

**RANCHO PALOS VERDES EMPLOYEES ASSOCIATION**  
**Labor Negotiations**

**RPVEA proposals for September 3, 2015**

*The RPVEA reserves the right to amend/add/change/delete proposals in the future. Full contractual language on these proposals is under development. The following are set forth as a summary.*

**TENTATIVE AGREEMENTS:**

**RPVEA Accepted Contractual Language changes as of September 3, 2015:**

1. Page 2, Article II, Section 9, Employee: accept changes to definition of employee that eliminate job sharing.
2. Page 2, Article II, Section 10 b, Evaluation date: accept adding “after completing probation” to evaluation date definition.
3. Page 5, Article IV. Regular Compensation, Performance Evaluations: agree to remove language regarding salary reopener re. retroactive pay to July 1, 2012.
4. Page 6, Article IV, Section E, Acting Pay: change 5 to five.
5. Page 16, Article X, Section B, Sick Leave: accept sick leave being used in 15-minute minimum increments.
6. Page 24, Article XII, Section A2: agree to add alleged violations of this MOU to list of grievable items, but not to delete “unfair treatment, including coercion, restraint and reprisal.”
7. Page 33-35, Article XXII, Shared Full Time Positions: agree to delete language.

**City TA on proposal as of July 21, 2015:**

1. Page 8, Article V, Section C 2, Compensatory Time: deleted the words FLSA.
2. Page 10, Article VI D, Section 125 Flexible Benefits Plan: added per IRS regulations.

**RPVEA Accepted contractual language changes as of June 29, 2015**

**Catastrophic Leave**

Accepts the City’s Catastrophic Leave counter-proposal. Correct typo in last sentence to change “done” to “donee”. (Page 20, Article X, Section J).

Additional accepted City proposed contractual changes:

1. Page 1, Article I, Term: delete 1<sup>st</sup> paragraph prefatory language.

2. Page 1, Article II, Section A5, Continuous/Employment/Seniority: add language re. no seniority accrual after 30 days unpaid leave.
3. Page 2, Article II, Section A13, Nonexempt Employee: deletes compensatory time off from nonexempt employee definition.
4. Page 4, Article IV, Regular Compensation, Performance Evaluations: Cleans up language to state that compensation will be set forth in exhibit B to the MOU.
5. Page 5, Article IV, Regular Compensation, Performance Evaluations (cont.): deletes language re. pool of funds set by City Council.
6. Page 8, Article V, Section C2, Compensatory Time: deletes language that comp time can be taken for medical appointments.
7. Page 8, Article V, Section C 3, Compensatory Time: deletes comp time can be use for PDL, FMLA CFRA.
8. Page 8, Article V, Section C 4, Compensatory Time: delete non-exempt and exempt employee language and language re. up to FLSA max.
9. Page 8, Article VI, Restricted Fringe Benefits: delete reference to city providing state and federally mandated insurance (i.e. workers comp).
10. Page 8, Article VI, Section A, Health Insurance: delete language re employee' responsibility to notify City Manager's office of changes in eligibility re certain life events.
11. Page 9, Article VI, Section VI, Health Insurance: deletes "high deductible"
12. Page 9, Article VI, Section A, Health Insurance: adds language re. insurance cash out that it must be a group plan to comply with ACA.
13. Page 9 Article VI, Section A, Health Insurance: deletes City Council approval of the amount.
14. Page 9, Article VI, Section B, Retirement Heath Savings Account: clean up language to change the name of the section
15. Page 9, Article VI, Section B, Retirement Heath Savings Account: makes enrollment in retirement HSA mandatory.
16. Page 9, Article VI, Section B, Retirement Heath Savings Account: deletes "matching" to clarify that City pays a fixed amount.
17. Page 9, Article VI, Section B, Retirement Heath Savings Account: clarifies that the City contribution is increased annually by increases in LA CPI-U and also states that the increase for for FY 15-16 is \$55.64.

18. Page 9, Article VI, Section C, COBRA: deletes section.
19. Page 10, Article VI, Section I, CalPERS: inserts CalPERS formulas.
20. Page 11, Article VI, Section I, CalPERS: approve proposed clean up language.
21. Page 11, Article VI, Section K (J), Deferred Comp.: approve proposed clean up language.
22. Page 12, Section VII, Incentive Program: eliminate mandatory budget for incentive program.
23. Page 12, Article VIII, Section A1, Employee expenses: adds supervisor to list of individuals who can approve mileage/parking reimbursement.
24. Page 13, Article IX, Section C, Termination of Initial Hire Probationary Employee: agree to clean up re. Dept. Head.
25. Page 13, Article IX, Section D, Procedures: Regular Appointment Following Probationary Period: agree to clean up re. Dept. Head.
26. Page 14, Article X, Leaves: replaces City Manager with supervisor or department head as person to notify re. going on a leave.
27. Page 17, Article X, Section B9, Sick Leave: delete section 9 (says will comply with the law).
28. Page 17, Article X, Section D, Bereavement leave: adds registered domestic partner.
29. Page 18, Article X, Section F, Leave of Absence without Pay: adds “of the Personnel Rules.”
30. Page 18, Article X, Section F3, Leave of Absence without Pay: replaces step with pay rate.
31. Page 22, Article XI, Section E, Re-Employment List: moved to section regarding layoffs.
32. Page 23, Article XII, Section B2, Attendance: deletes 1<sup>st</sup> paragraph of section language re importance of attendance as unnecessary.
33. Page 26, Article XIV, Section A6, Causes for discipline: deletes “or lying to a supervisor or superior.”
34. Page 29, Article XIV, Section C1d, Disciplinary Procedures: adds provision for Skelly mtg.
35. Page 29, Article XIV, Section F1, Hearing Procedure: Grammatical change that to who.
36. Page 30, Article, XIV, Section F1, Hearing Procedure: Grammatical change – deletes “then”.
37. Page 30, Article XIV, Section F11, Hearing Procedure: changes language to clarify that if CM rejects or modifies discipline then \$\$ can be restored.
38. Page 31, Article XV, Section C, Re-Employment List: moves the reemployment list to layoff section.

39. Page 35, Article XXII, Internet Use and Electronic Mail: deletes “Rancho Palos Verdes” after City.
40. Page 35, Article XXII, Internet Use and Electronic Mail: adds employees have no expectation of privacy in information contained in City computers.”

**ACTIVE PROPOSALS:**

**Term**

July 1, 2014 through June 30, 2018 – dependent upon reaching acceptable terms on a total agreement

**Wages**

Effective July 1, 2015 a 3.25% wage increase

Effective July 1, 2016 a 3.25% wage increase

Effective July 1, 2017 a 3.25% wage increase

**Merit Adjustment Within a Range**

Merit adjustment within a range shall be based upon each employee’s annual performance evaluation rating as follows:

Satisfactory: (1%)

Good: (2%)

Excellent: (3%)

(prior proposed ranges were 1-2%, 2-3% and 3-5%)

The percentage salary increase within a range will be the same for all employees who receive the same performance review rating.

**Merit Bonus for Employee’s at Top of Range**

Employees at the top of their range shall receive an annual lump sum merit bonus that equals a percentage of the employee’s base salary, based upon each employee’s annual performance evaluation rating as follows:

Satisfactory: 1%

Good: 2%

Excellent: 3%

(prior proposed ranges were 1-2%, 2-3% and 3-5%)

The merit bonus will be the same salary percentage for all employees who receive the same performance review rating.

**Compensatory Time**

Increase maximum accrual from 40 hours to 80 hours

**Deferred Compensation**

City will match up to .5% of employees' salary invested in section 457 plan. (Prior proposal was 1% match).

**Tuition Reimbursement**

Increase tuition reimbursement from \$500 to \$2,000.

**Vacation Cash-Out**

Allow employees at their discretion to cash out up to 40 hours of their annual allotment of vacation leave. (Prior proposal was ½ of annual allotment).

**Sick Leave**

Allow all of employee's sick leave, not just first three days, to be used for all family members and other purposes permitted in AB 1522.

Allow sick leave to be taken in increments of 15 minutes or more.

Page 16, Article X, Section B 6, change "shall" to "may" in 1<sup>st</sup> sentence to read: Employees and probationary employees who use more than twenty-seven (27) consecutive sick hours may be required to furnish a physician's certificate stating that the employee is able to safely return to work.

**Bereavement Leave**

Add travel for more than 500 miles as an additional basis for being provided with 2 additional working days of bereavement leave.

**Leave of Absence Without Pay**

Seniority accrual will stop after 30 days on unpaid leave of absence. Does not revert back to 1<sup>st</sup> day of leave. (Page 18, Article X, Section F 3, Leave of Absence Without Pay)

**Other Leaves**

Employees on non-statutory unpaid leaves do not have to exhaust all accrued leaves before going into unpaid status. (Page 21, Article X, Section K, Other Leaves)

**Attendance**

Delete last paragraph in Section XII B, Attendance, re. voluntary resignation.

**Discipline Procedure**

Add binding arbitration as an employee option for resolution of termination cases.

**Standby Pay**

When an employee is required to be on standby during the weekend, holiday, or other non-scheduled workday, the employee shall be paid the equivalent of 4 hours regular hourly pay for each day. When an

employee is required to be on standby on scheduled workdays, the employee shall be paid a minimum equivalent of 2 hours regular pay for each day.

In addition, employees who answer work-related telephone calls, emails or texts, shall be compensated in six (6) minute increments and shall also be considered to be on standby.

**Call-Out Pay**

Employees who are called back to work during their normal non-working hours shall be paid at the appropriate overtime rate with a minimum of two (2) hours at a time and one half of their regular hourly rate.

**Release Time to Conduct Association Business**

The City shall grant RPVEA Officers (and/or their designees) up to a cumulative total of 40 hours per year of paid release time to conduct union business that is not covered under Government Code Section 3505.3.

**Written Notice**

Page 32, Article XVII: delete written notice provision.

**Classification and Compensation Study**

Regarding the classification portion of the study:

1. RPVEA rejects designating any of our bargaining unit employees as “exempt.”
2. RPVEA rejects the “examples” of typical job functions in each job description as being illustrative only.
3. RPVEA rejects the following language in every job description: “Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential function of the job”
4. Add a 2.5% per year per certification pay increase for permit technicians who have or obtain the additional licenses (International Code Council Certification as a Permit Technician and California Building Officials Counter Technician Certification) required to perform the Permit Technician job in the building and safety department. The new job classification combined the Building and Safety Technician and the Public Works Permit Clerk into the Permit Technician job classification. This combined classification dilutes the former Building and Safety Technician’s job specifications. The person performing the new Permit Technician job duties in the building and safety department is required to hold certifications not required of the other permit technician. Accordingly, additional compensation for the job certifications will remedy this disparity.

Regarding the compensation portion of the study:

1. We are still reviewing it and will have further comments later.

**REJECTED CITY PROPOSALS:**

1. Page 1, Article I, Term: reject starting term as the pay period following City Council approval.
2. Page 2, Article II, Section 10, Evaluation date: reject changing probationary period from six months to 1 year.
3. Page 2, Article II, Section 12, Management Employee or Manager: reject adding “such employees are not in this bargaining unit” by stating who is not included.
4. Page 3, Article II, Section 16, Probationary Period: reject extending probationary period from 6 to 12 months.
5. Page 5, Article IV, Regular Compensation, Performance Evaluations: see Association counter-offer. The Association rejects a system in which merit increases are at the total discretion of the City Manager. Regardless of good intentions, a system with no objective criteria for movement within the salary range sets the stage for favoritism and abuse.
6. Page 5, Article IV, Section B, Performance Evaluations: reject language saying employee cannot challenge rejection of probation for failing to get an evaluation. There is no reason that management cannot give a probationary employee a timely review.
7. Page 5, Article IV, Section B, Performance Evaluations: reject proposal to adjust evaluation date for any employee who takes a combined leave of more than 80 hours. 80 combined hours is not enough hours to delay performance evaluation
8. Page 6, Article IV, Section C, Merit Advancement within a Range: see Association proposal re. Merit Advancement.
9. Page 7, Article V, Section A, Work Schedule: reject proposal to limit overtime to “nonexempt” employees.
10. Page 7, Article V, Section A1, Work Schedule: reject not counting leave time for overtime purposes.
11. Page 7, Article V, Section B, Overtime: reject taking overtime away from some bargaining unit members.
12. Page 7, Article V, Section C, Compensatory Time: reject taking compensatory time away from some of our bargaining unit members.

13. Page 7, Article V, Section C, Compensatory Time: reject City's designation of comp time as 26.66 hours of work at time and one half.  $26.66 \times 1.5 = 39.99$  not 40. Also see Association's proposal to increase to 80 hours.
14. Page 7, Article V, Section C1, Compensatory Time: reject 10-day notice period as patently unreasonable. Comp time is earned overtime that the employee is entitled to take. The law requires that employees be able to use their comp time "within a reasonable period of making their request" provided that does not "unduly disrupt the operations of the public employer." Employees need to be able to use comp time to cover emergency situations – and not be required to plan it out like vacation leave.
15. Page 9, Article VI A, Health Insurance: reject HAS contribution change from April 1 to July 1.
16. Page 13, Article IX, Section B, Duration of the Probationary Period: reject extending probation from six to 12 months.
17. Page 16, Article X, Section B, Sick Leave: reject City's unduly burdensome sick leave call-in procedure.
18. Page 18, Article X, Section F 3, Leave of Absence Without Pay: reject City's proposal re. leave of absence without pay for 30 days equaling a break in serve back to first day of leave. See Association Counter.
19. Page 21, Article X, Section K, Other Leaves: reject requirement for employees to exhaust accrued leaves before going into unpaid status. See Association Counter.
20. Page 22, Article XII, Section A1, Lunch: reject deletion of "generally expected to be" language.
21. Page 24, Article XII, Section A2: Association did not TA on deleting "Unfair treatment, including coercion, restraint and reprisal."
22. Page 24, Article XII, Section A2: Reject deleting "improper procedures utilized in employee layoff" from list of grievable items.
23. Page 33, Article XVIII, Outside Employment: reject language City Manager rejecting outside employment.

**Questions re. language proposals:**

1. Page 2, Article II, Section 10c: Is break in service defined?
2. Page 7, Article V, Section A3: Work Schedule: Please explain how this is a win-win.

**WITHDRAWN PROPOSALS:**

**Association:**

**Pay for Performance Compensation System**

The parties agree to meet and confer during the term of the MOU regarding the establishment of a pay for performance compensation system.

**Bereavement Leave**

Expand eligibility for bereavement leave to include loss by death of persons related by blood, marriage, domestic partner, adoption, or persons living in your home.

**City:**

Page 12, Article VII. Section A, Mileage and Parking Expenses: City withdrew proposal regarding mileage from home.

Page 27, Article XIV, Section A 30: City withdrew proposal adding “Any other reason which demonstrates misconduct or performance deficiencies of the employee” to list of causes for discipline

Page 32, Article XV, Section D, Dress: City withdrew “business” casual dress proposal

The Association reserves the right to add to or otherwise modify this proposal through the meet and confer process until such time that it is mutually agreed that no further modifications will be made.

CITY OF RANCHO PALOS VERDES  
RANCHO PALOS VERDES EMPLOYEES ASSOCIATION  
ASSOCIATION'S COUNTER PROPOSAL  
9/3/2015

FY 2015/2016	City Costs	
	1% Value	
	\$	52,092
Economic Items	\$ VALUE	% VALUE
1 3.25% Wage Increase (COLA)	\$ 118,462	2.27%
2 Merit salary increase (average increase 2.0%)	\$ 58,793	1.13%
3 Merit cash payout (average increase 2.0%)	\$ 17,557	0.34%
4 Compensatory Time Accrual (potential payout upon separation)	\$ -	0.00%
5 New Stand By Pay	\$ 14,785	0.28%
6 Deferred Comp	\$ 17,958	0.34%
7 Vacation Cashout	\$ 70,072	1.35%
8 Tuition reimbursement	N/A	
	<b>\$ 297,627</b>	<b>5.71%</b>

FY 2016/2017	City Costs	
	1% Value	
	\$	55,068
Economic Items	\$ VALUE	% VALUE
1 3.25% Wage Increase (COLA)	\$ 134,041	2.57%
2 Merit salary increase (average increase 2.0%)	\$ 63,709	1.22%
3 Merit cash payout (average increase 2.0%)	\$ 19,806	0.38%
4 Compensatory Time Accrual (potential payout upon separation)	\$ -	0.00%
5 New Stand By Pay	\$ 15,571	0.30%
6 Deferred Comp	\$ 18,818	0.36%
7 Vacation Cashout	\$ 73,426	1.41%
8 Tuition reimbursement	N/A	
	<b>\$ 325,371</b>	<b>6.25%</b>

FY 2017/2018	City Costs	
	1% Value	
	\$	58,322
Economic Items	\$ VALUE	% VALUE
1 3.25% Wage Increase (COLA)	\$ 140,468	2.70%
2 Merit salary increase (average increase 2.0%)	\$ 64,699	1.24%
3 Merit cash payout (average increase 2.0%)	\$ 25,404	0.49%
4 Compensatory Time Accrual (potential payout upon separation)	\$ -	0.00%
5 New Stand By Pay	\$ 16,398	0.31%
6 Deferred Comp	\$ 19,709	0.38%
7 Vacation Cashout	\$ 76,905	1.48%
8 Tuition reimbursement	N/A	
	<b>\$ 343,583</b>	<b>6.60%</b>

<b>Total Cost for 3-Year contract</b>	<b>\$ 966,581</b>	<b>18.56%</b>
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Title	3.25% COLA 7/1/2017	New FY17-18 Range Top	2.00% Merit 7/1/2017	Monthly Rate 7/1/2017	Increased Overtime	New Standby Pay	2.00% Merit Cash 7/1/2017	FY17-18 Pension Cost	0.5% 457 Match	Vaca Cash Out	Medicare Cost	Life Insurance Cost	ADD Insurance Cost	LTD Insurance Cost	Total Added Cost
Senior Planner	294	9,354	-	9,354	-		187	30	47	180	10	1	0	1	750
Account Clerk	165	5,396	105	5,354	16		-	19	27	103	6	1	0	1	443
Maintenance Worker II	151	5,080	96	4,880	18	272	-	25	24	94	9	1	0	1	691
Senior Administrative Analyst	274	9,051	174	8,865	-		-	45	44	170	9	2	0	2	721
Executive Staff Assistant	224	7,119	-	7,119	-		142	23	36	137	7	1	0	1	571
Assistant Planner	186	7,350	118	6,035	3		-	21	30	116	6	1	0	2	484
Administrative Analyst II	231	8,080	147	7,487	-		-	38	37	144	8	1	0	2	609
Senior Engineer	331	10,910	210	10,722	-		-	55	54	206	11	2	1	3	872
Building Inspector II	222	7,937	141	7,188	5		-	37	36	138	7	1	0	2	590
Recreation Program Supervisor II	236	7,500	-	7,500	-		150	24	38	144	8	1	0	1	602
Senior Administrative Analyst	274	9,051	174	8,863	-		-	45	44	170	9	2	0	2	720
Lead Worker	165	5,841	105	5,354	19	299	-	18	27	103	10	1	0	1	749
Administrative Staff Assistant	171	6,031	109	5,547	1		-	28	28	107	6	1	0	1	452
Senior Administrative Analyst	279	9,051	176	9,051	-		181	32	45	174	12	2	1	2	904
Administrative Staff Assistant	171	6,031	109	5,547	5		-	19	28	107	6	1	0	1	447
Permit Technician	175	6,041	111	5,669	-		-	29	28	109	6	1	0	1	461
Building Inspector I	187	7,085	119	6,074	4		-	21	30	117	6	1	0	2	488
Senior Administrative Analyst	264	9,051	168	8,566	-		-	31	43	165	9	2	0	2	683
Senior Planner	240	9,354	153	7,793	-		-	40	39	150	8	1	0	2	634
Maintenance Superintendent	279	9,556	178	9,053	-	505	-	31	45	174	16	2	1	2	1,233
Accountant	248	7,893	-	7,893	14		158	25	39	152	8	1	0	1	648
Administrative Analyst II	239	8,080	152	7,755	7		-	40	39	149	8	1	0	2	638
Planning Technician	165	5,255	6	5,255	1		105	12	26	101	5	1	0	1	423
Permit Technician	187	6,041	88	6,041	-		121	28	30	116	7	1	0	1	580
Senior Planner	265	8,352	-	8,429	8		169	27	42	162	9	1	0	1	684
Administrative Staff Assistant	171	6,031	109	5,555	-		-	28	28	107	6	1	0	1	452
Permit Technician	158	6,041	100	5,110	-		-	18	26	98	5	1	0	1	407
Code Enforcement Officer	207	7,040	131	6,701	5		-	34	34	129	7	1	0	2	550
Code Enforcement Officer	200	7,040	127	6,482	-		-	33	32	125	7	1	0	2	527
Senior Administrative Analyst	285	9,051	-	9,051	-		181	29	45	174	9	1	0	1	726
Associate Engineer	307	9,741	-	9,741	-		195	22	49	187	10	1	0	2	772
Associate Planner	263	8,352	-	8,352	4		167	27	42	161	9	1	0	1	674
Associate Planner	234	8,352	149	7,592	-		-	27	38	146	8	1	0	2	606
Recreation Program Supervisor II	236	7,500	-	7,500	-		150	24	38	144	8	1	0	1	602
Deputy City Clerk	214	7,128	136	6,950	9		-	35	35	134	7	1	0	2	574
Recreation Services Manager	267	8,786	170	8,663	-		-	31	43	167	9	2	0	2	691
Assistant Engineer	241	9,741	153	7,818	-		-	28	39	150	8	1	0	2	624
Associate Planner	230	9,354	146	7,448	-		-	27	37	143	8	1	0	2	594
Associate Engineer	276	9,741	175	8,947	-		-	32	45	172	9	2	0	2	714
Maintenance Worker	150	5,080	95	4,867	18	271	-	17	24	94	9	1	0	1	681
Staff Assistant II / Full Time	157	5,252	100	5,094	-		-	26	25	98	5	1	0	1	414
Senior Administrative Analyst	285	9,051	-	9,051	-		181	29	45	174	9	1	0	1	726
Senior Engineer	319	10,910	203	10,333	-		-	53	52	199	10	2	1	3	840
Senior Account Technician	210	6,845	134	6,810	20		-	35	34	131	7	1	0	2	574
Staff Assistant II / Full Time	155	5,252	99	5,035	-		-	26	25	97	5	1	0	1	409
<b>Monthly Totals</b>	<b>10,193</b>		<b>4,665</b>		<b>157</b>	<b>1,347</b>	<b>2,087</b>	<b>1,320</b>	<b>1,642</b>	<b>6,317</b>	<b>359</b>	<b>52</b>	<b>16</b>	<b>74</b>	<b>28,229</b>
Annualized	122,317		55,980		1,879	16,164	25,041	15,838	19,709	75,806	4,309	620	197	891	338,751
														3.25 COLA	140,468
														2 MERIT	64,699
														2 Merit cash	25,404
														Standby	16,398
														Vaca Cash	76,905
														Def Comp	19,709
														Check Figure	343,583

**CITY OF RANCHO PALOS VERDES, CALIFORNIA**

**Independent Accountants' Report on  
Agreed-Upon Procedures Performed with  
Respect to the Fiscal Impact Analysis of the  
Rancho Palos Verdes Employees Association Proposal  
Dated September 3, 2015**



**INDEPENDENT ACCOUNTANTS' REPORT ON APPLYING AGREED-UPON PROCEDURES  
PERFORMED WITH RESPECT TO THE FISCAL IMPACT ANALYSIS OF THE  
RANCHO PALOS VERDES EMPLOYEES ASSOCIATION PROPOSAL DATED SEPTEMBER 3, 2015**

Ms. Kathryn Downs  
Deputy Director of Finance  
of the City of Rancho Palos Verdes  
Rancho Palos Verdes, California

We have performed the procedures enumerated below, which were agreed to by the City of Rancho Palos Verdes, California (City) solely to assist you with respect to your evaluation of selected provisions of the Fiscal Impact Analysis of the Rancho Palos Verdes Employees Association (RPVEA) proposal dated September 3, 2015. Management is responsible for the analysis and for the assumptions used in the analysis. This agreed-upon procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. The sufficiency of these procedures is solely the responsibility of the City. Consequently, we make no representation regarding the sufficiency of the procedures described below, either for the purpose for which this report has been requested, or for any other purpose.

The scope of this engagement was limited to performing the agreed-upon procedures as set forth below. Included as Attachment A is the City's Fiscal Impact Analysis of the Rancho Palos Verdes Employees Association's (RPVEA) proposal dated September 3, 2015.

The procedures performed and the results of those procedures were as follows:

1. Compare the salary rate, hire date, title, and PERS tier listed on the calculation to the payroll system.

Result: We obtained the analysis from the City listing 46 employees. For each employee, we traced the salary rate and hire date to the ADP Master Control Report. We traced the position codes on the ADP Master Control Report to the ADP Job Title Export. We traced the PERS employee contribution amount (8%, 7%, 6.25%) on the ADP Master Control Report to the PERS tiers (Tier 1, Tier 2, Tier 3) on the analysis. No exceptions were noted.

2. Compare the premium calculation for Accidental Death and Dismemberment, Life & Long Term Disability illustrated on the calculation to sample invoices from the insurance carriers

Result: We obtained an invoice paid by the City for insurance for April 2015. We compared the rates listed on the analysis to the rates on the invoice. No exceptions were noted.

3. Trace the positions listed on the calculation to reports from the Association showing which positions are members.

Result: We obtained Resolution 2014-09 adopting the Memorandum of Understanding (MOU) between the City and the RPVEA that expired June 30, 2014. Exhibit A of the MOU lists the positions that are included in the RPVEA. We compared the positions listed on the analysis to the positions listed in Exhibit A of the MOU. No exceptions were noted.

4. Test the mathematical accuracy of the calculation based on the City's assumptions.

Result: We obtained the RPVEA proposal dated September 3, 2015. We also obtained the assumptions used by the City in performing the analysis. We compared the proposal to the inputs used in the analysis. We compared the City's assumptions to the formulas used in the analysis. For each position, we recalculated the estimated costs based on the proposal and the City's assumptions. No exceptions were noted.

We were not engaged to, and did not conduct an audit, the objective of which would be the expression of an opinion on the provisions of the Fiscal Impact Analysis of the Rancho Palos Verdes Employees Association proposal, related internal control, compliance with government code, or elements, accounts or items specified above. Accordingly, we do not express such an opinion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

This report is intended solely for the information and use of the management of the City and is not intended to be, and should not be, used by anyone other than those specified parties.



Rancho Cucamonga, California  
September 21, 2015

**CITY OF RANCHO PALOS VERDES  
FISCAL IMPACT ANALYSIS OF THE RANCHO PALOS VERDES EMPLOYEES ASSOCIATION  
SEPTEMBER 3, 2015**

Title	Current Salary Rate	FY15-16 Comp Budget	Bottom of Current Range	Top of Current Range	Position in Range	FY15-16 Budgeted OT Hours	PERS Tier	Hire Date	7/1/2015 Service Years	FY15-16 Vacation Accrual	7/1/2016 Service Years	FY16-17 Vacation Accrual	7/1/2017 Service Years	FY17-18 Vacation Accrual
Senior Planner	8,498	11,845	6,543	8,498	100%	-	1	2/22/2005	10.4	10.0	11.4	10.0	12.4	10.0
Account Clerk	4,583	6,355	3,776	4,902	72%	80	2	1/29/2014	1.4	6.7	2.4	8.0	3.4	8.0
Maintenance Worker II	4,178	7,294	3,127	4,615	71%	100	1	10/13/2003	11.7	10.0	12.7	10.0	13.7	10.0
Senior Administrative Analyst	7,589	11,654	6,330	8,223	67%	-	1	10/25/2010	4.7	8.0	5.7	8.0	6.7	10.0
Executive Staff Assistant	6,299	8,993	4,979	6,468	89%	-	1	7/30/2007	7.9	10.0	8.9	10.0	9.9	10.0
Assistant Planner	5,167	6,733	5,141	6,677	2%	15	3	7/8/2014	1.0	6.7	2.0	8.0	3.0	8.0
Assistant Engineer	6,133	7,857	6,133	7,965	0%	30	3	10/11/2010	4.7	8.0	5.7	8.0	6.7	10.0
Administrative Analyst II	6,410	9,751	4,887	7,341	62%	-	1	11/15/2010	4.6	8.0	5.6	8.0	6.6	10.0
Senior Engineer	9,180	11,649	7,633	9,912	68%	-	1	2/16/2009	6.4	10.0	7.4	10.0	8.4	10.0
Building Inspector II	6,154	8,907	5,552	7,211	36%	20	1	7/13/2009	6.0	10.0	7.0	10.0	8.0	10.0
Recreation Program Supervisor II	6,814	9,616	5,247	6,814	100%	-	1	4/30/2001	14.2	10.0	15.2	10.0	16.2	10.7
Senior Administrative Analyst	7,588	11,179	6,330	8,223	66%	-	1	7/16/1996	19.0	12.7	20.0	13.3	21.0	13.3
Lead Worker	4,583	7,549	4,085	5,306	41%	100	3	5/7/2014	1.2	6.7	2.2	8.0	3.2	8.0
Administrative Staff Assistant	4,748	7,226	4,220	5,479	42%	5	1	11/29/2011	3.6	8.0	4.6	8.0	5.6	8.0
Senior Administrative Analyst	7,750	9,518	6,330	8,223	75%	-	2	6/24/2013	2.0	8.0	3.0	8.0	4.0	8.0
Administrative Staff Assistant	4,748	5,990	4,220	5,479	42%	25	3	5/13/2013	2.1	8.0	3.1	8.0	4.1	8.0
Permit Technician	4,854	7,243	4,227	5,488	50%	-	1	1/8/2007	8.5	10.0	9.5	10.0	10.5	10.0
Building Inspector I	5,200	7,713	4,958	6,437	16%	20	3	8/31/2011	3.8	8.0	4.8	8.0	5.8	8.0
Senior Administrative Analyst	7,333	9,368	6,330	8,223	53%	-	2	5/19/2014	1.1	6.7	2.1	8.0	3.1	8.0
Senior Planner	6,672	10,309	6,543	8,498	7%	-	1	8/29/2005	9.8	10.0	10.8	10.0	11.8	10.0
Maintenance Superintendent	7,750	9,914	6,685	8,682	53%	-	3	12/1/2014	0.6	6.7	1.6	6.7	2.6	8.0
Accountant	7,096	10,389	5,521	7,171	95%	80	1	4/30/2001	14.2	10.0	15.2	10.0	16.2	10.7
Administrative Analyst II	6,639	9,061	4,887	7,341	71%	25	1	1/14/2008	7.5	10.0	8.5	10.0	9.5	10.0
Planning Technician	4,583	6,015	3,678	4,774	83%	5	3	9/23/2014	0.8	6.7	1.8	6.7	2.8	8.0
Permit Technician	5,198	7,660	4,227	5,488	77%	-	1	9/1/1983	31.9	13.3	32.9	13.3	33.9	13.3
Senior Planner	7,658	10,638	5,842	7,588	104%	40	1	3/20/2006	9.3	10.0	10.3	10.0	11.3	10.0
Administrative Staff Assistant	4,756	7,110	4,220	5,479	43%	-	1	2/5/2001	14.4	10.0	15.4	10.0	16.4	10.7
Permit Technician	4,375	6,077	4,227	5,488	12%	-	3	7/1/2014	1.0	6.7	2.0	8.0	3.0	8.0
Code Enforcement Officer	5,737	8,398	4,925	6,396	55%	20	1	5/1/1989	26.2	13.3	27.2	13.3	28.2	13.3
Code Enforcement Officer	5,549	8,086	4,925	6,396	42%	-	1	11/19/2007	7.6	10.0	8.6	10.0	9.6	10.0
Senior Administrative Analyst	8,219	12,190	6,330	8,223	100%	-	1	7/8/1996	19.0	12.7	20.0	13.3	21.0	13.3
Associate Engineer	8,750	11,537	6,815	8,849	95%	-	2	3/31/2015	0.3	6.7	1.3	6.7	2.3	8.0
Associate Planner	7,588	11,258	5,842	7,588	100%	20	1	4/14/2008	7.2	10.0	8.2	10.0	9.2	10.0
Associate Planner	6,500	8,727	5,842	7,588	38%	-	2	10/20/2014	0.7	6.7	1.7	6.7	2.7	8.0
Recreation Program Supervisor II	6,814	9,593	5,247	6,814	100%	-	1	11/1/1985	29.7	13.3	30.7	13.3	31.7	13.3
Deputy City Clerk	5,950	9,594	4,985	6,476	65%	35	1	1/5/1998	17.5	11.3	18.5	12.0	19.5	12.7
Recreation Services Manager	7,417	9,647	6,148	7,982	69%	-	2	3/31/2014	1.3	6.7	2.3	8.0	3.3	8.0
Assistant Engineer	7,049	9,023	6,815	8,849	11%	-	2	10/1/2015	-	6.7	0.8	6.7	1.8	6.7
Associate Planner	6,715	9,023	6,543	8,498	9%	-	2	10/1/2015	-	6.7	0.8	6.7	1.8	6.7
Associate Engineer	8,067	10,460	6,815	8,849	62%	-	2	8/10/2015	-	6.7	0.9	6.7	1.9	6.7
Maintenance Worker	4,167	5,535	3,127	4,615	70%	100	3	7/1/2014	1.0	6.7	2.0	8.0	3.0	8.0
Staff Assistant II / Full Time	4,361	7,270	3,674	4,772	63%	-	1	3/31/1997	18.3	12.0	19.3	12.7	20.3	13.3
Senior Administrative Analyst	8,188	10,646	6,330	8,223	98%	-	1	7/1/1991	24.0	13.3	25.0	13.3	26.0	13.3
Senior Engineer	8,846	11,458	7,633	9,912	53%	-	1	3/22/2010	5.3	8.0	6.3	10.0	7.3	10.0
Senior Account Technician	5,830	9,036	4,787	6,218	73%	80	1	1/12/1998	17.5	11.3	18.5	12.0	19.5	12.7
Staff Assistant II / Full Time	4,311	6,545	3,674	4,772	58%	-	1	2/15/2010	5.4	8.0	6.4	10.0	7.4	10.0
<b>Monthly Totals</b>	<b>292,590</b>	<b>411,639</b>												
Annualized	3,511,080	4,939,663												

**CITY OF RANCHO PALOS VERDES  
FISCAL IMPACT ANALYSIS OF THE RANCHO PALOS VERDES EMPLOYEES ASSOCIATION  
SEPTEMBER 3, 2015 (CONTINUED)**

Title	3.25% COLA 7/1/2015	New FY15-16 Range Top	2.00% Merit 7/1/2015	Monthly Rate 7/1/2015	Increased Overtime	New Standby Pay	2.00% Merit Cash 7/1/2015	FY15-16 Pension Cost	0.5% 457 Match	Vaca Cash Out	Medicare Cost	Life Insurance Cost	ADD Insurance Cost	LTD Insurance Cost	Total Added Cost
Senior Planner	276	8,774	0	8,774	-		175	27	44	169	9	1	0	1	703
Account Clerk	149	5,061	95	4,827	14		-	16	24	93	5	1	0	1	398
Maintenance Worker II	136	4,765	86	4,400	16	245	-	21	22	85	8	1	0	1	622
Senior Administrative Analyst	247	8,490	157	7,993	-		-	39	40	154	8	1	0	2	648
Executive Staff Assistant	205	6,678	130	6,634	-		-	32	33	128	7	1	0	2	538
Assistant Planner	168	6,894	107	5,441	3		-	17	27	105	6	1	0	1	435
Assistant Engineer	199	8,223	127	6,458	7		-	20	32	124	7	1	0	2	520
Administrative Analyst II	208	7,579	132	6,750	-		-	33	34	130	7	1	0	2	547
Senior Engineer	298	10,234	190	9,668	-		-	47	48	186	10	2	1	2	784
Building Inspector II	200	7,445	127	6,481	5		-	32	32	125	7	1	0	2	530
Recreation Program Supervisor II	221	7,035	0	7,035	-		141	21	35	135	7	1	0	1	564
Senior Administrative Analyst	247	8,490	157	7,991	-		-	39	40	154	8	1	0	2	648
Lead Worker	149	5,479	95	4,827	18	269	-	15	24	93	9	1	0	1	674
Administrative Staff Assistant	154	5,657	98	5,001	1		-	24	25	96	5	1	0	1	406
Senior Administrative Analyst	252	8,490	160	8,162	-		-	28	41	157	8	1	0	2	650
Administrative Staff Assistant	154	5,657	98	5,001	5		-	16	25	96	5	1	0	1	401
Permit Technician	158	5,667	100	5,112	-		-	25	26	98	5	1	0	1	414
Building Inspector I	169	6,646	107	5,476	4		-	17	27	105	6	1	0	1	439
Senior Administrative Analyst	238	8,490	151	7,723	-		-	26	39	149	8	1	0	2	615
Senior Planner	217	8,774	138	7,026	-		-	34	35	135	7	1	0	2	570
Maintenance Superintendent	252	8,964	160	8,162	-	455	-	26	41	157	15	1	0	2	1,109
Accountant	231	7,404	78	7,404	18		148	30	37	142	9	1	0	2	696
Administrative Analyst II	216	7,579	137	6,992	6		-	34	35	134	7	1	0	2	573
Planning Technician	149	4,929	95	4,827	1		-	15	24	93	5	1	0	1	384
Permit Technician	169	5,667	107	5,474	-		-	27	27	105	6	1	0	1	444
Senior Planner	249	7,834	-	7,907	7		158	24	40	152	8	1	0	1	640
Administrative Staff Assistant	155	5,657	98	5,008	-		-	24	25	96	5	1	0	1	406
Permit Technician	142	5,667	90	4,608	-		-	15	23	89	5	1	0	1	366
Code Enforcement Officer	186	6,604	118	6,042	4		-	29	30	116	6	1	0	2	494
Code Enforcement Officer	180	6,604	115	5,844	-		-	29	29	112	6	1	0	1	474
Senior Administrative Analyst	267	8,490	3	8,490	-		170	26	42	163	9	1	0	1	683
Associate Engineer	284	9,137	103	9,137	-		183	26	46	176	11	1	0	2	832
Associate Planner	247	7,834	0	7,834	4		157	24	39	151	8	1	0	1	631
Associate Planner	211	7,834	134	6,845	-		-	23	34	132	7	1	0	2	545
Recreation Program Supervisor II	221	7,035	0	7,035	-		141	21	35	135	7	1	0	1	564
Deputy City Clerk	193	6,686	123	6,266	8		-	31	31	121	6	1	0	2	516
Recreation Services Manager	241	8,242	153	7,811	-		-	26	39	150	8	1	0	2	622
Assistant Engineer	9,137			7,049	-		-	-	35	136	2	-	-	-	173
Associate Planner	8,774			6,715	-		-	-	34	129	2	-	-	-	165
Associate Engineer	9,137			8,067	-		-	-	40	155	2	-	-	-	198
Maintenance Worker	135	4,765	86	4,388	16	245	-	14	22	84	8	1	0	1	613
Staff Assistant II / Full Time	142	4,927	90	4,592	-		-	22	23	88	5	1	0	1	372
Senior Administrative Analyst	266	8,490	36	8,490	-		170	29	42	163	9	1	0	2	719
Senior Engineer	287	10,234	183	9,316	-		-	45	47	179	9	2	1	2	755
Senior Account Technician	189	6,420	120	6,140	18		-	30	31	118	6	1	0	2	516
Staff Assistant II / Full Time	140	4,927	89	4,540	-		-	22	23	87	5	1	0	1	368
<b>Monthly Totals</b>	<b>8,800</b>		<b>4,374</b>		<b>154</b>	<b>1,214</b>	<b>1,442</b>	<b>1,124</b>	<b>1,529</b>	<b>5,880</b>	<b>317</b>	<b>46</b>	<b>15</b>	<b>66</b>	<b>24,961</b>
Annualized	105,596		52,486		1,846	14,574	17,306	13,493	18,346	70,561	3,804	550	175	790	299,527

**CITY OF RANCHO PALOS VERDES  
FISCAL IMPACT ANALYSIS OF THE RANCHO PALOS VERDES EMPLOYEES ASSOCIATION  
SEPTEMBER 3, 2015 (CONTINUED)**

Title	3.25% COLA 7/1/2016	New FY16-17 Range Top	2.00% Merit 7/1/2016	Monthly Rate 7/1/2016	Increased Overtime	New Standby Pay	2.00% Merit Cash 7/1/2016	FY16-17 Pension Cost	0.5% 457 Match	Vaca Cash Out	Medicare Cost	Life Insurance Cost	ADD Insurance Cost	LTD Insurance Cost	Total Added Cost
Senior Planner	285	9,059	-	9,059	-	-	181	29	45	174	9	1	0	1	727
Account Clerk	157	5,226	100	5,084	15	-	-	18	25	98	5	1	0	1	421
Maintenance Worker II	143	4,920	91	4,633	17	258	-	24	23	89	9	1	0	1	656
Senior Administrative Analyst	260	8,766	165	8,418	-	-	-	43	42	162	9	1	0	2	684
Executive Staff Assistant	216	6,895	46	6,895	-	-	138	26	34	133	8	1	0	1	603
Assistant Planner	177	7,118	112	5,730	3	-	-	20	29	110	6	1	0	1	459
Assistant Engineer	210	8,491	133	6,802	7	-	-	23	34	131	7	1	0	2	549
Administrative Analyst II	219	7,826	139	7,109	-	-	-	36	36	137	7	1	0	2	578
Senior Engineer	314	10,567	200	10,181	-	-	-	52	51	196	10	2	1	3	828
Building Inspector II	211	7,687	134	6,825	5	-	-	35	34	131	7	1	0	2	560
Recreation Program Supervisor II	229	7,264	-	7,264	-	-	145	23	36	140	7	1	0	1	583
Senior Administrative Analyst	260	8,766	165	8,416	-	-	-	43	42	162	9	1	0	2	684
Lead Worker	157	5,657	100	5,083	19	284	-	17	25	98	10	1	0	1	711
Administrative Staff Assistant	163	5,841	103	5,267	1	-	-	27	26	101	5	1	0	1	429
Senior Administrative Analyst	265	8,766	169	8,596	-	-	-	31	43	165	9	2	0	2	686
Administrative Staff Assistant	163	5,841	103	5,267	5	-	-	18	26	101	5	1	0	1	424
Permit Technician	166	5,851	106	5,383	-	-	-	27	27	104	5	1	0	1	438
Building Inspector I	178	6,862	113	5,767	4	-	-	20	29	111	6	1	0	1	463
Senior Administrative Analyst	251	8,766	159	8,134	-	-	-	29	41	156	8	1	0	2	649
Senior Planner	228	9,059	145	7,400	-	-	-	38	37	142	7	1	0	2	602
Maintenance Superintendent	265	9,255	169	8,596	-	479	-	29	43	165	16	2	0	2	1,171
Accountant	241	7,645	-	7,645	14	-	153	24	38	147	8	1	0	1	627
Administrative Analyst II	227	7,826	144	7,363	7	-	-	38	37	142	8	1	0	2	605
Planning Technician	157	5,089	100	5,083	1	-	-	17	25	98	5	1	0	1	406
Permit Technician	178	5,851	113	5,765	-	-	-	29	29	111	6	1	0	1	469
Senior Planner	257	8,089	-	8,164	7	-	163	26	41	157	8	1	0	1	662
Administrative Staff Assistant	163	5,841	103	5,275	-	-	-	27	26	101	5	1	0	1	429
Permit Technician	150	5,851	95	4,852	-	-	-	17	24	93	5	1	0	1	386
Code Enforcement Officer	196	6,819	125	6,363	5	-	-	32	32	122	6	1	0	2	522
Code Enforcement Officer	190	6,819	121	6,155	-	-	-	31	31	118	6	1	0	2	500
Senior Administrative Analyst	276	8,766	-	8,766	-	-	175	28	44	169	9	1	0	1	703
Associate Engineer	297	9,434	-	9,434	-	-	189	21	47	181	10	1	0	1	748
Associate Planner	255	8,089	-	8,089	4	-	162	26	40	156	8	1	0	1	653
Associate Planner	222	8,089	141	7,209	-	-	-	26	36	139	7	1	0	2	575
Recreation Program Supervisor II	229	7,264	-	7,264	-	-	145	23	36	140	7	1	0	1	583
Deputy City Clerk	204	6,903	129	6,599	8	-	-	34	33	127	7	1	0	2	545
Recreation Services Manager	254	8,509	161	8,226	-	-	-	29	41	158	8	1	0	2	656
Assistant Engineer	229	9,434	146	7,423	-	-	-	27	37	143	8	1	0	2	592
Associate Planner	218	9,059	139	7,072	-	-	-	25	35	136	7	1	0	2	564
Associate Engineer	262	9,434	167	8,495	-	-	-	30	42	163	9	1	0	2	678
Maintenance Worker	143	4,920	91	4,621	17	257.73	-	16	23	89	9	1	0	1	647
Staff Assistant II / Full Time	149	5,087	95	4,836	-	-	-	25	24	93	5	1	0	1	393
Senior Administrative Analyst	276	8,766	-	8,766	-	-	175	28	44	169	9	1	0	1	703
Senior Engineer	303	10,567	192	9,811	-	-	-	50	49	189	10	2	1	2	798
Senior Account Technician	200	6,629	127	6,466	19	-	-	33	32	124	7	1	0	2	545
Staff Assistant II / Full Time	148	5,087	94	4,781	-	-	-	24	24	92	5	1	0	1	389
<b>Monthly Totals</b>	<b>9,937</b>		<b>4,734</b>		<b>157</b>	<b>1,279</b>	<b>1,627</b>	<b>1,295</b>	<b>1,602</b>	<b>6,162</b>	<b>346</b>	<b>51</b>	<b>16</b>	<b>73</b>	<b>27,281</b>
Annualized	119,248		56,807		1,883	15,348	19,523	15,545	19,226	73,946	4,158	613	194	880	327,371

**CITY OF RANCHO PALOS VERDES  
FISCAL IMPACT ANALYSIS OF THE RANCHO PALOS VERDES EMPLOYEES ASSOCIATION  
SEPTEMBER 3, 2015 (CONTINUED)**

Title	3.25% COLA 7/1/2017	New FY17-18 Range Top	2.00% Merit 7/1/2017	Monthly Rate 7/1/2017	Increased Overtime	New Standby Pay	2.00% Merit 7/1/2017	FY17-18 Cash Cost	0.5% FY17-18 Pension Cost	0.5% 457 Match	Vaca Cash Out	Medicare Cost	Life Insurance Cost	ADD Insurance Cost	LTD Insurance Cost	Total Added Cost
Senior Planner	294	9,354	-	9,354	-		187	30	47	180	10	1	0	1	750	
Account Clerk	165	5,396	105	5,354	16		-	19	27	103	6	1	0	1	443	
Maintenance Worker II	151	5,080	96	4,880	18	272	-	25	24	94	9	1	0	1	691	
Senior Administrative Analyst	274	9,051	174	8,865	-		-	45	44	170	9	2	0	2	721	
Executive Staff Assistant	224	7,119	-	7,119	-		142	23	36	137	7	1	0	1	571	
Assistant Planner	186	7,350	118	6,035	3		-	21	30	116	6	1	0	2	484	
Assistant Engineer	221	8,767	140	7,163	8		-	25	36	138	7	1	0	2	578	
Administrative Analyst II	231	8,080	147	7,487	-		-	38	37	144	8	1	0	2	609	
Senior Engineer	331	10,910	210	10,722	-		-	55	54	206	11	2	1	3	872	
Building Inspector II	222	7,937	141	7,188	5		-	37	36	138	7	1	0	2	590	
Recreation Program Supervisor II	236	7,500	-	7,500	-		150	24	38	144	8	1	0	1	602	
Senior Administrative Analyst	274	9,051	174	8,863	-		-	45	44	170	9	2	0	2	720	
Lead Worker	165	5,841	105	5,354	19	299	-	18	27	103	10	1	0	1	749	
Administrative Staff Assistant	171	6,031	109	5,547	1		-	28	28	107	6	1	0	1	452	
Senior Administrative Analyst	279	9,051	176	9,051	-		181	32	45	174	12	2	1	2	904	
Administrative Staff Assistant	171	6,031	109	5,547	5		-	19	28	107	6	1	0	1	447	
Permit Technician	175	6,041	111	5,669	-		-	29	28	109	6	1	0	1	461	
Building Inspector I	187	7,085	119	6,074	4		-	21	30	117	6	1	0	2	488	
Senior Administrative Analyst	264	9,051	168	8,566	-		-	31	43	165	9	2	0	2	683	
Senior Planner	240	9,354	153	7,793	-		-	40	39	150	8	1	0	2	634	
Maintenance Superintendent	279	9,556	178	9,053	-	505	-	31	45	174	16	2	1	2	1,233	
Accountant	248	7,893	-	7,893	14		158	25	39	152	8	1	0	1	648	
Administrative Analyst II	239	8,080	152	7,755	7		-	40	39	149	8	1	0	2	638	
Planning Technician	165	5,255	6	5,255	1		105	12	26	101	5	1	0	1	423	
Permit Technician	187	6,041	88	6,041	-		121	28	30	116	7	1	0	1	580	
Senior Planner	265	8,352	-	8,429	8		169	27	42	162	9	1	0	1	684	
Administrative Staff Assistant	171	6,031	109	5,555	-		-	28	28	107	6	1	0	1	452	
Permit Technician	158	6,041	100	5,110	-		-	18	26	98	5	1	0	1	407	
Code Enforcement Officer	207	7,040	131	6,701	5		-	34	34	129	7	1	0	2	550	
Code Enforcement Officer	200	7,040	127	6,482	-		-	33	32	125	7	1	0	2	527	
Senior Administrative Analyst	285	9,051	-	9,051	-		181	29	45	174	9	1	0	1	726	
Associate Engineer	307	9,741	-	9,741	-		195	22	49	187	10	1	0	2	772	
Associate Planner	263	8,352	-	8,352	4		167	27	42	161	9	1	0	1	674	
Associate Planner	234	8,352	149	7,592	-		-	27	38	146	8	1	0	2	606	
Recreation Program Supervisor II	236	7,500	-	7,500	-		150	24	38	144	8	1	0	1	602	
Deputy City Clerk	214	7,128	136	6,950	9		-	35	35	134	7	1	0	2	574	
Recreation Services Manager	267	8,786	170	8,663	-		-	31	43	167	9	2	0	2	691	
Assistant Engineer	241	9,741	153	7,818	-		-	28	39	150	8	1	0	2	624	
Associate Planner	230	9,354	146	7,448	-		-	27	37	143	8	1	0	2	594	
Associate Engineer	276	9,741	175	8,947	-		-	32	45	172	9	2	0	2	714	
Maintenance Worker	150	5,080	95	4,867	18	271	-	17	24	94	9	1	0	1	681	
Staff Assistant II / Full Time	157	5,252	100	5,094	-		-	26	25	98	5	1	0	1	414	
Senior Administrative Analyst	285	9,051	-	9,051	-		181	29	45	174	9	1	0	1	726	
Senior Engineer	319	10,910	203	10,333	-		-	53	52	199	10	2	1	3	840	
Senior Account Technician	210	6,845	134	6,810	20		-	35	34	131	7	1	0	2	574	
Staff Assistant II / Full Time	155	5,252	99	5,035	-		-	26	25	97	5	1	0	1	409	
<b>Monthly Totals</b>	<b>10,414</b>		<b>4,805</b>		<b>164</b>	<b>1,347</b>	<b>2,087</b>	<b>1,344</b>	<b>1,678</b>	<b>6,455</b>	<b>366</b>	<b>53</b>	<b>17</b>	<b>76</b>	<b>28,808</b>	
Annualized	124,970		57,665		1,973	16,164	25,041	16,133	20,139	77,459	4,397	636	202	913	345,690	

**CITY OF RANCHO PALOS VERDES  
FISCAL IMPACT ANALYSIS OF THE RANCHO PALOS VERDES EMPLOYEES ASSOCIATION  
SEPTEMBER 3, 2015 (CONTINUED)**

Title	FY15-16	FY16-17	FY17-18	FY15-16	FY16-17	FY17-18	FY15-16	FY16-17	FY17-18
	Min Call-Out Per Incident	Min Call-Out Per Incident	Min Call-Out Per Incident	Potential Addl Comp Payout	Potential Addl Comp Payout	Potential Addl Comp Payout	Unproductive Cost of Board	Unproductive Cost of Board	Unproductive Cost of Board
Senior Planner				2,054	2,121	2,190	2,896	3,063	3,236
Account Clerk				1,130	1,190	1,253			
Maintenance Worker II	77	81	86	1,030	1,085	1,142			
Senior Administrative Analyst				1,871	1,971	2,075			
Executive Staff Assistant				1,553	1,614	1,667			
Assistant Planner				1,274	1,342	1,413			
Assistant Engineer				1,512	1,592	1,677			
Administrative Analyst II				1,580	1,664	1,753			
Senior Engineer				2,263	2,384	2,510	2,869	3,060	3,261
Building Inspector II				1,517	1,598	1,683			
Recreation Program Supervisor II				1,647	1,701	1,756			
Senior Administrative Analyst				1,871	1,970	2,075			
Lead Worker	85	89	94	1,130	1,190	1,253			
Administrative Staff Assistant				1,171	1,233	1,299			
Senior Administrative Analyst				1,911	2,012	2,119	2,346	2,505	2,713
Administrative Staff Assistant				1,171	1,233	1,299			
Permit Technician				1,197	1,260	1,327			
Building Inspector I				1,282	1,350	1,422			
Senior Administrative Analyst				1,808	1,904	2,005			
Senior Planner				1,645	1,732	1,825			
Maintenance Superintendent	143	151	159	1,911	2,012	2,119			
Accountant				1,733	1,790	1,848			
Administrative Analyst II				1,637	1,724	1,815	2,223	2,363	2,510
Planning Technician				1,130	1,190	1,230			
Permit Technician				1,282	1,350	1,414			
Senior Planner				1,851	1,911	1,973			
Administrative Staff Assistant				1,173	1,235	1,301			
Permit Technician				1,079	1,136	1,196			
Code Enforcement Officer				1,415	1,490	1,569			
Code Enforcement Officer				1,368	1,441	1,518			
Senior Administrative Analyst				1,988	2,052	2,119			
Associate Engineer				2,139	2,209	2,280			
Associate Planner				1,834	1,894	1,955			
Associate Planner				1,603	1,688	1,778			
Recreation Program Supervisor II				1,647	1,701	1,756			
Deputy City Clerk				1,467	1,545	1,627			
Recreation Services Manager				1,467	1,545	1,627			
Assistant Engineer				1,829	1,926	2,028			
Associate Planner				1,650	1,738	1,830			
Associate Engineer				1,572	1,656	1,744			
Maintenance Worker				1,889	1,989	2,095			
Staff Assistant II / Full Time	77	81	85	1,027	1,082	1,139			
Senior Administrative Analyst				1,075	1,132	1,192			
Senior Engineer				1,988	2,052	2,119	2,623	2,785	2,952
Senior Account Technician				2,181	2,297	2,419			
Staff Assistant II / Full Time				1,437	1,514	1,594			
<b>Monthly Totals</b>				1,063	1,119	1,179			
Annualized							12,957	13,776	14,673