

Council/Authority Member Tucker congratulated staff on the new City's website, and encouraged everyone to participate in the National Night Out event.

Vice Mayor/Chair Barber-Martinez: 1) thanked Riverbank Police Services for providing the gang awareness presentations, 2) announced several activities occurring at the Farmer's Market event, 3) thanked the Chamber of Commerce for sponsoring the backpack give away to the children in the community, and 4) thanked staff for the work on planning the Cheese and Wine event.

Item 7.3: Mayor/Chair Comments

Mayor/Chair O'Brien: 1) commented on the City's structural deficit and tight times ahead, 2) acknowledged the City's processes must be fair and equitable and the need to look into and visit these issues, and make any corrections as needed, and 3) commented on the City's awareness of the homeless situation, the City's inability to act on private property, and the hope of Stanislaus County having solutions to deal with several social issues, including homelessness.

8. CLOSED SESSION

The public will have a limit of 5 minutes to comment on Closed Session item(s) as set forth on the agenda prior to the City Council/LRA Board recessing into Closed Session.

MAYOR/CHAIR O'BRIEN READ THE ITEMS; NO ONE COMMENTED. MAYOR/CHAIR O'BRIEN RECESSED THE CITY COUNCIL AND LRA MEETINGS AT 7:56 P.M. TO CLOSED SESSION.

Item 8.1: CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION

Pursuant to Government Code § 54956.9(a)

Name of Case: Barham Construction, Inc. v. City of Riverbank

Court of Appeals of California, Fifth District

Case No. F058692 and Case No. F059499

Item 8.2: CONFERENCE WITH REAL PROPERTY NEGOTIATORS

Government Code Section 54956.8

Property: APN: 075-039-002 (0 Terminal)

Agency Negotiator: Jill Anderson, City Manager

Property Negotiator: Marvel Romero

Under Negotiation: Price, terms of payment, or both

Recommendation:

It is recommended that City Council /LRA Board provide direction to Staff on the Closed Session item(s).

9. REPORT FROM CLOSED SESSION

MAYOR/CHAIR O'BRIEN RECONVENED THE MEETINGS AT 8:10 P.M.

Item 9.1: Report on Closed Session Item 8.1: CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION

Mayor O'Brien reported that direction was provided to staff.

Item 9.2: Report on Closed Session Item 8.2: **CONFERENCE WITH REAL PROPERTY NEGOTIATORS**

Mayor O'Brien reported that direction was provided to staff.

10. INFORMATIONAL ITEMS (Information Only – No Action)

Item 10.1: Warrant Registers for 04/07/15, 04/16/15, 04/23/15, 04/30/15, 05/07/15, 05/14/15, 05/21/15, 06/04/15, 06/11/15, 06/18/15, 06/25/15, 06/30/15, 07/01/15, 07/08/15, and 07/09/15.

ADJOURNMENT

There being no further business, Mayor/Chair O'Brien adjourned the meetings at 8:11 p.m.

ATTEST:

APPROVED:

Annabelle H. Aguilar, CMC
City Clerk / LRA Recorder

Richard D. O'Brien
Mayor / Chair

RIVERBANK CITY COUNCIL AGENDA ITEM NO. 3.C

SECTION 3: CONSENT CALENDAR

Meeting Date:	August 11, 2015
Subject/ Title:	A Resolution of the City Council of the City of Riverbank, California, Endorsing the Designation of SR 132 (Yosemite Boulevard) as The John Muir Highway and an Alternate Scenic Route to Yosemite National Park.
From:	Jill Anderson, City Manager
Submitted by:	Marisela Garcia, Director of Finance Kathleen Cleek, Development Services Administration Manager

RECOMMENDATION:

It is recommended that the City Council adopt a Resolution to endorse the designation of SR 132 (Yosemite Boulevard) as The John Muir Highway and an alternate scenic route to Yosemite National Park.

SUMMARY:

The route taken in 1868 by famed naturalist John Muir on his first visit to Yosemite was parallel to today's existing county-maintained J-132 route above historic Coulterville. The Mariposa County Board of Supervisors and John Muir historians have secured for the J-132 segment the designation of the John Muir Highway. The John Muir Geotourism Center, the nation's first Geotourism center, which is headquartered in Coulterville, is seeking an extension of the John Muir Highway designation to the full length of the State Route 132 corridor from its western connections with I-5 and I-580 to Coulterville. This designation is intended to memorialize the traditions and accomplishments of John Muir but also to provide a marketing brand for Route 132, which is under-appreciated as an alternate scenic route to Yosemite National Park, and that with creative marketing could become a popular travel option for tourists from northern California and beyond.

FINANCIAL IMPACT:

No financial impact to the City.

ATTACHMENTS:

1. Resolution

CITY OF RIVERBANK

RESOLUTION NO. 2015- ____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVERBANK,
CALIFORNIA, ENDORSING THE DESIGNATION OF SR 132 (YOSEMITE
BOULEVARD) AS THE JOHN MUIR HIGHWAY AND AN ALTERNATE SCENIC
ROUTE TO YOSEMITE NATIONAL PARK**

WHEREAS, the route taken in 1868 by famed naturalist John Muir on his first visit to Yosemite was parallel to today's existing county-maintained J-132 route above historic Coulterville; and

WHEREAS, the Mariposa County Board of Supervisors and John Muir historians have secured for the J-132 segment the designation of the John Muir Highway; and

WHEREAS, the John Muir Geotourism Center, the nation's first geotourism center, which is headquartered in Coulterville, is seeking an extension of the John Muir Highway designation to the full length of the State Route 132 corridor from its western connections with I-5 and I-580 to Coulterville; and

WHEREAS, this designation is intended to memorialize the traditions and accomplishments of John Muir but also to provide a marketing brand for Route 132, which is under-appreciated as an alternate scenic route to Yosemite National Park, and that with creative marketing could become a popular travel option for tourists from northern California and beyond.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Riverbank endorses the efforts of the John Muir Geotourism Center to create a tourism development program for Highway 132 beginning with branding of the route as the John Muir Highway.

PASSED AND ADOPTED by the City Council of the City of Riverbank at a regular meeting held on the 11th day of August, 2015; motioned by _____, seconded by _____, and upon roll call was carried by the following City Council vote of ____:

AYES:

NAYS

ABSENT:

ABSTAINED:

ATTEST:

APPROVED:

Annabelle H. Aguilar, CMC
City Clerk

Richard D. O'Brien
Mayor

RIVERBANK CITY COUNCIL AGENDA ITEM NO. 3.D

SECTION 3: CONSENT CALENDAR

Meeting Date:	August 11, 2015
Subject:	Acceptance of the Morrill Road Pavement Resurfacing and Rehabilitation Project and Authorization to File a Notice of Completion
From:	Jill Anderson, City Manager
Submitted by:	Marisela H. Garcia, Director of Finance/City Treasurer Kathleen Cleek, Development Services Administration Manager Laura Graybill, Project Coordinator

RECOMMENDATION:

It is recommended that the City Council accept the completion of the Morrill Road Pavement Resurfacing and Rehabilitation Project and authorize staff to file a Notice of Completion.

SUMMARY:

MCI Engineering, Inc. has completed the construction of the Morrill Road Pavement Resurfacing and Rehabilitation Project. William Kull, City Engineer and City staff have completed a final inspection and determined that construction has been completed per the plans and specifications.

BACKGROUND:

The Morrill Road (Roselle to Jackson) Pavement Resurfacing and Rehabilitation Project consisted of road grind and overlay of portions of Morrill Road from Jackson Avenue to 200 feet west of Roselle Avenue. The project also included the installation of sidewalk, curb and gutters, and handicap ramps. The purpose of the project was to repair areas of failing or damaged pavement that will extend the service life of the road, and construct sidewalk and handicap ramp improvements to improve Americans with Disabilities (ADA) accessibility. Morrill Road is a major arterial road that was identified in the City's Pavement Management Program as a candidate for an overlay.

The contract was awarded on September 9, 2014, to MCI Engineering, Inc. in the amount of \$263,248.00. A total of eight (8) Contract Change Order were issued for this project due to various items and changes in quantities in the amount of \$27,130.49 (10.31% of the original construction cost).

It is recommended that the Council accept the Morrill Road Pavement Resurfacing and Rehabilitation Project as complete and authorize the Project Coordinator to record the Notice of Completion.

FISCAL IMPACT:

Total cost of construction including change orders is \$290,378.49. The project was programmed in the Federal Transportation Improvement Plan (FTIP) under the Regional Surface Transportation Program (RSTP) and Non-Participating Costs (Adjust Utilities to grade) – LTF Funds. This project was completed under budget.

ATTACHMENTS:

1. Notice of Completion.

RECORDING REQUESTED BY

AND WHEN RECORDED MAIL TO

NAME

STREET
ADDRESS

CITY &
STATE

CITY OF RIVERBANK
ATTN: DEVELOPMENT SERVICES
6707 THIRD STREET
RIVERBANK, CA 95367

SPACE ABOVE THIS LINE
FOR RECORDER'S USE

NOTICE OF COMPLETION

NOTICE IS HEREBY GIVEN THAT:

1. The undersigned is the owner of the interest or estate stated below in the property hereinafter described.

2. The full name of the undersigned is City of Riverbank

(Print Full Name)

3. The complete address of the undersigned is 6707 Third Street, Riverbank, CA 95367

(Address, City, State, Zip)

4. The nature of the title of the undersigned is:

☒ Owner in Fee, or

☐ Vendee (Buyer) under Contract of Purchase, or

☐ Lessee, or

☐ Other

If "Other," briefly list or describe appropriate designation or title

5. The full names and complete addresses of all persons, if any, who hold title with the undersigned as joint tenants or as tenants in common are:

Co-owner's Name(s)

Co-owner's Complete Address (Number and Street, City, State, Zip)

N/A

6. The names of the predecessors in interest of the undersigned, if the property was transferred subsequent to the commencement of the work of improvement herein referred to, include, but are not limited to the following individual(s) (if no transfer was made, insert the word "none"):

Co-owner's Name(s)

Co-owner's Complete Address (Number and Street, City, State, Zip)

N/A

7. A work of improvement on the property described below was completed on August 11, 2015

(Date of Completion)

This document is only a general form which may be proper for use in simple transactions and in no way acts, or is intended to act, as a substitute for the advice of an attorney. The printer does not make any warranty, either expressed or implied, as to the merchantability or fitness for a particular purpose, or as to the legal validity of any provision or the suitability of these forms in any specific transaction.

Cowdery's Form No. 34809 • NOTICE OF COMPLETION (Civil Code Section 3093) • (Revised 12.03) • © Cowdery's 2005



8. The name of the original contractor, if any, for the work of improvement was (if no contractor for the work of improvement as a whole, insert the word "none") MCI Engineering, INC.

If notice covers completion of contract for only part of the work of improvement, check box and complete:

☒ The kind of work done or finished was road grind and overlay, installation of sidewalk, curb, gutter and handicap ramps.
(Give General Description of Work Completed, e.g., Furnishing of Concrete for Sidewalks, etc.)

9. The property on which the work of improvement was completed is in the City of Riverbank, County of Stanislaus, State of California, and is described as follows:

Morrill Road Pavement Resurfacing and Rehabilitation Project
(Set Forth Description of Jobsite Sufficient for Identification, Using Legal Description if Possible)

10. The street address of the said property is Morrill Road, between Roselle and Jackson, in Riverbank, CA 95367
(Address, City, State, Zip, or if No Official Street Address, Insert the Word "None")

Dated this 11th day of August, 2015
(Day) (Month) (Year)

(Owner's Signature)

City of Riverbank
Laura Graybill, Project Coordinator
(Owner's Typed or Printed Name)

VERIFICATION

I the undersigned, say:

I am the person who signed the foregoing notice. I have read and understand the above notice and know its contents, and the facts stated therein are true and correct to the best of my knowledge.

I declare under penalty of perjury that the foregoing is true and correct.

Executed in City of Riverbank, County of Stanislaus, State of California
on this 11th day of August, 2015
(Day) (Month) (Year)

(Signature of Person Signing Notice of Completion)

Laura Graybill, Project Coordinator
City of Riverbank

This form is the notice of completion that a property owner may record to limit the time in which mechanics' liens may be recorded against a construction project (see CA Civil Code § 3093). For this purpose an "owner" is the person who causes a building, improvement, or structure to be constructed, altered, or repaired, whether the interest or estate is in fee, as a vendee (buyer) under contract or purchase, as lessee, or other interest or estate less than fee. If the interest is held by two or more persons as joint tenants or tenants in common, any one or more of the co-tenants may be deemed to be the owner. (CA Civil Code §§ 3092(g), 3093). **This form is for use with a private work of improvement only, and is not intended for public sector applications.**

If the owner records the notice within the applicable time period, the original contractor has sixty (60) days from the day the notice is recorded to record a claim of lien against

the project (CA Civil Code § 3115); and all other persons who furnished labor, services, equipment, or materials must record their liens within thirty (30) days after the notice of completion is recorded (CA Civil Code § 3116). Otherwise, all persons who furnished labor, services, equipment, or materials have ninety (90) days after completion of the work of improvement in which to record their liens (CA Civil Code §§ 3115, 3116).

The owner must record the notice in the office of the county recorder of the county where the site is located within ten (10) days after the work of improvement is completed (CA Civil Code § 3093(e)). This applies equally to the project which is completed in phases. A notice of completion must be filed within ten (10) days after the completion of each phase of the project to shield owner properly (CA Civil Code § 3117).

RIVERBANK CITY COUNCIL AGENDA ITEM NO. 3.E

SECTION 3: CONSENT CALENDAR

Meeting Date:	August 11, 2015
Subject:	A Resolution of the City Council of the City of Riverbank, California, Authorizing the City Manager to Enter into a Purchase Agreement for the Acquisition of Real Property and Appropriating Up to \$10,500 in General Fund Reserves for Said Purchase
From:	Jill Anderson, City Manager
Submitted by:	Marisela H. Garcia, Director of Finance Michael Riddell, Public Works Superintendent

RECOMMENDATION

It is recommended that the City Council adopt a Resolution:

- (1) Authorizing the City Manager to enter into a purchase agreement for the acquisition of real property located at APN 075-039-002 (north east corner of Terminal & Reich), and
- (2) Appropriating up to \$10,500 in General Fund Reserves for said purchase.

SUMMARY

The purchase of this property located at the north east corner of Terminal Ave. and Reich Ln. would be of the best interest of the City as this property is currently used as a storm drainage basin. It has been verified by our Public Works Superintendent, Michael Riddell, that the property does in fact drain to two nearby drain inlets.

BACKGROUND

The City of Riverbank has recently been approached by the property owners of the parcel located at the north east corner of Terminal Avenue and Reich Lane (APN 075-039-002). The property owners approached the City with the intent to sell the property. Through our research and inspection of said property, it has been discovered that the bare land is used primarily as a storm drainage basin. In order for the property to be developed into a residential structure the property would need to be re-engineered so that the existing drainage structure on the property would drain to another nearby basin parcel. This cost, in addition to filling and compacting of imported soil into the land, has made it financially infeasible for the property to be used for anything other than a storm

drainage basin. After further inspection of this property the City's Public Works Superintendent, Michael Riddell, verified that this property was part of our storm drainage system and drained into two nearby drain inlets.

The purchase of this property would allow the City to have control over the operations and maintenance of this storm drainage structure. This would allow the City to ensure full compliance with existing and future MS4 Permit storm drain requirements. Maintenance of the site would be minimal and would be able to be absorbed into the City's storm drain maintenance schedule.

The purchase price is currently as follows:

Land Purchase	\$10,000.00
Estimated Closing Costs	<u>407.50</u>
Total Cost	\$10,407.50

Therefore, it is recommended that the City Council authorize the City Manager to enter into a purchase agreement for the acquisition of this property and appropriate up to \$10,500 in General Fund Reserves for its purchase.

STRATEGIC PLAN

This report has been prepared to accomplish the following strategic goal established at the March 31, 2015 meeting:

“Improve & Maintain Infrastructure and Facilities”

FINANCIAL IMPACT

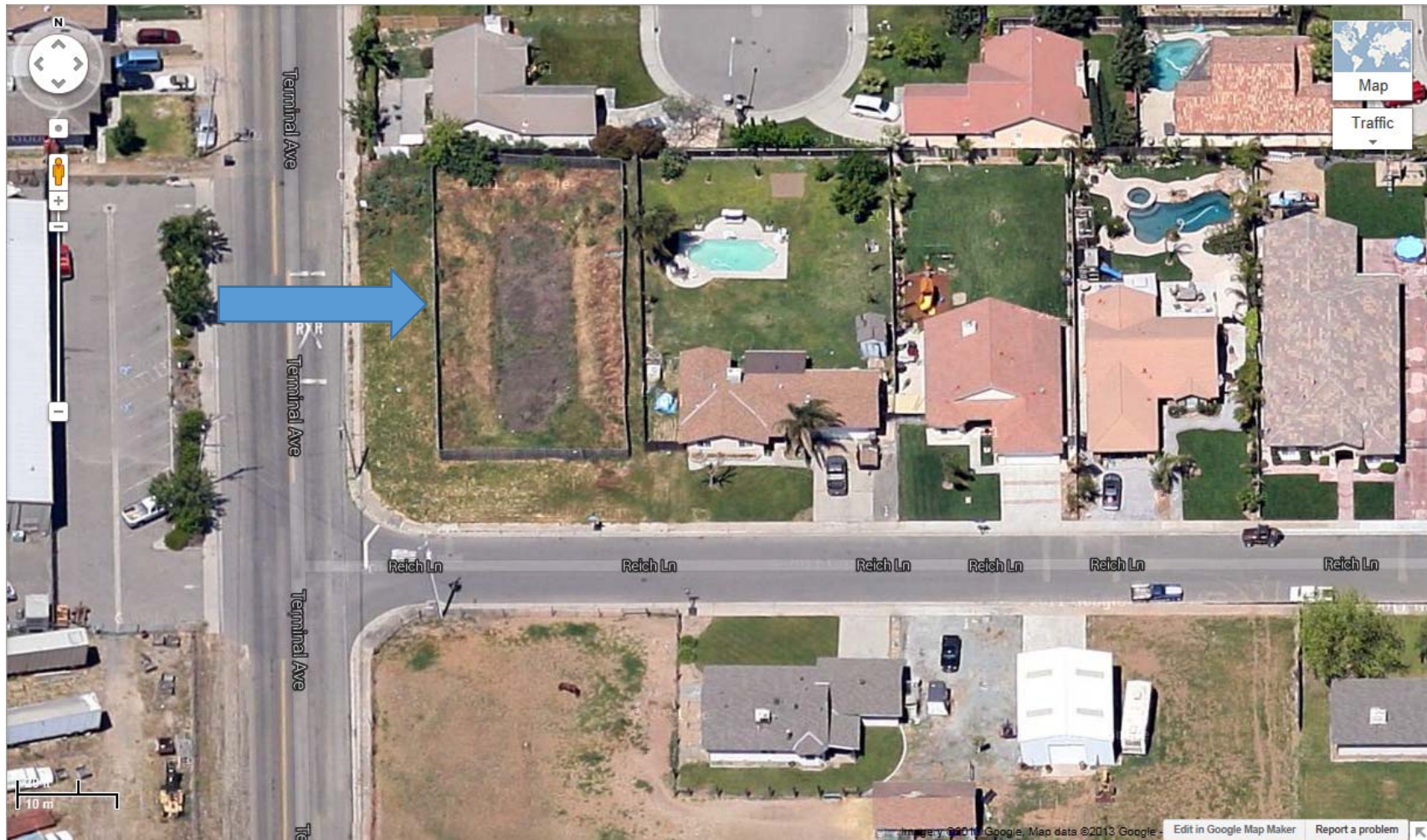
The total financial impact for the purchase of this property is restricted to a maximum of \$10,500 in General Fund Reserves.

ATTACHMENTS

1. Site Map
2. Resolution

SITE MAP: APN 075-039-002

NORHT EAST CORNER OF TERMINAL AVENUE & REICH LANE



CITY OF RIVERBANK

RESOLUTION

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVERBANK,
CALIFORNIA, AUTHORIZING THE CITY MANAGER TO ENTER INTO A PURCHASE
AGREEMENT FOR THE ACQUISITION OF REAL PROPERTY AND
APPROPRIATING UP TO \$10,500 IN GENERAL FUND RESERVES FOR SAID
PURCHASE**

WHEREAS, the City of Riverbank desires to acquire property located at APN 075-039-002 (0 Terminal Ave) which is located on the north east corner of Terminal Avenue and Reich Lane; and,

WHEREAS, this purchase will enable to City of Riverbank to control property that is currently being used as a storm drainage basin; and,

WHEREAS, the sales price of the property is \$10,000 with estimated closing costs of \$500 for an estimated total purchase price of \$10,500; and,

WHEREAS, The City Council believes it to be in the best interest of the City to move forward with the purchase of the property.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Riverbank hereby authorizes as follows:

1. That the City Manager is hereby authorized to negotiate with the Seller for the purchase of the Property in an amount not to exceed \$10,500 including closing costs, and
2. That a budget appropriation of \$10,500 is made from the General Fund Reserves to account number 101-413.000-707.003 for the purchase of this property.

PASSED AND ADOPTED by the City Council of the City of Riverbank at a regular meeting held on the 11th day of August, 2015; motioned by Councilmember _____, seconded by Councilmember _____, and upon roll call was carried by the following City Council vote of ____:

AYES:

NAYS:

ABSENT:

ABSTAINED:

ATTEST:

APPROVED:

Annabelle H. Aguilar, CMC
City Clerk

Richard D. O'Brien
Mayor

RIVERBANK CITY COUNCIL AGENDA ITEM NO. 3.F

SECTION 3: CONSENT CALENDAR

Meeting Date:	August 11, 2015
Subject:	A Resolution of the City Council of the City of Riverbank, California, Adopting Pay Schedules (Compensation Plans) for January 5, 2015, January 8, 2016, and July 8, 2016
From:	Jill Anderson, City Manager
Submitted by:	Alvaro Zamora, Human Resource Analyst

RECOMMENDATION

It is recommended that the City Council consider adopting Pay Schedules (Compensation Plans) with an effective date of January 5, 2015, January 8, 2016, and July 8, 2016 as required by CalPERS regulations.

SUMMARY

To be in compliance with CalPERS regulations the compensation schedules with effective dates of January 5, 2015, January 8, 2016, and July 8, 2016, need to be formally approved and adopted by the City Council. The approval and adoption of these compensation schedules is a formality as the salaries were approved in past labor negotiations or through individual employment contracts by the City Council.

BACKGROUND

Only compensation earnable, as defined by California Government Codes Section 20636, can be reported to CalPERS and will be considered when calculating retirement benefits. In determining the amount of earnable compensation, an employee's pay rate is limited to the amounts identified on the publicly available compensation schedule that has been approved and adopted by the agency's governing body as required by Section 570.5 of the California Code of Regulations (CCR).

By approving the attached compensation schedules the City will be in compliance with all applicable California Government Codes and CCR's. The approval and adoption of these compensation schedules is a formality as the salaries were approved in past labor negotiations or through individual employment contracts which were previously approved by the City Council.

FINANCIAL IMPACT

The financial impact associated with the approval of the attached compensation schedules is estimated to be as follows:

<u>Compensation Schedule</u>	<u>Financial Impact</u>
January 5, 2015	Previously adopted in the 2015/2016 Budget
January 8, 2016	\$60,000 (Estimated)
July 8, 2016	\$65,000 (Estimated)

ATTACHMENTS

Attached to this report are the Riverbank Compensation Plans, Effective

1. January 5, 2015
2. January 8, 2016
3. July 8, 2016

CITY OF RIVERBANK

RESOLUTION

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVERBANK,
CALIFORNIA, ADOPTING PAY SCHEDULES (COMPENSATION PLANS)
FOR JANUARY 5, 2015; JANUARY 8, 2016; AND JULY 8, 2016**

WHEREAS, The State of California Code of Regulations §570.5(a)(1) requires that all pay schedules (compensation plans) be duly approved and adopted by an employer's governing body in accordance with requirements of applicable public meeting laws; and

WHEREAS, For purposes of determining the amount of "compensation earnable" pursuant to Government Code Sections 20630, 20636, and 20636.1, pay rate shall be limited to the amount listed on a pay schedule that meet the requirements of Section 570.5 of the California Code of Regulations ; and

WHEREAS, in order to comply with the California Code of Regulations §570.5 and as Government Code §20630, 20636, and 20636.1, the attached compensation plans as negotiated by the Miscellaneous Bargaining Group, Mid-Management Group, and Executive staff are presented for separate approval.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Riverbank, California, hereby adopts the Compensation Plans for January 5, 2015; January 8, 2016; and July 8, 2016.

PASSED AND ADOPTED by the City Council of the City of Riverbank at a regular meeting held on the 11th day of August, 2015; motioned by Councilmember _____, seconded by Councilmember _____, and upon roll call was carried by the following City Council vote of ____:

AYES:

NAYS:

ABSENT:

ABSTAINED:

ATTEST:

APPROVED:

Annabelle Aguilar, CMC
City Clerk

Richard D. O'Brien
Mayor

Attachments: January 5, 2015; January 8, 2016; and July 8, 2016, Compensation Plans

CITY OF RIVERBANK
COMPENSATION SCHEDULE
FULL-TIME POSITIONS
EFFECTIVE: JANUARY 5, 2015

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
43	Account Clerk I	Hourly	17.41	18.28	19.19	20.15	21.16
		Bi-Weekly	1,392.51	1,462.14	1,535.24	1,612.01	1,692.60
		Monthly	3,017.10	3,167.96	3,326.36	3,492.68	3,667.31
		Annual	36,205.20	38,015.52	39,916.32	41,912.16	44,007.72
53	Account Clerk II	Hourly	19.23	20.19	21.20	22.26	23.37
		Bi-Weekly	1,538.19	1,615.10	1,695.85	1,780.65	1,869.68
		Monthly	3,332.74	3,499.38	3,674.35	3,858.07	4,050.97
		Annual	39,992.88	41,992.56	44,092.20	46,296.84	48,611.64
125	Accountant	Hourly	26.32	27.63	29.01	30.47	31.99
		Bi-Weekly	2,105.39	2,210.66	2,321.19	2,437.25	2,559.12
		Monthly	4,561.68	4,789.76	5,029.25	5,280.71	5,544.75
		Annual	54,740.16	57,477.12	60,351.00	63,368.52	66,537.00
146	Accounting Manager	Hourly	32.43	34.06	35.76	37.55	39.42
		Bi-Weekly	2,594.67	2,724.41	2,860.62	3,003.66	3,153.84
		Monthly	5,621.79	5,902.88	6,198.02	6,507.92	6,833.32
		Annual	67,461.48	70,834.56	74,376.24	78,095.04	81,999.84
75	Administrative Analyst I	Hourly	23.93	25.13	26.39	27.70	29.09
		Bi-Weekly	1,914.60	2,010.32	2,110.84	2,216.38	2,327.20
		Monthly	4,148.29	4,355.70	4,573.49	4,802.16	5,042.27
		Annual	49,779.48	52,268.40	54,881.88	57,625.92	60,507.24
128	Administrative Analyst II	Hourly	27.11	28.47	29.89	31.39	32.96
		Bi-Weekly	2,169.19	2,277.65	2,391.54	2,511.11	2,636.67
		Monthly	4,699.91	4,934.91	5,181.66	5,440.74	5,712.78
		Annual	56,398.92	59,218.92	62,179.92	65,288.88	68,553.36
66	Administrative Assistant	Hourly	21.88	22.98	24.13	25.33	26.60
		Bi-Weekly	1,750.60	1,838.13	1,930.03	2,026.54	2,127.86
		Monthly	3,792.96	3,982.61	4,181.74	4,390.83	4,610.37
		Annual	45,515.52	47,791.32	50,180.88	52,689.96	55,324.44
111	Administrative Assistant - Confidential	Hourly	22.90	24.04	25.24	26.50	27.83
		Bi-Weekly	1,831.62	1,923.20	2,019.36	2,120.33	2,226.35
		Monthly	3,968.51	4,166.94	4,375.29	4,594.05	4,823.75
		Annual	47,622.12	50,003.28	52,503.48	55,128.60	57,885.00
30	Administrative Clerk	Hourly	15.29	16.06	16.86	17.71	18.59
		Bi-Weekly	1,223.55	1,284.72	1,348.96	1,416.41	1,487.23
		Monthly	2,651.02	2,783.57	2,922.75	3,068.89	3,222.33
		Annual	31,812.24	33,402.84	35,073.00	36,826.68	38,667.96
56	Assistant Mechanic	Hourly	19.81	20.80	21.84	22.93	24.08
		Bi-Weekly	1,584.79	1,664.04	1,747.24	1,834.60	1,926.33
		Monthly	3,433.72	3,605.41	3,785.68	3,974.96	4,173.71
		Annual	41,204.64	43,264.92	45,428.16	47,699.52	50,084.52

CITY OF RIVERBANK
COMPENSATION SCHEDULE
FULL-TIME POSITIONS
EFFECTIVE: JANUARY 5, 2015

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
81	Assistant Planner	Hourly	25.40	26.68	28.01	29.41	30.88
		Bi-Weekly	2,032.38	2,134.01	2,240.70	2,352.74	2,470.38
		Monthly	4,403.50	4,623.68	4,854.86	5,097.60	5,352.48
		Annual	52,842.00	55,484.16	58,258.32	61,171.20	64,229.76
91	Associate Planner	Hourly	28.06	29.47	30.94	32.49	34.11
		Bi-Weekly	2,245.01	2,357.26	2,475.12	2,598.88	2,728.83
		Monthly	4,864.19	5,107.40	5,362.77	5,630.91	5,912.46
		Annual	58,370.28	61,288.80	64,353.24	67,570.92	70,949.52
76	Building Inspector I	Hourly	24.17	25.38	26.65	27.98	29.38
		Bi-Weekly	1,933.74	2,030.43	2,131.95	2,238.55	2,350.48
		Monthly	4,189.78	4,399.27	4,619.23	4,850.19	5,092.70
		Annual	50,277.36	52,791.24	55,430.76	58,202.28	61,112.40
86	Building Inspector II	Hourly	26.70	28.04	29.44	30.91	32.45
		Bi-Weekly	2,136.05	2,242.86	2,355.00	2,472.75	2,596.39
		Monthly	4,628.11	4,859.52	5,102.50	5,357.63	5,625.51
		Annual	55,537.32	58,314.24	61,230.00	64,291.56	67,506.12
155	Building Official	Hourly	35.47	37.25	39.11	41.06	43.12
		Bi-Weekly	2,837.76	2,979.65	3,128.63	3,285.06	3,449.32
		Monthly	6,148.48	6,455.90	6,778.70	7,117.64	7,473.52
		Annual	73,781.76	77,470.80	81,344.40	85,411.68	89,682.24
255	City Manager	Hourly	60.89	63.94	67.14	70.49	74.02
		Bi-Weekly	4,871.57	5,115.15	5,370.90	5,639.45	5,921.42
		Monthly	10,555.07	11,082.82	11,636.96	12,218.81	12,829.75
		Annual	126,660.84	132,993.84	139,643.52	146,625.72	153,957.00
70	City Mechanic	Hourly	22.77	23.91	25.11	26.36	27.68
		Bi-Weekly	1,821.68	1,912.77	2,008.41	2,108.83	2,214.27
		Monthly	3,946.98	4,144.33	4,351.55	4,569.13	4,797.59
		Annual	47,363.76	49,731.96	52,218.60	54,829.56	57,571.08
174	City Planner	Hourly	42.85	45.00	47.25	49.61	52.09
		Bi-Weekly	3,428.32	3,599.73	3,779.72	3,968.70	4,167.14
		Monthly	7,428.02	7,799.42	8,189.39	8,598.86	9,028.80
		Annual	89,136.24	93,593.04	98,272.68	103,186.32	108,345.60
43	Community Development Specialist I	Hourly	17.41	18.28	19.19	20.15	21.16
		Bi-Weekly	1,392.51	1,462.14	1,535.24	1,612.01	1,692.60
		Monthly	3,017.10	3,167.96	3,326.36	3,492.68	3,667.31
		Annual	36,205.20	38,015.52	39,916.32	41,912.16	44,007.72
53	Community Development Specialist II	Hourly	19.23	20.19	21.20	22.26	23.37
		Bi-Weekly	1,538.19	1,615.10	1,695.85	1,780.65	1,869.68
		Monthly	3,332.74	3,499.38	3,674.35	3,858.07	4,050.97
		Annual	39,992.88	41,992.56	44,092.20	46,296.84	48,611.64

CITY OF RIVERBANK
COMPENSATION SCHEDULE
FULL-TIME POSITIONS
EFFECTIVE: JANUARY 5, 2015

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
86	Construction Inspector I	Hourly	26.70	28.04	29.44	30.91	32.45
		Bi-Weekly	2,136.05	2,242.86	2,355.00	2,472.75	2,596.39
		Monthly	4,628.11	4,859.52	5,102.50	5,357.63	5,625.51
		Annual	55,537.32	58,314.24	61,230.00	64,291.56	67,506.12
96	Construction Inspector II	Hourly	29.49	30.97	32.52	34.14	35.85
		Bi-Weekly	2,359.53	2,477.51	2,601.38	2,731.45	2,868.03
		Monthly	5,112.31	5,367.93	5,636.33	5,918.15	6,214.06
		Annual	61,347.72	64,415.16	67,635.96	71,017.80	74,568.72
66	Deputy City Clerk	Hourly	21.88	22.98	24.13	25.33	26.60
		Bi-Weekly	1,750.60	1,838.13	1,930.03	2,026.54	2,127.86
		Monthly	3,792.96	3,982.61	4,181.74	4,390.83	4,610.37
		Annual	45,515.52	47,791.32	50,180.88	52,689.96	55,324.44
166	Development Services Administrative Manager	Hourly	39.58	41.55	43.63	45.81	48.10
		Bi-Weekly	3,166.00	3,324.30	3,490.51	3,665.04	3,848.29
		Monthly	6,859.67	7,202.65	7,562.78	7,940.92	8,337.97
		Annual	82,316.04	86,431.80	90,753.36	95,291.04	100,055.64
226	Director of Administrative Services/City Clerk	Hourly	45.63	47.91	50.31	52.82	55.46
		Bi-Weekly	3,650.48	3,833.01	4,024.66	4,225.89	4,437.18
		Monthly	7,909.38	8,304.85	8,720.09	9,156.09	9,613.89
		Annual	94,912.56	99,658.20	104,641.08	109,873.08	115,366.68
234	Director of Development Services	Hourly	49.41	51.88	54.48	57.20	60.06
		Bi-Weekly	3,952.95	4,150.60	4,358.13	4,576.04	4,804.84
		Monthly	8,564.73	8,992.97	9,442.62	9,914.75	10,410.49
		Annual	102,776.76	107,915.64	113,311.44	118,977.00	124,925.88
226	Director of Finance	Hourly	45.63	47.91	50.31	52.82	55.46
		Bi-Weekly	3,650.48	3,833.01	4,024.66	4,225.89	4,437.18
		Monthly	7,909.38	8,304.85	8,720.09	9,156.09	9,613.89
		Annual	94,912.56	99,658.20	104,641.08	109,873.08	115,366.68
226	Director of Parks & Recreation	Hourly	45.63	47.91	50.31	52.82	55.46
		Bi-Weekly	3,650.48	3,833.01	4,024.66	4,225.89	4,437.18
		Monthly	7,909.38	8,304.85	8,720.09	9,156.09	9,613.89
		Annual	94,912.56	99,658.20	104,641.08	109,873.08	115,366.68
61	Engineer Technician I	Hourly	20.82	21.86	22.95	24.10	25.31
		Bi-Weekly	1,665.63	1,748.91	1,836.36	1,928.18	2,024.59
		Monthly	3,608.87	3,789.31	3,978.78	4,177.72	4,386.61
		Annual	43,306.44	45,471.72	47,745.36	50,132.64	52,639.32
71	Engineer Technician II	Hourly	23.00	24.15	25.36	26.62	27.96
		Bi-Weekly	1,839.90	1,931.89	2,028.48	2,129.91	2,236.40
		Monthly	3,986.44	4,185.76	4,395.05	4,614.80	4,845.54
		Annual	47,837.28	50,229.12	52,740.60	55,377.60	58,146.48

CITY OF RIVERBANK
COMPENSATION SCHEDULE
FULL-TIME POSITIONS
EFFECTIVE: JANUARY 5, 2015

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
43	Facilities Maintenance Worker I	Hourly	17.41	18.28	19.19	20.15	21.16
		Bi-Weekly	1,392.51	1,462.14	1,535.24	1,612.01	1,692.60
		Monthly	3,017.10	3,167.96	3,326.36	3,492.68	3,667.31
		Annual	36,205.20	38,015.52	39,916.32	41,912.16	44,007.72
47	Facilities Maintenance Worker II	Hourly	18.11	19.02	19.97	20.97	22.02
		Bi-Weekly	1,449.05	1,521.50	1,597.57	1,677.45	1,761.32
		Monthly	3,139.60	3,296.58	3,461.41	3,634.48	3,816.20
		Annual	37,675.20	39,558.96	41,536.92	43,613.76	45,794.40
66	Housing & Economic Development Specialist I	Hourly	21.88	22.98	24.13	25.33	26.60
		Bi-Weekly	1,750.60	1,838.13	1,930.03	2,026.54	2,127.86
		Monthly	3,792.96	3,982.61	4,181.74	4,390.83	4,610.37
		Annual	45,515.52	47,791.32	50,180.88	52,689.96	55,324.44
76	Housing & Economic Development Specialist II	Hourly	24.17	25.38	26.65	27.98	29.38
		Bi-Weekly	1,933.74	2,030.43	2,131.95	2,238.55	2,350.48
		Monthly	4,189.78	4,399.27	4,619.23	4,850.19	5,092.70
		Annual	50,277.36	52,791.24	55,430.76	58,202.28	61,112.40
125	Human Resources Analyst	Hourly	26.32	27.63	29.01	30.47	31.99
		Bi-Weekly	2,105.39	2,210.66	2,321.19	2,437.25	2,559.12
		Monthly	4,561.68	4,789.76	5,029.25	5,280.71	5,544.75
		Annual	54,740.16	57,477.12	60,351.00	63,368.52	66,537.00
159	Human Resources Manager	Hourly	36.91	38.76	40.70	42.73	44.87
		Bi-Weekly	2,952.98	3,100.63	3,255.66	3,418.45	3,589.37
		Monthly	6,398.13	6,718.04	7,053.94	7,406.64	7,776.97
		Annual	76,777.56	80,616.48	84,647.28	88,879.68	93,323.64
73	Human Services Specialist	Hourly	23.46	24.63	25.87	27.16	28.52
		Bi-Weekly	1,876.88	1,970.73	2,069.27	2,172.73	2,281.37
		Monthly	4,066.58	4,269.91	4,483.41	4,707.58	4,942.96
		Annual	48,798.96	51,238.92	53,800.92	56,490.96	59,315.52
128	Human Services Specialist/Administrative Analyst II	Hourly	27.11	28.47	29.89	31.39	32.96
		Bi-Weekly	2,169.19	2,277.65	2,391.54	2,511.11	2,636.67
		Monthly	4,699.91	4,934.91	5,181.66	5,440.74	5,712.78
		Annual	56,398.92	59,218.92	62,179.92	65,288.88	68,553.36
226	Local Redevelopment Authority Executive Director	Hourly	45.63	47.91	50.31	52.82	55.46
		Bi-Weekly	3,650.48	3,833.01	4,024.66	4,225.89	4,437.18
		Monthly	7,909.38	8,304.85	8,720.09	9,156.09	9,613.89
		Annual	94,912.56	99,658.20	104,641.08	109,873.08	115,366.68
37	Maintenance Worker I	Hourly	16.40	17.22	18.08	18.98	19.93
		Bi-Weekly	1,311.81	1,377.40	1,446.27	1,518.58	1,594.51
		Monthly	2,842.25	2,984.36	3,133.58	3,290.26	3,454.77
		Annual	34,107.00	35,812.32	37,602.96	39,483.12	41,457.24

CITY OF RIVERBANK
COMPENSATION SCHEDULE
FULL-TIME POSITIONS
EFFECTIVE: JANUARY 5, 2015

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
47	Maintenance Worker II	Hourly	18.11	19.02	19.97	20.97	22.02
		Bi-Weekly	1,449.05	1,521.50	1,597.57	1,677.45	1,761.32
		Monthly	3,139.60	3,296.58	3,461.41	3,634.48	3,816.20
		Annual	37,675.20	39,558.96	41,536.92	43,613.76	45,794.40
56	Neighborhood Improvement Officer I	Hourly	19.81	20.80	21.84	22.93	24.08
		Bi-Weekly	1,584.79	1,664.04	1,747.24	1,834.60	1,926.33
		Monthly	3,433.72	3,605.41	3,785.68	3,974.96	4,173.71
		Annual	41,204.64	43,264.92	45,428.16	47,699.52	50,084.52
66	Neighborhood Improvement Officer II	Hourly	21.88	22.98	24.13	25.33	26.60
		Bi-Weekly	1,750.60	1,838.13	1,930.03	2,026.54	2,127.86
		Monthly	3,792.96	3,982.61	4,181.74	4,390.83	4,610.37
		Annual	45,515.52	47,791.32	50,180.88	52,689.96	55,324.44
123	Parks & Facilities Maintenance Supervisor	Hourly	25.80	27.09	28.44	29.87	31.36
		Bi-Weekly	2,063.91	2,167.11	2,275.46	2,389.24	2,508.70
		Monthly	4,471.81	4,695.40	4,930.17	5,176.68	5,435.51
		Annual	53,661.72	56,344.80	59,162.04	62,120.16	65,226.12
37	Park Maintenance Worker I	Hourly	16.40	17.22	18.08	18.98	19.93
		Bi-Weekly	1,311.81	1,377.40	1,446.27	1,518.58	1,594.51
		Monthly	2,842.25	2,984.36	3,133.58	3,290.26	3,454.77
		Annual	34,107.00	35,812.32	37,602.96	39,483.12	41,457.24
47	Park Maintenance Worker II	Hourly	18.11	19.02	19.97	20.97	22.02
		Bi-Weekly	1,449.05	1,521.50	1,597.57	1,677.45	1,761.32
		Monthly	3,139.60	3,296.58	3,461.41	3,634.48	3,816.20
		Annual	37,675.20	39,558.96	41,536.92	43,613.76	45,794.40
176	Planning & Building Manager	Hourly	43.72	45.90	48.20	50.61	53.14
		Bi-Weekly	3,497.23	3,672.09	3,855.70	4,048.48	4,250.91
		Monthly	7,577.33	7,956.20	8,354.01	8,771.71	9,210.30
		Annual	90,927.96	95,474.40	100,248.12	105,260.52	110,523.60
76	Project Coordinator	Hourly	24.17	25.38	26.65	27.98	29.38
		Bi-Weekly	1,933.74	2,030.43	2,131.95	2,238.55	2,350.48
		Monthly	4,189.78	4,399.27	4,619.23	4,850.19	5,092.70
		Annual	50,277.36	52,791.24	55,430.76	58,202.28	61,112.40
169	Public Works Superintendent	Hourly	40.77	42.81	44.95	47.20	49.56
		Bi-Weekly	3,261.93	3,425.03	3,596.28	3,776.10	3,964.91
		Monthly	7,067.52	7,420.90	7,791.95	8,181.55	8,590.63
		Annual	84,810.24	89,050.80	93,503.40	98,178.60	103,087.56
132	Public Works Supervisor	Hourly	28.22	29.63	31.11	32.66	34.30
		Bi-Weekly	2,257.27	2,370.13	2,488.64	2,613.07	2,743.72
		Monthly	4,890.75	5,135.29	5,392.05	5,661.65	5,944.73
		Annual	58,689.00	61,623.48	64,704.60	67,939.80	71,336.76

CITY OF RIVERBANK
COMPENSATION SCHEDULE
FULL-TIME POSITIONS
EFFECTIVE: JANUARY 5, 2015

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
42	Recreation Coordinator	Hourly	17.23	18.10	19.00	19.95	20.95
		Bi-Weekly	1,378.72	1,447.65	1,520.04	1,596.04	1,675.84
		Monthly	2,987.22	3,136.58	3,293.41	3,458.08	3,630.98
		Annual	35,846.64	37,638.96	39,520.92	41,496.96	43,571.76
125	Recreation Supervisor	Hourly	26.32	27.63	29.01	30.47	31.99
		Bi-Weekly	2,105.39	2,210.66	2,321.19	2,437.25	2,559.12
		Monthly	4,561.68	4,789.76	5,029.25	5,280.71	5,544.75
		Annual	54,740.16	57,477.12	60,351.00	63,368.52	66,537.00
140	Senior Building Inspector	Hourly	30.55	32.08	33.69	35.37	37.14
		Bi-Weekly	2,444.30	2,566.51	2,694.84	2,829.58	2,971.06
		Monthly	5,295.98	5,560.78	5,838.82	6,130.76	6,437.30
		Annual	63,551.76	66,729.36	70,065.84	73,569.12	77,247.60
122	Senior Community Development Specialist	Hourly	25.54	26.82	28.16	29.57	31.05
		Bi-Weekly	2,043.48	2,145.65	2,252.94	2,365.58	2,483.86
		Monthly	4,427.53	4,648.91	4,881.36	5,125.43	5,381.70
		Annual	53,130.36	55,786.92	58,576.32	61,505.16	64,580.40
56	Senior Facilities Maintenance Worker	Hourly	19.81	20.80	21.84	22.93	24.08
		Bi-Weekly	1,584.79	1,664.04	1,747.24	1,834.60	1,926.33
		Monthly	3,433.72	3,605.41	3,785.68	3,974.96	4,173.71
		Annual	41,204.64	43,264.92	45,428.16	47,699.52	50,084.52
56	Senior Maintenance Worker	Hourly	19.81	20.80	21.84	22.93	24.08
		Bi-Weekly	1,584.79	1,664.04	1,747.24	1,834.60	1,926.33
		Monthly	3,433.72	3,605.41	3,785.68	3,974.96	4,173.71
		Annual	41,204.64	43,264.92	45,428.16	47,699.52	50,084.52
146	Senior Management Analyst	Hourly	32.43	34.06	35.76	37.55	39.42
		Bi-Weekly	2,594.67	2,724.41	2,860.62	3,003.66	3,153.84
		Monthly	5,621.79	5,902.88	6,198.02	6,507.92	6,833.32
		Annual	67,461.48	70,834.56	74,376.24	78,095.04	81,999.84
146	Senior Management Analyst/City Clerk	Hourly	32.43	34.06	35.76	37.55	39.42
		Bi-Weekly	2,594.67	2,724.41	2,860.62	3,003.66	3,153.84
		Monthly	5,621.79	5,902.88	6,198.02	6,507.92	6,833.32
		Annual	67,461.48	70,834.56	74,376.24	78,095.04	81,999.84
56	Senior Park Maintenance Worker	Hourly	19.81	20.80	21.84	22.93	24.08
		Bi-Weekly	1,584.79	1,664.04	1,747.24	1,834.60	1,926.33
		Monthly	3,433.72	3,605.41	3,785.68	3,974.96	4,173.71
		Annual	41,204.64	43,264.92	45,428.16	47,699.52	50,084.52
68	Senior Wastewater Treatment Plant Operator	Hourly	22.32	23.44	24.61	25.84	27.13
		Bi-Weekly	1,785.79	1,875.08	1,968.83	2,067.27	2,170.63
		Monthly	3,869.21	4,062.67	4,265.80	4,479.09	4,703.04
		Annual	46,430.52	48,752.04	51,189.60	53,749.08	56,436.48

CITY OF RIVERBANK
COMPENSATION SCHEDULE
FULL-TIME POSITIONS
EFFECTIVE: JANUARY 5, 2015

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
64	Senior Water Utility Worker	Hourly	21.45	22.52	23.65	24.83	26.07
		Bi-Weekly	1,716.11	1,801.91	1,892.01	1,986.61	2,085.94
		Monthly	3,718.23	3,904.14	4,099.35	4,304.32	4,519.54
		Annual	44,618.76	46,849.68	49,192.20	51,651.84	54,234.48
53	Transportation Coordinator	Hourly	19.23	20.19	21.20	22.26	23.37
		Bi-Weekly	1,538.19	1,615.10	1,695.85	1,780.65	1,869.68
		Monthly	3,332.74	3,499.38	3,674.35	3,858.07	4,050.97
		Annual	39,992.88	41,992.56	44,092.20	46,296.84	48,611.64
49	Wastewater Treatment Plant Operator I	Hourly	18.48	19.40	20.37	21.39	22.46
		Bi-Weekly	1,478.17	1,552.08	1,629.69	1,711.17	1,796.73
		Monthly	3,202.71	3,362.85	3,530.99	3,707.54	3,892.92
		Annual	38,432.52	40,354.20	42,371.88	44,490.48	46,715.04
59	Wastewater Treatment Plant Operator II	Hourly	20.41	21.43	22.50	23.63	24.81
		Bi-Weekly	1,632.81	1,714.45	1,800.18	1,890.18	1,984.69
		Monthly	3,537.76	3,714.65	3,900.38	4,095.40	4,300.17
		Annual	42,453.12	44,575.80	46,804.56	49,144.80	51,602.04
43	Wastewater Treatment Plant Operator-In-Training	Hourly	17.41	18.28	19.19	20.15	21.16
		Bi-Weekly	1,392.51	1,462.14	1,535.24	1,612.01	1,692.60
		Monthly	3,017.10	3,167.96	3,326.36	3,492.68	3,667.31
		Annual	36,205.20	38,015.52	39,916.32	41,912.16	44,007.72
132	Wastewater Treatment Plant Supervisor	Hourly	28.22	29.63	31.11	32.66	34.30
		Bi-Weekly	2,257.27	2,370.13	2,488.64	2,613.07	2,743.72
		Monthly	4,890.75	5,135.29	5,392.05	5,661.65	5,944.73
		Annual	58,689.00	61,623.48	64,704.60	67,939.80	71,336.76
132	Water Supervisor	Hourly	28.22	29.63	31.11	32.66	34.30
		Bi-Weekly	2,257.27	2,370.13	2,488.64	2,613.07	2,743.72
		Monthly	4,890.75	5,135.29	5,392.05	5,661.65	5,944.73
		Annual	58,689.00	61,623.48	64,704.60	67,939.80	71,336.76
45	Water Utility Worker I	Hourly	17.76	18.64	19.58	20.55	21.58
		Bi-Weekly	1,420.49	1,491.51	1,566.09	1,644.39	1,726.61
		Monthly	3,077.72	3,231.61	3,393.19	3,562.85	3,740.99
		Annual	36,932.64	38,779.32	40,718.28	42,754.20	44,891.88
55	Water Utility Worker II	Hourly	19.61	20.59	21.62	22.71	23.84
		Bi-Weekly	1,569.11	1,647.56	1,729.94	1,816.44	1,907.26
		Monthly	3,399.73	3,569.72	3,748.21	3,935.62	4,132.40
		Annual	40,796.76	42,836.64	44,978.52	47,227.44	49,588.80

**CITY OF RIVERBANK
COMPENSATION PLAN
EFFECTIVE: JANUARY 8, 2016**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
43	Account Clerk I	Hourly	17.67	18.55	19.48	20.45	21.47
		Bi-Weekly	1,413.40	1,484.07	1,558.27	1,636.18	1,717.99
		Monthly	3,062.36	3,215.48	3,376.25	3,545.06	3,722.31
		Annual	36,748.32	38,585.76	40,515.00	42,540.72	44,667.72
53	Account Clerk II	Hourly	19.52	20.49	21.52	22.59	23.72
		Bi-Weekly	1,561.26	1,639.32	1,721.29	1,807.35	1,897.72
		Monthly	3,382.73	3,551.87	3,729.46	3,915.93	4,111.73
		Annual	40,592.76	42,622.44	44,753.52	46,991.16	49,340.76
125	Accountant	Hourly	26.71	28.05	29.45	30.92	32.47
		Bi-Weekly	2,136.97	2,243.82	2,356.02	2,473.82	2,597.51
		Monthly	4,630.11	4,861.62	5,104.70	5,359.94	5,627.94
		Annual	55,561.32	58,339.44	61,256.40	64,319.28	67,535.28
146	Accounting Manager	Hourly	32.92	34.57	36.29	38.11	40.01
		Bi-Weekly	2,633.59	2,765.28	2,903.54	3,048.72	3,201.15
		Monthly	5,706.12	5,991.43	6,291.00	6,605.55	6,935.83
		Annual	68,473.44	71,897.16	75,492.00	79,266.60	83,229.96
75	Administrative Analyst I	Hourly	24.29	25.51	26.78	28.12	29.53
		Bi-Weekly	1,943.31	2,040.48	2,142.50	2,249.63	2,362.11
		Monthly	4,210.51	4,421.04	4,642.09	4,874.19	5,117.90
		Annual	50,526.12	53,052.48	55,705.08	58,490.28	61,414.80
128	Administrative Analyst II	Hourly	27.52	28.90	30.34	31.86	33.45
		Bi-Weekly	2,201.73	2,311.81	2,427.41	2,548.78	2,676.22
		Monthly	4,770.41	5,008.93	5,259.38	5,522.35	5,798.47
		Annual	57,244.92	60,107.16	63,112.56	66,268.20	69,581.64
66	Administrative Assistant	Hourly	22.21	23.32	24.49	25.71	27.00
		Bi-Weekly	1,776.85	1,865.70	1,958.98	2,056.93	2,159.77
		Monthly	3,849.85	4,042.34	4,244.46	4,456.68	4,679.51
		Annual	46,198.20	48,508.08	50,933.52	53,480.16	56,154.12
111	Administrative Assistant - Confidential	Hourly	23.24	24.40	25.62	26.90	28.25
		Bi-Weekly	1,859.10	1,952.05	2,049.65	2,152.14	2,259.74
		Monthly	4,028.04	4,229.44	4,440.91	4,662.96	4,896.11
		Annual	48,336.48	50,753.28	53,290.92	55,955.52	58,753.32
30	Administrative Clerk	Hourly	15.52	16.30	17.12	17.97	18.87
		Bi-Weekly	1,241.90	1,304.00	1,369.20	1,437.66	1,509.54
		Monthly	2,690.79	2,825.33	2,966.60	3,114.93	3,270.68
		Annual	32,289.48	33,903.96	35,599.20	37,379.16	39,248.16
56	Assistant Mechanic	Hourly	20.11	21.11	22.17	23.28	24.44
		Bi-Weekly	1,608.57	1,689.00	1,773.44	1,862.11	1,955.22
		Monthly	3,485.23	3,659.49	3,842.46	4,034.58	4,236.31
		Annual	41,822.76	43,913.88	46,109.52	48,414.96	50,835.72

**CITY OF RIVERBANK
COMPENSATION PLAN
EFFECTIVE: JANUARY 8, 2016**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
81	Assistant Planner	Hourly	25.79	27.08	28.43	29.85	31.34
		Bi-Weekly	2,062.87	2,166.01	2,274.31	2,388.03	2,507.43
		Monthly	4,469.55	4,693.03	4,927.68	5,174.06	5,432.76
		Annual	53,634.60	56,316.36	59,132.16	62,088.72	65,193.12
91	Associate Planner	Hourly	28.48	29.91	31.40	32.97	34.62
		Bi-Weekly	2,278.68	2,392.62	2,512.25	2,637.86	2,769.76
		Monthly	4,937.15	5,184.01	5,443.21	5,715.37	6,001.14
		Annual	59,245.80	62,208.12	65,318.52	68,584.44	72,013.68
76	Building Inspector I	Hourly	24.53	25.76	27.05	28.40	29.82
		Bi-Weekly	1,962.75	2,060.89	2,163.93	2,272.13	2,385.74
		Monthly	4,252.63	4,465.26	4,688.52	4,922.95	5,169.10
		Annual	51,031.56	53,583.12	56,262.24	59,075.40	62,029.20
86	Building Inspector II	Hourly	27.10	28.46	29.88	31.37	32.94
		Bi-Weekly	2,168.09	2,276.50	2,390.32	2,509.84	2,635.33
		Monthly	4,697.53	4,932.41	5,179.03	5,437.98	5,709.88
		Annual	56,370.36	59,188.92	62,148.36	65,255.76	68,518.56
155	Building Official	Hourly	36.00	37.80	39.69	41.68	43.76
		Bi-Weekly	2,880.33	3,024.35	3,175.56	3,334.34	3,501.06
		Monthly	6,240.71	6,552.75	6,880.39	7,224.41	7,585.63
		Annual	74,888.52	78,633.00	82,564.68	86,692.92	91,027.56
255	City Manager	Hourly	61.81	64.90	68.14	71.55	75.13
		Bi-Weekly	4,944.65	5,191.88	5,451.47	5,724.05	6,010.25
		Monthly	10,713.40	11,249.07	11,811.52	12,402.10	13,022.21
		Annual	128,560.80	134,988.84	141,738.24	148,825.20	156,266.52
70	City Mechanic	Hourly	23.11	24.27	25.48	26.76	28.09
		Bi-Weekly	1,849.01	1,941.46	2,038.53	2,140.45	2,247.48
		Monthly	4,006.18	4,206.49	4,416.81	4,637.65	4,869.53
		Annual	48,074.16	50,477.88	53,001.72	55,651.80	58,434.36
174	City Planner	Hourly	43.50	45.67	47.96	50.35	52.87
		Bi-Weekly	3,479.74	3,653.73	3,836.41	4,028.23	4,229.64
		Monthly	7,539.44	7,916.41	8,312.23	8,727.84	9,164.23
		Annual	90,473.28	94,996.92	99,746.76	104,734.08	109,970.76
43	Community Development Specialist I	Hourly	17.67	18.55	19.48	20.45	21.47
		Bi-Weekly	1,413.40	1,484.07	1,558.27	1,636.18	1,717.99
		Monthly	3,062.36	3,215.48	3,376.25	3,545.06	3,722.31
		Annual	36,748.32	38,585.76	40,515.00	42,540.72	44,667.72
53	Community Development Specialist II	Hourly	19.52	20.49	21.52	22.59	23.72
		Bi-Weekly	1,561.26	1,639.32	1,721.29	1,807.35	1,897.72
		Monthly	3,382.73	3,551.87	3,729.46	3,915.93	4,111.73
		Annual	40,592.76	42,622.44	44,753.52	46,991.16	49,340.76

**CITY OF RIVERBANK
COMPENSATION PLAN
EFFECTIVE: JANUARY 8, 2016**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
86	Construction Inspector I	Hourly	27.10	28.46	29.88	31.37	32.94
		Bi-Weekly	2,168.09	2,276.50	2,390.32	2,509.84	2,635.33
		Monthly	4,697.53	4,932.41	5,179.03	5,437.98	5,709.88
		Annual	56,370.36	59,188.92	62,148.36	65,255.76	68,518.56
96	Construction Inspector II	Hourly	29.94	31.43	33.00	34.66	36.39
		Bi-Weekly	2,394.92	2,514.66	2,640.40	2,772.42	2,911.04
		Monthly	5,188.99	5,448.44	5,720.86	6,006.90	6,307.25
		Annual	62,267.88	65,381.28	68,650.32	72,082.80	75,687.00
66	Deputy City Clerk	Hourly	22.21	23.32	24.49	25.71	27.00
		Bi-Weekly	1,776.85	1,865.70	1,958.98	2,056.93	2,159.77
		Monthly	3,849.85	4,042.34	4,244.46	4,456.68	4,679.51
		Annual	46,198.20	48,508.08	50,933.52	53,480.16	56,154.12
166	Development Services Administrative Manager	Hourly	40.17	42.18	44.29	46.50	48.83
		Bi-Weekly	3,213.49	3,374.17	3,542.88	3,720.02	3,906.02
		Monthly	6,962.57	7,310.70	7,676.24	8,060.05	8,463.05
		Annual	83,550.84	87,728.40	92,114.88	96,720.60	101,556.60
226	Director of Administrative Services/City Clerk	Hourly	46.32	48.63	51.06	53.62	56.30
		Bi-Weekly	3,705.24	3,890.50	4,085.03	4,289.28	4,503.74
		Monthly	8,028.02	8,429.42	8,850.89	9,293.43	9,758.10
		Annual	96,336.24	101,153.04	106,210.68	111,521.16	117,097.20
234	Director of Development Services	Hourly	50.15	52.66	55.29	58.06	60.96
		Bi-Weekly	4,012.25	4,212.86	4,423.50	4,644.67	4,876.91
		Monthly	8,693.20	9,127.86	9,584.25	10,063.46	10,566.63
		Annual	104,318.40	109,534.32	115,011.00	120,761.52	126,799.56
226	Director of Finance	Hourly	46.32	48.63	51.06	53.62	56.30
		Bi-Weekly	3,705.24	3,890.50	4,085.03	4,289.28	4,503.74
		Monthly	8,028.02	8,429.42	8,850.89	9,293.43	9,758.10
		Annual	96,336.24	101,153.04	106,210.68	111,521.16	117,097.20
226	Director of Parks & Recreation	Hourly	46.32	48.63	51.06	53.62	56.30
		Bi-Weekly	3,705.24	3,890.50	4,085.03	4,289.28	4,503.74
		Monthly	8,028.02	8,429.42	8,850.89	9,293.43	9,758.10
		Annual	96,336.24	101,153.04	106,210.68	111,521.16	117,097.20
61	Engineer Technician I	Hourly	21.13	22.19	23.30	24.46	25.69
		Bi-Weekly	1,690.62	1,775.15	1,863.90	1,957.10	2,054.95
		Monthly	3,663.00	3,846.15	4,038.46	4,240.38	4,452.40
		Annual	43,956.00	46,153.80	48,461.52	50,884.56	53,428.80
71	Engineer Technician II	Hourly	23.34	24.51	25.74	27.02	28.37
		Bi-Weekly	1,867.50	1,960.87	2,058.91	2,161.86	2,269.95
		Monthly	4,046.24	4,248.55	4,460.98	4,684.03	4,918.23
		Annual	48,554.88	50,982.60	53,531.76	56,208.36	59,018.76

**CITY OF RIVERBANK
COMPENSATION PLAN
EFFECTIVE: JANUARY 8, 2016**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
43	Facilities Maintenance Worker I	Hourly	17.67	18.55	19.48	20.45	21.47
		Bi-Weekly	1,413.40	1,484.07	1,558.27	1,636.18	1,717.99
		Monthly	3,062.36	3,215.48	3,376.25	3,545.06	3,722.31
		Annual	36,748.32	38,585.76	40,515.00	42,540.72	44,667.72
47	Facilities Maintenance Worker II	Hourly	18.38	19.30	20.27	21.28	22.35
		Bi-Weekly	1,470.78	1,544.32	1,621.53	1,702.61	1,787.74
		Monthly	3,186.69	3,346.02	3,513.32	3,688.99	3,873.44
		Annual	38,240.28	40,152.24	42,159.84	44,267.88	46,481.28
66	Housing & Economic Development Specialist I	Hourly	22.21	23.32	24.49	25.71	27.00
		Bi-Weekly	1,776.85	1,865.70	1,958.98	2,056.93	2,159.77
		Monthly	3,849.85	4,042.34	4,244.46	4,456.68	4,679.51
		Annual	46,198.20	48,508.08	50,933.52	53,480.16	56,154.12
76	Housing & Economic Development Specialist II	Hourly	24.53	25.76	27.05	28.40	29.82
		Bi-Weekly	1,962.75	2,060.89	2,163.93	2,272.13	2,385.74
		Monthly	4,252.63	4,465.26	4,688.52	4,922.95	5,169.10
		Annual	51,031.56	53,583.12	56,262.24	59,075.40	62,029.20
125	Human Resources Analyst	Hourly	26.71	28.05	29.45	30.92	32.47
		Bi-Weekly	2,136.97	2,243.82	2,356.02	2,473.82	2,597.51
		Monthly	4,630.11	4,861.62	5,104.70	5,359.94	5,627.94
		Annual	55,561.32	58,339.44	61,256.40	64,319.28	67,535.28
159	Human Resources Manager	Hourly	37.47	39.34	41.31	43.37	45.54
		Bi-Weekly	2,997.28	3,147.14	3,304.50	3,469.73	3,643.21
		Monthly	6,494.10	6,818.81	7,159.75	7,517.74	7,893.63
		Annual	77,929.20	81,825.72	85,917.00	90,212.88	94,723.56
73	Human Services Specialist	Hourly	23.81	25.00	26.25	27.57	28.94
		Bi-Weekly	1,905.04	2,000.29	2,100.30	2,205.32	2,315.58
		Monthly	4,127.58	4,333.96	4,550.66	4,778.19	5,017.10
		Annual	49,530.96	52,007.52	54,607.92	57,338.28	60,205.20
128	Human Services Specialist/Administrative Analyst II	Hourly	27.52	28.90	30.34	31.86	33.45
		Bi-Weekly	2,201.73	2,311.81	2,427.41	2,548.78	2,676.22
		Monthly	4,770.41	5,008.93	5,259.38	5,522.35	5,798.47
		Annual	57,244.92	60,107.16	63,112.56	66,268.20	69,581.64
226	Local Redevelopment Authority Executive Director	Hourly	46.32	48.63	51.06	53.62	56.30
		Bi-Weekly	3,705.24	3,890.50	4,085.03	4,289.28	4,503.74
		Monthly	8,028.02	8,429.42	8,850.89	9,293.43	9,758.10
		Annual	96,336.24	101,153.04	106,210.68	111,521.16	117,097.20
37	Maintenance Worker I	Hourly	16.64	17.48	18.35	19.27	20.23
		Bi-Weekly	1,331.48	1,398.06	1,467.96	1,541.36	1,618.43
		Monthly	2,884.88	3,029.12	3,180.58	3,339.61	3,506.59
		Annual	34,618.56	36,349.44	38,166.96	40,075.32	42,079.08

**CITY OF RIVERBANK
COMPENSATION PLAN
EFFECTIVE: JANUARY 8, 2016**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
47	Maintenance Worker II	Hourly	18.38	19.30	20.27	21.28	22.35
		Bi-Weekly	1,470.78	1,544.32	1,621.53	1,702.61	1,787.74
		Monthly	3,186.69	3,346.02	3,513.32	3,688.99	3,873.44
		Annual	38,240.28	40,152.24	42,159.84	44,267.88	46,481.28
56	Neighborhood Improvement Officer I	Hourly	20.11	21.11	22.17	23.28	24.44
		Bi-Weekly	1,608.57	1,689.00	1,773.44	1,862.11	1,955.22
		Monthly	3,485.23	3,659.49	3,842.46	4,034.58	4,236.31
		Annual	41,822.76	43,913.88	46,109.52	48,414.96	50,835.72
66	Neighborhood Improvement Officer II	Hourly	22.21	23.32	24.49	25.71	27.00
		Bi-Weekly	1,776.85	1,865.70	1,958.98	2,056.93	2,159.77
		Monthly	3,849.85	4,042.34	4,244.46	4,456.68	4,679.51
		Annual	46,198.20	48,508.08	50,933.52	53,480.16	56,154.12
123	Park & Facilities Maintenance Supervisor	Hourly	26.19	27.50	28.87	30.31	31.83
		Bi-Weekly	2,094.87	2,199.61	2,309.59	2,425.08	2,546.33
		Monthly	4,538.89	4,765.83	5,004.12	5,254.33	5,517.05
		Annual	54,466.68	57,189.96	60,049.44	63,051.96	66,204.60
37	Park Maintenance Worker I	Hourly	16.64	17.48	18.35	19.27	20.23
		Bi-Weekly	1,331.48	1,398.06	1,467.96	1,541.36	1,618.43
		Monthly	2,884.88	3,029.12	3,180.58	3,339.61	3,506.59
		Annual	34,618.56	36,349.44	38,166.96	40,075.32	42,079.08
47	Park Maintenance Worker II	Hourly	18.38	19.30	20.27	21.28	22.35
		Bi-Weekly	1,470.78	1,544.32	1,621.53	1,702.61	1,787.74
		Monthly	3,186.69	3,346.02	3,513.32	3,688.99	3,873.44
		Annual	38,240.28	40,152.24	42,159.84	44,267.88	46,481.28
176	Planning & Building Manager	Hourly	44.37	46.59	48.92	51.37	53.93
		Bi-Weekly	3,549.69	3,727.17	3,913.53	4,109.21	4,314.67
		Monthly	7,690.99	8,075.54	8,479.32	8,903.29	9,348.45
		Annual	92,291.88	96,906.48	101,751.84	106,839.48	112,181.40
76	Project Coordinator	Hourly	24.53	25.76	27.05	28.40	29.82
		Bi-Weekly	1,962.75	2,060.89	2,163.93	2,272.13	2,385.74
		Monthly	4,252.63	4,465.26	4,688.52	4,922.95	5,169.10
		Annual	51,031.56	53,583.12	56,262.24	59,075.40	62,029.20
169	Public Works Superintendent	Hourly	41.39	43.46	45.63	47.91	50.30
		Bi-Weekly	3,310.86	3,476.40	3,650.22	3,832.74	4,024.37
		Monthly	7,173.53	7,532.21	7,908.82	8,304.26	8,719.47
		Annual	86,082.36	90,386.52	94,905.84	99,651.12	104,633.64
132	Public Works Supervisor	Hourly	28.64	30.07	31.57	33.15	34.81
		Bi-Weekly	2,291.13	2,405.69	2,525.97	2,652.27	2,784.89
		Monthly	4,964.11	5,212.32	5,472.94	5,746.59	6,033.92
		Annual	59,569.32	62,547.84	65,675.28	68,959.08	72,407.04

**CITY OF RIVERBANK
COMPENSATION PLAN
EFFECTIVE: JANUARY 8, 2016**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
42	Recreation Coordinator	Hourly	17.49	18.37	19.29	20.25	21.26
		Bi-Weekly	1,399.40	1,469.37	1,542.84	1,619.98	1,700.98
		Monthly	3,032.03	3,183.63	3,342.81	3,509.95	3,685.45
		Annual	36,384.36	38,203.56	40,113.72	42,119.40	44,225.40
125	Recreation Supervisor	Hourly	26.71	28.05	29.45	30.92	32.47
		Bi-Weekly	2,136.97	2,243.82	2,356.02	2,473.82	2,597.51
		Monthly	4,630.11	4,861.62	5,104.70	5,359.94	5,627.94
		Annual	55,561.32	58,339.44	61,256.40	64,319.28	67,535.28
140	Senior Building Inspector	Hourly	31.01	32.56	34.19	35.90	37.70
		Bi-Weekly	2,480.96	2,605.01	2,735.26	2,872.02	3,015.63
		Monthly	5,375.42	5,644.19	5,926.40	6,222.72	6,533.86
		Annual	64,505.04	67,730.28	71,116.80	74,672.64	78,406.32
122	Senior Community Development Specialist	Hourly	25.93	27.22	28.58	30.01	31.51
		Bi-Weekly	2,074.13	2,177.83	2,286.72	2,401.06	2,521.12
		Monthly	4,493.94	4,718.64	4,954.57	5,202.30	5,462.42
		Annual	53,927.28	56,623.68	59,454.84	62,427.60	65,549.04
56	Senior Facilities Maintenance Worker	Hourly	20.11	21.11	22.17	23.28	24.44
		Bi-Weekly	1,608.57	1,689.00	1,773.44	1,862.11	1,955.22
		Monthly	3,485.23	3,659.49	3,842.46	4,034.58	4,236.31
		Annual	41,822.76	43,913.88	46,109.52	48,414.96	50,835.72
56	Senior Maintenance Worker	Hourly	20.11	21.11	22.17	23.28	24.44
		Bi-Weekly	1,608.57	1,689.00	1,773.44	1,862.11	1,955.22
		Monthly	3,485.23	3,659.49	3,842.46	4,034.58	4,236.31
		Annual	41,822.76	43,913.88	46,109.52	48,414.96	50,835.72
146	Senior Management Analyst	Hourly	32.92	34.57	36.29	38.11	40.01
		Bi-Weekly	2,633.59	2,765.28	2,903.54	3,048.72	3,201.15
		Monthly	5,706.12	5,991.43	6,291.00	6,605.55	6,935.83
		Annual	68,473.44	71,897.16	75,492.00	79,266.60	83,229.96
146	Senior Management Analyst/City Clerk	Hourly	32.92	34.57	36.29	38.11	40.01
		Bi-Weekly	2,633.59	2,765.28	2,903.54	3,048.72	3,201.15
		Monthly	5,706.12	5,991.43	6,291.00	6,605.55	6,935.83
		Annual	68,473.44	71,897.16	75,492.00	79,266.60	83,229.96
56	Senior Park Maintenance Worker	Hourly	20.11	21.11	22.17	23.28	24.44
		Bi-Weekly	1,608.57	1,689.00	1,773.44	1,862.11	1,955.22
		Monthly	3,485.23	3,659.49	3,842.46	4,034.58	4,236.31
		Annual	41,822.76	43,913.88	46,109.52	48,414.96	50,835.72
68	Senior Wastewater Treatment Plant Operator	Hourly	22.66	23.79	24.98	26.23	27.54
		Bi-Weekly	1,812.58	1,903.20	1,998.36	2,098.28	2,203.20
		Monthly	3,927.25	4,123.61	4,329.79	4,546.28	4,773.59
		Annual	47,127.00	49,483.32	51,957.48	54,555.36	57,283.08

**CITY OF RIVERBANK
COMPENSATION PLAN
EFFECTIVE: JANUARY 8, 2016**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
64	Senior Water Utility Worker	Hourly	21.77	22.86	24.00	25.21	26.47
		Bi-Weekly	1,741.85	1,828.94	1,920.39	2,016.41	2,117.22
		Monthly	3,774.00	3,962.70	4,160.84	4,368.88	4,587.32
		Annual	45,288.00	47,552.40	49,930.08	52,426.56	55,047.84
53	Transportation Coordinator	Hourly	19.52	20.49	21.52	22.59	23.72
		Bi-Weekly	1,561.26	1,639.32	1,721.29	1,807.35	1,897.72
		Monthly	3,382.73	3,551.87	3,729.46	3,915.93	4,111.73
		Annual	40,592.76	42,622.44	44,753.52	46,991.16	49,340.76
49	Wastewater Treatment Plant Operator I	Hourly	18.75	19.69	20.68	21.71	22.80
		Bi-Weekly	1,500.35	1,575.36	1,654.13	1,736.84	1,823.68
		Monthly	3,250.75	3,413.29	3,583.95	3,763.15	3,951.31
		Annual	39,009.00	40,959.48	43,007.40	45,157.80	47,415.72
59	Wastewater Treatment Plant Operator II	Hourly	20.72	21.75	22.84	23.98	25.18
		Bi-Weekly	1,657.31	1,740.17	1,827.18	1,918.54	2,014.46
		Monthly	3,590.83	3,770.37	3,958.89	4,156.83	4,364.67
		Annual	43,089.96	45,244.44	47,506.68	49,881.96	52,376.04
43	Wastewater Treatment Plant Operator-In-Training	Hourly	17.67	18.55	19.48	20.45	21.47
		Bi-Weekly	1,413.40	1,484.07	1,558.27	1,636.18	1,717.99
		Monthly	3,062.36	3,215.48	3,376.25	3,545.06	3,722.31
		Annual	36,748.32	38,585.76	40,515.00	42,540.72	44,667.72
132	Wastewater Treatment Plant Supervisor	Hourly	28.64	30.07	31.57	33.15	34.81
		Bi-Weekly	2,291.13	2,405.69	2,525.97	2,652.27	2,784.89
		Monthly	4,964.11	5,212.32	5,472.94	5,746.59	6,033.92
		Annual	59,569.32	62,547.84	65,675.28	68,959.08	72,407.04
132	Water Supervisor	Hourly	28.64	30.07	31.57	33.15	34.81
		Bi-Weekly	2,291.13	2,405.69	2,525.97	2,652.27	2,784.89
		Monthly	4,964.11	5,212.32	5,472.94	5,746.59	6,033.92
		Annual	59,569.32	62,547.84	65,675.28	68,959.08	72,407.04
45	Water Utility Worker I	Hourly	18.02	18.92	19.87	20.86	21.91
		Bi-Weekly	1,441.80	1,513.88	1,589.58	1,669.05	1,752.50
		Monthly	3,123.89	3,280.08	3,444.08	3,616.28	3,797.09
		Annual	37,486.68	39,360.96	41,328.96	43,395.36	45,565.08
55	Water Utility Worker II	Hourly	19.91	20.90	21.95	23.05	24.20
		Bi-Weekly	1,592.64	1,672.28	1,755.89	1,843.68	1,935.87
		Monthly	3,450.73	3,623.27	3,804.43	3,994.65	4,194.38
		Annual	41,408.76	43,479.24	45,653.16	47,935.80	50,332.56

**CITY OF RIVERBANK
COMPENSATION PLAN
EFFECTIVE: JULY 8, 2016**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
43	Account Clerk I	Hourly	17.93	18.83	19.77	20.76	21.80
		Bi-Weekly	1,434.60	1,506.33	1,581.65	1,660.74	1,743.77
		Monthly	3,108.30	3,263.72	3,426.91	3,598.26	3,778.17
		Annual	37,299.60	39,164.64	41,122.92	43,179.12	45,338.04
53	Account Clerk II	Hourly	19.81	20.80	21.84	22.93	24.08
		Bi-Weekly	1,584.68	1,663.91	1,747.11	1,834.46	1,926.18
		Monthly	3,433.47	3,605.14	3,785.40	3,974.67	4,173.40
		Annual	41,201.64	43,261.68	45,424.80	47,696.04	50,080.80
125	Accountant	Hourly	27.11	28.47	29.89	31.39	32.96
		Bi-Weekly	2,169.03	2,277.48	2,391.36	2,510.92	2,636.47
		Monthly	4,699.56	4,934.54	5,181.27	5,440.33	5,712.35
		Annual	56,394.72	59,214.48	62,175.24	65,283.96	68,548.20
146	Accounting Manager	Hourly	33.41	35.08	36.84	38.68	40.61
		Bi-Weekly	2,673.10	2,806.75	2,947.09	3,094.45	3,249.17
		Monthly	5,791.71	6,081.30	6,385.37	6,704.64	7,039.87
		Annual	69,500.52	72,975.60	76,624.44	80,455.68	84,478.44
75	Administrative Analyst I	Hourly	24.66	25.89	27.18	28.54	29.97
		Bi-Weekly	1,972.46	2,071.08	2,174.64	2,283.37	2,397.54
		Monthly	4,273.67	4,487.35	4,711.72	4,947.31	5,194.68
		Annual	51,284.04	53,848.20	56,540.64	59,367.72	62,336.16
128	Administrative Analyst II	Hourly	27.93	29.33	30.80	32.34	33.95
		Bi-Weekly	2,234.76	2,346.49	2,463.82	2,587.01	2,716.36
		Monthly	4,841.97	5,084.07	5,338.27	5,605.18	5,885.44
		Annual	58,103.64	61,008.84	64,059.24	67,262.16	70,625.28
66	Administrative Assistant	Hourly	22.54	23.67	24.85	26.10	27.40
		Bi-Weekly	1,803.51	1,893.68	1,988.37	2,087.79	2,192.18
		Monthly	3,907.60	4,102.98	4,308.13	4,523.54	4,749.72
		Annual	46,891.20	49,235.76	51,697.56	54,282.48	56,996.64
111	Administrative Assistant - Confidential	Hourly	23.59	24.77	26.00	27.31	28.67
		Bi-Weekly	1,886.98	1,981.33	2,080.39	2,184.42	2,293.64
		Monthly	4,088.46	4,292.88	4,507.52	4,732.90	4,969.55
		Annual	49,061.52	51,514.56	54,090.24	56,794.80	59,634.60
30	Administrative Clerk	Hourly	15.76	16.54	17.37	18.24	19.15
		Bi-Weekly	1,260.53	1,323.56	1,389.74	1,459.23	1,532.19
		Monthly	2,731.15	2,867.71	3,011.10	3,161.66	3,319.74
		Annual	32,773.80	34,412.52	36,133.20	37,939.92	39,836.88
56	Assistant Mechanic	Hourly	20.41	21.43	22.50	23.63	24.81
		Bi-Weekly	1,632.70	1,714.33	1,800.05	1,890.06	1,984.56
		Monthly	3,537.51	3,714.39	3,900.11	4,095.12	4,299.88
		Annual	42,450.12	44,572.68	46,801.32	49,141.44	51,598.56

**CITY OF RIVERBANK
COMPENSATION PLAN
EFFECTIVE: JULY 8, 2016**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
81	Assistant Planner	Hourly	26.17	27.48	28.86	30.30	31.81
		Bi-Weekly	2,093.81	2,198.50	2,308.43	2,423.85	2,545.04
		Monthly	4,536.59	4,763.42	5,001.59	5,251.67	5,514.25
		Annual	54,439.08	57,161.04	60,019.08	63,020.04	66,171.00
91	Associate Planner	Hourly	28.91	30.36	31.87	33.47	35.14
		Bi-Weekly	2,312.87	2,428.51	2,549.94	2,677.43	2,811.30
		Monthly	5,011.21	5,261.77	5,524.86	5,801.10	6,091.16
		Annual	60,134.52	63,141.24	66,298.32	69,613.20	73,093.92
76	Building Inspector I	Hourly	24.90	26.15	27.45	28.83	30.27
		Bi-Weekly	1,992.19	2,091.80	2,196.39	2,306.21	2,421.52
		Monthly	4,316.42	4,532.24	4,758.85	4,996.79	5,246.63
		Annual	51,797.04	54,386.88	57,106.20	59,961.48	62,959.56
86	Building Inspector II	Hourly	27.51	28.88	30.33	31.84	33.44
		Bi-Weekly	2,200.61	2,310.64	2,426.17	2,547.48	2,674.86
		Monthly	4,767.99	5,006.39	5,256.71	5,519.55	5,795.53
		Annual	57,215.88	60,076.68	63,080.52	66,234.60	69,546.36
155	Building Official	Hourly	36.54	38.37	40.29	42.30	44.42
		Bi-Weekly	2,923.53	3,069.71	3,223.20	3,384.36	3,553.57
		Monthly	6,334.32	6,651.04	6,983.59	7,332.77	7,699.41
		Annual	76,011.84	79,812.48	83,803.08	87,993.24	92,392.92
255	City Manager	Hourly	62.74	65.87	69.17	72.62	76.26
		Bi-Weekly	5,018.82	5,269.76	5,533.25	5,809.91	6,100.41
		Monthly	10,874.10	11,417.81	11,988.70	12,588.14	13,217.55
		Annual	130,489.20	137,013.72	143,864.40	151,057.68	158,610.60
70	City Mechanic	Hourly	23.46	24.63	25.86	27.16	28.51
		Bi-Weekly	1,876.74	1,970.58	2,069.10	2,172.56	2,281.19
		Monthly	4,066.27	4,269.58	4,483.06	4,707.21	4,942.57
		Annual	48,795.24	51,234.96	53,796.72	56,486.52	59,310.84
174	City Planner	Hourly	44.15	46.36	48.67	51.11	53.66
		Bi-Weekly	3,531.94	3,708.54	3,893.96	4,088.66	4,293.10
		Monthly	7,652.53	8,035.16	8,436.92	8,858.77	9,301.71
		Annual	91,830.36	96,421.92	101,243.04	106,305.24	111,620.52
43	Community Development Specialist I	Hourly	17.93	18.83	19.77	20.76	21.80
		Bi-Weekly	1,434.60	1,506.33	1,581.65	1,660.74	1,743.77
		Monthly	3,108.30	3,263.72	3,426.91	3,598.26	3,778.17
		Annual	37,299.60	39,164.64	41,122.92	43,179.12	45,338.04
53	Community Development Specialist II	Hourly	19.81	20.80	21.84	22.93	24.08
		Bi-Weekly	1,584.68	1,663.91	1,747.11	1,834.46	1,926.18
		Monthly	3,433.47	3,605.14	3,785.40	3,974.67	4,173.40
		Annual	41,201.64	43,261.68	45,424.80	47,696.04	50,080.80

**CITY OF RIVERBANK
COMPENSATION PLAN
EFFECTIVE: JULY 8, 2016**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
86	Construction Inspector I	Hourly	27.51	28.88	30.33	31.84	33.44
		Bi-Weekly	2,200.61	2,310.64	2,426.17	2,547.48	2,674.86
		Monthly	4,767.99	5,006.39	5,256.71	5,519.55	5,795.53
		Annual	57,215.88	60,076.68	63,080.52	66,234.60	69,546.36
96	Construction Inspector II	Hourly	30.39	31.90	33.50	35.18	36.93
		Bi-Weekly	2,430.84	2,552.38	2,680.00	2,814.00	2,954.70
		Monthly	5,266.82	5,530.16	5,806.67	6,097.00	6,401.85
		Annual	63,201.84	66,361.92	69,680.04	73,164.00	76,822.20
66	Deputy City Clerk	Hourly	22.54	23.67	24.85	26.10	27.40
		Bi-Weekly	1,803.51	1,893.68	1,988.37	2,087.79	2,192.18
		Monthly	3,907.60	4,102.98	4,308.13	4,523.54	4,749.72
		Annual	46,891.20	49,235.76	51,697.56	54,282.48	56,996.64
166	Development Services Administrative Manager	Hourly	40.77	42.81	44.95	47.20	49.56
		Bi-Weekly	3,261.70	3,424.78	3,596.02	3,775.82	3,964.62
		Monthly	7,067.01	7,420.36	7,791.38	8,180.95	8,590.00
		Annual	84,804.12	89,044.32	93,496.56	98,171.40	103,080.00
226	Director of Administrative Services/City Clerk	Hourly	47.01	49.36	51.83	54.42	57.14
		Bi-Weekly	3,760.82	3,948.86	4,146.30	4,353.61	4,571.29
		Monthly	8,148.44	8,555.86	8,983.65	9,432.83	9,904.47
		Annual	97,781.28	102,670.32	107,803.80	113,193.96	118,853.64
234	Director of Development Services	Hourly	50.91	53.45	56.12	58.93	61.88
		Bi-Weekly	4,072.43	4,276.05	4,489.86	4,714.35	4,950.06
		Monthly	8,823.60	9,264.78	9,728.02	10,214.42	10,725.14
		Annual	105,883.20	111,177.36	116,736.24	122,573.04	128,701.68
226	Director of Finance	Hourly	47.01	49.36	51.83	54.42	57.14
		Bi-Weekly	3,760.82	3,948.86	4,146.30	4,353.61	4,571.29
		Monthly	8,148.44	8,555.86	8,983.65	9,432.83	9,904.47
		Annual	97,781.28	102,670.32	107,803.80	113,193.96	118,853.64
218	Director of Parks & Recreation	Hourly	43.41	45.58	47.86	50.26	52.77
		Bi-Weekly	3,473.05	3,646.70	3,829.04	4,020.49	4,221.51
		Monthly	7,524.94	7,901.19	8,296.25	8,711.06	9,146.61
		Annual	90,299.28	94,814.28	99,555.00	104,532.72	109,759.32
61	Engineer Technician I	Hourly	21.45	22.52	23.65	24.83	26.07
		Bi-Weekly	1,715.98	1,801.78	1,891.86	1,986.46	2,085.78
		Monthly	3,717.95	3,903.85	4,099.04	4,303.99	4,519.19
		Annual	44,615.40	46,846.20	49,188.48	51,647.88	54,230.28
71	Engineer Technician II	Hourly	23.69	24.88	26.12	27.43	28.80
		Bi-Weekly	1,895.51	1,990.28	2,089.80	2,194.28	2,304.00
		Monthly	4,106.93	4,312.28	4,527.89	4,754.28	4,991.99
		Annual	49,283.16	51,747.36	54,334.68	57,051.36	59,903.88

**CITY OF RIVERBANK
COMPENSATION PLAN
EFFECTIVE: JULY 8, 2016**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
43	Facilities Maintenance Worker I	Hourly	17.93	18.83	19.77	20.76	21.80
		Bi-Weekly	1,434.60	1,506.33	1,581.65	1,660.74	1,743.77
		Monthly	3,108.30	3,263.72	3,426.91	3,598.26	3,778.17
		Annual	37,299.60	39,164.64	41,122.92	43,179.12	45,338.04
47	Facilities Maintenance Worker II	Hourly	18.66	19.59	20.57	21.60	22.68
		Bi-Weekly	1,492.84	1,567.48	1,645.86	1,728.15	1,814.56
		Monthly	3,234.49	3,396.21	3,566.02	3,744.32	3,931.54
		Annual	38,813.88	40,754.52	42,792.24	44,931.84	47,178.48
66	Housing & Economic Development Specialist I	Hourly	22.54	23.67	24.85	26.10	27.40
		Bi-Weekly	1,803.51	1,893.68	1,988.37	2,087.79	2,192.18
		Monthly	3,907.60	4,102.98	4,308.13	4,523.54	4,749.72
		Annual	46,891.20	49,235.76	51,697.56	54,282.48	56,996.64
76	Housing & Economic Development Specialist II	Hourly	24.90	26.15	27.45	28.83	30.27
		Bi-Weekly	1,992.19	2,091.80	2,196.39	2,306.21	2,421.52
		Monthly	4,316.42	4,532.24	4,758.85	4,996.79	5,246.63
		Annual	51,797.04	54,386.88	57,106.20	59,961.48	62,959.56
125	Human Resources Analyst	Hourly	27.11	28.47	29.89	31.39	32.96
		Bi-Weekly	2,169.03	2,277.48	2,391.36	2,510.92	2,636.47
		Monthly	4,699.56	4,934.54	5,181.27	5,440.33	5,712.35
		Annual	56,394.72	59,214.48	62,175.24	65,283.96	68,548.20
159	Human Resources Manager	Hourly	38.03	39.93	41.93	44.02	46.22
		Bi-Weekly	3,042.24	3,194.35	3,354.06	3,521.77	3,697.86
		Monthly	6,591.51	6,921.09	7,267.14	7,630.50	8,012.03
		Annual	79,098.12	83,053.08	87,205.68	91,566.00	96,144.36
73	Human Services Specialist	Hourly	24.17	25.38	26.65	27.98	29.38
		Bi-Weekly	1,933.61	2,030.29	2,131.80	2,238.40	2,350.32
		Monthly	4,189.49	4,398.96	4,618.91	4,849.86	5,092.35
		Annual	50,273.88	52,787.52	55,426.92	58,198.32	61,108.20
128	Human Services Specialist/Administrative Analyst II	Hourly	27.93	29.33	30.80	32.34	33.95
		Bi-Weekly	2,234.76	2,346.49	2,463.82	2,587.01	2,716.36
		Monthly	4,841.97	5,084.07	5,338.27	5,605.18	5,885.44
		Annual	58,103.64	61,008.84	64,059.24	67,262.16	70,625.28
226	Local Redevelopment Authority Executive Director	Hourly	47.01	49.36	51.83	54.42	57.14
		Bi-Weekly	3,760.82	3,948.86	4,146.30	4,353.61	4,571.29
		Monthly	8,148.44	8,555.86	8,983.65	9,432.83	9,904.47
		Annual	97,781.28	102,670.32	107,803.80	113,193.96	118,853.64
37	Maintenance Worker I	Hourly	16.89	17.74	18.62	19.56	20.53
		Bi-Weekly	1,351.45	1,419.03	1,489.98	1,564.48	1,642.70
		Monthly	2,928.15	3,074.56	3,228.29	3,389.70	3,559.19
		Annual	35,137.80	36,894.72	38,739.48	40,676.40	42,710.28

**CITY OF RIVERBANK
COMPENSATION PLAN
EFFECTIVE: JULY 8, 2016**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
47	Maintenance Worker II	Hourly	18.66	19.59	20.57	21.60	22.68
		Bi-Weekly	1,492.84	1,567.48	1,645.86	1,728.15	1,814.56
		Monthly	3,234.49	3,396.21	3,566.02	3,744.32	3,931.54
		Annual	38,813.88	40,754.52	42,792.24	44,931.84	47,178.48
56	Neighborhood Improvement Officer I	Hourly	20.41	21.43	22.50	23.63	24.81
		Bi-Weekly	1,632.70	1,714.33	1,800.05	1,890.06	1,984.56
		Monthly	3,537.51	3,714.39	3,900.11	4,095.12	4,299.88
		Annual	42,450.12	44,572.68	46,801.32	49,141.44	51,598.56
66	Neighborhood Improvement Officer II	Hourly	22.54	23.67	24.85	26.10	27.40
		Bi-Weekly	1,803.51	1,893.68	1,988.37	2,087.79	2,192.18
		Monthly	3,907.60	4,102.98	4,308.13	4,523.54	4,749.72
		Annual	46,891.20	49,235.76	51,697.56	54,282.48	56,996.64
123	Park & Facilities Maintenance Supervisor	Hourly	26.58	27.91	29.30	30.77	32.31
		Bi-Weekly	2,126.29	2,232.61	2,344.24	2,461.45	2,584.53
		Monthly	4,606.97	4,837.32	5,079.19	5,333.15	5,599.81
		Annual	55,283.64	58,047.84	60,950.28	63,997.80	67,197.72
37	Park Maintenance Worker I	Hourly	16.89	17.74	18.62	19.56	20.53
		Bi-Weekly	1,351.45	1,419.03	1,489.98	1,564.48	1,642.70
		Monthly	2,928.15	3,074.56	3,228.29	3,389.70	3,559.19
		Annual	35,137.80	36,894.72	38,739.48	40,676.40	42,710.28
47	Park Maintenance Worker II	Hourly	18.66	19.59	20.57	21.60	22.68
		Bi-Weekly	1,492.84	1,567.48	1,645.86	1,728.15	1,814.56
		Monthly	3,234.49	3,396.21	3,566.02	3,744.32	3,931.54
		Annual	38,813.88	40,754.52	42,792.24	44,931.84	47,178.48
176	Planning & Building Manager	Hourly	45.04	47.29	49.65	52.14	54.74
		Bi-Weekly	3,602.93	3,783.08	3,972.23	4,170.84	4,379.39
		Monthly	7,806.35	8,196.67	8,606.50	9,036.83	9,488.67
		Annual	93,676.20	98,360.04	103,278.00	108,441.96	113,864.04
76	Project Coordinator	Hourly	24.90	26.15	27.45	28.83	30.27
		Bi-Weekly	1,992.19	2,091.80	2,196.39	2,306.21	2,421.52
		Monthly	4,316.42	4,532.24	4,758.85	4,996.79	5,246.63
		Annual	51,797.04	54,386.88	57,106.20	59,961.48	62,959.56
169	Public Works Superintendent	Hourly	42.01	44.11	46.31	48.63	51.06
		Bi-Weekly	3,360.52	3,528.55	3,704.98	3,890.22	4,084.74
		Monthly	7,281.13	7,645.19	8,027.45	8,428.82	8,850.26
		Annual	87,373.56	91,742.28	96,329.40	101,145.84	106,203.12
132	Public Works Supervisor	Hourly	29.07	30.52	32.05	33.65	35.33
		Bi-Weekly	2,325.49	2,441.77	2,563.86	2,692.05	2,826.66
		Monthly	5,038.57	5,290.50	5,555.03	5,832.78	6,124.42
		Annual	60,462.84	63,486.00	66,660.36	69,993.36	73,493.04

**CITY OF RIVERBANK
COMPENSATION PLAN
EFFECTIVE: JULY 8, 2016**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
42	Recreation Coordinator	Hourly	17.75	18.64	19.57	20.55	21.58
		Bi-Weekly	1,420.39	1,491.41	1,565.98	1,644.28	1,726.50
		Monthly	3,077.51	3,231.39	3,392.96	3,562.61	3,740.74
		Annual	36,930.12	38,776.68	40,715.52	42,751.32	44,888.88
125	Recreation Supervisor	Hourly	27.11	28.47	29.89	31.39	32.96
		Bi-Weekly	2,169.03	2,277.48	2,391.36	2,510.92	2,636.47
		Monthly	4,699.56	4,934.54	5,181.27	5,440.33	5,712.35
		Annual	56,394.72	59,214.48	62,175.24	65,283.96	68,548.20
140	Senior Building Inspector	Hourly	31.48	33.05	34.70	36.44	38.26
		Bi-Weekly	2,518.18	2,644.08	2,776.29	2,915.10	3,060.85
		Monthly	5,456.05	5,728.85	6,015.29	6,316.05	6,631.85
		Annual	65,472.60	68,746.20	72,183.48	75,792.60	79,582.20
122	Senior Community Development Specialist	Hourly	26.32	27.63	29.01	30.46	31.99
		Bi-Weekly	2,105.24	2,210.50	2,321.03	2,437.08	2,558.93
		Monthly	4,561.35	4,789.42	5,028.89	5,280.33	5,544.35
		Annual	54,736.20	57,473.04	60,346.68	63,363.96	66,532.20
56	Senior Facilities Maintenance Worker	Hourly	20.41	21.43	22.50	23.63	24.81
		Bi-Weekly	1,632.70	1,714.33	1,800.05	1,890.06	1,984.56
		Monthly	3,537.51	3,714.39	3,900.11	4,095.12	4,299.88
		Annual	42,450.12	44,572.68	46,801.32	49,141.44	51,598.56
56	Senior Maintenance Worker	Hourly	20.41	21.43	22.50	23.63	24.81
		Bi-Weekly	1,632.70	1,714.33	1,800.05	1,890.06	1,984.56
		Monthly	3,537.51	3,714.39	3,900.11	4,095.12	4,299.88
		Annual	42,450.12	44,572.68	46,801.32	49,141.44	51,598.56
146	Senior Management Analyst	Hourly	33.41	35.08	36.84	38.68	40.61
		Bi-Weekly	2,673.10	2,806.75	2,947.09	3,094.45	3,249.17
		Monthly	5,791.71	6,081.30	6,385.37	6,704.64	7,039.87
		Annual	69,500.52	72,975.60	76,624.44	80,455.68	84,478.44
146	Senior Management Analyst/City Clerk	Hourly	33.41	35.08	36.84	38.68	40.61
		Bi-Weekly	2,673.10	2,806.75	2,947.09	3,094.45	3,249.17
		Monthly	5,791.71	6,081.30	6,385.37	6,704.64	7,039.87
		Annual	69,500.52	72,975.60	76,624.44	80,455.68	84,478.44
56	Senior Park Maintenance Worker	Hourly	20.41	21.43	22.50	23.63	24.81
		Bi-Weekly	1,632.70	1,714.33	1,800.05	1,890.06	1,984.56
		Monthly	3,537.51	3,714.39	3,900.11	4,095.12	4,299.88
		Annual	42,450.12	44,572.68	46,801.32	49,141.44	51,598.56
68	Senior Wastewater Treatment Plant Operator	Hourly	23.00	24.15	25.35	26.62	27.95
		Bi-Weekly	1,839.77	1,931.76	2,028.34	2,129.76	2,236.25
		Monthly	3,986.16	4,185.47	4,394.74	4,614.48	4,845.20
		Annual	47,833.92	50,225.64	52,736.88	55,373.76	58,142.40

**CITY OF RIVERBANK
COMPENSATION PLAN
EFFECTIVE: JULY 8, 2016**

RANGE	TITLE	BASE	SALARY STEP				
			A	B	C	D	E
64	Senior Water Utility Worker	Hourly	22.10	23.20	24.36	25.58	26.86
		Bi-Weekly	1,767.97	1,856.37	1,949.19	2,046.65	2,148.98
		Monthly	3,830.61	4,022.14	4,223.25	4,434.41	4,656.13
		Annual	45,967.32	48,265.68	50,679.00	53,212.92	55,873.56
53	Transportation Coordinator	Hourly	19.81	20.80	21.84	22.93	24.08
		Bi-Weekly	1,584.68	1,663.91	1,747.11	1,834.46	1,926.18
		Monthly	3,433.47	3,605.14	3,785.40	3,974.67	4,173.40
		Annual	41,201.64	43,261.68	45,424.80	47,696.04	50,080.80
49	Wastewater Treatment Plant Operator I	Hourly	19.04	19.99	20.99	22.04	23.14
		Bi-Weekly	1,522.85	1,599.00	1,678.94	1,762.89	1,851.04
		Monthly	3,299.51	3,464.49	3,637.71	3,819.60	4,010.58
		Annual	39,594.12	41,573.88	43,652.52	45,835.20	48,126.96
59	Wastewater Treatment Plant Operator II	Hourly	21.03	22.08	23.18	24.34	25.56
		Bi-Weekly	1,682.16	1,766.27	1,854.59	1,947.31	2,044.68
		Monthly	3,644.69	3,826.92	4,018.27	4,219.18	4,430.14
		Annual	43,736.28	45,923.04	48,219.24	50,630.16	53,161.68
43	Wastewater Treatment Plant Operator-In-Training	Hourly	17.93	18.83	19.77	20.76	21.80
		Bi-Weekly	1,434.60	1,506.33	1,581.65	1,660.74	1,743.77
		Monthly	3,108.30	3,263.72	3,426.91	3,598.26	3,778.17
		Annual	37,299.60	39,164.64	41,122.92	43,179.12	45,338.04
132	Wastewater Treatment Plant Supervisor	Hourly	29.07	30.52	32.05	33.65	35.33
		Bi-Weekly	2,325.49	2,441.77	2,563.86	2,692.05	2,826.66
		Monthly	5,038.57	5,290.50	5,555.03	5,832.78	6,124.42
		Annual	60,462.84	63,486.00	66,660.36	69,993.36	73,493.04
132	Water Supervisor	Hourly	29.07	30.52	32.05	33.65	35.33
		Bi-Weekly	2,325.49	2,441.77	2,563.86	2,692.05	2,826.66
		Monthly	5,038.57	5,290.50	5,555.03	5,832.78	6,124.42
		Annual	60,462.84	63,486.00	66,660.36	69,993.36	73,493.04
45	Water Utility Worker I	Hourly	18.29	19.21	20.17	21.18	22.24
		Bi-Weekly	1,463.42	1,536.60	1,613.42	1,694.10	1,778.80
		Monthly	3,170.75	3,329.29	3,495.75	3,670.54	3,854.07
		Annual	38,049.00	39,951.48	41,949.00	44,046.48	46,248.84
55	Water Utility Worker II	Hourly	20.21	21.22	22.28	23.39	24.56
		Bi-Weekly	1,616.53	1,697.36	1,782.23	1,871.34	1,964.90
		Monthly	3,502.49	3,677.61	3,861.49	4,054.56	4,257.29
		Annual	42,029.88	44,131.32	46,337.88	48,654.72	51,087.48

RIVERBANK CITY COUNCIL AGENDA ITEM NO. 4.1

SECTION 4: UNFINISHED BUSINESS

Meeting Date: August 11, 2015

Subject: Second Reading by Title Only and Adoption of Proposed **Ordinance No. 2015-013** of the City Council of the City of Riverbank, California, Amending Title III: Administration; By Repealing Chapter 37: Emergency Services, Organization and Functions in its Entirety and Replacing it with a New Chapter 37 of the City of Riverbank Code of Ordinances

From: Jill Anderson, City Manager

Submitted by: Norma Torres-Manriquez, Administrative Analyst II/ Human Services Specialist
Annabelle Aguilar, CMC, City Clerk

RECOMMENDATION

It is recommended that the City Council conduct the second reading by title only of the proposed Ordinance and consider its adoption by roll call vote.

INTRODUCTION

A Public Hearing was conducted at the regular City Council meeting on July 28, 2015, to receive public opinions or evidence for or against the proposed Ordinance after its first reading and introduction by title only. The City Council approved the first reading and introduction of the proposed ordinance (now titled Ordinance No. 2015-013) which moved said Ordinance to the August 11, 2015, regular City Council meeting for its second reading by title only and consideration for adoption.

SUMMARY

The City seeks to amend the Riverbank Municipal Code (RMC), Emergency Services, Organization and Functions to add language that reflects what the City of Riverbank deems necessary for the enhancement of our planning, preparedness, response and recovery efforts to emergencies in our City.

The amendments will address membership for the Stanislaus Disaster Council by allowing the City Council to select an alternate which could include the City Manager to attend the Stanislaus County Disaster Council meetings and to act on behalf of the City in the event that the elected official is unavailable. As well as insure that the City complies with the California Emergency Services Act to administer a Disaster Service Worker Volunteer Program.

Background

In 2008, Stanislaus County and the nine cities by resolution adopted the current process for the Disaster Council and Operational Area Council. Each city and the County appointed one elected official to serve on the Disaster Council. The County and six of the cities amended their ordinances to reflect their resolutions.

On January 30, 2014, the Stanislaus County Disaster Council approved revising the Disaster Council Ordinance to expand the membership to include City Managers as well as Elected Officials as long as the alternate is appointed by the specified entity's governing body. The Disaster Council also approved the State of California's required changes to the ordinance for the Disaster Council to remain accredited with the State of California for the Disaster Service Worker Volunteer program.

On January 6, 2015 the Stanislaus Board of Supervisor approved the proposed amendments, thus encouraging all the nine cities to amend their ordinances to meet the required regulatory needs.

STRATEGIC PLAN

This partnership supports the City's Strategic Plan to enhance public safety and increase and improve the City's emergency preparedness.

FINANCIAL IMPACT

There is no additional fiscal impact to the City associate with these amendments.

ATTACHMENT

1. Proposed Ordinance No. 2015-013

CITY OF RIVERBANK

ORDINANCE NO. 2015-013

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF RIVERBANK,
CALIFORNIA, AMENDING TITLE III: ADMINISTRATION; BY REPEALING CHAPTER
37: EMERGENCY SERVICES, ORGANIZATION AND FUNCTIONS IN ITS ENTIRETY
AND REPLACING IT WITH A NEW CHAPTER 37 OF THE CITY OF RIVERBANK
CODE OF ORDINANCES**

WHEREAS, in 2009 the City of Riverbank approved the current City Ordinance for the Administration section; Chapter 37: Emergency Services, Organization and Functions; and

WHEREAS, the Stanislaus County Disaster Council and the Stanislaus County Operational Area Council recommended the following revision to all nine Cities in the County; and

WHEREAS, the revisions were reviewed, supported, and approved by the County Emergency Managers, the Operational Area Council, the Stanislaus Disaster Council, the Stanislaus Legal Counsel, and the Stanislaus County Board of Supervisor Council such to insure that the cities comply with the California Emergency Services Act; and

WHEREAS, the revisions also address membership for the Stanislaus Disaster Council by allowing the County and each city to select an alternate which could include the City Manager to attend the Stanislaus County Disaster Council meetings and to act on its behalf in the event that the elected official is unavailable as long as the alternate was appointed by its governing body (the Riverbank City Council); and

WHEREAS, the Stanislaus County Disaster Council also approved the revision of the ordinance in order for the cities to comply with the required accreditation requirements to administer a disaster service worker volunteer program, pursuant to the California Code of Regulations.

**THE CITY COUNCIL OF THE CITY OF RIVERBANK DOES HEREBY ORDAIN AS
FOLLOWS:**

Title III: Administration; by repealing Chapter 37: Emergency Services, Organization and Functions, and replacing it with a New Chapter 37 of the Riverbank Municipal Code of Ordinances to read as follows:

CHAPTER 37: EMERGENCY SERVICES, ORGANIZATION AND FUNCTIONS

Section

[37.01](#) Purposes

[37.02](#) Definition

[37.03](#) Disaster Council membership

[37.04](#) Disaster Council powers and duties

[37.05](#) Operational Area Council

[37.06](#) Meetings

[37.07](#) State of war, state of emergency or local emergency

[37.08](#) Plan and agreement preparation

[37.09](#) Emergency organization

[37.10](#) Punishment of violations

[37.11](#) Expenditures

[37.12](#) Director and Assistant Director of Emergency Services; Office created

[37.13](#) Powers and duties of Director and Assistant Director of Emergency Services

37.01 PURPOSES.

The declared purposes of this chapter is to comply with the California Emergency Services Act Government Code 8550 et seq. by ~~are to~~ providing for the preparation and carrying out of plans for the protection of persons and property within the city in the event of an emergency, and the direction of the emergency organization and the coordination of the emergency functions of the city with all other public agencies, corporations, organizations and affected private persons. This ordinance is enacted pursuant to the authority granted by Government Code Sections 8610 and 6500.

37.02 DEFINITION.

As used in this chapter, **EMERGENCY** shall mean the actual or threatened existence of conditions of disaster or of extreme peril to the safety of persons and property with the city caused by such conditions as air pollution, fire, flood, storm, epidemic, riot, earthquake,

domestic terrorism or other conditions, including conditions resulting from war or imminent threat of war, but other than conditions resulting from a labor controversy, which conditions are or are likely to be beyond the control of the services, personnel, equipment and facilities of the city, requiring the combined forces of other political subdivisions to combat.

37.03 DISASTER COUNCIL MEMBERSHIP.

- (A) A combined City/County Disaster Council is hereby created.
- (B) Annually, the Riverbank City Council will appoint an elected official to serve on the City/County Disaster Council.
- (C) The City/County Disaster Council shall also consist of the following:
 - (1) ~~The Chair of the Board of Supervisors~~ The Director of Emergency Services, who shall be Chair of the Disaster Council;
 - (2) ~~The Director of Stanislaus County Emergency Services~~ A member of the Board of Supervisors, who shall be Vice-Chairperson;
 - (3) The Assistant Director of Stanislaus County Emergency Services, who shall be Secretary; and
 - (4) One elected official from each city in Stanislaus County. The City may select an alternate to attend meetings and to act on its behalf in the event the elected official is unavailable. Said alternate need not be an elected official, so long as the alternate has been appointed by the City Council.

37.04 DISASTER COUNCIL POWERS AND DUTIES.

- (A) The Disaster Council shall have power to:
 - (1) Oversee the preparedness activities of the various county departments and other jurisdictions in the Stanislaus County Operational Area. This includes preparation of emergency and disaster plans, policies and procedures and ensuring unity of purpose. The Council will be responsible to ensure unity of purpose. The Council will be responsible to ensure compliance with the National Incident Management System, the Standardized Emergency Management System and the Incident Command System;
 - (2) Approve to form all proposed emergency operations procedures, plans and other documents related to emergency preparedness and planning;
 - (3) Hear proposals from any agency, department or interested party in emergency and disaster preparedness. Prior to any formal action, the proposal shall have the approval of the Operational Area Council for operational and procedural conformity with the Stanislaus County emergency operations plan, policies and procedures;

(4) Be required to have a majority of the members present for approval and/or review of any plan, policies or issues and a simple majority vote will carry the recommended action. Thereafter, the recommended action will be forwarded to the appropriate board, commission or executive representative; and

(5) Sit as the Disaster Council for any jurisdiction that deems it appropriate by resolution and local ordinance.

(6) Administer a disaster service worker volunteer program, pursuant to California Code of Regulations, Title 19, sections 2570 et seq.

(B) The Disaster Council does not have operational duties or powers during emergencies, disasters or other events or incidents.

37.05 OPERATIONAL AREA COUNCIL.

(A) The Stanislaus County Operational Area Council is created under the authority of Cal. Gov't Code Article 9, § 8605, and shall consist of the Assistant Director of Emergency Services and Joint Powers Agreement (JPA) members that represent each city within Stanislaus County.

(B) Generally, the JPA member will be the emergency manager from his or her jurisdiction.

(C) The Operational Area Council will:

(1) Coordinate, review and recommend for approval all emergency or disaster response policies, procedures, plans and other influencing factors or events that would affect the Stanislaus Operational Area;

(2) Review all disaster plans by any agency or jurisdiction in Stanislaus County for approval to form and compliance with the National Incident Management System, the Standardized Emergency Management System and the Incident Command System. After review of the proposed plans, policies and procedures relating to emergency management, the Operational Area Council will then make its recommendation to the Disaster Council;

(3) Be the lead agency for the multi-agency Emergency Operations Center Management Team and the multi-agency incident management team(s);

(4) Foster an effective flow of disaster information and emergency preparedness on a day-to-day basis through training, exercises, uniformity in planning and response plans and policies; and

(5) ~~Standing task forces may be appointed to include:~~

~~—(a) Special needs population;~~

~~—(b) Public Health Emergency Preparedness Committee; and~~

~~—(c) Faith-based representation.~~

Appoint task forces and /or specialist groups for specific detailed work that requires the focus of technical experts to develop plans, policies and procedures for the Stanislaus Operation Area.

(D) The Operational Area Council does not have operational duties or powers during an event or emergency and is created to serve in the preparedness and planning phases only.

37.06 MEETINGS.

(A) The Disaster Council shall meet at least ~~a minimum of twice~~ annually and as often as may be deemed necessary. The Disaster Council will operate under the Brown Act for open meetings and local legislative bodies.

(B) The Operational Area Council shall meet quarterly or upon call of the Assistant Director of Emergency Services.

37.07 STATE OF WAR, STATE OF EMERGENCY OR LOCAL EMERGENCY.

During a “state of war”, “state of emergency” or “local emergency”, the Chair of the Disaster Council or the Director of Emergency Services may call upon the Disaster Council to meet with the emergency operations center policy group to act as an advisory group on issues as determined by the Director of Emergency Services or the Disaster Council Chair.

37.08 PLAN AND AGREEMENT PREPARATION.

It shall be the duty of the Stanislaus County Disaster Council to review and recommend for adoption by the City Council, emergency plans, agreements and such ordinances and resolutions and rules and regulations as are necessary to implement such plans and agreements.

37.09 EMERGENCY ORGANIZATION.

All officers and employees of this city, together with those volunteer forces enrolled to aid them during an emergency, and all groups, organizations and persons who may, by agreement or operation of law, including persons impressed into service under the provisions of subsection (A) (6) of section 37.13, be charged with duties incident to the protection of life and property in this county during such emergency, shall constitute the emergency organization of the city.

37.10 PUNISHMENT OF VIOLATIONS.

It shall be a misdemeanor, punishable as set forth in the Riverbank Municipal Code, Title I, § 10.99, for any person, during an emergency, to:

(A) Willfully obstruct, hinder or delay any member of the emergency organization in the enforcement of any lawful rule or regulation issued pursuant to this chapter, or in the performance of any duty imposed upon him or her by virtue of this chapter;

(B) Do any act forbidden by any lawful rule or regulation issued pursuant to this chapter, if such act is of such a nature as to give or be likely to give assistance to the enemy or to imperil the lives or property of inhabitants of the city, or to prevent, hinder or delay the defense of protection thereof; and

(C) Wear, carry or display, without authority, any means of identification specified by the emergency agency of the state.

37.11 EXPENDITURES.

Any expenditure made in connection with emergency activities, including mutual aid activities, shall be deemed conclusively to be for the direct protection and benefit of the inhabitants and property of the city and county.

37.12 DIRECTOR AND ASSISTANT DIRECTOR OF EMERGENCY SERVICES; OFFICE CREATED.

(A) There is hereby created the Office of Director of Emergency Services, and the City Manager shall be the Director of Emergency Services.

(B) There is hereby created the Office of Assistant Director of Emergency Services who shall be assigned by the City Manager ~~The Administrative Services Director shall be the Assistant Director of Emergency Services~~ and designated as the city's Emergency Manager.

37.13 POWERS AND DUTIES OF DIRECTOR AND ASSISTANT DIRECTOR OF EMERGENCY SERVICES.

(A) The Director is hereby identified empowered to:

(1) Request the City Council to proclaim the existence or threatened existence of a "local emergency" if the City Council is in session, or to issue such proclamation if the City Council is not in session. Whenever a local emergency is proclaimed by the Director, the City Council shall take action to ratify the proclamation within seven-days thereafter, or the proclamation shall have no further force or effect;

(2) Request the Governor to proclaim a "state of emergency" when, in the opinion of the Director, the locally available resources are inadequate to cope with the emergency;

(3) Control and direct the effort of the emergency organization of the city for the accomplishment of the purposes of this chapter;

(4) Direct cooperation between and coordination of services and staff of the emergency organization of the city; and resolve questions of authority and responsibility that may arise between them;

(5) Represent the city in all dealings with public or private agencies on matters pertaining to emergencies as defined herein; and

(6) In the event of the proclamation of a “local emergency” as herein provided, the proclamation of a “state of emergency” by the Governor or the Director of the State Office of Emergency Services, or the existence of a “state of war emergency”, the Director is hereby empowered:

(a) To make and issue rules and regulations on matters reasonably related to the protection of life and property as affected by such emergency; provided, however, such rules and regulations must be confirmed at the earliest practicable time by the City Council;

(b) To obtain vital supplies, equipment and such other properties found lacking and needed for the protection of life and property and to bind the city for the fair value thereof and, if required immediately, to commandeer the same for public use;

(c) To require emergency services of any city officer or employee and, in the event of the proclamation of a “state of emergency” in the county or the existence of a “state of war emergency”, to command the aid of as many citizens of the community as he or she deems necessary in the execution of his or her duties; and such persons shall be entitled to all privileges, benefits and immunities as are provided by State Law for registered disaster service workers;

(d) To requisition necessary personnel or material of any city department or agency; and

(e) To execute all of his or her ordinary power as City Manager, all of the special powers conferred upon him or her by this chapter, by resolution or emergency plan pursuant hereto adopted by the City Council, all powers conferred upon him or her by any statute, by any agreement approved by the City Council and by any other lawful authority.

(B) The Director of Emergency Services shall designate the order of succession to that office, to take effect in the event the Director is unavailable to attend meetings and otherwise perform his or her duties during an emergency. Such order of succession shall be approved by the City Council.

(C) The Assistant Director shall, under the supervision of the Director and with the assistance of Emergency Service Chiefs, develop emergency plans and manage the emergency programs of the city; and shall have such other powers and duties as may be assigned by the Director.

This Ordinance shall become effective thirty (30) days from and after its final passage and adoption (on _____), provided it is published in a newspaper of general circulation at least fifteen (15) days after its adoption.

The foregoing ordinance was introduced at a regular meeting of the City Council of the City of Riverbank duly held on July 28, 2015. Said ordinance was given its second reading at the regular City Council meeting on August 11, 2015.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Riverbank at a regular meeting on August 11, 2015; motioned by Councilmember _____, seconded by Councilmember _____, moved the ordinance for adoption by a roll call vote of ____:

AYES:

NAYS:

ABSENT:

ABSTAINED:

ATTEST:

Annabelle H. Aguilar, CMC
City Clerk

APPROVED:

Richard D. O'Brien
Mayor

APPROVED AS TO FORM:

Tom P. Hallinan, City Attorney

RIVERBANK CITY COUNCIL AGENDA ITEM NO. 5.1

SECTION 5: PUBLIC HEARING

Meeting Date:	August 11, 2015
Subject/ Title:	Continuance of the Public Hearing to Consider a Resolution of the City Council of the City of Riverbank, California, Approving and Adopting a 5-Year Capital Improvement Plan (CIP) For Fiscal Years 2015-2020 of the City Of Riverbank
From:	Jill Anderson, City Manager
Submitted by:	Marisela Garcia, Director of Finance Kathleen Cleek, Development Services Admin. Manager Annabelle Aguilar, CMC, City Clerk

RECOMMENDATION

Due to needed consideration of ADA improvement projects to be included in the CIP, it is recommended that the City Council continue the public hearing to consider the 5-year Capital Improvement Plan for Fiscal Years 2015-2020 by:

1. Opening the public hearing
2. Receive comments
3. Close the Public Hearing, and
4. By roll call vote, continue the public hearing to the next regular City Council meeting on August 25, 2015.

SUMMARY

The CIP is a management, planning, and fiscal tool used to ensure public improvements are initiated and that the orderly development of projects is conducted in Riverbank. This program provides the blueprint for identifying the City's improvement needs so that projects can be prioritized, scheduled, and funded. The City of Riverbank's 5-Year CIP is reviewed and updated annually to make sure major public improvements are planned and an overall view of the City's needs are presented and reviewed by City Council.

After preparation and review of the proposed 5-year CIP for fiscal years 2015 -2020, it was determined that further discussion and additional information was needed to present the most up-to-date data; therefore, staff requested on July 28, 2105, that the public hearing be continued to the regular City Council meeting on August 11, 2015.

Although it was anticipated to present the CIP on August 11, 2015, a recent Americans with Disabilities Act (ADA) meeting called for further consideration of ADA improvement projects to be incorporated into the 5-year CIP. As a result, staff is requesting that the public hearing be continued to the regular City Council meeting on August 25, 2015, to allow for the preparation of this additional data.

ATTACHMENTS

There are no attachments to this report.

RIVERBANK CITY COUNCIL AGENDA ITEM NO. 6.1

SECTION 6: NEW BUSINESS

Meeting Date:	August 11, 2015
Subject:	Status Report And Update on the Steps Necessary to Expand the Sphere of Influence for the City of Riverbank Including Processing an Application with Stanislaus County LAFCO
From:	Jill Anderson, City Manager
Submitted by:	John B. Anderson, Consulting Planner

RECOMMENDATION

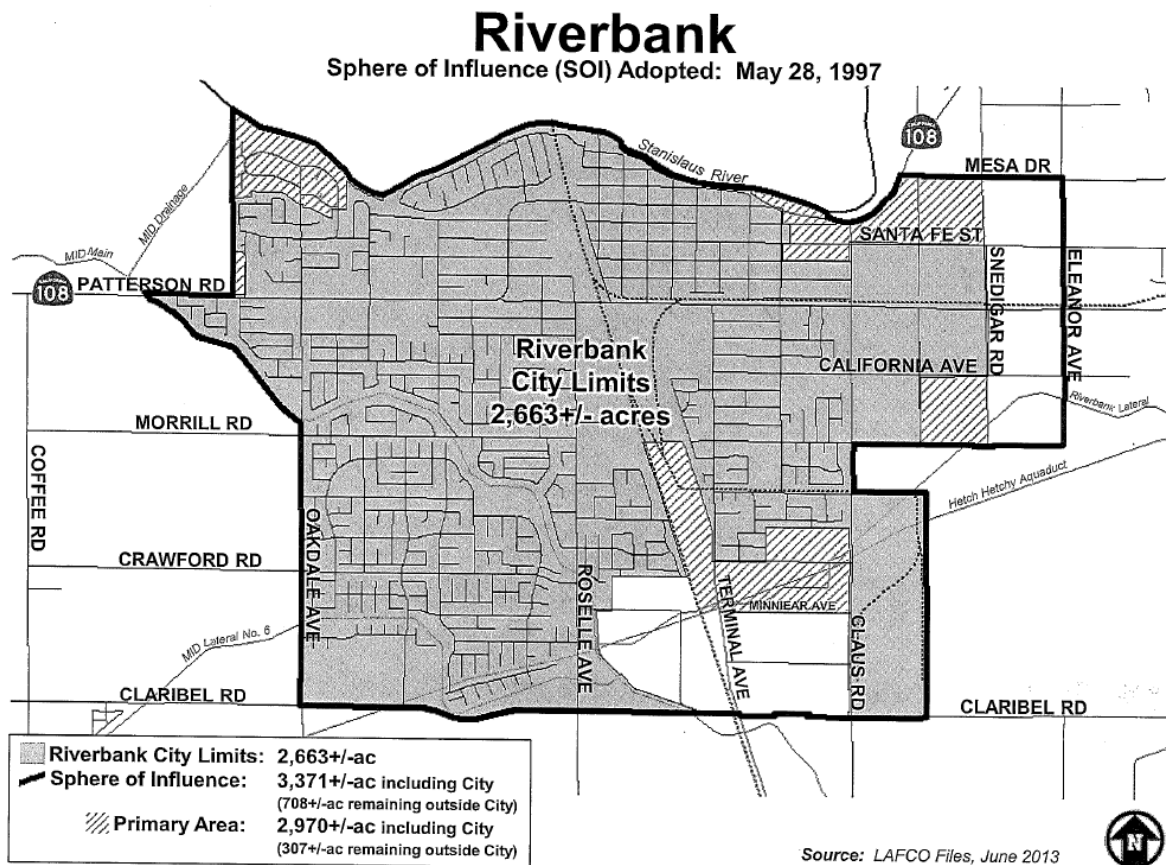
It is recommended that the City Council provide direction to staff after a review of expansion options and a briefing on the steps necessary to expand the Sphere of Influence ("SOI") and gain its approval by the Stanislaus County LAFCO.

SUMMARY

The purpose of this report is to provide information to the Council on a Strategic Objective and to gain feedback on possible areas the City might want to expand the existing Sphere of Influence. As a result of this discussion, staff will bring back for Council's consideration a Resolution authorizing staff to proceed by submitting an application with the chosen option to Stanislaus County LAFCO to expand the City of Riverbank's SOI.

BACKGROUND AND ANALYSIS

Stanislaus County LAFCO approved a Municipal Service Review ("MSR") for the City of Riverbank on June 26, 2013. The adopted MSR considered the Cities existing SOI boundaries which were adopted by LAFCO on May 28, 1997 and comprised 3,371 acres. This existing SOI area for Riverbank is illustrated below:



Historically, the City of Riverbank has taken a conservative approach with the adoption of its SOI boundaries. The City Council in 2009 chose not to pursue an expanded SOI boundary with the update of its General Plan and instead suggested that any new growth areas would be handled on a case by case basis. This is contrary to the strategies being employed by other cities in Stanislaus County, but not unusual.

The Riverbank City Council could choose to pursue a possible expansion of the SOI to the west to accommodate development projects like the proposed Specific Plan for a 380 acre area currently known as Crossroads West. The City Council could consider additional SOI expansion to the east of the Riverbank Industrial Complex to accommodate additional industrial development.

The area to the east of Riverbank is of special interest to the City in light of discussions with Stanislaus County representatives concerning the North County Corridor ("NCC") and what alternative circulation opportunities might result if the NCC were to be built in the future. Staff has expressed concern that the NCC would restrict the free flow of traffic circulation on the east side of the City as direct access to the NCC would be prohibited. In fact, access would be restricted to urban interchanges with the closest one being planned for the Claus/Claribel intersection.

The City Council, during its Strategic Planning session held March 31, 2015, suggested that under the five-year Goal of “Achieve and Maintain Financial Stability and Sustainability” that the City would pursue an expanded SOI to include properties to the east as well as the west. This summary report is a follow-up to the Objectives set by the City Council earlier this year.

The Riverbank General Plan and General Plan Environmental Impact Report (“EIR”) cover a fairly large geographic area in and around Riverbank, encompassing some 6,010 acres. The public service demands of the General Plan area were studied by Nolte Engineering. Water, sewer and storm drainage infrastructure Master Plans were updated at the same time the 2009 General Plan was adopted. The General Plan EIR fully analyzed the environmental impacts associated with an expanded City and staff will rely on these adopted documents to prepare all necessary applications with LAFCO.

Ultimately, any expansion of Riverbank’s SOI would require the City to revisit and update the adopted MSR. Both the updated MSR and the SOI boundary would be part of a future LAFCO action.

OPTIONS

The City Council should review and consider the possible SOI expansion options presented below and shown as Attachments A through E to this staff report. Staff will answer specific questions concerning the options and request feedback on other possible options not considered by staff.

- Option A - Expand the SOI to the West to include the Crossroads West Specific Plan area.
- Option B - Expand the SOI easterly to Eleanor and south of Kentucky
- Option C - Expand the SOI to include Options A and B above.
- Option D - Expand the SOI to include Option C above as well as the area north of Mesa Drive to SR 108.
- Option E - Expand the SOI to the limits of the 2009 General Plan

Each of the options has its pros and cons depending on what perspective the Council has on future growth options. Please note that expanding an SOI does not annex property. The SOI acts as a tool to identify the selected areas for consideration of future City services based on realistic growth projections. The tool LAFCO uses in this regard is the establishment of a “Primary” growth boundary, seen as an area the City may grow to within 10 years, and a “Transition” area the City might grow into between 10 and 20 years. LAFCO also allows jurisdictions to establish areas of interest, which are areas beyond the adopted SOI.

STEPS NECESSARY TO COMPLETE A SPHERE OF INFLUENCE EXPANSION EFFORT

City staff met with LAFCO Staff on July 20, 2015. The following steps are required for the Stanislaus County LAFCO Commission to render a decision on any proposal to modify the City of Riverbank's Sphere of Influence:

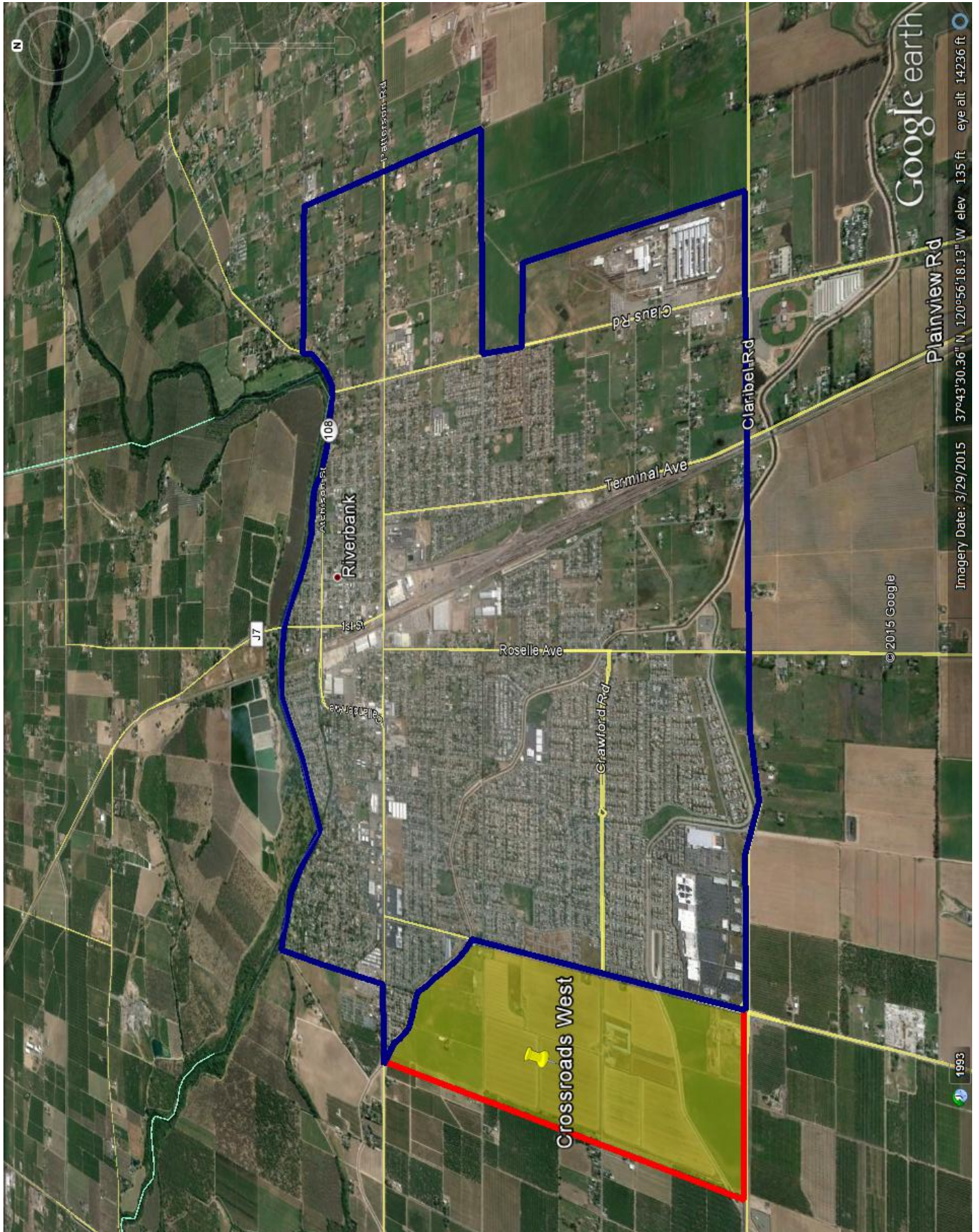
- 1) The City Council, at a noticed public hearing, adopts a Resolution authorizing staff to proceed with an application to LAFCO for changes to the SOI boundary.
- 2) City staff will send out an agency referral request describing the proposed Riverbank SOI expansion action.
- 3) City staff will update the MSR based on the boundary direction given by the Council. This will include additional research and the drafting of a revised MSR document.
- 4) LAFCO will require that the City and County representatives meet and confer over the proposed SOI changes. The County Board of Supervisors ("BOS") then adopts a Resolution stating the proposed SOI modification is "Logical and Orderly".
- 5) The City Council then takes action to approve the revised MSR, the proposed SOI boundary and the associated California Environmental Quality Act ("CEQA") document. The City Council is also required to adopt a specific Agricultural Mitigation Strategy before LAFCO will consider a modification to the adopted SOI.
- 6) City staff will prepare an application for Stanislaus County LAFCO to expand the SOI boundary as directed by Council under the Resolution mentioned in Step number 1 above. LAFCO needs approximately three (3) months to process the application.
- 7) The City Manager and staff will negotiate and represent the City with LAFCO staff as well as the LAFCO Commission.

ATTACHMENTS

- A. SOI Option A.
- B. SOI Option B.
- C. SOI Option C.
- D. SOI Option D.
- E. SOI Option E.

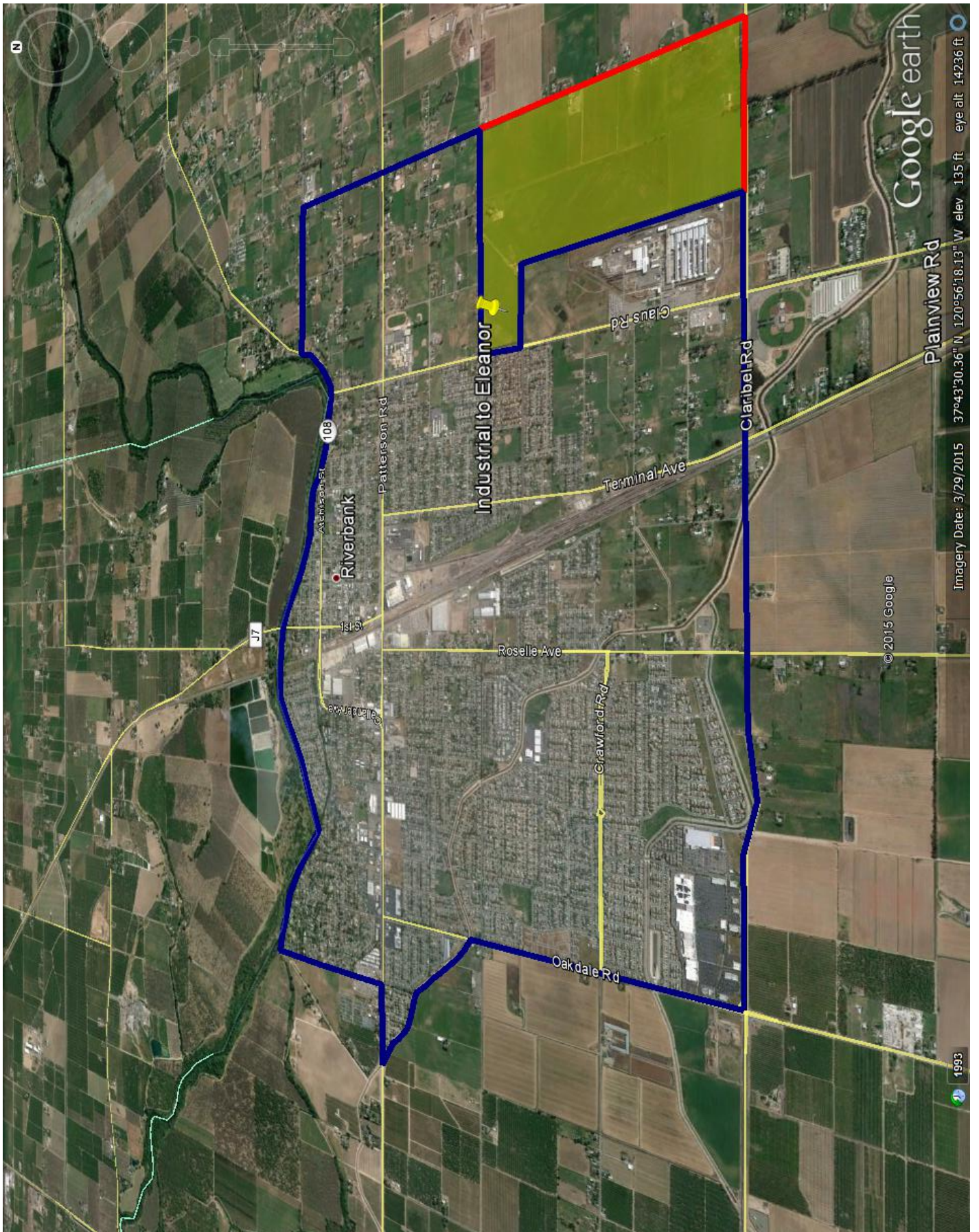
Attachment A

Option A



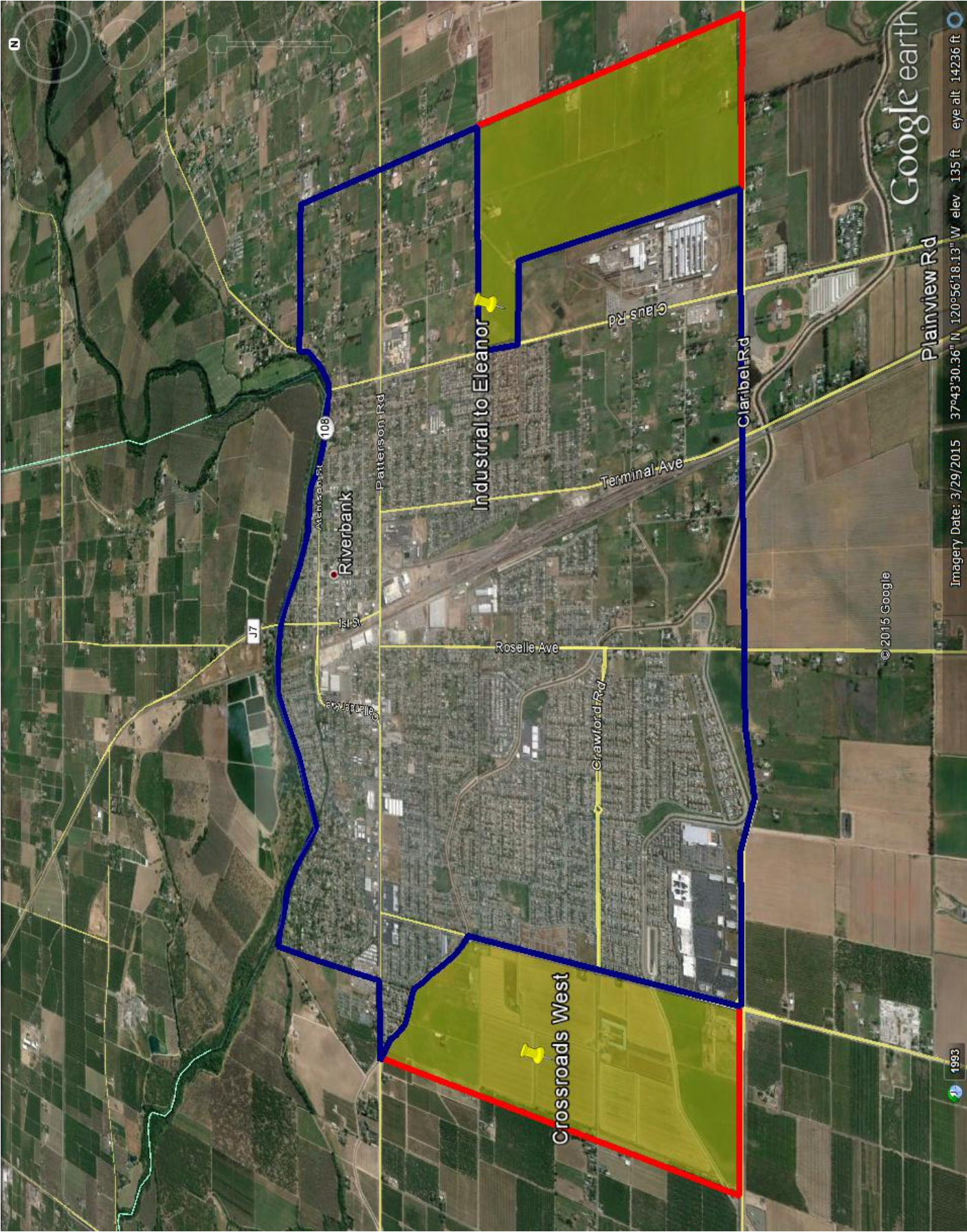
Attachment B

Option B



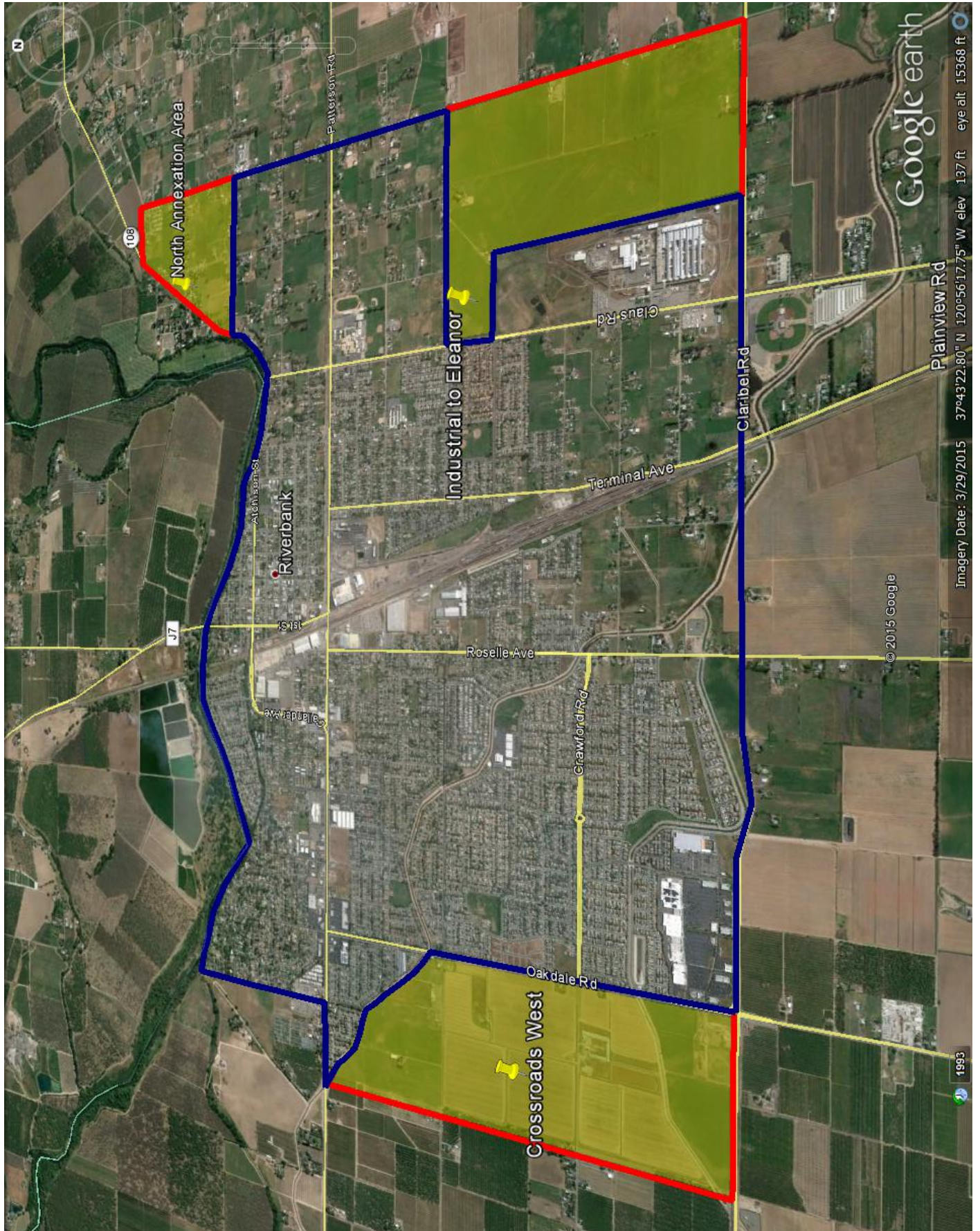
Attachment C

Option C



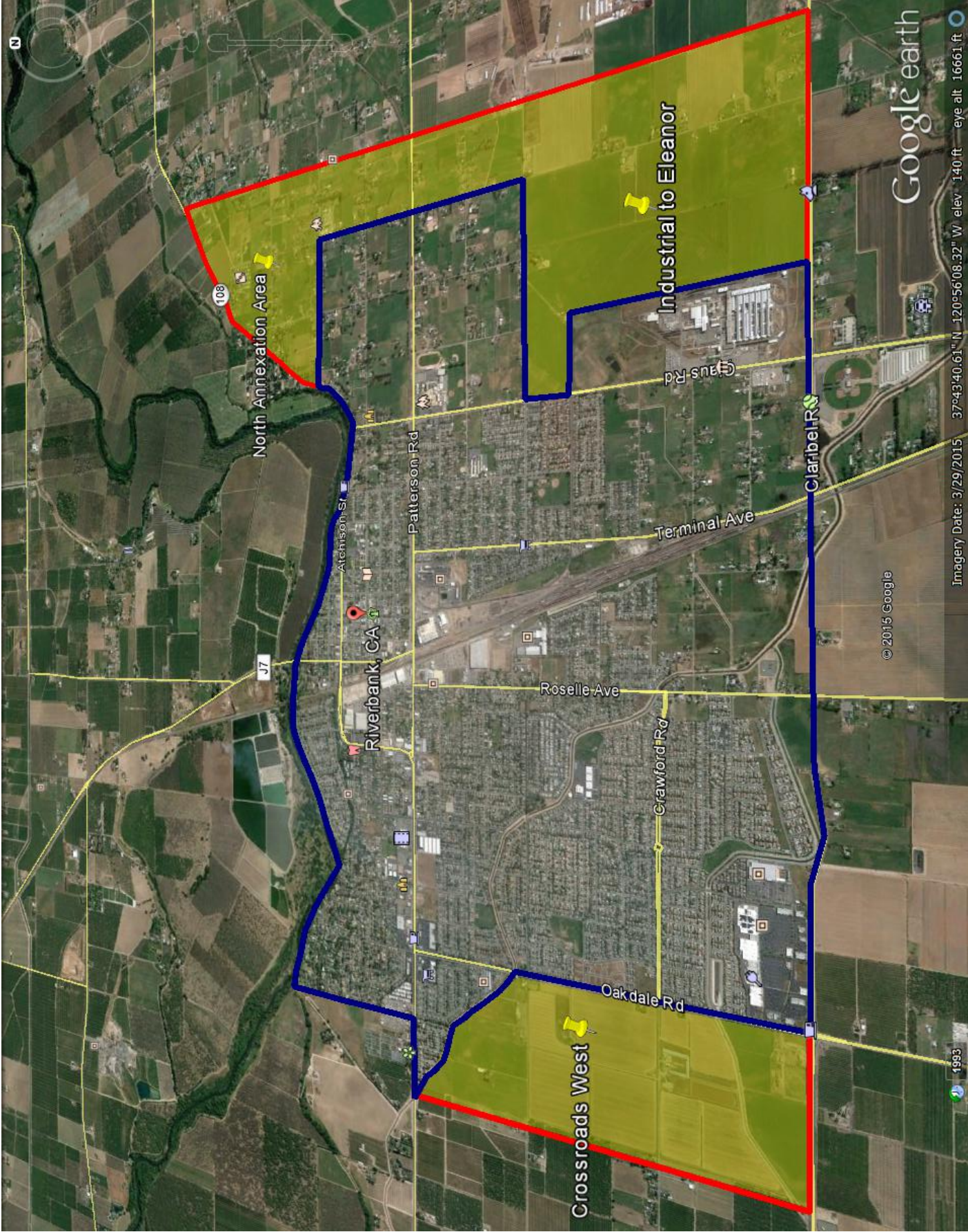
Attachment D

Option D



Attachment E

Option E



Attachment F

Option F

